

Pengaruh komunikasi dan persepsi keadilan organisasi terhadap resistensi perubahan organisasi studi kasus pada pegawai biro organisasi dan kepegawaian dan unit pelaksana teknis kementerian sosial republik indonesia = The effect of communication and perceived organizational justice on resistance to organizational change case study on personnel and organization bureau and technical implementation unit ministry of social affairs republic of Indonesia

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh komunikasi dan persepsi keadilan organisasi terhadap resistensi perubahan organisasi pada pegawai Kementerian Sosial Republik Indonesia. Responden dari penelitian ini adalah sebanyak 260 orang. Pengujian hipotesis yang menggunakan metode Structural Equation Modeling (SEM).

Berdasarkan pengujian hasil hipotesis menunjukkan bahwa komunikasi berpengaruh secara negatif dan signifikan terhadap resistensi perubahan, komunikasi berpengaruh secara positif dan signifikan terhadap persepsi keadilan organisasi, persepsi keadilan organisasi berpengaruh secara negatif dan signifikan terhadap resistensi perubahan dan pengaruh antara komunikasi terhadap resistensi perubahan dimediasi secara parsial oleh persepsi keadilan organisasi. Ditemukan pula terdapat perbedaan rata-rata jawaban dari gen y pada penelitian ini.

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The aim of this research was to analyze the effect of communication and perceptions of organizational justice on resistance to change. The study was conducted at Ministry of Social Affairs of the Republic of Indonesia. The Respondents of this research were 260 employees. Hypotheses was tested using Structural Equation Modeling (SEM).

The result showed that communication had negative and significant effect on resistance to change, communication had positive and significant effect on the perceived organizational justice, perceived organizational justice had negative and significant effect on resistance to change, the effect of communication on resistance to change is partially mediated by perceived organizational justice. This research found there is an average difference of respondents gen y.