

**EFEKTIVITAS PERGURUAN TINGGI BERBASIS
MANAJEMEN PENGETAHUAN DALAM PERSPEKTIF
PERILAKU ORGANISASI**

(Survei pada Universitas di Provinsi Jawa Barat)

DISERTASI

diajukan untuk memenuhi sebagian syarat memperoleh gelar Doktor

Bidang Ilmu Manajemen



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SEKOLAH PASCASARJANA
UNIVERSITAS PENDIDIKAN INDONESIA
2020**

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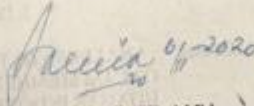
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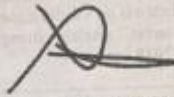
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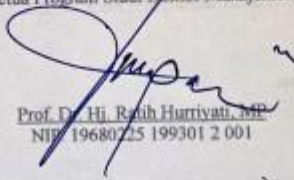
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ABSTRAK

Fahmi Jahidah Islamy. Efektivitas Perguruan Tinggi Berbasis Manajemen Pengetahuan dalam Perspektif Perilaku Organisasi (Survei pada Universitas di Provinsi Jawa Barat). Disertasi Doktor Ilmu Manajemen Sekolah Pascasarjana Universitas Pendidikan Indonesia di bawah bimbingan Prof. Dr. Hj. Tjutju Yuniarsih, SE., M.Pd, Prof. Dr. H. Eeng Ahman, MS dan Dr. Kusnendi, MS.

Perguruan Tinggi memiliki peran strategis dalam menghadapi revolusi industri 4.0. Kondisi tersebut erat kaitannya dengan inovasi yang diciptakan oleh sumber daya manusia yang berkualitas. Namun fakta empiris menunjukkan bahwa efektivitas Universitas di Provinsi Jawa Barat masih kurang memuaskan jika dilihat dari data mengenai masih banyaknya jumlah Universitas yang belum terakreditasi, penurunan mengenai jumlah kerjasama dan inovasi yang dihasilkan. Menurut teori Robbins & Judge (2013), bahwa kepemimpinan dan budaya organisasi adalah salah satu bentuk perilaku kelompok yang berpengaruh terhadap efektivitas organisasi. Tujuan penelitian ini adalah untuk menguji (1) pengaruh langsung kepemimpinan, kompetensi, dan budaya organisasi terhadap manajemen pengetahuan, kinerja, dan efektivitas organisasi, (2) pengaruh langsung manajemen pengetahuan dan kinerja terhadap efektivitas organisasi, (3) pengaruh tidak langsung kepemimpinan, kompetensi dan budaya organisasi terhadap efektivitas organisasi melalui manajemen pengetahuan dan kinerja. Populasi penelitian berjumlah 1508 Program Studi, didapat sampel penelitian berjumlah 760 orang dari 150 Program studi yang terdiri dari ketua program studi dan dosen. Analisis penelitian ini menggunakan metode lintas level dan pengujian hipotesis menggunakan *hierarchical linear modelling* (HLM). Temuan penelitian ini adalah manajemen pengetahuan dan kinerja memediasi secara serial pengaruh kepemimpinan, kompetensi dan budaya organisasi terhadap efektivitas organisasi. Manajemen pengetahuan merupakan pemediasi pengaruh budaya organisasi terhadap kinerja serta berkontribusi dalam meningkatkan efektivitas organisasi. Implikasi teori dan praktis terkait hasil penelitian ini adalah pentingnya kepemimpinan dalam meningkatkan kinerja dosen melalui manajemen pengetahuan sehingga dapat meningkatkan efektivitas organisasi pada Universitas.

Kata kunci: *budaya organisasi, efektivitas organisasi, kepemimpinan, kinerja, manajemen pengetahuan, kompetensi*

ABSTRACT

Fahmi Jahidah Islamy. The Effectiveness of Higher Education Based on Knowledge Management in the Perspective of Organizational Behavior (A Survey at Universities in West Java Province). Doctoral Dissertation in Management Science, Postgraduate School of Universitas Pendidikan Indonesia under the supervision of Prof. Dr. Hj. Tjutju Yuniarsih, SE., M.Pd, Prof. Dr. H. Eeng Ahman, MS and Dr. Kusnendi, MS.

Higher education has a strategic role in facing the industrial revolution 4.0. This condition is closely related to innovations created by quality human resources. However, the effectiveness of Universities in West Java Province is still unsatisfactory based on the fact that many universities have not been accredited and there have been a decrease in the number of collaborations and innovations produced. According to Robbins & Judge (2013), leadership and organizational culture is a form of group behavior that affects organizational effectiveness. This research aimed at investigating (1) the direct effect of leadership, competence, and organizational culture on knowledge management, performance, and organizational effectiveness, (2) the direct effect of knowledge management and performance on organizational effectiveness, and (3) the indirect effect of leadership, competence, and organizational culture on organizational effectiveness through knowledge and performance management. The population of the research was 150 study programs and the selected research sample consisted of 760 people including the head of the study program and lecturers. This research employed a cross-level method with hypothesis testing using hierarchical linear modeling (HLM). The findings indicated that knowledge management and performance mediated the effect of leadership, competence and organizational culture on organizational effectiveness. Furthermore, knowledge management mediated the effect of organizational culture on performance and contributed to increasing organizational effectiveness. The theoretical and practical implications of the findings of this research is the importance of leadership in improving lecturer performance through knowledge management to increase organizational effectiveness at the University.

Keywords: competence, knowledge management, leadership, organizational culture, organizational effectiveness, performance

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Laporan Tahunan Kemenristek Dikti tahun 2017

Ildikti4.or.id yang diakses pada tanggal 28 Juli 2020

PDDIKTI (2020) yang diakses pada tanggal 17 Maret 2020

Tempo.co yang diakses pukul 16.00 tanggal 09 Desember 2018

Undang-Undang Republik Indonesia Nomor 12 tahun 2012 tentang Pendidikan Tinggi