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THE INFLUENCE OF LEADERSHIP AND KNOWLEDGE SHARING ON EMPLOYEE PERFORMANCE THROUGH THE QUALITY OF HUMAN RESOURCES AT THE INVESTMENT AND ONE-STOP SERVICES OFFICE, PANGKEP REGENCY, SOUTH SULAWESI

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Abstract

This study aims to determine and analyze the influence of leadership, knowledge sharing and quality of human resources on employee performance with the object of research at the Office of Investment and One-Stop Services. This research is a quantitative research. The object of research is the Investment and One-Stop Service Office of Pangkep Regency, South Sulawesi Province. The total population is 65 employees. Determination of the sample with the saturated sample method so that the sample is determined as many as 65 as respondents. Source of data from primary data and secondary data. Data obtained through interviews, questionnaires and observation. Variable measurements use a Likert Scale. Data analysis techniques use Path analysis.The results of the study by testing the hypothesis using the calculated t value and significance based on the Path analysis model, concluded that; (1) Leadership has a significant effect on Employee Performance, showing significant results with a path coefficient of 0.283 (positive) and a significance value (p-value) of 0.013 (less than 5%); (2) Knowledge Sharing has a significant effect on Employee Performance, showing significant results with a path coefficient of 0.254 (positive) and a significance value (p-value) of 0.027 (less than 5%); (3) Leadership has a significant effect on HR Quality, showing significant results with a path coefficient of 0.499 (positive) and a significance value (p-value) of 0.000 (smaller than 5%); (4) Knowledge Sharing has a significant effect on HR Quality, showing significant results with a path coefficient of 0.506 (positive) and a significance value (p-value) of 0.000 (smaller than 5%); (5) HR quality has a significant effect on Employee Performance, showing significant results with a path coefficient of 0.380 (positive) and a significance value (p-value) of 0.005 (smaller than 5%); (6) Leadership has a significant effect on Employee Performance through HR Quality showing significant results with a coefficient of 0.190 (positive) and a significance value (p-value) of 0.0092 (smaller than 5%); (7) Knowledge Sharing has a significant effect on Employee Performance through HR Quality, showing significant results with a coefficient of 0.192 (positive) and a significance value (p-value) of 0.0089 (smaller than 5%).

Keywords: leadership; knowledge sharing; hr quality; employee performance.

INTRODUCTION

Investment growth in an area is inseparable from stability and good economic aspects, which are supported by directed management of human resources and proper management of natural resources. This is evident in the service sector, both managed by the government and industry managed by the private sector. The presence of the Investment Service and One Stop Integrated Service in an area is the government's effort to advance and improve and supervise various service activities in the community so that there is no monopoly in the field of business so that justice and prosperity can be created for the community. Related to this, in particular, the Investment and One-Stop Services Service must appear by showing good performance, in this case the performance of its employees. Good employee performance is

of course seen from several factors including the quality of human resources, the role of leadership and the application of knowledge to stake holders or the community, which is better known as Knowledge Sharing. This study focuses on the study and analysis of Employee Performance by placing Leadership, Knowledge Sharing and Quality of Human Resources as the main elements or factors used as variables in analyzing Employee Performance in the Investment Service and One Stop Integrated Services Pankep Regency, South Sulawesi.

METHOD RESEARCH

This research is a quantitative research. The purpose of this research is to develop and use mathematical models, theories and/or hypotheses related to phenomena at the Office of Investment and One Stop Services of South Sulawesi Province. This research was conducted at the Office of the Investment and One-Stop Services Office of South Sulawesi Province, which is located in Pangkep City, Pangkep Regency, South Sulawesi Province. The population in this study were all employees of the Investment and One Stop Service Office of South Sulawesi Province with a total population of 65 employees. (data source from the Pankep Regency Industry and Trade Service, 2022).

As a sample, a sample of 65 employees was determined as a respondent. Collection techniques using primary data sources and secondary data. Primary sources are data sources obtained directly at the research location and secondary data sources are data obtained from other people or through documents. Data collection techniques through interviews, questionnaires and observation.

The measurement of variables in this study is described in the form of a statement in the form of a questionnaire in the form of a written questionnaire. To assess and analyze the questionnaires and interviews used standard measurements using a Likert scale. The questions or statements used in this study are usually referred to as research variables and are determined specifically by researchers (Nazir M. "Research Methods", Ghalia Indonesia; Bogor; 2005).

RESULT AND DISCUSSION

Validity Test Results

The results of the validity test on each statement item on the variables Leadership and Knowledge Sharing, Human Resource Quality, and Employee Performance can be seen in the following table :

Table 1 of Questionnaire Validity Test Results

Variable	Indicators	Items	*Pearson Correlation*		*Corrected Item-Total Correlation* ($r_{corrected}$)	Ket.
			r	Sig		
Leadership (X1)	Practical Method (X1.1)	Item 1	0,707	0,000	0,550	Valid
		Item 2	0,675	0,000	0,499	Valid
		Item 3	0,693	0,000	0,510	Valid
	Simulation Method (X1.2)	Item 4	0,656	0,000	0,498	Valid
		Item 5	0,651	0,000	0,457	Valid
		Item 6	0,642	0,000	0,457	Valid

Knowledge Sharing (X2)	Setting the Standard (X2.1)	Item 7	0,527	0,000	0,433	Valid
		Item 8	0,547	0,000	0,451	Valid
		Item 9	0,682	0,000	0,588	Valid
	Measurement (X2.2)	Item 10	0,505	0,000	0,379	Valid
		Item 11	0,522	0,000	0,417	Valid
		Item 12	0,667	0,000	0,547	Valid
	Ban-dinging (X2.3)	Item 13	0,588	0,000	0,498	Valid
		Item 14	0,645	0,000	0,558	Valid
		Item 15	0,627	0,000	0,542	Valid
	Performing Actions (X2.4)	Item 16	0,620	0,000	0,535	Valid
		Item 17	0,604	0,000	0,495	Valid
		Item 18	0,639	0,000	0,531	Valid
Quality of Human Resources (Y1)	Intellect Quality (Y1.1)	Item 19	0,739	0,000	0,586	Valid
		Item 20	0,648	0,000	0,526	Valid
		Item 21	0,735	0,000	0,581	Valid
	Quality of Education (Y1.2)	Item 22	0,682	0,000	0,564	Valid
		Item 23	0,783	0,000	0,658	Valid
		Item 24	0,788	0,000	0,654	Valid
Employee Performance (Y2)	Quality of Work (Y2.1)	Item 25	0,604	0,000	0,471	Valid
		Item 26	0,630	0,000	0,496	Valid
		Item 27	0,617	0,000	0,459	Valid
	Employment quantity (Y2.2)	Item 28	0,644	0,000	0,529	Valid
		Item 29	0,592	0,000	0,457	Valid
		Item 30	0,648	0,000	0,540	Valid
	Creativity (Y2.3)	Item 31	0,731	0,000	0,631	Valid
		Item 32	0,657	0,000	0,536	Valid
		Item 33	0,574	0,000	0,464	Valid

The table above shows the corrected item-total correlation (rcorrected) value in each statement item on the variables Leadership, Knowledge Sharing, Human Resource Quality, and Employee Performance has a range between 0.379-0.658, so that all statement items have an r corrected value greater than 0.30. The significance value of pearson correlation on all statement items is also less than the real level (Sig.≤5%). Thus it can be decided that all statement items are valid and can be used to measure the variables of Leadership, Knowledge Sharing, Human Resource Quality, and Employee Performance.

Reliability Test Results

Reliability tests are used to determine the reliability (consistency) of instruments (measuring instruments) in the form of questionnaires. This reliability test was carried out using Cronbach's alpha technique, the questionnaire was declared reliable if it had a Cronbach's alpha value of ≥ 0.60 (Ghozali, 2013: 48). The following are the results of questionnaire reliability tests on the variables of Leadership, Knowledge Sharing, Human Resource Quality, and Employee Performance.

Table 2 of Questionnaire Reliability Test Results

Variable	Number of Items	*Cronbach's Alpha*	Information
Leadership (X_1)	6	0,754	Reliable
Knowledge Sharing (X_2)	12	0,835	Reliable
Quality of Human Resources (Y_1)	6	0,823	Reliable
Employee Performance (Y_2)	9	0,811	Reliable

The table above shows Cronbach's Alpha value on all research variables resulting in a value greater than 0.60, so that it can be concluded that the preparation of questionnaire statement items on Leadership, Knowledge Sharing, Human Resource Quality, and Employee Performance, can be declared reliable and reliable as a measurement tool that produces reliable data.

Results Description of Research Variables

Descriptive data analysis is to describe the results of the analysis of respondents' answers by describing the assessment of employees working at the the investment and one-stop Services Office of Pangkep Regency, South Sulawesi, who were respondents in this study, based on questionnaire data collected relating to each variable studied. In the analysis of the description of each research variable, it will be explained about the average respondent responses to each item, each indicator, and overall on each research variable.

The average results of respondents' responses to each statement item, indicator, and variable can then be categorized using the class interval formula guide as follows (Nazir, 2009: 379), namely:

$$\text{Interval kelas} = \frac{\text{Range}}{\text{Jumlah interval kelas}} = \frac{\text{Skor tertinggi} - \text{Skor terendah}}{\text{Jumlah interval kelas}}$$

On a data scale with a maximum score of 5, a minimum score of 1, and many classes of 5 (STS, TS, N, S, and SS), the results of calculating the class interval are as follows:

$$\text{Interval kelas} = \frac{\text{Skor tertinggi} - \text{Skor terendah}}{\text{Jumlah interval kelas}} = \frac{5-1}{5} = 0{,}80$$

The resulting class interval is 0.80, this value is further used as a guideline to determine categories based on their average intervals, which are as follows:

1.00< mean ≤1.80: Strongly Disagree (STS)/very low
1.80< mean ≤2.60:Disagree (TS)/low
2.60< mean ≤3.40:Neutral (N) / medium
3.40< mean ≤4.20:Agree(S)/high
4.20< mean ≤5.00:Strongly Agree (SS)/very high

Leadership Variables

The description of the assessment of employees serving in the investment and one-stop Services Office of Pangkep Regency, South Sulawesi on the Leadership variable is presented in the following table.

Table 3 Descriptive Statistics Table of Leadership Variables

	Statement items	Percentage of Answers					Mean
		STS	TS	N	S	SS	(Level)
Practical Method (X1.1)	The leader I work for has a clear strategy in every work agenda he makes.	0,0	0,0	16,9	46,2	36,9	4,20 (S)
	I have confidence in my leaders, that my leaders can make changes for the better	0,0	1,5	35,4	46,2	16,9	3,78 (S)

	Statement items	Percentage of Answers					Mean
		STS	TS	N	S	SS	(Level)
Simulation Method (X1.2)	Leaders are able to communicate well to members about the strategy to be carried out.	0,0	0,0	35,4	38,5	26,2	3,91 (S)
	The leader where I work always pays attention to the environment and comfort of working all employees.	0,0	0,0	32,3	53,8	13,8	3,82 (S)
	The leader in my place always gives attention and motivation for employees to always work hard.	0,0	0,0	44,6	35,4	20,0	3,75 (S)
	The leader in my place always gives rewards for outstanding employees.	0,0	0,0	35,4	44,6	20,0	3,85 (S)
					Variable Mean (level)		3,88 (S)

The table above shows that employees serving in the the investment and one-stop Services Office of Pangkep Regency, South Sulawesi variable answer score of 3.88 which is in the range of 3.4-4.2 (agreed category). The Leadership indicator with the highest approval rate is item 1, with an average value of 4.20 (agree category), meaning that respondents agree that the Leadership method has been carried out in accordance with the material needed in work. Furthermore, the Leadership indicator with the lowest approval rate is item 5, with an average value of 3.75 (still in the agree category), which is about the use of online media in work programs implemented in Leadership.

Knowledge Sharing Variables

The description of the assessment of employees belonging to the the investment and one-stop Services Office of Pangkep Regency, South Sulawesi on the Knowledge Sharing variable is presented in the following table:

Table 4 Descriptive Statistical Table of Knowledge Sharing Variables

	Statement items	Percentage of Answers					Mean
		STS	TS	N	S	SS	(Level)
Setting the Standard (X2.1)	Socialization of work standardization according to SOP	0,0	0,0	0,0	64,6	35,4	4,35 (SS)
	Implementation of standardization in accordance with SOPs in carrying out work	0,0	0,0	0,0	47,7	52,3	4,52 (SS)
	There are sanctions for violations of SOP standardization in carrying out a job	0,0	0,0	9,2	58,5	32,3	4,23 (SS)

	Statement items	Percentage of Answers					Mean
		STS	TS	N	S	SS	(Level)
Measurement (X2.2)	Work assessment is carried out periodically according to schedule	0,0	0,0	10,8	58,5	30,8	4,20 (S)
	Correction is made of any errors in carrying out activities	0,0	0,0	1,5	52,3	46,2	4,45 (SS)
	Evaluation is carried out on every achievement / completion of activities	0,0	0,0	23,1	46,2	30,8	4,08 (S)
Compare (X2.3)	Compare achievements and targets on each job	0,0	0,0	0,0	53,8	46,2	4,46 (SS)
	Perform a percentage of each achievement of work and activities that have been carried out	0,0	0,0	1,5	40,0	58,5	4,57 (SS)
	Make priority and non-priority groupings in work	0,0	0,0	0,0	53,8	46,2	4,46 (SS)
Performing Actions (X2.4)	Perform corrective actions in case of work administration errors	0,0	0,0	0,0	56,9	43,1	4,43 (SS)
	Perform a reprimand action if repeated errors occur on the job	0,0	0,0	6,2	46,2	47,7	4,42 (SS)
	Take action to establish sanctions for administrative violations and work violations that ignore applicable rules	0,0	0,0	13,8	58,5	27,7	4,14 (S)
					Variable Mean (level)		4,36 (SS)

The table above shows that employees serving at the the investment and one-stop Services Office of Pangkep Regency, South Sulawesi, strongly agree that Knowledge Sharing has been carried out very well, this is indicated by the average value of variable answer scores of 4.36 which are in the range of 4.2-5.0 (strongly agree category). The Knowledge Sharing indicator with the highest level of approval was item 8, with an average score of 4.57 (strongly agreeable category), meaning that respondents strongly agreed that they had done a percentage of each work achievement and activity that had been carried out. Furthermore, the Knowledge Sharing indicator with the lowest level of approval is the 6th item, with an average value of 4.08 (still in the agree category), which is about the implementation of evaluations on each achievement / completion of activities.

Human Resource Quality Variables

The description of employee assessment on the Human Resource Quality variable is presented in the following table :

Table 5 Descriptive Statistical Table of Human Resource Quality Variables

	Statement items	Percentage of Answers					Mean (Level)
		STS	TS	N	S	SS	
Intellect Quality (Y1.1)	I was able to make changes in self-development	0,0	15,4	33,8	35,4	15,4	3,51 (S)
	I understand every job given	0,0	0,0	24,6	56,9	18,5	3,94 (S)
	I master technology to support my work	0,0	10,8	33,8	33,8	21,5	3,66 (S)
Quality of Education (Y1.2)	In carrying out administrative functions to be supported by appropriate educational backgrounds	0,0	0,0	30,8	52,3	16,9	3,86 (S)
	Authority is given in completing tasks in accordance with educational background	0,0	9,2	40,0	32,3	18,5	3,60 (S)
	Implement the objectives of the institution to be supported by expertise and educational background	0,0	16,9	16,9	49,2	16,9	3,66 (S)
				Variable Mean (level)			3,71 (S)

The table above shows that employees serving at the the investment and one-stop Services Office of Pangkep Regency, South Sulawesi, agree that the quality of human resources has been assessed as good, this is indicated by the average value of the variable answer score of 3.71 which is in the range of 3.4-4.2 (agreed category). The Human Resource Quality Indicator with the highest approval rate is item 2, with an average value of 3.94 (agreeing category), meaning that respondents agree that they understand each job provided. Furthermore, the Human Resource Quality indicator with the lowest approval rate is item 1, with an average value of 3.51 (still in the agree category), which is about the ability of employees to make changes in developing themselves.

Employee Performance Variables

The description of employee assessment on the Employee Performance variable is presented in the following table

Table 6 Descriptive Statistics Table of Employee Performance Variables

	Statement items	Percentage of Answers					Mean (Level)
		STS	TS	N	S	SS	
Quality (Y2.1)	I am able to complete the work with great precision	0,0	0,0	30,8	43,1	26,2	3,95 (S)
	I was able to get the job done on time	0,0	0,0	29,2	36,9	33,8	4,05 (S)
	I can use my time effectively and efficiently	0,0	7,7	30,8	38,5	23,1	3,77 (S)
Quantity (Y2.2)	I am able to work to achieve / exceed targets	0,0	0,0	27,7	49,2	23,1	3,95 (S)

	Statement items	Percentage of Answers					Mean (Level)
		STS	TS	N	S	SS	
Creativity (Y2.3)	I was able to minimize errors in getting work done	0,0	0,0	35,4	41,5	23,1	3,88 (S)
	I go home according to office hours, except for overtime	0,0	0,0	15,4	50,8	33,8	4,18 (S)
	I am able to innovate in getting work done	0,0	4,6	29,2	52,3	13,8	3,75 (S)
	I was able to get the job done neatly	0,0	0,0	30,8	43,1	26,2	3,95 (S)
	I came to the office on time	0,0	0,0	9,2	55,4	35,4	4,26 (S)
		Variable Mean (level)					3,97 (S)

The table above shows that employees who serve at the the investment and one-stop Services Office of Pangkep Regency, South Sulawesi, agree that employee performance has been assessed as good, this is indicated by the average value of a variable answer score of 3.97 which is in the range of 3.4-4.2 (agreed category). The performance indicator of employees with the highest approval rate is item 9, with an average value of 4.26 (strongly agree category), meaning that respondents strongly agree that they came to the office on time. Furthermore, the employee performance indicator with the lowest approval rate is item 7, with an average value of 3.76 (still in the agree category), which is about the ability to innovate in completing work.

Path Analysis Results

Path Analysis Assumption Testing underlies path analysis there are five, namely the relationship between variables is linear, the model is recursive, the dependent variable is measured minimally on an interval scale, each variable is measured without error, and the model is correctly specified based on existing theories and concepts (justified by theory). The relationship between variables is linear in the linear test can be done with curve fit in SPSS, if the results of the F test through Anova produce a significance value of less than 5%, it is concluded that the path between variables is linear. The results of the linearity test are presented in the following Table:

Table 7 Linearity Test Results Table

Path of influence between variables (*path*)	F Test		Information
	F value	Sig.	
X 1 → Y_1	23,236	0,000	Linear
X_1→ Y_2	19,929	0,000	Linear
X_2→ Y_1	24,117	0,000	Linear
X 2 → Y_2	17,363	0,000	Linear
Y_1→ Y_2	48,687	0,000	Linear

The table shows the results of the linearity test showing that all paths of influence between variables produce a significance value of less than 5%, so it is concluded that the relationship paths between these variables are all linear. Thus the assumption of linearity is satisfied.

Path Coefficient Estimation Results

The results of estimating the path coefficient of the relationship between variables with the help of SPSS v.24 software are as follows

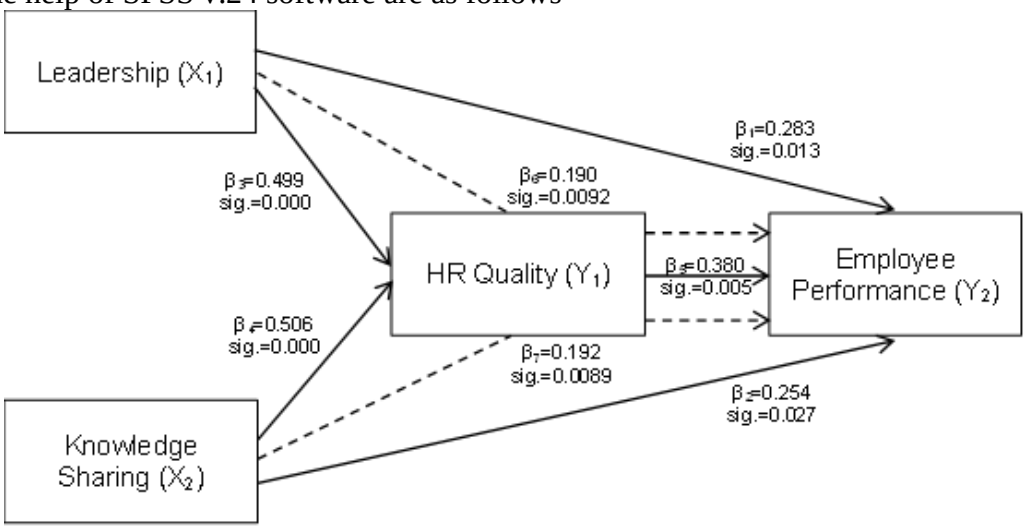

Figure 1 Path Coefficient Estimation

The following are the results of the analysis of direct effect, indirect effect, and total effect on each path of influence between variables

Table 8 Direct, Indirect, and Total Influence

Paths of influence between variables	*Direct Effect*	*Indirect Effect*	*Total Effect*
Leadership (X_1) Employee Performance ($Y\rightarrow_2$)	0,283	0,190	0,473
Knowledge Sharing (X 2) Employee Performance ($Y\rightarrow_2$)	0,254	0,192	0,446
Leadership (X 1) HR Quality ($Y\rightarrow_1$)	0,499	-	0,499
Knowledge Sharing (X_2) HR Quality ($Y\rightarrow_1$)	0,506	-	0,506
HR Quality (Y_1) Employee Performance ($Y\rightarrow_2$)	0,380	-	0,380

Based on the table above, it can be explained about the comparison of direct influence, indirect influence, and total influence as follows:

1. **Direct effect analysis**

   The results of direct effect analysis show that the HR Quality variable is more dominantly influenced by Knowledge Sharing with the largest path coefficient value (0.506), then Leadership (0.499). The results of the direct effect analysis also show that the variables that have a dominant influence on employee performance are HR Quality (0.380), then Leadership (0.283), and finally Knowledge Sharing (0.254).

2. **Indirect effect analysis**

   Indirect effect analysis shows that HR Quality is more dominant in mediating the influence of Knowledge Sharing on employee performance (0.192), relatively the same in mediating leadership (0.190). In addition, the influence of mediators is equally significant both the path of Leadership and the path of Knowledge Sharing, meaning that Leadership and Knowledge Sharing can affect Employee Performance directly, or indirectly through HR Quality mediation, so two types of mediation are partial mediation (partial mediation). This means that to improve Employee Performance, it is actually enough to apply Leadership and the application of Knowledge Sharing, but if supported by good HR Quality, then Employee Performance will increase even more.

3. **Total effect analysis**

Total effect analysis is used for variable improvement priority scales, because it is the total influence of predictors in influencing response variables (Employee Performance). Thus, based on the total effect value, the sequence of variables that need the highest to lowest attention in order to improve employee performance is (a) Leadership, (b) Knowledge Sharing, and (c) HR Quality. The preparation of this order is based on variables that have a total influence on employee performance.

Hypothesis Testing

After knowing the magnitude of the path coefficient value of each variable, the next step is to test the hypothesis using the calculated t value and significance, with the following conditions:

1. The first parameter is that if t counts ≥ 1.96, there is a significant influence of the independent variable on the dependent variable.
2. Or it can also be seen from the significance value, if the significance value ≤ 0.05 then there is a significant influence of the independent variable on the dependent variable.

The following is the estimate of path coefficient (beta) and significance value based on the model in this study

Table 8 results of hypothesis testing

Path		*Koef.*	*T*	*Sig.*
H_1	Leadership (X_1) Employee Performance ($Y\rightarrow_2$)	0,283	2,549	0,0130*
H_2	Knowledge Sharing (X 2) Employee Performance ($Y\rightarrow_2$)	0,254	2,273	0,0270*
H_3	Leadership (X 1) HR Quality ($Y\rightarrow_1$)	0,499	5,698	0,0000*
H_4	Knowledge Sharing (X_2) HR Quality ($Y\rightarrow_1$)	0,506	5,782	0,0000*
H_5	HR Quality (Y_1) Employee Performance ($Y\rightarrow_2$)	0,380	2,913	0,0050*
H6	Leadership (X 1) HR Quality (Y_1) →Employee Performance ($Y_2\rightarrow$)	0,190	2,604	0,0092*
H_7	Knowledge Sharing (X 2) HR Quality (Y_1) →Employee Performance ($Y_2\rightarrow$)	0,192	2,614	0,0089*

* significant at α=5%

Based on the above, it can be explained as follows:

1. The results of the estimated path coefficient of influence of Leadership on Employee Performance showed significant results with a path coefficient of 0.283 (positive) and a significance value (p-value) of 0.013 (smaller than 5%), so it was decided that Leadership had a positive and significant effect on Employee Performance, the better the Leadership, the higher Employee Performance would be. Thus, the first hypothesis is acceptable (H1 is accepted).
2. The results of the estimated path coefficient of the influence of Knowledge Sharing on Employee Performance also showed significant results with a path coefficient of 0.254 (positive) and a significance value (p-value) of 0.027 (smaller than 5%), so it was decided that Knowledge Sharing also had a positive and significant effect on Employee PerformanceThus, the second hypothesis was also acceptable (H2 accepted).
3. The results of the estimated path coefficient of influence of Leadership on HR Quality showed significant results with a path coefficient of 0.499 (positive) and a significance value (p-value) of 0.000 (smaller than 5%), so it was decided that Leadership had a positive and significant effect on HR Quality. Thus, the third hypothesis is acceptable (H3 is accepted).

4. The results of the estimated path coefficient of the influence of Knowledge Sharing on HR Quality also showed significant results with a path coefficient of 0.506 (positive) and a significance value (p-value) of 0.000 (smaller than 5%), so it was decided that Knowledge Sharing also had a positive and significant effect on HR Quality. Thus, the fourth hypothesis is acceptable (H4 is accepted).
5. The results of the estimated path coefficient of the influence of HR Quality on Employee Performance showed significant results with a path coefficient of 0.380 (positive) and a significance value (p-value) of 0.005 (smaller than 5%), so it was decided that HR Quality had a positive and significant effect on Employee Performance. Thus, the fifth hypothesis is acceptable (H5 is accepted).
6. The results of estimating the path coefficient of influence of Leadership on Employee Performance through mediation of HR Quality showed significant results with a coefficient of 0.190 (positive) and a significance value (p-value) of 0.0092 (smaller than 5%), so that HR Quality mediated significantly the influence of Leadership on Employee Performance. Thus, the sixth hypothesis is acceptable (H6 is accepted).
7. The results of estimating the coefficient of the path of influence of Knowledge Sharing on Employee Performance through mediation HR Quality also showed significant results with a coefficient of 0.192 (positive) and a significance value (p-value) of 0.0089 (smaller than 5%), so that HR Quality also significantly mediated the influence of Knowledge Sharing on Employee Performance. Thus, the seventh hypothesis is acceptable (H7 is accepted).

CONCLUSION

Leadership has a significant effect on Employee Performance at the office of the the investment and one-stop Services Office of Pangkep Regency, South Sulawesi. Knowledge Sharing has a significant effect on Employee Performance at the office of the investment and one-stop Services Office of Pangkep Regency, South Sulawesi. Leadership has a significant effect on the quality of human resources at the office of the the investment and one-stop Services Office of Pangkep Regency, South Sulawesi. Nowledge Sharing has a significant effect on the quality of human resources at the office of the the investment and one-stop Services Office of Pangkep Regency, South Sulawesi. The quality of human resources has a significant effect on employee performance at the office of the the investment and one-stop Services Office of Pangkep Regency, South Sulawesi. Leadership has a significant effect on employee performance through the quality of human resources at the office of the investment and one-stop Services Office of Pangkep Regency, South Sulawesi. Knowledge Sharing has a significant effect on Employee Performance through the Quality of Human Resources at the office of the the investment and one-stop Services Office of Pangkep Regency, South Sulawesi.

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