



## Antecedent Factors of Self-Directed Learning in the Workplace: A Case Study in a Private Organization in Indonesia

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### ABSTRACT

Self-directed learning (SDL) is becoming a prominent issue discussed in the workplace learning topic. Each of the employees needs to be aware that organizations need people who do not only believe the importance of learning but they must have initiative and capability to learn effectively. This study aims to examine the antecedent factor of the emergence of SDL in the workplace. This study using qualitative research design, particularly case study approach conducted in a prominent motorcycle-manufacturing company in Indonesia that intentionally set the organizational direction toward a learning organization. A total of thirty staff and managers were purposively selected and interviewed using a semi-structured approach. The Data gathered were analyzed using the content analysis technique. Findings indicate three factors as the antecedent to the emergence of SDL in the workplace, namely: personal factors, organizational factors, and family support. Discussion and recommendations based on research findings will be explained later.

*Keywords:* Self-Directed learning, Workplace learning, Organizational learning

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### BACKGROUND OF STUDY

Workplace learning has been agreed as part of organizational core competencies required to ensure organizational sustainability in this globalization era. Workplace

learning rooted in individual learning, Senge (1990) stated that workplace learning will not occur without individual learning. Each of the employees in the organization is a subsystem that needs to learn how to perform in their respective fields so that it contributes to the overall organizational performance. Employees need to be aware that organizations need people who do not only believe the importance of learning but they must have initiative and capability to learn effectively (Garger, 1999). Therefore, the self-directedness of learners is becoming a significant factor that should need to be

### ARTICLE INFO

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<https://doi.org/10.33736/jcshd.1918.2019>

e-ISSN: 2550-1623

Manuscript received: 4 July 2019; Accepted: 20 September 2019; Date of publication: 30 September 2019.