

ABSTRACT

Knowledge sharing is one way for the company to improve employee competence independently in order to prepare employees to replace senior who will retire. Organizational culture is one that affects knowledge sharing. The factors of organizational culture that considered influencing knowledge sharing is the organizational structure, information systems, human resources, reward systems, leadership, and process.

This study aims to find out how the organizational culture that consist of organizational structure, information systems, human resources, reward systems, leadership, and process, how the implementation of knowledge sharing, how the influence of organizational culture that consists of several factors that have been mentioned above simultaneously on the implementation of knowledge sharing, and how the influence of organizational culture that consists of several factors that have been mentioned above partially on the implementation of knowledge sharing in Kantor Distribusi PT PLN (Persero) Distribusi Jawa Barat.

Data analysis techniques in this study using path analysis with SPSS for Windows version 20. The unit of analysis in this study was a sample of 143 employees in Kantor Distribusi PLN Disjabar. Data were collected using a questionnaire containing 50 items related statements of organizational culture and knowledge sharing.

Descriptive analysis shows that the percentage value of organizational culture factors as a whole amounted to 76.67% categorized as strong, where the value of the organizational structure by 75.7%, information systems 76.3%, human resources amounted 80, 3%, reward systems 74.5%, leadership 79.1%, and the process 73.9%. Variable knowledge sharing are categorized good with the amount of the percentage values is 77.9%. The results of path analysis shows that simultaneously with organizational culture of the previously mentioned four variables significantly influence the implementation of knowledge sharing in the Kantor Distribusi PLN Disjabar by 56.6%. Partially, organizational structure have significant influence amounted 34.2%, information systems have significant influence amounted -25.7%, human resources have significant influence amounted 55.2%, and reward systems have significant influence amounted 16.4%, while the leadership variables and the process variables not significant effect on the variable knowledge sharing.

Keywords: *organizational culture, knowledge sharing.*