

Analisis pengaruh readiness for change terhadap resistance to change karyawan dalam proses perubahan organisasi: studi kasus: BPJS Kesehatan = Analysis of the effect of readiness for change on employee resistance to change in organizational change processes: case study: BPJS Kesehatan

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Abstrak

Analisis Pengaruh Readiness for Change terhadap Resistance to Change Karyawan dalam Proses Perubahan Organisasi Studi Kasus: BPJS Kesehatan Penelitian ini bertujuan untuk memahami pengaruh negatif dari individual readiness for change dan organizational readiness for change terhadap resistance to change. Proses pengumpulan data dalam penelitian ini menggunakan metode survey dengan menyebarkan kuesioner online. Objek penelitian ini adalah 3634 karyawan BPJS Kesehatan dengan masa kerja lebih dari setahun. Melalui metode Structural Equation Modelling, hasil penelitian menunjukkan bahwa individual readiness for change memiliki pengaruh positif terhadap resistance to change kemudian individual readiness for change dan organizational readiness for change memiliki korelasi signifikan satu sama lain.

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Analysis of The Effect of Readiness for Change on Employee Resistance to Change in Organizational Change Processes Case Study BPJS Kesehatan This study aims to understand the negative effects of individual readiness for change and organizational readiness for change against resistance to change. The process of collecting data in this study using survey methods by distributing the online questionnaire. The object of this study was 3634 BPJS Kesehatan employees with a working period of more than a year. Using the Structural Equation Modeling method, the results showed that individual readiness for change has a positive influence on resistance to change then individual readiness for change and organizational readiness for change have significant correlation with each other organizational change readiness for change resistance to change Structural Equation Modelling, BPJS Kesehatan