

## **ABSTRACT**

*The purpose of this study is to determine the influence of the work environment and share knowledge on employee performance with job satisfaction as an intervening variable in PT Geo Given Visi Mandiri employees. The independent variables in this study were work environment and knowledge sharing. The dependent variable in this study is employee performance. The mediating variable in this study was job satisfaction.*

*The population used is employees of PT Geo Given Visi Mandiri outsourcing manager, with the same sample number as the population of 67 employees. The sample collection technique used is the census. The data collection method used is by distributing questionnaires online. The data analysis method used is Structural Equation Modeling (SEM) with the SmartPLS 3.2.9 application.*

*The results of this study show that the work environment has a positive and significant effect on employee performance. Knowledge sharing has a positive and significant influence on employee performance. The work environment has a positive and significant influence on job satisfaction. Sharing knowledge has a positive and significant influence on work performance. Job satisfaction has a positive and significant influence on employee performance. Job satisfaction can mediate indirect relationships between the work environment and knowledge sharing on employee performance.*

*Keywords: Work Environment, Knowledge Sharing, Job Satisfaction, Employee Performance.*