ABSTRACT

Nowadays, knowledge has seemed to replace the function of equipment, capital, material, and workers in becoming the most important element in organizational product. Through knowledge sharing, the distinctive function of each Department can be synchronized and the corporate's capability and competence can be enhanced. As a system, Knowledge Management System is able to manage the application of knowledge sharing. In this final project, lecturer as one of knowledge resource in the School of Industrial Engineering at Telkom University becomes the object of knowledge management using the Knowledge Management System tools. Problem identified in this research is the unbalanced distribution of workload, especially in lecturers who hold structural positions.

The purpose of this research is to propose an ideal standard of lecturer workload, based on structural position in order to improve lecturer's performance through education and support sectors which will also help FRI Telkom University to manage the knowledge circulation. Knowledge conversion 5C will be used to convert data to information, while knowledge conversion 4C will be used to convert information becomes data. Both conversions will be carried out in a structure of SECI model.

Result of this research indicates that the inheritance of faculty management contract has not been in accordance with the structural position status of FRI Telkom University lecturers, thus it shows a gap of workload realization between lecturers with structural position and those without structural position as much as 6.49 SKS. Therefore, the proposed standard of lecturer workload is by adjusting the research target to apply for JFA promotion of Lecturer, Senior Lecturer, Associate Professor, and Professor, and new workload compositions are designated for each conditional lecturer.

Keywords: knowledge management, 5C, 4C, SECI, lecturer workload, management contract.