

Analisis tingkat kesiapan dan rekomendasi penerapan manajemen pengetahuan: Studi kasus Badan Standar, Kurikulum, dan Asesmen Pendidikan, Kementerian Pendidikan, Kebudayaan, Riset, dan Teknologi = Analysis of readiness and recommendations for application of knowledge management: case study of Standards Agency, Curriculum, and Assessment Education, Ministry of Education, Culture, Research, and Technology

Adi Setiawan Tri Wahyudi, author

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Abstrak

Badan Standar, Kurikulum, dan Asesmen Pendidikan (BSKAP) merupakan salah satu unit utama dalam struktur organisasi Kementerian Pendidikan, Kebudayaan, Riset, dan Teknologi (Kemendikbudristek), yang mempunyai tugas menyelenggarakan penyusunan standar, kurikulum, dan asesmen pendidikan serta pengelolaan sistem perbukuan. Dalam mendukung tugas dan fungsinya, BSKAP memiliki program pada rencana strategis organisasi untuk menerapkan manajemen pengetahuan (KM). Meskipun demikian, hingga saat ini penerapan KM belum terealisasi karena tidak yakin sepenuhnya mengenai kesiapan organisasi. Sehingga untuk mencapai keberhasilan perlu dilakukan pengukuran tingkat kesiapan penerapan KM di BSKAP. Penelitian ini menggunakan desain exploratory. Model penelitian ini dikembangkan berdasarkan penelitian sebelumnya dan hasil validasi pakar. Terdapat 22 faktor yang digunakan untuk mengukur tingkat kesiapan penerapan KM di BSKAP, yaitu motivasi (individu dan pimpinan), sumber daya manusia (SDM), komitmen (individu dan pimpinan), inovasi dan kreativitas, goodwill (pimpinan), integritas, performance expectancy, effort expectancy, social expectancy, penghargaan, kebijakan, kepemimpinan, budaya organisasi, kerja sama, lingkungan, monitoring dan evaluasi, network, kesempatan, anggaran, change management, IT, dan sarana prasarana. Data dikumpulkan dari 382 pegawai BSKAP dan berdasarkan hasil perhitungan yang dilakukan, didapatkan nilai kesiapan penerapan KM di BSKAP adalah sebesar 80,6% atau masuk dalam level receptive menurut skala Rao. Level ini memiliki arti bahwa BSKAP telah siap dalam menerapkan KM, namun masih dapat melakukan peningkatan kesiapan menuju pada level optimal. Salah satu bentuk peningkatan kesiapan tersebut adalah melakukan pembenahan pada faktor sumber daya manusia.

.....The Educational Standards, Curriculum and Assessment Agency (BSKAP) is one of the main units in the organizational structure of the Ministry of Education, Culture, Research, and Technology, which has the task of organizing the preparation of standards, curriculum, and educational assessments as well as the management of the bookkeeping system. In supporting its duties and functions, BSKAP has a program in the organization's Strategic Plan to implement knowledge management (KM). However, until now BSKAP has not realized it because it is not fully sure about the readiness of the organization. So that to achieve success, measurement of the level of readiness for the application of KM in BSKAP is carried out. This study uses an exploratory design. This research model was developed based on previous research and the results of expert validation. There are 22 factors used to measure the level of readiness to implement KM in BSKAP, namely motivation (individual and leadership), human resources (HR), commitment (individual and leadership), innovation and creativity, goodwill (leadership), integrity, performance expectancy, effort

expectance, social expectancy, awards, policies, leadership, organizational culture, cooperation, environment, monitoring and evaluation, network, opportunity, budget, change management, IT, and infrastructure. Data were collected from 382 BSKAP employees and based on the results of calculations carried out, it was found that the value of readiness for implementing KM in BSKAP was 80.6% or included in the receptive level according to the Rao scale. This level means that BSKAP is ready to implement KM, but can still make improvements to the optimal level. One form of increasing readiness is to make improvements to the HR.