

Preservasi pengetahuan program Begawanship di Bank Indonesia Institute = Begawanship program of knowledge preservation in Bank Indonesia Institute

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Abstrak

Penelitian ini membahas mengenai preservasi pengetahuan di Bank Indonesia Institute melalui program yang mereka selenggarakan yang disebut Begawanship. Topik preservasi pengetahuan dipilih karena pentingnya dilakukan kegiatan preservasi pengetahuan yang dimiliki oleh Bank Indonesia terhadap business process lembaga. Tujuan dari penelitian ini adalah untuk memahami keberlangsungan proses preservasi pengetahuan yang dilakukan di Bank Indonesia Institute dalam memenuhi program kerjanya, bagaimana Bank Indonesia Institute mengatasi kendala yang ditemukan dalam pelaksanaan berbagi pengetahuan, serta pentingnya sustainability program Begawanship. Penelitian ini menggunakan pendekatan kualitatif dengan metode studi kasus. Hasil penelitian menunjukkan bahwa proses preservasi pengetahuan di Bank Indonesia Institute memiliki empat tahap yaitu sosialisasi, eksternalisasi, kombinasi, serta internalisasi. Pengetahuan yang dipreservasikan merupakan pengetahuan Gubernur dan Dewan Gubernur Bank Indonesia saja, preservasi pengetahuan pegawai selain yang disebutkan belum dilakukan. Transfer pengetahuan serta artikulasi dari pengetahuan yang ditangkap dan dieksplicitkan menentukan keberhasilan dari program Begawanship. Sustainability dari program Begawanship menjadi penting karena business process di Bank Indonesia bisa berjalan dengan baik dan mendapat nilai bagus dari konsultan yang ditugaskan untuk melakukan penilaian terhadap business process di Bank Indonesia.

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This study discusses the preservation of knowledge at Bank Indonesia Institute through a program they held called Begawanship. Knowledge preservation was chosen as the topic of this study because of the importance of preservation of knowledge towards the institutions business process. The objectives of this study are to understand the sustainability of the knowledge preservation process carried out at Bank Indonesia Institute in fulfilling its work program, how Bank Indonesia Institute overcomes the obstacles found in the implementation of knowledge sharing, and the importance of Begawanship program sustainability. This study uses a qualitative approach with case study. The results of this study indicate that the process of knowledge preservation at Bank Indonesia Institute has four stages which are socialization, externalization, combination, and internalization. The knowledge that is preserved is the knowledge of the Governor and the Board of Governors of Bank Indonesia only, knowledge preservation of employees other than those mentioned has not been done. The transfer of knowledge and the articulation of knowledge captured and externalized determine the success of the Begawanship program. The sustainability of the Begawanship program is important because the business process at Bank Indonesia can run well and get good feedback from consultants assigned to assess the business process at Bank Indonesia.