

Pengaruh komponen budaya organisasi dan employee engagement terhadap kesiapan untuk berubah (studi pada Kantor Vertikal Direktorat Jenderal Perbendaharaan Provinsi Aceh) = The effects of the elements of organizational culture and employee engagement towards readiness for change a (study at The Vertical Office of Directorate General of Treasury Aceh Province)

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Abstrak

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Semua organisasi menginginkan keberhasilan dalam melakukan perubahan. Faktor pendorong terjadinya perubahan bisa disebabkan oleh berbagai macam hal baik internal maupun eksternal organisasi. Mengelola perubahan membutuhkan kesiapan, komitmen, dan kepercayaan dari seluruh anggota organisasi, sehingga untuk merumuskan perubahan yang berhasil faktor anggota organisasi wajib dipertimbangkan, dengan mempertimbangkan peran employee engagement dalam mengelola perubahan. Selain faktor employee engagement, budaya organisasi juga mempunyai peran penting dalam keberhasilan pengelolaan perubahan. Penelitian ini bertujuan untuk mengetahui pengaruh budaya organisasi dan employee engagement terhadap kesiapan untuk berubah. Penelitian dilakukan pada Kantor Vertikal Direktorat Jenderal Perbendaharaan Provinsi Aceh dengan menggunakan 130 sampel untuk mengukur dan melihat pengaruh antar tiga variabel tersebut. Hasil penelitian menunjukkan bahwa terdapat pengaruh budaya organisasi dan employee engagement terhadap kesiapan untuk berubah. Dengan mengetahui gambaran budaya organisasi, tingkat employee engagement, dan tingkat kesiapan menghadapi perubahan para anggotanya, maka akan mempermudah pihak manajemen dan pengambil keputusan dalam mengelola dan mengawal perubahan tersebut dengan baik dan berhasil

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**ABSTRACT**

Every organizations wish to manage change successfully. The main drivers of change can be caused by forces of both internal and external factors. Managing change requires readiness, commitment, and trust from the entire organization members. Thus, in order to formulate a successful change, the factor of organization members must be considered, as related to the roles of employee engagement in the change management process. Besides the employee engagement, organizational culture also plays an important role in the success of managing change. This study aims at determining the effects of organizational culture and employee engagement towards readiness for change. The study was conducted at the vertical office of the Directorate General of Treasury Vertical

Aceh province by using 130 samples to measure the magnitude and influence between these three variables. The results show that there is an influence between organizational culture and employee engagement towards readiness for change. By knowing the whole picture of the organizational culture, employee engagement levels, and the level of readiness of its members, the change management process can be carefully managed and controlled by the management and decision-makers in order to have a successful changes and better results