

**Pengaruh Pelatihan dan *Knowledge Sharing*  
terhadap Kinerja Anggota Satuan Pembekalan Dan Angkutan Komando  
Cadangan Strategis Angkatan Darat (Bekang Kostrad)**

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**ABSTRAK**

Kinerja merupakan gambaran mengenai tingkat pencapaian pelaksanaan suatu program kegiatan atau kebijakan dalam mewujudkan sasaran, tujuan, visi dan misi organisasi yang dituangkan melalui perencanaan strategis suatu organisasi. Banyak faktor yang mempengaruhi kinerja, diantaranya adalah pelatihan dan kegiatan *knowledge sharing*. Penelitian ini bertujuan untuk mengetahui bagaimana kondisi pelatihan, *knowledge sharing* dan kinerja serta bagaimana pengaruh kedua variabel tersebut terhadap kinerja anggota satuan Bekang Kostrad. Berdasarkan data indeks kinerja pada tahun 2017, kinerja satuan Bekang Kostrad mengalami penurunan. Penelitian ini menggunakan metode deskriptif verifikatif. Pengolahan data menggunakan perhitungan statistik diantaranya pengujian instrumen, analisis deskriptif, analisis korelasi dan pengujian hipotesis penelitian. Dari hasil penelitian diketahui bahwa kondisi pelatihan, *knowledge sharing* dan kinerja di satuan Bekang Kostrad sudah berjalan dengan sangat baik, terbukti dari hasil penelitian deskriptif yang berada pada rentan 504-600. Pelatihan dan *knowledge sharing* memiliki pengaruh yang signifikan terhadap kinerja anggota satuan Bekang Kostrad dengan pengaruh yang masing-masing bernilai 9% dan 27,6% .

**Kata Kunci: Pelatihan, *Knowledge sharing*, Kinerja, Manajemen**

***The Impact of Training and Knowledge Sharing on Performance of  
Bekang Kostrad Members***

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**ABSTRACT**

*Performance is a level of achievement of the implementation of an activity program or policy in realizing the goals, objectives, vision and mission of the organization as outlined through the strategic planning of an organization. There are many factors that influence performance, among others training and knowledge sharing activities. The aims of this research are to determine how the conditions of training, knowledge sharing and performance and how the two variables affect the performance of members of the Bekang Kostrad Unit. Based on the performance index data in 2017, the performance of the Bekang Kostrad unit has decreased. This research uses descriptive verification method. Processing data using statistical calculations including instrument testing, descriptive analysis, correlation analysis and research hypothesis testing. From the results of the study, it is known that the conditions of training, knowledge sharing and performance in the Kostrad Bekang unit have been going very well, as evidenced by the results of descriptive studies that are in the vulnerable 504-600. Training and knowledge sharing have a significant influence on the performance of members of the Kostrad Bekang unit with an influence of 9% and 27.6% respectively.*

***Keywords: Training, Knowledge sharing, Performance, Management***