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Relationship Between Organizational Commitment to Employee Readiness to Change

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Background



- ➔ Waves of change in the industrial sector
- ➔ Strategies gain competitive advantage
- ➔ Employee readiness to change
- ➔ Research by employee unions in southern Africa concludes as changes in the company can cause fear and uncertainty that trigger organizational failure.
- ➔ The success of organizational change requires an employee's positive response
- ➔ Organizational commitment affects employees' readiness to change

Goal

To see the relationship between organizational commitment and employee readiness to change.

Theory



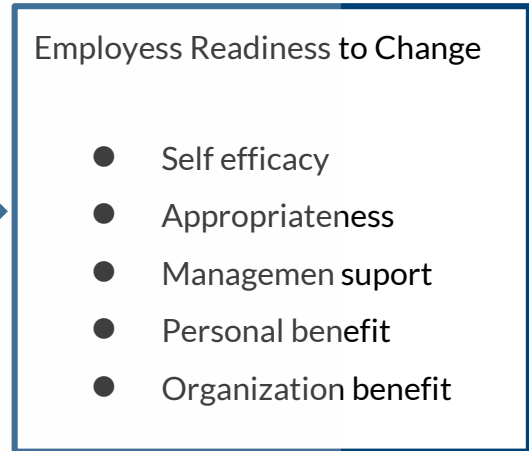
EMPLOYEE READINESS TO CHANGE
(Holt, Armenakis, Field & Harris, 2007)

"Preparedness is a feint that departs from a multidimensional construct of self efficacy, appropriateness, personal benefit, organizational benefit,



ORGANIZATIONAL COMMITMENT
(Allen and Meyer, 1990)

The psychological relationship between workers and organizations and affects the decision to continue or not membership in the organization, commitment is reflected in the components of affective commitment, continuance commitment, and normative commitment“.



Hypotesis



Research Method

There is a significant positive relationship between organizational commitment to employee readiness to change

- ➔ Quantitatif
- ➔ Demographics
- ➔ Primary and secondary data
- ➔ Sampling Method : Stratified Random Sampling
- ➔ Validity, Reliability test and Correlation

Validity Content

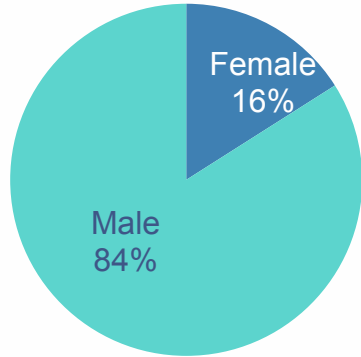


Back translate, 3 experts judgment who expert in their respective field that PIO, Social and Psychometry then do try out

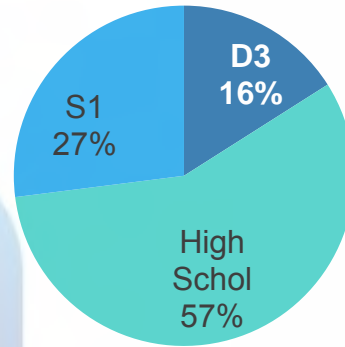


Demographics

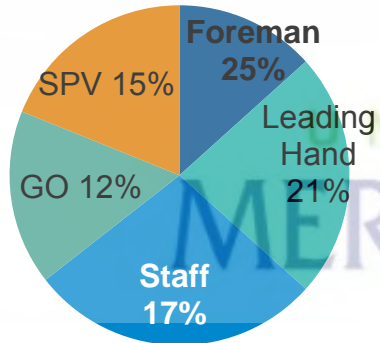
Gender



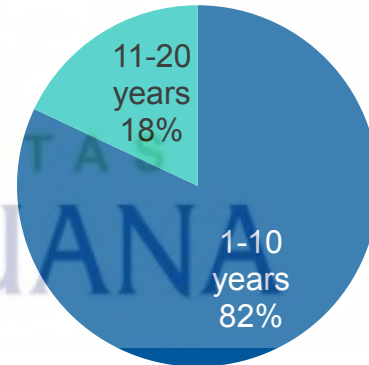
Education



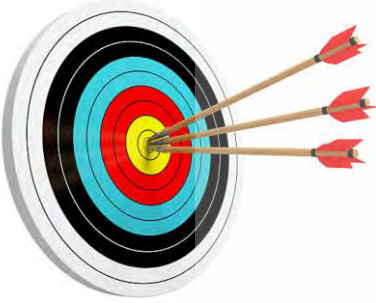
Position



Years of Service



Result



Reliability Test

Employee Readiness

Reliability > 0.70	
Cronbach's Alpha	0.724

With the value of alpha cronbach 0.724 means that the employee readiness measure can be said to be reliable or trusted as an indicator of data collectors in research

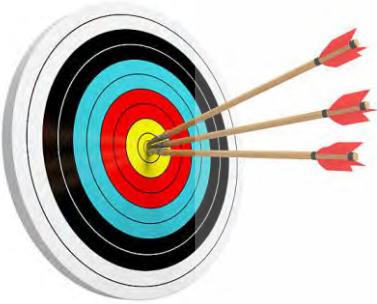
Organization Commitment

Reliability > 0.70	
Cronbach's Alpha	0.710

With the value of alpha cronbach 0.710 means the measure of employee commitment to the organization can be said reliable or trusted as an indicator of data collectors in research

Correlation Test

Result



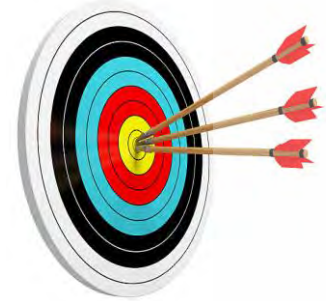
Correlations

			TOTAL_ Y	TOTAL_ X
Spearman's rho	TOTAL_RC	Correlation	1.000	.297**
		Coefficient		
		Sig. (2-tailed)	.	.003
		N	100	100
	TOTAL_OC	Correlation	.297**	1.000
		Coefficient		
		Sig. (2-tailed)	.003	.
		N	100	100

** . Correlation is significant at the 0.01 level (2-tailed).

With Spearman correlation value 0.297 means there is a positive significant correlation between Employee readiness variable and Organization commitment variable.

Result



Normality Test

One-Sample Kolmogorov-Smirnov Test

		TOTAL_RC	TOTAL_OC
N		100	100
Normal Parameters ^{a,b}	Mean	58.9600	46.1400
	Std. Deviation	4.45385	7.55187
Most Extreme Differences	Absolute	.146	.092
	Positive	.146	.092
	Negative	-.073	-.050
Test Statistic		.146	.092
Asymp. Sig. (2-tailed)		.000 ^c	.038 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

From the results of the Organizational Commitment normality test (OC) shows the Kolmogorov-Smirnov value of Asymp. Sig = 0.038 ($p > 0.05$), which means that the data in this study were not normally distributed. As for Employee Readiness to Change (RC) Kolmogorov-Smirnov Asymp. Sig = 0,000 ($p > 0.05$) which means that KB data in this study is not normally distributed.



Conclusion

The result of correlation test between variables of employees' readiness and organizational commitment is positive and significant.





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