

Pengaruh change leadership dan kepercayaan pada pemimpin terhadap komitmen perubahan pada karyawan : studi pada PT DEF = The influence of change leadership and trust in the leader on employee's commitment to change : study at PT DEF

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Abstrak

ABSTRAK
Tujuan dari penelitian ini adalah melihat pengaruh gaya kepemimpinan change leadership dan kepercayaan pada pemimpin terhadap komitmen perubahan pada karyawan. Penelitian ini dilakukan di PT. DEF, sebuah perusahaan distribusi farmasi milik swasta di Jakarta. Kuesioner yang digunakan dengan mengadaptasi 3 alat ukur, yaitu: Commitment to Change Inventory (Herscovitch & Meyer, 2002), Change Leadership Scale (Liu, 2010), dan Trust in the Leader Inventory (Yang & Mossholder, 2010). Ketiga alat ukur ini diterjemahkan ke dalam Bahasa Indonesia. Hasil penelitian (N=129) menunjukkan bahwa terdapat hubungan yang positif dan signifikan antara change leadership ($r=0,323$, $p<0,01$) dan kepercayaan pada pemimpin ($r=0,277$, $p<0,01$) dengan komitmen perubahan. Melalui analisa regresi berganda menggunakan teknik hirarkikal, ditemukan kepercayaan pada pemimpin menjadi prediktor yang signifikan ($b = 0,155$, $SE = 0,048$, $p < 0.01$) dan change leadership memiliki kontribusi unik terhadap komitmen perubahan ($b = 0,128$, $SE = 0,056$, $p < 0.01$) daripada variabel kepercayaan pada pemimpin ($b = 0,069$, $SE = 0,060$, $p > 0.01$). Hasil penelitian ini berkontribusi pada pelaksanaan perubahan organisasi, karena organisasi dapat memahami variabel yang lebih memprediksi komitmen perubahan sehingga dapat melaksanakan perubahan organisasi yang lebih efektif.

ABSTRACT
The purpose of this research is to identify the influence of change leadership style and

trust in the leader on employee's commitment to change. This paper based on the empirical research about commitment to change in PT. DEF, a privately owned distribution pharmaceutical firm in Jakarta. Questionnaire in this study was adapted from 3 measuring instrument: Commitment to Change Inventory (Herscovitch & Meyer, 2002), Change Leadership Scale (Liu, 2010), and Trust in the Leader Inventory (Yang & Mossholder, 2010). All measuring instrument is translated into Bahasa Indonesia. The results (N=129) showed that there is a positive and significant correlation between change leadership ($r=0,323$, $p<0,01$) and trust in the leader ($r=0,277$, $p<0,01$) with commitment to change. Through multiple regression analysis, it was found that trust in the leader as a significant predictor ($b = 0.155$, $SE = 0,048$, $p < 0,01$) and change leadership became a significant predictor to commitment to change ($b = 0,128$, $SE = 0,056$, $p < 0,01$) above and beyond trust in a leader ($b = 0,069$, $SE = 0,060$, $p > 0,01$). Results of this study contribute to the implementation of organizational changes, because the organization can understand which variables that

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