

## ABSTRAK

Tujuan penelitian ini adalah untuk menganalisis pengaruh *self efficacy* dan *perceived organizational support* terhadap *resistance to change* karyawan Waroeng SS dengan *readiness for change* sebagai variabel mediasi. Jumlah responden yang diambil dalam penelitian ini adalah 86 responden dengan menggunakan *simple random* sampling. Penelitian ini menggunakan metode survey dengan menggunakan pendekatan kuantitatif. Alat analisis yang digunakan dalam penelitian ini adalah Analisis regresi berganda dengan software SPSS. Berdasarkan hasil analisis, dapat disimpulkan bahwa *self efficacy* dan *perceived organizational support* berpengaruh negatif terhadap *resistance to change* karyawan dengan *readiness for change* sebagai variabel mediasi.

**Kata Kunci :** *Self efficacy, perceived organizational support, resistance to change, readiness for change.*

## **ABSTRACT**

The purpose of this study is to analyze the influence of Self Efficacy and Perceived Organizational Support on Waroeng SS Employee Resistance to Change with Readiness for Change as mediating variable. There were 86 employees chosen as respondent of the research by using purposive sampling method. This research using quantitative approach. Analysis tool used in this research is Multiple Regression with SPSS software. Based on the result of the analysis, it can be concluded that Self Efficacy and Perceived Organizational Support has negative effect on Waroeng SS Employee Resistance to Change with Readiness for Change as a mediating variable.

**Keyword : Self efficacy, perceived organizational support, resistance to change, readiness for change.**