

Peran moderasi kepercayaan pada atasan dalam hubungan antara kepemimpinan perubahan dan komitmen afektif terhadap perubahan =
The moderating role of trust in supervisor in relationship between change leadership and affective commitment to change

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Abstrak

Organisasi perlu melakukan perubahan agar dapat bertahan dan bersaing. Dalam mencapai kesuksesan implementasi perubahan, komitmen karyawan terhadap perubahan menjadi hal yang penting. Penelitian ini bertujuan untuk melihat peran moderasi dari kepercayaan pada atasan terhadap hubungan antara kepemimpinan perubahan dan komitmen afektif terhadap perubahan. Total responden dalam penelitian ini berjumlah 109 responden dari 7 perusahaan. Penelitian ini menggunakan alat ukur Komitmen Afektif Terhadap Perubahan (Mangundjaya, 2013a; 2013b; 2019a), alat ukur Kepemimpinan Perubahan (Mangundjaya, 2019b), dan alat ukur Behavioral Trust Inventory (Gillespie, 2003). Hasil penelitian menunjukkan bahwa kepercayaan pada atasan tidak memoderasi hubungan antara kepemimpinan perubahan dan komitmen afektif terhadap perubahan.

.....Organizations need to change in order to survive and compete. In a successful change implementation, employees' commitment to change becomes important. This study was conducted to see the moderating role of trust in supervisor in relationship between change leadership and affective commitment to change. The total number of respondents in study were 109 respondents that came from 7 companies. This study used several measures, including Commitment to Change Scale adapted by Mangundjaya (2013a; 2013b; 2019a), Change Leadership Scale developed by Mangundjaya (2019b), and Behavioural Trust Inventory developed by Gillespie (2003). Results showed that trust in supervisor does not moderate the relationship between change leadership and affective commitment to change.