Faktor-faktor yang mempengaruhi employee knowledge acquisition capabilities dan employee knowledge application capabilities perusahaan: studi implementasi knowledge management di PT. XYZ = Factors affecting employee knowledge acquisition and employee knowledge capabilities application capabilities company: study on implementation of knowledge management at PT. XYZ

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Abstrak

Penelitian ini bertujuan untuk mengkaji hubungan antara faktor-faktor Vision and Goals, Social Networks, Performance-based Reward System, Utilization of IT Application (IT Utilization), dan Centralization terhadap proses KM yaitu employee knowledge acquisition capabilities dan employee knowledge application capabilities. Selain itu penelitian ini juga mengkaji hubungan antara yaitu employee knowledge acquisition capabilities terhadap employee knowledge application capabilities. Pengujian model dan pengolahan data penelitan

dilakukan dengan metode SEM melalui aplikasi LISREL 9.2. Dari hasil pengujian bahwa Performance-based Reward System dan Utilization of IT Application (IT Utilization) berpengaruh positif dan signifikan terhadap employee

knowledge acquisition capability. Employee knowledge acquisition capability juga terbukti berpengaruh positif dan signifikan terhadap employee knowledge application capability. Hal tersebut membuktikan bahwa untuk mencapai

employee knowledge application capability harus melalui employee knowledge acquisition capability.

......This study aims to examine the relationship between factors Vision and Goals, Social Networks, Performance-based Reward System, Utilization of IT Application (IT Utilization), and Centralization of the process of knowledge acquisition KM ie employee capabilities and employee knowledge application capabilities. In addition this study also examines the relationship between employee knowledge acquisition capabilities on employee knowledge application capabilities. Testing data processing models and research done by the method of SEM through LISREL 9.2 applications. From the test results that Performancebased Reward System and Utilization of IT Application (IT Utilization) positive and significant effect on employee knowledge acquisition capability. Employee knowledge acquisition capability also proved positive and significant impact on employee knowledge application capability. It proves that in order to achieve employee knowledge application capability must be through employee knowledge acquisition capability.