

ABSTRACT

The Impact of Training and Knowledge Sharing in Improving Employee Competency of PT Astra Graphia Information Technology

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This research reviews the urgency of developing employee competencies in facing business and technology challenges in the Society 5.0 Era, with a focus on PT Astra Graphia Information Technology (AGIT). Although AGIT prioritizes Training and Knowledge Sharing to improve employee competencies, the active participation of employees in these activities is still below 50%, indicating an unoptimized implementation. This study utilized quantitative methods and resulted in the finding that Training and Knowledge Sharing positively influence the improvement of AGIT employees' competencies. Therefore, it is recommended that AGIT design a structured training plan that is relevant to the needs and goals of the company, communicate the plan transparently, facilitate Focus Group Discussion (FGD) activities to support the exchange of ideas, experiences, and knowledge, and provide incentives to employees who actively participate. Understanding the importance of competency improvement, both technical and non-technical, is key in facing changes and challenges in the Era Society 5.0, both for individuals and companies.

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