

## ABSTRAK

Lingkungan yang dinamis, tingkat persaingan yang tinggi, perkembangan ilmu pengetahuan dan teknologi yang begitu cepat menuntut organisasi untuk produktif, efektif dan efisien. Strategi yang dapat digunakan adalah adanya *organizational learning*. Dengan persepsi *organizational learning* dapat membantu meningkatkan kinerja karyawan. Penelitian ini bertujuan untuk menganalisis pengaruh *organizational learning* terhadap *job performance* karyawan dengan *organizational commitment* dan *job satisfaction* sebagai variabel mediasi. Adapun objek penelitian yang dipilih dalam studi ini adalah PT. APP Madiun. Data dikumpulkan melalui metode kuesioner yang diisi secara mandiri terhadap 40 responden dengan menggunakan metode sensus. Pengukuran terhadap konstruk eksogen dan endogen diuji menggunakan analisis PLS, Pengukuran *organizational learning* terdiri dari lima dimensi : *experimentation*, *risk taking*, *interaction with the external environment*, *dialogue* dan *participative decision making* diadopsi dari Chiva *et al*(2007). Pengukuran *organizational commitment* menggunakan Organizational Commitment Questionnaire (OCQ) yang diadopsi dari Mowday *et al*(1979). Pengukuran *job satisfaction* menggunakan Minnesota Satisfaction Questionnaire (MSQ) yang diadopsi dari Weill, Dawis, England, and Lofquist (1967). Sedangkan pengukuran *job performance* menggunakan indikator dari Tsui, Anne S., Jone L., Pearce dan Lyman W. Porter (1997). Berdasarkan hasil analisis Partial Least Square (PLS) menunjukkan bahwa *organizational learning* mempunyai pengaruh langsung dan tidak langsung terhadap *job performance*. Hasil dari penelitian ini membuktikan dan memberi kesimpulan bahwa: (1) *organizational learning* berpengaruh positif dan signifikan terhadap *job performance*, (2) *organizational commitment* positif dan signifikan memediasi pengaruh *organizational learning* terhadap *job performance*, serta (3) *job satisfaction* positif dan signifikan memediasi pengaruh *organizational learning* terhadap *job performance*

**Kata kunci:** *organizational learning*, *job performance*, *organization commitment*, *job satisfaction*

## ABSTRACT

*Dynamic environment, high level of competition, the development of science and technology is so fast demanding organization for productive, effective and efficient. Strategies that can be used is for organizational learning. With persespsi organizational learning can help improve employee performance. This study aimed to analyze the influence of organizational learning on the job performance of employees with organizational commitment and job satisfaction as a mediating variable. The research object is selected in this study is PT. APP Madiun. Data were collected through questionnaires filled method independently of the 40 respondents using census method. Measurement of exogenous and endogenous constructs were tested using PLS analysis, measurement of organizational learning consists of five dimensions: experimentation, risk taking, interaction with the external environment, dialogue and participative decision making adoption of Chiva et al (2007). Measurement of organizational commitment using Organizational Commitment Questionnaire (OCQ) adopted from Mowday et al (1979). Measurement of job satisfaction using the Minnesota Satisfaction Questionnaire (MSQ) adopted from Weill, Dawis, England, and Lofquist (1967). Meanwhile, job performance measurement using indicators of Tsui, Anne S., Jone L. Pearce and Lyman W. Porter (1997). Based on the results of the analysis Partial Least Square (PLS) shows that organizational learning has a direct and indirect effect on job performance. Results from this study proves and gives the conclusion that: (1) organizational learning positive and significant effect on job performance, (2) organizational learning positive and significant effect on job performance with organizational commitment, and (3) organizational learning positive and significant effect on job performance with job satisfaction*

**Keywords:** *organizational learning, job performance, organizational commitment, job satisfaction.*