

ABSTRAK

Dalam mengalami masa peralihan pandemi COVID-19, dunia perbankan dihadapkan dengan peralihan sistem bekerja terutama bagi karyawan. Karyawan diharapkan memiliki kemampuan dalam menghadapi masa peralihan dan beradaptasi dengan perkembangan saat ini. Untuk mengatasi hal itu diperlukan adanya perceived organizational support (POS) yang dapat diterima karyawan dalam menghadapi setiap ketidakmauan terhadap perubahan yang disebut resistance to change (RTC). Penelitian ini bertujuan untuk mengetahui hubungan perceived organizational support (POS) dengan resistance to change (RTC) pada karyawan PT. BPR Bank Bapas 69 Magelang. Subjek penelitian ini adalah karyawan PT. BPR Bank Bapas 69 Magelang, dengan masa kerja lebih dari 1 tahun. Pengumpulan data dilakukan dengan menggunakan skala perceived organizational support (POS) dan skala resistance to change (RTC), yang memiliki koefisien Cronbach Alpha sebesar 0,923 dan 0,830. Teknik analisis data yang digunakan adalah teknik korelasi pearson correlation. Berdasarkan hasil penelitian, diperoleh koefisien korelasi - 0,242 ($p < 0,050$). Hal ini berarti ada hubungan negatif antara perceived organizational support (POS) dengan resistance to change (RTC) pada karyawan PT. BPR Bank Bapas 69 Magelang, dan menunjukkan bahwa variabel perceived organizational support (POS) memiliki kontribusi sebesar 6,9% terhadap resistance to change (RTC), sedangkan 93% dipengaruhi oleh faktor lain.

Kata Kunci : *Perceived Organizational Support (POS), Resistance to Change (RTC), COVID-19, karyawan*

ABSTRACT

In experiencing the transition period of the COVID-19 pandemic, the banking world is faced with a shift in the work system, especially for employees. Employees are expected to have the ability to deal with transitions and adapt to current developments. To overcome this, it is necessary to have perceived organizational support (POS) that can be accepted by employees in the face of any unwillingness to change, which is called resistance to change (RTC). This study aims to determine the relationship between perceived organizational support (POS) and resistance to change (RTC) on employees of PT. BPR Bank Bapas 69 Magelang. The subjects of this study were employees of PT. BPR Bank Bapas 69 Magelang, with a tenure of more than 1 year. Data was collected using the perceived organizational support (POS) and resistance to change (RTC) scales, which have Cronbach Alpha coefficients of 0.923 and 0.830, respectively. The data analysis technique used is the Pearson correlation technique. Based on the results of the study, the correlation coefficient was - 0.242 ($p < 0.050$). This means that there is a negative relationship between perceived organizational support (POS) and resistance to change (RTC) for employees of PT. BPR Bank Fathers 69 Magelang, and shows that the perceived organizational support (POS) variable has a contribution of 6.9% to resistance to change (RTC), while 93% is influenced by other factors.

Keywords : *Perceived Organizational Support (POS), Resistance to Change (RTC), COVID-19, employee*