

### Abstrak

Perkembangan teknologi di bidang sistem informasi dan telekomunikasi, dalam *mainstream* persaingan bisnis global, bukan hanya berdampak pada aspek pola pembelajaran perusahaan, yang semula bersifat *vertical* atau *broadcast (one-to-many)*, menjadi *horizontal broadband (many-to-one or many-to-many)* saja, melainkan juga berdampak pada keberlanjutan dan konsistensi proses pembelajaran yang kompatibel dengan fluktuasi perubahan lingkungan bisnisnya. Dampak perubahan pola pembelajaran ini, tentunya sangat berperan dalam mengantisipasi aspek turbulensi *new wave* dan *uncertainty*, untuk menjaga kelangsungan bisnis sebuah perusahaan.

Telkom E-learning merupakan alternatif media yang berbasis *Learning Management System (LMS)*, yang diterapkan oleh PT. Telekomunikasi Indonesia, Tbk., untuk meningkatkan aspek *know-how*, dan meningkatkan kapasitas *knowledge resources*, dalam memenuhi *knowledge demand* perusahaan. Peranan Telkom E-learning difokuskan untuk meningkatkan distribusi dan kecepatan proses pembelajaran, dalam memenuhi semua *knowledge demand* yang kompatibel dengan perubahan lingkungan bisnis perusahaan. Disamping itu, Telkom E-learning juga dimaksudkan untuk membangun *self-regulated learning*, yang sesuai dengan *Corporate Strategic Scenario (CSS)*, PT. Telekomunikasi Indonesia, Tbk., untuk mendukung proses transformasi perusahaan. Implikasi dari penerapan Telkom E-learning, dalam mengembangkan proses *learning organization* di PT. Telekomunikasi Indonesia, Tbk., difokuskan pada pengembangan *archetypes* pola pembelajaran yang sesuai dengan platform bisnis PT. Telekomunikasi Indonesia, Tbk., yang berbasis *Telecommunication, Information, Media, dan Education (TIME)*.

Kata Kunci : Telkom E-learning, Learning Organization, Self-Regulated Learning

### *Abstract*

*In the line with the information system reinforcement in telecommunication industries, which have strongly influencing on economic global mainstream, that caused rebuilt in constructing from vertical business competition to horizontal current wave. From this hyper-turbulent wave, then widely makes entire of fast-growing industry become overwhelmed to overcome their anxiety of longlife business life-cycle bases, towards new wave and the uncertainty. Otherwise, as well as a new broad telecommunication had invented, the new paradigm of learning methods' grows simultaneously arises behind it, and replaced learning scopes from broadcast to broadband. In that case, this is the reason how exactly explained why the essence of learning organization presence, due to enlarge the companies strengthened and survived from intervening of waving turbulence.*

*Telkom E-learning have implemented beyond PT. Telekomunikasi Indonesia,Tbk., therefore to achieve a whole learning resources become more valueable, through on "know-how" aspect, which includes managing and creating a readiness workers from adopting any capable work-abilities. By enlarging company strengthened of learning resources and know-how aspect, simultaneously,implicates more accurately for corporate to rebuilt any adopted work-abilities of workers' become more precisely. Otherwise, the main idea of implementing Telkom E-learning through learning organization is to improving self-regulated learning, which have forced any feedforwad linkage as well as feedback linkage in competency basic training systems, and Corporate Strategic Scenario (CSS), based on company business platform : Telecommunication, Information, Media, and Education (TIME).*

*Keywords : Telkom E-learning, Learning Organization, Self-Regulated Learning*