

ABSTRACT

This research is driven by performance challenges observed within PT. Wijaya Karya. To achieve optimal organizational outcomes, it is essential to evaluate critical determinants such as organizational learning and human capital, alongside the potential of group cohesiveness to bolster overall performance. The primary aim of this study is to examine the impact of organizational learning and human capital on corporate performance, with group cohesiveness serving as a mediating variable.

Data were gathered from 56 respondents using a census-based questionnaire approach. The collected data were subsequently processed and analyzed utilizing Partial Least Squares Structural Equation Modeling (PLS-SEM).

The empirical results demonstrate that organizational learning and human capital exert a positive and statistically significant influence on both company performance and group cohesiveness. Furthermore, group cohesiveness was found to have a significant positive effect on company performance. Notably, the analysis confirms that group cohesiveness effectively mediates the relationship between organizational learning, human capital, and the overall performance of the firm.

Keywords: *Organizational Learning, Human Capital, Group Cohesiveness, Company Performance, PLS-SEM*

