

ABSTRACT

Orphanage is an social public service. All workers in orphanage are person who have haigh social care. They serve many children to get better life and future. After do work in period of time, some of the worker can have demotivative. One way to get back their motivation is by sharing information about how big their work's result impact to the organisation.

There are many ways to achieve knowledge sharing. One way to achieve knowledge sharing that has started to gain attention is communities of practice (CoP). CoP is a group of people that has an informal organisational structure in the same work environment. Grouping people with the same interest will increase the participation among the group's members. That was possible because people tend to share his/her knowledge when others have an interest with the same thing.

CoP is a topic that has started to be the interest of many researchers. Many researchers did various researches regarding CoP in the past. Some researchs want to see the impact of CoP to the performance of an organisation. CoP with competitiveness advantage of an organisation is an interesting relation. The impact of CoP with the ability of an organisation in providing service to its customers at the right time is a good point for organization. CoP has been implemented in many fields such as violence forum, ERP implementation, education and so forth.