

Peningkatan peran iklim organisasi terhadap knowledge sharing melalui intervensi pelatihan encouraging knowledge sharing at work for leader di PT ABC = Improvement of organizational climate towards knowledge sharing through encouraging knowledge sharing at work for leader in PT ABC

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Abstrak

Penelitian ini ditujukan untuk mengetahui hubungan antara iklim organisasi dengan knowledge sharing yang dilakukan pada 112 karyawan di PT ABC. Berdasarkan teori yang digunakan, knowledge sharing memiliki dua dimensi, yaitu knowledge donating dan knowledge collecting. Alat ukur knowledge sharing menggunakan alat ukur dari Van Den Hooff dan De Ridder (2004), dengan $\alpha = .771$ untuk knowledge donating dan $\alpha = .854$ untuk knowledge collecting. Sedangkan, untuk iklim organisasi menggunakan alat ukur dari Bock, Zmud, Kim, dan Lee (2005) dengan $\alpha = .795$.

Hasil uji korelasi dengan metode Spearman menunjukkan hubungan positif dan signifikan antara iklim organisasi dengan knowledge donating ($r = .345; p < .01$) dan iklim organisasi dengan knowledge collecting ($r = .288; p < .01$). Lebih lanjut, diketahui bahwa knowledge donating memiliki hubungan paling kuat dengan dimensi affiliation pada iklim organisasi ($r = .345; p < .01$) dan knowledge collecting memiliki hubungan paling kuat dengan dimensi innovativeness pada iklim organisasi ($r = .366; p < .01$).

Berdasarkan temuan, peneliti merancang intervensi pelatihan Encouraging Knowledge Sharing at Work for Leader. Pelatihan ditujukan untuk meningkatkan iklim organisasi pada dimensi affiliation dan innovativeness untuk mendorong knowledge sharing. Uji coba pelatihan diberikan kepada 16 orang atasan, dalam hal ini senior staff/ section head yang berperan sebagai agent of change. Hasil evaluasi tahap pembelajaran menunjukkan adanya peningkatan pengetahuan yang signifikan sebelum dan sesudah pelatihan ($t = -7.507; p < .01$).

..... This study aimed to investigate the relationship between organizational climate and knowledge sharing conducted on 112 employees at PT ABC. Based on theory, knowledge sharing has two dimensions, namely knowledge donating and knowledge collecting. Knowledge sharing was measured using instrument from Van Den Hooff and De Ridder (2004), with $\alpha = .771$ for knowledge donating and $\alpha = .854$ for knowledge collecting. Whereas, organizational climate was measured using instrument from Bock, Zmud, Kim, and Lee (2005) with $\alpha = .795$.

The results of this study using Spearman correlation showed a positive and significant relationship between organizational climate with knowledge donating ($r = .345; p < .01$) and organizational climate with knowledge collecting ($r = .288; p < .01$). Furthermore, knowledge donating has the strongest relationship with dimension of affiliation on organizational climate ($r = .345; p < .01$) and knowledge collecting has the strongest relationship with dimension of innovativeness on organizational climate ($r = .366; p < .01$).

Researcher designed training intervention Encouraging Knowledge Sharing At Work For Leader. Training is aimed to improve the organizational climate on dimensions affiliation and innovativeness to encourage knowledge sharing. Pilot project was given to 16 employee, in this case the senior staff/ section head as the agent of change. Evaluation phase 2 (learning) shown there was a significant increase in knowledge before

and after training ($t=-7.507$; $p<.01$).