

PENGARUH *KNOWLEDGE SHARING* DAN *WORK EXPERIENCE* TERHADAP *HELPING BEHAVIOR*

(Penelitian terhadap ASN PNS dan P3K Dinas Sosial Kota Tasikmalaya)

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Penelitian ini bertujuan untuk menganalisis pengaruh *knowledge sharing* dan *work experience* terhadap *helping behavior* pada pegawai Dinas Sosial Kota Tasikmalaya. Metode penelitian yang digunakan adalah deskriptif verifikatif dengan pendekatan kuantitatif. Populasi penelitian terdiri atas pegawai ASN, baik PNS maupun P3K penuh waktu, dengan jumlah sampel sebanyak 30 responden yang ditentukan menggunakan teknik sampling jenuh. Analisis data menggunakan regresi linear berganda, hasil penelitian menunjukkan bahwa *knowledge sharing* berpengaruh dan signifikan terhadap *helping behavior*, sedangkan *work experience* berpengaruh dan signifikan terhadap *helping behavior*. Secara simultan, kedua variabel berpengaruh signifikan terhadap *helping behavior*. Temuan ini menunjukkan pentingnya *knowledge sharing* dan *work experience* serta *helping behavior* dalam mendukung perilaku prososial pegawai secara berkelanjutan.

Kata Kunci: *Knowledge Sharing, Work Experience, Helping Behavior*

ABSTRACT

***THE INFLUENCE OF KNOWLEDGE SHARING AND
WORK EXPERIENCE ON HELPING BEHAVIOR***

*(A Study of Civil Servants and Government Employees with Employment
Agreements at the Taskimalaya City Social Agency)*

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This study aims to analyze the influence of knowledge sharing and work experience on helping behavior among employees of the Social Affairs Office of Tasikmalaya City. The research employed a descriptive-verify method with a quantitative approach. The study population consisted of civil servants (PNS) and full-time government employees with work agreements (P3K), with a total sample of 30 respondents selected using a saturated sampling technique. Data were analyzed using multiple linear regression. The results indicate that knowledge sharing has a significant positive effect on helping behavior, while work experience also has a significant positive effect on helping behavior. Simultaneously, both variables significantly influence helping behavior. These findings highlight the importance of knowledge sharing and work experience in fostering and sustaining employees' prosocial behavior within the organization.

Key Word: Knowledge Sharing, Work Experience, Helping Behavior