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The Influence Of Knowledge Management On Organizational Innovation Of Community Technical Implementation Units In Sijunjung And Sawahlunto Discipities

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Abstract: Management knowledge is matter important related with context innovation in organization , especially in the Technical Implementation Unit , especially in the Regency Sijunjung and Sawahlunto which require constant adaptation and change . Formulation problem in study This is whether There is influence management knowledge to innovation organization of implementation units technical correctional facilities in the district Sijunjung and Sawahlunto ? This study aiming For give Contribution positive from study in understand How Management Knowledge to Innovation Correctional UPT Organization in the Regency Sijunjung and Sawahlunto , and provide alternative solution with give attention to justice organization use increase innovation in organization . Research methods This use study quantitative with non- probability sampling technique as many as 120 employees . Data collection techniques can be done use questionnaires distributed via google form. There are 22 questions that have gone through the measurement model test (outer model) and the structural model test (inner model) which were processed use SmartPLS SEM software assistance version 4. Research results show mark significant through the Path Coefficient (Direct Effect) test of 0.000 <0.05, so that H0 and Ha are accepted which exist influence management knowledge to innovation organization . The results of the coefficient test Determination obtained The R Square value is 0.812, which indicates variable management knowledge give influence by 81.2% against innovation organization whereas the rest 18.8 % influenced other variables that are not explained in study This . From the results study This can drawn the conclusion that there is positive and significant relationship between management knowledge to innovation organization of Correctional Technical Implementation Unit in the Regency Sijunjung and Sawahlunto.

Keyword: Management Knowledge , Innovation organization , employee correctional.

INTRODUCTION

Management Knowledge (Knowledge Management) is organizing , planning , motivating and controlling individuals , systems and processes in organization For ensure that the related assets in knowledge and access to experience , knowledge in a way efficient (King et al., 2009) . Related Knowledge Management with regulations and access to experience , knowledge and skills that produce ability innovative , improving performance high , stimulating innovation and improve value inside a organization . Management knowledge and configuration innovation determine How organization can utilize and create knowledge new , giving context Where organization develop innovations designed , developed and completed (Shani et al., 2003) .

In context this , socialization hold role important For reach objective strategic in effort coaching inhabitant fostered . The role is explained in Invite Law No. 2 of 2022 concerning socialization especially in Article 2 Letter B which explains objective For increase quality personality and independence inhabitant fostered . This is aims for them to realize error do repair self and avoid action criminal repetitive so that can accepted back by the Community. Other purposes is inhabitant foster can walk normal life as obedient citizen law , responsible and play a role active in the development process.

Activity management strategic knowledge can increase performance organization specifically in correctional institutions , activities the allow For focus in activities that create mark big . Management knowledge Can bring organization For develop strategic based on based advantage the knowledge they have have , Practical knowledge management enables organization For make decision For create strategic decisions . Management knowledge involving knowledge employee , but one of factor problem the biggest is knowledge employee Still limited in formulate strategic For create innovation in organization , because No all employee understand strategic organization . Proper knowledge management , information can with easy tracked , shared , developed For stimulate innovation and support taking decision through productivity knowledge .

Innovation Organization is ability a entity For change and optimize utilization knowledge that can influence level innovation organizations , such as skills in finish problem in a way efficient and improvement fast response to information new (Vigoda-Gadot et al., 2005) . Encourage innovation and implementing it often difficult for prison . Prisons must managed For change innovation become Culture and Daily Actions day collected by all employee . Officer in prison is the main actor in innovation and relevant processes . In addition knowledge and behavior they to innovation formed through involvement with employee other .

Lack innovation has considered in literature obstacle to growth significant organization (Yang, 2012) . Organization Innovation as ability organization For transform and exploit knowledge that can Determining the Level of Innovation like ability breaker more problems fast and improvement reaction fast to innovation latest .

Correctional Institution must managed For create innovation become part culture and action a day day must managed by employees prisons . Encourage , create and implement innovation important conducted by the Prison. Officers in prison is actor actor main in innovation and relevant processes . In addition knowledge and behavior employee to innovation formed through involvement with member with organization others . Correctional institutions play a role as source potential for request innovation needed For support it . In the idea about matter something new organization innovation listed as constraint for correctional institutions .

Every prison have innovation his alone , will but No all prison do or develop innovation mentioned . Here all employee contribute in operate activity in prison For operate innovations that have been there is . But become the core of the problem that is employees who have

position or new employee enter operate task in prison , they No know duties and functions each of them so that they For operate innovation become No know the direction Because don't know what to do do . So that result in quality in operate organization in prison No walk with good . Therefore That If employee No in accordance with field his expertise so innovation innovations that have been set No will develop even No will walk so that cause prison the No operate his organization in accordance with the SOP that has been set . The prison must own development cutting -edge innovation to improve quality services that have been stipulated in Law No. 22 of 2022 concerning community service in function correctional in article 4.

Although study previously has Lots investigate and confirm connection between management knowledge and innovation organization one of research by Saeed Sadeghi Boroujerdi , Kaveh Hasani, and Vahid Delshab (2019). Results of the analysis show that innovation must be the core of management knowledge Because superiority stable competitive hidden in innovation . Therefore that , the Institution institution need create an atmosphere focused on exchange knowledge and innovation in a way explicit so that the staff have trend more big For exchange and apply their modern knowledge One each other. The main goal management knowledge is create and organize the environment in which individuals develop his knowledge , communicating One each other, combine his knowledge with knowledge of others and finally implement it .

Based on description the problem explained , then problem the become reason researcher For can do research " The Influence of Management Knowledge and Innovation Correctional Service Unit Organization Regency Sijunjung and Sawahlunto ". Research This done with objective For give Contribution positive from study in understand How Management Knowledge to Innovation Correctional UPT Organization in the Regency Sijunjung and Sawahlunto , and provide alternative solution with give attention to justice organization use increase innovation in organization.

METHODS

Research methods This use study quantitative . Research This use questionnaires distributed via Google Form as many as 120 respondents in all employee prison Sijunjung and LPKN Sawahlunto . Research This use SEM – PLS analysis with its calculation process assisted by the SmartPLS SEM software application program version 4.0.

Study This located there are two execution units technical namely correctional institutions class IIB Muaro The Most Beautiful that is with 55 employees and Correctional Institution Special Narcotics in Sawahlunto 65 employees . In the study this , technique sampling used is non probability total sampling technique where all member population used as a sample.

RESULTS AND DISCUSSION

Study This use SEM – PLS analysis with its calculation process assisted by the SmartPLS 4.0 software application program . *Partial Least Square* (PLS) analysis is technique statistics regression simple to do comparison between the dependent variable and the independent variable. PLS is one of the method SEM based statistics designed variant For finish regression simple . *Partial Least Square* (PLS) mode evaluation was carried out with evaluation *outer model* and evaluation *inner model* .

Outer Model Evaluation

Final outer evaluation from study This generate management variables knowledge by 10 indicators and innovation organization 12 indicator . Stage - stage in analysis SmartPLS evaluating the outer reflective model using 4 criteria that is test validity and reliability of

variables with see Cronbach's Alpha, Composite Reliability , and Average Variance Extraordinary (AVE) for each variable .

1) *Convergent validity*

For test *Convergent validity* used mark *outer loading* or *loading factor* . An indicator is stated fulfill *convergent validity* in category Good if *outer loading* > 70. Next is mark *outer loading* from each research variable indicator :

Table 1

Variable	Dimensions	Outer Loadings	Information	Indicator	Outer loading	Information
Management Knowledge (X)	Acquisition	0.957	Valid	X.1	0.839	Valid
				X.2	0.906	Valid
				X.3	0.852	Valid
				X.4	0.753	Valid
				X.5	0.833	Valid
				X.6	0.869	Valid
	Sharing	0.876	Valid	X.7	0.933	Valid
				X.8	0.830	Valid
				X.9	0.911	Valid
	Application	0.812	Valid	X.10	1,000	Valid
Innovation Organization (Y)	Administrative	0.933	Valid	Y.1	0.967	Valid
				Y.2	0.943	Valid
				Y.3	0.969	Valid
				Y.4	0.924	Valid
	Technical	0.972	Valid	Y.5	0.899	Valid
				Y.6	0.886	Valid
				Y.7	0.877	Valid
				Y.8	0.761	Valid
				Y.9	0.860	Valid
				Y.10	0.741	Valid
				Y.11	0.839	Valid
				Y.12	0.882	Valid

Processing results with use SmartPLS can seen in the table on mark *outer model* or correlation between construct with variables and dimensions the value is > 0.70 so that fulfil condition validity convergent . Variable management knowledge own three dimensions that is *acquisition* with highest outer *loadings* of 0.957, *Sharing* with *outer loading* of 0.876 and *Application* with lowest outer *loadings* in the variables management knowledge of 0.812. While variable Innovation Organization has two dimensions that is *administrative* with *outer loading* lowest of 0.933 and *Technical* with *outer loading* highest of 0.976. This is explain that second Variables declared valid because every dimensions and indicators > 0.70.

Based on table above on the variable Management Knowledge , the largest loading factor value is in the dimension Application on statement X.10 of 1,000 which contains statement " I get knowledge about development innovation in prison ", and the lowest loading factor value is in the dimension Acquisition in statement X.4 of 0.753 contains statement " I capable manage various type knowledge in a way effective ". While variable Innovation Organization , the largest loading factor value is found in the Administrative dimension in statement Y.1 amounting to 0.969 which contains statement "Prison can

develop administrative and innovative in Preparing the plan ” and the lowest loading factor value is found in the Technical dimension in statement Y.10 amounting to 0.741 which contains statement “When we No Can finish a problem with use conventional ”.

2) *Discriminant Validity*

Discriminate Validity has become accepted requirements in a way general For analyze connection between latent variable . Discriminant Validity is level difference an indicator in measure instrument construction . For test discriminant validity can done with inspection through The AVE (*Average Variance Extracted*) method for each indicator has criteria > 0.5 to be considered valid. The AVE value in study This can seen in table 2 as following :

Variables	AVE	Information
Management Knowledge	0.715	Valid
Innovation Organization	0.737	Valid

Source : processed primary data , 2024

Based on the data in table 2 above , it can be known that AVE value of variable Management knowledge with acquisition mark of 0.715, while For innovation variable value with acquisition mark of 0.737. This is show that every variable has own condition with get acquisition mark more big from 0.7 and declared valid.

3) *Composite Reliability Test*

Composite Reliability is parts used For test reliability indicators variable . Variable can it is said fulfil *composite reliability* if mark *composite reliability* from each variable The value is > 0.70. The following This is mark *Composite Reliability* from each variable :

Composite Reliability		Information
Management Knowledge	0.962	Reliable
Innovation Organization	0.971	Reliable

Source : processed primary data , 2024

Based on the data in table 3 above , it can be known that mark *Composite Reliability* from variable management knowledge > 0.70 with value 0.962, and innovation variable organization > 0.70 with value of 0.971. This is show that every variable has own *Composite Reliability* > 0.70, indicates that second variable the reliable.

4) *Cronbach's Alpha*

Composite Reliability reliability test above can reinforced with use mark *Cronbach's Alpha* . A variable can it is said reliable if own *Cronbach's Alpha* > 0.70. Following is mark *Cronbach's Alpha* from each variable

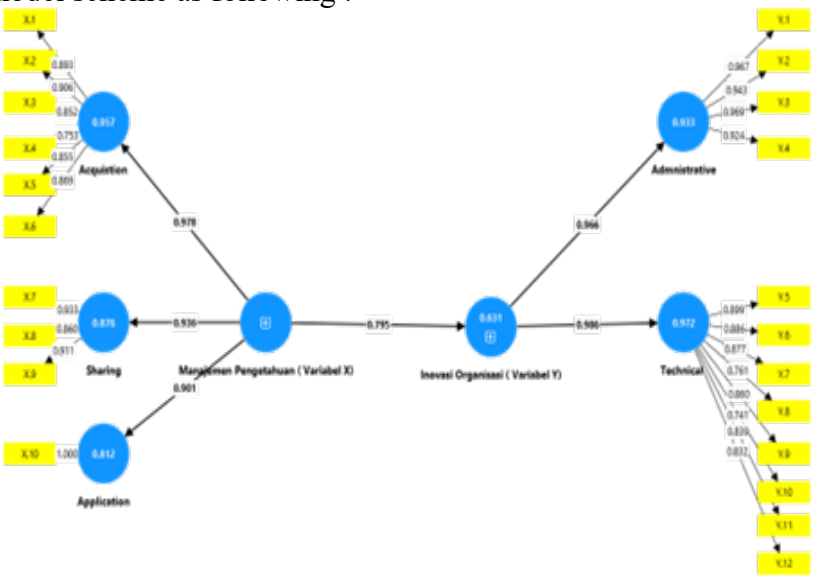
Cronbach's Alpha		Information
Management Knowledge	0.955	Reliable
Innovation Organization	0.967	Reliable

Source : processed primary data , 2024

Based on the data in table 3 above , can known that Cronbach's Alpha value of variable management knowledge > 0.70 with mark of 0.955 and the variable innovation organization >0.70 with mark of 0.967. This is show that every variable has has Cronbach's Alpha > 0.70, indicating that second variable the reliable.

C. Inner Model Evaluation

Evaluation of this model done using the Coefficient of Determination (R2) , Goodness of Fit Test , and Hypothesis Test (Direct Effect and Indirect Effect), as follows This is proposed PLS program model scheme as following :



Source : processed primary data , 2024

1. Coefficient of Determination (R^2)

The magnitude of the coefficient of determination (R-square) is used For measure how much Lots variable dependent influenced by variables others . Chin said R2 result is 0.67 to on For dependent latent variable in the structural model identifies influence independent variables (which influence) variable dependent (influenced) including in category good . While If the result of 0.33-0.67 then including category is , and if the result of 0.19-0.33 then including in category weak .

Based on data processing that has been done with use smartPLS 3.0 acquired R-Square value as following :

Variables	R Square (R^2)	R Square Adjusted
Management Knowledge to Innovation Organization	0.812	0.807

Source : processed primary data , 2024

Based on Table 4 Variables Management Knowledge to Innovation The organization in the R square table is used For see the magnitude influence of management variables knowledge to innovation organization with mark of 0.812, p. This means 81.2% Management knowledge to Innovation Organization so that can it is said that R Square on the variable management knowledge to Innovation organization declared valid with strong values .

2. Goodness *of Fit* Test

Evaluation *good of fit* known from Q-square value . *Q-Square Value* have the same meaning with *coefficient determination* (*R-Square*) in the analysis regression , where the more tall *Q_Square* , then the model can it is said the more Good or more fit with the data.

	Saturated Model	Estimated Model
SRMR	0.063	0.063

Source : primary data processed 2024

Based on table 5 above show that mark goodness of fit on SRMR value with see Estimated model column which shows result < 0.010 is 0.063. With thus , from results the then the research model This can stated has have good goodness of fit.

3. F Square Test (*Effect Size*)

	Variables Independent	Variables Dependent
Variables Independent		1,712
Variables Dependent		

Source : primary data processed 2024

Based on table 3 above show The F Square value is 1.712, which means ability independent variables provide impact to dependent variables are classified strong where F Square value 1.712 more big from 0.35. With thus from results on show that mark research model results the can stated that F Square is classified as strong .

4. *Path Coefficient Test (Direct Effect)*

Path Coefficient (Direct Effect)	Value	Information
Variables Independent → Variable Dependent	0.000	Influential (Significant)

Source : processed primary data, 2024

Based on table 7 above show that *Path Coefficient (Direct Effect)* on variables management knowledge to innovation organization show results < 0.05 is 0.000 which is stated influential (significant). With thus from results on show that mark *Path Coefficient* Test results (*Direct Effect)* can stated significant in a way direct.

CONCLUSION

Study This show that there is positive and significant relationship between management knowledge with innovation organization in the Correctional Technical Implementation Unit in the Regency Sijunjung and Sawahlunto . The Path Coefficient value shows significant results with p value < 0.05. Management knowledge give influence by 81.2% against innovation organization , while the remaining 18.8% influenced by other variables that are not explained in study This is . This is show that management knowledge is factor key in push innovation in institutions correctional . All variable in study This fulfil condition reliability and validity as indicated by the higher Composite Reliability and Cronbach's Alpha values from 0.70, and higher AVE value from 0.5. Research model stated Good with The SRMR value is 0.063, which indicates that the research model in accordance with the data obtained . Research This confirm that management knowledge play a role important in increase ability organization For innovate , good in a way administrative and also technically . In terms of overall , research This underline importance management knowledge in push innovation in institutions correctional , which ultimately can increase performance organization and quality service to inhabitant fostered.

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