

**LEARNING AGILITY  
KARYAWAN BATIK CIPRAT PENYANDANG DISABILITAS  
PADA SWP (SHELTERED WORKSHOP PEDULI) KARYA BAROKAH**

**Anita Yuliyani  
Yanies Novira Soedarmadi**

Program Studi Psikologi  
Fakultas Bisnis dan Humaniora  
Universitas Teknologi Yogyakarta  
E-mail: [anitayuliyani909@gmail.com](mailto:anitayuliyani909@gmail.com)

**ABSTRAK**

*Dunia kerja tidak hanya bagi orang yang sempurna secara fisik tetapi juga bagi penyandang disabilitas. Salah satu bentuk kepedulian terhadap penyandang disabilitas di Desa pucung dengan membentuk SWP Karya Barokah yang merupakan wadah untuk memfasilitasi para penyandang disabilitas untuk bekerja dan mendapatkan pelatihan. Kegigihan karyawan disabilitas di tengah keterbatasannya yang membuat peneliti tertarik untuk menggali Learning Agility. Penelitian ini bertujuan untuk mengetahui learning agility pada karyawan Batik Ciprat penyandang disabilitas pada SWP (Sheltered Workshop Peduli) Karya Barokah. Metode penelitian yang digunakan adalah metode penelitian kualitatif dengan pendekatan studi kasus. Pemilihan subjek penelitian menggunakan teknik purposive sampling. Subjek dalam penelitian ini terdiri dari tiga orang karyawan penyandang disabilitas Batik Ciprat SWP Karya Barokah dan tiga significant other. Pengambilan data dilakukan dengan metode observasi partisipasi pasif, wawancara semi terstruktur, dan dokumentasi. Hasil penelitian menunjukkan bahwa ketiga subjek penyandang disabilitas memiliki learning agility. Learning agility yang dimiliki oleh ketiga subjek penyandang disabilitas dianalisis menggunakan dimensi learning agility dari Lombardo & Eichinger (2000) yaitu people agility, result agility, mental agility, dan change agility. Ketiga subjek memiliki kemampuan atau kemauan beradaptasi untuk menghadapi tantangan atau hal baru yang telah dipelajari, kemudian hal baru tersebut diterapkan dari pengalaman sebelumnya yang telah didapatkan, agar berhasil menerapkan ke kondisi yang baru atau pertama kali.*

**Kata kunci:** Karyawan, Learning Agility, Penyandang Disabilitas

**LEARNING AGILITY  
BATIK CIPRAT EMPLOYEES WITH DISABILITIES  
AT SWP (SHELTERED WORKSHOP PEDULI) KARYA BAROKAH**

**Anita Yuliyani  
Yanies Novira Soedarmadi**

Psychology Study Program  
Faculty of Business and Humanities  
University of Technology Yogyakarta  
Email: [anitayuliyani909@gmail.com](mailto:anitayuliyani909@gmail.com)

**ABSTRACT**

*The world of work is not only for physically perfect people but also for people with disabilities. One form of concern for persons with disabilities in Pucung Village is by forming SWP Karya Barokah which is a forum to facilitate persons with disabilities to work and receive training. The persistence of employees with disabilities amid their limitations has made researchers interested in exploring Learning Agility. This study aims to determine learning agility in Batik Ciprat employees with disabilities at SWP (Sheltered Workshop Peduli) Karya Barokah's. The research method used is a qualitative research method with a case study approach. Selection of research subjects using a purposive sampling technique. The subjects in this study consisted of three employees with disabilities, Batik Ciprat SWP Karya Barokah, and three significant others. Data collection was carried out using passive participatory observation methods, semi-structured interviews, and documentation. The results showed that the three subjects with disabilities had learning agility. The learning agility of the three subjects with disabilities was analysed using the dimensions of learning agility from Lombardo & Eichinger (2000), namely people agility, result agility, mental agility, and change agility. The three subjects have the ability or willingness to adapt to face challenges or new things that have been learned, then these new things are applied from previous experiences that have been obtained so that they are successful in applying new conditions or for the first time.*

**Keywords:** *Employees, Learning Agility, Persons With Disabilities*