

Pengaruh persepsi pekerja pada perubahan organisasi kepribadian pekerja identifikasi organisasi serta gaya kepemimpinan terhadap kemampuan pekerja mengatasi perubahan organisasi pada bank xyz = The effect of employee perception on organizational change employee personality organizational identification and leadership style toward employee s ability in coping with organizational change in bank xyz

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Abstrak

[ABSTRAK

Tesis ini meneliti pengaruh persepsi pekerja pada perubahan organisasi, kepribadian pekerja, identifikasi organisasi, dan gaya kepemimpinan terhadap kemampuan pekerja mengatasi perubahan organisasi pada Bank XYZ, dengan pertimbangan Bank XYZ merupakan Bank BUMN dengan kompleksitas permasalahan perubahan organisasi yang tinggi namun tetap mampu menunjukkan kinerja yang sangat menggembirakan. Penelitian menggunakan 231 sampel pekerja dari unit-unit kerja Bank XYZ di seluruh Indonesia.

Hasil penelitian menunjukkan variabel persepsi pekerja pada perubahan organisasi, kepribadian pekerja, identifikasi organisasi, serta gaya kepemimpinan suportif berpengaruh positif signifikan pada kemampuan pekerja mengatasi perubahan organisasi, sedangkan variabel gaya kepemimpinan partisipatif dan instrumental tidak berpengaruh signifikan. Pengaruh terbesar diberikan oleh kepribadian pekerja. Analisis uji korelasi karakteristik responden terhadap variabel dependen memberikan hasil tidak ada satu pun karakteristik yang berkorelasi signifikan pada tingkat signifikansi 5%.

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ABSTRACT

This thesis analyzes about the effect of employee perception on organizational change, employee personality, organizational identification, and leadership style toward employee's ability in coping with organizational change in Bank XYZ, which are a state-owned bank with high complexity organizational changes but still showing awesome corporate performance. The research uses 231 employee samples from all over Indonesia. The result shows that employee perception, employee personality, organizational identification, and supportive leadership style variables give significant positive effect to employee's ability in coping with organizational change, while partisipative and instrumental leadership style variables do not. Employee personality give the biggest effect to dependent variable. Correlation analysis of sample characteristics toward dependent variable shows no significant result for all characteristic in 5% significancy.;This thesis analyzes about the effect of employee perception on organizational change, employee personality, organizational identification, and leadership style toward

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