Bataviaasch Genootschap Collection as Institutional Memories of National Museum of Indonesia

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ABSTRACT

Bataviaasch Genoostchap van Kunsten en Wetenschappen (The Batavian Society of Arts and Sciences) is the societies who did scientific research on the cultural aspects of the people in East Indies. They produce numerous records and research about Indonesian economic, social and culture at the time including journal, registry, reports, minutes of meeting, memoirs, books, magazine, maps, photos, and paintings. The existence of Bataviaasch Genoostchap is part of the origin of the National Museum of Indonesia establishment. The National Museum of Indonesia has broad collection cover all of Indonesia's territory and almost all its history in various form. The National Museum's Library has found approximately 27.000 collections on behalf of Bataviaach Genoostchap and now trying to preserve the collection. The knowledge preservation effort needs to be done mainly because the collection condition is weakening. This research purpose is to identify National Museum Library preservation efforts on the Bataviaasch Genoostchap collection as their institutional memories.

Keywords: *Bataviaasch Genoostchap*; preservation efforts; institutional memories; National Museum of Indonesia

INTRODUCTION

Lying between the continent of Asia and Australia, Indonesia is comprising more than 17.000 islands, contains more than 300 ethnic groups and around 500 different language and dialects. The National Museum of Indonesia, which also known as Gedung Gajah (Elephant Building) after the bronze elephant statue in its forecourt, has broad collection cover all of Indonesia's territory and almost all its history. The existence of the National Museum of Indonesia cannot be separated from the establishment of *Bataviaasch Genoostchap* (The Batavian Society). At the mid-18 century on Europe Age of Enlightenment, approximately people setting up societies to discuss scientific reasoning and development. European settler in Indonesia was motivated to follow suit and on 24 April 1778, the Governor General of the Netherlands East-Indies Council, Reinier de Klerk, gave his permission to establish *Bataviaasch Genoostchap* van Kunsten en Wetenschappen (The Batavian Society of Arts and Sciences). This was the first society

of its kind in Asia and aimed to analyze through scientific research the many cultural aspects of the people in the East Indies (Museum Nasional Guidebook, 1998).

Jacobus Radermacher was instrumental in setting up *Bataviaasch Genoostchap* and was its first donator, giving books, musical instrument, statues and other curios to the foundation. In 1813, Thomas Stamford Raffles became the Lieutenant-Governor of Java and the President of Society. He was keen to acquire knowledge about the history, culture, and arts and stimulated new interest in the institution and donated additional premises for the collections. At 1862, the Hindia Belanda Governance decide to build a museum which later opens for the public in 1868. In 1936, the renowned linguist, historian and Islamic expert, Professor Doctor Hoesein Djajadiningrat, was chosen as the first Indonesian Director. In 1950, the society's name was altered from *Bataviaasch Genoostchap* to *Lembaga Kebudayaan Indonesia* (Indonesia Cultural Foundation), but when *Lembaga Kebudayaan Indonesia* broke up in 1962, the name was changed once more to *Museum Pusat* (Central Museum). The Museum was managed by the Indonesian Government under the Cultural Directorate General and the Department of Education and Culture.

In 1980, it has been said that all the books belong to the National Museum were relocated into a separate new building that now became National Library of Indonesia, including *Bataviaasch Genoostchap* publication. Collection of *Bataviaasch Genoostchap* publication that relocated to National Library including books, manuscript, magazine, and newspaper. The National Archive of Indonesia also keeping some of *Bataviaasch Genoostchap* publication, mainly the handwritten one. Unexpectedly, some copies of the publication were found in the National Museum. The findings are now possessed and displayed as a collection of National Museum Library. The National Museum Library has found approximately 27.000 collections on behalf of *Bataviaach Genoostchap*. Several kinds of documents and publication included a journal, registry, reports, minutes of meeting, memoirs, books, magazine, maps, photos, and paintings. There are trade records, trade agreement, photo album, catalog, also a list of collection. From all, about 10.000 has been displayed in the library, 38 on broken condition and the rest of the collection is on the identification process. The collection language varies between Dutch and English or using both of language.

LITERATURE REVIEW

Bataviaasch Genoostchap collection at the National Museum Library not only beneficial as a library collection, but it is also useful to remind us where the National Museum came from. The knowledge in the collection may not understandable by many, but the existence of collection itself wise up the importance to preserve them. The history of the collection and its relationship with the establishment of the National Museum may not be widely known. People who never visit or use the institution may nevertheless value the fact that it exists and defends its continuation, despite their lack of use and without any intention to use. There is considerable evidence that community members value their public libraries even if they have never registered with or used them. (Byrne, 2015). This 'existence value' does not require that utility be derived from the direct use

of a resource. Its utility and hence value come from simply knowing that it exists (Armbrecht, 2012; Krutilla, 1967 on Byrne, 2015).

The knowledge behind the *Bataviaasch Genoostchap* collection needs to hand down by current museum staff to the next generation, as said by Agarwal and Islam (2015, p. 150), knowledge has always been embedded in the activities of organizations, this includes the knowledge generated within libraries. As institutions, the galleries, library, archives, and museum have their own memories, enshrined in their collections, buildings and the traditions of their staff and visitors. Those memories are as changeable as human memory, evolving over time in response to professional imperatives, community expectations and opportunity (Byrne, 2015). In an organization, memory has the role of creating a corporate image, shoring up group identity, and it can also be used for boosting morale and aspirations among the organization's workers (Brownlie, 2016). This kind of memories rarely appeared as a document, but more often stored as personal or individual memory.

Byrne (2015) define memory as the 'action of remembering; recollection, remembrance' […] that which is remembered of a person, object, or event'. The embodiment of the organizational memory is the experience of its employees, combines with the tangible data and knowledge stores in the organization (Walsh and Ungson, 1991 on Dalkir, 2005). While the *Bataviaasch Genoostchap* society standing as national history, the *Bataviaasch Genoostchap* collection also valuable as institutional memories for National Museum. Institutional memory is contained in information, rules, procedures, and directives to facilitate work distribution, coordination, evaluation, and rewards," but it also includes "shared assumptions, beliefs, attitudes, and behaviors of an organizational culture" (Rusaw, 2004 on Marsh, 2016). The institutional memory includes knowledge residing in various component forms, including written documentation, structured information stored in electronic databases, codified human knowledge stored in expert systems, documented organizational procedures, and processes and tacit knowledge acquired by individuals and networks of individuals (Tan, Teo, Tan, & Wei, 1998).

As one of the most important institutional memories for the National Museum, the preservation of the *Bataviaasch Genoostchap* collection became important things to do. Preserving institutional knowledge is imperative […] in order to effectively document the collective expertise and history of an organization (Charbonneau, Priehs, & Hukill, 2016). The techniques for preventing knowledge loss have become a crucial organizational concern (Whelan, 2011). The risk within organization operation included loss of tacit knowledge, danger of competent staff leaving the organization, loss of documents (hard copies), and loss of data and electronic documents (IAEA, 2011). The right preservation techniques should decrease the possibility of institutional memories loss. Institutional memory loss is a significant problem that can impact an organization's ability to advance its mission successfully, its ability to avoid making the same mistakes it made in the past, and its ability to leverage the accomplishments of departing employees (Coffey & Hoffman, 2003).

The basis of Knowledge Management is to capture the individual or collective knowledge and deliver it when required (Vijapurapu, 2014). It is believed that KM helps to reduce the redundancy of information, improves communication across teams, and

increases a sense of belonging and community among employees (Liebowitz, 2006). KM focuses on people and the organizational culture required to stimulate and nurture the sharing and use of knowledge, on processes or methods to find, create, capture and share knowledge, and on the technology needed to store and make knowledge accessible and to allow people to work together without being together (IAEA, 2011). KM is a multi-layered and systems-oriented process that requires organizations to rethink what they do and how they do it (Brown & Duguid, 2000; Senge, 1990 on Marsh, 2016).

Knowledge management was initially defined as the process of applying a systematic approach to the capture, structure, management, and dissemination of knowledge throughout an organization in order to work faster, reuse best practices, and reduce costly rework from project to project (Nonaka and Takeuchi, 1995; Pasternack and Viscio, 1998; Pfeiffer and Sutton, 1999; Ruggles and Holtshouse, 1999 on Dalkir, 2005). The problem that usually showed up is how to capture and reuse experience in a suitable form and ensure the preservation of tacit knowledge of highly experienced personnel by using knowledge preservation techniques, methods, or practices (Vida and Jurgita, 2010). Also, the experienced staff usually busy and engage with their task or routine, make it challenging to spend the exact same times for everyone to do sharing session within their work hour.

Various methods have been used to attempt to preserve institutional memory. It was recognized that the acquisition of expert knowledge was a process having numbers of steps, including knowledge elicitation, knowledge representation, implementation, and then validation or verification (Ford and Bradshaw, 1993; Regoczei and Hirst, 1992 on Coffey and Hoffman, 2003). Coinciding with these developments was a growing recognition that the technologies of knowledge elicitation (KE) and knowledge acquisition (KA) held promise for helping organizations cope with the loss of institutional knowledge (Klein, 1992; Seifert et al., 1997 on Coffey and Hoffman, 2003). Knowledge preservation (KP) techniques can borrow from KE and KA activities of a variety of types. International Atomic Energy Agency (IAEA, 2011) stated nine steps of knowledge preservation activities in the organizational context. The nine steps are identification, capture, generation or creation, processing and transformation, storage and retention, search, and retrieval, representation, transfer and exchange, maintenance and updating. Each step may occur in different sequences and requires a variety of approaches.

Summarize from IAEA Reports on Comparative Analysis of Methods and Tools for Nuclear Knowledge Preservation (2011), knowledge identification refers to activities that involve what knowledge should be captured, processed, maintained and preserved and how to conduct such activities regularly. Capture is related to processes that bring data and information into a knowledge system. The processes will consider the KM life cycle and should address factors such as media, format, speed, costs, volume, and intellectual property issues. They should also include alternatives for source capture and guidelines for hardcopy publication, preservation of historical documents, standards and quality control procedures. The next stage of KP is storing the knowledge identified, captured and processed in robust and reliable devices to make it available for a long period of time. KP requires information to be stored in a format in which it is easily accessible and can be reused.

Knowledge can be reused through access and retrieval of stored knowledge. An organization must ensure that data integrity is maintained. False information or contaminated data can result in major misunderstandings between different entities of an organization. The *Bataviaasch Genoostchap* collection of National Museum Library is written on the Dutch and English which is not Indonesian native language. There some possibility to mistranslate or misunderstood the documents that become a potential risk of losing the actual point of view. Collaborations in which knowledge exchange occurs can cross organizational boundaries.

Organizations produce and develop tools, structures, and models to accumulate and share knowledge (Dalkir, 2005). The media used for an exchange of explicit knowledge are mail, e-mail, internet/intranet, e-learning, and simulation software. Whereas for tacit/implicit knowledge, the media used are interviews/questionnaires, conferences/meetings, mentoring/training, communities of practice, and simulation. As new knowledge is identified, created and/or enhanced within an organization, it goes through the entire KP cycle again and again. One of the stages in KP is handling the maintenance and updating of knowledge base systems. This involves activities which validate and implement version control mechanisms.

The National Library's holdings are a part of the museum's collections. The library should record and store them, making them available for public, make consultation on the understanding that they are objects to be treated with care, preserved for future generations, and may also be used in the museum exhibitions. In the case of *Bataviaasch Genoostchap* collection, the collection is also valued as the institutional memories for National Museum of Indonesia. The Library is run with the priority of preserving them for as long as possible, so that future generations can see them. In their original or digital version, the sustainability of the collection will be beneficial not only for the institution but also a wider user.

RESEARCH DESIGN

The objective of this research is to identify the knowledge preservation activity in the Museum National Library on *Bataviaasch Genoostchap* collection as their institutional memories. The guiding questions for the study were as follows: How does the National Museum Library conduct the knowledge preservation activity to their collection of *Bataviaasch Genoostchap*? Semi-structured interviews were the main method of data collection in this research. Interview questions asked about the current condition of the *Bataviaasch Genoostchap* collection, storage, maintenance, and stepson preserving the knowledge behind the collection.

RESULTS

The current situation on the *Bataviaasch Genoostchap* publication

Some of the *Bataviaasch Genoostchap* collection has been identified and registered to the library collection. The collection now showing on the shelf and open to accessed by library user. The showed collection including *Notulen Van de Algemeene en Directievergaderingen van Het Bataviaasch Genootschap van Kunsten en Weten Schappen, Tijdschrift Voor Indische taal Land en Volkekunde Uitgegaven Door Het Koninklij Bataviaasch Genootschap van Kunsten en Weteshapen, Verhandelingen Een studie van het Timoreesche Dooden ritueel, Rapporten van den oudheidkundigen Dienst in Nederlandsch – Indie, Oudheidkundig Verslag, Daght Register gehouden int Casteel Batavia, Catalogus van de Boeginese* and *Jaarboek*.

Year of	2013	2015	2018
Displayed	1.128	260	3.726
Storage	-	1.870	6.833
Total Items	**1.128**	**2.130**	**10.559**

Table 1: Number of *Bataviaasch Genootschap* collection in the National Museum by year

The *Dagh Register, Catalogus, Jarrboek* and *Raporten* are arranged by date, while *Tijdschript, Verhandelingen*, and *Oudheidkundig Verslag* are arranged by edition number on the covers. Even though the *Bataviaasch Genoostchap* publication originally comes from the National Museum, the utilization of the collection is not as wide as *Bataviaasch Genoostchap* collection located in National Library. Only small numbers of researcher known and looking after the *Bataviaasch Genoostchap* publication on National Museum. The *Bataviaasch Genoostchap* publication is displayed together with any other library collection. The library's set up the temperature at 26°C and does not have special storage or treatment for the collection. The collection of *Bataviaasch Genoostchap* can be accessed with terms and condition. Generally, the collection only for inside library reading. Whether or not the collection accessible depends on the condition itself. The collection that rated in good condition can be used by the user directly. Otherwise, the librarian will assist the user to make use of the fragile one.

The collection itself has changed over time. Most of the paper is turning yellow and going harden. Some pages are exposed to termites and fungus, split or detached from the covers. The photo album has some of their photos lose, but still in the pack. Collection considered as heavily damaged or have potentially lost its information are separated from the other. The collection is wrapped individually used special acid-free paper and boxed so as not to affected others. Most of the original collection had a paperback and hardcover, while some fraction made of leather. The *Bataviaasch Genoostchap* collection now nearly as 200 years old. The container of the collection has been aged along with the paper. Even though the writing on the collection is readable, the potential damage to both paper and writing is real. The paper binding is not strong enough to hold them, causing loss of pages on the books. Fortunately, most of the

damaged collections still their content completely despite some the paper that have been lost from the binding. However, collection on the display mainly has been recovered with dark cardboard (in blue or black color), only a small part still in its original condition. In some collection that has been recovered, a part of the original cover is affixed as an identifier. Unfortunately, the unidentified collection condition is uncertain until it's opened. The collection is not yet digitized nor replicated. As the collection grows bigger through time, the identification process became more important than ever. The rest 17.000 collections that not yet identified may lead to noteworthy information. It is not yet known if the information on the collection has recurred with National Library or National Archive collection. With the massive number of collections, it takes time and efforts to examine the content of the collection. Moreover, the collection never been transliterated to Indonesian language and only be able to use by Dutch or English literate user. Even though the content may be able to read by basic Dutch and English speaker, the capability to understand various old vocabulary of Dutch and English is useful to get more comprehensive understanding to the collection. The thorough understanding of knowledge inside the *Bataviaasch Genoostchap* collection may only be achieved as all interested parties inside the museum step in.

Massive collection of *Bataviaasch Genoostchap* that have been found on National Museum requires a re-registration to confirm its origin. In general, the *Bataviaasch Genoostchap* publication identified by their embedded logo on the cover, recto, or verso pages that confirm the authenticity. Besides the logo, the identity of the collection can be ensured by their grammar and word selection that slightly different from current Dutch and English. The appearance of the paper and cover could also determine the age and origins of the collection. As stated before, the collections of *Bataviaasch Genoostchap* can also be identified by the updated form of cover. The new form of cover can ease the identification process, but further examination needs to be done. Collection that has been confirmed as *Batavia Genootschap* publication will be registered on the inventory book and processed by the librarian to become library collection. As a comparison to the current findings, there is a log book that listing library collection on the past. The library has found reports on library development, including library collection stocks, at the year 1987-1988 and library collection listed in the year of 2000. Even though library have the inventory list on the past, some of them do not describe the collection thoroughly. The list of the 1987-1988 collection only has brief information about the collection, which is not helpful in the further identification process. On the other hand, the collection list on the year 2000 has more comprehensive information about the collection and used better as the comparison tools to current findings.

Identification of knowledge preservation activity on *Bataviaasch Genoostchap* collection

Not only the utilization of the collection needs extra efforts and care, the capturing process of the content of the collection could possibly damage the collection as well. The wrong attitude on handling the collection might harm the collection accidentally. The collection has never been digitized nor captured in another way before, made it more hustle to capture the content soon as possible. There is also a challenge to get the

knowledge about the collection from the former staff who has left the museum. Usually, the current museum staff not having a flexible time to spare to get in contact with these people. Even though some communication has performed by phone, it still not the thorough knowledge that they have about the collection. The story can be exchange, but the detailed description still needs to be done by physical contact with the collection to get the right substance. As the librarian of the National Museum says himself:

"I have met her (the former librarian who has been work since the inauguration of the museum) in person at her house, and she told me a lot of story about the collection. While she can show me the inventory that her have made at the time, she couldn't explain to me in detail which one is which."

The library, on behalf of National Museum, may hold an internal group discussion to examine the action for knowledge preservation of the *Bataviaasch Genoostchap* collection. It could start by group discussion within the interested parties inside the National Museum to initialize work plan for the project. The discussion might lead to a bigger discussion and action involving top management of the museum. This discussion and planning process may also be followed by experts or another culture and preservation institution to get a professional point of view to enrich the concept. The knowledge capture about the collection also can be performed by inviting the interested parties like history expert, former staff or former management of the museum to join a workshop about *Bataviaasch Genoostchap*. They had been working with the collection for a long time and their knowledge about the collection may be important to define and describe the collection itself. The discussion should be recorded to prevent knowledge loss, and later be transformed to a writing and kept by the library. The digitalization process may also be performed as soon as possible, looking at the importance for it to do. This digitalization process needs a full effort by the librarian, and the financial support from the museum in tools procurement or third-partiy assistance. After that, the librarian still has a responsibility to spread the knowledge within and outside the library by uploading it to the database or digital library. Librarian facing the challenge to change public perception of the *Bataviaasch Genoostchap* collection. The importance of collection availability in the digital form is not always understood by non-users, including some of decision makers.

While digitalization could be the possible way that library can do to capture the collection content, it is not as easy as it thought to proceed. The digitalization process should be performed gently or done by technical experts in the preservation field. The wrong handling on the collection may damage the paper and the content also. Does the museum have a specialist on the digitalization or hiring an third parties, digitalization process should not only transform paper-based collection into digital document, but also be able to transform the content into machine readable format. This process may need all hands available on the museum. Later, the digital file should be stored in structured settings. The digitalization process of the collection is on the National Museum Library workplan for a while but wasn't execute by now.

Website usability to revitalize the *Bataviaasch Genoostchap* collection

The digital library should be so much more than just a database. Usage of the library website will provide an access for user to discover the National Museum collection. The museum user might have a tour on the museum website and getting information about the broad collection of the museum and library need to follow this stride to gain attention from the museum user. The library recently worked on their own web-based information system integrated with the museum website. On preserving and spreading the information about the museum collection, the National Museum making a custom page on their website to promote their digital collection including the *Bataviaasch Genoostchap* collection in a rare book section.

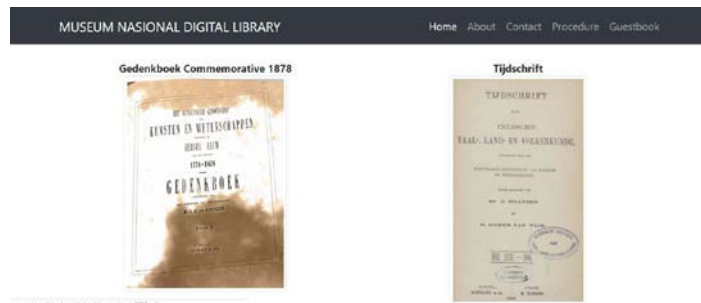Figure 1: The digital collection web page

Figure 2: *Bataviaasch Genoostchap* collection on rare book section

Other than the digital section on the museum web page, the library also developing an Online Public Access Catalouge using *Senayan Library Management System (SLiMS)* to manage their library business process and collection. On managing their *Bataviaasch Genoostchap* collection, the library system desscribed a basic information about the document but not yet translating the title of the document. This situation comes from librarian limitation on understanding the language and to avoid a mistranslation on the collection. The use of the original language of collection, which is Dutch and English, might made it complicated to user who not familiar with the language. Due to this language difficulty, the library database should not only contain the basic information about the collection, but it had to fully describe the whole content of the collection for user to utilize the collection. The complete description of the collection may later be used in information and document retrieval, also beneficial for the organization itself.

CONCLUSION

Looking at their value as both nation and institutional memories, is not overstate that preservation efforts on the *Bataviaasch Genootschap* collection must be a top priority for the library and museum management. One should know where he is come from and what is make them now. Even worse, the story that not passed through generation may be forgotten in time. While storytelling may be dismounted from older staff to the new one, there is a concern that loss of knowledge may be happen without right knowledge preservation settings. The sharing session and documentation on the knowledge issue need to be done within the museum and could be even better if the National Museum planning a knowledge management project to the whole institution.

Until now, the *Bataviaasch Genoostchap* collection is only received a basic preservation step like environmental settings and damage prevention while the collection condition is weakening. The knowledge management on the *Bataviaasch Genoostchap* collection is not yet well performed tough the knowledge inside the collection. The utilization of museum's website should increase user awareness to the collection and this opportunity can be used by the librarians to introduce *Bataviaasch Genootschap* collection owned by National Museum. SLiMS management system, as museum digital library, should not be used as a library database only. The digital library could be the main gate to the core information of *Bataviaasch Genootschap* publication and documents and later be a map for the user to meet their needs of information to use *Bataviaasch Genootschap* collection in the National Museum. As idiom says, mighty oaks from little acorn grow. The National Museum Library still has many more efforts to do, and it needs all the hands down on the project to make it succeed. The initial research and record inside the *Bataviaasch Genoostchap* collection may lead to further research on the topic.

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