

Building shared vision untuk meningkatkan publikasi nasional terakreditasi di lembaga X = Building shared vision to increased accredited national publication for institution X

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Abstrak

[ABSTRAK

Tesis ini akan berupaya mengidentifikasi hal yang perlu dilakukan oleh lembaga x untuk menyediakan iklim belajar bagi para anggotanya sehingga mampu mencapai tujuannya. Saat ini lembaga sedang memiliki permasalahan yaitu tidak tercapainya target publikasi nasional terakreditasi. Untuk menjawab permasalahan ini akan menggunakan pendekatan Learning Organization yaitu personal mastery, mental models, shared vision, team learning, dan system thinking. Pertanyaan penelitian ini adalah dari kelima dimensi learning organization yang paling rendah sehingga menyebabkan tidak tercapainya publikasi nasional terakreditasi dan kemudian bagaimana rancangan intervensi yang tepat untuk meningkatkan publikasi nasional terakreditasi di lembaga x. Penelitian ini menggunakan metode penelitian kuantitatif. Pengumpulan data primer dikumpulkan melalui tes inventori learning organization. Tes inventori ini disusun berdasarkan dimensi learning organization (personal mastery, mental models, shared vision, team learning, dan system thinking) untuk menggambarkan dimensi yang paling rendah sebagai penyebab publikasi nasional terakreditasi. Hasil penelitian menyatakan bahwa dimensi yang rendah dalam learning organization adalah dimensi shared vision dan intervensi yang dilakukan untuk meningkatkan dimensi tersebut sehingga dapat meningkatkan publikasi nasional terakreditasi adalah Open Space Meeting, Team Building, Goal Setting dan Coaching dan Mentoring.

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ABSTRACT

This thesis is trying to identify all improvements that need to be taken by institution x to provide learning environment for its member, so they can achieve their goal. This institution have problem about the unattainable target of accredited national publication. This thesis will discuss the low level of accredited national publication problem. We will use learning organization approach, which are personal mastery, mental models, shared vision, team learning and system thinking. The question of this research will focus on the lowest level of the fifth dimension of learning organization that triggered unattainable level of accredited national publication and then we could plan the suitable intervention to increased accredited national publication for institution x. This research using quantitative research. Premier data was collected by learning organization inventory test. This inventory test based on learning organization dimension (personal mastery, mental models, shared vision, team learning and system thinking) to visualize the lowest dimension that caused low accredited national publication. Output of this research shows that the lowest dimension in the learning organization is shared vision dimension and the intervention to increase accredited national publication would be open space meetings, team building, goal setting and coaching and mentoring, This thesis is trying to identify all improvements that need to be taken by institution x to provide learning environment for its member, so they can achieve their goal. This institution have problem about the unattainable target of accredited national publication. This thesis will discuss the low level of accredited

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