

## The Effect of Transformational Leadership and Change Self-Efficacy on Employees' Commitment to Change

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**Abstract :** The pace of globalization and technological development make changes inevitable to organizations. However, organizational change is not easy to implement and is prone to failure. One of the reasons of change failure is due to lack of employees' commitment to change. There are many variables that can influence employees' commitment to change. The influencing factors can be sourced from the organization or individuals themselves. This study focuses on the affective form of commitment to change. The objective of this study is to identify the effect of transformational leadership (organizational factor) and employees' change self-efficacy (individual factor) on affective commitment to change. The respondents of this study were employees who work in organizations that are or have faced organizational change. The data were collected using Affective Commitment to Change, Change Self-Efficacy, and Transformational Leadership Inventory. The data were analyzed using regression. The result showed that both transformational leadership and change self-efficacy have a positive and significant impact on affective commitment to change. The implication of the study can be used for practitioners to enhance the success of organizational change, by developing transformational leadership on the leaders and change self-efficacy on the employees in order to create a high affective commitment to change.

**Keywords :** affective commitment to change, change self-efficacy, organizational change, transformational leadership

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