

ABSTRACT

This study aims to examine participatory planning strategies and organizational learning, on company performance both directly and through resource intervention. Through participatory strategic planning that has been released, as well as the application of organizational learning in companies, companies are able to make changes to the existing external environment and improve company performance. The logic model used in this study developed a model of research conducted by Kohtamaki (2011).

The research population is all Bank Central Asia branch offices in the Semarang region. The respondents are supervisors with several defining criteria. With a minimum sample size of 160 respondents. Data collection is done by respondent survey, secondary data collection, and data analysis using AMOS SEM.

The results of data processing using SEM indicate that the research has fulfilled the Goodness of Fit. With the value of Chi Square = 92,269; Df = 0.951; Probability = 0.617; GFI = 0.935; AGFI = 0.908; TLI = 1.005; CFI = 1,000; RMSEA = 0,000. The results of the study show that participatory planning and learning are significant for the power of innovation. Variables of participatory strategic planning, organizational learning, and innovation power, are of significant importance to company performance. Get results from research that shows to improve the company needed. Therefore, managerial implications for improving corporate performance and increasing usability in organizational learning variables and Participatory strategic planning.

Keywords: Participatory Strategic Planning, Organizational Learning, InnovationPower, Company Performance.