

ABSTRACT

Ahmad Zacky Nasution, NIM : 7223510008, “The Effect of Work Autonomy and Change Agility on Employee Performance at PT Pelindo Multi Terminal Branch Belawan”.

This study aims to analyze the effect of Job Autonomy and Change Agility on Employee Performance at PT Pelindo Multi Terminal Branch Belawan. The background of this research is based on the phenomenon of suboptimal employee performance, as indicated by challenges in achieving work targets, coordination between shifts, and adaptation to new systems and procedures following the company's merger.

The results of the study show that partially, Job Autonomy has a positive and significant effect on Employee Performance, with a significance value of 0.002 (< 0.05). In addition, Change Agility also has a positive and significant effect on Employee Performance, with a significance value of < 0.001 . This indicates that the higher the level of job autonomy and employees' ability to adapt to changes, the higher the resulting performance.

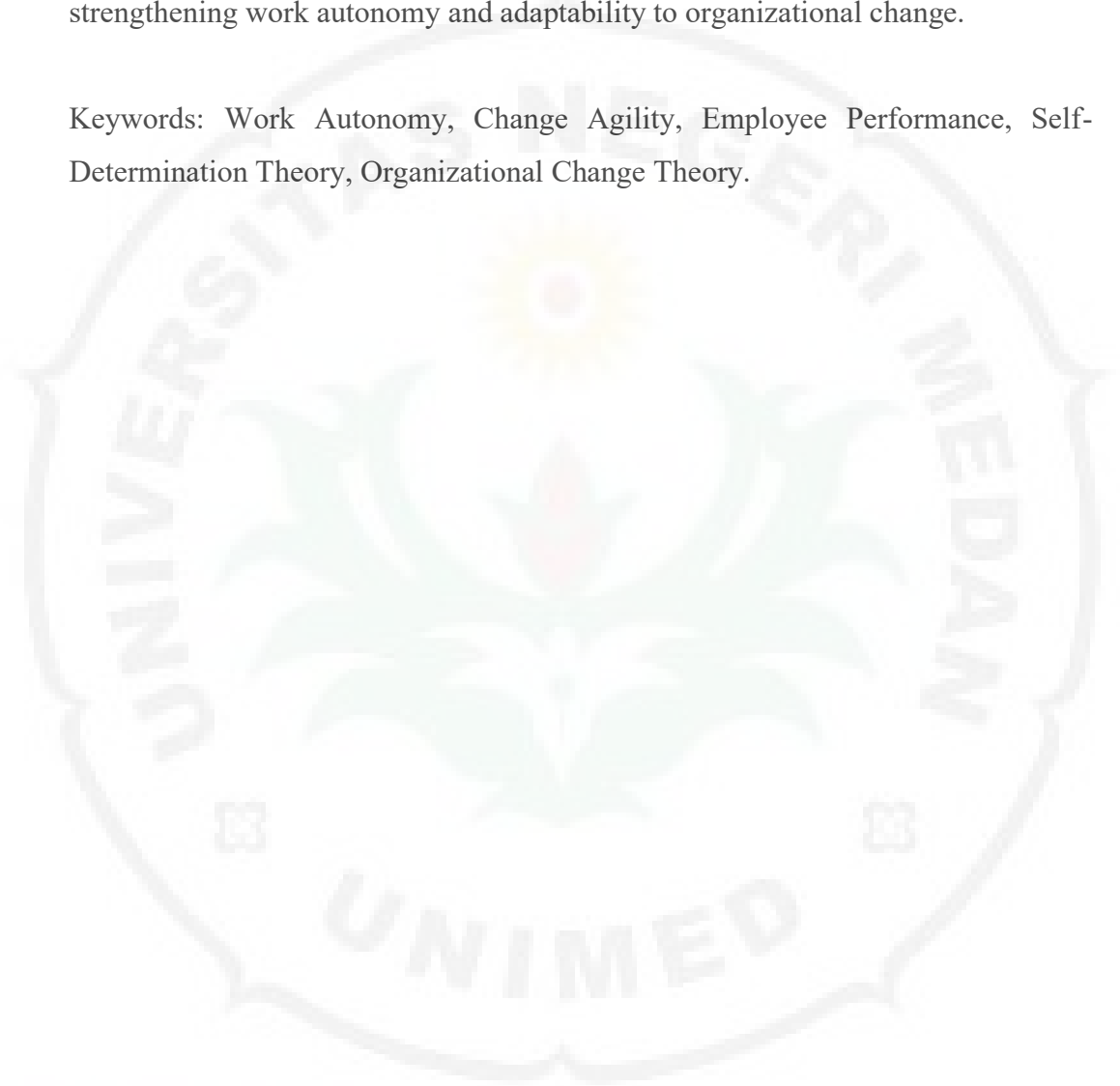
Simultaneously, the F-test results indicate that Job Autonomy and Change Agility jointly have a significant effect on Employee Performance, with a significance value of < 0.001 . The coefficient of determination (R^2) of 91.5% shows that Job Autonomy and Change Agility explain 91.5% of the variance in Employee Performance, while the remaining 8.5% is influenced by other variables outside this study.

Theoretically, this study is based on Self-Determination Theory (SDT), which emphasizes the importance of fulfilling autonomy needs to enhance intrinsic motivation and performance, and Organizational Change Theory, which highlights the importance of individual readiness in facing organizational changes. The findings confirm that Job Autonomy and Change Agility are significant determinants of Employee Performance, both partially and simultaneously.

This study is expected to contribute theoretically to the development of human resource management literature and provide practical insights for

management in designing strategies to improve employee performance through strengthening work autonomy and adaptability to organizational change.

Keywords: Work Autonomy, Change Agility, Employee Performance, Self-Determination Theory, Organizational Change Theory.



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ABSTRAK

Ahmad Zacky Nasution, NIM : 7223510008, “Pengaruh otonomi Kerja dan Agilitas Perubahan terhadap Kinerja Pegawai pada PT Pelindo Multi Terminal Branch Belawan”.

Penelitian ini bertujuan untuk menganalisis pengaruh Otonomi Kerja dan Agilitas Perubahan terhadap Kinerja Pegawai pada PT Pelindo Multi Terminal Branch Belawan. Latar belakang penelitian ini didasarkan pada fenomena masih belum optimalnya kinerja pegawai yang ditandai dengan kendala dalam pencapaian target kerja, koordinasi antar shift, serta adaptasi terhadap sistem dan prosedur baru pasca-merger perusahaan.

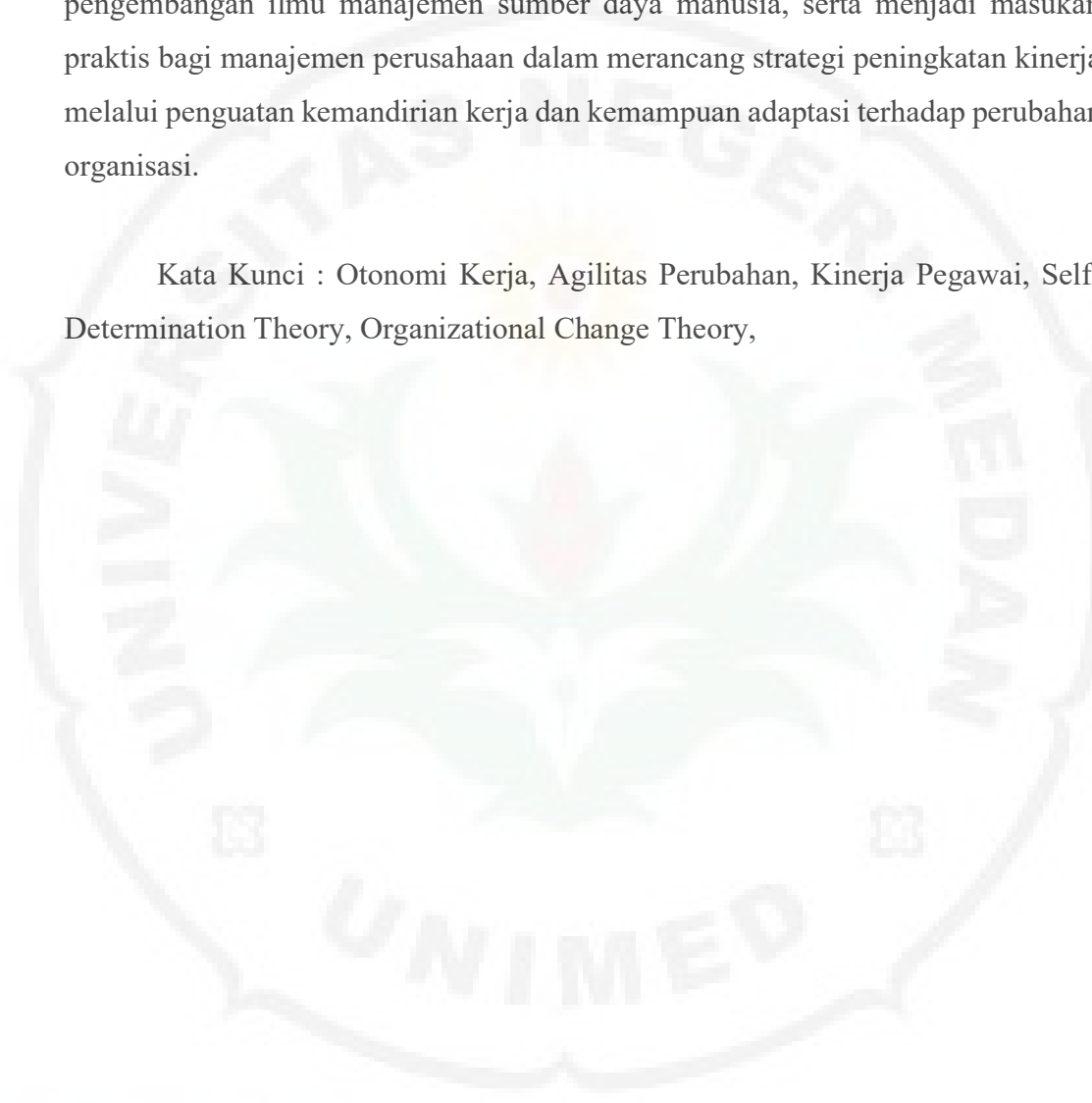
Hasil penelitian menunjukkan bahwa secara parsial, Otonomi Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai dengan nilai signifikansi sebesar 0,002 ($< 0,05$). Selain itu, Agilitas Perubahan juga berpengaruh positif dan signifikan terhadap Kinerja Pegawai dengan nilai signifikansi $< 0,001$. Hal ini menunjukkan bahwa semakin tinggi tingkat otonomi kerja dan kemampuan adaptasi pegawai terhadap perubahan, maka semakin tinggi pula kinerja yang dihasilkan.

Secara simultan, hasil uji F menunjukkan bahwa Otonomi Kerja dan Agilitas Perubahan secara bersama-sama berpengaruh signifikan terhadap Kinerja Pegawai dengan nilai signifikansi $< 0,001$. Nilai koefisien determinasi (R^2) sebesar 91,5% menunjukkan bahwa variabel Otonomi Kerja dan Agilitas Perubahan mampu menjelaskan 91,5% variasi Kinerja Pegawai, sedangkan sisanya sebesar 8,5% dipengaruhi oleh variabel lain di luar penelitian ini.

Secara teoritis, penelitian ini didasarkan pada Self-Determination Theory (SDT) yang menekankan pentingnya pemenuhan kebutuhan otonomi dalam meningkatkan motivasi intrinsik dan kinerja, serta Organizational Change Theory yang menjelaskan pentingnya kesiapan individu dalam menghadapi perubahan organisasi. Hasil penelitian menunjukkan bahwa Otonomi Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai, Agilitas Perubahan berpengaruh positif dan signifikan terhadap Kinerja Pegawai, serta Otonomi Kerja dan Agilitas Perubahan secara simultan berpengaruh signifikan terhadap Kinerja

Pegawai. Penelitian ini diharapkan dapat memberikan kontribusi teoritis dalam pengembangan ilmu manajemen sumber daya manusia, serta menjadi masukan praktis bagi manajemen perusahaan dalam merancang strategi peningkatan kinerja melalui penguatan kemandirian kerja dan kemampuan adaptasi terhadap perubahan organisasi.

Kata Kunci : Otonomi Kerja, Agilitas Perubahan, Kinerja Pegawai, Self-Determination Theory, Organizational Change Theory,



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