

ABSTRACT

The problem in the Amin, Nirwan, Alfiantori and Partners Public Appraisal Offices is the decrease in the achievement of the realization of work completed in a period of time. This can occur because the knowledge possessed by employees varies so that the working time is also different and there is work that cannot be completed so that knowledge management in the organization needs to be improved. Based on previous research, factors that can influence knowledge management are organizational culture, motivation and knowledge assets and are strengthened by absorption capacity. The purpose of this study was to analyze the effect of organizational culture on motivation and knowledge assets as well as increasing knowledge management and the effect of absorption capacity in moderating the effect of knowledge assets on knowledge management.

The population of this study is all employees of the Partners Public Appraisal Offices Amin, Mirwan, Alfiantori and Partners as many as 119 people. This study used a sample of 119 employees of the Amin, Nirwan, Alfiantori and Partners Public Appraisal Offices with the census method. Research ratio data obtained from questionnaires. The analysis used in this hypothesis test is a quantitative analysis with statistical methods using moderated regression analysis.

The results of this study are organizational culture has a positive effect on motivation, knowledge assets and knowledge management. Motivation, and knowledge of assets have a positive effect on knowledge management and absorption capacity is able to moderate the effect of knowledge assets on knowledge management.

Keywords: knowledge management, organizational culture, motivation, knowledge assets, absorption capacity

ABSTRAKSI

Permasalahan dalam Kantor Jasa Penilai Publik Amin, Nirwan, Alfiantori dan Rekan saat ini adalah penurunan pencapaian realisasi pekerjaan yang terselesaikan dalam satu periode waktu. Hal ini dapat terjadi karena pengetahuan yang dimiliki oleh karyawan berbeda-beda sehingga waktu pengerjaan juga berbeda dan ada pekerjaan yang tidak dapat terselesaikan sehingga *knowledge management* dalam organisasi perlu untuk ditingkatkan. Berdasarkan penelitian terdahulu, faktor yang mampu mempengaruhi *knowledge management* adalah *organizational culture*, motivasi dan *knowledge asset* dan diperkuat dengan *absorption capacity*. Tujuan penelitian ini untuk menganalisis pengaruh *organizational culture* terhadap motivasi dan *knowledge asset* serta peningkatan *knowledge management* dan pengaruh *absorption capacity* dalam memoderasi pengaruh *knowledge asset* terhadap *knowledge management*.

Populasi dari penelitian ini adalah seluruh karyawan Kantor Jasa Penilai Publik Amin, Nirwan, Alfiantori dan Rekan sebanyak 119 orang. Penelitian ini menggunakan sampel sebanyak 119 orang karyawan Kantor Jasa Penilai Publik Amin, Nirwan, Alfiantori dan Rekan dengan metode *sensus*. Data rasio penelitian didapat dari penyebaran kuesioner. Analisis yang digunakan dalam uji hipotesis ini adalah analisis kuantitatif dengan metode statistik dengan menggunakan *moderated regression analysis*.

Hasil dari penelitian ini adalah *organizational culture* berpengaruh positif terhadap motivasi, *knowledge asset* dan *knowledge management*. Motivasi, dan *knowledge asset* berpengaruh positif *knowledge management* dan *absorption capacity* mampu memoderasi pengaruh *knowledge asset* terhadap *knowledge management*.

Kata kunci: *knowledge management*, *organizational culture*, motivasi, *knowledge asset*, *absorption capacity*