

## ABSTRACT

*The purpose of this study is to evaluate a model Knowledge Management based Learning Organization in Human Resources Division PT. Sinar Sosro. The method used in this study is a descriptive analysis of the data collection through questionnaires, literature study, observation, and interviews. Sampling study conducted by purposive sampling method is given to 215 respondents. Further analysis of research data include validity, reliability testing, and analysis structural equivalent model (SEM).*

*Results of the evaluation showed that the model of Knowledge Management in HR Division PT. Sinar Sosro awoke the knowledge transformation pathways of the five dimensions of a Learning Organization. Implicitly, this study proves that continuous learning, inquiry and dialogue, collaboration and team learning, empowering employees towards a collect vision and strategic leadership in learning, a learning dimensions that significantly influence the organizational model of the Knowledge Management in HR Division PT. Sosro Sosro.*

*The fifth dimension of the Learning Organization is formed of twelve factors. When ordered by the most dominant factors in building a model Knowledge Management based Learning Organization in Human Resources Division PT. Sosro Sosro are as follows; provide open feedback, provide opportunities to learn, take time to support learning, invite people to contribute the organization vision, provide mentoring and coaching, problems at work an opportunity to learn, being reward for learning, listen to other, give people control over resources, build vision and mission alignment, revise thinking with information, an act our recommendation.*

*Key word ;Knowledge Management, Dimension of Learning Organization, and knowledge transform.*

## ABSTRAK

Penelitian ini bertujuan untuk mengevaluasi model *Knowledge Management* berbasis *Learning Organization* pada Divisi HRD PT. Sinar Sosro. Metode yang digunakan dalam penelitian ini adalah analisis deskriptif dengan pengumpulan data melalui kuesioner, studi pustaka, observasi, dan interview. Pengambilan sampel data penelitian dilakukan dengan metode *purposive sampling* yang diberikan kepada 215 responden. Selanjutnya dilakukan analisis data penelitian yang meliputi uji validitas, uji reliabilitas, dan *analysis structural equivalent model* (SEM).

Hasil evaluasi penelitian menunjukkan bahwa model *Knowledge Management* Divisi HRD PT. Sinar Sosro terbangun atas jalur-jalur transformasi pengetahuan dari lima dimensi *Learning Organization*. Secara implisit penelitian ini membuktikan bahwa pembelajaran yang berkelanjutan, penyelidikan dan dialog, kolaborasi dan pembelajaran kelompok, memberdayakan karyawan menuju visi bersama, dan kepemimpinan yang strategis dalam pembelajaran, merupakan dimensi-dimensi pembelajaran organisasi yang berpengaruh signifikan terhadap model *Knowledge Management* Divisi HRD PT. Sinar Sosro.

Kelima dimensi *Learning Organization* tersebut terbentuk dari dua-belas faktor. Bila disusun berdasarkan faktor-faktor paling dominan dalam membangun model *Knowledge Management* berbasis *Learning Organization* pada Divisi HRD PT. Sinar Sosro adalah sebagai berikut; *provide open feedback, provide opportunities to learn, take time to support learning, invite people to contribute the organization vision, provide mentoring & coaching, problems at work an opportunity to learn, being reward for learning, listen to other, give people control over resource, build alignment vision & mission, revise thinking with information, act an our recommendation.*

Kata kunci : *Knowledge Management*, Dimensi *Learning Organization*, jalur transformasi pengetahuan Divisi HRD PT. Sinar Sosro.