Hubungan antara Job Demands-Resources dengan Keterikatan Kerja pada Perawat Instalasi Inap Rumah Sakit
Anissa Rizka Amanda & Sami’an

Hubungan Antara Modal Psikologis dan Organizational Citizenship Behaviour pada Kader Taman Posyandu
Binari Dhamasanti Mubadewi & Dimas Aryo Wiraksono

Organizational Life Cycle pada Usaha Kecil dan Menengah (UKM): Studi Kasus pada Perusahaan E
Denny Tawfiq Rakhman & Fendy Suheiradi

Hubungan antara Pertumbuhan Karir dengan Komitmen Organisasi pada Karyawan PT K
Tiffani Faruq Fadilla & Clohechmel Hadi

Pengaruh Tipe Kepribadian Big Five Inventory terhadap Employee Creativity di Rubrik X PT J
Alif Robath Safin Surur & Seger Handoyo

Penerapan Learning Organization pada PT. XYZ
Lucky Meinanda Prasiti & Cholibul Hadi

Hubungan antara Kepribadian dengan Kemampuan Adaptasi Lintas Budaya Pada Expatriate Leader
Diah Ayu Rachma & Seger Handoyo
# Table of Contents

<table>
<thead>
<tr>
<th>No.</th>
<th>Title</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Relationship between Job Demands-Resources and Work Engagement on Inpatient Nurses of IW Hospital</td>
<td>1 - 8</td>
</tr>
<tr>
<td>2</td>
<td>The Correlation between Psychological Capital and Organizational Citizenship Behavior in Kader Taman Posyandu</td>
<td>9 - 18</td>
</tr>
<tr>
<td>3</td>
<td>The Organizational Life Cycle on Small-Medium Enterprises: Case Study on E Company</td>
<td>19 - 28</td>
</tr>
<tr>
<td>4</td>
<td>The Relationship between Career Growth and Organizational Commitment's to Employees' of PT K</td>
<td>29 - 36</td>
</tr>
<tr>
<td>5</td>
<td>The Effects of Big Five Inventory Personality Types to Employee Creativity at Rubrik X PT J</td>
<td>37 - 48</td>
</tr>
<tr>
<td>6</td>
<td>The Application of Learning Organization in PT. XYZ</td>
<td>49 - 63</td>
</tr>
<tr>
<td>7</td>
<td>The Relationship of Personality and The Ability to Cross-cultural Adaptation of The Expatriate Leader</td>
<td>64 - 76</td>
</tr>
</tbody>
</table>
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 :