

ABSTRACT

Knowledge has become an important focus for company to hold out on today's competitive era. On company's mechanism to improve their performance, knowledge management plays a role as a method used to increase company's productivity through managing knowledge asset process among employee. The way companies managing intellectual knowledge of their employee influenced by knowledge sharing process among employee. Knowledge sharing is a component of knowledge management that gives a chance for the company to create company's competitive advantage through their ability to improve job performance by optimizing knowledge sharing process among employee. Based on sphere study, knowledge sharing process among employee on Balai Pendidikan dan Pelatihan Perikanan (BPPP) most happened because of employee internal motivation. Besides, literature study found identified factors that influence knowledge sharing process are individual, organizational, and technology factors which is grouped as knowledge sharing enablers' concept.

Surveys' methodology used to find out the effect of knowledge sharing enablers to knowledge sharing process and the ability of company to improve their performance. Then, SEM methodology is used to processing the data of 106 BPPP's employee as the respondent of this research. The use of SEM methodology enables us to investigate research's measuring model and hypothesis model.

The result of this research shows that a dimension of individual factors (enjoyment in helping others) significantly influence knowledge sharing process. This result also indicate that employee willingness to both donate and collect knowledge through knowledge sharing process gives significant influence on improving company's performance.

Future research can examine other relevant dimension on knowledge sharing enablers' concept that may influence knowledge sharing process. With the result researcher can gives the identification of others factors that has significant influence on knowledge sharing process.

Keywords: knowledge sharing process, knowledge sharing enablers, job performance