

## **ABSTRACT**

*The rapid development of global economy and technology has made some changes in organizational features unavoidable. The organizational development leads to the effectiveness and efficiency to make changes. Readiness to changes is considered complex and essential to the success of any implementation in an organisation. The purpose of this study was to analyze the readiness of Indonesia Open University in responding to the process of change in the financial reporting system, from Perguruan Tinggi Negeri Badan Layanan Umum (PTNBLU) to Perguruan Tinggi Negeri Berbadan Hukum (PTNBH). This research also attempted to see any obstacles faced in that process.*

*This research applied qualitative method by using two kinds of data, namely primary and secondary data. Primary data consists of IOU financial statements for the 2016 - 2018 period. While secondary data was obtained from interviews with the Assistant Chancellor II of IOU, the parties related to financial reporting, and the Change Management Team.*

*Based on financial reporting analysis and the IOU financial information application system, IOU is ready to change from the BLU PTN to PTNBH. While based on financial analysis, the BLU PTN was not yet ready for a change. If IOU wants to create good business dynamics, IOU must shift to PTNBH by listing targets and concentrations, and carrying out careful external and internal analysis.*

**Keywords: readiness to change, BLU State Universities, PTNBH, New Public Management.**

