

## **ABSTRACT**

*This study aimed to examine the effect of leadership styles, organizational culture and emotional intelligence of the learning organization in the Human Resources Development Agency of Law and Human Rights, Ministry of Law and Human Rights. This study used quantitative methods. The population of this study, all the employees of Human Resources Development Agency of Law and Human Right as many as 175 people. The sampling technique using probability sampling, with proportional random sampling, found a sample of 122 people, obtained by the formula Slovin. Data were analyzed using multiple regression analysis with SPSS version 22.0. The results showed that the leadership style, organizational culture and emotional intelligence partially and simultaneously have significant effect on learning organization. Transformational leadership style, learning culture and social skills have a more significant effect than the other dimensions to the dimensions of a learning organization. Transformational leaders, the formation of a culture of learning and the improvement of adaptability skills can promote the establishment of a learning organization.*

**Keywords:** leadership style, organizational culture, emotional intelligence learning organization.



## ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh gaya kepemimpinan, budaya organisasi dan kecerdasan emosional terhadap *learning organization* pada Badan Pengembangan Sumber Daya Manusia Hukum dan HAM (BPSDM Hukum dan HAM), Kementerian Hukum dan HAM RI. Penelitian ini menggunakan metode kuantitatif. Populasi penelitian seluruh pegawai BPSDM sebanyak 175 orang, teknik pengambilan sampel menggunakan *probability sampling*, dengan *proportional random sampling*, ditemukan sampel sebanyak 122 orang dengan menggunakan rumus Slovin. Analisa data menggunakan analisis regresi berganda dengan bantuan SPSS versi 22.0. Hasil penelitian menunjukkan bahwa gaya kepemimpinan, budaya organisasi dan kecerdasan emosional secara parsial dan simultan berpengaruh signifikan terhadap *learning organization*. Gaya kepemimpinan transformasional, budaya belajar dan kemampuan sosial memiliki pengaruh yang lebih signifikan dibandingkan dengan dimensi lainnya terhadap dimensi *learning organization*. Pemimpin transformasional, pembentukan budaya belajar serta peningkatan kemampuan menyesuaikan diri dapat mendorong terwujudnya *learning organization*.

Kata Kunci: gaya kepemimpinan, budaya organisasi, kecerdasan emosional, *learning organization*

