

ABSTRACT

This study aims at the role of human resources in performance improvement engagement. This study discusses factors that can affect employee performance improvement such as knowledge sharing, this study also provides a benchmark for how human resources become a potential solution to overcome problems that exist in the company. develop previous research by proposing proactive work behavior as an intervening variable to see direct and indirect effects on employee performance.

The research was conducted at PT. Home Credit Indonesia Cirebon City Branch using a sample of 72. The method used was Path Analysis with the help of the SPSS program. Based on the results of this study, shows that the knowledge sharing variable has a direct positive effect on employee performance with a T value of statistic 2,468 dan P values 0,014, which means that H1 is accepted. The effect of knowledge sharing on proactive work behavior is T 8,244 and a P values 0.000 means that H2 is accepted, while the indirect effect of knowledge sharing on employee performance through proactive work behavior is T 0,702 and a P values of 0,483, which means H3 is not accepted.

Keyword : Knowledge Sharing, Proactive Work Behavior, Employee Performance