

Intervensi pelatihan pemecahan masalah secara kreatif untuk meningkatkan kreativitas karyawan dan kesiapan karyawan untuk berubah di PT. X = Intervention of creative problem solving training for improving employee creativity and employee readiness for change at X Company

Imam Subekti, author

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh kreativitas karyawan terhadap kesiapan karyawan untuk berubah di PT. X. Tipe penelitian action research dengan responden sebanyak 71 karyawan. Alat ukur adalah Readiness for Change Scale (Hanpachern, 1997) dan Skala Sikap Kreatif (Munandar, 1977). Hasil perhitungan uji regresi memperoleh hasil $R^2=0,108$ ($p<0,05$) yang berarti kreativitas karyawan mempengaruhi kesiapan karyawan untuk berubah sebesar 10,8%. Intervensi Pelatihan Pemecahan Masalah secara Kreatif dirancang untuk meningkatkan kreativitas karyawan dan kesiapan karyawan untuk berubah. Hasil perhitungan efek intervensi menunjukkan signifikansi perbedaan pre-test dan post-test kreativitas karyawan dan kesiapan karyawan untuk berubah dengan uji t-test; diperoleh nilai t untuk kreativitas karyawan sebesar -4,899 ($p<0,05$) dan kesiapan karyawan untuk berubah sebesar -1,394 ($p>0,05$). Hal ini berarti terdapat peningkatan skor kreativitas karyawan secara signifikan namun tidak terjadi peningkatan skor kesiapan karyawan untuk berubah secara signifikan setelah diberikan intervensi Pelatihan Pemecahan Masalah secara Kreatif. Dengan demikian Pelatihan Pemecahan Masalah secara Kreatif mampu meningkatkan kreativitas karyawan, namun belum mampu meningkatkan kesiapan karyawan untuk berubah di PT.X.

.....This study aims to determine the effect of employee creativity to the employee readiness for change at X Company. The type of this study is action research study by the number of study participants as many as 71 employees. Measuring instrument used is a measure of Readiness for Change Scale (Hanpachern, 1997) and Creative Attitude Scale (Munandar, 1977). The results of calculations using regression showed $R^2 = 0.108$ ($p < 0.05$), which means employee creativity affects the employee readiness for change at 10.8%. Therefore, the interventions made in the study was designed to increase employee creativity and employee readiness for change. The intervention is a 'creative problem solving' training. Intervention effects were measured by comparing the pre-test and post-test measurements of employee creativity and employee readiness for change.

The results of tests of significance differences in the calculation of pretest and post-test employee creativity and employee readiness for change using a t-test. The t-test values obtained for employee creativity is -4.899 ($p < 0.05$) and the value of t for employee readiness for change is - 1.394 ($p > 0.05$). This means there is an increase in employee creativity scores were significantly but there was no increase to employee readiness for change scores significantly after the intervention given. The results of this analysis indicate that a given intervention can improve employee creativity, but have not been able to increase the employee readiness for change.