

## Peran *Self-Efficacy* dan Komitmen Organisasi Terhadap *Workforce Agility* Saat Restrukturisasi Organisasi pada Karyawan PT. Perkebunan Nusantara Group

Role of Self-Efficacy and Organizational Commitment to Workforce Agility During Organizational Restructuring for Employees of PT. Perkebunan Nusantara Group

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**Abstract.** *Workforce Agility is a behaviour that shows the ability to adapt quickly, look for opportunities or solutions to contribute to the company, and ability to overcome pressure or stressful situations. Workforce agility, especially in the restructuring of PT. Perkebunan Nusantara Group is one of the focuses of this study. In this study, workforce agility is seen through the role of self-efficacy and organizational commitment. The purpose of this study was to determine the role of self-efficacy and organizational commitment together on workforce agility. Participants in this study were 110 participants who were employees of more than 2 years of service at PT. Perkebunan Nusantara Group. The research instrument uses the workforce agility scale, general self-efficacy scale, and organizational commitment scale, which are distributed using Google Form. Statistical analysis in this study was carried out using multiple regression analysis to determine each predictor variable against the criterion variable. The results showed a significant level of 0.000 which means that self-efficacy and organizational commitment together have a positive role on workforce agility, and the effective contribution of self-efficacy and organizational commitment to workforce agility is 49,6%. With the contribution of each variable, self-efficacy was 28,22% and organizational commitment was 21,40%.*

**Keywords:** *Workforce agility, self-efficacy, organizational commitment, Organizational restructuring, PT. Perkebunan Nusantara Group*

**Abstrak.** *Workforce Agility adalah perilaku yang menunjukkan adanya kemampuan dalam beradaptasi dengan cepat, mencari peluang atau solusi untuk berkontribusi terhadap perusahaan, dan kemampuan dalam mengatasi situasi yang menekan atau stress. Workforce agility khususnya pada restrukturisasi PT. Perkebunan Nusantara Group merupakan salah satu fokus dalam studi ini. Dalam penelitian ini, workforce agility dilihat melalui peran self-efficacy dan organizational commitment. Tujuan penelitian ini adalah untuk mengetahui peranan self-efficacy dan organizational commitment secara bersama-sama terhadap workforce agility. Partisipan dalam penelitian ini sebanyak 110 partisipan yang merupakan karyawan masa kerja lebih dari 2 tahun di PT. Perkebunan Nusantara Group. Instrumen penelitian menggunakan skala workforce agility scale, general self-efficacy scale, dan organizational commitment scale yang di sebarakan menggunakan Google Form. Analisis statistik pada penelitian ini akan dilakukan menggunakan analisis*



regresi berganda untuk mengetahui masing-masing variabel prediktor terhadap variabel kriteria. Hasil penelitian menunjukkan taraf signifikansi 0.000 artinya *self-efficacy* dan *organizational commitment* secara bersama-sama memiliki peran positif terhadap *workforce agility*, serta sumbangan efektif *self-efficacy* dan *organizational commitment* terhadap *workforce agility* sebesar 49,6%. Dengan sumbangan masing-masing variabel *self-efficacy* sebesar 28,22% dan *organizational komitmen* sebesar 21, 40%.

**Kata kunci:** *Workforce agility*, *self-efficacy*, komitmen organisasi, PT. Perkebunan Nusantara Group, restrukturisasi organisasi.