

## **ABSTRACT**

*PT Pindad (Persero) is a state-owned company engaged in the arms industry. PT Pindad in its 2017-2020 work program has the target of becoming a non-military industrial company that is a financial source for the latest research in defense equipment. To support this program, PT Pindad need skilled and experienced human resource capabilities. The current condition of employees is experiencing a gap in the age group under 30 years with over 50 years or nearing the period of service. The maturity of the knowledge management program through division Y is then measured using the APO-KM Assessment Tools in the form of a questionnaire.*

*Measurements were carried out in division X using a questionnaire and distributed to 78 employees of division X that were in accordance with the research criteria. The new KM initiative can be the key to increasing levels and producing the desired results. The level desired to be achieved is at the level of expansion with the aim of KM activities being carried out well and smoothly at all levels of company.*

*The results obtained from 78 respondents the questionnaire is the maturity of knowledge management in division X, namely at the level of initiation with a value of 103. The step that must be taken by the company is reviewing the program and regulation of knowledge management, improving top management performance as KM initiative initiatives, combining inistatif KM is currently with the latest KM initiatives, enhancing the functionality and use of intranet and internal web knowledge, developing CoP, and ensuring the spread of knowledge using intraweb. The activities carried out were divided into 4 quarters, beginning with reviewing knowledge management policies, then collaborating on the latest KM initiatives with the old ones. In the last quarter a review of all activities that have been carried out was carried out. PT Pindad is expected to implement this program in all company divisions that carry out knowledge management programs.*

*Keywords: APO-KM Assessment Tools, KM initiative, Knowledge management, Maturity Level*