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Nowadays Organizations face a dynamic and changing environment continuously, which in this case requires the organization to be able to adapt. However, people often resist organizational change even if its changing happens for a good reason. Personal meaning is required as one of the methods that can be used to overcome the rejection. This study aims to determine the level of personal meaning towards changes in the organization of Cendika Bangsa Vocational School, Kepanjen, and to determine the role of personal meaning towards changes in the organization of Cendika Bangsa Vocational School, Kepanjen.

The genre of this research is quantitative which aimed to determine the role of the dependent variable, especially in the changes of organization with the independent variables which is the personal meaning in Cendika Bangsa Vocational School, Kepanjen. The numbers of respondents in this study are 36 employees. The method of data collection is using personal meaning scale and organizational changes which for each consist of 24 items. Data analysis technique is using simple linear regression analysis.

This study found 36 employees had a high level of personal meaning that is equal to 100%. Likewise, the rate of organizational changes found 35 employees had a high level of organizational change in the amount of 97.2% and an employee in the level of medium which is 2.8%.

The results of this study showed that there was a positive role between *personal meaning* and the changes of organization in Cendika Bangsa Vocational School, Kepanjen. This is indicated by the value of R as a symbol of the value of the correlation coefficient. Correlation value is 0.509. This value can be interpreted that the relationship between the two variables of the study was the strong category. Then the obtained value of R Square or the coefficient of determination (CD), which indicates that the variable X (personal meaning) has the effect of contributions because it has 25.9% values towards the variable Y (change organization) and the other 74.1% values can be influenced by other factors outside the variable X.