

Analisis hubungan implementasi knowledge management terhadap peneliti pada lembaga penelitian : studi kasus Lembaga Ilmu Pengetahuan Indonesia (LIPI) = Analysis of the relationship of knowledge management implementation to researchers in a research institute : a study case of Lembaga Ilmu Pengetahuan Indonesia (LIPI)

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Abstrak

Penelitian ini membahas tentang pengaruh dari implementasi Knowledge Management (KM) terhadap peneliti pada sebuah lembaga penelitian di Indonesia bernama LIPI. Untuk memastikan agar KM yang diimplementasikan pada organisasi memberikan manfaat yang diharapkan maka perlu dilakukan penilaian terhadap KM. Dengan mempertimbangkan sifat dari lembaga penelitian yang people-centric, maka implementasi KM pada lembaga penelitian dinilai melalui pengaruhnya terhadap peneliti.

Implementasi KM tersebut diukur berdasarkan proses-proses Discovery, Capture, Sharing, dan Application. Sedangkan pengaruh terhadap peneliti diukur berdasarkan tingkat pembelajaran peneliti, kemampuan penyesuaian diri peneliti, dan kepuasan peneliti dalam bekerja.

Berdasarkan pengukuran tersebut, penelitian ini bertujuan untuk mengukur seberapa besar pengaruh proses-proses KM, yaitu Discovery, Capture, Sharing, dan Application terhadap peneliti dari sisi pembelajaran, penyesuaian diri, dan kepuasan bekerja. Model penelitian yang digunakan didasarkan pada model pengaruh KM terhadap pegawai dari teori Becerra-Fernandez, Gonzalez, dan Sabherwal (2004). Metode Structural Equational Modelling (SEM) digunakan untuk menguji teori dan model dari data penelitian.

Hasil penelitian ini menunjukkan bahwa Capture, Sharing, dan Application berpengaruh positif terhadap pembelajaran peneliti dan pembelajaran peneliti juga berpengaruh positif terhadap penyesuaian diri dan kepuasan bekerja peneliti. Proses KM yang memiliki pengaruh paling signifikan terhadap peneliti adalah Application, dilanjutkan dengan Capture, dan kemudian Sharing.

.....This study discusses about the impact of Knowledge Management (KM) implementation to the researchers in a research institute in Indonesia, named LIPI. To ensure that the implementation of KM has delivered the expected benefit, it is necessary to do KM assessment. By considering the characteristic of a research institute which is people-centric, then the implementation of KM in the research institute is assessed based on its impact to the researchers.

The implementation of KM is measured by the processes of Discovery, Capture, Sharing, and Application. While the impact to researchers is measured by the learning extent of researchers, researchers adaptability, and researchers job satisfaction.

Based on the measurement, this study aims to assess the impact of KM processes such as Discovery, Capture, Sharing, and Application to researchers by their learning, adaptability, and job satisfaction. The research model is adapted from the theory model of Becerra-Fernandez, Gonzalez, dan Sabherwal (2004) about the impact of KM to people. Structural Equational Modelling (SEM) method is used to test the theory and the model based on the research data.

The result shown that the process of Capture, Sharing, and Application positively impact the learning of the researchers and the learning of researchers also positively impact the adaptability and job satisfaction of the

researchers. The KM process with the most significant impact is Application, followed by Capture, and then Sharing.