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Building Knowledge Sharing Culture in Private Universities Through Learning Organization

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Abstract

This research aims to observe how Knowledge Sharing level correlates with the implementation of Learning Organization in both People and Structure Levels. Furthermore, such Learning Organization will be implemented by fostering Organizational Commitment to the lecturers of Private Universities affiliated under the Area III of the Coordination of Private Universities (Kopertis). This topic is relevant to the researcher's interest inasmuch as the findings of such study may help those Private Universities to improve their learning capacities and transform into organizations which are able to facilitate their members to develop learning culture so they will have adequate capacities to perform some innovations, foster the development of their organizations, and share valuable knowledge.

The findings of this research evidences that the implementation of Learning Organization in People level bring significant and positive influence towards the implementation of Learning organization in Structure level.

Learning Organization in People level also gives meaningful and positive contribution towards the level of knowledge sharing, which has been either directly or indirectly integrated through organization commitment. On the contrary, Learning Organization in Structure level does not contribute any meaningful impact towards the level of knowledge but such component can still affect knowledge sharing when it is integrated through the organization commitment

Keywords: Learning Organization, Knowledge Sharing, Organization Commitment

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