

Inovasi dan Agility sebagai katalis Organizational learning dalam membentuk Organizational Resilience = Innovation and Agility as the catalyst of the relationship between Organizational learning and Organizational Resilience

Aditya Tata Yuga, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=9999920517629&lokasi=lokal>

Abstrak

Pandemi Covid-19 merupakan krisis yang menyebabkan hampir seluruh organisasi profit mengalami kerugian finansial, pengurangan karyawan dan bahkan penutupan lini usaha. Dalam menghadapi krisis, analisis risiko dan kelancaran komunikasi internal organisasi merupakan isu kebijakan yang penting. Penelitian ini bertujuan untuk melakukan pengujian empiris atas pengaruh organizational learning dalam mempengaruhi organizational resilience, serta efek mediasi strategic agility dan inovasi organisasi. Pengujian teori dilakukan dengan melakukan survei terhadap 169 perusahaan di dalam direktori industri manufaktur BPS 2021. Penelitian ini menggunakan analisis structural equation modelling (SEM), dimana hasil analisis menunjukkan terdapat hubungan positif signifikan antara seluruh variabel yang diuji, yaitu organizational learning, strategic agility, serta inovasi organisasi terhadap organizational resilience. Efek mediasi oleh strategic agility dan inovasi organisasi juga menunjukkan hasil yang signifikan. Pembangunan kapabilitas dasar perlu diawali untuk membentuk organisasi yang kuat dalam situasi krisis. Organizational learning perlu dibentuk sebagai sistem di dalam organisasi. Kemudian, kebijakan learning diarahkan secara langsung kepada kapabilitas agility, inovasi, dan resilience. Hal ini menunjukkan bahwa variabel - variabel tersebut dapat membangun ketahanan organisasi dalam menghadapi krisis ekstrim.

.....The Covid-19 pandemic is a crisis that has caused almost all profitable organizations to experience losses, layoffs of employees and even closure of business lines. In dealing with a crisis, risk analysis and smooth internal organizational communication are important policies. This study aims to conduct an empirical examination of the effect of organizational learning on organizational resilience, as well as the mediating effects of strategic agility and organizational innovation. Testing the theory was carried out by conducting a survei of 169 companies in the BPS 2021 manufacturing industry directory. This study used structural modeling equation analysis (SEM), where the results of the analysis showed that there was a significant positive relationship between all the variables tested, namely organizational learning, strategic agility, and organizational innovation on organizational resilience. The mediating effect by strategic agility and organizational innovation also shows significant results. Development of basic capabilities needs to be anticipated to form a strong organization in a crisis situation. Organizational learning needs to be formed as a system within the organization. Then, learning policies are directed directly to agility, innovation, and resilience capabilities. This shows that these variables can build organizational resilience in facing extreme crises