

Program intervensi pelatihan kepemimpinan perubahan pada manajer untuk meningkatkan komitmen afektif terhadap perubahan pada karyawan unit area PT X = Change leadership training for managers to improve affective commitment to change on employees of area unit in PT X

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Abstrak

Penelitian ini dilakukan untuk mengetahui hubungan antara kepemimpinan perubahan dan komitmen afektif terhadap perubahan (studi 1), serta mengetahui efektivitas pemberian intervensi pelatihan kepemimpinan perubahan pada karyawan unit Area PT X (studi 2). Pada studi 1, subjek penelitian adalah 258 karyawan non-manajerial unit Area PT X. Data dianalisis menggunakan uji korelasi dengan SPSS. Hasil analisis data menunjukkan adanya hubungan positif dan signifikan antara kepemimpinan perubahan dan komitmen afektif terhadap perubahan ( $r=.295$ ,  $p<.001$ ). Pada studi 2, subjek penelitian adalah 10 Facility dan Building Manager unit Area PT X. Berdasarkan analisis hasil evaluasi pembelajaran menggunakan Paired Sample T-Test, diketahui bahwa pelatihan yang diberikan cukup efektif dengan kenaikan skor sebesar 37%.

.....This study was conducted to determine the relationship between change leadership and affective commitment to change (study 1), and also to determine the effectiveness of change leadership training to Area Manager in PT X (study 2). In study 2, the subject of study were 258 employees of Area unit PT X. Data were analyzed using correlation test with SPSS. The results of data analysis showed a positive and significant relationship between change leadership and affective commitment to change ( $r = .295$ ,  $p <.001$ ). In study 2, the research subjects were 10 Facility and Building Managers of the PT X Area unit. Based on the analysis of the results of the learning evaluation using the Paired Sample T-Test, it was found that the training provided was quite effective with an increase in the score of 37%.