

Analisis pengaruh individual resistance to change dan organizational justice terhadap employee commitment to change studi kasus pada biro organisasi dan kepegawaian orpeg dan unit pelaksana teknis upt kementerian sosial republik indonesia = The effect of individual resistance to change and organizational justice towards employee commitment to change case study at personnel and organization bureau and technical implementation unitsocial ministry of the republic indonesia / Restu Ledwi Anggraeni

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Abstrak

[<b>ABSTRAK</b><br>

Penelitian ini bertujuan untuk mengetahui pengaruh individual resistance to change, dan organizational justice terhadap employee commitment to change di biro organisasi dan kepegawaian dan unit pelaksana teknis Kementerian Sosial Republik Indonesia. Individual resistance to change dalam penelitian ini merupakan disposisional, dan organizational justice dalam penelitian ini merupakan persepsi pegawai terhadap organizational justice. Terdapat 194 pegawai yang ikut serta dalam survei ini. Penelitian ini menggunakan metode Structural Equation Modeling dengan Partial Least Square (PLS) dan software yang digunakan adalah SmartPLS 3.0. Hasil penelitian ini menunjukkan bahwa individual resistance to change secara signifikan memiliki pengaruh positif terhadap affective commitment to change dan normative commitment to change, sedangkan organizational justice secara signifikan memiliki pengaruh positif terhadap affective commitment to change, continuance commitment to change dan normative commitment to change.; This study aims to determine the effect of individual resistance to change, and

organizational justice towards employee commitment to change in personnel and organization bureau, and technical implementation unit Social Ministry of Republic Indonesia. In this study the individual resistance to change is dispositional resistance to change, and organizational justice is Employee's perceptions of Organizational Justice. There are 194 employees who participated in this survey. This research used a structural equation modelling with the Partial Least Square method and SmartPLS 3.0 software. The results showed that individual resistance significantly have a positive influence on affective commitment to change, and normative commitment to change, while organizational justice significantly have a positive influence on affective commitment to change, continuance commitment to change and normative commitment to change; This study aims to determine the effect of individual resistance to change, and organizational justice towards employee commitment to change in personnel and



individual resistance significantly have a positive influence on affective commitment to change, and normative commitment to change, while organizational justice significantly have a positive influence on affective commitment to change, continuance commitment to change and normative commitment to change; This study aims to determine the effect of individual resistance to change, and organizational justice towards employee commitment to change in personnel and organization bureau, and technical implementation unit Social Ministry of Republic Indonesia. In this study the individual resistance to change is dispositional resistance to change, and organizational justice is Employee's perceptions of Organizational Justice. There are 194 employees who participated in this survey. This research used a structural equation modelling with the Partial Least Square method and SmartPLS 3.0 software. The results showed that individual resistance significantly have a positive influence on affective commitment to change, and normative commitment to change, while organizational justice significantly have a positive influence on affective commitment to change, continuance commitment to change and normative commitment to change, This study aims to determine the effect of individual resistance to change, and organizational justice towards employee commitment to change in personnel and organization bureau, and technical implementation unit Social Ministry of Republic Indonesia. In this study the individual resistance to change is dispositional resistance to change, and organizational justice is Employee's perceptions of Organizational Justice. There are 194 employees who participated in this survey. This research used a structural equation modelling with the Partial Least Square method and SmartPLS 3.0 software. The results showed that individual resistance significantly have a positive influence on affective commitment to change, and normative commitment to change, while organizational justice significantly have a positive influence on affective commitment to change, continuance commitment to change and normative commitment to change]