

ABSTRAK

Knowledge sharing adalah aktivitas berbagi pengetahuan, pengalaman dan ide yang dimiliki oleh dan antar karyawan. Pengetahuan telah menjadi suatu kebutuhan bagi perusahaan dan karyawan untuk mencapai tujuan perusahaan. Sehingga untuk meningkatkan *knowledge sharing* para karyawan diperlukan *affective commitment* yang tinggi dengan karyawan terlibat dalam pencapaian tujuan perusahaan. Untuk mencapai *affective commitment* para karyawan maka diperlukan *communication climate* dan *communication satisfaction*. Tujuan dari penelitian ini adalah menganalisis pengaruh *communication climate* dan *communication satisfaction* terhadap *knowledge sharing* melalui *affective commitment*. Sampel dari penelitian ini adalah karyawan PT. PLN (Persero) Area Kediri. Menggunakan bantuan program smartpls 2 ditemukan hasil penelitian bahwa *communication climate* berpengaruh signifikan terhadap *knowledge sharing* melalui *affective commitment* sedangkan *communication climate* tidak berpengaruh signifikan terhadap *knowledge sharing*. *Communication satisfaction* berpengaruh signifikan terhadap *knowledge sharing* tanpa melalui *affective commitment*. Hasil *R-square* menunjukkan bahwa *affective commitment* dipengaruhi oleh *communication climate* dan *communication satisfaction* sebesar 19,4 % sedangkan 80,6 % dipengaruhi oleh variabel lain. *Knowledge sharing* dipengaruhi oleh *communication climate*, *communication satisfaction* dan *affective commitment* sebesar 34,4 %, sedangkan 65,6 % dipengaruhi oleh variabel lain.

Kata Kunci : *communication climate, communication satisfaction, affective commitment, knowledge sharing*

ABSTRACT

Knowledge sharing is an activity to sharing knowledge, experience and idea possessed by and among employees. Knowledge has been becoming a need for company and employee to achieve company goals. Hence to improve employee's knowledge sharing high affective commitment is needed with employees who involve in company goal achievement effort. To attain employee affective commitment, communication climate and communication satisfaction are required. This research aimed to analyze influence of communication climate and communication satisfaction on knowledge sharing through affective commitment. Sample of research was PT. PLN (State Electric Company Ltd) employees of Kediri Area. By using smartpls 2.0 program aid this research found that communication climate had significant influence on knowledge sharing through affective commitment whereas communication climate had no significant effect on knowledge sharing. Communication satisfaction had significant effect on knowledge sharing without involving affective commitment. R-square result showed that affective commitment was influenced by communication climate and communication satisfaction of 19,4 % whereas 80,6 % was influenced by other variables. Knowledge sharing was influenced by communication climate, communication satisfaction and affective commitment of 34,4 % whereas 65,6 % was influenced by other variables

Keywords : communication climate, communication satisfaction, affective commitment, knowledge sharing