

ABSTRAK

Universitas Pendidikan Indonesia adalah salah satu Perguruan Tinggi Negeri di Bandung. UPI memiliki visi serta misi yang hendak diwujudkan, visi UPI mengambil inisiatif mengembangkan inovasi pendidikan dan salah satu misi UPI menerapkan keilmuan yang inovatif. Sejak tahun 2010 UPI mulai menerapkan *knowledge management* serta UPI memiliki tujuan “*To become knowledge university*”. UPI memiliki banyak pengetahuan yang berada dibenak SDM nya khususnya dosen. Pengetahuan tersebut dapat meningkatkan *competitive advantage* dan menghasilkan inovasi bagi UPI apabila dikelola dengan baik. KMS yang menjadi alat dalam implementasi *knowledge sharing* telah tersedia, tetapi dalam sistem tersebut belum banyak *knowledge* yang tersimpan. Budaya organisasi merupakan salah satu faktor penting dalam keberhasilan implementasi *knowledge sharing*. Budaya Organisasi terdiri dari enam faktor, yaitu struktur organisasi, sistem informasi, SDM, sistem penghargaan, kepemimpinan, dan proses.

Dalam penelitian ini metode yang digunakan adalah studi kausal dan teknik *sampling* yang digunakan adalah *probability sampling*. Sampel yang diambil adalah dosen Universitas Pendidikan Indonesia Bandung. Jumlah sampel adalah 113 dosen, dan didapat jumlah responden yaitu 106 responden. Teknik analisis yang digunakan adalah analisis jalur. Serta variabel yang diteliti adalah budaya organisasi dan *knowledge sharing* dosen tetap UPI Bandung.

Hasil penelitian berdasarkan analisis deskriptif SDM memiliki persentase tertinggi, terendah adalah sistem penghargaan dan *knowledge sharing* memiliki nilai persentase yang termasuk dalam kategori sangat tinggi. Hasil perhitungan analisis jalur, hasil uji secara simultan menunjukkan bahwa budaya organisasi berpengaruh secara signifikan terhadap *knowledge sharing*, hasil uji secara parsial didapatkan bahwa struktur organisasi, SDM, dan kepemimpinan berpengaruh secara signifikan terhadap *knowledge sharing*.

Kata kunci :Budaya organisasi, Struktur organisasi, Sistem informasi, SDM, Sistem Penghargaan, Kepemimpinan, Proses, *Knowledge Management*, *Knowledge sharing*

ABSTRACT

Indonesia University of Education (UPI) is one of the state universities in Bandung Indonesia. Similar with the other educational institutions, UPI has vision and mission to be realized. The vision of UPI takes the initiative to develop educational innovation and one of the mission is to implement innovative scholarly. Since 2010 UPI begins to apply knowledge management with the purpose “to become knowledge university”. UPI possesses a lot of knowledge in the human resources particularly the lecturers. The knowledge can enhance competitive advantages and create innovation for UPI if managed properly. Knowledge management system which is a tool in the implementation of knowledge sharing has been provided and available, yet it still lacks of stored knowledge. Culture of organization becomes one of important elements in the success of the implementation of knowledge sharing. The culture of organization consists of six factors, namely organizational structure, information systems, human resources, rewards systems, leadership, and process.

Causal study is employed to conduct this research. The probability sampling technique is administered to the wider population of regular lecturers of Indonesia University of Education. A total of 113 are involved as sample of the research and 106 of them are obtained as the respondents. Furthermore, the instrumentation of the research employs path analysis with the culture of organization and knowledge sharing of the lecturers as the examined variables.

The results of the study which is based on the descriptive analysis of human resources get the highest percentage; meanwhile the lowest goes to rewards systems, and besides the knowledge sharing got a very high categorized percentage. The result of the path analysis simultaneously calculated shows that culture of organization takes significant effects on knowledge sharing; and through the partial calculation it's indicated that organizational structure, human resources, and leadership significantly influence the knowledge sharing.

Keywords: culture of organization, organizational structure, information systems, human resources, awards systems, leadership, process, knowledge management, knowledge sharing