ORIGINAL ARTICLE

The Influence of Human Resources Toward Knowledge Management Implementation on Secondary Education Institution

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ABSTRACT

The purpose of the study is to discuss the influence of human resources toward knowledge management implementation on formal education course of secondary school level. The methodology used in the study is quantitative model of analysis base by using statistic analysis; the measurement of correlation coefficient and t-test. The respondents used as the profession references are teachers, and the sampling technique used is random stratified sampling with 68 people as the respondents based on Slovin technique. The result of the study shows that human resources has a significant and positive influence toward insight management implementation on the study object.

Key words: human resources, knowledge management, education

Introduction

The establishment in education field is the attempt to enhance the society and nation intelligence and to increase human quality in embodying an advanced, fair and welfare society, and enable the civilians to develop themselves in both physical and spiritual. Mahmud and Priyatna (2005) state that the education is the attempt of human quality development with many aspects, and it’s the activity which has a goal to reach certain objective and involves many factors which related each other, therefore, it forms a system which affects each other.

Some researches also show that one of the important factors in education developing is knowledge management implementation which was strongly affected by human resources.

The purpose of the study is to discuss the influence of human resources toward knowledge management implementation on formal education course of secondary school level located in Garut District, West Java Province, Indonesia.

Literature Review:

Ndela and Toit (2001) argue that the human resource is the heart of organization knowledge creating for people as a subject who create and spread out the knowledge. Moreover, human factor is the key of knowledge activity as the core of the knowledge activities is how to transfer the knowledge exist in individual to another in order to fasten the organization learning process.

Furthermore, Wah et al. (2005) states that for creating an effective knowledge, an organization needs to be supported by the people skill in creating and spreading out the knowledge. Later, Choi (2002) states that various activities in the knowledge need a person who has extra ordinary competence level. A man’s competence level can be measured from how far the ability in task accomplishment is. The competence level is depended on the knowledge which has professional, experience, natural talent and individual skill.

Those explanations indicated that competence level will influence on various knowledge activities, one of the benefit resulted which needs to be paid a lot of attention on knowledge spreading is some believe which has to be given to a person or group which have sufficiency in one knowledge we’re discussing.

Conversely, Munir (2008) explains that human resource factor is strictly related to the process in order to increase the capacity. Munir then states that there are five factors which influence individual learning quality. They are: (1) Knowledge needs, (2) Access for knowledge, (3) Pre-conditional knowledge, (4) The ability to pervade knowledge, and (5) An opportunity to implement a learning.
Individual learning is started when someone needs knowledge to solve his or her problem. The appropriate thing is learning still has to be exist as there is no needs, however, most learning process is unconscious learning. The needs of the knowledge are based on the awareness of individual knowledge limitation.

Fig. 1: Factors which affected Individual learning (Munir, 2008)

The relevant knowledge needs with adult people learning principle is going to be effective as adult people would like to learn as they understand the benefit of the learning activity for themselves. Therefore, learning happens as one has a great interest on one field. The needs will be completed in both conscious needs and unconscious needs.

According to Tafsir (2011), there are three sides of knowledge needs. They are: (1) Psychomotor domain forms physical, spiritual and skill developing; (2) Cognitive domain forms mind developing; and (3) Affective domain forms knowledge for heart management.

Individual learning will be easy to occur as the learner is easy to find the knowledge he or she needs. Therefore, access to knowledge is very influencing individual learning quality. There are two forms of knowledge; explicit knowledge and internal knowledge. The access on explicit knowledge means that the learner has own access on books, project accomplishment report documents, instruction manual, standard operation procedure, video and various article, figures, or various documents on the internet. Meanwhile, internal knowledge access can be retrieved by the learners as they have a learning opportunity from the others who have needed knowledge. They can learn and retrieve the access by training, giving assignment to functional cross team, apprenticeship, another work unit rotation, or giving assignment to have apprentice in different organization.

As learning process happened, the learners will be easy to learn as they have a pre-conditional knowledge which needed to comprehend knowledge that will be implemented. Individual learning will be easy to apply as the learners have a learning ability or high absorbing power.

The factors which influence the individual learning is implementation factor or an opportunity to implement combination between a new implemented knowledge and the knowledge they have. More they have the opportunities, or more they have complex problem is better they have a knowledge quality for the learning process is well-sharpened.

Methodology:

Methodology used in this research is quantitative model analysis base by using statistic analysis such as correlation coefficient and T Test. Meanwhile, the respondents of the study are teachers as research object and the sampling technique used is stratified random sampling with 68 people according to Slovin technique. For the place of research as the research object used is five formal education schools which are under one of the education foundation in Garut District, Indonesia. The variable operation used as follow on table 1.

Table 1: variable operation

<table>
<thead>
<tr>
<th>Variable</th>
<th>Dimension</th>
<th>Indicator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human Resources</td>
<td>Knowledge needs</td>
<td>a. Cognitive domain</td>
</tr>
<tr>
<td>Munir (2008) and Tafsir (2011)</td>
<td></td>
<td>b. Affective domain</td>
</tr>
<tr>
<td></td>
<td></td>
<td>c. Psychomotor domain</td>
</tr>
<tr>
<td></td>
<td>Access on knowledge</td>
<td>a. Education</td>
</tr>
<tr>
<td></td>
<td></td>
<td>b. Training</td>
</tr>
<tr>
<td></td>
<td></td>
<td>c. Discussion partner</td>
</tr>
</tbody>
</table>
3. Pre-conditional knowledge a. Education level b. Experience level

4. Absorbing power a. Analytical ability b. Practical ability

5. Opportunity on implementing the knowledge a. New job b. Creativity and innovation

Knowledge Management Munir (2008)

1. Knowledge acquisition a. Training plan b. Overseas joint c. Knowledge developing facility

2. Distribution and Various Knowledge a. Training result presentation b. Information openness c. Apprentice to Senior


Result And Discussion

According to the result of calculation by using Microsoft Excel software aids, a calculation of the influence of human resources variable (X1) toward knowledge management implementation (Y) served on Table 2.

<table>
<thead>
<tr>
<th>No</th>
<th>Calculation item</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Correlation coefficient (r)</td>
<td>0.5291</td>
</tr>
<tr>
<td>2</td>
<td>Determinant factor (d)</td>
<td>0.2799</td>
</tr>
<tr>
<td>3</td>
<td>Epsilon (e)</td>
<td>0.7201</td>
</tr>
<tr>
<td>4</td>
<td>t count</td>
<td>5.0652</td>
</tr>
<tr>
<td>5</td>
<td>t table</td>
<td>1.6683</td>
</tr>
<tr>
<td>6</td>
<td>Influence level of human resources toward knowledge management implementation</td>
<td>significant</td>
</tr>
</tbody>
</table>

According to calculation result, the coefficient value track is 0.5291, this coefficient produced positive value, and it means that human resources have a positive influence toward knowledge management implementation. On the other side, it’s identified that tcount > ttable (5.0652 >1.6683), so H0 is denied, or on the other word, it can be stated that there is sufficient evidence to state that human resources has a significant and positive influence toward knowledge management implementation. Each value increment on human resources will increase knowledge management implementation variable value.

The calculation result showed that determinant factor produced 0.2799; it means that human resources variable is able to explain knowledge management implementation variable with 27.99%, meanwhile, the rest of 72.01% can be explained by another variable that is not involved in model. The correlation of variable structure is illustrated in Figure 2.

Based on the result of research, the knowledge management implementation affectivity was influenced significantly and positively based on human resources capacity on the organization, this was same opinion as Szulanski statement as cited by Setiarso et al. (2009) which state that the divert process of knowledge from individual/group to individual/other groups, depended on the individual ability as reflected on process as follow:

1. Access to information/knowledge. The ability of knowledge creation depends on the individual ability in organization in order to get an access to idea, information or experience.
2. Past experience reflection. The ability of knowledge creation depends on the ability of past experience evaluation by organization member which increase understanding on the event or process happened. The reflection on this aspect increases a possibility of induction giving like information and experience for perspective reconstruction process of decision making.

3. Absorbing ability. The ability of knowledge assimilation depends on the reality whether the individuals have a pre-conditional knowledge which related to a newly accepted knowledge. The ability to absorb new knowledge depends on the one’s competence.

4. Learning ability. Productive combination happened in the organization depends on the learning ability of organization members. Therefore, organization members need to keep on learning and always follow the updated knowledge changes and technology.

5. Perception which states that the exchange activity or various knowledge is valuable.

According to Kim’s opinion as cited by Munir (2008), learning is a process of receiving knowledge which continue with previous knowledge actualization. The definition concludes that learning is a process of human capacity increase in order to conduct an activity effectively and it depends on the individual capacity themselves in absorbing the knowledge and it is influenced by information ownership/ the knowledge they have.

Meanwhile, Tobing (2007) states that besides as knowledge sources, genuinely, human is a doer who involves in knowledge management process. If a process of various knowledge and knowledge creation don’t work well, the main issue is there is no will and ability on the human for doing that. All the processes in implementing knowledge management can work well as long as human has his or her own motivation to do it or if there’s no technology aids, the human can still do.

Furthermore, Setiarso et. al. (2009) state that the characteristics of knowledge society are:

1. It consists of the members who have an awareness of understanding their true self, have adult attitude, and wish to have welfare and advance together.

2. It is an organization which consists of various individuals who live in the conducive organization habitat, and have a n effective motivation in order to make a process of sharing mental model and knowledge with partners.

3. It has a potential to produce intangible organization capital, it is the capital which is able to produce extending value, organization richness, and society/ consumer welfare together.

The observation result on research object concludes that the behavior of various knowledge occurs as the teaching staffs have a will and ability to do that. The open and intelligent individuals have relatively an ability and a will to do the activity in various knowledge.

Conclusion:

The study showed that human resources have a positive and significant influence toward knowledge management implementation of formal education courses as the research object. The result principally recommends human resources development through the increase of active employer participation in order to share the knowledge they have and to increase their learning ability independently and innovatively as the attempt to increase the education quality.

Reference


