

ABSTRAK

Johanes Catur Wahyu Putranto, 110710196, Pengaruh *Learning Organization* dan Pengolahan Informasi Organisasi terhadap Kemampuan Adaptif Organisasi, Skripsi, Fakultas Psikologi Universitas Airlangga Surabaya, 2011.

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Penelitian ini bertujuan mengetahui pengaruh learning organization dan pengolahan informasi organisasi terhadap kemampuan adaptif organisasi, pada managerial industri radio swasta di Surabaya. Studi kuantitatif dilakukan terhadap 145 orang karyawan dari 21 radio swasta, yang terwakili menjadi 12 managerial industri radio swasta di Surabaya.

Alat pengumpul data dalam penelitian ini adalah berupa kuesioner yang diadaptasi dari The Dimensional of Learning Organization Questioner (DLOQ) untuk mengukur penerapan learning organization, serta alat ukur berupa kuisisioner Pengolahan Informasi Organisasi untuk mengukur kemampuan organisasi dalam melakukan pengolahan informasi organisasi dan kuisisioner Kemampuan Adaptif Organisasi untuk mengukur kemampuan adaptif organisasi, yang keduanya disusun oleh penulis berdasarkan pada kajian dari Sussman (2004) dan Hubber (1991). Analisis data dilakukan dengan teknik statistik Regresi Linear Berganda, dengan menggunakan bantuan program statistik SPSS 16.0 for Windows.

Dari hasil analisis data penelitian diperoleh nilai koefisien determinan (R^2) pengaruh learning organization dan pengolahan informasi organisasi terhadap kemampuan adaptif organisasi sebesar 0,835 dan nilai F sebesar 22,694 dengan taraf signifikansi (p) sebesar 0,000. Hal ini menunjukkan bahwa variabel learning organization dan pengolahan informasi organisasi secara bersama-sama terbukti signifikan mempengaruhi variabel kemampuan adaptif organisasi. Dari hasil analisis data juga diketahui nilai t-test untuk variabel learning organization sebesar 3,334 dengan nilai $P = 0,009$ dan nilai t-test untuk variabel pengolahan informasi organisasi sebesar 0,998 dengan nilai $P = 0,344$. Hal ini menunjukkan bahwa variabel learning organization secara mandiri tetap memiliki pengaruh yang signifikan terhadap variabel kemampuan adaptif organisasi, sebaliknya secara mandiri variabel pengolahan informasi organisasi tidak memiliki pengaruh yang signifikan terhadap variabel kemampuan adaptif organisasi.

Kata kunci: *learning organization, pengolahan informasi organisasi, kemampuan adaptif organisasi*

Daftar Pustaka, 86 (1967-2010)

ABSTRACT

Johanes Catur Wahyu Putranto, 110710196, *The Impact of Learning Organization and Organizational Information-Processing on Organization's Adaptive Capacity*, Undergraduate Thesis, Faculty of Psychology Airlangga University Surabaya, 2011.

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This research aims to find out the influence of learning organization and organizational information-processing on the organization's adaptive capacity, on the private radio industry in Surabaya's managerial. Quantitative studies conducted on 145 employees of 21 private radio stations, which are represented in 12 managerial private radio industries in Surabaya.

Data collection tool in this study is a questionnaire which was adapted from The Dimensional of Learning Organization Questionnaire (DLOQ) to measure the application of learning organization, a questionnaire of Organizational Information-Processing to measure the ability of an organization in information-processing, and questionnaires for the Organization's adaptive capacity to measure the organization's adaptability, both prepared by the author based on the study of Sussman (2004) and Hubber (1991). Data analysis was performed with Multiple Linear Regression statistical technique, using the help of statistical program SPSS 16.0 for Windows.

From the analysis of research data obtained, the value of the determinant coefficient (R^2) the influence of learning organization and organizational information-processing on the organization's adaptability is 0.835 and F value of 22.694 with a significance level (P) of 0.000. This indicates that the learning organization variable and organizational information-processing together significantly affect the organization's adaptability variable. From the results of data analysis is also known value of t test for learning organization variable amounting to 3.334 with a value of $P = 0.009$ and t test value for the variable of organizational information-processing at 0.998 with P value = 0.344. This shows that the learning organization variable still independently has a significant influence on organizational adaptability variable, otherwise organizational information processing variable does not independently have a significant impact on organizational adaptability variable.

Keywords: *learning organization, organizational information processing, organization's adaptive capacity*
Bibliography, 86 (1967-2010)