

ABSTRAK

Penelitian ini bertujuan untuk mengeksplorasi strategi perusahaan dalam menghadapi transisi energi dari perspektif *strategic management* dengan fokus pada analisis pengaruh dari *strategic organizational change management*, *clean corporate governance*, dan *transformational leadership* terhadap *business performance*. Penelitian ini menggunakan metode kuantitatif yang didukung dengan *deep interview*. Populasi dalam penelitian adalah karyawan unit pembangkit PT PLN Nusantara Power yang terdiri dari 46 unit pembangkit, diantaranya 45 unit pembangkit dan 1 unit kantor pusat, sampel unit yang digunakan dalam penelitian ini sebanyak 16 unit dengan kriteria yang ditentukan oleh penulis dengan total responden sebanyak 197 orang dimana fokus responden meliputi direktur utama, anggota dewan direksi, pejabat di bawah tingkat direksi, manajer senior, manajer dan asisten manajer di PT PLN Nusantara Power, salah satu perusahaan pembangkit tenaga listrik terkemuka di Indonesia. Teknik pengolahan data menggunakan perangkat lunak SPSS dan Lisrel 8.8 mengindikasikan bahwa *strategic organizational change management*, *clean corporate governance*, dan *transformational leadership* secara langsung tidak menunjukkan pengaruh yang signifikan terhadap *business performance*. Melalui penambahan variabel mediasi yaitu *core values AKHLAK* (Amanah, Kompeten, Harmonis, Loyal, Adaptif, Kolaboratif), pengaruh dari *strategic organizational change management*, *clean corporate governance*, dan *transformational leadership* terhadap *business performance* menjadi positif dan signifikan. Kebaruan dalam penelitian ini adalah penggunaan model penelitian ini yang belum pernah ditemukan digunakan pada penelitian sebelumnya.

Kata kunci: *Strategic organizational change management*, *clean corporate governance*, *transformational*, *core values AKHLAK* dan *business performance*.



ABSTRACT

This research aims to explore company strategies in facing the energy transition from a strategic management perspective with a focus on analyzing the influence of strategic organizational change management, clean corporate governance, and transformational leadership on business performance. This research uses quantitative methods supported by deep interviews. The population in the study were employees of the PT PLN Nusantara Power generating unit which consisted of 46 generating units, including 45 generating units and 1 head office unit. The sample units used in this research were 16 units with criteria determined by the author with a total of 197 respondents. where the focus of respondents includes the main director, members of the board of directors, officials below director level, senior managers, managers, and assistant managers at PT PLN Nusantara Power, one of the leading power generation companies in Indonesia. Data processing techniques using SPSS and Lisrel 8.8 software indicate that strategic organizational change management, clean corporate governance, and transformational leadership do not directly show a significant influence on business performance. Through the addition of mediating variables, namely the core values AKHLAK (Trustworthy, Competent, Harmonious, Loyal, Adaptive, Collaborative), the influence of strategic organizational change management, clean corporate governance, and transformational leadership on business performance becomes positive and significant. The novelty in this research is the use of this research model which has never been used in previous research.

Key words: *Strategic organizational change management, clean corporate governance, transformational, AKHLAK core values and business performance*

