

Rancangan program intervensi pelatihan change leadership pada team leader untuk meningkatkan komitmen afektif perubahan pada recruitment consultant di PT X Indonesia = Intervention design of change leadership training to team leader to improve affective commitment to change of recruitment consultant in PT X Indonesia / Rr. Rahadini Sekar Hapsari

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Abstrak

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Penelitian ini membahas mengenai rancangan pelatihan change leadership pada Team Leader untuk meningkatkan komitmen afektif perubahan pada Recruitment Consultant di PT X Indonesia. Penelitian ini menggunakan tipe penelitian terapan dengan jumlah partisipan penelitian sebanyak 38 Recruitment Consultant di PT X Indonesia. Alat ukur yang digunakan dalam penelitian ini adalah adaptasi alat ukur change leadership Liu, 2010 dengan nilai koefisien alpha ? sebesar 0.95 dan alat ukur affective commitment to change Herscovitch Meyer, 2002 dengan nilai koefisien alpha ? sebesar 0.90. Peneliti menggunakan uji korelasi Pearson untuk mengetahui hubungan antara kedua variabel tersebut. Hasil menunjukkan bahwa terdapat hubungan positif yang signifikan antara change leadership dengan komitmen afektif perubahan  $r = 0.53, p$

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**ABSTRACT**

The study was conducted to see the correlation between change leadership and affective commitment to change. This study used applied research studies with 38 Recruitment Consultants as participants. The study used change leadership measurement Liu, 2010 with coefficient alpha score 0.95 and affective commitment to change measurement Herscovitch Meyer, 2002 with coefficient alpha score 0.90. The Pearson correlation technique was used to determine the relationship between two variables. The results showed a significant and positive relationship between change leadership and affective commitment to change  $r = 0.53, p < 0.05$ , significant . It showed that with increasing change leadership behavior of Team Leader, affective commitment to change in Recruitment Consultant will increase. An intervention program of change leadership training to Team Leader to increase affective commitment to change of Recruitment Consultant is designed following the research result.