

## Analisis Knowledge Creation di Balai Diklat Industri Jakarta Kementerian Perindustrian = Knowledge Creation Analysis in Jakarta Industrial Training Association Ministry of Industry.

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### Abstrak

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Peningkatan kompetensi Sumber Daya Manusia (SDM) menjadi hal yang sangat penting untuk dapat memenangkan persaingan tenaga kerja di era globalisasi. Balai Diklat Industri Jakarta Kementerian Perindustrian sebagai salah satu unit yang ditugaskan secara khusus untuk menyelenggarakan pendidikan dan pelatihan berbasis kompetensi mempunyai peranan penting sebagai sumber knowledge creation dalam membentuk knowledge, skill dan attitude para calon tenaga kerja industri. Beberapa indikator yang menunjukkan proses knowledge creation di Balai Diklat Industri Jakarta belum berkembang diantaranya. Balai Diklat Industri Jakarta hanya memiliki 1 (satu) Jenis Bidang Diklat. yaitu bidang garmen dan tidak terjadinya peningkatan basil kepuasan peserta diklat secara signiftkan. Tujuan penelitian ini untuk menganalisis proses knowledge creation model SECI dan Faktor-faktor pendukung (enabler) yang dihadapi dalam proses knowledge creation di Balai Diklat Industri Jakarta Kementerian Perindustrian. Teori yang digunakan yaitu knowledge creation model SECI dan faktor- faktor pendukung (enabler) dari dari Nonaka (1995). Knowledge creation model SECI menggunakan dimensi Sosialisasi, Eksternalisasi, kombinasi dan Intemalisasi. Sedangkan untuk faktor-faktor pendukung (enabler) menggunakan dimensi Intensi, otonomi, fluctuation and creative chaos, redundansi dan requisite variety. Penelitian menggunakan pendekatan post-positivis dengan metode pengumpulan data kualitatif menggunakan wawancara dan studi literatur. Hasil penelitian menunjukkan Proses knowledge creation model SECI belum dapat diwujudkan secara sempurna di Balai Diklat Industri Jakarta Kementerian Perindustrian. Proses knowledge creation lebih dominan pada pengetahuan tacit. Proses konversi pengetahuan yang terjadi di Balai Diklat Industri Jakarta cenderung dominan pada kuadran 1(satu) yaitu pada dimensi sosialisasi. Sedangkan Faktor-faktor pendukung (enabler) knowledge creation, menggunakan dimensi Intensi, otonomi, fluctuation and creative chaos, redundansi dan requisite variety di Balai Diklat Industri Jakarta Kementerian Perindustrian belum mendukung secara maksimal terbentuknya knowledge creation.

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

The competence of human resources a very important thing to get to won a labor in the future. Industrial Training Association Ministry of Industry as one unit assigned specifically to hold education and training competency based has an important role as a source of knowledge creation in forming knowledge, skill and attitude the candidates industrial labor. Some indicators which showed the process of knowledge creation at Jakarta Industrial Training Association is training undeveloped Jakarta Industrial Training Association only have one kind of field training. That is Garment and not an increased occurrence of the results of participants satisfaction training significantly. The purpose of this research to analyze the process of knowledge creation SEC/model and supporting factors (enabler) faced in the process of knowledge creation at Jakarta Industrial Training Association Ministry of Industry. The theory used that knowledge creation

SEC/model of Nonaka (1995) and the supporting factors (enabler). Knowledge creation SEC/model use dimension socialization, externalisation, the combination and internalization. While supporting factors (enabler) use intensity dimensions, autonomy, fluctuation and creative chaos, redundancy and requisite variety. The research uses approach post-positivist with qualitative data collection method using interviews and a literature study. The results showed the process of knowledge creation SEC/model could not be perfectly at Jakarta Industrial Training Association Ministry of Industry. The process of knowledge creation more dominant than tacit knowledge. The process of converting knowledge that occurred at Jakarta Industrial Training Association Ministry of Industry socialization dominant quadrant inclined to 1 (one) at the dimensions. While the supporting factors (enabler) knowledge creation using dimensions, intent, autonomy fluctuation and creative chaos, redundancy and requisite variety at Jakarta Industrial Training Association Ministry of Industry has not supported the establishment of knowledge creation optimally.