

INTISARI

Studi ini bertujuan menguji pengaruh nilai-nilai budaya organisasional (*clan*, *adhocracy*, *market*, dan *hierarchy*) persepsian pada kesiapan individu menghadapi perubahan (KIMP). Lebih lanjut, studi ini juga menguji peran pemoderasian dari personalitas proaktif dan *neuroticism* pada nilai-nilai budaya organisasional (*clan*, *adhocracy*, *market*, dan *hierarchy*) persepsian pada KIMP. Hasil pengujian hipotesis menggunakan analisis regresi sederhana terhadap 264 karyawan PT Sido Muncul menunjukkan bahwa nilai-nilai budaya *clan*, *adhocracy*, *market*, dan *hierarchy* persepsian berpengaruh positif pada KIMP. Sementara itu, pengujian peran pemoderasian yang dilakukan dengan teknik analisis sub kelompok menunjukkan bahwa personalitas proaktif dan *neuroticism* memoderasi pengaruh nilai-nilai budaya *clan*, *adhocracy*, *market*, dan *hierarchy* persepsian berpengaruh positif pada KIMP. Pengaruh positif nilai-nilai budaya *clan*, *adhocracy*, *market*, dan *hierarchy* persepsian pada KIMP lebih kuat pada individu dengan personalitas proaktif tinggi. Sementara itu, pengaruh positif nilai-nilai budaya *clan*, *adhocracy*, *market*, dan *hierarchy* persepsian pada KIMP lebih lemah pada individu dengan *neuroticism* tinggi.

Kata Kunci: Nilai-nilai budaya organisasional persepsian, kesiapan individu menghadapi perubahan, personalitas proaktif, dan *neuroticism*.

ABSTRACT

This study aims to examine the effect of perceived organizational culture (clan, adhocracy, market, and hierarchy) values on individual readiness for change (IRFC). Furthermore, the study also examines the moderating role of proactive personality and neuroticism on the effect of perceived organizational culture (clan, adhocracy, market, and hierarchy) values on IRFC. Using a sample of 264 employees from PT Sido Muncul, the regression analysis showed that perceived clan and adhocracy culture values had positive effect on IRFC. However, contrary to the proposed hypotheses, perceived market and hierarchy culture values also had positive impact on IRFC. Meanwhile, the test of moderating effect using subgroup analysis indicated a support to the proposed hypotheses; proactive personality and neuroticism moderated the effect of perceived clan, adhocracy, market, and hierarchy culture values on IRFC. Confirming the hypotheses, the positive effect of perceived clan and adhocracy culture values on IRFC was found stronger on individuals with high proactive personality and weaker on individuals with high neuroticism. However, contrary to the hypotheses, the positive effect of perceived market and hierarchy culture values on IRFC was found stronger on individuals with high proactive personality and weaker on individuals with high neuroticism.

Keywords: perceived clan culture values, perceived adhocracy culture values, perceived market culture values, perceived hierarchy culture values, individual readiness for change, proactive personality, and neuroticism.