

ABSTRACT

This study proposed and examined a model in which organizational learning predict employee adaptability and employee performance that moderated by information technology capability. A total of 99 respondents from the Balai Monitor Spektrum Frekuensi Radio Kelas II Semarang and Yogyakarta is analyzed using structural equation modeling based smartPLS 3.0. The results confirmed that 1) organizational learning was positively related to employee adaptability and employee performance; 2) employee adaptability was positively related to employee performance; 3) information technology capability moderated the relationships between organizational learning and employee adaptability; and 4) information technology capability moderated the relationships between organizational learning and employee performance.

Keywords: *Organizational learning, Information technology capability, Employee adaptability, Employee performance*

ABSTRAKSI

Penelitian ini bertujuan untuk menguji sebuah model penelitian dimana pembelajaran organisasi memprediksi adaptabilitas dan kinerja karyawan, yang dimoderasi oleh kapabilitas teknologi informasi. Ada sebanyak 99 responden yang bekerja di Balai Monitor Spektrum Frekuensi Radio Kelas II Semarang dan Yogyakarta yang mengisi dan melengkapi kuesioner. Hasil analisis data menggunakan model persamaan struktural berbasis smartPLS 3.0 membuktikan bahwa 1) Pembelajaran organisasi berpengaruh positif adaptabilitas dan kinerja karyawan; 2) Adaptabilitas karyawan berpengaruh positif terhadap kinerja karyawan; 3) Kapabilitas teknologi informasi memoderatori hubungan antara pembelajaran organisasi dan adaptabilitas karyawan; dan 4) Kapabilitas teknologi informasi memoderatori hubungan antara pembelajaran organisasi dan kinerja karyawan.

Kata kunci: Pembelajaran organisasi, Kapabilitas teknologi informasi, Adaptabilitas karyawan, Kinerja karyawan

