

Pengaruh public service motivation dan readiness for change terhadap ambidexterity pembimbing haji = The influence of public service motivation and readiness for change on the ambidexterity of the hajj guides / Qurrotu Aini

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Abstrak

ABSTRAK

Tesis ini menganalisis pengaruh public service motivation dan readiness for change terhadap ambidexterity pembimbing haji. Penelitian ini merupakan penelitian kuantitatif yang menganalisis melalui dimensi dari variabel dimana ambidexterity memiliki dua dimensi yaitu eksploitasi dan eksplorasi. Sedangkan public service motivation memiliki tiga dimensi yaitu attraction to public policy making, compassion dan self sacrifice. Readiness for change memiliki lima dimensi yaitu change self efficacy, discrepancy, personal valence, organizational valence dan senior leadership support. Penelitian ini dilakukan pada pembimbing haji tahun 2015 yang berjumlah 123. Data yang terkumpul kemudian dianalisis dengan menggunakan General Linier Model dengan menggunakan SPSS 23. Hasil dari penelitian ini menunjukkan 1 Attraction to public policy making memiliki pengaruh terhadap eksploitasi. Sedangkan compassion dan self sacrifice tidak memiliki pengaruh terhadap eksploitasi. 2 Change Self Efficacy dan Discrepancy memiliki pengaruh terhadap eksploitasi, sementara personal valence, organizational valence dan senior leadership support tidak memiliki pengaruh terhadap eksploitasi 3 Compassion memiliki pengaruh terhadap eksplorasi sementara attraction to public policy making dan self sacrifice tidak memiliki pengaruh terhadap eksplorasi, 4 Change Self Efficacy, discrepancy personal valence, organizational valence memiliki pengaruh terhadap eksplorasi sementara senior leadership support tidak memiliki pengaruh terhadap eksplorasi.

ABSTRACT

The purpose of this study is to analyze the influence of public service motivation and readiness for change to the ambidexterity by focusing the study on the Hajj guide. This study is a quantitative study that analyze within dimensions from the variable ambidexterity has two dimensions which are exploitation and exploitation. While the public service motivation has attraction to public policy making, compassion and self sacrifice and readiness for change has change self efficacy, discrepancy, personal valence, organizational valence dan senior leadership support. This study is distributed among 123 Hajj Guides. The collected data is then analyzed using SPSS 23, using general linear model. The result of the study shown us that 1 Attraction to public policy making has an influenced to the exploitation. However, compassion and self sacrifice have no influenced to the exploration 2 Compassion has an influenced to exploration. However, attraction to public policy making and self sacrifice have no influenced to the exploration 3 Changing self efficacy and discrepancy have an influenced to the exploitation. However personal valence, organizational valence and support senior leadership have no influenced to the exploration 4 Changing self efficacy, discrepancy, personal and organizational value have an influenced to the exploration. However support senior leadership have no influenced to the exploration