

ABSTRACT

With a fairly high employee turnover rate in recent years, it shows the existence of HR dynamics that have the potential to hinder the process of continuous knowledge transfer. Therefore, knowledge sharing is crucial to maintain the continuity of knowledge, accelerate the adaptation process, and increase work productivity amidst high employee mobility.

This study was conducted to determine the condition of knowledge sharing among employees of Alfamart Area RPI Bekasi Barat, to determine how the implementation of knowledge sharing is in Alfamart Area RPI Bekasi Barat, and to determine the factors that have a significant influence on knowledge sharing.

The method used in this study is descriptive analysis and factor analysis. Using 8 factors, namely transfer mechanisms, supporting facilities, culture, motivation, intensity of knowledge sharing, trust, communication, and organizational structure. Respondents in this study were employees of Alfamart Area RPI Bekasi Barat with a total of 114 respondents. The sampling technique used was saturated sampling.

Based on the results of the study, the condition of the implementation of knowledge sharing among employees of Alfamart Area RPI Bekasi Barat can be said to be good, seen from the average results of descriptive analysis of 81.8%. The most significant factor in the implementation of knowledge sharing in Alfamart Area RPI West Bekasi is the motivation factor with a value based on the loading factor (0.938). In this study, two new factors were produced, namely Organizational Enabler and Individual Motivation and Facilitating Infrastructure.

Keywords: Knowledge sharing, Organizational Enabler, Individual Motivation and Facilitating Infrastructure