

KNOWLEDGE SHARING IN BUILDING A SUSTAINABLE ECONOMY

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Abstract. *This study aims to investigate the implementation of knowledge sharing in efforts to improve human resources quality in Hanjeli Tourism Village, Sukabumi Regency. Knowledge sharing is the process of disseminating knowledge and skills that can enhance individual and organizational performance. Previous studies have shown that the implementation of knowledge sharing has positive impacts in various community development fields. Several studies in villages in Sigi, Karawang, and Minahasa Regencies have demonstrated improvements in village officials' performance, farmers' production capacity, and inclusiveness in development. Hanjeli Tourism Village faces challenges in terms of limited knowledge and technological capacity. However, they have successfully overcome these issues through knowledge sharing activities initiated by the village youth. Despite facing rejection and obstacles, the community in this village has managed to transform their way of life by developing sustainable agriculture and tourism sectors.*

Keywords: *knowledge sharing, a sustainable economy, human resources quality*

1. INTRODUCTION

Achieving sustainable economic development has become a primary goal for many countries and organizations worldwide. Sustainable economy refers to the efforts to integrate inclusive economic growth, environmental protection, and social well-being in the long term. Concurrently, relevant knowledge and information play a crucial role in building a sustainable economy.

One significant aspect of building a sustainable economy is the ability to share knowledge effectively. Sharing knowledge across sectors, disciplines, and regions can expedite innovation, foster collaboration, and promote best practices focused on sustainability.

However, currently, there are challenges in developing effective knowledge-sharing models within the context of building a sustainable economy. Some challenges include cultural barriers, technological constraints, lack of clear frameworks, and limited incentives for open knowledge sharing.

Hence, this research aims to analyze and develop an effective knowledge-sharing model within the context of building a sustainable economy. The study will involve a literature review of best practices in sustainable knowledge sharing, analysis of existing frameworks, and identification of factors influencing the success of knowledge-sharing models.

It is expected that this research will make a significant contribution to the development of knowledge-sharing models usable by organizations, governments, and communities in building a sustainable economy. The model can provide practical guidance for those seeking to engage in knowledge-sharing activities and foster cross-sector collaborations focused on sustainability.

This research holds high relevance in the context of sustainable economic development and provides a solid foundation for sustainable policy measures and future-oriented innovations.

2. LITERATURE REVIEW

2.1. Knowledge Sharing

Knowledge sharing has been a topic of considerable interest among researchers in the field of human resources and organizational behavior, particularly in relation to optimizing organizational strategic advantages. Knowledge sharing is closely related to organizational competitive advantage (Arsawan et al., 2022; Azeem et al., 2021; Mwawasi, 2022; Yagoub Abker et al., 2019), innovation capabilities (Castaneda & Cuellar, 2020; Natalia & Sandroto, 2020; Qamari et al., 2019; Wang, 2019), performance optimization (Oyemomi et al., 2019), and sustainable development (Van Der Meer et al., 2013).

Knowledge sharing can be defined as the process of acquiring or gathering knowledge (knowledge collecting) and disseminating or sharing knowledge (knowledge donating) in order to optimize the organizational capacity in various aspects (Bolisani & Bratianu, 2018). Based on this definition, the dimensions of knowledge sharing involve the ability to absorb (knowledge collecting) and distribute (knowledge donating) knowledge.

In addition to strengthening organizational competitive advantage, knowledge sharing can also optimize digitalization capabilities (Sundaresan & Zhang, 2020), foster innovation from all individuals within the organization (Ganguly et al., 2019; Nguyen et al., 2019; Singh et al., 2021; Vătămănescu et al., 2021), enhance individual work effectiveness (Aljaaidis et al., 2020), strengthen networking (Vătămănescu et al., 2021), create cost efficiency (Abdelwhab Ali et al., 2019), and optimize the formation of a learning organization (Muhardi et al., 2019).

Based on findings from experts published in various international journals and proceedings, it can be stated that knowledge sharing not only provides significant benefits to individuals within an organization but also enables organizations to optimize their capabilities and capacities, transforming from simple organizations into significant sustainable learning organizations.

The challenges of knowledge dissemination, also known as knowledge sharing barriers, generally occur in two important organizational spheres: individuals and management.

2.2. Sustainable Economy Development

Sustainable economy, also known as a sustainable economy, is an economy that possesses resilience and well-being (both internally and externally) that continues over time without minimizing or endangering the ability of future generations to maintain their productive capacity (Godinot & Vandermosten, 2017). Furthermore, it states that the dimensions of a sustainable economy are the availability of production factors and stability of resource quality. Therefore, it can be stated that a sustainable economic system is one that can endure over a long period, built by ensuring the availability of resources, both in terms of quality and quantity, thereby promoting stable and prolonged production capacity.

Measuring a sustainable economy can also be done based on the five pillars of sustainability as translated by (Brown & Rasmussen, 2019): people, planet, prosperity, peace, and partnerships. In a document released by the United Nations (2022), the people pillar represents efforts towards sustainable economic development related to eliminating food insecurity or hunger in all its forms and dimensions and ensuring that every human being can exercise their right to food in a context of equality and justice.

Sustainable development itself is not a categorically new concept. This concept has undergone several developments in the past few decades, and the essence of its implementation lies in ensuring the sustainability or implementation of complex programs that require long-term and sustainable government efforts. One form of sustainable economic development is the application of a circular economy, which entails a

sustainable manufacturing approach focused on a broader innovation-based methodology for products throughout their life cycles (Jawahir & Bradley, 2016).

3. RESEARCH METHODS

The method used in this research is descriptive with a qualitative approach that adopts a naturalistic principle. This principle demands a natural subject ecosystem, without any manipulation or control of the environment. Qualitative research is also conducted to explore the conditions of research parameters freely, not to test correlations or relationships symbolized mathematically through statistical tests.

Alsa (2011) states that qualitative research can be defined as a simple process of interpretation that emphasizes the researcher's understanding and meaning regarding a particular phenomenon through the implementation of data collection techniques such as in-depth interviews, direct observations, and analysis of various relevant documents. Based on this description, to obtain optimal results from research activities aimed at unraveling the phenomenon of optimizing human resource quality based on the implementation of knowledge sharing in building a sustainable economy in Hanjeli Tourism Village, which is the location of this research, the most suitable research approach is considered to be a qualitative perspective, with the implementation of a case study research strategy.

4. RESULTS AND DISCUSSION

Academic modeling forms to generate the concept of village development, which is further elaborated in four sub-topics in the results and discussion section. These four sub-topics discuss the main aspects, supporting aspects, key success factors, and the implemented knowledge sharing model by the community to optimize the quality of human resources in building a sustainable economy.

Main Aspects of Knowledge Sharing Activities Significant acceleration in the process of optimizing the quality of human resources has had a significant impact on improving the quality of life in the community and the establishment and strengthening of several sustainable economic sectors such as agriculture and tourism. Based on the findings of this research activity, such optimization is driven by the implementation of knowledge sharing that focuses on expertise specifications and the accuracy of approaches used in the process.

From this research activity, several main aspects or primary aspects carried out by the community in Hanjeli Village were identified, especially by local leaders (local champions) in building the foundation for human resource strengthening in the village. Based on in-depth research conducted by the author with several community members, youth activists, and local government representatives, four main aspects were identified: (1) the establishment of trust and motivation by local champions or leaders through a personal approach based on psychological assessment; (2) conducting idea-sharing sessions based on case studies; (3) field training; (4) evaluation and acceleration of improvements.

Understanding the importance of knowledge as the main capital in achieving various targeted accomplishments is not an easy task. As stated by the main informant, a key figure driving the development of tourism in Hanjeli Tourism Village, AA, instilling the importance of knowledge as a means to transform the fate of a community heavily reliant on non-renewable sectors.

This personal approach sometimes produces significant input for optimizing management. One example is the individual inputs provided by the community, which cannot be generated through group activities. The ability of each individual to express their thoughts or uneven levels of courage make it challenging to absorb these development ideas when they occur in group activities.

4.1. Main Aspects of Knowledge Sharing Activities

The significant acceleration in the optimization process of human resources quality in Hanjeli Village has had a considerable impact on improving the quality of life of the community and the formation and strengthening of sustainable economic sectors such as agriculture and tourism. Based on the findings of this research activity, this

optimization is driven by the implementation of knowledge sharing focused on skill specifications and the accuracy of approaches taken in the process.

From this research activity, several main aspects or primary aspects carried out by the community in Hanjeli Village were identified, especially the role of local leaders (local champions) in establishing the foundation for strengthening human resources in the village. Based on the author's in-depth exploration with community members, youth leaders, and local government, four main aspects were identified: (1) building trust and motivation by local champions or leaders through a personal approach based on psychological assessment; (2) conducting idea-sharing sessions based on case studies; (3) field training; (4) evaluation and acceleration of improvements.

4.2. Supporting Aspects of Knowledge Sharing

Activities in addition to the main aspects, there are also several supporting aspects that reinforce knowledge sharing activities. These supporting aspects consist of various activities that serve as pillars for the successful implementation of primary aspects or complementary aspects that provide added value or enhance the effectiveness and efficiency of the community's knowledge sharing activities in the village.

These supporting aspects generally involve collaboration or proactive involvement of external parties, reflecting their interest in what the community in Hanjeli Tourism Village is doing. One of the most commonly found types of activities is collaboration with academic, business, and non-governmental or community organizations. Through these collaborative activities, a number of ideas are generated, which contribute to the enrichment of knowledge possessed by the community.

4.3. Key Factors for Successful Implementation of Knowledge Sharing in Transforming Community Life

The main challenge faced by the community in Hanjeli Tourism Village before achieving success in the transformation through knowledge sharing implementation was their high dependence on unsustainable economic sectors, such as labor migration and illegal gold mining. This sector gave rise to various socio-economic problems in the community's life and shaped a shallow, instant-focused mindset with short-term goals.

4.4. Knowledge Sharing Model Implemented by the Community to Optimize Human Resources Quality in Building a Sustainable Economy

Based on the research conducted in Hanjeli Tourism Village, which focused on three elements of the village community: community leaders, members engaged in tourism activities, and local government, several aspects were identified. These aspects are divided into primary aspects and supporting aspects of knowledge sharing activities implemented by the community to optimize human resources quality, thereby promoting the development of their capacity and capabilities to build sustainable economic sectors that provide maximum added value in the economic and social life of the community.

Furthermore, the important role of strategic leaders was also identified in ensuring the continuity of knowledge sharing activities and their vital position in the development of economy-oriented sectors for the long-term prosperity of the community. The significant role played by these strategic leaders is manifested not only in internal motivation but also as a bridge or link between the community in Hanjeli Tourism Village and various external parties that provide support for enhancing the skills and abilities of the community in the village.

The research results obtained from the community were then formed into an optimization model for human resources quality based on knowledge sharing. This model illustrates the essential components that are important to consider and expected to facilitate the implementation of human resources quality improvement in similar areas with specific characteristics or demographics, thus achieving holistic and collective improvement in human resources quality.

CONCLUSION

Here is the summary of the research conducted on the community in Hanjeli Tourism Village:

1. The implementation of knowledge sharing in Hanjeli Tourism Village involves several key aspects, including building trust in local champions or leaders and fostering internal motivation among the community to participate in the development of Hanjeli Tourism Village through personal approaches based on psychological assessment conducted by leaders independently. Additionally, idea sharing sessions involving all community members, direct field training to deepen knowledge and skills, and expedited evaluation and execution of evaluation results are essential components.
2. These primary aspects cannot function optimally without supporting factors that enhance the quality of knowledge sharing activities in Hanjeli Tourism Village. The supporting factors include collaboration with academics and business institutions to strengthen the substance of knowledge sharing, particularly in understanding and managing agriculture and tourism; cooperation with non-governmental institutions such as the military, local and national artisan groups, and community organizations to establish social stability and security; the implementation of zero-rupee programs to encourage the involvement of professional practitioners as resource persons and in providing instructional materials; and a bottom-up approach to encourage community initiatives and proactive participation in knowledge sharing activities, serving as an important foundation for government involvement.
3. Key factors contributing to the success of knowledge sharing implementation in Hanjeli Tourism Village in transforming community livelihoods include strengthening community trust in sustainable economic sectors, the active role of strategic leaders, and women's empowerment.

The knowledge sharing model implemented by the community in Hanjeli Tourism Village to optimize human resource quality and build a sustainable economy involves a combination of the four primary aspects and four supporting aspects driven by strategic leaders. This model facilitates the optimization of human resources with the necessary abilities and skills that meet the community's needs, ultimately developing agriculture and tourism as long-term economic sectors that drive transformation in various fields, including social aspects of society.

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