

ABSTRACT

Human resources performance are records of outcomes from the function of a particular job or activity during a certain period of time. This study aims to analyze empirically the effect of learning orientation and professional competence on employee performance with knowledge sharing as an intervening variable at PT. Bank Mandiri (Persero) Semarang Branch Office MPU Tantular.

The population in this study were all staff / employees of PT. Bank Mandiri (Persero) Semarang Mpu Tantular Branch is 38 people, so this research is census research. Based on the questionnaire distribution process obtained a sample of 35 people. The analysis tool used is path analysis, where previously tested the validity and reliability and classical assumptions.

The results showed that learning orientation and professional competence had a positive and significant effect on knowledge sharing. Learning orientation, professional competence and knowledge sharing have a positive and significant effect on HR performance. Knowledge sharing is not able to be an intervening variable between learning orientation towards HR performance, while knowledge sharing is able to become an intervening variable between professional competence and HR performance.

Keywords: *Learning orientation, professional competence, knowledge sharing and Human resources performance*