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Relationship Between Performance of The Installation with The Conditions of Learning Organization Model of Marquardt

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Abstract
The problem of the proposed research is b forgetting the achievement of performance targets BPFK installation in Surabaya in 2016 based on the target IPFK Class A Permenkes No. 54 2015 which amounted to 4 5.78%. The purpose of this study was to develop recommendations to improve the performance of the installation with approach Learning Organization (LO).Model BPFK installationMarquardt in Surabaya. Type and design of research conducted is descriptive research that aims to measure the variables studied. The results showed that the learning subsystem for five installations is the installation of four (80%) in the category of good and one installation (20%) than unfavorable category. Forfive installations organization subsystem (100%) in the category of good and no installation (0%) in the category of poor. For people subsystem installation (100%) in the category of good and no installation (0%) in the category of poor. For knowledge subsystem two installations (40%) categorized as good and three installations (60%) in the category of poor. for subsystem two installation technology (40%) categorized as good and three installations (60%) in the category of poor. For the Learning Organization(LO) showed four installations (80%) in the category of good and one installation (20%) than unfavorable category. The conclusion of this study is not obtained relationship between subsystems organization with installation and performance between subsystems people performing the installation. Obtained relationship between subsystems learning with performance installations, among subsystems knowledge with the performance of the installation, between subsystem technology with the performance of installations and between Learning Organization (LO) the performance of installations throughout the installation BPFK Surabaya. Recommendations given based on the results of this study is the installation and management of improving subsystem conditions learning subsystem organization, subsystem people, subsystem knowledge, subsystem technology and Learning Organization (LO) in the entire installation BPFK Surabaya.

Keywords*: Calibration for Health, Learning Organization, Marquardt*

I. INTRODUCTION

A superior organization is an organization that has high individual performance, because basically between individual performance, group performance, and organizational performance is mutually influential (Nugroho, 2006). An organization formed to achieve a common goal, but to achieve these objectives needed a reliable and professional performance of employees of the organization concerned. kinerja (performance) is an overview of the level of achievement of the implementation of an activity /program/ policy in realizing the target, aim, mission and vision of the organization as stated in the strategic planning of an organization (Mahsun, 2006).

The ability of government organizations including BPFK Surabaya with its 5 installations to answer all current and future challenges becomes one of the strengths which must be owned by the organization. To make it happen, the organization needs a concrete concept that becomes a tool to conquer change and one of them is Learning Organization.

Learning organization or Learning Organization (LO) are developed and applied as one of the strategies of an organization in the face of change and the global business competition. BPFK Surabaya has five installations and based on Permenkes 54 of 2015 including Institution of Health Facility Testing (IPFK) Class A and has minimum requirement of service that must be done that is 83 kinds of health equipment. Installation performance testing and / or calibration of medical equipment BPFK Surabaya in this study is limited to the amount of work achievements of the preparation method (MK) tests and / or calibrations and number of achievements of ISO 17025 accreditation scope compared with the target Testing Institute of Health Facilities (IPFK) Class A Permenkes 54 2015. Data gains of five installations BPFK Surabaya 2016 is shown in the following table. Table 1 shows that the achievement of the preparation of MK was 54 (65.06%), while the achievement of the addition of ISO 17025 accreditation scope is 22 (26.51%) so that the gains of the installation in 2016 was 45.78% and it has not met the target of 100% in accordance with the terms IPFK Class A Permenkes 54 2015.

Table 1. Installation Performance 2016 of BPFK Surabaya Covering Achievement Metode Kerja Govand Deliverables Scope of Accreditation ISO 17025

No.	Installation Name	Minimum Number of MK for IPFK Class A	Number of Achievements of the Constitutional Court	Percentage of Achievement of the Constitutional Court against IPFK Class A	Number of Target Accreditation Scope of ISO 17025 for IPFK Class A	Achievement of ISO 17025 Accreditation Scope	Percentage of Accreditation Achievement of ISO 17025 Accreditation Scope to Class A IPFK	Performance Performance Percent Achievement Percentage
1	KAK	69 .00	41 .00	59.42%	69 .00	10 .00	14.49%	36.96%
2	KAUR	2 .00	2 .00	100.00%	2 .00	2 .00	100.00%	100.00%
3	PRUK	9 .00	9 .00	100.00%	9 .00	9 .00	100.00%	100.00%
4	PPDP	1 .00	1 .00	100.00%	1 .00	1 .00	100.00%	100.00%
5	PSPK	2 .00	1 .00	50.00%	2 .00	0 .00	0.00%	25.00%
	Total	83 .00	54 .00	65.06%	83 .00	22 .00	26.51%	45.78%

Marquardt (2002) defines the Learning Organization (LO) as learning organizations that effectively and collectively learn effectively in transforming the organization to become better at managing and utilizing knowledge, empowering individuals inside and outside the organization to continue learning while working, and utilizing and optimizing technology for maximizing processes learning and produkti vitas. This theory has the instrument in the form of questionnaires and known by the name Learning Organization Profile (LOP) Marquardt and consists of fifty statements from the five dimensions of learning sub system, sub system organization, sub systems people, sub systems knowledge and sub system technology.

Based on that data, then study The right aju is b forgetting the achievement of performance targets BPFK installation in Surabaya in 2016 based on the target IPFK Class A Permenkes No. 54 Year 2015 which amounted to 4 5.78%. The purpose of this study was to determine the relationship between the performance of the installation with the conditions of a learning organization model of Marquardt.

II. METHODS

This study is a descriptive study conducted with observational approach that aims to measure the variables studied, while the cross sectional architectures. Data were collected by a questionnaire survey method to determine the respondent's perception of the condition of learning subsystem, sub system organization, sub system people, knowledge sub system, sub system technology and conditions Learning Organization (LO) on each of the installation and use of secondary data and a number of achievements of the working methods of ISO 17025 accreditation scope BPFK all installations in Surabaya.

This research was conducted in July to August 2017 around the existing installations in BPFK Surabaya, five installations. The population in this study was five installations and take the sample as a whole (total sampling). Respondents of this study were all officers of testing and / or calibration of medical devices in the installation, while the data collection techniques using questionnaires.

III. RESULT

The results of the five-dimensional shape Learning Organization (LO) with the number of respondents 38 people comprising 20 people from KAK installation, the installation PRUK 5, 6 of PPDP installation, the installation KAUR 3 and 4 of the PRSP installation can be described in the following table 2.

Table 2. Condition Table Learning, Organization, People, Knowledge, Technolog, Learning Organization (LO) and Performance Installation at Surabaya BPFK As of June Year 2017

No.	Installation Name	Learning		Organization		Browse		Knowledge		Technology		LO	
		Mean	Belonging to the selected	Mean	Belonging to the selected	Mean	Belonging to the selected	Mean	Belonging to the selected	Mean	Belonging to the selected	Mean	Belonging to the selected
1	KAK	23.10	Not good	24.70	Good	24.70	Good	23.35	Not good	23.35	Not good	23.84	Not good
2	PRUK	26.80	Good	26.60	Good	29.80	Good	24.00	Not good	21.60	Not good	25.76	Good
3	PPDP	26.67	Good	26.33	Good	25.00	Good	24.50	Good	25.83	Good	25.67	Good
4	KAUR	27.67	Good	30.00	Good	30.00	Good	28.00	Good	25.00	Good	28.13	Good
5	PSPK	26.50	Good	29.25	Good	25.50	Good	22.25	Not good	23.00	Not good	25.30	Good

Table 2 shows that learning subsystems for five installations is the installation of four (80%) in the category of good and one installation (20%) than unfavorable category. For five installations organizationsubsystem (100%)

in the category of good and no installation (0%) in the category of poor. For five peoplesubsystem installation (100%) into good category and no installation (0%) into less good category. Forknowledge subsystem two installations (40%) categorized as good and three installations (60%) in the category of poor. for subsystem two installation technology (40%) categorized as good and three installations (60%) in the category of poor. For the Learning Organization (LO) showed four installations (80%) in the category of good and one installation (20%) than unfavorable category.

While the results of installation performance in BPFK Surabaya as of June 2017 which includes the number of achievements of preparation of work methods (MK) and the number of achievements of ISO 17025 accreditation scope can be shown in the following table:

Table 3. Installation Performance that includes Achievement of Constitutional Court and Accreditation Scope 17025 in BPFK Surabaya Year 2017

No.	Installation Name	Number of Mini MK Mall for IPFK Class A	Number of Achievements of the Constitutional Court	Percent tase Achievement of the Constitutional Court against IPFK Class A	Number of Target Accreditation Scope of ISO 17025 for IPFK Class A	Number of Achievements Scope of Accreditation tation ISO 17025	Percentage of Accreditation Achievement of ISO 17025 Accreditation Scope to Class A IPFK	Percent tase Performance Performance Achievements	Performance Category Installation
1	KAK	69	42	60.87%	69	10	14.49%	37.68%	Not successful
2	KAUR	2	2	100.00%	2	2	100.00%	100.00%	It worked
3	PRUK	9	9	100.00%	9	9	100.00%	100.00%	It worked
4	PPDP	1	1	100.00%	1	1	100.00%	100.00%	It worked
5	PSPK	2	1	50.00%	2	0	0.00%	25.00%	Not successful
Total		83	55	66.27%	83	22	26.51%	46.39%	Not successful

Source: Tribulan II Report of Tata Tata Operational Section 2017

Table 3 provides information that there are three installations (60%) namely KAUR, PRUK and PPDP have performance managed and 2 installations (40%) namely KAK and the PRSP has the performance to no avail, said to be successful if it can reach the target of 100% and he does not succeed if can not reach the target of 100%.

To see the relationship between each subsystem with the performance of the installation can be seen in the cross-tabulation table below:

Table 4. Cross tabulation between Sub Variable Learning with Installation Performance in BPFK Surabaya As of June Year 2017

Learning	Installation Performance				Total	
	It worked		Not successful			
	Σ	%	Σ	%	Σ	%
Not good	0	0	1	100	1	100
Good	3	75	1	25	4	100
Total	3	60	2	40	5	100

Table 4 provides installation information that the three (75%) namely PRUK installation, PPDP and KAUR with good learning conditions followed successful performance. Means there is a tendency that the better the learning conditions of the more successful anyway installation performance. This shows the relationship between learning with the performance of the installation, ie if the learning conditions better, it will lead to successful performance, and vice versa. Installation at Surabaya BPFK No 4 installation installation of 5 (80%) on a good learning conditions, where the value of 80% in Pareto sign belonging to the selected k sub-system is not good so learning needs to be improved to be good and even very good.

But there is one installation (25%) in good learning conditions but its performance is not successful, namely the installation of PRSP, and there is an installation (100%) under conditionsunfavorable learning followed unsuccessful performance include the installation of TOR. This suggeststhat learning is good or not good can be the cause of the performance did not succeed, but it is likely small compared with the performance of work.

Table 5. Cross tabulation between variables Sub Organization with Installation Performance at BPFK Surabaya As of June of 2017

Organization	Installation Performance				Total	
	It worked		Not successful			
	Σ	%	Σ	%	Σ	%
Not good	0	0	0	0	0	0
Good	3	60	2	40	5	100
Total	3	60	2	40	5	100

Table 5 provides information that the third installation (60%) have the organization well and followed the performance managed to include the installation PRUK, PPDP and KAUR, while the two installations (40%) had an organization well but the performance is not successful or is not able to achieve performance targets include the installation of TOR and PSPK. All installations have k belonging to the selected good organization, so there is a tendency that the better condition the more successful your organization are also performance of the installation, it shows no correlation between organization with the performance of the installation and possible other factors that cause a lack of correlation between the organization performing the installation.

Table 6. Cross tabulation between Sub Variables People with Installation Performance at BPFK Surabaya As of June of 2017

Browse	Installation Performance				Total	
	It worked		Not successful			
	Σ	%	Σ	%	Σ	%
Not good	0	0	0	0	0	0
Good	3	60	2	40	5	100
Total	3	60	2	40	5	100

Table 6 provides information that the third installation (60%) have people well and followed the performance managed to include the installation PRUK, PPDP and KAUR, while the two installations (40%) had people well but the performance is not successful or is not able to achieve performance targets include the installation of TOR and PSPK. All installations have k belonging to the selected good people,so there is a tendency that the better condition the more successful people are also the performance of the installation, it showed no association between people with the performance of the installation and possible other factors that cause a lack of correlation between the organization performing the installation.

Table 7 Cross tabulation between Sub Variables Knowledge with Installation Performance at BPFK Surabaya As of June of 2017

Knowledge	Installation Performance				Total	
	It worked		Not successful			
	Σ	%	Σ	%	Σ	%
Not good	1	33	2	67	3	100
Good	2	100	0	0	2	100
Total	3	60	2	40	5	100

Based on table 7, it is known that there is a relationship between knowledge with the performance of installations, ie installations with conditions of knowledge that both have the possibility of three times more likely to achieve the performance successful than the condition of knowledge is not good, where the condition of knowledge is not good that have the possibility of twice greater to produce unsuccessful performance. There are 2 installation installation of 5 (40%) in BPFK Surabaya k Pareto belonging to the selected well so it can be concluded that knowledge in BPFK less well and need to be improved to be good or very good.

Based on table 8, it is known that there is a relationship between the technology with the performance of installations, ie installations with conditions of technology that both have the possibility of three times more likely to achieve the performance successful than the condition of technology that is not good, where the condition of technology is not good that have the possibility of twice greater to produce unsuccessful performance. There are 2 installation installation of 5 (40%) in BPFK Surabaya k Pareto belonging to the selected well so it can be concluded that the technology in BPFK less well and need to be improved to be good or very good.

Table 8. Cross tabulation between Sub Variable Technology with Installation Performance at BPFK Surabaya As of June of 2017

Technology	Installation Performance				amount	
	It worked		Not successful			
	Σ	%	Σ	%	Σ	%
Not good	1	33	2	67	3	100
Good	2	100	0	0	2	100
Total	3	60	2	40	5	100

Table 9. Cross Tabulation between Variable Learning Organization (LO) with Installation Performance at BPFK Surabaya As of June of 2017

Learning Organization (LO)	Installation Performance				amount	
	It worked		Not successful			
	Σ	%	Σ	%	Σ	%
Not good	0	0	1	100	1	100
Good	3	75	1	25	4	100
Total	3	60	2	40	5	100

Table 9 shows that there is a relationship between the LO with the performance, ie the LO condition that will result in successful performance, which is 75% of installation (PRUK, PPDP and KAUR) with LO good condition followed by the performance of work. Likewise the LO unfavorable conditions will follow the performance is not successful, ie 100% installation (TOR) have poor LO condition and followed the performance did not succeed. Nevertheless there is one installation (25%) on the condition of the LO good but the performance is not successful, namely the installation of PRSP, h al showed that learning the good and the less good it could also be the cause of the performance did not succeed, but it is likely small compared with the performance of work.

There is a tendency that the better the condition of Learning Organization (LO) the better the performance of the installation, and vice versa. Three installations (75%) namely PRUK, PPDP, and KAUR has a condition LO good and yield performance of work, while the installation (25%) namely PRSP has a condition LO good but deliver the performance is not successful, it might be due to the installation ofPRSP profile has 2 sub variables with unfavorable category (knowledge and technology). Installing TOR have poor LO condition with a value of 2 3.8 4 and yield performance is not successful, possibly due to the installation of TOR has three sub-variable profiles with unfavorable category (learning, knowledge and technology) and two sub-variables with both categories (organization and people).

IV. DISCUSSION

The study states that there is a relationship between subsystems learning with the performance of the installation, which is 80% stated that if the learning will result in the performance of work, as well aslearning less well will produce performance installation is not successful, this is in accordance with the results of research that p roses learning in organizations will strengthen employees and integrate work and learning in an ongoing process (Bryson, et al, 2004). P embelajaran organizations, the external environment, and reputation have a positive and significant influence on the formation of organizational competency (Dwi SH, 2008).

The results of subsystem research organization is no tendency that the better condition the more successful your organization are also performance of the installation, it shows no correlation betweenorganization with the performance of the installation and possible other factors that cause there is no relationship between the organization performing the installation. It is se in such research previously stating that b udaya organization does not significantly affect the performance of the organization while indikator culture (culture) is one of the subsystems forming the organization. O rganisasi learner has an important role to strengthen the organizational culture and leadership in order to produce the performance of the organization, organizational culture is still not strong enough to cause absence keterk aitan organizational performance (Heru F ebruanto, 2011).

Results subsystem research people are not obtained a relationship between people with the performance of the installation and possible other factors that cause a lack of correlation between theorganization with the performance of the installation, this does not correspond k dengam raft of learningabout the human resource

potential as a tool in implementing and improving the process of collectivelearning, d a n HR is able to promote communication with stakeholders and stimulate organizational learning (Karin Schianetz a, Ã, Lydia Kavanagh b, David Lockington, 2007). Successful learning organization implementing a proactive opportunities, innovative approaches to specific issues andinvolving employees at all levels, and empowering people to use their full capacity to achieve organizational goals (HW Shin, et. Al, 2017).

The research result subsystems knowledge is the relationship between knowledge with the performance of installations, ie installations with conditions of knowledge that both have the possibility of three times more likely to achieve the performance successful than the condition of knowledge is not good, where the condition of knowledge is not good that have the possibility of two more great for performanceunsuccessful. This is in line with the findings that the acyl h correlation between student organizations and performance of knowledge is done at Whiz Hotel in 2015 showed a significant relationship (Anga Y,2015).

Results subsystem technology research is the relationship between technology with the performance of installations, ie installations with good technology conditions have the possibility of three times more likely to achieve successful performance in comparison with the technology unfavorableconditions. The importance of information technology as a support in the organizational learning process could be described as a program and an electronic machine to process, transfer and store and also provides information (Björk, 1999) and can be used in a variety of ways to protect OL. Technology ie the best warehouse data base as well as Internet system is an important aspect to keep in memory organization(Maryam et.al, 2016).

Based on the results of five subsystems Learning Organization (LO) showed that there is a relationship between the LO with the performance, which is 80% stated that if the LO will result in the performance of work, as well as LO less well will produce performance does not succeed, it is consistent with the results research that o rganisasi learning needed to survive in a business environment that is changing rapidly. The inability of the organization to learn cause the company to lose the knowledge that will lead to a pattern repeated errors, low productivity, and lower performance (Martins and Martins, 2011). Building a learning organization has shown many benefits include improving the ability to innovate, helping to create, analyze, store and disseminate knowledge, improve their skills, competencies and conditions for improve customer satisfaction (Marquardt, 2002).

V. CONCLUSIONS AND RECOMMENDATIONS

From this study we can conclude that not found a relationship between subsystems organizationwith installation and performance between subsystems people performing the installation. Obtained relationship between subsystems learning with performance installations, among subsystems knowledgewith the performance of the installation, between subsystem technology with the performance of installations and between Learning Organization (LO) the performance of installations throughout the installation BPFK Surabaya. With the results of this study are expected to installation testing and / or calibration of medical devices BPFK Surabaya can improve its performance by improving the condition organization learners in each subsystem and its constituent indicators.

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