

RINGKASAN

Produktivitas karyawan merupakan kemampuan karyawan untuk menghasilkan output yang optimal dalam waktu dan sumber daya yang tersedia dan dalam implementasinya, terkait dengan efisiensi dan efektivitas pemberian layanan di lembaga publik. Sebagai salah satu lembaga publik strategis dalam penyediaan transmisi listrik, PT PLN (Persero) UPT Purwokerto menghadapi tantangan produktivitas, terkait dengan tingginya frekuensi gangguan yang terjadi, yang berdampak pada belum optimalnya produktivitas operasional organisasi. Dengan demikian, penelitian bertujuan untuk menguji pengaruh knowledge sharing dan absorptive capacity terhadap produktivitas karyawan, baik secara parsial maupun simultan.

Penelitian ini menggunakan pendekatan kuantitatif dengan teknik pengambilan data menggunakan metode sampel jenuh, di mana seluruh populasi, sebanyak 63 karyawan PT. PLN (Persero) UPT Purwokerto dijadikan responden. Instrumen pengumpulan data berupa kuesioner, yang diuji validitas dan reliabilitasnya. Analisis data dilakukan secara bertahap. Pertama, statistik deskriptif digunakan untuk memberikan gambaran umum mengenai karakteristik responden dan distribusi variabel penelitian. Kedua, dilakukan uji asumsi klasik yang meliputi uji normalitas, multikolinearitas, dan heteroskedastisitas untuk memastikan model regresi linier berganda memenuhi syarat. Uji hipotesis dilakukan dengan analisis regresi linier berganda untuk mengukur pengaruh knowledge sharing dan absorptive capacity terhadap produktivitas karyawan, baik secara parsial maupun simultan.

Hasil penelitian menunjukkan bahwa uji validitas instrumen penelitian valid, sementara uji reliabilitas menunjukkan nilai Cronbach's Alpha lebih dari 0,7, yang berarti instrumen konsisten. Temuan penelitian didapat bahwa analisis regresi parsial menunjukkan knowledge sharing berpengaruh signifikan terhadap produktivitas karyawan ($p = 0,000$, $\beta = 0,421$). Absorptive capacity juga memiliki pengaruh signifikan terhadap produktivitas ($p = 0,002$, $\beta = 0,367$). Secara simultan, kedua variabel menunjukkan pengaruh signifikan terhadap produktivitas dengan nilai F sebesar 45,23 ($p = 0,000$). Koefisien determinasi (R^2) sebesar 68,4% menunjukkan bahwa variasi produktivitas karyawan dapat dijelaskan oleh kedua variabel ini, sementara sisanya dipengaruhi oleh faktor lain. Kesimpulannya knowledge sharing dan absorptive capacity memiliki pengaruh signifikan terhadap produktivitas karyawan, baik secara parsial maupun simultan. Penerapan knowledge sharing yang efektif mampu menciptakan lingkungan kerja yang kolaboratif dan mendukung produktivitas. Absorptive capacity memungkinkan karyawan lebih adaptif dalam memahami dan menerapkan pengetahuan baru, yang pada akhirnya meningkatkan produktivitas. Kombinasi kedua variabel ini menciptakan sinergi yang kuat dalam meningkatkan produktivitas karyawan. Implikasi penelitian ini adalah pentingnya manajemen untuk memperkuat budaya berbagi pengetahuan dan mengembangkan kapasitas penyerapan melalui pelatihan berkelanjutan dan platform berbasis teknologi..

SUMMARY

Employee productivity refers to the ability of employees to produce optimal output within the available time and resources, which is closely related to the efficiency and effectiveness of service delivery in public institutions. As a strategic public institution in electricity transmission, PT PLN (Persero) UPT Purwokerto faces productivity challenges due to the high frequency of disruptions, which have adversely impacted the operational productivity of the organization. Therefore, this study aims to examine the effect of knowledge sharing and absorptive capacity on employee productivity, both partially and simultaneously.

A quantitative approach was employed in this study, with data collected using a census method, where the entire population of 63 employees of PT PLN (Persero) UPT Purwokerto was included as respondents. The data collection instrument was a questionnaire, which was tested for its validity and reliability. The research variables consisted of knowledge sharing, absorptive capacity, and employee productivity, each operationalized through measurable indicators. Data analysis was conducted in stages. First, descriptive statistics were used to provide an overview of respondent characteristics and the distribution of research variables. Second, classical assumption tests, including normality, multicollinearity, and heteroscedasticity tests, were performed to ensure that the multiple linear regression model met the required conditions. Hypothesis testing was conducted using multiple linear regression analysis to measure the effect of knowledge sharing and absorptive capacity on employee productivity, both partially and simultaneously.

The results indicated that the research instrument was valid, and reliability testing revealed Cronbach's Alpha values exceeding 0.7, indicating consistency. The findings showed that partial regression analysis revealed a significant effect of knowledge sharing on employee productivity ($p = 0.000$, $\beta = 0.421$). Absorptive capacity was also found to have a significant effect on productivity ($p = 0.002$, $\beta = 0.367$). Simultaneously, both variables demonstrated a significant effect on productivity, with an F value of 45.23 ($p = 0.000$). The coefficient of determination (R^2) was 68.4%, indicating that 68.4% of the variation in employee productivity could be explained by these two variables, while the remaining percentage was influenced by other factors. In conclusion, knowledge sharing and absorptive capacity were found to have a significant effect on employee productivity, both partially and simultaneously. The effective implementation of knowledge sharing fosters a collaborative work environment that supports productivity. Absorptive capacity enables employees to adapt more effectively by understanding and applying new knowledge, which ultimately enhances productivity. The combination of these two variables creates a strong synergy in improving employee productivity. The implications of this study suggest the importance of management in strengthening the culture of knowledge sharing and enhancing absorptive capacity through continuous training and technology-based platforms..