

Hubungan antara uncertainty avoidance dan komitmen perubahan pada pekerja dua perusahaan bumh di bidang energi studi deskriptif uncertainty avoidance globe dan uncertainty avoidance hofstede = Correlation between uncertainty avoidance and commitment to change among two state owned companies employees in energy sector descriptive studies of globe uncertainty avoidance and hofstede uncertainty avoidance

Suci Puspita Galih, author

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Abstrak

Tujuan dari penelitian ini adalah untuk melihat hubungan antara uncertainty avoidance GLOBE dan uncertainty avoidance Hofstede dengan komitmen perubahan. Penelitian ini dilakukan di perusahaan BUMN dengan jumlah sampel sebanyak 176 responden. Uji statistik korelasional digunakan untuk menganalisis hasil data yang diperoleh. Pengukuran dimensi uncertainty avoidance dilakukan dengan alat ukur GLOBE Research Survey dan Values Survey Module (VSM). Pengukuran komitmen perubahan dilakukan dengan alat ukur Commitment to Change Inventory (CCI).

Hasil dari penelitian ini adalah: 1). Tidak ada hubungan signifikan antara skor uncertainty avoidance GLOBE dengan skor komitmen perubahan. 2). Terdapat hubungan signifikan dan bernilai negatif antara skor uncertainty avoidance Hofstede dengan skor komitmen perubahan.

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The aim of this study is to identify the correlation between uncertainty avoidance and commitment to change, and also try to use GLOBE uncertainty avoidance and Hofstede uncertainty avoidance as different construct with similar label. The data was collected from employee in state-owned company with total 176 sample size, and used correlational analysis to analyse the statistic data. Uncertainty avoidance was measured by GLOBE Research Survey dan Values Survey Module (VSM). Whereas, Commitment to Change Inventory (CCI) was used to measure commitment to change.

Results showed that: 1). There is no significant correlation between GLOBE uncertainty avoidance and commitment to change. 2). There is a negative and significant correlation between Hofstede uncertainty avoidance and commitment to change.