

Perilaku knowledge sharing antar staf pustakawan

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Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20502601&lokasi=lokal>

Abstrak

Tujuan dari penelitian ini adalah untuk mendeskripsikan perilaku knowledge sharing (KS) antar staf pustakawan. Penelitian ini merupakan penelitian studi kasus pada perpustakaan Undiksha, subjek dari penelitian ini adalah pustakawan, tenaga administrasi dan teknisi yang berjumlah 25 orang. Sedangkan, objek kajiannya adalah perilaku KS. Pendekatan learning audit model digunakan dalam menentukan nilai dari informasi dan sekaligus menentukan efektifitas dari proses KS yang dilakukan. Data dikumpulkan melalui angket, wawancara dan observasi. Data yang terkumpul dianalisis secara deskriptif. Hasil penelitian ini menunjukkan bahwa deskripsi perilaku KS antar staf pustakawan tergolong cukup positif dengan persentase 68,7%. Faktor pendorong perilaku KS antar staf pustakawan pada perpustakaan Undiksha adalah motivasi intrinsik sebesar 87,5% (sangat positif), penerimaan pengetahuan sebesar 78,8% (positif), sikap terhadap KS sebesar 78,2% (positif), loss of knowledge power sebesar 78,1% (positif), knowledge self-efficacy sebesar 77,6% (positif) dan pengiriman pengetahuan sebesar 72,4% (positif). Selain itu, ditemukan pula beberapa aspek lain yang dapat mendorong KS seperti: kepercayaan, kesetiakawanan, keterbukaan, kebersamaan, kekeluargaan dan komunikasi. Sebaliknya, faktor-faktor penghambat perilaku KS antar staf pustakawan pada perpustakaan Undiksha adalah motivasi eksternal sebesar 49,6% (negatif), respon balik/feedback sebesar 69,3% (cukup positif), iklim organisasi sebesar 68,5% (cukup positif), norma subjektif sebesar 64,2% (cukup positif), norma timbal balik sebesar 62,1% (cukup positif), motivasi introjektif sebesar 60,5% (cukup positif), teknologi informasi dan komunikasi sebesar 59,1 % (cukup positif).

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ABSTRACT

The aims of this study were to describe the behavior of knowledge sharing (KS) among librarian. This research was a case study in the library of Undiksha, so that the subjects of this study are librarians, administrative staff and technicians, totaling

25 persons. Meanwhile, the object of the study was the behavior of KS. Audit learning approach model was used in determining the value of the information and also to determine the effectiveness of the process undertaken KS. Data were collected through questionnaires, interviews and observation. The collected data were analyzed descriptively. The results showed that the description of the KS behavior among librarian was quite positive with a percentage of 68.7%. The driving factors of KS behavior among librarian at the library of Undiksha were the intrinsic motivation of 87.5% (very positive), the reception of knowledge by 78.8% (positive), attitude towards KS amounted to 78.2% (positive), loss of knowledge power amounted to 78.1% (positive), knowledge self-efficacy of 77.6% (positive) and delivery of knowledge 72.4% (positive). In addition, there were also some other aspects found that can encourage KS such as: trust, solidarity, openness, collaboration, family and communication. Conversely, factors inhibiting KS behavior among librarian at the library of Undiksha were external motivation of 49.6% (negative), feedback of 69.3% (quite positive), organizational climate 68.5% (quite positive), subjective norm by 64.2% (quite positive), the norm of reciprocity amounted to 62.1% (quite positive), introjective motivation by 60.5% (quite positive), and the information technology and communications at 59.1% (quite positive).