ABSTRACT

This study examines the effect of Work Climate on employee performance with Readiness for Change as an intervening variable. This study aims to analyze the effect of Work Climate on employee performance, analyze the influence of the Work Climate on Readiness for Change, analyze the effect of t Readiness for Change on employee performance.

The sample of this research is permanent employees of PT Bank Rakyat Indonesia Agroniaga Tbk (BRI Agro). The technique in sampling in this study uses nonprobability sampling and purposive sampling techniques by collecting data which is done by giving a questionnaire. The questionnaires distributed were 125 questionnaires, and 86 questionnaires could be used. The analysis technique used to analyze the data obtained is the Partial Least Square (PLS) technique using SmartPLS software.

From the results of hypothesis testing, there are several conclusions in this study, namely, there is a significant influence between Work Climate and employee performance. It can then be concluded that Hypothesis 1 (H1) is accepted. Then between Work Climates to Readiness For Change also has a positive and significant influence. So Hypothesis 2 (H2) is accepted. Then between Readiness For Change to employee performance has a significant influence so that Hypothesis 3 (H3) is also received. After that, statistical testing was conducted to see the extent of the influence between variables on work climates variables on employee performance through readiness for change variables. It is concluded that readiness for change variables are able to mediate the influence of work climates on employee performance.

Keywords : Work Climate, Readiness for Change, employee performance.