

: 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 Yayasan Pendidikan Telkom as a case of study.

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.

Key words : Knowledge Sharing, Absorptive Capacity, IT use, Organizational Climate.