

Pengaruh kepemimpinan otentik lingkungan tugas organisasi dan kepercayaan kepada organisasi terhadap komitmen untuk berubah : studi kasus PT Nindya Karya Persero = The influence of authentic leadership organizational task environment and organization trust towards commitment to change : case study PT Nindya Karya Persero

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Abstrak

Proses perubahan tidak terlepas dari peran komitmen karyawan. Conner (1992) dalam Kling (2004) menyebutkan bahwa komitmen merupakan pengikat vital antara orang dan tujuan perubahan. Penelitian bertujuan untuk menguji ada tidaknya pengaruh dimensi Authentic Leadership yaitu Leader Self Awareness, Balanced Processing, Internalized Moral Perspectives, Balance Processing, kemudian dimensi Organization Task Environment yaitu Munificence, Dynamism, dan Complexity serta Organization Trust terhadap dimensi Commitment to Change yaitu Affective, Normative, dan Continuance Commitment to Change. Penelitian dilakukan di PT Nindya Karya (Persero) sebuah perusahaan BUMN bergerak di bidang konstruksi.

Hasil penelitian menunjukkan bahwa secara umum Authentic Leadership, Organization Trust dan Organization Task Environment memiliki pengaruh terhadap Commitment to Change. Secara khusus, dimensi Leader Self Awareness dari Authentic Leadership berpengaruh signifikan negatif terhadap Affective dan Normative Commitment to Change. Sedangkan dimensi Internalized Moral Perspective berpengaruh positif terhadap Affective dan Normative Commitment to Change. Selain itu Organization Trust dan dimensi Dynamism dari Organization Task Environment memiliki pengaruh positif terhadap Affective dan Normative Commitment to Change sedangkan Continuance Commitment to Change lebih dipengaruhi oleh Complexity lingkungan tugas perusahaan.

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The process of change can not be separated from the role of employee commitment. Conner (1992) in Kling (2004) mentions that the commitment is vital glue between people and change goal. The study aimed to test the impact of Authentic Leadership dimensions which are Leader Self Awareness, Balanced Processing, Internalized Moral Perspectives, Relational Transparency, then the dimensions of the Organization Task Environment which are Munificence, Dynamism, and Complexity also Organization Trust towards dimensions of Commitment to Change which are Affective Commitment to Change, Normative, Commitment to Change and Continuance Commitment to Change. The study was conducted in Nindya PT Karya (Persero), a state-owned company engaged in the field of construction.

The results showed that in general Authentic Leadership, Organization Trust and Organization Task Environment have an influence on the Commitment to Change. In particular, Leader Self Awareness of Authentic Leadership has significant negative effect on Affective and Normative Commitment to Change. While Internalized Moral Perspective has significant positive effect on Affective and Normative Commitment to Change. Additionally Organization Trust and Dynamism from Organization Task

Environment have positive influence on Affective and Normative Commitment to Change. While Continuance Commitment to Change more influenced by environmental Complexity.