

ABSTRACT

Organizational change often brings uncertainty among employees, which can affect their readiness to adapt to the change. In this context, effective communication and employee passion are key factors in reducing uncertainty and increasing readiness to change. PT XYZ, a large manufacturing company in Indonesia, is undergoing a digital transformation through the implementation of a new business integrated application system aimed at improving work efficiency and effectiveness. This study aims to explore the influence of uncertainty, communication, and passion on employee readiness to change at PT XYZ.

The objective of this study is to examine the influence of uncertainty, communication, and employee passion on readiness to change at PT XYZ. This study also aims to identify the most significant factors affecting employee readiness to adapt to the ongoing changes. Thus, it is expected that this research will provide valuable insights for PT XYZ's management in managing change and minimizing employee resistance.

This study uses a quantitative approach with a survey method. Data were collected through a questionnaire distributed to 266 employees of PT XYZ from various departments. The questionnaire measured the variables of uncertainty, communication, passion, and readiness to change using a 5-point Likert scale. Data analysis was performed using the Partial Least Squares (PLS) method with the help of SmartPLS software to test the relationships between the research variables. The analysis results are expected to reveal the significant influence of uncertainty, communication, and passion on employee readiness to change at PT XYZ.

Keywords: readiness to change, uncertainty, communication, passion