

ABSTRAK

PENGARUH SELF-EFFICACY DAN OPENNESS TERHADAP READINESS FOR ORGANIZATIONAL CHANGE UNIVERSITAS MERCU BUANA MENJADI WORLD CLASS UNIVERSITY

Penelitian ini bertujuan untuk mengetahui pengaruh *self-efficacy* dan *openness* terhadap *readiness for organizational change* Universitas Mercu Buana menjadi *world class university*. Untuk menjawab penelitian ini, peneliti menggunakan tiga skala, yaitu skala *readiness for organizational change* yang terdiri dari afeksi, kognisi, dan behavior dari Dunham (1989) yang sudah digunakan pada sampel di asia tenggara yaitu oleh Md.Zabid et.al. (2004) dan mempunyai reliabilitas yang baik, yaitu 0,89 *Cronbach Alpha*, skala *New General Self-efficacy scale* yang di adaptasi dari Chen et al.,(2001) dan skala NEO-Five Factor Inventory (NEO-FFI) (Costa & McCrae, 1992) yang telah diterjemahkan ke dalam Bahasa Indonesia oleh Dahlan (2005) dan diuji reliabilitas dan validitasnya ($r = 65$). Adapun sampel yang digunakan dalam penelitian ini adalah karyawan dan dosen Universitas Mercu Buana. Teknik analisis data menggunakan analisis regresi berganda dengan *SPSS for windows 22*. Hasil penelitian ini menunjukkan bahwa kedua variabel independen yaitu *self-efficacy* dan *openness* mempengaruhi variabel dependen yaitu variabel *Readiness for organizational change* Universitas Mercu Buana menjadi *world class university*.

Kata Kunci : *Readiness for organizational change*, *self efficacy*, *openness* dan *world class university*

**EFFECT OF SELF-EFFICACY AND OPENNESS OF READINESS FOR
ORGANIZATIONAL CHANGE MERCU BUANA UNIVERSITY
BECOME WORLD CLASS UNIVERSITY**

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ABSTRACT

The purpose of this study is to determine the effect of self-efficacy and openness purpose readiness for organizational change MercuBuana University into a world class university. To answer this study, researchers used three scales, the scale of readiness for organizational change which consists of affect, cognition, and behavior of Dunham (1989) which has been used on samples in Southeast Asia, namely by Md.Zabid et.al. (2004) and has a good reliability, the Cronbach Alpha 0.89, the scale of the New General Self-efficacy scale were adapted from Chen et al., (2001) and the scale of the NEO-Five Factor Inventory (NEO-FFI) (Costa & McCrae, 1992) which has been translated into Indonesian by Dahlan (2005) and tested for reliability and validity ($r = 65$). The sample used in this study were employees and lecturers of the University of MercuBuana. Data were analyzed using multiple regression analysis with SPSS for windows 22. The results of this study indicate that both the independent variable is self-efficacy and openness affect the dependent variable is the variable Readiness for organizational change Mercu Buana University into a world class university.

Keywords: Readiness for organizational change, self-efficacy, openness and world class university