

INTISARI

Setiap organisasi harus bisa beradaptasi dan bertransformasi menjadi *Learning Organization*, yaitu berupaya menjadikan dirinya sebuah organisasi yang mampu belajar. Penelitian ini dilakukan untuk mendeskripsikan praktek *Learning Organization* di lingkungan perusahaan kecil menengah. Hal ini melibatkan 6 variabel *Learning Organization* yaitu *frequent rotation of manager*, *Continual training of personal*, *Decentralization of decision making*, *Encouragement multiple experiments*, *High tolerance of failure*, dan *Openness and diversity of ideas*. Namun, hanya 5 dimensi yang digunakan dalam penelitian ini, sedangkan 1 dimensi lainnya yaitu *frequent rotation of manager* tidak digunakan, karena perusahaan yang dijadikan obyek penelitian tidak melakukannya. Sebanyak 80 PKM diambil menjadi sampel penelitian dan ditarik menggunakan metode purposif sampling, namun hanya 43 PKM yang merespon penelitian ini. Hasil analisa menunjukkan bahwa dari 5 dimensi *Learning Organization* yang telah digunakan dalam penelitian ini, hanya 3 dimensi yang sangat mendukung terbentuknya *learning organization*. Dimensi tersebut yaitu dimensi *Decentralization of decision making*, *Encouragement multiple experiments*, dan dimensi *Openness and diversity of ideas*. Sedangkan dimensi *High tolerance of failure* menunjukkan perilaku netral, dan untuk dimensi *continual training of personal* masih sangat kurang mendukung terbentuknya *Learning Organization* di lingkungan PKM sentra industri kerajinan tangan desa Bangunjiwo, Yogyakarta.

Kata Kunci: *Learning Organization*

ABSTRACT

Each organization must be able to adapt and transform into a Learning Organization, which seeks to make it self an organization that is capable of learning. This research was conducted to describe the practice of Learning Organization in the small and medium enterprises environment. This involves 6 variables Learning Organization is a frequent rotation of managers, Continual training of personnel, the Decentralization of decision making, Encouragement multiple experiments, High tolerance of failure, and openness and diversity of ideas. However, only 5 dimensions digunakana in this study, while one other dimension that frequent rotation of managers are not used, because the company that made the object of research is not doing it. A total of 80 PKM taken as sample and drawn using a purposive sampling method, but only 43 responded PKM this study. The results of the analysis show that the 5 dimensions of the Learning Organization that has been used in this study, only 3 dimensions which strongly supports the establishment of a learning organization. The dimensions are the dimensions of the Decentralization of decision making, Encouragement multiple experiments, and the dimensions of an openness

Keywords: Learning Organization