

Peran perceived organizational support terhadap komitmen untuk berubah: peningkatan perceived organizational support melalui intervensi coaching di PT X = The role of perceived organizational support on commitment to change increasing perceived organizational support through coaching intervention in PT X

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh perceived organizational support terhadap komitmen untuk berubah pada karyawan di departemen editorial PT X. Instrumen penelitian menggunakan kuesioner komitmen untuk berubah dengan  $\alpha = 0,848$  dan kuesioner perceived organizational support dengan  $\alpha = 0,929$ . Hasil uji regresi terhadap 48 responden menunjukkan komitmen untuk berubah dapat dijelaskan oleh 16,4% varians perceived organizational support ( $F(1, 46) = 9,020$ ;  $p = 0,004$ ;  $p < 0,05$ ). Peneliti memberikan intervensi coaching kepada tujuh pasang atasan-bawahan.

Berdasarkan uji beda diketahui bahwa terdapat perbedaan mean yang signifikan antara skor perceived organizational support sebelum dan sesudah intervensi ( $t = -5,461$ ;  $p = 0,002$ ;  $p < 0,05$ ). Selain itu, juga terdapat perbedaan mean yang signifikan antara skor komitmen untuk berubah sebelum dan sesudah intervensi ( $t = -3,959$ ;  $p = 0,007$ ;  $p < 0,05$ ). Oleh karena itu, dapat disimpulkan bahwa intervensi coaching yang diberikan efektif dalam meningkatkan perceived organizational support dan komitmen untuk berubah. ....This research aimed to investigate the effect of perceived organizational support towards commitment to change on the editorial employees in PT X. This research used commitment to change scale with  $\alpha = .848$  and perceived organizational support scale with  $\alpha = .929$ . The regression analysis on 48 respondents showed that commitment to change can be explained by perceived organizational support as much as 16.4% ( $F(1, 46) = 9.020$ ;  $p = .004$ ;  $p < .05$ ). Researcher gave coaching intervention to seven-pair of leader-subordinate. Results showed that there was a significant mean difference between perceived organizational support score before and after intervention was given ( $t = -5.461$ ;  $p = .002$ ;  $p < .05$ ). Also there was a significant mean difference between commitment to change score before and after intervention was given ( $t = -3.959$ ;  $p = .007$ ;  $p < .05$ ). Therefore, it's concluded that coaching intervention was effective in increasing perceived organizational support and commitment to change.