

ABSTRAK

Jovanka Berlian Sasabella Alan Fista. 2026. Pengaruh *Transformational Leadership* dan *Perceived Organizational Support* terhadap *Readiness for Change* dalam Menghadapi Transformasi Digital melalui *Organizational Commitment* pada Karyawan PERUMDAM Tirta Dharma Purabaya Kabupaten Madiun. Skripsi. Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing (I) Dr. Karuniawati Hasanah, S.E., M.M. Pembimbing (II) Hendra Setiawan, S.E., M.M.

Penelitian ini bertujuan untuk mengetahui pengaruh *Transformational Leadership* dan *Perceived Organizational Support* terhadap *Readiness for Change* melalui *Organizational Commitment* pada karyawan PERUMDAM Tirta Dharma Purabaya Kabupaten Madiun. Penelitian ini menggunakan pendekatan kuantitatif dengan jumlah sampel sebanyak 63 responden yang merupakan seluruh karyawan PERUMDAM Tirta Dharma Purabaya Kabupaten Madiun. Teknik pengambilan sampel yang digunakan yaitu sampling jenuh. Pengolahan dan analisis data dilakukan menggunakan software SmartPLS 4.0. Pengujian dalam penelitian ini meliputi pengujian model pengukuran (*Outer Model*) yang terdiri dari uji validitas konvergen, validitas diskriminan, dan uji reliabilitas, serta pengujian model struktural (*Inner Model*) yang meliputi nilai *R-square*, *Q-square*, dan pengujian hipotesis melalui prosedur *bootstrapping*. Hasil penelitian menunjukkan bahwa *Transformational Leadership* dan *Perceived Organizational Support* berpengaruh positif dan signifikan terhadap *Organizational Commitment*. *Transformational Leadership*, *Perceived Organizational Support*, dan *Organizational Commitment* berpengaruh positif dan signifikan terhadap *Readiness for Change*. Selain itu, *Organizational Commitment* mampu memediasi pengaruh *Transformational Leadership* dan *Perceived Organizational Support* terhadap *Readiness for Change* pada karyawan PERUMDAM Tirta Dharma Purabaya Kabupaten Madiun.

ABSTRACT

Jovanka Berlian Sasabella Alan Fista. 2026. *The Influence of Transformational Leadership and Perceived Organizational Support on Readiness for Change in Facing Digital Transformation, Mediated by Organizational Commitment, among Employees of PERUMDAM Tirta Dharma Purabaya, Madiun Regency. Undergraduate Thesis. Management Study Program, Faculty of Economics and Business, Universitas PGRI Madiun. Supervisor (I) Dr. Karuniawati Hasanah, S.E., M.M. Supervisor (II) Hendra Setiawan, S.E., M.M.*

This study aims to determine the influence of Transformational Leadership and Perceived Organizational Support on Readiness for Change, mediated by Organizational Commitment, among employees of PERUMDAM Tirta Dharma Purabaya, Madiun Regency. A quantitative approach was employed, utilizing a sample of 63 respondents comprising the entire workforce of PERUMDAM Tirta Dharma Purabaya, Madiun Regency selected via a saturated sampling technique. Data processing and analysis were conducted using SmartPLS 4.0 software. The analysis involved testing the measurement model (Outer Model) covering Convergent Validity, Discriminant Validity, and reliability and the structural model (Inner Model) assessing R-square and Q-square values as well as hypothesis testing via bootstrapping. The results indicate that Transformational Leadership and Perceived Organizational Support have a positive and significant influence on Organizational Commitment. Furthermore, Transformational Leadership, Perceived Organizational Support, and Organizational Commitment all exert a positive and significant influence on Readiness for Change. Organizational Commitment was found to mediate the influence of Transformational Leadership and Perceived Organizational Support on Readiness for Change among the employees of PERUMDAM Tirta Dharma Purabaya, Madiun Regency.