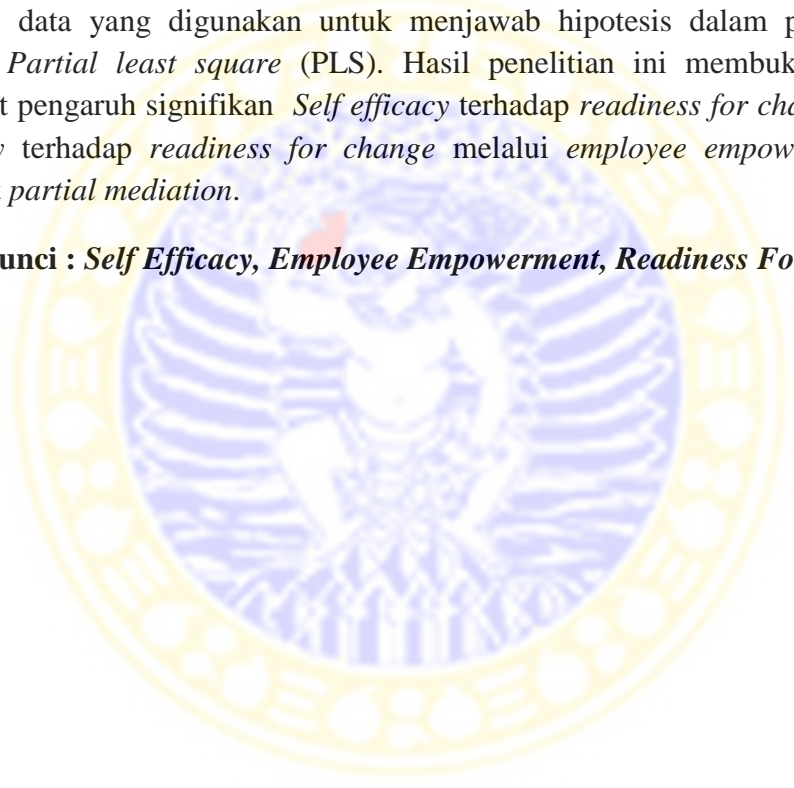


ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *self efficacy* terhadap *readiness for change*, melalui *employee empowerment* pada karyawan PT Pos Indonesia (persero) Surabaya. Variabel yang digunakan dalam penelitian ini antara lain: *Self efficacy*, *employee empowerment* dan *readiness for change*.

Pada penelitian ini di gunakan pendekatan kuantitatif dengan metode sensus dan didukung. Penelitian ini menggunakan data primer sejumlah 55 orang, dimana data tersebut diambil dengan menggunakan metode 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 *Self efficacy* terhadap *readiness for change* dan *Self efficacy* terhadap *readiness for change* melalui *employee empowerment* yang bersifat *partial mediation*.

Kata kunci : *Self Efficacy, Employee Empowerment, Readiness For Change.*



ABSTRACT

This study aimed to determine the effect of self-efficacy toward readiness for change, through employee empowerment of employees of PT Pos Indonesia (Persero) Surabaya. The variables used in this study include: Self-efficacy, employee empowerment and readiness for change.

In this study used a quantitative approach to the census method and supported. This study uses primary data number 55, where the data is retrieved by using a questionnaire distributed to permanent employees of PT Pos Indonesia (Persero) Surabaya. 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 significant influence self-efficacy toward readiness for change and self-efficacy toward readiness for change through employee empowerment that is partial mediation.

Keywords: *Employee, Self Efficacy, Employee Empowerment, Readiness For Change*

