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Knowledge Management Maturity and Organizational Performance in Indonesia's Construction Companies
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ABSTRACT

As the regional economic integration in ASEAN is about to start, there is a growing concern from the management of local companies in Indonesia to improve their quality and competency in order to survive the competitive market. Construction industry, as one of the key drivers of Indonesia's economy, is also facing the challenge of this regional competitiveness. In this regard, one of recent approaches to sustain organization's quality and competency is through improved organizational knowledge. Construction companies, as project-based business sectors, realized that being able to manage their practical and analytical knowledge effectively will result in projects' success and better performance.

This research aims to: (1) develop and test an instrument to measure the knowledge management implementation in Indonesia's construction companies, (2) observe the relationship of knowledge management maturity, project complexity and organizational performance, and (3) give an insight on the measurement and mapping of knowledge management implementation in Indonesia's construction companies.

A questionnaire based-survey was performed over the course of the data collection. The total number of respondents in this survey is 128 by using the stratified sampling method, giving a response rate of 26.34%. The process of validity and reliability test, combined with principal component analysis, drew the result of only 30 items retained to be used in the analysis of this study. A simple linear regression provided the result that even though knowledge management has positive influence to organizational performance, the relationship is not statistically significant. A moderator variable is also introduced in this research, project complexity, which was not significantly affect the relationship between knowledge management and organizational performance. Lastly, a cluster analysis method classified the implementation of knowledge management in Indonesia's construction companies into three clusters, with the second cluster had the highest number of members (50.78%).

Keywords: knowledge management, knowledge management maturity, organizational performance, project complexity