

ABSTRACT

To be able to survive in business competition and uncertain environmental changes, companies need to change their organization into a learning organization. This research was conducted to determine the effect of learning organizations on employee performance through work engagement at PT. BNI Perintis Kemerdekaan Bandung.

The data in this research was obtained through two sources, namely primary data sources through distributing questionnaires to employees of PT. BNI Perintis Kemerdekaan Bandung and secondary data sources obtained from previous research, journals, books and internal company data. By using probability sampling techniques, the research sample used was 103 people. After the data was collected, data analysis was carried out using descriptive analysis techniques and Partial Least Square-Structural Equation Model (PLS-SEM) with the SmartPLS 4.0 analysis tool.

The results of the analysis show that the application of learning organization, employee performance, and work engagement at PT BNI Perintis Kemerdekaan Bandung is in the very good category. The results of hypothesis testing show that there is a positive and significant relationship between learning organization and employee performance, learning organization and work engagement, work engagement and employee performance, and the indirect effect of learning organization on employee performance through work engagement. Therefore, to improve employee performance, the application of learning organization and work engagement needs to be improved at PT BNI Perintis Kemerdekaan Bandung.

Keywords : learning organization, employee performance, work engagement, PT. Bank Negara Indonesia Perintis Kemerdekaan Bandung