

## ABSTRACT

### **Effect of Change Resistance and Emotional Intelligence of the Lecturer to the Lecturers' Attitude About the Change of ITS from PTN toward PTBHMN**

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The purpose of this research is to know the more deeply understanding about the effect of change resistance and emotional intelligence to the lecturers' attitude about the change of ITS from PTN toward PTBHMN, by getting the sample size of 254 lecturers of 5 faculties existing in Institute of Technology 10 November Surabaya (ITS).

This research is using the questionnaire as the measuring tool of change resistance variable, emotional intelligence variable and lecturers' attitude variable added with the filling up of respondents' identity as the demography data.

It was obtained the research results that by the change resistance decreasing and the emotional intelligence increasing, then it will raise the positive/supporting attitude to the change of ITS from PTN toward PTBHMN. The dominant attitude of lecturers of ITS is the positive/supporting attitude to this change, particularly the logical detached attitude.

It also obtained the contribution (determination coefficient) of change resistance and emotional intelligence variable of 38.9% to the lecturers' attitude about the change of ITS. In addition, age, sex, educational level, length of working period, present position, are also share the influence of variation of the lecturer's attitude to this status change of ITS.

*Key words: Change Resistance, Emotional Intelligence, Lecturers' Attitude, PTBHMN.*