

ABSTRACT

PT Telkom Tbk has a learning facility called Telkom Corporate University or Telkom CorpU. In general, Telkom CorpU is a strategic tool designed to support the achievement of the company's mission by carrying out activities in strengthening individual learning abilities and managing company knowledge management for employees of PT Telkom Tbk. Telkom CorpU has provided knowledge management facilities for its employees that can be accessed online, namely Kampiun and Cognitium. Therefore to know knowledge management activities carried out optimally, it is necessary to know about learning culture in the environment of PT Telkom Tbk employees.

Lack of implementation in managing knowledge management systems to the maximum, this study aims to analyze learning culture in the corporate environment. This is as Telkom CorpU's evaluation material that can improve the management of knowledge by adjusting existing culture, so Telkom CorpU can manage its knowledge management facilities properly. The object of research determined in one of the divisions is Telkom Graha Merah Putih Bandung Shared Service Operation Finance Division. The research method used is distributing questionnaires which are then processed using confirmatory factor analysis.

Based on the analysis that there are 9 learning culture factors including Continuous Learning, Dialogue, Collaboration and Learning Teams, Creating Systems and Sharing Learning, Empowerment, System Connections, Strategic Leadership, Internal Integration, External Adaptation. There is a dominant learning culture factor in the SSOF Division that is formed, namely sustainable learning and empowerment.

Therefore there needs to be an increase in building trust in each other, having freedom in making decisions with each other's work needs, contact between top management and employees is easy, having the habit of sharing information, knowledge, increasing employees' push towards broader knowledge, and encourage leaders to be able to mentor their employees to think critically.

Keywords: learning culture, knowledge management, Telkom CorpU