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The Application of Learning Organization in PT. XYZ

Penerapan Learning Organization pada PT. XYZ

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Abstract

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 measured through three levels of the organization are individuals, groups, and organizations. This study was conducted in a 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 on both written documents and visual documents, also observations written in narrative. Based on the research results, it can be concluded that all five subsystems learning organization has applied and complement to each other. 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 and also the characteristic of community who is not a learner impacted the learning process in organization.

Keyword : learning, organization, learning, organizational, culture,

Daftar Pustaka: