

Identifying Organizational Culture to Implement Knowledge Management: Case Study of BKN, Indonesia

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Abstract : One of key success an organization can be seen from its culture. Employee, environment, and so on are factors for organization to achieve goals and build a competitive advantage. Type of organizational culture can be a guide to implementing Knowledge Management (KM) in organization especially in BKN. Culture will determine behavior of employees or environment to support KM. This paper describes the process to decide which culture does organization belong and suggestion and creating strategic moves in the future to implement KM.OCAI (Organizational Culture Assessment Instrument) and its framework (Competing Value Framework) were used to decide the type of organizational culture. To implement KM in organization, clan is an appropriate culture, because clan culture represent cultural values and leader type to implement a successful KM. Result of the measurement will be references for BKN to improve organization culture to achieve its goals and organization effectiveness.

Keywords : organizational culture, government, knowledge management, OCAI

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