

ABSTRACT

The current global situation has prompted significant transformations within companies as they strive to adapt to ongoing changes. Shifts in business models—such as digitalization, increased environmental awareness, and intensifying market competition—have affected various aspects of organizations, one of which is learning. This underscores the critical role of the learning organization in enhancing the capacity of human resources to better prepare for evolving business challenges.

The purpose of this study is to analyze the transformational leadership style at PT XYZ, employees' organizational commitment to PT XYZ, PT XYZ's learning organization practices, the influence of transformational leadership style on the learning organization at PT XYZ, and the influence of organizational commitment on the learning organization at PT XYZ.

This research employs a quantitative method with a descriptive approach. The research instrument consists of a questionnaire containing 34 items distributed to 114 respondents representing the population. Data analysis includes both descriptive and verification analysis, with data processing conducted using the SEM-PLS method.

The results indicate that transformational leadership style falls into the “strong” category, organizational commitment is in the “strong” category, and the learning organization is in the “very strong” category. Furthermore, both transformational leadership style and organizational commitment have a significant influence on the learning organization.

The study concludes that leadership at PT XYZ has successfully inspired its members to go beyond personal interests for the benefit of the organization, resulting in a remarkable impact on followers. Individuals identify with and engage in the organization, and/or are unwilling to leave it. Transformational leadership style has a positive and significant, though relatively weak, effect on the learning organization. Conversely, organizational commitment plays a crucial role in shaping a learning organization, with a statistically significant and relatively strong influence

.Keywords: Transformationl leadership style, organizational commitment, learning organization