

Analisis Faktor-Faktor yang Mempengaruhi Behavioural Support for Change pada Komisi Pemberantasan Korupsi = The Analysis of Factors Affecting Behavioural Support For Change at the Corruption Eradication Commission

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Abstrak

Organisasi sebagai sebuah entitas sosial akan selalu dihadapkan pada lingkungan yang selalu berubah. Implikasi dari adanya perubahan tersebut adalah organisasi harus melakukan penyesuaian diri untuk dapat mempertahankan keberlangsungan hidupnya. Upaya penyesuaian diri tersebut dilakukan dengan mengimplementasikan perubahan di dalam organisasi. Upaya mengimplementasikan perubahan di dalam organisasi rentan mengalami kegagalan dikarenakan kurangnya komitmen dan dukungan orang-orang yang ada di dalam organisasi. Tesis ini membahas faktor-faktor yang mempengaruhi behavioural support for change. Dalam penelitian ini terdapat tiga variabel bebas yaitu Change Leadership, Change Communication, dan Person-Organization Fit dengan variabel terikat yaitu Behavioural Support for Change, serta menggunakan dua variabel moderator yaitu Employee Participation dan Affective Commitment to Change. Penelitian ini dilakukan di Komisi Pemberantasan Korupsi yang tengah mengalami perubahan organisasi sehubungan dengan terjadinya revisi undang-undang KPK pada tahun 2019. Penelitian ini menggunakan metode kuantitatif dengan teknik pengambilan sampel Total Sampling yang selanjutnya dilakukan pengumpulan data dengan cara menyebarkan kuesioner secara online kepada seluruh pegawai KPK dengan masa kerja minimal 1 tahun. Kuesioner yang berhasil dikumpulkan mencapai 235 buah dari jumlah total pegawai KPK sebanyak 1.551 orang. Selanjutnya data diolah dengan menggunakan software SmartPLS versi 3.0. Hasil pengujian statistik menunjukkan bahwa Behavioural Support for Change dipengaruhi secara bersama-sama oleh Employee Participation dan Affective Commitment to Change. Adapun Affective Commitment to Change dipengaruhi secara signifikan oleh Change Communication dan Person-Organization Fit. Hasil lain yang terungkap dalam penelitian ini adalah Employee Participation dipengaruhi secara signifikan oleh Change Communication, sementara itu Change Leadership tidak berpengaruh secara signifikan baik terhadap Employee Participation maupun Affective Commitment to Change. Adapun fungsi mediasi Employee Participation terbukti berlaku pada Change Communication terhadap Behavioural Support for Change, sementara fungsi mediasi Affective Commitment to Change berlaku pada Change Communication dan Person-Organization Fit terhadap Behavioural Support for Change.

.....Organizations as social entities will always be faced with an ever-changing environment. The implication of these changes is that organizations must make adjustments to be able to maintain their survival. The adjustment effort is carried out by implementing changes within the organization. Efforts to implement change within the organization are prone to failure due to a lack of commitment and support from people within the organization. This thesis discusses the factors that influence behavioral support for change. In this study, there are three independent variables, namely Change Leadership, Change Communication, and Person-Organization Fit with the dependent variable is Behavioural Support for Change, and using two moderating variables, namely Employee Participation and Affective Commitment to Change. This research was conducted at the Corruption Eradication Commission which is undergoing

organizational changes in connection with the revision of the KPK law in 2019. This study uses a quantitative method with the Total Sampling sampling technique which is then collected by distributing online questionnaires to all KPK employees with a minimum of 1 year of service. The questionnaires that were collected reached 235 out of the total number of KPK employees as many as 1,551 people. Furthermore, the data is processed using the SmartPLS version 3.0 software. The results of statistical testing show that Behavioural Support for Change is jointly influenced by Employee Participation and Affective Commitment to Change. The Affective Commitment to Change is significantly influenced by Change Communication and Person-Organization Fit. Another result revealed in this study is that Employee Participation is significantly influenced by Change Communication, while Change Leadership has no significant effect on both Employee Participation and Affective Commitment to Change. The Employee Participation mediation function has been proven to apply to Change Communication for Behavioral Support for Change, while the Affective Commitment to Change mediation function applies to Change Communication and Person-Organization Fit to Behavioral Support for Change.