

Kata Kunci: *Reward, Organizational Reward, Knowledge Management, SECI, Pengukuran*

ABSTRACT

Conditions of competition between business enterprises today have to rely on concept based on science and technology and Human Resource Development (HRD). For that PT Telkom has implemented a knowledge management system for managing knowledge that employees have the name of a KAMPIUN. Importance of HR performance especially in the areas of competence, making PT Telkom needs to give rewards to motivate employees as well as an appreciation of the company's accomplishments and contributions to the employee.

Organizational rewards to PT Telkom has never been measured. Performance measurement can be done by looking at the achievement of knowledge management activities. The existence of the design and formulation of indicators will facilitate the measurement calculations. The design and formulation of indicators calculations using the dimensions of Cherrington (1995), the financial rewards and *non-financial* rewards. Through the process of SECI knowledge conversion method consists of four stages: Socialization, Externalization, Combination, and Internalization obtained five indicators of organizational rewards and formulation calculations. After the calculation, the value of the measurement results for the five indicators of overall success. In the financial rewards earned a score of 2 and fall within the criteria are inadequate. While the value obtained for the *non-financial* rewards of the measurement results is 3.4 and the criteria considered adequate.

This study is expected to measure organizational rewards on knowledge management at PT Telkom in terms of financial rewards and *non-financial* rewards that can be evaluated and improved. For further research, the research needs to be done with different methods, or in the branch of the company and with other support variables on the measurement of knowledge management.