Effect of Knowledge Sharing Mediation on Employee Performance Efarina Hospital Employee

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ARTICLE INFO	ABSTRACT
Keywords: Knowledge Sharing, Work Environment, Employee Performance	This study aims to find out the positive and significant influence between knowledge sharing mediation on the performance of employees of the Health Office of Efarina Pangkalan Kerinci Hospital. The population of this study is all employees of worker Efarina Pangkalan Kerinci Hospital of 280 people. The sample was taken as much as 15% of the total population of 42 people. Knowledge sharing variables are measured by knowledge donating and collecting, while employee performance variables are measured by work quality, quantity of work, job knowledge, cooperation, reliable, initiative, and personal quality. This research method is a quantifying method. Data collection in this study was conducted by providing Knowledge Sharing questionnaires and employee performance to the parties concerned. The result of the data regression analysis, it is known that there is a linear relationship of Mediation Knowledge Sharing (X1) to Employee Performance (Y), as evidenced by the R Square (R2) value of 0.663 or 66.3% which means that 66.3% of knowledge sharing variables can be explained by employee performance variables or have an influence of 66.3% on the performance of employees of Efarina Pangkalan Kerinci Hospital. Then, hypothesis obtained that the knowledge sharing variable has a value of tHitung 8.72 > tTabel 2.02.
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1.   Introduction

In times of crisis like today, many people are aware of the demands to have the ability to make quality human resource development plans. In this development effort, an organization or company can make improvements in, namely by performing appraisal performance. In the opinion of Rivai (2015) performance evaluation which is also known as personal appraisal, performance ratting, performance assessment, employee evaluating, merit, ratting, efficiency ratting, service ratting, is basically a process used by companies to evaluate job performance. If done correctly, this will provide important benefits for employees, human resources departments, and of course for the continuity of the organization.

Furthermore, employee performance will achieve more maximum results if supported by knowledge owned. Every employee is expected to continue to explore his/her knowledge and not just rely on or fixated on the existing system. So it can be said that every employee has a role in improving his company. Realizing the phenomenon, an organization will make a breakthrough by applying Knowledge Management to its employees. Knowledge Management that is usually applied in an organization is divided into 2 namely, Tacit Knowledge and Explicit Knowledge. The first is individual knowledge gained from daily experience, which is difficult to duplicate and taught to others where knowledge can be categorized in the form of individual knowledge or personal knowledge. Second, knowledge that can be transformed between individuals so that it is easier to be described into documents, practices, trainings and others, where the author categorizes in the form of job procedures, and technology (Kosasih et al, 2015).

Knowledge Sharing is the focus of Knowledge Management. as one of the three parts of the Knowledge Management process, Knowledge Sharing activities are the hardest part compared to Knowledge Acquisition and Knowledge Utilization. This is because Knowledge Sharing activities are closely related to humans as well as organizational cultures that are difficult to change. The role of Knowledge Sharing in the knowledge management process is very important because Knowledge Sharing is the basis and the link between Knowledge Acquisition and Knowledge Utilization in a company. So, if Knowledge Sharing activities in a company is not carried out properly, it can be said that Knowledge Management in the company is so. Knowledge Sharing activities are also able to make Tacit Knowledge employees can continue to be in the company even though the owner has left the company. in addition, Knowledge Sharing can reduce the knowledge gap that occurs between senior and junior employees because in reality the knowledge in an organization is more owned by senior employees and ahead of the pension compared to junior employees. Knowledge Sharing activities are very useful to help decision making and need to be habitued in a company so that it is expected to be formed Knowledge Sharing in employees and subsequently formed Knowledge Sharing Culture in the company (Pertiwi, 2014).

Knowledge Sharing is basically an organizing principle, which lays the grounding for capturing the potential of knowledge possessed within an organization. To make the most of the organization's resources and improve knowledge sharing it is important to recognize that managing technology and people in order to provide a knowledge sharing environment is beneficial. Knowledge sharing and information technology projects aim to do something useful by people, structure, information technology and knowledge content. Hooff and Weenen (2004) define Knowledge Sharing as the activity of individuals exchanging personal capital.

In order for knowledge to continue to benefit in the long term, an organization must be aware of the existence of workers, knowledge creation, and users in order for knowledge sharing to run effectively and innovation can continue to emerge so that it is expected to improve employee performance, when employee performance improves, thereby improving the company's performance as well. According to Saenz, Aramburu, and Rivera (2010) knowledge creation is an ongoing process of an individual who has limited knowledge then acquires new knowledge. With interaction and knowledge sharing between individuals, the individual will have new views and knowledge to deal with the problems that will occur. In the

context of the organization, the drive to create knowledge and innovation will shape the change of ideas and experiences in the members of the organization.

Efarina Pangkalan Kerinci Hospital is one of the companies engaged in health that also has a vision and mission to improve the quality of performance of its employees. Performance evaluation continues to be carried out continuously in order to improve the quality of health services to the community.

In this development effort, the management is trying to find a solution that is basically a process used by the company to evaluate employee performance in the form of knowledge sharing mediation. The form of knowledge sharing at Efarina Pangkalan Kerinci Hospital is in formal form such as seminars, workshops, sharing info, sharing rules, Sharing about new products and training that is incorporated in national meetings involving all managers and employees. In addition, the informal form of knowledge sharing is the explanation of instructions from superiors to subordinates, division briefings, knowledge sharing conducted through email and also the company's mailing list.

2. Methods

The type of research used is quantitative with cross sectional study approach (Sugiyono, 2010). Cross sectional research is a study that aims to find out the relationship or influence of independent variables on dependents where the measurement between cause and effect in the same time (Handlebars, 2005). The location in this study is Efarina Pangkalan Kerinci Hospital. The population in this study was all health workers who served in Efarina Pangkalan Kerinci Hospital at the time of the study, the number of health workers there were as many as 280 people. Arikunto (2002: 112) states "if the number of subjects greater than 100 can be taken between 10-15% or 20-25% or more depending on at least the researcher's ability to narrow the extent of the observation area and the magnitude of risk". Therefore, the number of samples taken is 15% of the study population so the number of samples is 42 people. The research data were analyzed using statistical techniques, namely simple correlation and regression techniques and One Way Anova. These analytical techniques are intended to test hypotheses. To describe the research variable data used statistical description by calculating the average (M), standard deviation (SD) and frequency distribution of the data obtained.

3. Results and Analysis

There are 2 variables presented in this study, taken from knowledge sharing theory by Hoff and Ridder (2004) and employee performance theory using Ivancevich theory (2001). The following will be presented frequency distribution based on indicators (selection process) and dimensions (employee performance) in this study.

3.1 Knowledge Sharing

Knowledge Sharing Behavior variables in this study were measured through 2 indicators, namely knowledge donating and knowledge collecting. Respondents' assessment of each indicator is illustrated through the following frequency distribution tables for each indicator.

3.2 The Dimensions of Knowledge Donating

The Knowledge Donating dimension has four supporting question indicators. According to Hooff and Ridder (2004) knowledge donating itself is the behavior of communicating one's intellectual capital to others, but in Efarina Pangkalan Kerinci Hospital is felt enough but still need more attention so that employee performance can develop for the better, and of course employees can share knowledge, information, or things that can be new about work with fellow colleagues.

Table 1
Average Value (Mean) Of Knowledge Donating Dimensions

No	Questionaire	Mean
1	When I learn something new, I say to my colleagues about it.	3.97
2	I share information about the work I do have it with my colleagues.	3.18
3	I think it's important my colleagues know what job I'm working on.	3.99
4	I often tell my colleagues what I do.	3.58

Based on the data obtained by these four indicators, the average employee is positive, because the average person gives an agreed answer to the existing statement. However, there is still a need for a stronger push about what is shared in Efarina Hospital, so that employees consider the existing revelations to be workable and will be further developed to produce better performance.

3.3 Knowledge Collecting Dimensions

The Knowledge Collecting dimension has four supporting question indicators.

Table 2
Employee Responses to Knowledge Collecting

No	Collecting Questionaire	Mean
1	When I need certain knowledge, I asked to be taught my colleagues about it.	3.68
2	I want to know about what my colleagues Know.	3.76
3	I asked my colleagues about their abilities when I wanted to learn something.	3.37
4	When a colleague of mine is expert at something, I ask them to teach me how to do it.	3.42

Based on the average value of the knowledge collecting dimension, it indicates that the average respondent's answer is to agree with this indicator. Some employees stated that knowledge sharing activities were effective, therefore it was seen that employees gave a positive attitude. Knowledge collecting is considered important to be applied because it is hoped that

the sharing of knowledge can add insight into work, especially knowledge collecting, the goal of which is to consult with other individuals about their intellectual capital, with the behavior of sharing performance can increase (Hooff and Ridder, 2004). With the implementation of the knowledge sharing system in the future, communication will be even better between fellow employees of Efarina Hospital.

Based on the mean table from the personal quality dimension shows that the answering reponden agrees with the above indicators. This means that employees become more good attitude towards sesame employees and establish good communication with each other, that means indirectly knowledge sharing makes employees more trying to achieve maximum work results than before and trying to do their work by sharing knowledge to get the job done.

3.4   Linear regression test

This study used bivariate analysis techniques to see the relationship between knowledge sharing and employee performance from the data obtained and to see how strong the relationship between the two variables is. In this study, the independent variable is knowledge sharing while the dependent variable is employee performance. The first stage in performing linear regression analysis is to analyze the factors of the selected indicators into a form of score factor. The second stage estimates the score factor obtained by single regression analysis. The output is in the form of F test and significance level contained in ANOVA table. While the t test and the level of significance are contained in the coefficient table which are both used to form the significance of the influence of each construct. Linear regression analysis is used to test the effect set between one independent variable and one dependent variable. Knowledge Sharing in this study is an independent variable and the dependent variable is Employee Performance.

The amount of coefficient of determination (R^2) shows the percentage of observation variability of dependent variables, namely employee performance described by its independent variable, knowledge sharing. A zero-value coefficient of determination does not necessarily mean no influence, but only indicates the absence of linear influence. From the calculation results obtained that the value of R Square (R^2) of 0.663 or 66.3% which means that 66.3% of knowledge sharing variables can be explained by employee performance variables or affect 66.3% of the performance of Efarina Hospital employees.

The ANOVA table sees no influence between independent variables and dependent variables. From the calculation results obtained that the knowledge sharing variable has a value of tHitung 8.72 > tTabel 2.02 with a significance value of 0.05 or 5%. This indicates that knowledge sharing variables have a significantly positive effect on employee performance variables. In other words, the null hypothesis is rejected and alternative hypotheses accepted.

The hypothetical test results state that there is an influence of knowledge sharing on employee performance. This proof corroborates some previous opinions and research, to produce good performance, the company needs a good system as well. This system is not only existing regulations or standards but also involves parties directly related to human resources. One management system that offers a discipline that treats intellectuals as managed assets is knowledge management (Honeycutt, 2002).

In practice if the knowledge sharing system that is part of the knowledge management system can be a guidance on the management of intangible assets that become the pillars of the company in creating value. The company needs to know the extent to which knowledge management plays a role in improving employee performance (Natalia Kosasih, 2007).

4.   Conclusion

This research resulted in the conclusion that Knowledge Sharing has a significant and positive influence on the performance of employees of Efarina Pangkalan Kerinci Hospital. This research was carried out by following the research procedures that should be, but there are still some limitations in its implementation, among others, data collection, felt by data collection researchers in the company is very hampered because it has to go through the procedures set by the company. In addition, the other border is in conducting the dissemination of questionnaires, researchers must explain to each employee about the research carried out because it remembers to get satisfactory answers from each respondent.

Although the application of Knowledge Sharing carried out by Efarina Hospital can produce high-performance employees such as being able to do their work in accordance with the company's target, in addition employees can complete their work on time and so on, but the company must continue to develop a sustainable knowledge sharing system until employees can work better. This is useful to maintain the quality of employee performance to remain high

In the future, it would be better to research other variables that are suspected to have an influence on the performance of Efarina Hospital employees. Variables outside of knowledge sharing that can improve employee performance such as selection process, training and development, etc.ini are useful so that companies can more clearly see what programs / things that really affect employee performance. If it is proven that the program has no effect, then it should be abandoned and replaced with a better one.

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