

# Implementasi knowledge creation dalam proses knowledge management pada Pegawai Direktorat Human Resource Development Kantor Pusat PT Pertamina Persero = Implementation of knowledge creation in knowledge management process on human resource development employee directorate at head office of PT Pertamina Persero

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## Abstrak

Tujuan dari penelitian ini adalah untuk menggambarkan Implementasi penciptaan pengetahuan didalam proses knowledge management pada pegawai Direktorat Human Resource Development Kantor Pusat PT Pertamina. Penelitian ini menggunakan pendekatan kuantitatif, dimana data dan informasi dikumpulkan dengan penyebaran kuesioner dan studi kepustakaan terkait implementasi penciptaan pengetahuan didalam proses knowledge management pada pegawai Direktorat Human Resource Development dengan melihat proses knowledge management: SECI Proses Knowledge Spiral berdasarkan empat dimensi yang ada, yakni dimensi Socialization, Externalization, Combination, dan Internalization. Analisis data yang digunakan adalah dengan melihat jawaban mayoritas responden terkait dengan indikator-indikator yang diturunkan dari dimensi-dimensi yang ada. Hasil penelitian menunjukkan bahwa implementasi penciptaan pengetahuan dalam proses knowledge management pada pegawai Direktorat Human Resource Development Kantor Pusat PT Pertamina Persero dapat dikatakan berjalan dengan baik.

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The purpose of this study is to describe the implementation process of knowledge creation within knowledge management on the employees of the Directorate of Human Resource Development Office PT Pertamina. This study uses a quantitative approach, where data and information collected by questionnaires and literature study regarding the implementation of the process of knowledge creation within knowledge management in the Directorate of Human Resource Development personnel to see the process of knowledge management: Knowledge SECI Spiral Process based on four dimensions exist, the dimensions of Socialization, externalization, Combination, and Internalization. Analysis of the data used is to look at the answer the majority of respondents associated with indicators derived from existing dimensions. The results showed that the implementation of the process of knowledge creation within knowledge management on employee Human Resource Development Directorate Headquarters PT Pertamina Persero can be said to be going well.