

ABSTRAK

Lucky Meinanda Prasiwi, 111011055, Penerapan *Learning Organization* Pada PT. XYZ, Fakultas Psikologi Universitas Airlangga, 2016.
xvii + 115 halaman, 12 lampiran.

Penelitian ini bertujuan untuk mengetahui bagaimana penerapan *learning organization* pada PT. XYZ dengan menggunakan teori *learning organization* yang dikemukakan oleh Marsick dan Watkins. *Learning organization* didefinisikan sebagai kapasitas organisasi yang dapat ditingkatkan untuk mengubah atau mentransformasikan organisasi itu sendiri. *Learning organization* terukur melalui tiga level yang sama yaitu individu, kelompok dan organisasi. Berdasarkan level-level ini Watkins dan Marsick mengusulkan tujuh model dimensi untuk mengetahui budaya *learning organization* yaitu *learning, inquiry* dan *dialogue, team learning, system capture, collective vision, connecting organization and environment, strategic leadership*.

Penelitian ini dilakukan di salah satu perusahaan manufaktur sepatu di Indonesia. Metode yang digunakan dalam penelitian ini adalah kualitatif-studi kasus. Teknik penggalan data yang digunakan adalah wawancara kepada 3 informan kunci yang berasal dari staf HRD. Penggalan data juga dikumpulkan dengan teknik studi dokumen baik yang tertulis dan visual, serta observasi yang ditulis dalam bentuk naratif.

Hasil penelitian menunjukkan bahwa penerapan *learning organization* di PT.XYZ dipengaruhi oleh budaya lokal. Selain itu budaya yang mempengaruhi perkembangan sistem organisasi menimbulkan keunikan tersendiri pada masing-masing unit XYZ. Terdapat beberapa kendala dalam menerapkan *learning organization* seperti kurangnya ketersediaan posisi dalam penempatan lulusan program *development* dan karakter masyarakat sekitar juga menjadi salah satu kendala dalam melakukan kegiatan pembelajaran karena secara demografis dan psikografis masyarakat Sidoarjo bukanlah masyarakat pembelajar berdampak pada proses pembelajaran di organisasi.

Keywords: organisasi pembelajar, belajar, budaya organisasi
Daftar Pustaka, 34 (1994-2013)

ABSTRACT

Lucky Meinanda Prasiwi, 111011055, Application of Learning Organization in PT. XYZ, Fakultas Psikologi Universitas Airlangga, 2016. xviii + 115, 12 lampiran.

This study aims to explain the application of learning organization in PT. XYZ. This study uses learning organizational theory which developed by Watkins and Marsick (2003). Learning organization was defined as an organization that can be improved capacity to change or transform itself.

Learning organization measured through three levels of the organization are individuals, groups, and organizations. Based on these levels, Watkins and Marsick proposed seven dimension to know the culture of learning organizations. The dimension is learning, inquiry and dialogue, team learning, and system capture, collective vision, connecting organization and environment, strategic leadership.

This study was conducted in shoe manufacturing company in Indonesia. The method used in this research is a qualitative-case study. Data mining techniques used in this research is the interviews with 6 key informants (5 HR staff and 1 employee production). Data is also collected by the study of document as well as written documents and visual documents and observations written in narrative.

Based on the research results, it can be concluded that all five subsystems learning organization has applied and complement each other. Subsystem learning as a core subsystem is supported by four other subsystems is already well underway. At subsystem support such as technology and organization still needs to be improved further.

The local culture influences the implementation of learning organizations. Culture influenced the development of the organizational system causing the uniqueness of each unit of XYZ. There are several obstacles in implementing of learning organization such as the lack of availability placement of development program graduate. Characteristic of community who is not a learner impacted the learning process in organization.

Keywords: learning organization, learning, organizational culture
References, 34 (1994-2013)