

For Changes Related Job Promotion and Job Rotation.

Renathalia
Dr. Rostiana, M.Si., Psi.
Universitas Tarumanagara

Abstract

Job promotion and job rotation is a process that lead changes for employee. Through this study, researchers wanted to see more about employee's readiness for changes related to the job promotion and job rotation processes. To see this, the researchers also linked the independent variable to two aspects. The first aspect related to the individual aspect, psychological well being. The second aspect related to the organization, perceived organizational support.

Readiness for change is a cognitive process that determine whether a person will support or reject the change. According to Holt, Armenakis, and Field (2007), readiness for change is a multidimensional construct which is influenced by the belief that employees have a discrepancy, efficacy, valence organizational, management support, and personal valence .

Ryff (in Kafka and Kozma, 2002) stated that the psychological well being is a condition where a person is not only free from distress and mental problems, but also has a Self Acceptance, Environmental Mastery, Autonomy, Positive relations with others, Purpose in Life, and Personal Growth.

Perceived organizational support translated by Rhoades and Eisenberger (2002) as the employees' perception about company. They thought that company support the employees even though in the stressful situations. This condition will make employee try to show a good performance.

There are 422 people as a sample in this research, which is an employee who has passed probation in PT.X. Data collection techniques used are non random by using convenience sampling. The data have been obtained were processed using SPSS to descriptive data calculation, correlation and regression. From the data, it can be concluded that the three variables of the study, readiness for change, psychological well being and perceived organizational support is good. In addition, employee's readiness for change in PT.X can be influenced by the perceived organizational support and psychological well being.

Key Words: Perceived Organizational Support, Psychological Well Being, Readiness for change, Job promotion, Job rotation.