

## ABSTRAK

### PENGARUH DIMENSI KEPERIBADIAN KETERBUKAAN, PENCEMAS DAN KESUNGGUHAN TERHADAP KESIAPAN KARYAWAN MENGHADAPI PERUBAHAN ORGANISASI DENGAN DUKUNGAN REKAN KERJA SEBAGAI VARIABEL PEMODERASI STUDI PADA PERUSAHAAN PT. XYZ

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Penelitian ini bertujuan untuk menguji dukungan rekan kerja memoderasi positif pengaruh dimensi kepribadian *openness to experience*, dukungan rekan kerja memoderasi positif pengaruh dimensi kepribadian *conscientiousness*, dan dukungan rekan kerja memoderasi negatif pengaruh dimensi kepribadian *neuroticism* terhadap kesiapan berubah pegawai di PT. XYZ. Pengukuran kesiapan untuk berubah menggunakan instrumen pengukuran *Employee Readiness for Organizational Change (EROG)* (Bouckennooghe *et al.*, 2009), kemudian pengukuran dimensi kepribadian *openness to experience*, *neuroticism* dan *conscientiousness* menggunakan instrumen *Big Five Inventory (BFI-44)* yang dikembangkan oleh John (1990) yang telah diadaptasi oleh Ramdhani (2012), dan dukungan rekan kerja diukur menggunakan instrument pengukuran yang dibangun oleh Settoon dan Mossholder (2002) yang diadaptasi oleh Tews, Michel, dan Ellingson (2013). Data yang digunakan dalam penelitian ini merupakan data primer yang diperoleh melalui metode survei dengan menyebarkan kuesioner. Survei dilakukan dengan metode *sensus* dengan dua cara, yaitu dengan kuesioner cetak. Penelitian ini menggunakan 220 responden karyawan perusahaan swasta yang bergerak dalam bidang makanan dan minuman namun kuesioner yang kembali dan dapat digunakan berjumlah 206 buah. Data yang diperoleh kemudian diolah dengan menggunakan *Moderated Regression Analysis (MRA)*. Tipe pemoderasian yang diuji memiliki ciri menguatkan atau melemahkan hubungan antar variabel. Hasil dari penelitian ini menunjukkan bahwa: (1) Dukungan rekan kerja memperkuat pengaruh dimensi *openness to experience* terhadap kesiapan pegawai dalam menghadapi perubahan organisasi. (2) Dukungan rekan kerja memperlemah pengaruh dimensi *neuroticism* terhadap kesiapan pegawai dalam menghadapi perubahan organisasi. (3) Sedangkan pengaruh antara dimensi kepribadian *conscientiousness* terhadap kesiapan pegawai dalam menghadapi perubahan organisasi makin diperkuat dengan adanya dukungan rekan kerja.

**Kata Kunci:** Kesiapan Untuk Berubah, *Openness to Experience*, *Neuroticism*, *Conscientiousness*, Kepemimpinan Transformasional, Variabel Pemoderasi.

## ABSTRACT

### THE INFLUENCE OF OPENNESS TO EXPERIENCE, NEUROTICISM, AND CONSCIENTIOUSNESS PERSONALITY DIMENSIONS ON EMPLOYEE READINESS IN ORGANIZATIONAL CHANGE WITH THE SUPPORT OF WORKERS AS MODERATING VARIABLES STUDY AT PT. XYZ

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This study aims to test coworker support to positively moderate the influence of the personality dimensions of openness to experience, coworker support to positively moderate the influence of the conscientiousness personality dimension, and co-worker support to negatively moderate the effect of the neuroticism personality dimension on employee change readiness at PT. XYZ. Measuring readiness to change uses the Employee Readiness for Organizational Change (ERO) measurement instrument (Bouckenoghe et al., 2009), then measuring the personality dimensions of openness to experience, neuroticism and conscientiousness using the Big Five Inventory (BFI-44) instrument developed by John (1990) which has been adapted by Ramdhani (2012), and peer support is measured using a measurement instrument developed by Settoon and Mossholder (2002) adapted by Tews, Michel, and Ellingson (2013). The data used in this study are primary data obtained through the survey method by distributing questionnaires. The survey was conducted using the census method in two ways, namely by using a printed questionnaire. This study used 220 respondents of employees of private companies engaged in the food and beverage sector, but the number of returned and usable questionnaires was 206. The data obtained were then processed using Moderated Regression Analysis (MRA). The type of moderation tested has the characteristic of strengthening or weakening the relationship between variables. The results of this study indicate that: (1) The support of colleagues strengthens the influence of the dimension of openness to experience on employee readiness in facing organizational change. (2) The support of colleagues weakens the influence of the neuroticism dimension on employee readiness in facing organizational change. (3) Meanwhile, the influence of the personality dimensions of conscientiousness on employee readiness in facing organizational change is further strengthened by the support of colleagues.

**Keywords:** Readiness to Change, Openness to Experience, Neuroticism, Conscientiousness, Transformational Leadership, Moderating Variables.