

ABSTRAK

Suatu organisasi pemerintahan harus dapat mengoptimalkan sumber daya manusia yang ada. Pencapaian kinerja pegawainya berpengaruh pada baik buruknya kesuksesan dan kinerja organisasinya secara keseluruhan. Penelitian ini bertujuan untuk mengetahui pengaruh *knowledge management* dan pengembangan sumber daya manusia terhadap kinerja pegawai administrasi melalui kompetensi sebagai variabel mediasi studi pada RSD dr. Soebandi Jember. Penelitian ini menggunakan jenis penelitian *explanatory research*. Populasi dalam penelitian ini adalah pegawai administrasi RSD dr Soebandi, yang berjumlah 123 pegawai. Dalam mengambil sampelnya menerapkan metode Sampel Jenuh/Metode Sensus, yakni teknik dalam menentukan sampel dengan seluruh anggota populasinya dipilih menjadi sampel. Alasan pemakaian metode ini dikarenakan jumlah pegawai administrasi RSD dr Soebandi, yang berjumlah 123 pegawai. Metode analisis data yang digunakan dalam penelitian ini yaitu *Structural Equation Modeling* (SEM) menggunakan *warpPLS*. Hasil penelitian menunjukkan bahwa semakin tinggi *Knowledge Management* akan meningkatkan Kompetensi, semakin tinggi pengembangan sumber daya manusia akan meningkatkan kompetensi, semakin tinggi *knowledge management* akan meningkatkan kinerja pegawai, semakin tinggi pengembangan sumber daya manusia akan meningkatkan kinerja pegawai, semakin tinggi kompetensi akan meningkatkan kinerja pegawai, *knowledge management* berpengaruh positif dan signifikan terhadap kinerja pegawai administrasi melalui kompetensi. Pengembangan sumber daya manusia berpengaruh positif dan signifikan terhadap kinerja pegawai administrasi melalui kompetensi.

Kata Kunci: *Knowledge management*, Pengembangan SDM, Kompetensi, Kinerja

ABSTRACT

Government organization must be able to optimize existing human resources. The performance achievements of employees influence the good, bad, success and performance of the organization as a whole. This research aims to determine the effect of knowledge management and human resource development on the performance of administrative employees through competency as a mediating variable for the study at RSD dr. Soebandi Jember. This research uses explanatory research. The population in this study were administrative employees at RSD Dr Soebandi, totaling 123 employees. In taking samples, the Saturated Sample Method/Census Method is used, namely a technique for determining a sample in which all members of the population are selected as samples. The reason for using this method is due to the number of administrative employees at RSD Dr Soebandi, totaling 123 employees. The data analysis method used in this research is Structural Equation Modeling (SEM) using WarpPLS. The research results show that the higher Knowledge Management will increase Competency, the higher Human Resource Development will increase Competency, the higher Knowledge Management will improve Employee Performance, the higher Human Resource Development will improve Employee Performance, the higher Competency will improve Employee Performance, Knowledge Management has a positive and significant effect on structural employee performance through competency. Human Resource Development has a positive and significant effect on Employee Performance of Structural Employees through competency.

Keywords: Knowledge management, HR development, competency, performance