

ABSTRACT

Nowadays competition is increasing, technology information getting more sophisticated and human intelligence has been developed to have a significant advantage compared with organization that ignoring knowledge. And now does not rule out possibilities that many more organization or companies that consistently uses knowledge in its management bases. The main objective of Kantor Distribusi PT Perusahaan Listrik Negara (Persero) Distribusi Jawa Barat dan Banten in the application of knowledge sharing is to encourage company's innovation, with several supporting factors of knowledge sharing activities that need to be considered such as individual factors, organizational factors, and technological factors. These are the research background on the influence of individual factors, organizational factors and technology factors to Kantor Distribusi PT Perusahaan Listrik Negara (Persero) Distribusi Jawa Barat dan Banten's knowledge sharing.

This research have four variables, consist of three independent variables associated with the knowledge sharing enablers and one dependent variable which is knowledge sharing. Those three independent variables are Individual Factors to Share (X1), Organizational Factors to Share (X2), and Technology Factors to Share (X3).

The method used in this research is quantitative method with descriptive, verification, and causal research type. Data analysis techniques that used are descriptive and path analysis.

The result of descriptive analysis show that distribution office PT PLN (Persero) Distribusi Jawa Barat dan Banten have good individual factors to share with average percentage value of 78.31%, have good organizational factors to share with average percentage value of 68.60%, and have good technology factors to share with average percentage value of 75.26%, and have high knowledge sharing with average percentage value of 72.02%. The result of path analysis show that only two variables of knowledge sharing enablers have significant influence on knowledge sharing, which are Individual Factors to Share (X1) and Technology Factors to Share (X3). Those two variables simultaneously affecting 51.2% on knowledge sharing for PT PLN (Persero) distribution office for Jawa Barat dan Banten, and the remaining 48,8% is influenced by other factors that not discussed in this research.

Key words: Individual Factors, Organizational Factors, Technology Factors, Knowledge Sharing.