

HUBUNGAN *PSYCHOLOGICAL CAPITAL* DENGAN *READINESS FOR CHANGE* PADA KARYAWAN DI PT. TELKOM INDONESIA WITEL JAMBI

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ABSTRAK

LATAR BELAKANG Perubahan organisasi merupakan suatu keniscayaan yang harus dihadapi oleh perusahaan agar dapat beradaptasi dengan perkembangan teknologi pada era globalisasi. Namun, tidak jarang karyawan menunjukkan resistensi terhadap perubahan. *Readiness for change* pada karyawan menjadi faktor penting yang mempengaruhi implementasi perubahan organisasi. *Psychological capital* yang terdiri dari *self-efficacy*, *hope*, *optimism*, dan *resilience*, diyakini dapat mempengaruhi kesiapan karyawan untuk menerima perubahan. Karyawan dengan *psychological capital* yang tinggi cenderung lebih terbuka dan adaptif terhadap perubahan.

TUJUAN Untuk mengetahui adakah hubungan *psychological capital* dengan *readiness for change* pada karyawan PT. Telkom Indonesia Witel Jambi.

METODE Penelitian ini menggunakan metode kuantitatif jenis korelasional dengan melibatkan 127 responden dari populasi penelitian yakni 178 karyawan di PT Telkom Indonesia Witel Jambi. Teknik pengambilan sampel pada penelitian ini menggunakan jenis *purposive sampling* menggunakan rumus Slovin dengan instrumen pengukuran skala *psychological capital* dan skala *readiness for change* yang dianalisis menggunakan *pearson's product moment*.

HASIL Hasil penelitian ini membuktikan bahwa *psychological capital* memiliki hubungan positif signifikan dengan kategori kuat terhadap *readiness for change* karena memiliki nilai signifikansi < 0.001 yaitu > 0.05 .

KESIMPULAN Terdapat hubungan positif signifikan dengan kategori kuat antara *psychological capital* dan *readiness for change* pada karyawan di PT. Telkom Indonesia Witel Jambi. Artinya, semakin tinggi *psychological capital*, maka semakin tinggi *readiness for change*. Sebaliknya, semakin rendah *psychological capital* maka semakin rendah *readiness for change*.

Kata Kunci : *Psychological Capital*, *Readiness for Change*.

**THE RELATIONSHIP OF PSYCHOLOGICAL CAPITAL WITH
READINESS FOR CHANGE IN EMPLOYEES
AT PT. TELKOM INDONESIA WITEL JAMBI**

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ABSTRACT

BACKGROUND Organizational change is an inevitability that companies must face in order to adapt to technological developments in the era of globalization. However, employees often exhibit resistance to change. Employees' readiness for change is an important factor that influences the implementation of organizational change. Psychological capital, consisting of self-efficacy, hope, optimism, and resilience is believed to influence employees' readiness to accept change. Employees with high psychological capital tend to be more open and adaptive to change.

PURPOSE To determine the relationship of psychological capital with readiness for change of employees PT. Telkom Indonesia Witel Jambi.

METHODS This research used a quantitative correlational method involving 127 respondents from a population of 178 employees at PT. Telkom Indonesia Witel Jambi. The sampling technique used in this study was purposive sampling using the Slovin formula. The measurement instruments were the psychological capital scale and the readiness for change scale, which were analyzed using Pearson's product moment.

RESULTS The result of this study proves that psychological capital has a significant positive relationship with a strong category towards readiness for change as it has a significance value < 0.0001 which is < 0.05 .

CONCLUSION There is a significant positive relationship with a strong category between psychological capital and readiness for change among employees at PT. Telkom Indonesia Witel Jambi. This means that the higher the psychological capital, the higher the readiness for change. Conversely, the lower the psychological capital, the lower the readiness for change.

Keywords : Psychological Capital, Readiness for Change.