: ABSTRACT

Business competition on Indonesia's education has increased along with the development of

globalization. It is proven by the increasing number of new universities that emerged from a year

to another. If the national education institutions are not able to respond to the challenges of

globalization adequately, it is predicted that they would not be able to maintain its existence in

society, and are about to lose their role slowly but sure. This indicates that there are some

demands on business maker to increase their competitive advantage, and one of a best way is to

innovate.

Knowledge management is a company's important activity to innovate. Previous research

revealed that knowledge sharing activities is the primary focus on managing knowledge. On the

other hand, someone's ability to absorb knowledge (absorptive capacity) also holds important

parts on determining individual success and allegedly had an intimate relationship with

knowledge sharing. This research identifies a relationship model between knowledge sharing

activities and absorptive capacity using IT use and organizational climate as a moderating

variable, taking Pendidikan Telkom of study. Yayasan as case

The results of the data show that IT use did not moderate the relationship between knowledge

sharing and absorptive capacity, while the organizational climate give a significant contribution

on influencing the relationship between the two. This study also produced some dimensions that

affect the relationship between knowledge sharing and absorptive capacity, which are knowledge

donating, knowledge sharing, potential absorptive capacity, and realized absorptive capacity.

Further research could conduct a specific study about IT use and its factors related to knowledge

sharing, so the causes why it failed to moderate could be identified.