

The Role of Psychological Capital and Person-Organization Fit for Employees' Readiness for Change through Moderation of Leader Member Exchange

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Abstract

Agile organizations can reconfigure strategy, structure, processes, people and technology, towards opportunities to create competitive advantage and lead to better performance amid uncertainty and volatility. Employee readiness for change is an important element in the organization success in achieving the desired change results. This study aims to determine the effect of psychological capital (PsyCap) and person-organization fit (P-O fit) on employee readiness for change (ERFC), and the moderating effect of leader member exchange (LMX). This study involved 141 employees of PTDS (downstream oil and gas industry) using a purposive sampling method. The research method used is quantitative with data collection techniques through distributing questionnaires. The results of the study based on Smart PLS 3.0 data analysis concluded that PsyCap and P-O Fit had a positive and significant effect on EFRC. LMX was found to have a positive but not significant effect on EFRC. In addition, LMX proved to have no significant effect on both the effect of PsyCap and the effect of P-O Fit on EFRC. Factors that can affect LMX quality include organizational communication, cognitive similarity, and social exchange to be focused in improving LMX quality.

Keywords: Psychological Capital, Person-Organization Fit, Leader Member Exchange, Employees' Readiness to Change

Peran *Psychological Capital* dan *Person-Organization Fit* terhadap *Employees' Readiness for Change* melalui Moderasi *Leader-Member Exchange*

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Abstrak

Organisasi yang *agile* dapat mengkonfigurasi ulang terhadap strategi, struktur, proses, orang, dan teknologi, menuju peluang untuk menciptakan keunggulan kompetitif dan menghasilkan kinerja yang lebih baik ditengah ketidakpastian dan ketidakstabilan. Kesiapan individu untuk berubah merupakan elemen krusial dalam keberhasilan suatu organisasi dalam mencapai hasil perubahan yang diinginkan. Penelitian ini bertujuan untuk mengetahui pengaruh *psychological capital* (*PsyCap*) dan *person-organization fit* (*P-O fit*) terhadap *employee readiness for change* (*ERFC*), dan efek moderasi *leader member exchange* (*LMX*). Penelitian ini melibatkan 141 responden karyawan PTDS (industri hilir migas) dengan metode *purposive sampling* (sampling jenuh). Metode penelitian yang digunakan adalah kuantitatif dengan teknik pengumpulan data melalui penyebaran kuesioner. Adapun hasil penelitian berdasarkan analisa data Smart PLS 3.0 menyimpulkan bahwa *PsyCap* dan *P-O Fit* berpengaruh positif dan signifikan terhadap *ERFC*. *LMX* ditemukan berpengaruh positif namun tidak signifikan terhadap *ERFC*. Selain itu, *LMX* terbukti tidak berpengaruh signifikan baik pengaruh *PsyCap* maupun pengaruh *P-O Fit* terhadap *ERFC*. Faktor-faktor yang dapat mempengaruhi kualitas *LMX* antara lain komunikasi organisasi, kesamaan kognitif dan pertukaran sosial yang perlu menjadi fokus perhatian untuk meningkatkan kualitas *LMX*.

Kata Kunci : *Psychological Capital, Person-Organization Fit, Leader Member Exchange, Employees' Readiness for Change*