Anteseden Rasa Saling Percaya dan Kerjasama Cerdas dalam Tatanan Budaya Kolektivistik untuk Membangun Modal Sosial dan Modal Intelektual

Abstrak:

Review analysis on the research conducted by Sulasmi in the year of 2003 is done to re-examine the roles of various significant variables to build smart cooperation. The variables of mutual trust, shared vision, and complementary of competence which were previously acting as the moderator variable, in this analysis conceptually is placed as the independent variable. The research was conducted in PT BD, a liquidified natural gas processing company in Bontang, and PT CLT an oil refinery company in Pekanbaru. The total number of research respondents was 435 persons. Each of them consists of 50 workgroups, hence altogether there are 100 workgroups. From this research it was found that the work culture of PT BD tends to show collectivistic, while PT CLT is more individualistic. From this analysis, it was found that in different work culture condition, the variables determining the building of smart cooperation are significantly different as well. In a company whose work culture condition tends to be collectivistic, the antecedents of smart cooperation are mutual trust and shared vision, while in work culture tending to show individualistic, the antecedents are mutual trust and complementary of competence. From this analysis it can be concluded that in collectivistic work culture, mutual trust and shared vision, as the social capital of organization need to be initially developed and eventually could grow smart cooperation as the intellectual capital.

Keyword: