

ABSTRAKSI

Tujuan dalam penelitian ini adalah untuk mengetahui dan menganalisis pengaruh *learning organization* terhadap kinerja organisasi dengan kepuasan kerja, komitmen afektif dan kompetensi profesional pada Dinas Perhubungan Provinsi Jawa Tengah. Populasi yang digunakan adalah staf/karyawan Dinas Perhubungan Provinsi Jawa Tengah sebesar 413 orang Dengan menggunakan teknik purposive sampling, maka diperoleh jumlah sampel sebesar 81 responden. Alat analisisnya adalah path analysis, dimana sebelumnya dilakukan uji validitas dan reliabilitas serta uji asumsi klasik.

Hasil pengujian menunjukkan bahwa *learning organization* mempunyai pengaruh positif terhadap kepuasan kerja, komitmen afektif, dan kompetensi profesional. *Learning organization*, kepuasan kerja, komitmen afektif dan kompetensi profesional berpengaruh positif dan signifikan terhadap kinerja organisasi. Kepuasan kerja mampu menjadi variabel intervening antara *learning organization* terhadap kinerja organisasi. Komitmen afektif mampu menjadi variabel intervening antara *learning organization* terhadap kinerja organisasi. Kompetensi profesional mampu menjadi variabel intervening antara *learning organization* terhadap kinerja organisasi, artinya semakin tinggi *learning organization*, maka akan mempengaruhi tingginya perilaku dan sikap pegawai terhadap organisasi sehingga mampu menumbuhkan manfaat dalam meningkatkan kompetensi profesional pegawai dan tentunya berdampak pada tingginya kinerja pegawai secara maksimal.

Kata Kunci : *Learning organization*, kepuasan kerja, komitmen afektif, kompetensi profesional dan kinerja organisasi.

ABSTRACT

The aim in this study is to find out and analyze the influence of learning organization on performance organization with job satisfaction, affective commitment and professional competence at the service of the relationship of the Central Java province. The population used is the staff/employees of Department of transportation Central Java province of 413 people by using purposive sampling technique, then retrieved a sample amount of 81 respondents. Its analysis is the tool path analysis, which previously conducted test validity and reliability as well as classic assumption test.

The test results showed that the learning organization has positive influence towards job satisfaction, affective commitment, and professional competence. Learning organization, job satisfaction, affective commitment and professional competence of a positive and significant effect on performance of the organization. Job satisfaction is capable of intervening variables between becoming learning organization against the performance of the organization. Affective commitment variable is able to be intervening between the learning organization against the performance of the organization. Professional competence capable of intervening variables between being a learning organization against the performance of the Organization, meaning that the higher the learning organization, then it will affect the high behavior and attitude towards the Organization so that employees being able to grow the benefit in enhancing the professional competence of employees and of course have an impact on employee performance to the maximum height.

Keywords: Learning organization, job satisfaction, affective commitment, professional competencies and organizational performance.