

## ABSTRACT

**Ismawati.** 2013. Role of Organizational Change With Employee Psychological Wellbeing PT. PLN (Persero) Malang Area

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Human resources are the most important aspects of the company, because the quality of human resources is a key determinant of reciprocation of a company. Where the implication is that corporate earnings. Very different when the system is in firm support of the need for autonomy, competence development of employees, employee relations support linkages fellow colleagues, feel happier and more satisfied with their jobs so karyawanpun motivation will be higher.

Psychological well-being is a dynamic condition which covers the subjective dimension, as well as social and psychological well-being related behaviors such as positive attitudes toward themselves and others, are able to make their own decisions for the purpose of his life, and adjust their behavior so as to create and manage the environment, and make their lives more meaningful and explore yourself. Organizational change is the transfer conditions of the previous conditions on further conditions that made the organization elements include technology, conditions in the company, career opportunities, and competition between companies as a form of organization in order to improve response capabilities organizations in the changing behavior of their members.

This study aims to determine the role of the independent variables with the dependent variable of organizational change is the psychological welfare of employees at PT. PLN (Persero) Malang area. The number of those 58 employees with the scale of data collection methods. Which consists of two scales, namely scale-scale organizational change and psychological well-being of employees, each of which consists of 24 aitem. The analysis technique used is a simple regression analysis techniques.

The results of this study are as follows: on the psychological well-being variables there are 28 employees (48.3%) were in the moderate category, 14 employees (24.13%) on the lower level, 8 employees (13.7%) is very high, 10:34% or 6 employees are at high level as well (3:44%) 2 employees is very low. While variable changes in the organization of 28 employees (48.3%) moderate extent, 13 (22:41%) of employees at a low level, 13.79% or 8 employees are at very high categories, (12:06%) 7 high level employees and 2 employees (3:44%) are at very low levels.

Based on the analysis above two variables (psychological well-being and organizational changes) that there is a positive correlation ( $r_{xy} = 0.703$  with  $\text{sig} > 0.05$ ), the relationship between the two variables is significantly positive with a value of 0.000 and significance value Sig. (2-tailed) is below or less than 0.005. while sumabangsih or predictive power of organizational change to psychological well-being of employees at PT. PLN (Persero) Malang area is indicated by the determinant coefficient  $r^2 = 0.494$ , which means that 49.4% of psychological well-being of employees is determined by changes in the organization.