

# Pengaruh transformational leadership terhadap commitment to change melalui mediasi readiness for change dan public service motivation pada pemerintahan pusat = The effect of transformational leadership on commitment to change through the mediation of readiness to change and public service motivation in the central government

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## Abstrak

Reformasi Birokrasi menuntut pemerintah melakukan perubahan dalam mencapai tata kelola pemerintahan kelas dunia. Dalam menjalankan Reformasi Birokrasi tersebut banyak perubahan yang dilakukan oleh pemerintah berupa perubahan manajemen kinerja, perubahan pola kerja, perubahan budaya kerja dan lainnya. Berdasarkan penelitian terdahulu, perubahan yang sukses perlu adanya commitment to change pada individu di organisasi. Studi menemukan bahwa transformational leadership, readiness for change dan public service motivation memiliki pengaruh terhadap commitment to change. Tujuan dari studi ini adalah mengetahui peranan readiness for change dan public service motivation dalam memediasi pengaruh transformational leadership terhadap commitment to change. Dengan menggunakan online survey kepada 174 responden dengan pengolahan data Lisrel didapati hasil penelitian berupa readiness for change dan public service motivation secara signifikan dan positif memediasi pengaruh dari Transformational leadership terhadap Commitment to Change. Berbeda dari hasil penelitian terdahulu, penelitian ini menemukan bahwa transformational leadership memiliki pengaruh negatif dan signifikan terhadap commitment to change. Hal ini menekankan bahwa pentingnya peranan readiness to change dan public service motivation dalam memediasi pengaruh transformational leadership terhadap commitment to change pegawai negeri sipil di pemerintahan pusat. Penelitian ini diharapkan dapat memecahkan permasalahan reformasi birokrasi sehingga pemerintahan pusat dapat mencapai tata kelola pemerintahan kelas dunia. ....Bureaucratic Reform requires the government to make changes in achieving world-class governance. In carrying out this Bureaucracy Reform many changes made by the government consist of change management, work patterns, changes in work culture and others. Based on previous research, successful change requires commitment to change in individuals in the organization. The study found that transformational leadership, readiness for change and public service motivation have an influence on commitment to change. The purpose of this study is to determine the role of readiness for change and public service motivation in mediating the effect of transformational leadership on commitment to change. Using an online survey of 174 respondents by processing the Lisrel data, the results of the study were in the form of readiness for change and motivation for public services that significantly and positively mediated the effect of transformational leadership on Commitment to Change. Different from the initial research, this study found that transformational leadership has a negative and significant influence on commitment to change. Therefore, Readiness for change and public service motivation has important role for mediating the influence of transformational leadership on commitment to change in central government. This research is expected to solve the problem of bureaucratic reform so that so that the central government can realize world-class governance.