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Hubungan antara Komitmen Organisasi dengan Kesiapan untuk Berubah pada Karyawan Divisi Enterprise Service (DES) Telkom Ketintang Surabaya

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Abstract

This undergraduate thesis is written to find wheter there is a correlation Between Organizational Commitment and Readiness for Change of Divisi Enterprise Service (DES)’s employee Telkom Ketintang Surabaya. Data collecting instruments used for this undergraduate thesis are questionnaires of organizational commitment from OCQ Meyer & Allen (1990) with 24 items and questionnaires of readiness for change that arrange from Holt's theory (2007) with 21 items. This questionnaires which are given to 30 of pilot study respondents first, the value of organizational commitment scale reliability (r) of affective commitment is 0,544, value reliability of continuance commitment is 0,668, and value reliability of normative commitment is 0,543. Value reliability of readiness for change is 0,851. The population of research subject in this undergraduate thesis consist of DES's employee who are employed in minimum two years, thereare 72 peoples. Sample used in this undergraduate thesis are only 56 peoples. The sampling method used in this thesis is simple random sampling. The data then analyzed using statistic method with product moment correlation with helped of spss 17.0 for windows. The result of this research shows that organizational commitment is in correlation with readiness for change with value of correlation from affective commitment 0,584 with significance 0,000, value of correlation from continuance commitment 0,007 with significance 0,956, and value of correlation from normative commitment 0,371 with significance 0,005. The significance rating meet the requirement p < 0,05 with the result that Ho is rejected and Ha is accepted. These findings correlation between organizational commitment especially for affective commitment and normative commitment and readiness for change in Divisi Enterprise Service (DES)’s employee Telkom Ketintang Surabaya

Keyword : organizational, commitment, readiness, for, change,

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