

## ABSTRAK

**Dhuha Trieska Amalia, 111111018, Hubungan antara Persepsi terhadap Kemampuan Pembelajaran Organisasi (*Perceived Organizational Learning Capability*) dengan *Self-Perceived Employability* Pada Karyawan Bagian Produksi di Kantor Pusat PT. Barata Indonesia (Persero), Skripsi, Fakultas Psikologi Universitas Airlangga, 2015, xviii + 102 halaman, 11 lampiran**

Penelitian ini bertujuan untuk menguji hubungan antara persepsi terhadap kemampuan pembelajaran organisasi (*perceived organizational learning capability*) dengan *self-perceived employability* pada karyawan bagian produksi di Kantor Pusat PT. Barata Indonesia (Persero). Teori persepsi terhadap kemampuan pembelajaran organisasi (*perceived organizational learning capability*) yang dikemukakan oleh Chiva, dkk. (2007) dan teori *self-perceived employability* yang dikemukakan oleh Rothwell & Arnold (2007) merupakan teori yang digunakan dalam penelitian ini. Penelitian ini dilakukan pada karyawan bagian produksi di Kantor Pusat PT. Barata Indonesia (Persero), dengan jumlah sampel sebanyak 75 orang. Teknik sampling yang digunakan adalah *incidental sampling*. Alat pengumpul data berupa skala persepsi terhadap kemampuan pembelajaran organisasi (14 aitem) dan *self-perceived employability* (16 aitem). Reliabilitas skala persepsi terhadap kemampuan pembelajaran organisasi (*perceived organizational learning capability*) sebesar 0,814 dan reliabilitas skala *self-perceived employability* sebesar 0,832. Analisis data dilakukan dengan menggunakan teknik korelasi Pearson Product Moment dengan bantuan program *SPSS 21.0 for Windows*. Dari hasil analisis data penelitian, menghasilkan koefisien korelasi sebesar 0,406 dengan taraf signifikansi 0,000 ( $p < 0,05$ ) untuk hubungan antara persepsi terhadap kemampuan pembelajaran organisasi (*perceived organizational learning capability*) dengan *self-perceived employability* pada karyawan produksi. Hal ini mengindikasikan bahwa terdapat hubungan yang positif antara persepsi terhadap kemampuan pembelajaran organisasi (*perceived organizational learning capability*) dengan *self-perceived employability* pada karyawan bagian produksi di Kantor Pusat PT. Barata Indonesia (Persero).

**Kata Kunci:** persepsi terhadap kemampuan pembelajaran organisasi, *self-perceived employability*

Daftar Pustaka, 35 (1978-2013)

## ABSTRACT

**Dhuha Trieska Amalia, 11111018, The Relationship between Perceived Organizational Learning Capability and Self-Perceived Employability Among Employee in Main Office of PT. Barata Indonesia (Persero), Thesis, Fakultas Psikologi Universitas Airlangga, 2015, xviii + 102 pages, 11 appendix**

This research aimed to examine the correlation between perceived organizational learning capability with self-perceived employability among production employee in Main Office of PT. Barata Indonesia (Persero). The theory of perceived organizational learning capability proposed by Chiva, dkk. (2007) and theory of self-perceived employability proposed by Rothwell & Arnold (2007) were used in this research. This research was conducted on production employee in Main Office of PT. Barata Indonesia (Persero), with a total sample of 75 respondents. The sampling method using in this research was incidental sampling. Data were collected with perceived organizational learning capability scale (14 items) and self-perceived employability scale (16 items). The value of perceived organizational learning capability scale reliability was 0.814 and the value of self-perceived employability was 0.832. Data analysis using in this research was Pearson Product Moment correlation, with the help from SPSS 21.0 for Windows. Based on data analysis, the correlation coefficient of perceived organizational learning capability and self-perceived employability was 0.406 and the significance degree amount was 0.000 ( $p < 0.05$ ). This finding indicates that there is a significant correlation between perceived organizational learning capability and self-perceived employability among production employee in Main Office of PT. Barata Indonesia (Persero).

**Keyword:** *perceived organizational learning capability, self-perceived employability*

References, 35 (1978-2013)