

ABSTRACT

The purpose of this study was to analyze and obtain evidence of knowledge sharing, learning orientation and self efficacy on employee performance through innovation capability as an intervening variable (study on employees of PT Telekomunikasi Indonesia Witel Semarang). The population of this study were all permanent employees of PT Telekomunikasi Indonesia Witel Semarang and sampling using the saturated technique or the census technique amounted to 125 samples. Collecting data using a questionnaire with the criteria that the respondent has become a permanent employee. The process of data processing and analysis using SEM modeling Equations with the AMOS program. The result of this study indicate that knowledge sharing has a positive and significant effect on innovation capability, learning orientation has a positive and significant effect on innovation capability, self efficacy has a positive and significant effect on innovation capability, knowledge sharing has a positive and significant effect on employee performance, learning orientation has a positive and significant effect on employee performance, self efficacy has a positive and significant effect on employee performance, innovation capability has a positive and significant effect on employee performance.

Keywords: *Knowledge Sharing, Learning Orientation, Self Efficacy, Innovation Capability, Employee Performance*