

ABSTRAK

Gladys Fortuna, 110911186, Learning Organization pada Karyawan PT STAR Taman Remaja Surabaya, *Skripsi*, Fakultas Psikologi Universitas Airlangga Surabaya, 2014

xvi + 68 halaman, 8 lampiran

Penelitian ini bertujuan untuk menggambarkan learning organization pada karyawan PT STAR Taman Remaja Surabaya. Istilah Learning Organization merupakan organisasi yang mampu belajar dan dibutuhkan usaha untuk terus menerus melakukan pembelajaran dan mengubah dirinya melalui keterlibatan semua karyawan dalam proses yang dilakukan bersama dan perubahan kolektif yang diarahkan oleh nilai-nilai bersama (Marsick & Watkins, 2003).

Penelitian ini dilakukan di PT STAR Taman Remaja Surabaya yang merupakan salah satu taman hiburan yang beroperasi di Surabaya sejak tahun 1971. Subjek pada penelitian berjumlah 65 orang yang merupakan karyawan tetap PT STAR Taman Remaja Surabaya. Pengambilan data dilakukan dengan menggunakan kuesioner learning organization yang diadaptasi dari Marsick & Watkins (2003) berjumlah 21 aitem. Analisis data dilakukan menggunakan statistik deskriptif dengan bantuan software IBM SPSS Statistics version 21 for windows.

Dari hasil analisis data diperoleh hasil bahwa skor learning organization PT STAR Taman Remaja Surabaya memiliki Mean 2,906 dan SD 0,539. Dimensi tertinggi pada karyawan PT STAR Taman Remaja Surabaya terdapat pada dimensi continuous learning dan dimensi inquiry and dialogue. Sedangkan dimensi terendah terdapat pada dimensi team learning, dimensi embedded system dan dimensi strategic leadership. Dari hasil analisis aitem diperoleh hasil bahwa setiap karyawan memiliki keinginan untuk saling mendukung pembelajaran dan tercipta inquiry and dialogue, tetapi memiliki kekurangan pada kerjasama tim dan lemahnya sistem yang menyimpan pengetahuan yangmana diperlukan untuk menciptakan lingkungan belajar dalam perusahaan.

Kata Kunci: *learning organization, DLOQ, pt star, taman remaja surabaya*
Daftar Pustaka, 30 (1990-2014)

ABSTRACT

Gladys Fortuna, 110911186, Learning Organization of Employees at PT STAR Surabaya Youth Amusement Park, *Undergraduate Thesis*, Faculty of Psychology Universitas Airlangga Surabaya, 2014

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This research was conducted with the aim to reveal the learning organization of employees at PT STAR Surabaya Youth Amusement Park. Learning organization is organization are able to learn and need effort to make learning continuously and transform itself through involvement every each employees in process doing together and direct collectively change by shared values (Marsick & Watkins, 2003).

The research was conducted at the PT STAR Surabaya Youth Amusement Park which one of amusement park at Surabaya since 1970. Subject in this study are 65 people who are employees of PT STAR Surabaya Youth Amusement Park. Data intake conducted by using dimensions of learning organization questionnaire adapted from Marsick & Watkins (2003) which amounts to 21 items. Data analysis was performed using descriptive statistic with the help of software IBM SPSS Statistics version 21 for windows.

From the analysis of the data obtained the result that learning organization at PT STAR Surabaya Youth Amusement Park has Mean 2,906 and SD 0,539. The highest dimensions of the subject PT STAR Surabaya Youth Amusement Park most numerous on the dimension of continuous learning and dimension of inquiry and dialogue. Meanwhile, the lowest dimension of the subjects most numerous on the dimension of team learning, dimension of embedded system, and dimension of strategic leadership. From the analysis item also be known that employees consider that every employees have willing to learn and promoting inquiry and dialogue, but lack of team learning and lack of system that captured and shared learning for create environment that support learning process.

Keywords: *learning organization, DLOQ, pt star, surabaya youth amusement park*

References, 30 (1990-2014)