

Aplikasi knowledge enablers dalam jejaring multi koridor (studi kasus pembelajaran organisasi pada Dompot Dhuafa)

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Abstrak

This research locus on Dompot Dhuafa (DD) is a public organization dealing with the business of zakat management, which is at the moment implementing new institution structure is called Jejaring Multi Koridor (JMK)/ Multi Corridor Networking. JMK as a concept of organizational learning requires the ability for gaining and applying the knowledge properly in which the publicized strategies may be achieved as it is necessary to be supported by knowledge enablers application in optimal manner of JMK, the productivity of organizational knowledge therefore enables to be motivating in creating continuous innovation. This finally will create competitive advantages (Huseini, 1997). Such condition is necessary to plant for the staff to produce better performance from time to time. The main subject lifted up in this research is how extent to which the application of knowledge enablers in Jejaring Multi Koridor?

Type of applied research is the survey of descriptive method. Data piled up with the questionnaire distributed to all DD employees. Analysis method adopted from assessment tool developed by Silberman (Morrison, 2001). Assessment tool previously provided for the framework and the reflection of learning organization application, in this research context has been adapted as framework and reflection of knowledge enablers application in JMK of DID. Knowledge enablers in this research referred to von Krogh et al. opinion (2000). According to their opinion there are at least 5 enablers are knowledge vision, conversation, mobilize knowledge activists, the right enabling context, and globalize local knowledge. Assessment criteria divided into 4 average score groups of comprehensive, i.e: 25-38= Application rate of knowledge enablers in JMK is not sufficient to create most favorable organizational learning; 39-63= Application rate of knowledge enablers in JMK is less sufficient to create optimum organizational learning; 64-88= Application rate of knowledge enablers in JMK is sufficient to create optimum organizational learning; and 89-100= Application rate of knowledge enablers in JMK is very sufficient to create most favorable organizational learning.

Based on respondents' answers, application average score to each enablers in JMK as follow: the application of knowledge vision (15, 29), conversation (14, 37), mobilize knowledge activists (14, 04), the right enabling context (14,41), and globalize local knowledge (5). Respondents average answer on overall knowledge enabler application is 62, 5. The data shows that the application of knowledge enablers in JMK has not been applied sufficiently. According to collected data can be drawn a picture that there are some causes of the in sufficiency of knowledge enablers application in JMK: in sufficiency of top rank entanglement in facilitating the employees to create the knowledge vision or in conversation process; lack of employee commitment in taking initiative and focusing to the knowledge creation is still lower; the structure of the organization that has been set up does not enable to develop appropriate knowledge in, accordance with vision, mission, and developed strategy especially linked with the networking; no accomplishment of

overseas networking as it has been planned.

This research comes into conclusion that the institution of JMK that has been structured will find difficulties to create the proclaimed vision and mission due to the existing organizational learning is not supported by application of knowledge enablers sufficiently. In relation to this, proposed correction as follow: Firstly, top leader is necessary to become him/herself as enabling leaders so that the leader is worthy to be a guide for his/her subordinate; secondly, DD is necessary to facilitate the creation of intensively solid and collaboration relation between internal units of DD, between internal units and networking, or with same network; thirdly, DD is necessary to expand global networking remind them as very strategic opportunity; at least and most important is required immediately to redesign the structure of JMK which is more adaptive and flexible to enable the creation of continuous knowledge and innovation.