



**Abstract.** *The construction of airport in Kulon Progo has impacts on society and the surrounding institutions. Institutions around the airport construction area are expected to have readiness for change. Readiness for change in this study is defined as perceptions about the self and the condition of the organization to face the change. The purpose of this study was to determine the role of anchor stability to predict readiness for change. The research subjects are employees of institutions that are less than 5 km from the airport construction area and had worked there at least for two years. The results of this study found a regression coefficient is 23,029 ( $p = 0,000$ ) and  $R^2$  is 0,164. These results mean that there is a significant positive relationship between the anchor stability and readiness for change and the effective contribution of anchor stability to the readiness for change is 16.4% ( $R^2 = 0.164 \times 100\%$ ). Additional analysis found that there is significant differences ( $Z = -2,121$   $p = 0,034$ ) between the average readiness for change between PNS ( $x = 51,12$ ) and non-PNS ( $x = 47,22$ ).*

**Key words:** *readiness for change, anchor stability, virtues, airport construction*

**Abstrak.** Pembangunan bandara di Kulon Progo membawa dampak bagi warga ataupun instansi di sekitarnya. Instansi di sekitar area pembangunan bandara diharapkan memiliki kesiapan menghadapi perubahan. Kesiapan menghadapi perubahan dalam penelitian ini didefinisikan sebagai persepsi mengenai diri dan kondisi organisasi dalam menghadapi perubahan. Tujuan dari penelitian ini adalah mengetahui peran stabilitas *anchor* untuk memprediksi kesiapan menghadapi perubahan. Subjek penelitian adalah karyawan instansi yang berjarak kurang dari 5 km dari area pembangunan bandara dan telah bekerja minimal selama 2 tahun. Hasil penelitian ini menunjukkan koefisien regresi sebesar 23,029 ( $p = 0,000$ ) dan  $R^2$  sebesar 0,164. Hasil tersebut berarti bahwa terdapat hubungan positif signifikan antara stabilitas *anchor* dengan kesiapan dalam menghadapi perubahan serta sumbangan efektif stabilitas *anchor* terhadap kesiapan menghadapi perubahan sebesar 16,4% ( $R^2 = 0,164 \times 100\%$ ). Hasil analisis tambahan ditemukan perbedaan signifikan ( $Z = -2,121$   $p = 0,034$ ) antara rata-rata kesiapan menghadapi perubahan antara pegawai PNS ( $x = 51,12$ ) dengan non-PNS ( $x = 47,22$ ).

**Kata kunci:** kesiapan menghadapi perubahan, stabilitas *anchor*, *virtues*, pembangunan bandara