

## ABSTRAK

### HUBUNGAN ANTARA *WORK PLACE WELL-BEING* DENGAN *READINESS FOR CHANGE* PADA KARYAWAN DIVISI PROYEK PT. ARPEX PRIMADHAMOR PADANG

Penelitian ini dilakukan kepada karyawan divisi proyek PT. Arpex Primadhamor Padang. Penelitian ini bertujuan untuk melihat apakah terdapat hubungan antara *Work Place Well-Being* Dengan *Readiness For Change* Pada Karyawan Divisi Proyek PT. Arpex Primadhamor Padang. Populasi dalam penelitian ini adalah karyawan divisi proyek PT. Arpex Primadhamor Padang yang berjumlah 132 karyawan. Adapun subjek penelitian ini menggunakan teknik *Simple Random Sampling* yaitu pengambilan anggota sampel dari populasi yang dilakukan secara acak tanpa memperhatikan strata yang ada dalam populasi (Sugiyono, 2022), Untuk menentukan besarnya sampel yang diambil dari populasi peneliti menggunakan *Tabel Isaac & Michael* dengan tingkat kesalahan 5%, maka didapat jumlah sampel sebanyak 100 karyawan divisi proyek PT. Arpex Primadhamor Padang. Alat ukur yang digunakan adalah skala *readiness for change* yang peneliti susun berdasarkan aspek *readiness for change* yang dikemukakan oleh Holt, dkk (dalam Simatupang, dkk, 2022) dan skala *workplace well-being* yang peneliti susun berdasarkan dimensi *workplace well-being* yang dikemukakan oleh Page (dalam Zamralita & Michael, 2021). Metode analisis data yang digunakan untuk pengujian hipotesis dalam penelitian ini adalah dengan menggunakan korelasi *product moment (pearson)*, yang menunjukkan bahwa  $r = 0,491$  dengan nilai  $p = 0,000$  ( $<0,01$ ), artinya terdapat hubungan dengan arah positif dan sangat signifikan antara *workplace well-being* dengan *readiness for change* pada karyawan divisi proyek PT. Arpex Primadhamor Padang. Berarti hipotesis penelitian diterima. Adapun sumbangan efektif dari variabel *workplace well-being* terhadap *readiness for change* adalah sebesar 24,1%, hal ini dapat diartikan bahwa *workplace well-being* mampu memberikan kontribusi terhadap *readiness for change* sebesar 24,1%.

**Kata kunci:** *workplace well-being, readiness for change, perusahaan, karyawan, Padang*

## **ABSTRACT**

### **RELATIONSHIP BETWEEN WORK PLACE WELL-BEING AND READINESS FOR CHANGE IN EMPLOYEES OF THE PROJECT DIVISION OF PT. ARPEX PRIMADHAMOR PADANG**

*This study was conducted on employees of the project division of PT. Arpex Primadhamor Padang. This study aims to see whether there is a relationship between Work Place Well-Being and Readiness For Change in Employees of the Project Division of PT. Arpex Primadhamor Padang. The population in this study were employees of the project division of PT. Arpex Primadhamor Padang totaling 132 employees. The subjects of this study used the Simple Random Sampling technique, namely taking sample members from the population which was carried out randomly without considering the strata in the population (Sugiyono, 2022). To determine the size of the sample taken from the population, the researcher used the Isaac & Michael Table with an error rate of 5%, so that the number of samples obtained was 100 employees of the project division of PT. Arpex Primadhamor Padang. The measuring instrument used is the readiness for change scale that the researcher compiled based on the readiness for change aspects proposed by Holt, et al. (in Simatupang, et al., 2022) and the workplace well-being scale that the researcher compiled based on the workplace well-being dimensions proposed by Page (in Zamralita & Michael, 2021). The data analysis method used to test the hypothesis in this study is to use the product moment correlation (Pearson), which shows that  $r = 0.491$  with a  $p$  value = 0.000 ( $<0.01$ ), meaning that there is a positive and very significant relationship between workplace well-being and readiness for change in employees of the PT project division. Arpex Primadhamor Padang. This means that the research hypothesis is accepted. The effective contribution of the workplace well-being variable to readiness for change is 24,1%, this can be interpreted that workplace well-being is able to contribute to readiness for change by 24,1%.*

**Keywords: workplace well-being, readiness for change, company, employee, Padang**