

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui perbedaan antar komponen komitmen terhadap perubahan dan perbedaan komponen komitmen terhadap perubahan berdasarkan karakteristik demografi. Variabel yang digunakan adalah komitmen terhadap perubahan yang terdiri dari komitmen afektif, komitmen kontinuan dan komitmen normatif terhadap perubahan. Sedangkan untuk variabel demografi, ditinjau berdasarkan jenis kelamin, usia, pendidikan, status pernikahan, masa kerja dan jabatan. Penelitian dilakukan di Kantor Pusat Kementerian Perhubungan. Metode pengumpulan data menggunakan kuesioner yang diisi oleh responden yaitu karyawan Kantor Pusat Kementerian Perhubungan dengan sampel sebanyak 493 responden. Analisis yang digunakan dalam penelitian ini meliputi analisis statistik deskriptif dan statistik inferensial parametris. Hasil analisis menunjukkan bahwa komitmen karyawan Kantor Pusat Kementerian Perhubungan terhadap perubahan berada pada level sedang. Hasil analisis menunjukkan bahwa terdapat perbedaan signifikan diantara komponen komitmen terhadap perubahan, dan berdasarkan karakteristik demografi, hasil analisis menunjukkan bahwa terdapat perbedaan signifikan berdasarkan jenis kelamin, usia, status pernikahan, masa kerja, dan jabatan.

***Kata Kunci:*** *komitmen terhadap perubahan, komitmen afektif, komitmen kontinuan, komitmen normatif, demografi.*

## ABSTRACT

This study aims to determine the differences between components of commitment to change and differences in components of commitment to change based on demographic characteristics. The variables used are commitment to change, consisting of affective commitment, continuance commitment and normative commitment to change. Meanwhile for demographic variables reviewed based on gender, age, education, marital status, length of employment and position. The research was conducted at the Central Office of the Ministry of Transportation. Data collection method used a questionnaire filled out by respondents, namely employees of the Central Office of the Ministry of Transportation, with a sample of 493 respondents. The analysis used in this study includes descriptive statistical analysis and parametric inferential statistics. The results of the analysis show that the commitment of employees at the Central Office of the Ministry of Transportation to change is at moderate level. The analysis results indicate that there are significant differences among the components of commitment to change, and based on demographic characteristics, the analysis results show significant differences based on gender, age, marital status, length of employment and position.

**Keywords:** *commitment to change, affective commitment, continuance commitment, normative commitment, demographic.*