

## **ABSTRACT**

*This study demonstrates the relationship of dynamic managerial capabilities (managerial cognition, managerial social capital, and managerial human capital), organizational capacity for change (process, context, and learning), and organizational performance in public organizations using explanatory design that is still lacks empirical research. The purpose of this study is to test the hypothesis, first mediation of organizational capacity for change on the relationship of dynamic managerial capabilities and organizational performance. Second, to test resistance to change moderation on organizational capacity for change relationship and organizational performance. The data gathered from 313 middle managers and lower managers by using simple random sampling and analyzed using Partial Least Square. The results revealed context on organizational capacity for change mediates on the relationship of managerial cognition and organizational performance as well as managerial social capital relationship and organizational performance. Process on organizational capacity for change mediates on the relationship of managerial of social capital and organizational performance. In addition, resistance to change do not moderate relationships organizational capacity for change's of process, context, and learning and organizational performance. The theory contributions of this study are first, expand the theory of dynamic managerial capabilities draw on a set of underlying namely managerial cognition, managerial social capital, and managerial human capital as well as the concept of organization capacity for change consisting of process, context, and learning. Second, reveal the relationship between dynamic managerial capabilities and organization capacity for change in the implementation of strategy changes by middle managers in public organizations. Third, expand the concept of resistance to change in public organizations. Furthermore, The managerial contribution of this study is managerial social capital is the most appropriate managerial capability for middle managers in strategic changes to bureaucratic reform and institutional transformation. Middle managers's role in changing public organizations is strategic in implementing strategy changes and providing change ideas to top managers.*

*Keywords: dynamic managerial capabilities, managerial cognition, managerial social capital, managerial human capital, organizational capacity for change, organizational performance*