

INTISARI

Penelitian ini bertujuan untuk menguji pengaruh *knowledge management* dan *organizational learning* terhadap kinerja individu melalui inovasi sebagai variabel *intervening*. Subjek dalam penelitian ini adalah pimpinan *middle management* Universitas Muhammadiyah Yogyakarta. Dalam penelitian ini, kuesioner yang disebar berjumlah 125 kuesioner, dan hanya 100 kuesioner yang dapat diolah dengan menggunakan teknik populasi sebagai sampel. Data yang didapatkan kemudian diolah dengan menggunakan analisis regresi linier berganda dan analisis jalur dengan *software* SPSS 22.0. Berdasarkan analisis yang telah dilakukan, didapatkan hasil bahwa (1) *knowledge management* berpengaruh positif dan signifikan terhadap kinerja individu; (2) *organizational learning* berpengaruh positif dan tidak signifikan terhadap kinerja individu; (3) *organizational learning* berpengaruh positif dan signifikan terhadap inovasi; (4) *knowledge management* berpengaruh positif dan tidak signifikan terhadap inovasi; (5) inovasi berpengaruh positif dan signifikan terhadap kinerja individu; (6) inovasi tidak memediasi pengaruh *knowledge management* terhadap kinerja individu; (7) serta inovasi memediasi pengaruh *organizational learning* terhadap kinerja individu.

Kata Kunci: *Knowledge Management*, *Organizational Learning*, Inovasi, Kinerja Individu

ABSTRACT

This study aims to empirically examine the effect of knowledge management and organizational learning in individual performance through innovation as intervening variable. The subjects in this study were middle management of Universitas Muhammadiyah Yogyakarta. In this study, 125 questionnaires were distributed, and only 100 questionnaires could be processed using population as sample. The data obtained is then processed using multiple linear regression and path analysis with software of SPSS 22.0. Based on the analysis that has been done, the results show that (1) knowledge management has a significant positive on individual performance; (2) organizational learning has no a significant positive on individual performance; (3) organizational learning has a significant positive on innovation; (4) knowledge management has no a significant positive on innovation; (5) innovation has a significant positive on individual performance; (6) innovation does not mediate the effect of knowledge management on individual performance; (7) and innovation does mediate the effect of organizational learning on individual performance.

Keywords: *Knowledge Management, Organizational Learning, Innovation, Individual Performance*