

## Peran pemimpin dalam implementasi konsep learning organization di Direktorat Jenderal Perlindungan Hak Asasi Manusia

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### Abstrak

*Directorate general of human rights and protection part of department of justice and human rights and is of new institution. The employees were recruited from some departments that have gotten liquidation. In fact the merger made difference of organizational culture, unreliability between one employee and others, the organization is really needed to have the same vision, learning to know the employee's characters between one and others which is exactly needed the leader's role to guide the organization. According to Senge (1990:338) in learner's organization, the leaders is a planner, an advisor, and a teacher that is responsible to build the organization and it improves its skill continuously to recognize the complexity, to get obvious vision and increase the mentality together with the concept of the new paradigm theory of leadership is the new super leadership said a successful leader is a leader who is able to help employee becomes a leader for himself. This research done at directorate general of human rights ad protection from the number of 150 people at once. By having the number of 150 population, based on Krejle used 110 samples. This research is oriented to know how far the leader's role in implementing the Learning Organization concept, by using second data involves employee's document which is gained from the respondent's statement. Questionnaire's score used ordinal Likert scale. Before doing analysis, the instrument is tested its validity and reliability, firstly. The validity test uses the content of validity technique. Reliability test uses internal consistency with split-half technique. This research is a nominal data, so test its statistic uses non parametric spearman'rho, helped by SPSS program version 11.0 for windows. When the instrument said valid and reliable then is continued by counting the frequency distribution for each leader's variable and learning organization with the result of research that mast of employees don't know to understand the vision of organization and the process of learning gets small number of employees understand and doing it, so it's needed the leader's role to communicate 1 socialize it to the employee what the vision of organization is and the leader needs to learn what learning organization is and implementing it. The implementing of the concept learning organization at the environment of Directorate General Refuge of Human Rights.*