

Berbagi pengetahuan untuk mengembangkan kompetensi personal di Perpustakaan Bank Indonesia = Knowledge sharing to develop personal competence at Bank Indonesia Library

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Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20403924&lokasi=lokal>

Abstrak

[ABSTRAK

Tesis ini membahas mengenai proses berbagi pengetahuan antara staf dan pimpinan Perpustakaan Bank Indonesia. Adapun tujuan diadakannya penelitian ini untuk mengetahui proses berbagi pengetahuan antara staf dan pimpinan perpustakaan Bank Indonesia serta melihat nilai-nilai yang terkandung dalam diri staf dan pimpinan dalam proses berbagi pengetahuan diantara mereka guna mengembangkan kompetensi personal. Adapun pendekatan yang digunakan dalam penelitian ini adalah pendekatan kualitatif dengan metode interpretif. Pengumpulan data yang dilakukan melalui wawancara mendalam, observasi langsung, dan analisis dokumen terkait proses berbagi pengetahuan di Perpustakaan Bank Indonesia. Adapun hasil penelitian ini bahwa budaya berbagi pengetahuan telah terinternalisasi di dalam diri individu baik staf maupun pimpinan di Perpustakaan Bank Indonesia sehingga mereka dapat mengembangkan kompetensi yang dibutuhkan. Pembentukan budaya berbagi pengetahuan tersebut dibangun berdasarkan adanya relasi antar staf perpustakaan dan pimpinan. Pembangunan relasi antara staf dan pimpinan dibangun atas dasar nilai kepercayaan dan saling menghargai antar staf perpustakaan. Dalam proses menjaga relasi tersebut terdapat juga proses negosiasi yang dapat menyeimbangkan antara kepentingan individu yang berbeda-beda dengan kepentingan kelompok yang akan dituju.

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ABSTRACT

This thesis discusses about the process of knowledge sharing between the commissioners and staffs of Bank Indonesia Library. The aim of conducting this research is to figure out the process of knowledge sharing between the commissioners and staffs of Bank Indonesia Library and to examine values internalized within commissioners and staffs in the process of knowledge sharing to develop personal competence. The approach used in this research is qualitative approach with interpretive method. The data collection is done through deep interview, direct observation, and document analysis related to the process of knowledge sharing at Bank Indonesia Library. The result of this research is that the culture of knowledge sharing has been internalized within individuals, either staffs of commissioners of Bank Indonesia Library so that they are able to develop the competence needed. The formulation of knowledge sharing culture is built based on the relation between the library staffs and commissioners. The development of relations between staff and

commissioners is built on the basis of trust and mutual respect among the library staffs. In the process of maintaining the relation, there is also a process of negotiation which can balance between the interests of different individual with the interests of the group to be addressed.;This thesis discusses about the process of knowledge sharing between the commissioners and staffs of Bank Indonesia Library. The aim of conducting this research is to figure out the process of knowledge sharing between the commissioners and staffs of Bank Indonesia Library and to examine values internalized within commissioners and staffs in the process of knowledge sharing to develop personal competence. The approach used in this research is qualitative approach with interpretive method. The data collection is done through deep interview, direct observation, and document analysis related to the process of knowledge sharing at Bank Indonesia Library. The result of this research is that the culture of knowledge sharing has been internalized within individuals, either staffs of commissioners of Bank Indonesia Library so that they are able to develop the competence needed. The formulation of knowledge sharing culture is built based on the relation between the library staffs and commissioners. The development of relations between staff and commissioners is built on the basis of trust and mutual respect among the library staffs. In the process of maintaining the relation, there is also a process of negotiation which can balance between the interests of different individual with the interests of the group to be addressed., This thesis discusses about the process of knowledge sharing between the commissioners and staffs of Bank Indonesia Library. The aim of conducting this research is to figure out the process of knowledge sharing between the commissioners and staffs of Bank Indonesia Library and to examine values internalized within commissioners and staffs in the process of knowledge sharing to develop personal competence. The approach used in this research is qualitative approach with interpretive method. The data collection is done through deep interview, direct observation, and document analysis related to the process of knowledge sharing at Bank Indonesia Library. The result of this research is that the culture of knowledge sharing has been internalized within individuals, either staffs of commissioners of Bank Indonesia Library so that they are able to develop the competence needed. The formulation of knowledge sharing culture is built based on the relation between the library staffs and commissioners. The development of relations between staff and commissioners is built on the basis of trust and mutual respect among the library staffs. In the process of maintaining the relation, there is also a process of negotiation which can balance between the interests of different individual with the interests of the group to be addressed.]