

Pengaruh Kepercayaan Organisasi dan Change Leadership terhadap Komitmen Perubahan (Studi pada PT. X) = The Effect of Organizational Trust and Change Leadership on Commitment to Change (Study at PT. X)

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Abstrak

Efektivitas perubahan organisasi salah satunya dipengaruhi oleh komitmen perubahan. Penelitian ini bertujuan untuk melihat pengaruh yang diberikan oleh kepercayaan organisasi dan gaya kepemimpinan change leadership terhadap komitmen perubahan. Penelitian lanjutan dilakukan untuk melihat pengaruh kepercayaan organisasi dan gaya kepemimpinan change leadership terhadap masing-masing dimensi komitmen perubahan, yaitu komitmen afektif, kontinuans, dan normatif perubahan. Pengukuran kepercayaan organisasi menggunakan Organizational Trust Inventory, change leadership diukur dengan Change Leadership Inventory, dan pengukuran komitmen perubahan menggunakan Commitment to Change Inventory. Berdasarkan data yang diperoleh dari 276 responden didapatkan hasil bahwa terdapat pengaruh yang signifikan antara kepercayaan organisasi dan change leadership terhadap komitmen perubahan ($R^2=0,252$, $p<0.05$), namun pengaruh yang diberikan oleh kepercayaan organisasi ($R^2=0,096$, $p<0.05$) lebih besar dibandingkan change leadership ($R^2=0,044$, $p>0.05$).

.....Effectiveness of organizational change is influenced by commitment to change. This research was conducted to identify the impact of organizational trust and change leadership to commitment to change. Further research is also conducted to see the identify the impact of organizational trust and change leadership to each dimensions of commitment to change, namely affective, continuans, and normative commitment to change. Organizational trust measured by Organizational Trust Inventory, change leadership measured by Change Leadership Inventory, and commitment to change measured by Commitment to Change Inventory. Based on data from 276 respondents, the result of this research revealed that there is an impact of organizational trust and change leadership to commitment to change ($R^2= 0,252$, $p<0.05$), which organizational trust is higher than change leadership ($R^2=0,096$, $p=<0.005$).