

## **ABSTRACT**

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### **THE EFFECT OF ORGANIZATIONAL CULTURE IN SHAPING LEARNING ORGANIZATION IN COMPANY X**

(iv + 40 pages; 3 figures, 23 tables; 3 appendices)

The main objective of this study is to analyze the relationship of organizational culture and the degree of shaping the learning organization. The object of the study is a private company that specializes in managing franchises in Jakarta, Indonesia. One hundred twenty-four employees of the company were interviewed using a self-administered questionnaire. Results showed that the most dominant culture in the company is learning culture. Learning culture has the highest rating among different types of culture. Organizational culture has a significant positive impact towards shaping the learning organization in Company X. The company should improve dominant indicators of learning organization such as competitive advantage, commitment, ability and rationality in problem solving.

Keywords: Learning Organization, Organizational Culture, Learning Culture, Bureaucratic Culture, Participative Culture, Competitive Culture

References: 33 (1978 – 2010)