

Pengaruh motivasi intrinsik budaya inovatif perusahaan tempat magang dan pengetahuan yang diperoleh di perguruan tinggi terhadap transfer pengetahuan mahasiswa magang studi kasus mahasiswa fakultas teknik universitas indonesia = Relationship between intrinsic motivation corporates s innovative culture and student s acquired knowledge in university toward transfer knowledge of intern student faculty of engineering student university of indonesia case study / Thomy Prasetyo

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Abstrak

[Skripsi ini membahas tentang pengaruh dari motivasi intrinsik (intrinsic motivation), budaya inovatif organisasi (innovative culture) dan pengetahuan yang diperoleh dari perguruan tinggi (acquired knowledge) terhadap transfer pengetahuan mahasiswa magang (transfer knowledge). Tujuan dari penelitian ini adalah untuk menjelaskan dampak dari motivasi intrinsik, pengetahuan yang didapat dan budaya inovatif organisasi terhadap transfer pengetahuan pada yang melakukan program magang. Studi kasus yang dipilih adalah para mahasiswa Fakultas Teknik Universitas Indonesia, karena pengetahuan yang didapat dari Fakultas Teknik merupakan pengetahuan terapan dan Fakultas Teknik Universitas Indonesia mewajibkan program magang pada semester genap. Analisis data pada penelitian ini menggunakan analisis Sturctural Equation Modelling (SEM) di program Lisrel. Hasil penelitian ini menunjukkan bahwa pengetahuan yang didapat di perguruan tinggi dan budaya inovatif organisasi memiliki hubungan yang signifikan terhadap transfer pengetahuan para mahasiswa yang melakukan magang. Selain itu, penelitian ini juga memperlihatkan adanya pengaruh signifikan antara motivasi intrinsik mahasiswa terhadap pengetahuan yang didapat, dan budaya inovatif organisasi terhadap motivasi intrinsik mahasiswa.

Untuk meningkatkan motivasi intrinsik dan transfer pengetahuan mahasiswa yang dapat meningkatkan performa kerja, maka perguruan tinggi diharapkan dapat memicu transfer pengetahuan serta menciptakan suasana belajar yang menarik dan menyenangkan serta memberikan pengetahuan dan keterampilan yang berguna dan relevan bagi mahasiswa. Selain itu, perusahaan tempat mahasiswa magang diharapkan dapat memberikan mahasiswa kesempatan untuk berinovasi serta menumbuhkan budaya inovatif.;

This paper discusses the influence of intrinsic motivation, innovative organizational culture and knowledge gained from college (acquired knowledge) to transfer knowledge of student interns. The purpose of this study was to describe the impact of intrinsic motivation, acquired knowledge and organizational innovative culture to transfer knowledge on conducting internship program. The selected case studies are the students of the Faculty of Engineering, University of Indonesia, because the knowledge gained from the Faculty of Engineering is an

applied science and Faculty of Engineering, University of Indonesia require an apprenticeship program in the second semester. Analysis of the data in this study using analysis Sturctural Equation Modeling (SEM) in lisrel program. These results indicate that the knowledge gained in college and innovative organizational culture has a significant relationship to knowledge transfer students who do internships. In addition, this study also showed a significant effect between intrinsic motivation of students to knowledge gained, and the innovative culture of the organization to the intrinsic motivation of students. To increase students intrinsic motivation and knowledge transfer that can improve work performance, then the university is expected to trigger the transfer of knowledge and create an atmosphere of learning interesting and fun as well as providing knowledge and skills that are useful and relevant for students. In addition, the company where the student intern is expected to provide students an opportunity to innovate and foster an innovative culture., This paper discusses the influence of intrinsic motivation, innovative organizational culture and knowledge gained from college (acquired knowledge) to transfer knowledge of student interns. The purpose of this study was to describe the impact of intrinsic motivation, acquired knowledge and organizational innovative culture to transfer knowledge on conducting internship program. The selected case studies are the students of the Faculty of Engineering, University of Indonesia, because the knowledge gained from the Faculty of Engineering is an applied science and Faculty of Engineering, University of Indonesia require an apprenticeship program in the second semester. Analysis of the data in this study using analysis Sturctural Equation Modeling (SEM) in lisrel program. These results indicate that the knowledge gained in college and innovative organizational culture has a significant relationship to knowledge transfer students who do internships. In addition, this study also showed a significant effect between intrinsic motivation of students to knowledge gained, and the innovative culture of the organization to the intrinsic motivation of students. To increase students intrinsic motivation and knowledge transfer that can improve work performance, then the university is expected to trigger the transfer of knowledge and create an atmosphere of learning interesting and fun as well as providing knowledge and skills that are useful and relevant for students. In addition, the company where the student intern is expected to provide students an opportunity to innovate and foster an innovative culture.]