

Pengaruh leader member exchange (LMX) dan perceived organizational support (POS) terhadap readiness for change studi empiris di PT. Taspen (Persero) = The effects of leader member exchange lmx and perceived organizational support to readiness for change empirical study in PT. Taspen (Persero) / Muhammed Riza Zarkasi

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Abstrak

ABSTRAK

Penelitian ini meneliti 248 responden yang terdiri dari karyawan staff dan atasan atau pimpinan di lingkungan PT. Taspen. Dilatarbelakangi oleh ketidakpastian lingkungan yang dialami PT Taspen seperti pengembangan model bisnis baru dan kekurangan sumber daya manusia akibat putusnya program rekrutmen, memaksa karyawan untuk dapat mengikuti arus perubahan. Sehingga kesiapan untuk berubah atau readiness for change menjadi hal yang menarik untuk diteliti. Faktor-faktor yang diangkat untuk melihat pengaruhnya terhadap readiness for change adalah Leader member exchange (LMX) dan Perceived Organizational Support (POS). kedua faktor tersebut memberikan pengaruh yang sangat tinggi terhadap dimensi valence sebagai Readines For Change

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ABSTRACT

This study examined the 248 respondents consisting of staff employees and superiors or leaders within the PT. TASPEN. Motivated by the uncertainty of the environment that experienced by PT. TASPEN, like developing new business model and lack of human resources due to discontinuation recruitment, this uncertainty environment force employees to be able to follow the flow of change. So that the readiness for change be interesting to investigate. Factors that influence the readiness for change in this research are the Leader member exchange (LMX) and Perceived Organizational Support (POS). High finding on the research results explain both factors have the most effect in affecting valence as a Readines For Change dimension.