

Faktor-faktor yang mempengaruhi perilaku knowledge sharing studi kasus komunitas pengelolaan barang milik negara di lembaga ilmu pengetahuan indonesia = Factors affecting knowledge sharing behavior a case study of community management of state property indonesian institute of science

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Abstrak

Sharing pengetahuan dapat memberikan manfaat untuk mencapai individu dan tujuan organisasi. Knowledge sharing diantara petugas pengelola BMN berperan penting dalam mewujudkan pengelolaan BMN yang tertib administrasi dan tertib pengelolaan. Namun, knowledge sharing pada komunitas pengelolaan BMN LIPI belum optimal, sehingga perlu diidentifikasi faktor apa saja yang mempengaruhi petugas pengelola BMN LIPI untuk melakukan knowledge sharing.

Penelitian ini bertujuan untuk mengidentifikasi faktor-faktor yang dapat mempengaruhi perilaku knowledge sharing pada komunitas pengelolaan BMN LIPI. Model penelitian ini dikembangkan berdasarkan Theory of Planned Behavior sebagai kerangka teoritis dan diadaptasi ke dalam konteks knowledge sharing serta dikombinasikan dengan konstruk-konstruk yang didapat dari penelitian terdahulu. Data yang digunakan dalam penelitian ini merupakan data primer dari hasil penyebaran kuesioner kepada petugas pengelola BMN satker LIPI serta pembina pengelola BMN LIPI. Sampel survei terdiri dari 101 responden dan teknik analisis data yang digunakan adalah Structural Equation Modelling (SEM) dan analisis jalur (Path Analysis) dengan menggunakan software AMOS (Analysis of Moment Structure).

Berdasarkan hasil analisis ditemukan bahwa attitude toward knowledge sharing dipengaruhi oleh expected reciprocal benefit, sedangkan perceived behavioral control dipengaruhi oleh resource availability dan technology. Attitude toward knowledge sharing dan perceived behavioral control berpengaruh positif terhadap intention to share yang pada akhirnya secara positif mempengaruhi knowledge sharing behavior. Perceived behavioral control juga terbukti dapat mempengaruhi perilaku knowledge sharing baik secara langsung maupun tidak langsung melalui niat (intention) untuk melakukan knowledge sharing. Hasil penelitian ini diharapkan dapat berguna untuk mengoptimalkan budaya knowledge sharing pada komunitas pengelolaan BMN di lingkungan LIPI.

Sharing knowledge can provide benefits to achieve individual and organization's goals. Sharing knowledge among state property management (SPM)'s officer is very crucial in making a good state property management in administrative order. In fact, sharing knowledge in SPM's officer in LIPI is not optimum yet, so that it needs to be identified which factors that influence SPM's officer in LIPI to do so.

This study is aimed to identify the factors which influence the behavior of community of SPM's officer in LIPI to share knowledge. The model of this research is developed base on the Theory of Planned Behavior which is used as theoretical framework and adapted to the context of sharing knowledge as well as

combined with the constructs from the previous study. The data that are used in this study are the primary data from the questionnaires which are spread to the officers and supervisors of SPM in LIPI. The survey's samples consist of 101 respondents and it uses Structural Equation Modeling (SEM) and Path Analysis as technical data analysis by using Analysis of Moment Structure (AMOS) software.

The result of analysis found that the attitude toward sharing knowledge is influenced by the expected reciprocal benefit, while, perceived behavioral control is influenced by resource availability and technology. The attitude toward knowledge sharing and perceived behavioral control has a positive impact to the intention to share which eventually positively influence the knowledge sharing behavior. The perceived behavioral control is also proved to influence the behavior of both direct and indirect knowledge sharing (intention). The result of this study is considered to be useful in optimizing the culture of sharing knowledge among SPM's officer community in LIPI.