


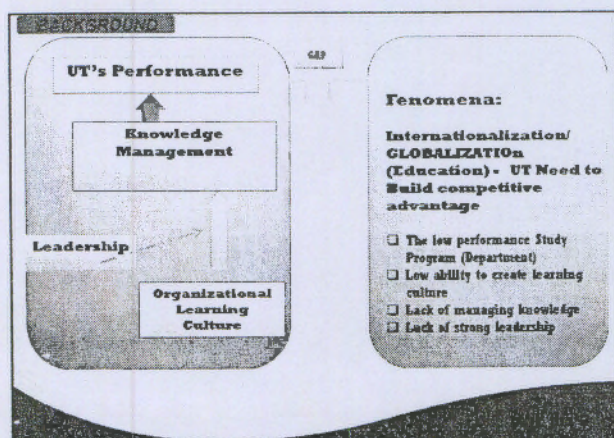
Universitas Terbuka (UT) Becomes a World Class Open and Distance Higher Education Institution:


The role of organizational learning culture and knowledge management as an important determinants for Department Performance



Universitas Terbuka (UT) Becomes a World Class Open and Distance Higher Education Institution: The role of organizational learning culture and knowledge management as an important determinants for Department Performance
(Case: Bachelor Degree Program)

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UNIVERSITAS TERBUKA (UT)

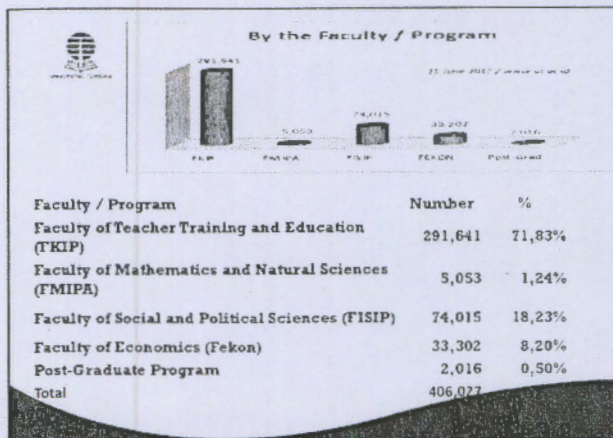
VISION: By 2021, UT becomes a world-class open and distance higher education institution in producing graduates with high competitiveness and in developing the theory and practice of open and distance higher education.

MISSION

- To provide access to world class higher education for all elements of society through the management of various open and distance higher education programs to produce graduates with high competitiveness.
- To analyze and develop the open and distance education system.
- To utilize and disseminate scientific and institutional studies to respond to the needs and challenges of the National development.

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FACULTY/DEPARTMENT			
FKIP Faculty of Teacher Training and Education	FISIP Faculty of Social and Political Sciences	FEKON Faculty of Economic	FMIPA Faculty of Mathematics and Natural Sciences
1. Indonesian Language and Literature Education	1. State Administration	1. Economic Development	1. statistics
2. English Language Education	2. Business Administration	2. Management	2. mathematics
3. Biology Education	3. Legal Studies	3. Accounting	3. biology
4. Physics Education	4. Public Administration		4. Food Science and Technology
5. Chemistry Education	5. Communication Studies		5. agronomy
6. Mathematics Education	6. Library Science		6. Regional and City Planning
7. Economics Education	7. sociology		7. Division Interest Natural Resources Management and Environment (PWWL)
8. Pancasila and civic education	8. Translating English Literature Field Internasia		
9. Primary School Teacher Education (PGSD)			
10. Teacher Education Early Childhood Education (PGEK)			

UT In General:

Various constraints faced:

- ☐ Low competence of human resources (Lecture)
- ☐ Limitations in conducting research and publications
- ☐ Limitation in building a network (international/global)
- ☐ Lack of innovation

Important Role


- ☐ Big Number Student: 406,027 (F: 279,792, M: 126,235)
- ☐ Bachelor Degree = 27 Program
- ☐ Regional Office: 38 in City's province and 1 overseas student service
- ☐ Island: Sumatera, Java, Kalimantan, Sulawesi etc and overseas

GLOBALISATION: Challenge (ODL in Global World)

The creation of a quality and equitable education: Flexible, open, online

PERFORMANCE OF STUDY PROGRAM (UT)


???



The Concept: Resource Based View
(Barney, 1991)

Human knowledge is a resource that is believed to be able to meet the criteria VRIO (Valuable , Rare , Intimate , Organizational)

RBV supports the concept that an organization would take the lead because of differences of capabilities and resources



The Concepts: KNOWLEDGE MANAGEMENT

Knowledge management is a structured activity to develop the capacity of the organization to acquire, create , share and use knowledge in order to survive and succeed (Bergeron, 2003; Mc Shane, 2008, Rao,2005)

Knowledge Acquisition:

- Individual learning
- Environmental Scanning
- Experimentation


Knowledge Sharing:

- Communication
- Training
- Rewards

Knowledge Utilization:

- Sense making
- Knowledge awareness
- Empowerment

Process and elemen Knowledge Management Mc Shane (2008)



The Concepts: Organizational Learning Culture

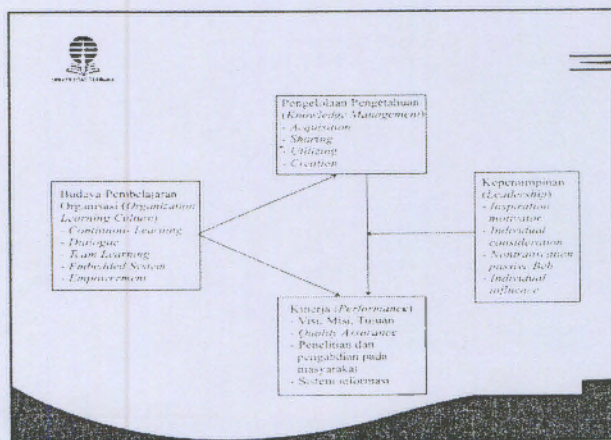
Organizational Learning Culture is a set of norms or values that support the learning of individuals, groups or organizations and believes learning as a critical factor of success of an organization (Kandemir, 2005; Kerlavaj et al ,2007, Rihard et al 2009)

The Concept: Leadership

Leadership is a process in which a person influences, directs, motivates and makes other people want to contribute to the achievement of organisation objectives. (Certo, 2009; Robbins, 2009; Scheiman (2010)

Leadership Theory:

1. Behavior Theory
2. Contingency Theory
3. Transactional Theory
4. Transformational Theory
5. Kharismatic Theory



Research Method

Research Design: VERIFIKATIF Survey

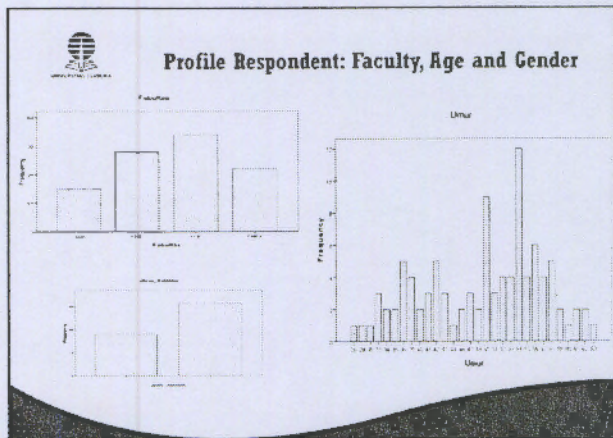
Research Sampel:

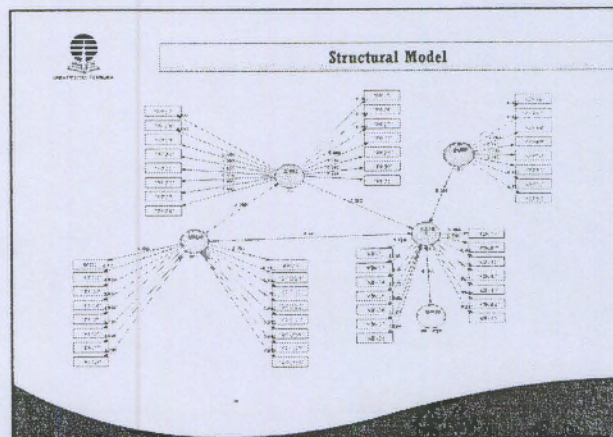
- Proportional random sampling: 125 population target, and (93 sampel collected)

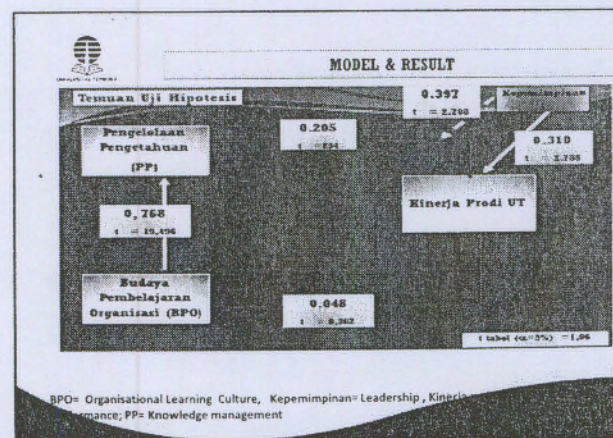
VERIFIKATIF ANALISIS
Partial Least Square – Path Modelling (PLS-PM)
Software: XLSTAT 2011


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Summary: Hypothesis Testing Result

Hypothesis	Statistic	Significance
Organisational Learning Culture → Knowledge Management	0.768	Significant
Organisational Learning Culture → Organisational Performance	0.048	Not- Significant
Knowledge Management → Organisational Performance	0.205	Significant
Leadership as moderator relationship between Knowledge Management → Organisational Performance	0.397	Significant
Leadership → Organisational Performance	0.310	Significant



Sugesstion and Future Research

Future research can be directed to study factors that can affect building a good organizational learning culture.

For future empirical research, knowledge management can be placed as an intervening variable toward the relationship between organizational learning culture and leadership

Sugestion for improving UT's Department:

Facilitate and encourage the establishment of a organizational learning culture through open discussion

Create team building courses (team learning)

- Provide awareness to the educational staff of his duty as scientist to continue and to participate in the deployment and enhancement of knowledge through research and publications.
- Selecting the leadership (Head of department) based the aspect of of competence and find person who is able to inspire and motivate.
- Build a network of professional / academic actively in order to gain access (issues and new phenomenon) that can be used to conduct research and publication



Thank You
