

## Factors affecting learning culture in not-for-profit organizations (paper presented at the International conference on Psychology in Health, Educational, Social and Organizational Settings, Surabaya, 21-23 November 2013)

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### Abstrak

Organizational learning culture is essential in every organization, including in a not-for-profit organization. Unfortunately, there is a lack of research investigating factors important to build learning culture in not-for-profit organization, especially in Indonesia. This paper is an empirical report of a research conducted in XYZ, a not-for-profit-organization working to improve the quality of education in Indonesia. The research aimed to examine factors to be addressed to improve the learning culture at XYZ. Adapting scales from previous studies, the research is a co-relational study, measuring three key factors that potentially affect learning culture in this kind of organization: (1) psychological safety; (2) perceived behavioral control; and (3) tools and technology for knowledge sharing. Reliability analysis demonstrates that the scales have good to very good internal consistency. Using a survey design, we collected data from 32 employees comprising 20 staff members and 12 teachers from both genders (20 female, 12 male) and two age groups (26 being 30 years of age or below, and 6 being above 35 years old). The result shows that 44.4 percent of learning culture in XYZ can be explained by tools and technology for knowledge sharing and that 40.5 percent by perceived behavioral control, both at a significant level of 0.01; while psychological safety factor is not statistically significant in the study. The study concludes that perceived behavioral control as well as tools of technology for knowledge sharing are the factors for which intervention measures should be crafted to improve learning culture in XYZ.