

ABSTRACT

This research analyzes the influence the involvement of management and Information Technology to organization performance with knowledge transfer as mediating variable. The research problem of this study: there are gaps between performance target and the implementation. The performance target not achieved are on the Strategic Objectives 2 that is Audit field, the core business of BPK RI work unit. Using variables based on previous research by : Nordtvedt (2005), Weldy (2009), Alipour & Karimi (2011), Edward, Lucas J. (2007), Rhodes et.al (2008), Ogbeide et.al (2011), Sukmawati et.al (2010), Ismail et.al (2012), Khandelwal et al. (2003) , this research found that management involvement and Information technology have effect to knowledge transfer and in the end also will increase the organization performance. This research developed a model and formulated five hypothesizes to answer the research problem.

This research used census as the method in collecting the data. All sampel are examined, all of the work unit of BPK RI which are 56 work units. 56 questionnaires data are collected and fit to be examined. To analyze the data, this research used Structural Equation Modelling (SEM) with SmartPLS software.

The result of this research shows that the model and the research result are acceptable and proved there's a positive and significant effect of the management involvement and Information Technology to knowledge transfer. Management involvement and Information Technology also significantly and positively effect to organization performance. Knowledge transfer significantly and positively effect to organization performance. The result of this research shows that knowledge transfer has significant effect to organization performance and knowledge transfer is highly effected by Information Technology. Management involvement has significant effect to knowledge transfer. The direct effect of Information Technology to organization performance is higher than the direct effect of management involvement to organization performance.

Keywords : organization performance, knowledge transfer, management involvement and information technology.