

Abstract

In a knowledge organization is most helpful resource in the current era of globalization. It is important for any organization or company to be able to manage with the best possible knowledge within the company. Three activities common in such acquisition of knowledge management, sharing, and storing. Sharing knowledge is an activity that is at the core of knowledge management within the company. Through the process of sharing, employees can increase the value of the knowledge available within the company. By looking at the importance of knowledge sharing activities, the company is expected to encourage its employees to be able to follow the process of knowledge sharing activities. To improve the company's activities to provide motivation either intrinsic or extrinsic.

The purpose of the study entitled "Effect of Intrinsic Motivation and Extrinsic motivation Against the Implementation of Knowledge Sharing in Hotel Sahid Jaya Lippo Cikarang" This is to see how the intrinsic motivation and extrinsic motivation of employees at Hotel Sahid Jaya Lippo Cikarang and the effect on activities of knowledge sharing at the Hotel Sahid Jaya Lippo Cikarang.

The method used in this research is causal. The data collection technique using the tools of a questionnaire distributed to 63 employees of Hotel Sahid Jaya Lippo Cikarang. The sampling technique used is non-probability sampling, the sampling techniques with saturated Sampling (census). The analysis technique used is multiple regression.

The results of this study indicate that intrinsic motivation at Hotel Sahid Jaya Lippo Cikarang included into the category of either 70% and motivation extrinsic also included into either category, namely by 67% as well as the implementation of the Knowledge-sharing that has been done indicates a percentage of 65% in both categories. Individually intrinsic motivation has a significant influence on knowledge sharing in which the influence of intrinsic motivation that is equal to 14.90% and the effect of extrinsic motivation of 35.03%. Taken together, intrinsic motivation and motivation ekstrinsik have a significant effect on knowledge sharing that is equal to 49.9% and the remaining 50.1% is influenced by other factors beyond those examined in this study.

Based on the research results, the recommendations proposed are: 1) The management further enhance the persuasive approach and active communication with employees, and sustain the activities of knowledge sharing and further develop through the system technology to further facilitate the process of knowledge sharing, as well as more emphasis on Operational Standard Employment and make collective labor agreement employees and provide a deeper understanding of the knowledge sharing; 2) for further research should examine the influence of other factors influencing knowledge sharing beyond those examined in this study or can examine the same variable but in a different company to the number that is larger and using other analysis to measure the results of research ,

Keywords: Intrinsic Motivation, Extrinsic Motivation, Knowledge Sharing