

Rancangan intervensi implementasi program coaching untuk meningkatkan persepsi akan dukungan organisasi dan kesiapan untuk berubah pada karyawan non-akademik universitas x = Design intervention of coaching implementation program for improving perceived organizational support and readiness for change of non academic staff at university x

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Abstrak

Penelitian ini bertujuan untuk melihat apakah terdapat hubungan antara modal psikologis dan persepsi akan dukungan organisasi dengan kesiapan perubahan pada karyawan non-akademik Universitas X dengan responden sebanyak 33 orang dari unit kerja Keuangan dan PAFM. Alat ukur yang digunakan adalah alat ukur Readiness for Change Hanpachern, 1997 , Psychological Capital Luthans dkk, 2007 , dan Survey of Perceived Organizational Support Eisenberger dkk, 1986 . Hasil penelitian ini menunjukkan bahwa persepsi akan dukungan organisasi berkorelasi positif dan berpengaruh secara signifikan terhadap kesiapan perubahan.

.....This study was conducted to examine the correlation between psychological capital and perceived organizational support to readiness for change of non academic staff at University X, with the respondents as many as 33 employees from Finance and PAFM divisions. Measuring tools used in this study are Readiness for Change Hanpachern, 1997 , Psychological Capital Luthans dkk, 2007 , and Survey of Perceived Organizational Support Eisenberger dkk, 1986 . The result of this study showed that perceived organizational support has a positive correlations and significant effect on readiness for change