

The Effect of Readiness to Change and Resilience Toward Work Engagement on PT AAA Employees

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ABSTRACT

The purpose of this study to determine the effect of readiness to change and resilience toward work engagement on PT AAA employees. Changes in the work system within a company affect the performance of employees. One way to maximize employee performance is to keep the employee's work engagement score high. The value of work engagement owned by employees especially when there is a change in the work system is influenced by how much the employee's preparedness in the face of change, and endurance owned by employees during the process. The subject of the research is the employee of PT AAA located in East Jakarta. This research was conducted by using cluster sampling technique, while the instrument used in this research is Utrecht Work Engagement Scale (UWES) developed by Schaufeli & Bakker (2003), Readiness for organizational change scale developed by Holt (2002), and Resilience Scale (RS) developed by Wagnild & young (2007). Prior to use, the measuring instrument has tested the validity of three expert judgments. Hypothetical test of the study was conducted by regression analysis to measure how much influence possessed Readiness to change and resilience to work engagement. In addition, additional analyzes of independent t test and one-way ANOVA test were used to see if there were differences in test results between readiness to change, resilience, and work engagement when viewed from existing demographics. The results of this study indicate there is a significant effect between readiness to change and resilience to work engagement of 65.4%. Further analysis also shows that there is no difference in the value of readiness to change, resilience and employee work engagement based on education level and marital status.

Keywords: Work Engagement, Readiness to Change, Resilience, Change of Work System

Pengaruh *Readiness to Change* dan Resiliensi Terhadap *Work Engagement* Karyawan PT AAA

ABSTRAK

Tujuan penelitian ini untuk mengetahui pengaruh *readiness to change* dan resiliensi terhadap *work engagement* yang dimiliki karyawan PT AAA. Perubahan sistem kerja dalam suatu perusahaan berpengaruh pada kinerja karyawan. Salah satu cara agar kinerja karyawan tetap maksimal adalah dengan menjaga nilai *work engagement* karyawan agar tetap tinggi. Nilai *work engagement* yang dimiliki karyawan khususnya ketika terjadi perubahan sistem kerja dipengaruhi oleh seberapa besar kesiapan karyawan tersebut dalam menghadapi perubahan, dan daya tahan yang dimiliki karyawan selama melalui proses tersebut. Subjek penelitian adalah karyawan PT AAA yang berlokasi di Jakarta Timur. Penelitian ini dilakukan dengan menggunakan teknik cluster sampling, sedangkan instrumen yang digunakan dalam penelitian ini adalah *Utrecht Work Engagement Scale* (UWES) yang dikembangkan oleh Schaufeli dan Bakker (2003), *Readiness for organizational change scale* yang dikembangkan oleh Holt (2002), dan *Resilience Scale* (RS) yang dikembangkan oleh Wagnild & young (2007). Sebelum digunakan, alat ukur tersebut telah melakukan uji validitas yang dilakukan oleh tiga orang *expert judgment*. Uji Hipotesa penelitian dilakukan dengan analisa regresi untuk mengukur seberapa besar pengaruh yang dimiliki *Readiness to change* dan resiliensi terhadap *work engagement*. Selain itu, dilakukan juga analisa tambahan berupa uji *t* independen dan uji ANOVA satu jalan, yang digunakan untuk melihat apakah ada perbedaan hasil uji antara *readiness to change*, resiliensi, dan *work engagement* jika dilihat dari demografi yang ada. Hasil penelitian ini menunjukkan terdapat pengaruh yang signifikan antara *readiness to change* dan resiliensi terhadap *work engagement* sebesar 65,4%. Analisa lebih lanjut juga menunjukkan bahwa tidak ada perbedaan nilai *readiness to change*, resiliensi dan *work engagement* karyawan berdasarkan tingkat pendidikan dan status pernikahan yang dimiliki.

Kata Kunci: *Work Engagement, Readiness to Change, Resiliensi, Perubahan Sistem Kerja*