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Factors Influencing Decision Making in the Regional House of Representatives

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ABSTRACT

This study aims to determine the factors that influence decision making. The location of the research was carried out in the office of the agency for the formation of regional regulations, Regional House of Representatives (Indonesia: Dewan Perwakilan Rakyat Daerah / DPRD) of Takalar district. The sample used in this study were members of the DPRD of Takalar Regency with a sample of 52 people, the research method used in this study was the quantitative method. The results of this study prove that, 1) there is a significant positive influence between knowledge management with decision making, 2) There is a significant positive influence between Learning Organization and decision making, and 3) There is a positive and significant influence on talent management with decision making.

Keywords: Knowledge; Learning Organization, Talent; decision making

INTRODUCTION

The Industrial Revolution Era 4.0 was first publicly published by Scwab in 2016 and was introduced in the same year at the Word Economies Forrum and the Hannover Messe industrial exhibition in the city of Hannover, Germany. Industry 4.0 uses computer internet of things, robotics, virtual reality and artificial intelligence, as a basis, the progress that has emerged in the industrial 4.0 era is computers which are the transition from industry 3.0 to the industrial era 4.0 with the use of the internet where all computers are connected to a shared network. Not only connected to the internet network but even a giant network, which started the first part of the fourth industrial revolution (Mahmood & Mubarik, 2020; Selamat et al., 2017).

The Industrial Revolution 4.0 era requires knowledge and learning, where the technology faced is technology with digital online technology capabilities, robotics, the technological era is

experiencing a rapid change in the order of life, and it affects changes in the characteristics of the work environment. Organizations as a form of social life that are in the position of Industry 3.0 which only controls computers with network systems, will change in the industrial era 4.0 with changes in online technology systems which ultimately use robot systems to carry out work.

Organizations in the Industrial Era 4.0 are changing because they are required to face various kinds of challenges, these challenges arise as a result of environmental changes. Changes in the organizational environment must continue to change, forcing individuals and organizations to learn to keep up with changes in order to exist in an environment that has challenges and uncertainty, learning organizations in the era of the industrial revolution 4.0 must "change" and "adapt to technology" in order to survive.

Changes in the work environment require organizations to be more flexible and responsive to the changing environment. Organizational flexibility requires teamwork. The changing environmental conditions give rise to competitions that arise to select organizations that can follow the flow of these changes (Senge, 1990). Static organizations, which cannot adapt to the environment and do not win the competition in the environment, then the organization will die. Organizational excellence in the face of intense competition is highly dependent on individuals in the organization, namely individuals who have speed, responsiveness, agility, and competence, knowledge, skills, and abilities related to work (Ahmad et al., 2015; Bontis, 2001; Lin, 2007).

Organizational management in the industrial era 4.0 must think about how to build, respond to and maintain a competitive advantage that is sustainable and competitive (Klein, 2002; Pfeffer, 1994; Porter, 1990). Rapid environmental changes require every organization to quickly respond and adapt to changes, and the emergence of this change is not to be resisted or opposed, but rather must be managed.

The environmental changes experienced require the organization to make adjustments, adjustment will be a must for the organization to answer all future challenges. The strength possessed by the organization is to create a learning organization with a concrete concept that becomes a tool to conquer change. One of them is the management of Management Knowledge and learning organization for the creation, communication, implementation of learning for the organization in order to improve organizational performance.

In addition to Knowledge Management which plays a role in preparing human resources, Learning Organizations are very much needed for the development of human resources, especially in the era of the industrial revolution 4.0. Slater & Narver (Slater & Narver, 1995) suggests that the competitive advantage of learning organizations can be built and maintained through a change management strategy, namely by building a learning organization.

Castaneda et al. (2018) has defined a learning organization as an organization in which the people in it expand their capacities. These people are nurtured and developed so that they are free to give aspirations to the Organization. The application of learning organization occurs in the learning process which is very dependent on the individuals who are in the organization, because they are the perpetrators of organizational learning. As said by Senge (1996), "organizations learn only though individuals who learn", that organizations that learn only through individuals who learn. Individual learning does not guarantee organizational learning, but without individual learning there will be no organizational learning. The concept of a learning organization is not only individuals who do learning, but organizations must also continue to learn. Like humans, organizations must continue to learn.

Organizations need to continually learn so that they can adapt to changes. Çınar & Eren, (2015) said, “it is not the strongest who can live long, but the most adaptive”, (Attems et al., 2020; Cvitanovic et al., 2015). say those who are constantly adapting to changes will survive.

(Chong et al., 2016; Ramsden, 2003) said "the illiterate of 21th century will not be those who cannot read and write, but those who cannot learn, unlearn and relearn".

Ignorance in the 21st century is not caused by mere illiteracy, but by people who do not want to learn primarily network knowledge as part of the industrial era 4.0, another stupidity is not wanting to throw away the wrong knowledge that they have believed in and also not wanting to relearn what that have been studied previously.

Management Knowledge and organizational learning owned by the organization can make the organization understand the purpose of its existence and find ways to achieve these goals. A successful organization is a learning organization that consistently creates new knowledge and disseminates it throughout the organization, and will quickly adapt it to online technology and online services that are able to respond quickly. Today in the industrial era 4.0 many organizations are starting to develop organizations with the aim of developing knowledge management and learning organizations as a strategy to create value, improve work effectiveness and productivity for their competitive advantage, but talent management has an important role that can affect performance according to what is stated by (Edwards, 2017) that one of the benefits of implementing talent management is the continuous availability of human resources who have the best potential and can improve organizational performance. So that organizations in the industrial era 4.0 apply three concepts simultaneously, namely the application of Knowledge Management, learning organization and Talent management in order to improve organizational performance and endurance.

Changes in the organizational environment greatly affect the organization both internally and from various external factors so as to encourage organizations to be able to adapt to environmental changes through knowledge management approaches and organizational learning.

One of the goals to be achieved in the concept of Management Knowledge and learning organization is to increase productivity through the creation of creativity, innovation through reuse or use of best practices that have become intellectual capital assets for the organization. both government and private. The organization will learn by itself, but the learning organization will continue to be evaluated, modified, improved, and improved continuously which in turn productivity will have an impact on the effectiveness and efficiency of performance which can become a competitive advantage.

The main challenge that will be faced by the organization in the form of implementing Knowledge Management and learning organizations and transformation of talent management, is the human resource factor as an asset that must be accustomed to carrying out their duties and work in a certain way that can change bad habits because the implementation of Management Knowledge and learning organizations will become a burden. and additional work according to their perceptions. However, it should be noted that in order to get great benefits from the application of knowledge management and learning organization, there will certainly be big challenges that must be faced and not easy to overcome. To overcome these challenges, it is necessary to have maturity in managing knowledge management and learning organizations as well as readiness to face dynamic changes in uncertain situations.

Large organizations have human resources with talents that are tailored to the needs of the organization so as to make the organization more competitive, the greater the awareness of talents, the human resources will compete to get high-talented abilities, both by seeking knowledge from outside and by participating in training techniques. serious matters for the future growth of the organization. Thus retaining people who have talent becomes very important for the organization. This has been known as talent management or talent management, according to (Doyle, 1995) that the benefits of implementing talent management are the continuous availability of human resources who reach their best potential, each of which

can increase the performance of the organization. (Saggaf et al., 2017) formulate the notion that talent management is a series of processes carried out by organizations to identify, develop and get the right people and have the skills to carry out work tasks and can formulate and make quick decisions based on Knowledge and Learning Organization. In accordance with the title of the article, the researchers conducted research on the factors that influence Decision Making at the DPRD in Takalar Regency.

METHOD

This research is a hypothesis testing or hypothesis testing which aims to test hypotheses on independent variables that have an influence on the dependent variable, namely testing the influence of knowledge management, learning organization, talent management on decision making, partially or simultaneously, the variables used in this study are variable knowledge management, learning organization, talent management. The sample used in this study uses a simple random sampling method or simple random sampling where a procedure allows every element in the population that has the same opportunity to be sampled. in this study, there were 52 people consisting of DPRD members for the 2019-2024 period and DPRD staff. The research location is the agency for the formation of regional regulations in Takalar Regency, South Sulawesi Province, while the analytical tool used is SPSS.

RESULT AND DISCUSSION

This study will describe the characteristics of respondents in general that will affect knowledge management, Learning Organization, and talent management in the decision making of the agency for the formation of regional regulations of the Takalar Regency DPRD and will be measured based on gender, age, education, domicile, and employment status.

Characteristics of Respondents

Table 1
Characteristics of Respondents by Gender

Characteristics	frequency	percentage (%)
Men	33	63,4
Woman	19	36,6
Total	52	100

Source: Data processing sources, 2020

In table 1, it appears that the majority of respondents, as many as 33 people are men (63.4), while the rest, as many as 19 people are female respondents (36.6), this shows that male respondents in this study are more dominant. This composition shows that men are still dominant in decision-making, however, gender is not a measure to determine whether or not they are able to work, but the most important thing is the willingness and ability to present arguments at every meeting in decision-making.

Table 2
Characteristics of respondents Age

	Age	
<20 years	0	0.00

21- 30 years old	11	21,1
31- 40 years old	12	23,2
41 -50 years	23	44,2
51-60 years old	6	11,5

Data processing sources, 2020

Meanwhile, based on age group, the majority of respondents. 11 people aged between 21-30 years (21.1%), then between the ages of 31-40 years as many as 12 people (44.2.%), and for respondents aged over 41-50 years as many as 23 people (44, 2%), while the lowest are respondents aged under 51-60 years as many as 6 people (11.5%), this shows that the age composition in decision making is at the age of 31-40 years and 41-50 years and 51-60 years. years, so it can be said that decision making at the Takalar Regency DPRD office is quite mature because at that age in general someone has very good thinking maturity because it is supported by experience which ultimately impacts the quality of the work they do.

Table 3
Characteristics of Educational Respondents

Education	Frequency	percentage (%)
high school	9	17,3
Diploma	2	1,9
Bachelor degree	38	67,3
Bachelor s2	3	5,7
Doctoral Degree	0	0
amount	52	100

Source: Data processing sources, 2020

For education level, respondents are more educated at Diploma 6 people (10.7%), Bachelor of SI 28 people (50%), Bachelor of S2 amounting to 7 people (12.5%), and Doctoral degree as many as 0 people (0%) while for education with high school level 15 people. From the data above, it can be seen that education from the Bachelor level to S1 strata greatly affects the decision-making process, because a person's level of education will affect their performance with the assumption that the higher a person's education level, the higher the ability to formulate planning to decision making. Thus, it can be stated that formal education is an indicator that can measure a person's ability to make decisions.

For the period of service at the Takalar Regency DPRD Office, it can be illustrated that the working period of 1-5 years is 19 people (36.5%). ,3%) illustrates that the incumbent members of the Dprd who survive are 11 people and for 11-15 years 16 people or (30.7%) thus the decision-making process is still dominated by the incumbent DPRD members and the tenure of 6-10 years and 11- 15 years and 16-20 years are still scattered DPRD members with an election period from one period to 3 periods so that the working period will provide more input or consideration in decision making.

Table 4
Respondents Working Period

Length of work	Frequency	Percentage (%)
15 years	19	36,5
6.- 10 years	9	17,3
11 – 15 years	16	30.7
16 – 20 years	6	11.5

21 - 25 years old	2	3.8
amount	52	100

Source: Data processing sources, 2020

Description of Research Variables

This section will describe the research data consisting of three variables, namely X1 Management Knowledge, X2 Learning Organization and X3 Decision making of each variable that has been processed from the average value (mean), median, mode and standard deviation. In addition, a frequency distribution table and a bar chart of the frequency distribution of each variable are also presented. the following details the results of data processing that has been carried out with the help of the SPSS version of the program.

Table 5
Respondents' Responses About Knowledge Management

Variable Indicator	STS (1)		TS (2)		S (3)		SS (4)	
	F	%	F	%	F	%	F	%
Knowledge Discovery	0	0	9	17,3	10	19,2	33	63,5
Knowledge Capturi	0	0	8	15,4	2	3,8	42	80,8
Knowledge sharing	0	0	5	9,6	3	5,8	44	84,6
Knowledge Aplication	0	0	12	23,1	11	21,2	29	55,8

Source: Data processing sources, 2020

Information:

STS = Sangat Tidak Setuju / Strongly Disagree
TS = Tidak Setuju / Disagree
S = Setuju / Agree
SS = Sangat Setuju / Strongly agree

From the results of the processing of the data above, it can be seen that the 4 indicators, namely indicators 1, 2 indicators 3 and 4 have a strongly agree answer above (50%) with an average value of (71.2%) so it can be concluded that in knowledge management (knowledge management) it can be concluded that the frequency distribution has an influence on the decision-making body of the local DPRD of Takalar district, or it can be said that decision-making has a close relationship between knowledge management and decision-making, so that DPRD members are required to acquire knowledge and gain knowledge through training activities in the form of guidance. technical and get work facilities in the form of a laptop in order to directly exist on the internet to get information.

Table 6
Respondents' Responses About Learning Organizations

Variable Indicator	STS (1)		TS (2)		S (3)		SS (4)	
	F	%	F	%	F	%	F	%
Personal Masteri	0	0	11	21,2	6	11,5	35	67,3
Systim Thiking	0	0	7	13,5	3	5.8	42	80,8
Share Visio	0	0	7	13,5	8	15,4	37	71,2
Tim Learning	0	0	8	15,4	3	5,8	41	78,8
Mental Model	0	0	18	34,6	14	29,9	20	35,5

Data processing sources, 2020

Information:

STS = Sangat Tidak Setuju / Strongly Disagree
TS = Tidak Setuju / Disagree
S = Setuju / Agree
SS = Sangat Setuju / Strongly agree

From the results of the table above, it can be seen that the 4 indicators showed very high results, namely with the answer agreeing strongly with an average value of 74.5 which means that of the 4 indicators, namely the personal mastery indicator, the System thinking indicator and the share vision indicator as well as the learning team indicator based on the the answer strongly agrees (4) gets the highest score on average (74.5%) so it can be interpreted that learning organization has an effect on decision making, but on indicator 5, namely the mental model where answers to (2) disagree 34, 6% balanced with answer (4) strongly agree this can be interpreted that the mental model of a person is different, but overall that the contribution of learning organization affects decision-making in the body forming the regional regulation of DPRD Takalar Regency.

Table 7
Respondents' Responses About Talent Management

Variable Indicator	STS (1)		TS (2)		S (3)		SS (4)	
	F	%	F	%	F	%	F	%
Recrucment	0	0	12	23,1	11	21,2	29	55,8
Retain	0	0	7	13,5	13	25,0	32	61,5
Develop	0	0	9	17,3	10	19,2	33	63,5

Information:
STS = Sangat Tidak Setuju / Strongly Disagree
TS = Tidak Setuju / Disagree
S = Setuju / Agree
SS = Sangat Setuju / Strongly agree

Based on the recapitulation of respondents' answers to the Talent Management variable contained in the table above, the following results are obtained: From the 3 indicators on the Talent management variable, the highest frequency is in the 3 indicators, namely the recruitment indicator with the most agreeable answers (55.8%), in indicator 2, namely retain with the distribution of answers strongly agree (61.5%) and on the develop indicator with the distribution of answers strongly agree (63%) it can be concluded that:

Table 8
Respondents' Answers About Employee Performance (Y)

Variable Indicator	SS (5)		S (4)		CS (3)		KS (2)	
	F	%	F	%	F	%	F	%
Integrity	0	0	8	15.4	3	5,8	41	78,8
Alternative	0	0	7	13,5	13	25,0	32	61,5
Communication	0	0	8	15,4	5	9,6	39	75,0
Commitment	0	0	21	40,4	11	21,2	20	38,5

Data processing sources, 2020
Information:
SS = Sangat Setuju / Strongly agree

S = Setuju / Agree
CS = Cukup Setuju / Just Agree
KS = Kurang Setuju / Disagree

Based on the recapitulation of respondents' answers contained in the table above, the following results can be obtained, that the 3 indicators above have a distribution of decision-making frequency distribution where the distribution of answers is at point (4) strongly agree with the average value (71.8%) it can be interpreted that the link between integrity and alternatives and communication is closely related in the sense that in decision-making in the Takalar Regency DPRD, there is often a council meeting, but from these 3 indicators it can be resolved with a good communication approach, if there is a disagreement, an alternative will be sought (61.5). %) the solution is to alternative voting to get a decision. In indicator 4, namely the commitment indicator, there is a spread of disagreeing and strongly agreeing with a balanced value, namely disagreeing (40.4%) and strongly agreeing (38.5%). In short, decisions can change, but to solve these problems requires leadership integrity (78.8%) with the authority to make decisions that are expected to be in accordance with the specified date line.

Test result

a. Data Validity Test

The validity test is carried out by correlating the score of each item with the total score of each attribute and can explain that a measuring instrument is valid if the measuring instrument leads to consistency or consistency. In the t test, the correlation coefficient will be seen using statistical analysis with SPSS version 25, the instrument is declared valid if it shows that all r-count items > r-table or (sig.r-hit <a 0.05) indicates the item is valid. , and significantly, the coefficient formulation used. as shown in Table 9.

Table 9
Validity Test Results

Variable	Item	R_{count}	R_{table}	Sig	Information

Decision Making (Y)	1	0,509	0,2681	000	Valid
	2	0,685	0,2681	000	Valid
	3	0,491	0,2681	000	Valid
	4	0,514	0,2681	000	Valid
Knowledge Management	5	0,510	0,2681	000	Valid
(X1)	1	0.399	0,2681	000	Valid
	2	0,636	0,2681	002	Valid
	3	0,504	0,2681	001	Valid
	4	0,621	0,2681	000	Valid
Learning Organization (X2)	5	0,623	0,2681	000	Valid
	1	0,588	0,2681	000	Valid
	2	0,413	0,2681	002	Valid
	3	0,435	0,2681	001	Valid
	4	0,590	0,2681	000	Valid
	5	0,476	0,681	000	Valid
Talent Management (X3)	1	0,651	0,2681	000	Valid
	2	0,533	0,2681	000	Valid
	3	0,539	0,2681	000	Valid
	4	0,471	0,2681	000	Valid
	5	0,382	0,2681	005	Valid

Source: Data processing sources, 2020

Based on the results of the validity test shown in the table above, the correlation number (rcount) is obtained which turns out to be greater when compared to the correlation table according to Pearson (rtable). decision-making questionnaire i is valid or able to reveal something that will be measured by the questionnaire, so that it can be used for further analysis. From table 9, it can be seen that all statement items in the research instrument can be used with valid reasons based on construct validity testing with SPSS version 25. Therefore, all items can be included in the subsequent data processing.

b. Reliability Test

Reliability testing with internal consistency is done by testing the instrument only once, then the data obtained is analyzed using Cronbach's Alpha (Zeithaml Berry 2012). The concept of reliability according to this approach is the consistency between the items in an instrument if it has a reliability or reliability coefficient of >0.60%. The level of interrelationship between question items in an instrument to measure certain variables shows the level of reliability of the internal consistency of the instrument concerned.

Table 10
Reliability Test of Each Variable

Variable	Alpha Coefficient	Information
Decision Making (Y)	0.699	Reliable
Knowledge Management (X1)	0,706	Reliable
Learning Organization (X2)	0,660	Reliable
Talent Management (X3)	0,678	Reliable

Source: Data processing sources, 2020

In table 10 it can be seen that the reliability coefficient can be accepted using the reliability of Cronbach's Alpha > 0.60% (Zeithaml Berry). The test results as shown in the table above show that all of the results of the variables are greater than 60% > (60%), so the measurement reliability is reliable.

Hypothesis test

1. Partial Hypothesis Testing

To test the variables partially or individually against the independent or independent variables or the variable (X) against the dependent variable or the dependent variable (Y) can be used t test and this can be seen in the results of data processing analysis by using the formula if t-table greater than t-count (t-table > T-count) or sign value < 0.005 then it can be said to have an independent influence, as stated in the table, 4.13, and can be explained based on statistical tests using tools SPSS version 25 data processing, as shown in the table below;

Table 11
Partial Testing (t-test)

Independent Variable	Regression Coefficient (B)	t- count	Sig
Knowledge management	0.252	2.036	0.002
Learning organization	0.220	2.193	0.000
Talent management	0.361	2.183	0.003
Constant (b_0)		1,089	

Source: Processed SPSS Output, 2020

Based on the partial test as shown in the table above, it shows that it has a significant and positive effect on the decision-making body for the formation of the Regional DPRD for the Regency. This can be seen from the t-count value obtained is greater than t-table or t-count is smaller than t- table. With a significant value < 0.005 The results of the analysis also show that variable X has a significant effect on Variable Y.

2. Simultaneous Hypothesis Testing

This test aims to see the principal's leadership and school committee services by looking at the F-count. The test results simultaneously can be seen in table 12.

Table 12
Simultaneous Testing (F-Test) ANOVA*

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	55.309	3	18.436	5.097	,004[b]
	Residual	173.614	48	.3.617		
	Total	228.923	51			

a. Dependent Variable: y
b. Predictors: (Constant), x3, x2, xl

Based on the results of the table outlined above, it can be tested the following hypothesis, that the variables of knowledge management, learning organization and talent management have a simultaneous effect on decision making. f-count shows a number of (5.097> 1.67) with sig, f of 0.004 < 0.005. This gives a conclusion to reject H0 and accept Ha so that it shows that the independent variables, namely knowledge management, learning organization, talent management, simultaneously have a positive and significant influence on the dependent variable. Furthermore, in the table it can be seen that the results of the multiple linear regression equation from this research model are as follows:

Y = 2.786 + 0.252Xi + 0.220X2 +0.361X3

The amount of contribution given from the variables of knowledge management, learning organization and talent management has a significant and positive effect on the decision-making body of the regional parliament of Takalar Regency.

Table 13
Test results of the Coefficient of Determination (R2)

Model	R	R Square	Adjusted R Square
1	0.492a	0,242	0,194

Source: Processed SPSS Output, 2020

The value of the coefficient of determination (R square) is 2.42 which means that the independent variable (X) which includes knowledge management, learning organization and talent management, contributes 49.2% to decision making, while the remaining 50.8 % influenced by other variables not included in the study.

Discussion

1. The Influence of Knowledge Management on Decision Making

From the description of the t-test using the SPSS version 25 data analysis program, it is known that the independent/independent variable (X1) has a significant positive effect on decision making in the formation body of the Regional Legislative Council of Takalar Regency (Y) on the t-test on the variable knowledge management variable (X1) produces t-count value > t-table (2.836 > 1.675) and sig.t value 0.002 < 0.005, it can be concluded that H1 is accepted and H0 is rejected, meaning that knowledge management (X1) has a positive and significant effect on decision making (Y) in the formation of DPRD regulations. Takalar District. So it can be interpreted that knowledge management has a significant positive influence on decision making, therefore knowledge management is continuously managed where employees exchange

knowledge and direct experience with the most knowledgeable. So that new knowledge will be obtained that can create new ideas that strengthen decision making.

2. The Effect of Learning Organization on Decision Making.

The hypothesis test in this study was found that the independent variable, namely learning organization (X2), had a positive and significant effect on decision making in the formation of the regional regulation of the Takalar Regency DPRD (Y). In the t-test of the learning organization variable (X2), the t-count value > t-table (2.793 >1.675) and sig;t 0.000 <0.005, it can be concluded that H2 is accepted and H0 is rejected, meaning that the learning organization variable (X2) has a positive and significant effect on decision-making in the establishment of the local DPRD of Takalar Regency. Based on the results of the research above, it can be said that learning organization functions as a planned and systematic approach to ensure the application of good organizational knowledge. At the same time increasing ideas, innovation, thinking, competence and expertise, to create more precise decision making because every decision will be born with very mature thinking. Because it was decided based on various important considerations based on experience and information that was reviewed from various important aspects. For example, learning is always studying the dynamics and at the same time the demands needed by DPRD members.

3. Influence of Talent Management on Decision Making

The hypothesis test from the results of the research above shows that there is a significant positive and significant influence between talent management on the decision-making body of the local parliament of Takalar Regency. Based on the results of statistical testing, the results obtained are t-count > t-table (2883> 1675) and sig. 0.003 < 0.005 this means that the talent management variable has a significant influence on the decision-making body for the formation of the local DPRD of Takalar district. Therefore, the leadership of the DPRD always applies talent management because with talent, placing and availability of abilities for someone which includes fundamental advantages, skills, knowledge, experience, intelligence as a basis for decision making can be available at all times when needed.

4. The Simultaneous Influence of Knowledge Management, Learning Organization, Talent Management on Decision Making

Based on the results of the tests that have been carried out, it is found that the value of F-count > F-table is 5.097 > 1.67 with a significance number of 0.004. Where the significance of 0.004 is less than 0.005 so Ha is accepted, it can be concluded that there is a significant influence of knowledge management, learning organization and talent management on decision-making in the formation of the local DPRD of Takalar Regency simultaneously, the results of this study prove that there is a simultaneous positive and significant relationship between knowledge management and learning organization on the simultaneous influence of the influence of knowledge management and learning organization on decision making.

CONCLUSION

Knowledge management has a significant positive effect on decision making. This is because employees in carrying out their activities exchange knowledge and experience directly. learning organization (X2) has a positive and significant effect on decision-making in the formation of the local parliament of Takalar Regency (Y) . Learning organization functions as a

planned and systematic approach to ensure good application of organizational knowledge. At the same time increasing ideas, innovation, thinking, competence and expertise, to create more precise decision making because every decision will be born with very mature thinking. Likewise, the talent management variable has a significant influence on decision making. the significant influence of knowledge management, learning organization and talent management on decision-making in the formation of the local DPRD of Takalar Regency simultaneously.

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