

**Pengaruh Budaya Organisasi terhadap Produktivitas Pegawai
yang Dimediasi *Knowledge Sharing***
(Studi di Dinas Pendidikan dan Kebudayaan Kabupaten Jombang)

ABSTRAKSI

Oleh:

**Dedik Irawan
1661120**

**Dosen Pembimbing
Dr. Abdul Rohim, M.Si.**

The purpose of this paper is to examine whether organizational culture is able to improve employee productivity mediated by knowledge sharing at the Education and Culture Office of Jombang Regency. This type of research is descriptive and verification research with a quantitative approach. Collecting data using a survey approach by distributing questionnaires to respondents to obtain information about the phenomena that are happening. This research was conducted at the Jombang Regency Education and Culture Office which has the task of helping the Regent carry out the function of implementing government affairs in Jombang Regency in the field of education and culture. The population in this study were employees of the Department of Education and Culture of Jombang Regency. The sample in this study was 77 people consisting of echelon II.b to d. IV.a and staff with civil servant status. The analysis technique uses Partial Least Square with the help of the SmartPLS 3.0 application. The results showed that the organizational culture that was most strongly felt by employees was the clan culture. The interaction between organizational culture and knowledge sharing has a significant and positive effect, as well as knowledge sharing has a positive and significant effect on employee productivity. Knowledge sharing is proven to moderate the relationship between organizational culture and employee productivity, but organizational culture directly and significantly affects employee productivity.

Keywords: Organizational Culture, Employee Productivity, Knowledge Sharing