

# Pengaruh psychological empowerment dan organizational trust terhadap commitment to change studi kasus pada PT Hutama Karya (Persero) = Influence psychological empowerment and organizational trust for commitment to change case study PT Hutama Karya Persero

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## Abstrak

[<b>ABSTRAK</b><br>

Tesis ini membahas mengenai pengaruh Psychological Empowerment dan Organizational Trust terhadap Commitment To Change di PT. Hutama Karya.

Penelitian ini melakukan studi pengaruh Psychological Empowerment menurut Gretchen M. Spreitzer, Organizational Trust menurut Gilbert dan Tang dan Commitment To Change menurut Herscovitch dan Meyer.

Penelitian ini dilakukan dengan menggunakan pendekatan kuantitatif.

Populasi yang menjadi sampel penelitian ini adalah karyawan kantor pusat PT. Hutama Karya yang dipilih secara random dengan teknik sampel menggunakan snowball sampling dengan jumlah sampel 127 responden.

Setelah dilakukan penelitian maka hasil dari penelitian ini adalah affective commitment change di pengaruhi oleh psychological empowerment. Selain itu hasil dari penelitian ini adalah continuance commitment change dan normative commitment change dipengaruhi oleh organizational trust.

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<b>ABSTRACT</b><br>

This research discusses the influence of psychological empowerment according to Gretchen M. Spreitzer and organizational trust according to Gilbert and Tang for commitment to change by Herscovitch and Meyer at PT Hutama Karya (Persero). The study was conducted using a quantitative approach by distributing questionnaires. The population of this study are employees of the headquarters of PT Hutama Karya (Persero) randomly using convenience sampling technique with a sample of 127 respondents. After doing research, the results of this research are affective commitment to change is influenced by psychological empowerment. Beside that, the results of this research are continuance commitment to change and normative commitment to change is influenced by organizational trust.

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