

PENGARUH TIM KERJA DAN *ORGANIZATIONAL LEARNING* TERHADAP KINERJA KARYAWAN INDUSTRI CIREBON

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh tim kerja dan *organizational learning* terhadap kinerja karyawan Industri Cirebon. Populasi penelitian ini yaitu seluruh karyawan Industri di Cirebon. Pengambilan sampel menggunakan *accidental sampling* sebanyak 100 responden. Data penelitian menggunakan data primer dilakukan dengan metode kuesioner dan data sekunder. Variabel yang digunakan pada penelitian ini adalah Variabel independen yaitu tim kerja (X_1) dan *organizational learning* (X_2), dan variabel dependen kinerja karyawan (Y). Metode analisis menggunakan analisis regresi linier berganda. Hasil statisti parsial menunjukkan bahwa tim kerja berpengaruh terhadap kinerja karyawan, *organizational learning* berpengaruh terhadap kinerja karyawan. Sedangkan statistik determinasi menunjukkan bahwa nilai *Adjusted R Square* sebesar 0,619 yang berarti variasi variabel tim kerja dan *organizational learning* terhadap kinerja karyawan sebesar 61,9%. Sedangkan sisanya 38,1% dipengaruhi variabel lain.

Kata Kunci: *Tim Kerja, Organizational Learning, Kinerja Karyawan*

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***THE INFLUENCE OF WORK TEAMS AND ORGANIZATIONAL
LEARNING ON THE PERFORMANCE OF CIREBON INDUSTRY
EMPLOYEES***

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Abstract

This study aims to analyze the influence of work teams and organizational learning on the performance of Cirebon Industry employees. The population of this study is all Industrial employees in Cirebon. Sampling using accidental sampling of 100 respondents. Research data using primary data was carried out by questionnaire method and secondary data. The variables used in this study are independent variables, namely work teams (X_1) and organizational learning (X_2), and dependent variables of employee performance (Y). The analysis method uses multiple linear regression analysis. The results of partial statistics show that the work team affects employee performance, organizational learning affects employee performance. While the determination statistics show that the Adjusted R Square value is 0.619 which means the variation in work team variables and organizational learning on employee performance is 61.9%. While the remaining 38.1% was influenced by other variables.

Keywords: Team Work, Organizational Learning, Employee Performance