

*The Effect of Learning Goal Orientation on Learning Agility : The  
Moderating Role of Psychological Safety on Management Trainee (MT)*

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**ABSTRACT.** Companies have challenges in creating leaders who agile. Behavior that describes an individual with possession learning agility among them can set clear goals. This study aims to test empirically the effect of learning goal orientation on learning agility through psychological safety as a moderatig. The subjects in this study are management trainee (MT). Participants of this research were 300 participants in private companies in various fields in Indonesia involving 219 men and 81 women aged 22-28 years. The research uses an online survey method by deploying three scales namely Agility Meter, Learning Goal Orientation Scale, and Psychological Safety Scale with the method of data analysis using Moderated Regression Analysis. The research results show that psychological safety not proven to play a moderator role in the relationship between learning goal orientation and learning agility ( $p=0.100$ ;  $p<0.05$ )

**Keywords:** learning agility, learning goal orientation, psychological safety

**ABSTRAK.** Perusahaan memiliki tantangan dalam menciptakan pemimpin yang *agile*. Perilaku yang menggambarkan individu dengan memiliki *learning agility* tinggi diantaranya dapat menetapkan tujuan yang jelas. Penelitian ini bertujuan untuk menguji secara empiris peran *psychological safety* sebagai moderator pada hubungan *learning goal orientation* terhadap *learning agility*. Subjek dalam penelitian ini adalah *management trainee* yang berjumlah 300 partisipan di perusahaan swasta pada berbagai bidang di Indonesia yang melibatkan 219 laki-laki dan 81 wanita berusia 22-28 tahun. Penelitian menggunakan metode survei secara daring dengan menyebarkan tiga skala yaitu *Agility Meter*, *Learning Goal Orientation Scale*, dan *Psychological Safety Scale* dengan metode analisis data menggunakan *Moderated Regression Analysis*. Hasil penelitian menunjukkan bahwa *psychological safety* tidak terbukti berperan sebagai moderator dalam hubungan antara *learning goal orientation* dan *learning agility* ( $p=0.100$ ;  $p<0.05$ )

**Kata Kunci :** *learning agility, learning goal orientation, psychological safety*