

The Role of Psychological Hardiness and Psychological Resilience Employee's Commitment to Change

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Abstract : Employees' commitment to change are required for the success of organizational change in the company. The objective of this study is to identify the correlation between psychological hardiness and psychological resilience on commitment to change. The respondents of current research are permanent employees and employees that have worked for at least two years in a company that has been experiencing organizational change. Data was collected using Commitment to Change Inventory, Dispositional Resilience Scale (DRS), and Modified CD-RISC. The data were analyzed using regression. The results of the research show that both Psychological Hardiness and Psychological Resilience have positive and significant correlation and contribution on Commitment to Change. This research is important for companies who undergo organizational change in order plan and implement change more effectively.

Keywords : commitment to change, organizational change, psychological hardiness, psychological resilience

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