

**PENGARUH *ORGANIZATIONAL LEARNING CULTURE* TERHADAP
LEARNING AGILITY PADA PT X
(Studi pada Karyawan di Bidang Teknologi)**

SKRIPSI

**Diajukan Untuk Memenuhi Salah Satu Syarat Untuk Mendapatkan
Gelar Sarjana Psikologi**



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**THE INFLUENCE OF ORGANIZATIONAL LEARNING CULTURE ON
LEARNING AGILITY AT PT X
(A STUDY ON EMPLOYEES IN THE TECHNOLOGY DIVISION)**

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ABSTRACT

The fast growth of technology and the unpredictable changes in today's work environment (known as the VUCA era – Volatility, Uncertainty, Complexity, and Ambiguity) make it necessary for companies, especially those working with digital services, to quickly adjust in order to stay competitive. In this situation, learning agility becomes very important for employees so they can stay skilled and creative. This study aims to find out how organizational learning culture affects learning agility among technology employees at PT X, a company that offers app development and digital marketing services. The research used a quantitative method with total sampling, involving 86 employees who work in technology-related roles at PT X. The tools used were the Learning Agility Scale ($\alpha = .840$) and the Dimension Learning Organization Questionnaire short version (DLOQ-A) ($\alpha = .934$). Based on the results of a simple linear regression analysis, the p-value was 0.00 ($p < 0.05$), which means that organizational learning culture has a significant influence on learning agility. The more employees feel that their workplace supports learning, the more agile they are in learning new things, whereas a lack of such support may lead to lower learning agility.

Keywords: learning agility, organizational learning culture, VUCA era, technological advancement

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ABSTRAK

Perkembangan teknologi yang pesat dan dinamika era VUCA (*Volatility, Uncertainty, Complexity, and Ambiguity*) menuntut perusahaan, terutama yang bergerak di bidang digital, untuk beradaptasi dengan cepat dalam persaingan dengan perusahaan lain. Dalam konteks ini, kemampuan *learning agility* menjadi krusial bagi karyawan agar tetap kompeten dan inovatif. Penelitian ini bertujuan untuk mengetahui pengaruh *organizational learning culture* terhadap *learning agility* pada karyawan bidang teknologi di PT X, sebuah perusahaan digital yang menyediakan layanan pengembangan aplikasi dan pemasaran digital. Penelitian ini menggunakan pendekatan kuantitatif dengan metode sampling jenuh terhadap 86 karyawan bidang teknologi di PT X. Instrumen yang digunakan adalah *Learning Agility Scale* ($\alpha = .840$) dan *Dimension Learning Organization Questionnaire short version (DLOQ-A)* ($\alpha = .934$). Berdasarkan hasil analisis regresi linear sederhana, diperoleh nilai $p = 0.00$ ($p < 0.05$), sehingga dapat disimpulkan bahwa terdapat pengaruh signifikan *organizational learning culture* terhadap *learning agility* pada karyawan bidang teknologi di PT X. Semakin kuat budaya belajar perusahaan yang dirasakan oleh karyawan, semakin tinggi pula kelincahan belajar yang mereka miliki, sedangkan .

Kata kunci: *learning agility*, *organizational learning culture*, era VUCA, kemajuan teknologi