

## ABSTRACT

### RELATIONSHIP BETWEEN AGILITY AND READINESS TO CHANGE IN PT EDP EMPLOYEES

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The objectives of this study were to examine the relationship between *learning agility* and *readiness to change* in PT EDP employees. There were 103 respondents with a minimum position is Staff selected through *purposive sampling*. The instruments of this research use measurement tools which adapted and modified with 34 items for *learning agility* (De Meuse, 2015) with *Cronbach's Alpha* 0.942 and 43 items for *readiness to change* (Armenakis, Harris, & Feild 2007) with *Cronbach's Alpha* 0.947. Data analysis uses mean, standard deviation, and correlation techniques *Spearman Rank*. The result showed that a positive and significant relation between *learning agility* and *leadership skills* ( $r = 0,674$ ;  $p = 0,000$ ). It means that the higher the *learning agility* an employee has, the higher his *readiness to change*.

**Keywords:** Agility, learning agility, readiness to change, readiness

## ABSTRAK

### HUBUNGAN *AGILITY* DENGAN *READINESS TO CHANGE* PADA KARYAWAN PT EDP

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Tujuan dari penelitian ini adalah untuk mengetahui hubungan antara *learning agility* dengan *readiness to change* pada karyawan PT EDP. Responden penelitian ini sebanyak 103 karyawan dengan level jabatan minimal Staff yang terpilih secara *purposive sampling*. Instrumen penelitian ini menggunakan alat ukur hasil adaptasi dan modifikasi dengan total 34 aitem untuk *learning agility* (De Meuse, 2015) dengan *Cronbach's Alpha* 0,942 dan 43 aitem untuk *readiness to change* (Armenakis, Harris, & Feild 2007) dengan *Cronbach's Alpha* 0,947. Analisis data menggunakan nilai rata-rata (*mean*), standar deviasi, dan teknik korelasi *Spearman Rank*. Hasil penelitian ini menunjukkan adanya hubungan yang positif dan signifikan antara *learning agility* dengan *readiness to change* ( $r = 0,674; p = 0,000$ ). Artinya semakin tinggi *learning agility* yang dimiliki karyawan, maka semakin tinggi *readiness to change* pada dirinya.

Kata Kunci: Agility, learning agility, readiness to change, kesiapan