

Pengaruh Peningkatan Pemberdayaan Psikologis terhadap Kesiapan untuk Berubah melalui Pelatihan Appreciative Inquiry for Adaptive Change = The Influence of Improving Psychological Empowerment to Readiness for Change through Appreciative Inquiry for Adaptive Change Training

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Abstrak

ABSTRAK

Tesis ini membahas tentang kesiapan untuk berubah pada organisasi pemerintah A. Penelitian ini adalah penelitian terapan kuantitatif non-eksperimental dengan desain penelitian pre-post test design. Variabel dependen yaitu Kesiapan untuk Berubah yang diukur melalui adaptasi skala Readiness for Change (Hanpachern, 1997) variabel independen yaitu Pemberdayaan Psikologis yang diukur dengan adaptasi skala Psychological Empowerment (Spreitzer, 1995) dan Persepsi terhadap Kepemimpinan Atasan diukur menggunakan adaptasi skala Leadership Practices Inventory (Kouzes dan Posner, 2004).

Hasil penelitian menyimpulkan terdapat pengaruh yang signifikan antara pemberdayaan psikologis dan persepsi terhadap kepemimpinan atasan dengan kesiapan untuk berubah ($R=0,538$ $p<0,05$) Pemberdayaan psikologis diintervensi melalui pelatihan Appreciative Inquiry for adaptive change. Setelah pelaksanaan intervensi diperoleh hasil terdapat perbedaan antara pre-test dan post-test ($t=2,748$ $p=0,01$). Dengan demikian, organisasi A perlu mempersiapkan pegawai untuk berubah dengan melakukan pelatihan Appreciative Inquiry pada seluruh pegawainya.

Abstract

This thesis discusses the readiness for change in a government organization which is conducting the reform process of substantial organizational change. This research is applied research with a quantitative non-experimental design (pre-post test design). Readiness for Change - the dependent variable is measured by an adaptation from Readiness for Change Scale (Hanpachern, 1997) and Psychological Empowerment measured with Psychological Empowerment scale (Spreitzer, 1995) and Perceptions of Leadership was measured using a Leadership Practices Inventory Scale (Kouzes and Posner, 2004).

The results conclude there is significant influence between psychological empowerment and perceptions of superordinate's leadership with readiness to change ($R=0,538$ $p<0,05$). Psychological empowerment intervened by Appreciative Inquiry for Adaptive Change Training. After implementation of the intervention there is a difference between the results obtained in the pre-test and post-test measurement ($t=2,748$ $p=0,01$). Thus, Organization A need to prepare its employees to change by holding an Appreciative Inquiry training to all employees.