

## Abstrak

PT.SIT GLOBAL SYSTEM merupakan perusahaan konsultan IT yang berlokasi di Grand Wijaya Centre Blok F14 Lt. 3 No 11 Kebayoran Baru, Jakarta Selatan. Tujuan dari penelitian ini adalah untuk memberikan kondisi gambaran mengenai Learning Organization, Knowledge sharing capability, Innovation Capability dan Business Performance menurut persepsi karyawan pada PT.SIT GLOBAL SYSTEMS dan menganalisis pengaruh Learning Organization dan Knowledge Sharing Capability (variabel eksogen) terhadap innovation Capability dan Business Performance (variabel endogen) pada PT.SIT GLOBAL SYSTEM. Metode yang digunakan dalam penelitian ini adalah dengan menggunakan metode deskriptif dan asosiatif dimana data yang digunakan adalah data primer dan sekunder yang diperoleh melalui observasi, wawancara, dan menyebarkan kuesioner kepada 50 orang karyawan sebagai responden. Data yang diperoleh, kemudian dilakukan penelitian dengan menggunakan Software SmartPLS 2,0 dengan menguji factor loading (convergent validity), cross loading (discriminant validity) dan reliability pada outer model serta interpretasi nilai  $R^2$ , koefisien jalur dan total effect pada inner model dari hasil penelitian didapatkan kondisi mengenai Learning Organization dan Knowledge Sharing Capability dipersepsikan pada level sedang sedangkan kondisi mengenai Innovation Capability dan Business Performance dipersepsikan bagus oleh karyawan pada PT.SIT GLOBAL SYSTEM. Dari hasil penelitian juga dapat disimpulkan bahwa Learning Organization memiliki pengaruh yang positif dan signifikan terhadap Innovation Capability, Knowledge Sharing Capability, dan Knowledge Sharing Capability memiliki pengaruh yang positif dan signifikan terhadap Innovation Capability, Innovation Capability memiliki pengaruh yang positif dan signifikan terhadap Business performance, Learning Organization memiliki pengaruh yang positif dan signifikan terhadap Business Performance baik secara langsung maupun tidak langsung melalui Innovation Capability, dan Knowledge Sharing Capability memiliki pengaruh yang positif dan signifikan terhadap Business Performance baik secara langsung maupun tidak langsung melalui Innovation Capability.

**Kata kunci:** *Learning Organization, Knowledge Sharing Capability, Innovation Capability, Business Performance, PLS, Mediating effect.*

## **ABSTRACT**

*PT.SIT GLOBAL SYSTEM is an consulting firm which is located in Grand Wijaya Center Blok F413<sup>rd</sup> F1 no 11 Kebayoran baru, south Jakarta. Purpose of this research is to understand descriptive condition of Learning Organization , Knowledge Sharing Capability, Innovation Capability and Business Performance as they are perceived by employees at PT.SIT GLOBAL SYSTEM S and to analyze influence of Learning Organization and Knowledge Sharing Capability (exogenous variables) on Innovation Capability and Business Performance (endogenous variables) at PT.SIT GLOBAL SYSTEMS. The method for this research is descriptive statistics and assosiative, which the data is primary and secondary data obtained from observation ,interview and questionnaire to 50 employees as respondents . The obtained data then analyzed with SmartPLS 2,0 software by measuring loading factor (convergent validty) , cross loading (discriminant validity) and reliability for outer model and interpretation of R<sup>2</sup> value, path coefficient and total effect for inner model. From this research, it is concluded that the descriptive condition of Learning Organization and Knowledge Sharing Capability is perceived on average level whereas the descriptive condition of innovation Capability and Business Performance is perceived good by employees at PT.SIT GLOBAL SYSTEMS. From this research it is concluded that Learning Organization has positive and significant influence on Innovation Capability, Knowledge Sharing Capability has positive and significant influence on Innovation Capability has positive and significant influence on Business Performance, Learning Organization has positive and significant influence on Business Performance directly and indirectly through Innovation Capability , and Knowledge Sharing Capability has positive anf signifikan influence on Business Performance directly and indirectly through Innovation Capability.*

*Key words: Learning Organization , Knowledge Sharing Capability ,Innovation Capability, Business Performance, PLS, Mediating effect*