

Pengaruh Learning Organization Terhadap Organizational Innovation di Jakarta Smart City = The Effect of Learning Organization Toward Organizational Innovation in Jakarta Smart City

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Abstrak

Organisasi publik kini didorong untuk menghasilkan solusi yang inovatif dalam menyelesaikan permasalahan sosial yang kian kompleks. Budaya belajar di dalam organisasi dapat menjadi strategi untuk meningkatkan kemampuan. Hal tersebut dikarenakan organisasi akan terbuka terhadap wawasan dan keterampilan baru. Salah satu organisasi publik, Jakarta Smart City merupakan instansi yang berperan besar dalam transformasi digital di Provinsi DKI Jakarta. Proses transformasi tersebut memerlukan inovasi yang solutif. Berangkat dari hal tersebut maka penelitian ini bertujuan untuk mengkaji pengaruh learning organization terhadap organizational innovation di Jakarta Smart City. Penelitian ini menggunakan teori learning organization oleh Marsick dan Watkins (2003) dan teori organizational innovation oleh Krasnicki et al (2016). Pendekatan penelitian ini adalah kuantitatif dengan teknik pengumpulan data kuantitatif melalui kuesioner, wawancara, dan studi kepustakaan. Sebanyak 66 pegawai Jakarta Smart City terlibat sebagai responden kuesioner dan 5 informan dari Jakarta Smart City sebagai narasumber wawancara. Data yang diperoleh kemudian dianalisis secara kuantitatif explanatory, berupa nilai modus per dimensi dan uji Spearman's rank. Hasil penelitian menunjukkan bahwa terdapat pengaruh yang signifikan antara learning organization terhadap organizational innovation di Jakarta Smart City. Hal tersebut didukung oleh nilai modus berupa 'sesuai' pada mayoritas dimensi variabel learning organization dan organizational innovation.Public organizations are encouraged to produce innovative solutions in tackling the ever-increasing number of complex social problems. Learning organization can act as one of the many strategies to increase the organization's capacity. This is due to the fact that learning will expose organization to new knowledge and skills. Through acquiring new knowledge and skills, organization may translate that ability to create innovative solutions. Jakarta Smart City is responsible in implementing digital transformation within DKI Jakarta Province through smart city. Innovative solutions are required in the process of building a smart city. Based on that context, this research aims to study the effect of learning organization towards organizational innovation in Jakarta Smart City. This research utilises learning organization theory by Marsick and Watkins (2003) and organizational innovation theory by Krasnicki et al (2016). This research uses a quantitative approach by utilising questionnaire, interview, and literature review to obtain the data. Approximately 66 employees of Jakarta Smart City with additional 5 informants from the same institution participated in the questionnaire and interview, respectively. The data then analysed quantitatively such as mode and Spearman's rank test. Based on the quantitative analysis, the results show that there is a significant effect of learning organization towards organizational innovation. The significant effect is supported by 'sesuai' being the mode of majority of the dimensions in learning organization and organizational innovation in Jakarta Smart City.