Abstract

Analysis on Factors Influencing Knowledge Sharing of The Employees of Perum BULOOG Divre DKI Jakarta Regional Division

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Demand on the DKI Jakarta Regional Division as one unit Perum BULOOG entity is to increase its competitiveness. These demands require effective implementation of knowledge sharing among its employees. The purpose of this study are: 1) Identifying the factors that effect the knowledge sharing of the Perum BULOOG DKI Jakarta Regional Division’s employees 2) Analyzing the factors that dominantly affect employee knowledge sharing over Perum BULOOG DKI Jakarta Regional Division. 3) Recommends the managerial implications for improving knowledge sharing in Perum BULOOG DKI Jakarta Regional Division. The methods use were descriptive formula and statistical analysis based on polls distributed to 110 subjects. Analysis of the Relationship and analysis of the SEM (Sequencial Equation Modelling) was used to process the data collected. The partial analysis test (t-test) showed that only variable of culture which had a significant correlation on the employee knowledge sharing effectiveness in Perum BULOOG Jakarta Regional Division. The study concluded that: 1) Culture had a significant correlation while Transfer Knowledge Mechanisms, Support Area, Motivation, and Transfer Knowledge Barriers had no significant correlation, 2) Meanwhile the employment relationship and authority dominantly influence effectiveness of employees knowledge sharing. The effectiveness of knowledge sharing is able to support the completion of daily tasks, 3) The recommended managerial implication was strengthening the procedure of implementation of knowledge sharing, creation of knowledge sharing activities support activity, and the formation of Ad hoc team who initiated the activity of knowledge sharing.

Keywords: Knowledge Sharing, Perum BULOOG DKI Jakarta Regional Division, Transfer Mechanisms, Support Area, Culture, Motivation, Transfer Barriers, Analysis of Relationships, Analysis of Structural Equation Modelling (SEM).