

The Impact Of Knowledge Share On Employee Performance: The Role Of Gender

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Abstrak

This study aims to determine the extent to which knowledge sharing influences performance employee And How gender can moderate connection between knowledge sharing And performance employee. Study This use method collection data quantitative with collection data field use method questionnaire Which shared direct to employee part marketing PT. Kahatex. Analysis data using the Partial Least Square (PLS) approach. The research results show that knowledge sharing has a positive and significant effect on employee performance and gender has not been tested capable of acting as a moderating variable between the effects of knowledge sharing to performance employee.

Keywords: Knowledge Sharing , gender, Performance Employee

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INTRODUCTION

Human resources can be a problem for organizations when their potential not optimally developed. "Employee performance is an assessment of a person's work employees in an organization with their duties and responsibilities in one period certain time, in order to achieve organizational goals" (Hasyim, 2022). If performance If the employee produced is optimal, it will produce a large contribution to performance company. Likewise with PT. Kahatex Which is Wrong One company in the field trading commodity futures Which There is in Bandung. PT. Kahatex expect optimal performance from each of its employees, which is the achievement of *margins* (amount investment enter) Which obtained through customers in accordance target Which determined The company is a benchmark for assessing employee performance whether it is optimal or not like which can be seen on table below.

**Table 1 Employee
Performance Part Marketing**

Year 2022

No.	Month	Target	Results
1.	January	90%	57%

2.	February	90%	35%
3.	March	90%	17%
4.	April	90%	51%
5.	May	90%	17%
6.	June	90%	75%
7.	July	90%	85%
8.	August	90%	49%
9.	September	90%	29%
10.	October	90%	61%
11.	November	90%	73%
12.	December	90%	25%

Source: PT. Kahatex (2023)

Based on table 1.1 can seen that achievement target during year 2022 tend fluctuating and Not yet optimal. Based on informal interview with representative broker PT. Kahatex, the reason the company's targets cannot be achieved by employees is that there is obstacles in getting customers. Achievement of targets that determine employee performance with fluctuating results also occurred during the last five years, but in the year before year 2022 achievement target almost approach 90% more often happen, compared to year 2022 which did not meet the target considering that in 2022 Indonesia will also be affected impact from coronavirus pandemic Virus Disease 2019 (COVID-19).

High employee performance is expected by the company, because it is increasing many employees are have high performance, then the productivity of the company is whole will increase so that the company will survive in competition global. Therefore various method thought company For increase performance employees, such as the efforts made by PT. Kahatex by increasing activity *knowledge sharing*. “*Knowledge sharing* is a mechanism by which knowledge is transmitted from One party to party Which others” (Sri Raharso & S., 2016). PT. Kahatex apply *knowledge sharing* through various method And media Which different like daily information shared by the marketing manager of each team via WhatsApp Agrodana's YouTube group and channel to make it easier for marketing personnel to get customer, webinars monthly as well as *trading workshops* through application zoom For make it easy transaction activities for traders as well as *account executives* .

Besides That problem general Which always appear that is Why presumably There is employee certain Which show performance more Good compared to with employee other. One of the reasons for this difference in performance is the difference in *gender* employees, “*gender* is an attempt to classify social attitudes and behavior based on type Gender is relative because it can be influenced by social background, culture, knowledge knowledge, geography and beliefs held” (Yonata, 2022). Hence *gender* Different attitudes can result in different tendencies when employees make efforts achieve targets through habits or instinctive actions that arise based on *gender* they. According to the researchers' observations of *gender differences* that occurred at PT. Kahatex is quite far Where employee man more dominate Good from amount nor results in achieve the target, where the target achievement of male employees is closer to the target determined company compared to with employee Woman, However from facet reception *knowledge sharing* employee Woman more diligent follow activity *knowledge sharing* provided by the company compared to male employees, p This seen

when every *briefings* Morning most employee man often No present whereas the majority of female employees always present. Based on the description above, the researcher feels the need to conduct scientific research regarding how the performance of employees at PT. Kahatex is influenced by *knowledge sharing* And what effect able to be moderated by *gender* .

Knowledge Sharing

“ *Knowledge sharing* (share knowledge) is process Which systematic in send, distribute, And disseminate knowledge And context multidimensional from a or organization to person or organization other Which need through method And media Which variative" (Lumbantobing, 2017). So *knowledge sharing* (knowledge sharing) is needed within the company to reduce risk in overcoming misunderstanding of information between superiors and subordinates as well as between employees and employees. Employee performance will increase and show a level productivity desired by the company.

Not only that if *knowledge sharing* (knowledge sharing) is further enhanced returns, it will bring out a competitive spirit for every useful employee as a return for the company. Improving employee performance is not only seen from *knowledge sharing* (share knowledge) Which relate between employee with employees, but also *knowledge sharing* (knowledge sharing) related between company with his employees. According to (Rofiaty, 2012), *knowledge _ sharing* is is Wrong One step in management knowledge For give chance to member something group, organization, agency or company For share their knowledge, techniques, experiences and ideas with members other".

Meanwhile (Nawawi, 2012) states that " *knowledge sharing* is a stage dissemination (dissemination) and provision of knowledge at the right time to employees requiring". He also stated that "knowledge consists of two types, viz knowledge Which thought or thinking knowledge (*tacit knowledge*) And knowledge that has been recorded and modified in documents (*explicit knowledge*). *Tacit knowledge* is knowledge that resides in the human mind in the form intuition, *judgment* , *skill* , mark (*values*), And *belief* Which very difficult formulated And shared with person other. Whereas *explicit knowledge* is knowledge Which can or Already modified in form document or form other so that can easily transferred and distributed using various media. Can be formulas, cassettes, CDs, videos, audios, etc. From some of these meanings, concluded that *knowledge sharing* is an activity of sharing information, knowledge, experience nor Skills Which beneficial from individual, group, organization, agencies, or companies to others. Where can be an opportunity for all group members to share with each other what they have as knowledge member other, *knowledge sharing* become process lead come back individual For each other exchange knowledge, both *tacit knowledge* and *explicit knowledge* , and together The same create new knowledge.

Gender

“ *Gender* is a concept used to identify differences between men and men and women from a socio-cultural perspective. (Nur Sayyid, 2016). *Gender* in meaning it defines men and women from a non-biological point of view. The concept of *gender* ie something that is inherent in men and women who are socially constructed as well as cultural, historical *gender differences* (*gender difference*) between human types of men and women occur through a very long process, therefore the formation difference *gender* because by Lots matter, among them formed, socialize, strengthened even socially and culturally constructed through religious teachings as well as country.

According to (Suketi & Ariani, 2016) " *gender* is a trait inherent in men and women who are formed by the socio-cultural factors of society, so they are born some assumptions about the social and cultural roles of men and women". Forms social status of men and women, among others, women are known as weak creatures gentle, emotionally beautiful, while men are considered strong, rational, manly and mighty. The properties above are interchangeable and may change from time to time. It means there is strong and rational women, there are also soft and irrational men. This change can occur from time to time from place to place. All characteristics of men and women can change too exchanged that is what is meant with *gender* .

Meanwhile, according to (Puspitawati, 2012) " *Gender* is the difference between men and women in roles, functions and behaviors shaped by social and cultural values or custom customs". *Gender* can felt by every employee in company consequence discrepancy between expectations and reality. Different workloads and roles employee Woman And man often make gap Which resulted discomfort between female and male employees. Sometimes the company In certain cases there is often a different treatment between male employees and employees Woman. Company evaluate employee man more own behavior Work Which nimble, because physically stronger than female employees or female employees wiser people make decisions with thoughtful thought and use feeling than employee man. From a number of understanding in on can concluded that *gender* is classification attitude And behavior social For identify difference between man And Woman as results from formation (construction) background social, culture, knowledge knowledge, geographical And trust which are owned. Thus *gender* is the result of an agreement between humans that is not natural, therefore *gender* varies from place to place and from One time to time.

Performance Employee

"Performance is the result of a process that is produced both in terms of quality and quantity of work and can be accounted for according to their role in the organization" (Busro, 2018). According to (Abdullah, 2014), "performance is work performance which is the result of implementing a work plan made by an institution that is implemented by leaders and employees (human resources) who work in both government institutions and companies (business) to achieve organizational goals. (Adamy, 2016) stated that "employee performance is very closely related to the results of one's work in an organization organization, results work the can concerns quality, quantity And accuracy time.

On the main thing is performance is something results or level success Which achieved by employees in their field of work, in accordance with the responsibilities given. Based on three opinion the, can concluded that performance is results or work performance which is the success of a person (employee), regarding quantity, quality and timeliness where the level of success achieved by employees in the field of work, in accordance with the roles and responsibilities assigned to reach organization goals.

Development Hypothesis

Knowledge sharing activities include sharing experiences and knowledge, which will help individual in finish problems work based on existing experience. Likewise, from sharing this knowledge, individuals will gain more working knowledge to improve effectiveness and efficiency work process. Novian and Yuniadi (2018) say that "if the culture of *knowledge sharing* is enhanced, it will make it easier for employees to access knowledge and learn it, so that it will enhance the ability of employees to innovate as well improve employee performance". "The better the

implementation of *knowledge sharing* on business organization, employee performance will also experience a good increase" (Resti and Hamida, 2018). As research has been conducted by (Deny Bagus Aristanto, 2017) in his research at PT. PLN (PERSERO) Sulawesi Development Master Unit Part North show that *knowledge sharing* influential significant positive to performance employee And study Erwina And Mira (2019) Which conclude that there is a significant and positive influence between *knowledge sharing* on performance employee on Water Company Drinking (PAM) Tirta Mangkaluku City of Palopo.

Matter This signify that application *knowledge sharing* very influence employee performance. If the implementation of *knowledge sharing* is bad, then the performance of employee Also will decrease. So also on the contrary, If application *knowledge sharing* well then the performance of employees will increase. Of the several things that have discussed before, then hypothesis is obtained research as follows:

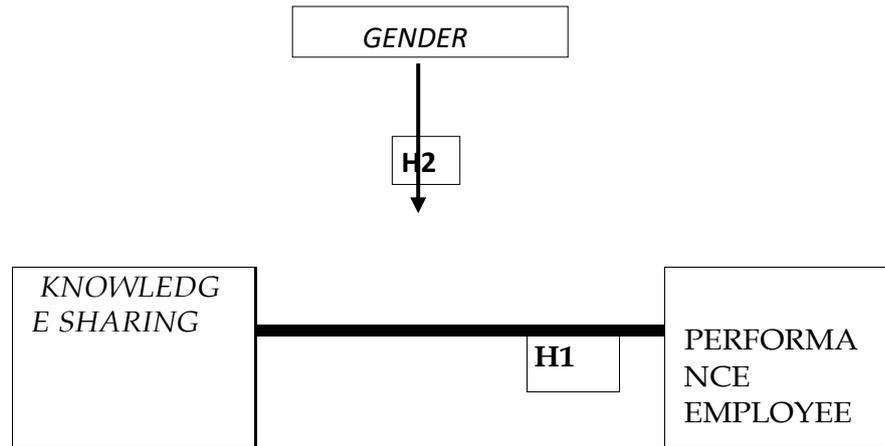
H1 : *Knowledge sharing* has a significant effect on performance employee

"Share knowledge in matter experience And knowledge personal Lots help in increase ability employee For bring up method/way new to work and repair work process to be more efficient and effective, because knowledge sharing activities that include sharing experiences and knowledge, will help employee in finish problems work based on existing experience. Then this knowledge sharing activity is applied can help accelerate in carrying out existing tasks and can help improve the performance of other employees" (Deny Bagus Aristanto, 2017). Meanwhile according to (Abukhait et al., 2018) in his research specifically revealed the "difference effect Which significant from share knowledge between Woman And man, Because compared to men, women were found to be somewhat more cautious and tend to be less For give up their knowledge to others".

Based on previous research conducted by (Wilda et al., 2022) states that there are several variables that can affect employee performance, namely *gender*, workload, and work motivation. The *gender* variable contained in Arvin, Hadi's research And Budi show results Where *gender* influential significant to performance PT employees Bringin Gigantara. Likewise in research conducted by (Ayu, 2017) and (Nurriyadi, 2022) which use *gender* as one of the variables in his research, Which show that there is influence positive And significant *gender* on employee performance. According to Iswati (2017) in his research explained that "*gender* as characteristic features personality is variable moderating Which can affect a person's performance. And according to Himawan (2019) who conducted the research about *gender* as variable moderating, state that "suspectedly *gender* can influence performance employee on PT. Miscellany Business Concrete Jaya, Where employee Woman of course tend more tenacious And fast in matter settlement task or work If compared to with employee man, However employee Woman tend to be weak in terms of mentality, such as when given out of town assignments, some employee Woman Still There is Which No Ready And doubtful. Different case with employee man Which flexible And Ready with all decision Which will accepted". From a number of matter Which has discussed previously, so obtained hypothesis study as following:

H2 : *Gender* can moderate influence *knowledge sharing* against performance employee.

Based on the above relationship analysis, the following is a picture of the research method Which show connection between variable For make it easy analysis before testing.



Picture 1 Model Study

METHODOLOGY STUDY

This research is a descriptive quantitative research, with data analysis methods Which used is technique analysis data quantitative. The population is employee PT. Kahatex Marketing division or *Account Executive Division* totals 300 people, this provision was chosen because the marketing department is the division that receives the most *knowledge company sharing*. Samples were taken using *random sampling method*, determination sample size was done using the Isaac & Michael table quoted from the book (Sugiyono, 2015), with level error 5%, produce sample as much 159 employee. Using primary data sources obtained through questionnaires distributed on employee PT. KAHATEX And focused on employee part marketing, as object study. Data analysis was performed using PLS (*Partial Least Square*) and data processed using the Smart PLS program.

RESULTS AND DISCUSSION

Table 2 Profile Respondents

Characteristics	Category	Amount	Percentage
Type Sex	Man	91	57%
	Woman	68	43%
Age	< 20 years	14	9%
	21 – 30 years	77	48%
	31 – 40 Year	13	9%
	> 40 Years	5	2%
	Other	50	32%
Education	JUNIOR HIGH SCHOOL	6	2%
	SMA/SMK	73	46%
	D3	3	2%
	S1	8	5%
	Other	73	45%

Source : Results Study, 2023 (data processed)

In study This, questionnaire spread on 159 employee division accounts executive (marketing) PT. Kahatex Which recorded as employee on year 2023, And returned the entire questionnaire. The characteristics of the respondents are seen based on facet age, type sex, And education. As for composition characteristics respondent based on gender (*gender*), namely 91 respondents or as much as 57% were of sex male and the remaining 68 people or 43% are female. Composition Respondents based on age are dominated by the age of 21-30 years which is a young age with amount 77 people or as big 48%. And composition respondent based on age dominated by employees with high school/vocational school education, namely 73 people or as big 47%.

Statistics Descriptive

Mark average answer every respondent based on variable Also counted And investigated in this study, including the average respondent's assessment of the variable *knowledge sharing* as a whole is included in the good category which is equal to 4.18, the average flat evaluation respondent to variable *gender* in a manner whole including in the good category is equal to 4.00 and the average respondent's assessment of the performance variable employee in a manner whole included in the good category ie as big 4.02.

Results Evaluation Model Measurement (*outer model*)

Table 3

Test validity Convergent based on *loading factor* And AVE, Test Reliability Based on CR And ca

Variabel	Item	<i>Loading factor</i>	AVE	CR	CA
<i>Knowledge sharing</i>	KS1	0.716	0.673	0.943	0.931
	KS2	0.842			
	KS3	0.846			
	KS4	0.859			
	KS5	0.826			
	KS6	0.880			
	KS7	0.792			
	KS8	0.790			
<i>Gender</i>	G1	0.768	0.716	0.958	0.950
	G2	0.812			
	G3	0.837			
	G4	0.890			
	G5	0.870			
	G6	0.867			
	G7	0.805			
Kinerja Karyawan	G8	0.882	0.759	0.926	0.894
	G9	0.878			
	KK1	0.833			
	KK2	0.890			

KK3 0.890
 KK4 0.871

Source: Results Study, 2023 (data processed)

Convergent validity

"Convergent validity of the measurement model with the indicator reflective model is assessed based on the correlation between the item score/component score with the calculated construct score with PLS. The reflective size is said to be high if the *loading factor value* is more than 0.70 the construct to be measured as well as *the average variance extracted (AVE)* value must be greater from 0.50" (Ghozali, 2015).

Based on table 3 it is known that all loading values are > 0.7, which means it has fulfil condition validity based on mark loading And whole mark *average variances extracted (AVE)* For testing validity convergent from each variable on study This on 0.50 Which means variable *knowledge sharing* , *gender* And performance employee has fulfil condition validity based on *average variance extracted (AVE)*.

Test Reliability

"In addition to the construct validity test, a construct reliability test was also carried out which was measured with two criteria, namely *composite reliability (CR)* and *cronbach's alpha (CA)* of the block indicator Which measure construct. Construct asked reliable If mark *composite reliability (CR)* or *cronbach's alpha (CA)* on 0.70" (Ghozali, 2015).

Based on table 3 is known whole mark *composite reliability (CR)* nor *cronbach's alpha (CA)* of all variables in this study above 0.70, which means it has fulfil reliability requirements based on CR and ca.

Discriminant validity

Results testing validity discriminant in study This done with the Fornell-Larcker approach and presented on table 4 below.

Table 4
Test validity Discriminant

	<i>Gender</i>	<i>Employee performance</i>	<i>Knowledge sharing</i>
<i>Gender</i>	0.846		
<i>Performance Employee</i>	0.370	0.871	
<i>Knowledge sharing</i>	0.216	0.578	0.820

Source: Results Study, 2023 (data processed)

"*Discriminant validity* from model measurement with indicator reflexive rated based on cross loading measurements with constructs. Cross loading value for each each construct must be greater than 0.50. If the construct correlation with measurement items more big than size construct other, then show that construct latent predict the

size of their block better than the size of any other block. Method Another way to assess *discriminant validity* is to compare the square root value (*square root*) from Average Variances Extracted (AVE) every construct with correlation between other constructs in the model. If the AVE root value of each construct is greater than the value correlation between constructs with other constructs in the model, it is said to have value discriminant good validity" (Ghozali, 2015).

Based on the discriminant validity test table above, the AVE square root value of a latent variable, compared to the correlation value between the latent variable and other latent variables. It is known that the AVE square root value of each latent variable is the root AVE squared *gender variable* 0.846, *employee performance variable* 0.871 and *knowledge variable sharing* 0.820 more big in comparison mark correlation between variable latent that is *gender* to performance employee 0.370, *gender* to *knowledge sharing* 0.216 And performance employees towards *knowledge sharing* . Which means all the variables in this study has meet the requirements of discriminant validity.

Results Evaluation Model Structural (inner model)

" The inner model can be evaluated by looking at the r-square (reliability indicator) for contract dependent And mark t-statistics from testing coefficient track (path coefficients). The higher the r-square value means the better the prediction model of the research model filed. The value of path coefficients shows the level of significance in hypothesis testing " (Ghozali, 2015).

Table 5
Coefficient Determination (R-Square)

	R Square	R Square adjusted
Performance Employee	0.398	0.386

Source: Results Study, 2023 (data processed)

Based on the results in table 5, it is known that the coefficient of determination (r-square) of employee performance is 0.398 which can be interpreted as a performance construct variable employees are able to be explained by the variable *knowledge sharing* of 39.8% and the variables variable other Which No there is in study This like variable culture organization, compensation and transformational leadership style can explain employee performance on PT. KAHATEX by 60.2%.

Test Significance Influence (Boostrapping)

"Variables are said to have influence if the t-statistics are greater than the t-tables, with a significant t-table value of 5% = 1.96" (Ghozali, 2015). The following in table 6 is presented results test of the significance of the effect on this research.

Table 6
Test Significance of Influence

	Original sample (O)	sample Means (M)	Standard Deviations (STDEV)	Q Statistics	P Values
Gender -> Performance Employee	0.256	0.275	0.090	2,860	0.004

<i>Knowledge sharing</i> -> Performance Employee	0.521	0.512	0.105	4,970	0.000
<i>Knowledge sharing</i> * Gender -> Performance Employee	-0.015	-0.015	0.061	0.251	0.802

Source: Results Study, 2023 (data processed)

Based on the results on table 4.12 and figure 4.2 it can be seen that the first the coefficient value of the *gender path* is 0.256 with a P-Values = 0.004 < 0.05, which means *gender* variable has a significant effect on employee performance, both path coefficient values *knowledge sharing* is 0.521 with mark P-Values = 0.000 < 0.05 Which It means *knowledge sharing* has a significant effect on employee performance and the three P-values *Knowledge sharing* values moderated by *gender* on employee performance is 0.802 > 0.05 which means that *gender* is not significant in moderating the effect of *knowledge sharing* to performance employee.

DISCUSSION

Influence Knowledge Sharing To Performance Employee

Based on test significance influence is known mark coefficient track *knowledge sharing* is 0.521, with a P-Values = 0.000 < 0.05, it can be concluded that *knowledge sharing* influential significant to performance employee on PT. KAHATEX.

With results This showing that H1 accepted. Results study This in line with research (Novian & Yuniadi, 2018) (Diki, Sukomo & Toto, 2022) (Erwina & Mira, 2019) (Deny Good Aristanto, 2017) (rest And Hamida, 2018) with results study Which show that *knowledge sharing* influential significant to employee performance.

Influence Knowledge sharing To Performance Employee Which Moderated by Gender

Based on the testing of the moderating variable, it turns out that *gender* has not been tested as moderation in the relation of *knowledge sharing* to employee performance, because it is known the P-Values of *knowledge sharing* on employee performance is moderated by *gender* 0.802 > 0.05, so concluded *gender* No significant in moderate influence *knowledge sharing* on employee performance at PT. KAHATEX. With this result shows that H2 rejected. Results study This in line with results study (Astakoni, 2014) (Ghautama, 2019) (Ni Made Satya Utami, I Ketut Setia Sapta, 2022) where in testing the moderating variable turns out that the *gender variable* has not been tested as a good moderation in terms of variable independent of the dependent variable.

CONCLUSION

Based on analysis And discussion on part previously, so obtained the conclusion that the variable conditions of *knowledge sharing* , *gender* and divisional employee performance account executive (marketing) at PT. Kahatex is included in the good category, *knowledge sharing* has a significant effect on employee performance and *gender* has not been tested as moderation in *knowledge linkage sharing* to performance employee on PT. Kahatex.

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