

## Analisis knowledge creation di Pusat Pendidikan dan Pelatihan Pegawai Kementerian Ketenagakerjaan = Analysis knowledge creation at Center of Education and Training Employees Ministry of Manpower

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### Abstrak

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Sejalan dengan berkembangnya masyarakat informasi dan masyarakat berpengetahuan, maka organisasi akan memerlukan lebih banyak pekerja yang berpengetahuan. Reformasi Birokrasi menjadi sebuah keharusan bagi seluruh Kementerian/ Lembaga serta Pemerintah Daerah tak terkecuali bagi Kementerian Ketenagakerjaan sebagai leading sector pembangunan tenaga kerja di Indonesia. Penelitian ini menggunakan paradigma kualitatif dan pengumpulan data melalui wawancara serta dokumen. Hasil penelitian menunjukkan bahwa proses knowledge creation melalui SECI belum sepenuhnya terjadi karena lebih didominasi oleh pengetahuan eksplisit dan lebih dominan pada tahap kombinasi serta terkendala pada pemahaman visi dan belum adanya database. Saran yang diberikan yaitu perlu dibentuk community of practice dan learning by doing, komunikasi visi dan misi serta database diklat.

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#### <b>ABSTRACT</b><br>

In line with the development of information society and knowledge society, the organization will need more knowledgeable workers. Bureaucratic Reform becomes a must for all Ministries Institutions and Local Government is no exception for the Ministry of Manpower Kemnaker as the leading sector of labor development in Indonesia. This study uses qualitative paradigm and data collection through interviews and documents. Informants in this study include druktural officials, widyaiswara and staff at Pusdiklat. The result of the research shows that the process of knowledge creation through SECI has not fully happened because more dominated by explicit knowledge and more dominant in combination stage and lack of vision and lack of databases. This research concludes the need to establish community of practice to encourage the exchange of knowledge, need learning by doing, the need for vision and mission communication and database of education and training.