

***READINESS FOR CHANGE DITINJAU DARI PERSEPSI
TRANSFORMATIONAL LEADERSHIP DAN ADAPTABILITY PADA
PEGAWAI RUMAH SAKIT UMUM***

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ABSTRAK

Readiness for Change merupakan proses psikologis yang bersifat laten dari kemauan untuk melakukan pola perilaku baru dalam jangka waktu tertentu. Persepsi kepemimpinan transformasional dan *adaptability* merupakan faktor penting untuk meningkatkan *readiness for change* karyawan. Penelitian ini adalah penelitian kuantitatif menggunakan analisis regresi berganda. Responden penelitian adalah pegawai rumah sakit umum daerah Aceh Barat sebanyak 224 orang. Hasil penelitian ini menyatakan persepsi kepemimpinan transformasional dan *adaptability* karyawan merupakan prediktor dari kesiapan karyawan untuk berubah. Pengaruh kedua prediktor secara simultan adalah sebesar 35% terhadap peningkatan maupun penurunan kesiapan karyawan untuk berubah. Secara parsial sumbangan yang diberikan variabel persepsi kepemimpinan transformasional terhadap *readiness for change* adalah sebesar 18.28%. Sedangkan sumbangan efektif variabel *Adaptability* terhadap *Readiness for change* adalah sebesar 16.73%, artinya hipotesis penelitian ini diterima. Persepsi *transformational leadership* maupun *adaptability* memiliki peran positif terhadap *readiness for change* karyawan. Temuan ini mendukung bahwa peningkatan *readiness for change* dapat dilakukan melalui *transformational leadership* dan *adaptability*.

Kata Kunci: *Readiness for change* pada karyawan, persepsi *transformatonal leadership*, *adaptability*, rumah sakit umum.

READINESS FOR CHANGE REVIEWED FROM THE PERCEPTION OF TRANSFORMATIONAL LEADERSHIP AND ADAPTABILITY ON REGIONAL PUBLIC HOSPITAL EMPLOYEES

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ABSTRACT

Readiness for Change is a psychological process that is latent from the willingness to carry out new behavioral patterns within a certain period of time. Transformational leadership perceptions and adaptability are important factors to improve employee change readiness. This research is a quantitative study using multiple regression analysis. The research subjects were 224 employees from West Aceh regional public hospital. The results of this study stated that perceptions of transformational leadership and employee adaptability were predictors of the readiness of public hospital employees to change. The influence of these two predictors simultaneously is 35% towards increasing or decreasing the readiness of employees to change. Partially the contribution given to the transformational leadership perception variable on change readiness is 18.28%. While the effective contribution of the variable Partial adaptability to readiness for change is 16.73%, meaning that the research hypothesis is accepted. Perceptions of transformational leadership and adaptability have a positive role in employee change readiness. This finding supports that increasing readiness for change can be done through transformational leadership and adaptability.

Keywords: employee change readiness, transformational leadership perceptions, adaptability, general hospital.