

Kajian Pengaruh Antara Charismatic Leadership Communication dan Transparent Communication terhadap Openness to Change dengan Efek Mediasi Trust in Organization (Studi pada Kementerian PPN/Bappenas) = Study of the Effects of Charismatic Leadership Communication and Transparent Communication on Openness to Change with Trust in Organization as the Mediation Effects. (Study at the Ministry of National Development Planning/Bappenas)

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Abstrak

Penelitian ini bertujuan untuk mengkaji pengaruh dari kepemimpinan dan komunikasi di dalam mendukung keterbukaan pegawai untuk berubah di dalam organisasi melalui charismatic leadership communication dan transparent communication terhadap openness to change melalui efek mediasi trust in organization. Data dikumpulkan melalui kuesioner dan dianalisis menggunakan Structural Equation Modeling (SEM) untuk memeriksa kecocokan keseluruhan model dan menguji kausalitas antar konstruk. Sejumlah 290 PNS di Kementerian PPN/Bappenas dengan berpartisipasi menjadi sampel penelitian. Hasil penelitian ini mengungkapkan bahwa charismatic leadership communication dan transparent communication berpengaruh positif terhadap openness to change, baik secara langsung maupun melalui mediasi trust in organization. Lebih lanjut, penelitian ini diharapkan dapat memberikan kontribusi kepada organisasi untuk mendorong peranan komunikasi baik yang dilakukan oleh pemimpin maupun organisasi secara transparan untuk meningkatkan kepercayaan pegawai terhadap organisasi, yang pada akhirnya menimbulkan adanya keterbukaan untuk berubah, khususnya di sektor publik.

.....The aim of this study is to examine the effect of leadership and communication in supporting employee openness to change in the organization in the form of charismatic leadership communication and transparent communication in influencing openness to change through the mediating effect of trust in organization. Data were collected through questionnaires and analyzed using Structural Equation Modeling (SEM) to check the fit of the entire model and test causality between constructs. A total of 290 civil servants at the Ministry of National Development Planning/Bappenas participated as research samples. The results of this study reveal that charismatic leadership communication and transparent communication have a positive effect on openness to change, both directly and partially through mediation of trust in the organization. Furthermore, this study is expected to contribute to the organization to encourage the role of good communication carried out by leaders and organizations in a transparent manner to increase employee confidence in the organization, which in turn creates openness to change, especially in the public sector.