

Abstrak

Pengaruh Kepemimpinan Transformasional, *Organizational Agility* dan *Employee Engagement* Terhadap *Readiness for Change* Pegawai Komisi Pemilihan Umum di Provinsi Kalimantan Tengah

Oleh Ghaitsa Mahira Ariadna

Dinamika perubahan merupakan suatu hal yang tidak dapat dihindarkan dalam pelaksanaan organisasi, termasuk instansi pemerintahan. Untuk menghadapi perubahan-perubahan, dibutuhkan pengelolaan sumber daya manusia yang tepat. Penelitian ini merupakan penelitian kuantitatif dengan tujuan untuk mengetahui pengaruh Kepemimpinan Transformasional, *Organizational Agility* dan *Employee Engagement* terhadap *Readiness for Change*, yang dilaksanakan menggunakan sampel 133 pegawai Komisi Pemilihan Umum di Provinsi Kalimantan Tengah yang dipilih menggunakan metode *purposive sampling*. Dalam penelitian ini, data dikumpulkan melalui penyebaran kuesioner via google form kepada pegawai. Adapun teknik analisis data yang digunakan dalam penelitian ini adalah uji validitas, uji reliabilitas, dan uji R square, dan Uji Hipotesis. Peneliti menggunakan alat bantu dari Software SmartPLS 4.0, dan taraf signifikansi 5%. Adapun hasil dari penelitian ini adalah (1) tidak terdapat pengaruh signifikan Kepemimpinan Transformasional terhadap *Readiness for Change*, (2)) tidak terdapat pengaruh signifikan *Organizational Agility* terhadap *Readiness for Change* (3) terdapat pengaruh positif dan signifikan *employee engagement* terhadap *readiness for change*.

Kata kunci: Kepemimpinan Transformasional, *Organizational Agility*, *Employee Engagement* dan *Readiness for Change*

Abstract

The Influence of Transformational Leadership, Organizational Agility and Employee Engagement on the Readiness for Change of General Elections Commission Employees in the Province of Central Kalimantan

By Ghaitsa Mahira Ariadna

The dynamic of changes is an inevitable occurrence in an organization, and governmental bodies are no exception. In order to face changes, a proper human resources management is needed. This research is a quantitative research with the purpose of identifying the influences of Transformational Leadership, Organizational Agility and Employee Engagement on the Readiness for Change, conducted on the sample of 133 employees of General Elections Commission in the Province of Central Kalimantan, selected through the purposive sampling method. In this research, data are gathered by distributing questionnaire to employees via Google Form. The analysis techniques used in this research include validity test, reliability test, R-Square Test and Hypotheses Test. In this research, the software SmartPLS 4.0 is utilized with significance level of 5%. The results of this research include (1) Transformational Leadership has no significant influence on Readiness for Change, (2) Organizational Agility has no significant influence on Readiness for Change, (3) Employee Engagement has a positive and significant influence on Readiness for Change.

Keywords: Transformational Leadership, Organizational Agility, Employee Engagement, and Readiness for Change