

The Effect of Psychological Capital and Psychological Empowerment on Employees' Commitment to Change

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Abstract : Organizations nowadays have to change and adjust themselves to the changing external environment in order to survive the globalization era. However, not all the organizational change had been succeeded. Commitment to change is one important factor why the change process often failed. Even so, this commitment to change cannot be separated with the individual's characteristic. The aim of this study is to identify the role of psychological capital and psychological empowerment as the individual's positive characteristic on commitment to change. This research was conducted on Indonesian employees who have or are currently experiencing a change in their organization. Data was collected using Commitment to Change Inventory, Psychological Empowerment Questionnaire, and Psychological Capital Questionnaire. The results showed that both psychological capital and psychological empowerment have a positive and significant influence on commitment to change.

Keywords : commitment to change, psychological capital, psychological empowerment, organizational change

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