

Pengembangan organizational trust sebagai pendukung utama knowledge sharing behaviour project manager untuk meningkatkan kinerja proyek di PT. AGL = The development of organizational trust as the main driver of project manager s knowledge sharing behaviour to improve project performance in PT. AGL

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Abstrak

Penelitian ini memberikan wawasan tentang bagaimana organisasi berbasis kinerja proyek mendorong knowledge sharing behaviour manajer proyek untuk mengatasi adanya gap kompetensi antara manajer proyek yang akan selesai masa tugasnya dengan calon pengganti manajer proyek yang baru. Dengan ragam tingkat kesulitan proyek dan dilakukan dalam waktu yang singkat, tingkat pembelajaran yang lincah di proyek menjadi competitive advantage bagi organisasi.

Studi ini meneliti knowledge sharing intention, organizational trust dan motivasi terhadap kegiatan knowledge sharing project manager. Dengan metode kuantitatif berbasis action research, temuan mengungkapkan bahwa, knowledge sharing project manager secara signifikan dipengaruhi oleh organizational trust.

Rancangan pengembangan organizational trust ditawarkan sebagai pendorong utama knowledge sharing manajer proyek. Intervensi community of practices menjadi pilihan yang dapat diadopsi sebagai knowledge sharing behaviour manajer proyek.

.....This research provides insight into how the project-based organizations encourage project manager's knowledge sharing behavior to cope with competencies gap between the project manager who will finished his tour of duty with the substitute one. With a variety of project's difficulty levels which conducted in a short time, the learning agility of people in project become a competitive advantage for the organization. This study aims to focus on the role of knowledge sharing intention, organizational trust and motivation toward project manager's knowledge sharing. With quantitive method based on action research, the findings revealed that knowledge sharing of project managers was significantly influenced by organizational trust.

The design of organizational trust development was offered as a key driver of project manager's knowledge sharing and communities of practices could be adopted as project manager's knowledge sharing behaviour in project-based organization.