

Intervensi pelatihan dan pendampingan feedback untuk meningkatkan persepsi karyawan terhadap dukungan atasan dan kesiapan untuk berubah pada karyawan di PT. A = Intervention of feedback training and supervisory for improving employee's perception of supervisor support and readiness foer change among employees at a company

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Abstrak

Penelitian ini dilakukan untuk mengetahui hubungan antara persepsi karyawan terhadap dukungan organisasi dan kesiapan karyawan untuk berubah pada PT.A. PT. A merupakan perusahaan outsourcing penyedia jasa layanan keamanan yang sedang melakukan perubahan organisasi. Berdasarkan data awal yang diperoleh melalui wawancara, diketahui bahwa kesiapan untuk berubah pada karyawan PT A dalam menghadapi perubahan organisasi masih perlu ditingkatkan. Persepsi karyawan terhadap dukungan organisasi diduga berpengaruh terhadap kesiapan tersebut. Untuk mengetahui apakah dugaan tersebut benar, peneliti melakukan perhitungan statistik melalui uji regresi berganda.

Hasil yang ada menunjukkan bahwa ketiga dimensi pada persepsi karyawan terhadap dukungan organisasi, yaitu fairness of treatment, supervisor support, dan organizational rewards and job condition secara bersama-sama berpengaruh terhadap kesiapan karyawan untuk berubah dalam menghadapi perubahan organisasi.

Dari ketiga dimensi persepsi karyawan terhadap dukungan organisasi, variabel supervisor support merupakan dimensi yang memiliki sumbangan paling besar terhadap kesiapan karyawan untuk berubah. Oleh karena itu, intervensi yang dilakukan pada penelitian ini dirancang untuk meningkatkan persepsi karyawan terhadap dukungan atasan (supervisor support) yaitu berupa pelatihan dan pendampingan feedback pada atasan.

Hasil perhitungan uji signifikansi perbedaan pre-test dan post-test menunjukkan bahwa intervensi yang diberikan mampu meningkatkan persepsi karyawan terhadap dukungan organisasi, namun belum mampu meningkatkan kesiapan karyawan dalam menghadapi perubahan organisasi.

This study was conducted to find out relationship between employee?s perception of organizational support and readiness for change among employees in PT A. PT.A is an outsourcing company which provide security services and on doing some organizational changes. Based on initial data that were obtained from interviews, the researcher found that readiness for change of employees in PT A due to organizational change still need improvement. Employee?s perceived of organizational support are assumed to affect readiness for change. To know whether that presumption is correct or not, the researcher conducted a statistical calculation through multiple regression test.

The results showed that third dimentions of employee?s perceived of organizational support, such as fairness of treatment, supervisor support, dan organizational rewards and job condition jointly together affect the employees? readiness for change facing of organizational change.

Among the three dimentions of employee's perceived of organizational support, the employee's perception of supervisor support has the most influence and significant impact on the employees readiness for change facing of organizational change. Therefore, the intervention in this study was designed to increase employee

perception of supervisor support that was feedback training and supervisory for supervisor.

The result of pre-test and post-test significance difference test indicated that the intervention given had been able to increase employee's perception of organizational support, but had not been able to increase employee's readiness for change facing of organizational change.</i>