

Pengaruh Pembelajaran Berkelanjutan Terhadap Kinerja Tugas dan Kinerja Berkelanjutan Pada Talent PT XYZ: "Program Intervensi: Group Coaching 70:20:10" = Relationship Continuous Learning Between Task Performance and Contextual Performance To Talent Organization XYZ: The Intervention Program "Group Coaching 70:20:10"

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Abstrak

Persaingan bisnis yang semakin ketat menuntut perusahaan untuk terus berinovasi dan meningkatkan kinerjanya. Salah satu kunci utama untuk mencapai hal tersebut adalah dengan memiliki karyawan yang memiliki kinerja tinggi. Kinerja karyawan dapat diukur dari dua aspek, yaitu kinerja tugas dan kinerja kontekstual. Penelitian ini bertujuan untuk mengetahui peran belajar berkelanjutan, terhadap kinerja tugas dan kinerja kontekstual. Penelitian ini menggunakan metode survei dengan menyebarkan kuesioner secara daring kepada responden. Penelitian ini menggunakan teknik pengambilan sampel accidental, diperoleh 94 orang responden. Data dianalisis dengan analisis regresi menggunakan program SPSS versi 29 diperoleh hasil bahwa Belajar Berkelanjutan berperan terhadap Task Performance ($b = 0.83$, $p < 0.05$, signifikan) dan kinerja kontekstual ($b = 0.54$, $p < 0.05$, signifikan) belajar berkelanjutan dapat memprediksi kinerja tugas dan kinerja kontekstual pada talent PT XYZ. Studi lanjutan berdasarkan hasil penelitian, didesain program intervensi group coaching 70:20:10 yang diikuti 19 daftar panjang talent. Hasil membuktikan terdapat pengaruh positif signifikan group coaching 70:20:10 terhadap peningkatan skor pembelajaran berkelanjutan pada daftar panjang (t hitung sebesar 17,624 lebih besar dari t tabel (1,73) serta nilai signifikansi p value sebesar $1.63e-12$). Dengan demikian, group coaching 70:20:10 perlu diterapkan perusahaan untuk mendorong kinerja tugas dan kinerja kontekstual.

.....Increasingly tight business competition requires companies to continue to innovate and improve their performance. One of the main keys to achieving this is by having employees who have high performance. Employee performance can be measured from two aspects, namely task performance and contextual performance. This research aims to determine the role of continuous learning on task performance and contextual performance. This research uses a survey method by distributing questionnaires online to respondents. This research used an accidental sampling technique, obtaining 94 respondents. Data were analysed using regression analysis using the SPSS version 29 program. The results showed that continuous learning played a role in task performance ($b = 0.83$, $p < 0.05$, significant) and contextual performance ($b = 0.54$, $p < 0.05$, significant) of continuous learning can predict task performance & contextual performance in talent in PT XYZ. A follow-up study based on the research results, designed a 70:20:10 group coaching intervention program which was attended by a long list of 19 talents. The results prove that there is a significant positive effect of group coaching 70:20:10 on increasing continuous learning scores on the long list (t count of 17.624 which is greater than t table (1.73) and a significant p value of $1.63e-12$). Therefore, 70:20:10 group coaching needs to be implemented by companies to encourage task performance and contextual performance.