

Reliabilitas Skala Kesiapan Individu untuk Berubah

Case Processing Summary

		N	%
Cases	Valid	351	100.0
	Excluded ^a	0	.0
	Total	351	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.905	30

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
item_1	74.65	127.486	.638	.899
item_2	74.95	128.486	.529	.901
item_3	74.72	131.775	.476	.902
item_4	74.64	128.952	.643	.899
item_5	74.63	129.336	.621	.900
item_6	74.73	129.187	.595	.900
item_7	74.94	128.739	.591	.900
item_8	75.08	127.325	.586	.900
item_9	75.21	128.997	.489	.902
item_10	74.79	133.266	.385	.903
item_11	75.36	132.808	.362	.904
item_12	75.12	133.394	.333	.904
item_13	75.16	132.582	.351	.904
item_14	75.30	132.650	.373	.904
item_15	75.46	134.792	.236	.906
item_16	75.28	136.166	.174	.907
item_17	75.18	129.405	.512	.901
item_18	75.31	129.998	.433	.903
item_19	74.96	131.047	.460	.902
item_20	74.95	131.101	.528	.901
item_21	74.78	132.259	.495	.902
item_22	74.84	130.266	.574	.900
item_23	75.02	129.625	.525	.901
item_24	74.99	130.166	.524	.901
item_25	75.02	129.240	.568	.900
item_26	74.85	133.618	.327	.904
item_27	75.11	132.516	.343	.904
item_28	75.41	133.676	.360	.904
item_29	75.45	130.974	.440	.903
item_30	74.87	129.281	.611	.900

Reliabilitas Skala Kesiapan Individu untuk Berubah tanpa item 15 dan 16

Case Processing Summary

		N	%
Cases	Valid	351	100.0
	Excluded ^a	0	.0
	Total	351	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.908	28

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
item_1	70.16	119.283	.650	.902
item_2	70.46	120.175	.544	.904
item_3	70.23	123.681	.473	.905
item_4	70.15	120.780	.651	.902
item_5	70.15	121.290	.621	.903
item_6	70.24	121.150	.594	.903
item_7	70.45	120.803	.585	.903
item_8	70.59	119.242	.591	.903
item_9	70.73	120.668	.504	.905
item_10	70.31	125.128	.382	.907
item_11	70.87	125.135	.332	.908
item_12	70.64	125.855	.293	.908
item_13	70.68	125.043	.315	.908
item_14	70.81	125.027	.340	.908
item_17	70.69	121.088	.527	.904
item_18	70.82	121.580	.450	.906
item_19	70.47	122.827	.467	.905
item_20	70.47	122.821	.539	.904
item_21	70.29	123.995	.504	.905
item_22	70.35	122.172	.575	.904
item_23	70.53	121.278	.542	.904
item_24	70.51	121.908	.535	.904
item_25	70.53	120.993	.580	.903
item_26	70.36	125.684	.311	.908
item_27	70.62	124.201	.351	.908
item_28	70.92	125.382	.367	.907
item_29	70.96	122.630	.453	.906
item_30	70.39	121.164	.616	.903

Reliabilitas Skala *Psychological Capital*

Case Processing Summary

		N	%
Cases	Valid	350	99.7
	Excluded ^a	1	.3
	Total	351	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.894	28

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
item_1	75.42	76.628	.466	.891
item_2	75.66	74.976	.532	.889
item_3	75.33	76.094	.613	.888
item_4	75.43	74.894	.601	.888
item_5	75.34	75.767	.562	.889
item_6	75.39	76.291	.569	.889
item_7	75.33	76.553	.533	.889
item_8	75.23	76.731	.493	.890
item_9	75.10	77.250	.500	.890
item_10	75.73	77.187	.336	.894
item_11	75.41	77.017	.450	.891
item_12	76.02	77.128	.262	.897
item_13	75.49	75.643	.417	.892
item_14	75.52	77.081	.370	.893
item_15	75.10	77.416	.549	.890
item_16	75.44	76.230	.488	.890
item_17	75.15	77.894	.473	.891
item_18	75.82	75.017	.386	.894
item_19	75.25	77.719	.444	.891
item_20	75.11	77.664	.505	.890
item_21	75.11	77.289	.507	.890
item_22	75.37	76.057	.452	.891
item_23	75.78	77.480	.269	.896
item_24	75.04	77.274	.469	.891
item_25	75.08	76.678	.552	.889
item_26	75.29	76.598	.528	.890
item_27	75.38	76.352	.482	.890
item_28	75.29	76.752	.524	.890

Reliabilitas Skala *Psychological Capital*, tanpa aitem 12 dan 23

Case Processing Summary

		N	%
Cases	Valid	350	99.7
	Excluded ^a	1	.3
	Total	351	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.900	26

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
item_1	70.87	67.497	.475	.896
item_2	71.12	65.920	.541	.895
item_3	70.78	67.099	.612	.894
item_4	70.89	65.833	.614	.893
item_5	70.80	66.546	.587	.894
item_6	70.85	67.170	.581	.894
item_7	70.78	67.380	.548	.895
item_8	70.68	67.598	.502	.896
item_9	70.56	67.961	.526	.896
item_10	71.19	68.201	.328	.900
item_11	70.87	67.826	.463	.897
item_13	70.94	67.166	.376	.900
item_14	70.97	68.071	.364	.899
item_15	70.56	68.230	.563	.895
item_16	70.90	67.136	.496	.896
item_17	70.61	68.737	.479	.897
item_18	71.28	66.374	.363	.901
item_19	70.71	68.551	.451	.897
item_20	70.57	68.458	.520	.896
item_21	70.57	68.138	.516	.896
item_22	70.83	67.682	.394	.899
item_24	70.49	68.205	.468	.897
item_25	70.54	67.584	.559	.895
item_26	70.75	67.442	.541	.895
item_27	70.84	67.138	.500	.896
item_28	70.75	67.576	.539	.895

Reliabilitas Skala Persepsi Dukungan Organisasi

Case Processing Summary

		N	%
Cases	Valid	349	99.4
	Excluded ^a	2	.6
	Total	351	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.918	21

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
item_1	49.54	79.221	.537	.914
item_2	49.59	78.329	.561	.914
item_3	49.56	77.856	.622	.913
item_4	49.76	78.701	.560	.914
item_5	49.51	78.458	.617	.913
item_6	49.41	79.415	.566	.914
item_7	49.52	78.003	.646	.912
item_8	49.48	79.860	.527	.915
item_9	49.68	78.771	.522	.915
item_10	49.66	76.937	.668	.912
item_11	49.54	78.105	.613	.913
item_12	49.67	78.700	.548	.914
item_13	49.67	78.095	.585	.913
item_14	49.65	78.147	.619	.913
item_15	49.55	78.932	.564	.914
item_16	49.38	78.507	.626	.913
item_17	49.36	79.822	.575	.914
item_18	49.67	78.958	.504	.915
item_19	49.62	80.465	.487	.915
item_20	49.71	79.246	.533	.915
item_21	49.73	80.676	.382	.918

Lampiran 10.
Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		351
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	9.23584355
	Absolute	.068
Most Extreme Differences	Positive	.038
	Negative	-.068
Kolmogorov-Smirnov Z		1.273
Asymp. Sig. (2-tailed)		.078

a. Test distribution is Normal.

b. Calculated from data.

Lampiran 11. Uji Linearitas

Kesiapan Individu untuk Berubah * Psychological Capital

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kesiapan Individu untuk Berubah * Psychological Capital	Between Groups	(Combined)	20522.991	44	466.432	5.610	.000
		Linearity	15661.945	1	15661.945	188.361	.000
		Deviation from Linearity	4861.046	43	113.048	1.360	.075
	Within Groups		25443.493	306	83.149		
	Total		45966.484	350			

Measures of Association

	R	R Squared	Eta	Eta Squared
Kesiapan Individu untuk Berubah * Psychological Capital	.584	.341	.668	.446

Kesiapan Individu untuk Berubah * Persepsi Dukungan Organisasi

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kesiapan Individu untuk Berubah * Persepsi Dukungan Organisasi	Between Groups	(Combined)	16228.610	44	368.832	3.795	.000
		Linearity	4606.185	1	4606.185	47.397	.000
		Deviation from Linearity	11622.425	43	270.289	2.781	.000
	Within Groups		29737.874	306	97.183		
	Total		45966.484	350			

Measures of Association

	R	R Squared	Eta	Eta Squared
Kesiapan Individu untuk Berubah * Persepsi Dukungan Organisasi	.317	.100	.594	.353

Lampiran 12. Uji Multikolinearitas

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.592 ^a	.350	.347	9.262

a. Predictors: (Constant), Persepsi Dukungan Organisasi, Psychological Capital

b. Dependent Variable: Kesiapan Individu untuk Berubah

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	16111.202	2	8055.601	93.898	.000 ^b
	Residual	29855.282	348	85.791		
	Total	45966.484	350			

a. Dependent Variable: Kesiapan Individu untuk Berubah

b. Predictors: (Constant), Persepsi Dukungan Organisasi, Psychological Capital

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	13.159	4.430		2.970	.003		
	Psychological Capital	.723	.062	.542	11.580	.000	.851	1.175
	Persepsi Dukungan Organisasi	.131	.057	.107	2.288	.023	.851	1.175

a. Dependent Variable: Kesiapan Individu untuk Berubah

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Psychological Capital	Persepsi Dukungan Organisasi
1	1	2.975	1.000	.00	.00	.00
	2	.018	12.846	.14	.08	.99
	3	.007	21.076	.86	.92	.01

a. Dependent Variable: Kesiapan Individu untuk Berubah

Lampiran 13. Hasil Moderated Regression Analysis

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Psychological Capital ^b	.	Enter
2	Persepsi Dukungan Organisasi ^b	.	Enter
3	Produk ^b	.	Enter

a. Dependent Variable: Kesiapan Individu untuk Berubah

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.584 ^a	.341	.339	9.318	.341	180.370	1	349	.000
2	.592 ^b	.350	.347	9.262	.010	5.237	1	348	.023
3	.596 ^c	.355	.349	9.246	.004	2.267	1	347	.133

a. Predictors: (Constant), Psychological Capital

b. Predictors: (Constant), Psychological Capital, Persepsi Dukungan Organisasi

c. Predictors: (Constant), Psychological Capital, Persepsi Dukungan Organisasi, Produk

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	15661.945	1	15661.945	180.370	.000 ^b
	Residual	30304.539	349	86.832		
	Total	45966.484	350			
2	Regression	16111.202	2	8055.601	93.898	.000 ^c
	Residual	29855.282	348	85.791		
	Total	45966.484	350			
3	Regression	16305.017	3	5435.006	63.582	.000 ^d
	Residual	29661.468	347	85.480		
	Total	45966.484	350			

a. Dependent Variable: Kesiapan Individu untuk Berubah

b. Predictors: (Constant), Psychological Capital

c. Predictors: (Constant), Psychological Capital, Persepsi Dukungan Organisasi

d. Predictors: (Constant), Psychological Capital, Persepsi Dukungan Organisasi, Produk

Lampiran 14.
Hasil Uji Perbedaan Kesiapan Individu untuk Berubah Berdasarkan Demografis Subjek

A. Perbedaan Kesiapan Individu untuk Berubah Berdasarkan Jenis Kelamin

Group Statistics

Jenis Kelamin	N	Mean	Std. Deviation	Std. Error Mean
Kesiapan Individu untuk Berubah Laki-laki	210	73.30	11.577	.799
Perempuan	141	72.87	11.319	.953

Independent Samples Test

	Levene's Test for Equality of Variances		t-test for Equality of Means						
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval	
								Lower	Upper
Equal variances assumed	.184	.669	.339	349	.735	.423	1.249	-2.034	2.880
Equal variances not assumed			.340	304.959	.734	.423	1.244	-2.025	2.870

Dependent Variable : Kesiapan Individu untuk Berubah

B. Perbedaan Kesiapan Individu untuk Berubah Berdasarkan Usia

Descriptives

Kesiapan Individu untuk Berubah

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
<=30 tahun	30	71.37	11.177	2.041	67.19	75.54	54	92
31-40 tahun	107	73.29	11.799	1.141	71.03	75.55	45	107
41-50 tahun	156	73.60	11.730	.939	71.75	75.46	34	105
>=51	58	72.45	10.347	1.359	69.73	75.17	49	100
Total	351	73.13	11.460	.612	71.92	74.33	34	107

Test of Homogeneity of Variances

Kesiapan Individu untuk Berubah

Levene Statistic	df1	df2	Sig.
.373	3	347	.773

ANOVA

Kesiapan Individu untuk Berubah

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	157.795	3	52.598	.398	.754
Within Groups	45808.689	347	132.014		
Total	45966.484	350			

C. Perbedaan Kesiapan Individu untuk Berubah Berdasarkan Pendidikan

Descriptives

Kesiapan Individu untuk Berubah

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
SMA	117	70.78	10.900	1.008	68.78	72.77	44	103
Diploma	22	69.18	14.411	3.072	62.79	75.57	34	96
S1	182	74.71	11.128	.825	73.08	76.34	38	105
S2	30	75.57	11.428	2.086	71.30	79.83	51	107
Total	351	73.13	11.460	.612	71.92	74.33	34	107

Test of Homogeneity of Variances

Kesiapan Individu untuk Berubah

Levene Statistic	df1	df2	Sig.
1.392	3	347	.245

ANOVA

Kesiapan Individu untuk Berubah

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1622.057	3	540.686	4.231	.006
Within Groups	44344.428	347	127.794		
Total	45966.484	350			

Post Hoc Test

Dependent Variable: Kesiapan Individu untuk Berubah

LSD

(I) Pendidikan	(J) Pendidikan	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
SMA	Diploma	1.596	2.627	.544	-3.57	6.76
	S1	-3.931*	1.340	.004	-6.57	-1.30
	S2	-4.789*	2.313	.039	-9.34	-.24
Diploma	SMA	-1.596	2.627	.544	-6.76	3.57
	S1	-5.527*	2.552	.031	-10.55	-.51
	S2	-6.385*	3.173	.045	-12.63	-.14
S1	SMA	3.931*	1.340	.004	1.30	6.57
	Diploma	5.527*	2.552	.031	.51	10.55
	S2	-.858	2.228	.700	-5.24	3.52
S2	SMA	4.789*	2.313	.039	.24	9.34
	Diploma	6.385*	3.173	.045	.14	12.63
	S1	.858	2.228	.700	-3.52	5.24

*. The mean difference is significant at the 0.05 level.

D. Perbedaan Kesiapan Individu untuk Berubah Berdasarkan Masa Kerja

Descriptives

Kesiapan Individu untuk Berubah

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
<=10 tahun	120	72.21	11.721	1.070	70.09	74.33	34	103
11-20 tahun	114	74.32	11.767	1.102	72.14	76.51	38	107
21-30 tahun	99	73.30	10.521	1.057	71.20	75.40	44	100
>=31 tahun	18	70.67	12.714	2.997	64.34	76.99	45	98
Total	351	73.13	11.460	.612	71.92	74.33	34	107

Test of Homogeneity of Variances

Kesiapan Individu untuk Berubah

Levene Statistic	df1	df2	Sig.
.605	3	347	.612

ANOVA

Kesiapan Individu untuk Berubah

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	376.792	3	125.597	.956	.414
Within Groups	45589.692	347	131.382		
Total	45966.484	350			

E. Perbedaan Kesiapan Individu untuk Berubah Berdasarkan Golongan

Descriptives

Kesiapan Individu untuk Berubah

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Golongan II	63	70.52	11.773	1.483	67.56	73.49	34	103
Golongan III	286	73.67	11.365	.672	72.35	75.00	38	107
Golongan IV	2	76.50	4.950	3.500	32.03	120.97	73	80
Total	351	73.13	11.460	.612	71.92	74.33	34	107

ANOVA

Kesiapan Individu untuk Berubah

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	535.511	2	267.756	2.051	.130
Within Groups	45430.973	348	130.549		
Total	45966.484	350			

F. Perbedaan Kesiapan Individu untuk Berubah Berdasarkan Jabatan

Descriptives

Kesiapan Individu untuk Berubah

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Staff	299	73.00	11.648	.674	71.68	74.33	34	107
Calon JFT	47	74.43	10.599	1.546	71.31	77.54	53	93
Struktural	5	68.20	6.380	2.853	60.28	76.12	61	76
Total	351	73.13	11.460	.612	71.92	74.33	34	107

Test of Homogeneity of Variances

Kesiapan Individu untuk Berubah

Levene Statistic	df1	df2	Sig.
.875	2	348	.418

ANOVA

Kesiapan Individu untuk Berubah

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	205.198	2	102.599	.780	.459
Within Groups	45761.286	348	131.498		
Total	45966.484	350			

G. Perbedaan Kesiapan Individu untuk Berubah Berdasarkan Instansi

Descriptives

Kesiapan Individu untuk Berubah

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
BP3KP	11	70.64	8.394	2.531	65.00	76.28	58	84
BSPMBPTKP	4	73.25	13.200	6.600	52.25	94.25	54	84
KPH	29	68.97	8.563	1.590	65.71	72.22	59	86
Dishutbun	43	69.72	11.425	1.742	66.20	73.24	47	96
Disnakertrans	29	77.69	12.728	2.364	72.85	82.53	38	107
BLKPP	12	73.42	13.311	3.842	64.96	81.87	54	105
Satpol PP	47	76.72	13.328	1.944	72.81	80.64	34	103
Biro Adpem	14	77.21	8.523	2.278	72.29	82.14	56	90
Disperindag	27	73.19	12.388	2.384	68.28	78.09	44	90
BPTP	22	79.09	10.659	2.272	74.37	83.82	56	102
BP2TPH	10	69.80	6.613	2.091	65.07	74.53	65	87
BPBPTDK	8	59.00	4.375	1.547	55.34	62.66	50	65
Dinas Pertanian	11	76.18	9.908	2.987	69.53	82.84	61	93
Inspektorat	14	78.71	7.839	2.095	74.19	83.24	60	88
Dinas PU ESDM	37	69.92	10.662	1.753	66.36	73.47	45	94
Bappeda	24	73.04	8.908	1.818	69.28	76.80	60	93
Balai Hiperkes	9	68.00	10.235	3.412	60.13	75.87	54	77
Total	351	73.13	11.460	.612	71.92	74.33	34	107

Test of Homogeneity of Variances

Kesiapan Individu untuk Berubah

Levene Statistic	df1	df2	Sig.
1.149	16	334	.308

ANOVA

Kesiapan Individu untuk Berubah

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	6162.986	16	385.187	3.232	.000
Within Groups	39803.498	334	119.172		
Total	45966.484	350			

Post Hoc

Dependent Variable: Kesiapan Individu untuk Berubah

(I) Instansi		Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
BP3KP	BPTP	-8.455*	4.031	.037	-16.38	-.52
BSPMBPTKP	BPBPTDK	14.250*	6.685	.034	1.10	27.40
KPH	Disnakertrans	-8.724*	2.867	.003	-14.36	-3.08
	Satpol PP	-7.758*	2.578	.003	-12.83	-2.69
	Biro Adpem	-8.249*	3.553	.021	-15.24	-1.26
	BPTP	-10.125*	3.086	.001	-16.20	-4.05
	BPBPTDK	9.966*	4.360	.023	1.39	18.54
	Inspektorat	-9.749*	3.553	.006	-16.74	-2.76
Dishutbun	Disnakertrans	-7.969*	2.623	.003	-13.13	-2.81
	Satpol PP	-7.002*	2.304	.003	-11.53	-2.47
	Biro Adpem	-7.493*	3.359	.026	-14.10	-.89
	BPTP	-9.370*	2.862	.001	-15.00	-3.74
	BPBPTDK	10.721*	4.203	.011	2.45	18.99
	Inspektorat	-8.993*	3.359	.008	-15.60	-2.39
Disnakertrans	KPH	8.724*	2.867	.003	3.08	14.36
	Dishutbun	7.969*	2.623	.003	2.81	13.13
	BPBPTDK	18.690*	4.360	.000	10.11	27.27
	Dinas PUP ESDM	7.771*	2.707	.004	2.44	13.10
	Balai Hiperkes	9.690*	4.165	.021	1.50	17.88
BLKPP	BPBPTDK	14.417*	4.983	.004	4.62	24.22
Satpol PP	KPH	7.758*	2.578	.003	2.69	12.83
	Dishutbun	7.002*	2.304	.003	2.47	11.53
	BPBPTDK	17.723*	4.175	.000	9.51	25.94
	Dinas PUP ESDM	6.804*	2.399	.005	2.08	11.52
	Balai Hiperkes	8.723*	3.972	.029	.91	16.54
Biro Adpem	KPH	8.249*	3.553	.021	1.26	15.24
	Dishutbun	7.493*	3.359	.026	.89	14.10

	BPBPTDK	18.214*	4.838	.000	8.70	27.73
	Dinas PUP ESDM	7.295*	3.425	.034	.56	14.03
	Balai Hiperkes	9.214*	4.664	.049	.04	18.39
Disperindag	BPBPTDK	14.185*	4.394	.001	5.54	22.83
BPTP	BP3KP	8.455*	4.031	.037	.52	16.38
	KPH	10.125*	3.086	.001	4.05	16.20
	Dishutbun	9.370*	2.862	.001	3.74	15.00
	BP2TPH	9.291*	4.163	.026	1.10	17.48
	BPBPTDK	20.091*	4.507	.000	11.23	28.96
	Dinas PUP ESDM	9.172*	2.939	.002	3.39	14.95
	Balai Hiperkes	11.091*	4.320	.011	2.59	19.59
BP2TPH	BPTP	-9.291*	4.163	.026	-17.48	-1.10
BPBPTDK	BP3KP	-11.636*	5.073	.022	-21.61	-1.66
	KPH	-9.966*	4.360	.023	-18.54	-1.39
	Dishutbun	-10.721*	4.203	.011	-18.99	-2.45
	Disnakertrans	-18.690*	4.360	.000	-27.27	-10.11
	BLKPP	-14.417*	4.983	.004	-24.22	-4.62
	Satpol PP	-17.723*	4.175	.000	-25.94	-9.51
	Biro Adpem	-18.214*	4.838	.000	-27.73	-8.70
	Disperindag	-14.185*	4.394	.001	-22.83	-5.54
	BPTP	-20.091*	4.507	.000	-28.96	-11.23
	BP2TPH	-10.800*	5.178	.038	-20.99	-.61
	Dinas Pertanian	-17.182*	5.073	.001	-27.16	-7.20
	Inspektorat	-19.714*	4.838	.000	-29.23	-10.20
	Dinas PUP ESDM	-10.919*	4.256	.011	-19.29	-2.55
	Bappeda	-14.042*	4.457	.002	-22.81	-5.27
	Balai Hiperkes	-9.000	5.305	.091	-19.43	1.43
Dinas Pertanian	BPBPTDK	17.182*	5.073	.001	7.20	27.16
Inspektorat	KPH	9.749*	3.553	.006	2.76	16.74
	Dishutbun	8.993*	3.359	.008	2.39	15.60
	BP2TPH	8.914*	4.520	.049	.02	17.81
	BPBPTDK	19.714*	4.838	.000	10.20	29.23
	Dinas PUP ESDM	8.795*	3.425	.011	2.06	15.53
	Balai Hiperkes	10.714*	4.664	.022	1.54	19.89
Dinas PUP ESDM	Disnakertrans	-7.771*	2.707	.004	-13.10	-2.44
	Satpol PP	-6.804*	2.399	.005	-11.52	-2.08
	Biro Adpem	-7.295*	3.425	.034	-14.03	-.56
	BPTP	-9.172*	2.939	.002	-14.95	-3.39
	BPBPTDK	10.919*	4.256	.011	2.55	19.29

	Inspektorat	-8.795*	3.425	.011	-15.53	-2.06
Bappeda	BPBPTDK	14.042*	4.457	.002	5.27	22.81
Balai Hiperkes	Disnakertrans	-9.690*	4.165	.021	-17.88	-1.50
	Satpol PP	-8.723*	3.972	.029	-16.54	-.91
	Biro Adpem	-9.214*	4.664	.049	-18.39	-.04
	BPTP	-11.091*	4.320	.011	-19.59	-2.59
	Inspektorat	-10.714*	4.664	.022	-19.89	-1.54

*. The mean difference is significant at the 0.05 level.

Lampiran 15.

Hasil Uji Regresi Psychological Capital dan Persepsi Dukungan Organisasi Terhadap Kesiapan Individu untuk Berubah

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.592 ^a	.350	.347	9.262	.350	93.898	2	348	.000

a. Predictors: (Constant), Persepsi Dukungan Organisasi, Psychological Capital

b. Dependent Variable: Kesiapan Individu untuk Berubah

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	16111.202	2	8055.601	93.898	.000 ^b
	Residual	29855.282	348	85.791		
	Total	45966.484	350			

a. Dependent Variable: Kesiapan Individu untuk Berubah

b. Predictors: (Constant), Persepsi Dukungan Organisasi, Psychological Capital

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	13.159	4.430		2.970	.003			
	Psychological Capital	.723	.062	.542	11.580	.000	.584	.527	.500
	Persepsi Dukungan Organisasi	.131	.057	.107	2.288	.023	.317	.122	.099

a. Dependent Variable: Kesiapan Individu untuk Berubah

Lampiran 16.
Hasil Regresi Dimensi Psychological Capital terhadap Kesiapan Individu
untuk Berubah

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.591 ^a	.350	.342	9.295	.350	46.505	4	346	.000

a. Predictors: (Constant), Resillience, Hope, Optimism, Self Efficacy

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	16072.090	4	4018.023	46.505	.000 ^b
	Residual	29894.394	346	86.400		
	Total	45966.484	350			

a. Dependent Variable: Kesiapan Berubah

b. Predictors: (Constant), Resillience, Hope, Optimism, Self Efficacy

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	16.603	4.434		3.744	.000					
Self Efficacy	.620	.208	.184	2.986	.003	.491	.159	.129	.493	2.028
Hope	.673	.326	.119	2.067	.039	.436	.110	.090	.564	1.772
Optimism	.446	.277	.090	1.607	.109	.424	.086	.070	.600	1.667
Resilience	1.306	.251	.314	5.208	.000	.538	.270	.226	.517	1.933

a. Dependent Variable: Kesiapan Berubah

Lampiran 17.
Hasil Regresi Dimensi Persepsi Dukungan Organisasi terhadap Kesiapan Individu untuk Berubah

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.340 ^a	.115	.110	10.809	.115	22.702	2	348	.000

a. Predictors: (Constant), Perhatian atas kesejahteraan, Penghargaan terhadap kontribusi

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5296.171	1	5296.171	45.447	.000 ^b
	Residual	40670.314	349	116.534		
	Total	45966.484	350			

a. Dependent Variable: Kesiapan untuk berubah

b. Predictors: (Constant), Perhatian atas kesejahteraan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	53.780	2.927		18.374	.000					
	Perhatian atas kesejahteraan	.877	.130	.339	6.741	.000	.339	.339	.339	1.000	1.000

a. Dependent Variable: Kesiapan untuk berubah

Excluded Variables^a

Model		Beta In	t	Sig.	Partial Correlation	Collinearity Statistics		
						Tolerance	VIF	Minimum Tolerance
1	Penghargaan terhadap kontribusi	-.025 ^b	-.277	.782	-.015	.320	3.127	.320

a. Dependent Variable: Kesiapan untuk berubah

b. Predictors in the Model: (Constant), Perhatian atas kesejahteraan