

Pengaruh Employee's Trust dan Attitude Toward Organizational Change yang dimediasi oleh Organizational Commitment (Studi pada Pegawai PT Transportasi Gas Indonesia) = Influence of Employee's Trust and Attitude Toward Organizational Change mediated by Organizational Commitment (Study on Employees of PT Transportasi Gas Indonesia)

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Abstrak

Penelitian ini untuk menguji sikap pegawai terhadap perubahan dengan sejumlah faktor atau variabel yang mempengaruhi sikap pegawai terhadap perubahan, yaitu faktor kepercayaan pada organisasi dan kepercayaan pada supervisor serta komitmen organisasi. Penelitian dilakukan terhadap pegawai organik PT TGI sebagai responden dengan menyebarkan kuisioner sebagai metode pengumpulan data. Analisis pengolahan data kuisioner menggunakan structural equation modeling untuk mengetahui pengaruh employee's trust dan attitude toward organizational change dengan menggunakan faktor organizational commitment sebagai mediator. Hasil penelitian menunjukkan bahwa hubungan langsung antara employee's trust terhadap attitude toward organizational change adalah tidak signifikan. Sementara melalui organizational commitment, pengaruh tidak langsung employee's trust terhadap attitude toward organizational change adalah positif dan signifikan.

.....This study to examine the attitude of employees towards change with a number of factors or variables that influence employee attitudes towards change, namely the factor of trust in the organization and trust in supervisors and organizational commitment. The research was conducted on organic employees of PT TGI as respondents by distributing questionnaires as a data collection method. Questionnaire data processing analysis used structural equation modeling to determine the effect of employee's trust and attitude toward organizational change using organizational commitment as a mediator. The results showed that the direct relationship between employee's trust and attitude toward organizational change was not significant. Meanwhile, through organizational commitment, the indirect effect of employee's trust on attitude toward organizational change is positive and significant.