

## **ABSTRACT**

*The study of Intellectual Capital (IC) continues to interest companies hoping to get the benefits of asset which generally not recorded on the balance sheet. Even though there are many studies about IC, there is a few study that can identified the cultural organizational characteristic which support the development of IC and its elements (Human Capital, Structural Capital, Customer Capital). Therefore this study analyzed the relationships among the organizational cultural, uncertain knowledge, IC and the elements of it.*

*This study used quantitative approach to find the information from the employee of Informatic System Division who represented as IC and experienced of rapid change in knowledge. Pearson Correlation analyze is used this study to get to know the relationships among cultural organizational, uncertain knowledge, IC and its elements.*

*Findings suggest that the uncertainty knowledge associated with IC and its elements composition such as Structural Capital, and Customer Capital. The lower of the uncertainty knowledge will support the development of IC, Structural Capital, and Customer Capital. High power distance only associated with Structural Capital, and it will develop if the power distance is high. Short-term Orientation associated with IC and its elements: Structural Capital, and Customer Capital. IC, Structural Capital, and Customer Capital will develop if the organizations use the long term orientation culture. As for the individualism culture was not related with IC and its elements.*

*Keywords: Intellectual Capital, Cultural Organizational, Uncertain Knowledge.*