

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *knowledge sharing* dan kapabilitas terhadap kinerja pegawai Bawaslu Kabupaten Jember, dengan *employee engagement* sebagai variabel intervening. Latar belakang penelitian ini berangkat dari pentingnya peningkatan efektivitas pengawasan pemilu yang menuntut kemampuan teknis, kolaborasi, dan keterikatan emosional pegawai terhadap organisasi. Penelitian ini menggunakan pendekatan kuantitatif eksplanatori dengan metode survei melalui kuesioner yang disebarakan kepada seluruh pegawai Bawaslu Kabupaten Jember. Analisis data dilakukan dengan teknik *partial least squares-structural equation modeling* (PLS-SEM) guna menguji hubungan langsung dan tidak langsung antarvariabel. Hasil penelitian menunjukkan bahwa *knowledge sharing* dan kapabilitas berpengaruh positif dan signifikan terhadap *employee engagement* dan kinerja pegawai. Selain itu, *employee engagement* terbukti berpengaruh signifikan terhadap kinerja pegawai dan memediasi secara parsial hubungan antara *knowledge sharing* maupun kapabilitas terhadap kinerja. Hasil ini menegaskan bahwa peningkatan kinerja pegawai Bawaslu sangat bergantung pada kemampuan berbagi pengetahuan, kompetensi individu, serta keterikatan karyawan terhadap nilai dan tujuan organisasi. Temuan ini menegaskan bahwa peningkatan kinerja pegawai Bawaslu dipengaruhi oleh kemampuan individu berbagi pengetahuan, penguasaan kompetensi, serta keterikatan emosional terhadap pekerjaan dan organisasi.

**Kata kunci:** *Knowledge Sharing*, *Kapabilitas*, *Employee Engagement*, *Kinerja Pegawai*,

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*This study aims to analyze the influence of knowledge sharing and capabilities on the performance of Bawaslu Jember Regency employees, with employee engagement as an intervening variable. The background of this study is based on the importance of increasing the effectiveness of election supervision, which requires technical skills, collaboration, and emotional attachment of employees to the organization. This study uses a quantitative explanatory approach with a survey method through questionnaires distributed to all Bawaslu Jember Regency employees. Data analysis was conducted using the partial least squares–structural equation modeling (PLS-SEM) technique to test the direct and indirect relationships between variables. The results show that Knowledge Sharing and capabilities have a positive and significant effect on employee engagement and employee performance. Furthermore, employee engagement has been shown to significantly influence employee performance and partially mediate the relationship between knowledge sharing and capability on performance. These results confirm that improving Bawaslu employee performance is highly dependent on the ability to share knowledge, individual competency, and Employee Engagement with organizational values and goals. These findings confirm that improving Bawaslu employee performance is influenced by individual Knowledge Sharing abilities, competency mastery, and emotional attachment to work and the organization.*

**Keywords:** *Knowledge Sharing, Capabilities, Employee Engagement, Employee Performance*