

Hubungan antara uncertainty avoidance dan komitmen perubahan; studi pada PT. ALO = The relationship between uncertainty avoidance and commitment to change study at PT. ALO

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Abstrak

Komitmen perubahan merupakan sikap dan faktor yang mempengaruhi seseorang dan diperlukan untuk mencapai efektivitas perubahan organisasi. Penelitian ini dilakukan untuk melihat hubungan antara nilai uncertainty avoidance terhadap komitmen perubahan. Selain itu, penelitian ini juga melihat hubungan uncertainty avoidance terhadap ketiga dimensi komitmen perubahan, yaitu komitmen afektif, komitmen kontinu dan komitmen normatif. Pengukuran komitmen pada perubahan akan menggunakan alat ukur Commitment to Change Inventory (Herscovitch & Mayer, 2002), dan uncertainty avoidance akan menggunakan alat ukur GLOBE Culture and leadership scale.

Hasil pengukuran dari 164 responden pada PT.ALO, memberikan gambaran bahwa uncertainty avoidance memiliki hubungan negatif yang signifikan terhadap komitmen perubahan ($r = -0,729$, $p < 0,01$). Lebih lanjut, dari hasil perhitungan menunjukkan bahwa uncertainty avoidance memiliki hubungan negatif yang signifikan terhadap komitmen afektif perubahan ($r = -0,461$, $p < 0,01$), komitmen kontinuan perubahan ($r = -0,698$, $p < 0,01$), komitmen normatif perubahan ($r = -0,639$, $p < 0,01$).

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Commitment to change is people attitude and can be regarded as one of the factor achieving the effectiveness of organizational change. This study was conducted to observe the relationship between the value of uncertainty avoidance to changes. Furthermore, this study also try to identify the relationship of uncertainty avoidance with three dimensional of commitment changes, affective commitment, continuous commitment, and normative commitment. The measurement tool of commitment to change will use Commitment to Change Inventory (Herscovitch and Mayer, 2002), and uncertainty avoidance will use of instruments by GLOBE Culture and Leadership scale.

The results from 164 respondents of PT.ALO, show that uncertainty avoidance have a negative significant relation with commitment to change ($r = -0,729$, $p < 0,01$). Furthermore, it also showed that uncertainty avoidance has a negative significant relation to changes in affective commitment ($r = -0.461$, $p < 0.01$), commitment continuants change ($r = -0.698$, $p < 0.01$) and normative commitment to change ($r = -0,639$, $p < 0.01$).