

ABSTRAK

ANALISIS TINGKAT KESIAPAN UNTUK BERUBAH PEGAWAI MENGHADAPI TRANSFORMASI DIGITAL BADAN KEPEGAWAIAN DAERAH PROVINSI LAMPUNG

Oleh

RISKA ADELIA PRATIWI

Keberhasilan transformasi digital pemerintahan sangat bergantung pada kesiapan individu dalam organisasi, khususnya aparatur sipil negara (ASN). Penelitian ini bertujuan untuk menganalisis tingkat *readiness for change* pegawai Badan Kepegawaian Daerah (BKD) Provinsi Lampung dalam menghadapi transformasi digital yang diterapkan melalui Sistem Pemerintahan Berbasis Elektronik (SPBE). Penelitian ini menggunakan pendekatan kuantitatif deskriptif dengan teori Holt et al. (2007) yang terdiri dari empat dimensi: *appropriateness*, *change efficacy*, *management support*, dan *personal valence*. Teknik pengumpulan data dilakukan melalui kuesioner kepada 43 pegawai ASN tetap yang telah mengikuti pelatihan terkait SPBE. Hasil penelitian menunjukkan bahwa secara umum tingkat kesiapan pegawai berada pada kategori sangat siap, dengan nilai rata-rata tertinggi pada dimensi *management support*. Namun, hasil yang rendah dari dimensi *personal valence* menggambarkan bahwa perubahan yang terjadi di lingkungan kerja pegawai belum sepenuhnya menyadarkan mereka terhadap pemahaman teknologi. Penelitian ini menyimpulkan bahwa meskipun BKD Provinsi Lampung telah menunjukkan kesiapan yang cukup dalam menghadapi transformasi digital, di perlukan upaya strategis yang berkelanjutan dalam peningkatan kompetensi dan dukungan organisasi untuk memastikan keberhasilan implementasi SPBE.

Kata Kunci: Transformasi Digital, *Readiness For Change*, SPBE, Aparatur Sipil Negara, Badan Kepegawaian Daerah

ABSTRACT

AN ANALYSIS OF EMPLOYEE READINESS FOR CHANGE IN FACING DIGITAL TRANSFORMATION AT THE REGIONAL CIVIL SERVICE AGENCY OF LAMPUNG PROVINCE

BY

RISKA ADELIA PRATIWI

The success of government digital transformation greatly depends on the readiness of individuals within the organization, particularly civil servants (ASN). This study aims to analyze the level of readiness for change among employees of the Regional Civil Service Agency (BKD) of Lampung Province in facing digital transformation implemented through the Electronic-Based Government System (SPBE). This study uses a descriptive quantitative approach with Holt et al.'s (2007) theory, which consists of four dimensions: appropriateness, change efficacy, management support, and personal valence. Data collection techniques were carried out through questionnaires to 43 permanent ASN employees who had participated in training related to SPBE. The results showed that, in general, the level of employee readiness was in the very ready category, with the highest average score in the management support dimension. However, the low results in the personal valence dimension illustrate that the changes occurring in the employees' work environment have not fully made them aware of technological understanding. This study concludes that although the Lampung Provincial BKD has shown sufficient readiness to face digital transformation, continuous strategic efforts are needed to improve competence and organizational support to ensure the successful implementation of SPBE.

Keywords: Digital Transformation, Readiness For Change, SPBE, Civil Servants, Regional Civil Service Agency