

ABSTRACT

INKABA is one division in PT. Agronesia that produced many kinds of rubber product to another company. In condition real, INKABA is not have knowledge management systems that will be manage the knowledge workers. Knowledge management systems can start with managing the knowledge sharing. In operational, work area in INKABA has created knowledge sharing activity to help workers finished work. This can be seen with result from earlier survey to the worker that the result showed the workers in INKABA has a high intensity in knowledge sharing activity. In many scientific research shows that knowledge sharing has a positive effect in increasing individual work performance. With increasing individual performance, the company will affect increasing work performance company too. So, the company must be managing the organizational factors that they have to increase the knowledge sharing activity.

This research will test how influence organizational factors to knowledge sharing and influence knowledge sharing to work performance in INKABA. The research model uses Kurniawati A, Andrawina, L, Puspitasari, W. (2010) model research that show the organizational factors must be manage and have connection with knowledge sharing and work performance are organizational structure, top management support, organizational culture, employee training, and organizational reward. For measurement knowledge sharing, this research will use knowledge donating and knowledge collecting as the construct. This research will using hypothesis tested to see influence organizational factors to knowledge sharing and to see influence knowledge sharing to work performance. To measurement the organizational factors, knowledge sharing and work performance, the latent construct has changed with construct operationalize to become measurement indicators. This research has shared the questionnaire to 30 respondents and measurement will using by Structural Equation Modeling (SEM) that based the Partial Least Square (PLS).

The result from the research was showed that in INKABA, organizational structure influences knowledge collecting, top management support influences knowledge donating, organizational culture influences knowledge donating and knowledge collecting influences work performance. From the result, we will give the recommendation for the INKABA. For the next research, data questionnaire must be collect to all workers in INKABA so it will more drawing INKABA conditions.