

## INTISARI

Pengetahuan sebagai aset tak berwujud tidak terdepresiasi nilainya saat digunakan, justru akan terus berkembang saat digunakan dan terdepresiasi saat tidak digunakan (Sveiby, 2001). Transfer pengetahuan adalah penyampaian pengetahuan dari satu tempat, orang, kepemilikan, dan lain-lain ke tempat lain (Major dan Cordey-Hayes, 2000). Imbalan yang sesuai sangat penting untuk mendorong transfer pengetahuan dalam organisasi (Bartol dan Srivastava, 2002). McEvily *et al.* (2003) mengemukakan bahwa peningkatan transfer pengetahuan dapat dicapai melalui keterbukaan saluran komunikasi, jejaring sosial, dan kepercayaan. Keterlibatan karyawan merupakan komitmen organisasi, khususnya komitmen afektif, komitmen berkelanjutan, dan perilaku peran ekstra (Luong, 2012).

Penelitian ini merupakan penelitian kuantitatif yang meneliti pengaruh imbalan persepsian, komunikasi antar karyawan persepsian dan keterlibatan karyawan terhadap transfer pengetahuan persepsian. Subjek penelitian ini adalah karyawan PT Bank Syariah Mandiri KC Yogyakarta yang berjumlah 110 orang. Teknik sampling menggunakan sensus. Data primer diperoleh dengan menyebarkan kuisioner secara daring. Penelitian ini menggunakan aplikasi SPSS versi 25 untuk menguji pengaruh antara variabel imbalan persepsian, komunikasi antar karyawan persepsian dan keterlibatan karyawan terhadap transfer pengetahuan persepsian.

Kesimpulan dari penelitian ini yaitu imbalan persepsian tidak berpengaruh positif terhadap transfer pengetahuan persepsian, komunikasi antar karyawan persepsian berpengaruh positif terhadap transfer pengetahuan persepsian dan keterlibatan karyawan berpengaruh positif terhadap transfer pengetahuan persepsian.

**Kata kunci:** imbalan persepsian, komunikasi antar karyawan persepsian, keterlibatan karyawan, transfer pengetahuan persepsian

## ABSTRACT

*Knowledge as an intangible asset does not depreciated when it is used, it will continue to grow when used otherwise it is depreciated when it is not used. (Sveiby, 2001). Knowledge transfer is the transmission process of knowledge from one place, person, possession, and so on to another place. (Major dan Cordey-Hayes, 2000). Appropriate reward is crucial to encourage the knowledge transfer in organization. (Bartol dan Srivastava, 2002). McEvily et al. (2003) asserts that the enhancement of knowledge transfer can be achieved through open communication channels, social networks, and trust. The employee engagement is the organizational commitment, specifically affective commitment, ongoing commitment, and extra role behavior (Luong, 2012).*

*This research is a quantitative study which examines the impact of perceived rewards, communication between perceived employees and the involvement of employees on the perceived knowledge transfer. Subjects of this research are 110 employees of PT Mandiri Syariah Bank branch office Yogyakarta. Census technic is used as the sampling technic. The primary data are obtained by distributing the online questionnaires. This study uses SPSS Application Version 25 to examine examine the impacts among perceived reward variables, communication among perceived employees, and the involvement of employees on the perceived knowledge transfer.*

*The conclusion of this research shows that perceived reward has no positive effect on the perceived knowledge transfer, communication among perceived employees has the positive effect on the perceived knowledge transfer and the involvement of employees has the positive effect on the perceived knowledge transfer.*

**Key words:** *perceived reward, perceived communication between employees, employee engagement, perceived knowledge transfer*