



INTISARI

Penelitian ini bertujuan untuk menganalisis penerapan organisasi pembelajaran di Hotel Whiz apakah praktik organisasi pembelajaran yang diterapkan Hotel Whiz telah memenuhi kriteria konsep organisasi pembelajaran Watkins dan Marsick (2003). Penelitian ini menggunakan alat analisis yang dikembangkan oleh Watkins dan Marsick (2003). Alat analisis ini berupa model organisasi pembelajaran yang terdiri dari tujuh dimensi yaitu *creating continuous learning opportunities, promoting inquiry and dialogue, encouraging collaboration and team learning, establishing systems to capture and share learning, empowering people to have a collective vision, connecting the organization to the environment, Providing strategic leadership for learning* dan dua hasil kunci yaitu kinerja keuangan dan kinerja pengetahuan. Alat analisis ini memungkinkan perusahaan untuk mengukur, membandingkan dan melihat hubungan antara dimensi organisasi pembelajaran dengan hasil kunci untuk menggambarkan kondisi pembelajaran saat ini.

Dalam penelitian ini, penulis menggunakan metode survei, dengan menggunakan instrumen kuesioner Dimensi Organisasi Pembelajaran (DLOQ) Watkins dan Marsick (2003). Kuesioner ini dibagikan kepada seluruh karyawan tetap yang bekerja pada Hotel Whiz. Hasil penelitian ini menunjukkan bahwa Hotel Whiz adalah organisasi pembelajaran karena memenuhi kriteria organisasi pembelajaran Watkins dan Marsick (2003). Pengukuran *mean* dimensi organisasi pembelajaran dan hasil kunci Hotel Whiz sama dengan data rata-rata studi menggunakan DLOQ dan Hasil uji korelasi menunjukkan bahwa dimensi organisasi pembelajaran memiliki hubungan signifikan dengan arah positif dengan kinerja pengetahuan.

Kata Kunci : Organisasi pembelajaran, *learning organization*, Hotel Whiz, DLOQ



ABSTRACT

This study aimed to analyze the implementation of the learning organization in the Hotel Whiz whether the practice of learning organization has fulfilled criteria learning organization Watkins and Marsick (2003) concept. This study uses an analytical tool developed by Watkins and Marsick (2003). This analytical tool form a learning organization model consisting of seven dimensions of learning organization, are creating continuous learning opportunities, promoting inquiry and dialogue, encouraging collaboration and team learning, establishing systems to capture and share learning, empowering people to have a collective vision, connecting the organization to the environment, Providing strategic leadership for learning and the two key result, are the financial performance and the knowledge performance. This analytical tool enables companies to measure, compare and examine the relationship between dimensions of learning organization with key result to illustrate the learning conditions at this time.

In this study, the authors used survey method, using questionnaire instrument Dimensions of Learning Organization (DLOQ) Watkins and Marsick (2003). The questionnaire was distributed to all employees who work at the Hotel Whiz. These results indicate that the Hotel Whiz is a learning organization, because it has fulfilled criteria of a learning organization and Marsick Watkins (2003). Mean of dimensions of learning organization and the key results Hotel Whiz equal with cumulative data several study using DLOQ and the correlation test results showed that the dimensions of the learning organization has a significant relationship with the positive direction with the knowledge performance.

Keywords: Learning organization, Whiz Hotel, DLOQ