

ABSTRACT

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“THE EFFECT OF ORGANIZATIONAL CHANGE IN THE CONTEXT OF READINESS FOR CHANGE TOWARD THE ADAPTIVE LEADERSHIP APPROACH AND TEACHER’S WORK PERFORMANCE OF SCHOOL A IN BEKASI”

(xvi+ 82 pages: 10 figures; 12 tables; 15 appendices)

Organizational changes can affect the stability of an educational organization. To anticipate the problems and risks faced by the educational organization, it needs the readiness of the members to set their adaptive strategy and maintain their work performance to achieve the vision and mission of the organization. Changes in educational organizations will run well if the members have adaptive leadership behavior and an attitude that accept the organizational change as a positive process of the educational organization’s development. This study was aimed to research the effect of organizational change in the context of readiness for change toward the adaptive leadership approach and teacher’s work performance in School A. This study was using a path analysis method for all kindergarten and elementary school teachers with a total of 40 respondents. From the result of the study, it is known that organizational change has a positive effect on the adaptive leadership approach of teachers in school A and organizational change has a positive effect on teacher’s work performance in school A. The findings of this study have important implications, especially for teachers in developing adaptive leadership and maintaining their high work performance to deal with the change of learning system from online to PTMT (Limited Face-to-face Learning).

Keywords: organizational change, readiness for change, adaptive leadership, work performance

References: 45 (2004-2022)

ABSTRAK

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**“PENGARUH PERUBAHAN ORGANISASI DALAM KONTEKS
READINESS FOR CHANGE TERHADAP PENDEKATAN
KEPEMIMPINAN ADAPTIF DAN KINERJA GURU SEKOLAH A DI
BEKASI”**

(xvi+ 82 halaman: 10 gambar; 12 tabel; 15 lampiran)

Perubahan organisasi dapat mempengaruhi stabilitas suatu organisasi pendidikan. Untuk mengantisipasi kendala dan resiko yang dihadapi suatu organisasi pendidikan, dibutuhkan kesiapan dari para anggotanya untuk menetapkan langkah adaptif dan mempertahankan kinerja mereka demi tercapainya tujuan organisasi berdasarkan visi dan misi yang telah ditetapkan. Perubahan organisasi pendidikan akan terlaksana dengan baik jika para anggotanya memiliki perilaku kepemimpinan yang adaptif dalam menerima perubahan dan sikap yang menerima perubahan sebagai sebuah proses positif dalam mendukung kemajuan organisasi pendidikan. Penelitian ini dilakukan dengan tujuan untuk mengetahui pengaruh perubahan organisasi dalam konteks *readiness for change* terhadap pendekatan kepemimpinan adaptif dan kinerja guru di Sekolah A. Penelitian ini menggunakan metode analisis jalur yang melibatkan seluruh guru TK dan SD sejumlah 40 responden. Dari hasil penelitian diketahui bahwa perubahan organisasi berpengaruh positif terhadap pendekatan kepemimpinan adaptif guru di sekolah A dan perubahan organisasi berpengaruh positif terhadap kinerja guru di sekolah A. Temuan penelitian ini memiliki implikasi penting terutama bagi para guru dalam menumbuhkan kepemimpinan adaptif serta mempertahankan kinerja maksimal mereka di tengah perubahan sistem pembelajaran dari online ke PTMT (Pembelajaran Tatap Muka Terbatas).

Kata kunci: perubahan organisasi, *readiness for change*, kepemimpinan adaptif, kinerja

Referensi: 45 (2004-2022)