

ABSTRAK

Knowledge transfer merupakan salah satu sarana guna mengungkapkan tacit yang dimiliki seseorang, dimana pengetahuan yang dimiliki individu tersebut salah satunya diharapkan dapat digunakan sebagai penyelesaian masalah perusahaan. Dimana *knowledge transfer* menurut Langlely terdapat 5 tahapan yang berulang terus menerus, yaitu *identifying*, *capturing*, *sharing*, *applying* dan *assessing* yang disebut sebagai *knowledge transfer life cycle*. Penelitian ini mengkaji terkait gambaran *knowledge transfer* di PLN Distribusi Jawa Timur berdasarkan *knowledge transfer life cycle* yang dikemukakan oleh Langlely tersebut. Metode yang digunakan dalam penelitian ini yaitu metode penelitian kuantitatif deskriptif, yang bermaksud untuk menggambarkan dan memberikan penjelasan *knowledge transfer* di PLN Distribusi Jawa Timur. Penentuan jumlah sampel menggunakan *systematic random sampling*, sehingga didapatkan responden dengan jumlah 69 orang yang terbagi atas beberapa divisi. Berdasarkan pengumpulan data yang telah dilakukan dengan menggunakan kuesioner dapat diperoleh hasil bahwa dalam *identifying* sumber pengetahuan yang sering digunakan adalah sumber pengetahuan melalui diskusi dengan staf ahli yang memiliki presentase (55.1%), yang di *capture* melalui tulisan di repository perusahaan dengan presentase (58%). Metode *sharing* yang disukai staf PLN Distribusi Jawa Timur adalah melalui audit internal dengan presentase (47.8%), serta responden juga mengakui bahwa pada *applying* teknologi memiliki peran penting dengan presentase (65.2%). Tahap *assessing* merupakan tahapan evaluasi atas seluruh rangkaian kegiatan *knowledge transfer* yang diakui responden selalu dilakukan oleh perusahaan yang memiliki presentase (91.35%).

Kata Kunci : *knowledge transfer, knowledge transfer life cycle, sharing*

Abstract

Knowledge transfer means to express tacit owned by someone, where the knowledge of the individual is one of them is expected to be used as penyelesaian company problems. Where knowledge transfer according to Langley there are 5 stages that repeated continuously, that is identifying, capturing, sharing, applying and assessing which is called knowledge transfer life cycle. This study examines the associated knowledge transfer in PLN Distribution East Java based on life cycle knowledge transfer proposed by Langley. The method used in this research is descriptive quantitative research method, which intends to describe and provide explanation of knowledge transfer in PLN Distribution East Java. Determination of the number of samples using systematic random sampling, so obtained respondents with the number of 69 people who are divided into several divisions. Based on the data collection that has been done by using questionnaires can be obtained the result that in identifying the source of knowledge that is often used is the source of knowledge through discussion with expert staff who have the percentage (55.1%), which is capture through writing in company repository with percentage (58%) . The preferred sharing method of PLN Distribution staff of East Java is through internal audit with percentage (47.8%), and respondents also acknowledge that in applying technology has an important role with percentage (65.2%). The assessment stage is the evaluation stage of the whole series of knowledge transfer activities that the respondent acknowledged is always done by the company that has the percentage (91.35%).

Keywords: knowledge transfer, knowledge transfer life cycle, sharing