

ABSTRACT

Transformation in public sector has many goals. One of them is to improve public services. Therefore, there is a need for readiness within the organization, which means individual readiness in it. This study aims to determine the effect of organizational communication, perceived impact of change, transformational leadership, role of supervisor, and organizational justice to employee readiness, and strategies needed to improve employee readiness.

The population in this study is the employees of the Audit Board of Republic of Indonesia Central Java representative, amounted to 216 respondents. The questionnaire was distributed online with a rate of return of 156 questionnaires, and 121 questionnaires can be used to process the data. Census procedure is used to collect the data. The analysis tool used is Structural Equation Modeling (SEM) in AMOS 22 software program.

This research proposes six hypotheses, with the results of the study showing four accepted hypotheses. Factors that have direct significant effect on employee readiness are transformational leadership and organizational justice. While organizational communication affects staff readiness through perceived impact of change.

Keywords: change readiness, transformation readiness, organizational change, employee readiness, transformational leadership, perceived impact of change