

How Change Valence Impacts Readiness to Change In Teaching Hospital.

AnnisDwi Trisnawati; NyomanAnita Damayanti; R.D. Novita

Abstract

Change is an essential aspect for the organization to enable employees to learn new skills and explore new opportunities, which ultimately benefit the organization. One crucial element in change management is the readiness of the organization to change or the readiness to change. This study aims to determine the effect and the dimensions of change valence, which have the most substantial influence on readiness to change. This study was conducted at one private hospital that planned to change the type of its hospital into a teaching hospital. This study was classified as an observational analytic with a cross-sectional research design. The study samples were chosen randomly utilizing a proportional random sampling technique. Retrieval of research related data employed a questionnaire that had been tested for its validity and reliability. The results indicated that change valence influenced the readiness to change based on statistical tests using simple linear regression ($R = 0.726$ and $R^2 = 0.527$). The strongest dimension that influenced the readiness to change was Perceived Appropriateness ($R = 0.529$ and $R^2 = 0.280$). The higher the change valence, the higher the level of organizational readiness to change. A critical dimension of change valence was the Perceived Appropriateness dimension. Therefore, if the organization plans to increase its readiness to change, the management should consider the perceived appropriateness dimension more than any other aspects.

Keywords:

anticipated benefits change valence readiness to change