

Hubungan Antara iklim psikologis dengan kesiapan karyawan untuk berubah = The Relationship between psychological climate with employee readiness for change

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Abstrak

[Penelitian ini dilakukan untuk mengetahui hubungan antara iklim psikologis dengan kesiapan karyawan untuk berubah di dalam organisasi perbankan yang sedang mengalami perubahan. Dalam penelitian ini kesiapan karyawan untuk berubah diukur menggunakan alat ukur readiness for change scale (Hanpachern, 1997), dengan cronbach's alpha: .715. Sedangkan iklim psikologis diukur menggunakan alat ukur psychological climate scale (Brown & Leigh, 1996), dengan cronbach's alpha: .885. Subjek penelitian berjumlah 139 karyawan dari organisasi perbankan nasional. Hasil penelitian menunjukkan iklim psikologis berhubungan secara positif dan signifikan dengan kesiapan karyawan untuk berubah ($r = .451$; $p = .000$, signifikan pada L.o.S .01). Dengan demikian, semakin tinggi iklim psikologis, maka semakin tinggi kesiapan karyawan untuk berubah. Hasil penelitian juga menunjukkan kejelasan peran (role clarity) dan kontribusi yang berarti (perceived meaningfulness of contribution) merupakan dimensi dari iklim psikologis yang paling berkontribusi secara signifikan bagi kesiapan karyawan untuk berubah., This research was conducted to find the relationship between psychological climate with employee readiness for change. Employee readiness for change was measured using Readiness for Change Scale (Hanpachern, 1997), with cronbach's alpha: .715 and psychological climate was measured using Psychological Climate Scale (Brown & Leigh, 1996), with cronbach's alpha: .885. The respondents of this research are 139 employee from Company X who are facing changes. The main results of this research showed that there are positively and significantly correlation between psychological climate and employee readiness for change ($r = .451$; $p = .000$, significant at L.o.S .01). The implication of this study is, the higher psychological climate leads to the higher employee readiness for change. The results of this study also showed that role clarity and perceived meaningfulness of contribution are dimension of psychological climate that contribute the most for employee readiness for change.]