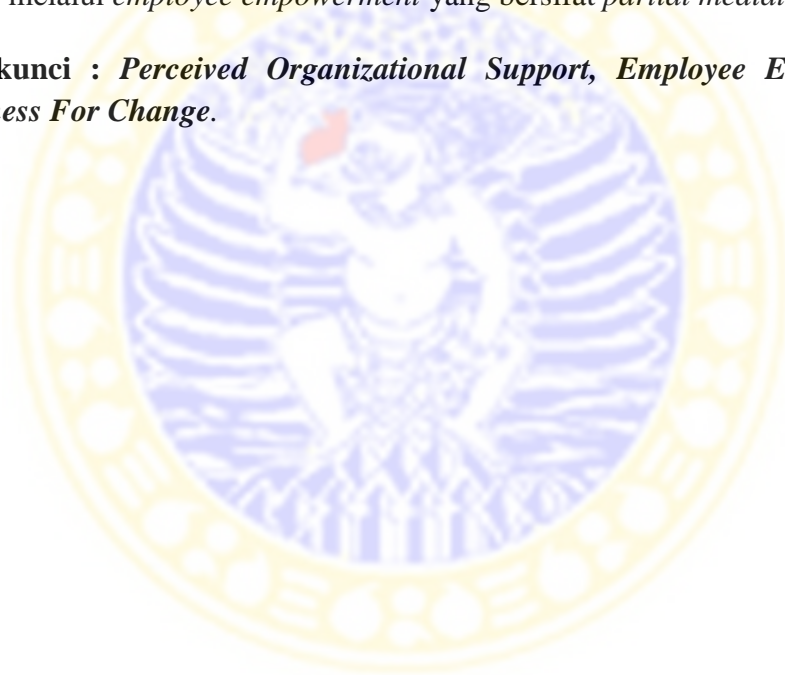


ABSTRAK

Penelitian ini bertujuan untuk menguji tentang pengaruh *perceived organizational support* terhadap *readiness for change* dengan intervening *emplotee empowerment* pada karyawan HRD dan kesekretariatan PT. POS Indonesia (Persero) Bandung. Penelitian ini menggunakan pendekatan kuantitatif dengan metode sensus dan didukung oleh data primer lainnya berupa hasil wawancara dengan beberapa responden penelitian. Penelitian ini menggunakan data primer sejumlah 40 orang, dimana data tersebut diambil dengan menggunakan kuesioner yang dibagikan kepada karyawan tetap PT Pos Indonesia (persero) Surabaya. Teknik analisis data yang digunakan untuk menjawab hipotesis dalam penelitian ini adalah *Partial least square* (PLS). Hasil penelitian ini membuktikan bahwa terdapat pengaruh signifikan *perceived organizational support* terhadap *readiness for change* dan *perceived organizational support* terhadap *readiness for change* melalui *employee empowerment* yang bersifat *partial mediation*.

Kata kunci : *Perceived Organizational Support, Employee Empowerment, Readiness For Change.*



ABSTRACT

This study discusses the impact of perceived organizational support to readiness for change through employee empowerment on HRD and secretarial employees of PT. POS Indonesia (Persero) Bandung. This study uses a quantitative approach to the census method and is supported by other primary data in the form of interviews with survey respondents. This study uses primary data number 40, where the data is retrieved by using a questionnaire distributed to permanent employees of PT POS Indonesia (Persero) Bandung. Data analysis techniques used to answer the hypothesis in this study is the Partial Least Square (PLS). The results of this study demonstrate that there is a significant effect of perceived organizational support to readiness for change and perceived organizational support to readiness for change through employee empowerment that is partial mediation.

Keywords: *Perceived Organizational Support, Employee Empowerment, /Readiness For Change*

