

## **ABSTRAK**

### **PENGARUH *PERCEIVED ORGANIZATIONAL SUPPORT* DAN *PERCEIVED SUPERVISOR SUPPORT* TERHADAP PERUBAHAN ORGANISASIONAL DENGAN *AGILITY* SEBAGAI MEDIATOR STUDY PADA PT PLN (PERSERO)**

**Oleh**

**Aldio Fikri Siddik**

Dalam sebuah organisasi, perubahan merupakan sesuatu hal yang pasti akan terjadi. Perubahan ini merupakan isu yang penting dalam suatu organisasi atau perusahaan. Kondisi yang dihadapi oleh sebuah organisasi saat ini adalah era perubahan teknologi yaitu Turbulence, Uncertainty, Novelty, Ambiguity (TUNA) dan Volatility, Uncertainty, Complexity, Ambiguity (VUCA), dimana pada situasi ini menuntut organisasi untuk menjadi agile dan memiliki learning culture. Penelitian ini bertujuan untuk mengetahui Pengaruh *Perceived Organizational Support* dan *Perceived Supervisor Support* Terhadap Perubahan Organisasi Dengan *Agility* Sebagai Mediator Study Pada PT PLN (Persero). Sampel penelitian ini sejumlah 275 pegawai PT PLN (Persero). Alat analisis yang digunakan pada penelitian ini adalah Structural Equation Modelling (SEM) dengan bantuan software AMOS. Hasil penelitian menunjukkan bahwa *Perceived Organizational Support* dan *Perceived Supervisor Support* berpengaruh terhadap *Agility*. *Perceived Organizational Support* tidak berpengaruh terhadap Perubahan Organisasi sedangkan *Perceived Supervisor Support* berpengaruh terhadap Perubahan Organisasi. Selanjutnya *Agility* memediasi pengaruh *Perceived Organizational Support* dan *Perceived Supervisor Support* terhadap Perubahan Organisasi. Perubahan organisasi dapat ditingkatkan dengan baik dengan meningkatkan *Perceived Supervisor Support* dan *Agility* karena 2 variabel tersebut memiliki pengaruh lebih besar daripada *Perceived Organizational Support*

**Kata Kunci : *Perceived Organizational Support, Perceived Supervisory Support, Agility, Perubahan Organisasional***

## **ABSTRACT**

### ***THE EFFECT OF PERCEIVED ORGANIZATIONAL SUPPORT AND PERCEIVED SUPERVISORY SUPPORT ON ORGANIZATIONAL CHANGE WITH AGILITY AS A MEDIATOR AT PT PLN (PERSERO)***

**By  
Aldio Fikri Siddik**

*In an organization, change is something that is bound to happen. This change is an important issue in an organization or company. The conditions faced by an organization today are the era of technological change, namely Turbulence, Uncertainty, Novelty, Ambiguity (TUNA) and Volatility, Uncertainty, Complexity, Ambiguity (VUCA), where this situation requires the organization to be agile and have a learning culture so that it does not become victims like companies that have gone bankrupt. So, the organization is currently experiencing unusual conditions, especially in the current era of TUNA and VUCA. This study aims to determine the effect of Perceived Organizational Support and Perceived Supervisor Support on Organizational Change with Agility as Study Mediator at PT PLN (Persero). The sample of this research is 275 employees of PT PLN (Persero). The analytical tool used in this research is Structural Equation Modeling (SEM). The results showed that Perceived Organizational Support and Perceived Supervisor Support had an effect on Agility. Perceived Organizational Support has no effect on Organizational Change, while Perceived Supervisor Support has no effect on Organizational Change. Furthermore, Agility mediates the effect of Perceived Organizational Support and Perceived Supervisor Support on Organizational Change. Organizational change can be improved properly by increasing Perceived Supervisor Support and Agility because these 2 variables have a greater influence than Perceived Organizational Support.*

***Keywords: Perceived Organizational Support, Perceived Supervisor Support, Agility, Organizational Change***