

ABSTRACT

Knowledge sharing is a process of social interaction through sharing, distributing, and disseminating knowledge, experience, and skills that are useful to other individuals and useful for themselves. In supporting the implementation of knowledge sharing, organizational culture factors will have a positive influence to support its success.

This research aims to find out how strong the organizational culture that consists of information systems, human resources, process, leadership, reward system, and organizational structure, how good knowledge sharing implementation, and how the simultaneous and partial influence from the six factors of organizational culture to the implementation of knowledge sharing in Witel Balikpapan.

This research use descriptive analysis and path analysis. This research also includes quantitative research, verifikatif, causal and cross sectional study. Data processing in this study using SPSS for windows version 22. The sample of research using saturated samples, the entire population of permanent employees in Witel Balikpapan as many as 63 employees will be sampled entirely. Data were collected using a questionnaire containing 50 items related to organizational culture and knowledge sharing.

The results indicates that six organizational culture variables consisting of information systems, human resources, processes, leadership, reward system and organizational structure are each in the strong category of application in Balikpapan Witel. Knowledge sharing variables have a good level of implementation.

The four organizational culture variables, namely information system, human resources, leadership and reward system have significant effect on the implementation of knowledge sharing simultaneously at 78,5%. Partially, information system has 14,01%, human resources 14,47%, leadership 11,79% and reward system influence 38,24% toward knowledge sharing implementation in Witel Balikpapan. Process variables and organizational structure have no significant effect on knowledge sharing in Witel Balikpapan so that trimming is done.

Key Words: *organizational culture, knowledge sharing, tacit knowledge sharing and explicit knowledge sharing*