

ABSTRAK

Era revolusi industri 4.0 saat ini, teknologi semakin maju sehingga dapat mempermudah aktifitas kehidupan bahkan permasalahan yang dihadapi manusia. Dengan kecanggihan teknologi pada saat ini membuat perusahaan membutuhkan tenaga kerja yang agile dan karyawan yang berkompeten. Tujuan dari penelitian ini untuk mengetahui kesiapan kompetensi tenaga kerja terkait *Learning Agility* pada industri 4.0, faktor-faktor yang diteliti meliputi *learning culture*, *work engagement* dan pengaruhnya terhadap *learning agility* pada era industri 4.0. Pendekatan penelitian menggunakan pendekatan kuantitatif dengan variabel penelitian meliputi *learning culture* (X_1) dan *work engagement* (X_2) dengan *learning agility* (Y) sebagai variabel terikatnya. Teknik analisis data menggunakan SEM-PLS dengan berbantuan *software R* serta *package plspm*, penelitian dilakukan di CV. *Premiere Wood Manufacturing*, yang berjumlah 300, dengan menggunakan teknik *purposive sampling* sehingga diperoleh 169 responden penelitian. Berdasarkan hasil temuan dan hasil penelitian dapat diketahui bahwa (1) Terdapat pengaruh yang signifikan dan positif *learning culture* terhadap *learning agility* temuan ini dibuktikan dengan koefisien p value = $0.000 < 0.05$, (2) Terdapat pengaruh yang signifikan dan positif *work engagement* terhadap *learning agility* temuan ini dibuktikan dengan koefisien p value = 0.000 .

Kata kunci: *Learning Culture*, *Work Engagement*, dan *Learning Agility*.

ABSTRACT

The current era of the industrial revaluation 4.0, technology is increasingly advanced so that it can facilitate life activities and even problems faced by humans. With the sophistication of technology at this time, companies need agile workforce and competent employees. The purpose of this study is to determine the readiness of workforce competencies related to learning agility in industry 4.0, the factors studied include learning culture, work engagement and their influence on learning agility in the industrial era 4.0. The research approach uses a quantitative approach with research variables including learning culture (x_1) and work engagement (x_2) with learning agility (Y) as the dependent variable. The data analysis technique used SEM-PLS with the help of R software and the plspm package, the research was carried out at CV. Premiere Wood Manufacturing, which amounted to 300, using purposive sampling technique in order to obtain 169 research respondents. Based on the findings and research results, it can be seen that (1) there is a significant and positive effect of learning culture on learning agility. This finding is evidenced by the coefficient p value = $0.000 < 0.05$, (2) there is a significant and positive effect of work engagement on learning agility findings. This is evidenced by the coefficient of p value = 0.000 .

Keywords : *Learning Culture, Work Engagement, and Learning Agility*