

ABSTRAK

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PENGARUH INISIATIF MANAJEMEN PENGETAHUAN TERHADAP PEMBERDAYAAN SUMBER DAYA MANUSIA

Penelitian ini bertujuan untuk melihat pengaruh dimensi dari variabel *knowledge management* (*kind of knowledge, top manager, information technology, culture* dan *organization of knowledge*) terhadap *empowering human resources* pada karyawan PT XYZ. Penelitian ini menggunakan pendekatan penelitian kuantitatif dimana data dikumpulkan melalui kuesioner elektronik Google Forms. Penelitian ini dilakukan di Indonesia dan mengambil responden dari Jakarta. Data dianalisis menggunakan *outer model* dan *inner model* menggunakan Smart-PLS 3.3.3. *outer model* terdiri dari uji validitas dan reliabilitas, sedangkan *inner model* menguji *goodness of fit test, common method bias, r-square, predictive relevance, t statistik, dan p-value*. Selanjutnya dilakukan pemodelan persamaan struktural untuk menguji hubungan konstruk dalam kerangka teoritis penelitian ini. Hasil penelitian menunjukkan bahwa dimensi dari variabel *knowledge management* (*kind of knowledge, top manager, information technology, culture* dan *organization of knowledge*) memiliki pengaruh yang signifikan dan positif terhadap *empowering human resources*. Akhirnya, penelitian ini memberikan kontribusi tidak hanya untuk teoritis tetapi juga untuk manajerial agar dapat memberikan peluang yang baik bagi karyawan untuk dapat meningkatkan pengetahuan mereka.

Kata kunci: *Knowledge management (kind of knowledge, top manager, information technology, culture dan organization of knowledge), empowering human resources*

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This study aims to see the effect of dimensions of knowledge management variables (kind of knowledge, top manager, information technology, culture and organization of knowledge) towards empowering human resources at PT XYZ employees. This study uses a quantitative research approach where data is collected through an electronic Google Forms questionnaire. This research was conducted in Indonesia and took respondents from Jakarta. The data were analyzed using the outer model and the inner model using Smart-PLS 3.3.3. The outer model consists of validity and reliability tests, while the inner model tests the goodness of fit test, common method bias, r-square, predictive relevance, t-statistics, and p-value. Furthermore, structural equation modeling was carried out to test the relationship between constructs in the theoretical framework of this research. The results show that the dimensions of the knowledge management variables (kind of knowledge, top manager, information technology, culture and organization of knowledge) have a significant and positive influence on empowering human resources. Finally, this research contributes not only to theoretical but also to managerial in order to provide good opportunities for employees to be able to increase their knowledge.

Keywords: *Knowledge management (kind of knowledge, top manager, information technology, culture dan organization of knowledge), empowering human resources*