

Pengaruh external pressure dan organizational justice terhadap resistance to change studi di PT. X = The effect of external pressure and organizational justice to resistance to change study at PT. X

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh external pressure dan organizational justice terhadap resistance to change di PT. X. PT. X adalah perusahaan badan usaha milik negara yang bergerak di bidang jasa konsultasi, survei, inspeksi dan verifikasi. Metode analisis data yang digunakan adalah analisis statistik deskriptif dan regresi. Resistance to change adalah faktor yang menghambat proses perubahan. External pressure memiliki dimensi coercive, mimetic dan normative pressure. Organizational justice memiliki dimensi distributive justice, procedural justice, interpersonal justice dan informational justice.

Hasil penelitian terhadap 262 responden menunjukkan tingkat resistance to change di PT. X dikategorikan sedang. Dimensi mimetic pressure berpengaruh secara signifikan terhadap resistance to change, dimensi informational justice berpengaruh negatif secara signifikan terhadap resistance to change. Sedangkan coercive, normative, distributive justice, procedural justice dan interpersonal justice tidak terbukti berpengaruh secara signifikan terhadap resistance to change.

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This research aims to determine the effect of external pressure and organizational justice to resistance to change at PT. X. PT. X is a state-owned enterprise with field of work as consultant for survey, inspection, and verification. Data analysis method used are statistic descriptive analysis and regression. Resistance to change is a factor that prevent change proses. External pressure has dimensions of coercive, mimetic and normative pressure. Organizational justice has dimensions of distributive justice, procedural justice, interpersonal justice and informational justice.

Research findings on 262 respondents indicated the level of resistance to change at PT. X categorized as moderate. Dimension of mimetic pressure significantly impact to resistance to change, dimension informational justice significantly influence and negatif impact to resistance to change. Whereas coercive, normative, distributive justice, procedural justice and interpersonal justice not proven significantly influence resistance to change.