

ABSTRACT

Rahadian, Bagus Ryan. 2013. *Correlation between Organization Changing and Work Stress in Munitions Division PT. Pindad (Persero) Turen Malang*. Psychology Faculty. Maulana Malik Ibrahim Malang State Islamic University of Malang.

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Changing will be always followed by human who lives and it is a step to gain better future. The step is also followed by factory which works in military sector such as in Turen Malang. The factory has already made changing in its organization where it not only develops the structural organization back but also reduces the employees there. Munition Division of PT. Pindad (Persero) Turen Malang does changing for following world development.

According to Winardi (2005:2) changing organization is organization movement from present condition to future condition occurred which is wanted for improving its effectiveness. While supporting factor of changing organization, Sobirin (2005:2) states that it consists of two factors: extern such as technology changing and more integrated international economic. Then, intern organization which covers two main elements. Those are (1) changing of hard system tools (2) changing of soft system tools.

The purposes of this research are (1) For investigating organization level changing which is done by Divmu PT. Pindad (Persero). (2) For investigating stress level of work which is experienced by the employees in Divmu PT. Pindad (Persero). (3) For investigating the correlation between organization level changing and stress level of work in Divmu PT. Pindad (Persero). This research applies descriptive quantitative by using two variables, free variable (X) is changing of organization and bound variable (Y) is work stress. This research takes 80 employees as the sample. It employs likert scale and sampling technique (*random*). Count system which is employed is *product moment* correlation and it is helped by *software* SPSS 16.0 for *windows*.

The results of this research show that organization changing which is experienced by 80 respondent: 9 employees (11,25%) experience the effect of high level organization changing, 61 employees (76,25%) experience the effect of average level organization changing, and 10 employees (12,5%) experience the effect of low level organization changing. Meanwhile, work stress which is experienced by 80 respondent show that 2 employees experience high work stress level, 16 employees experience average work stress level, 53 employees experience low work stress level, and 9 employees experience weak work stress level. The number of correlation which is obtained is -0.430. This value is higher from r table with $n=80(0.220)$. Significant result of the correlation which is obtained is 0.000. $r_{\text{count}} > r_{\text{table}}$ and $\text{significance} < \alpha 0.05$ therefore it is proved that there is correlation which is significant between organization changing and stress work. Coefficient correlation negative sign shows that the relation made is relation of contradictory direction where better organization changing, so lower work stress. Therefore the hypothesis which is purposed is rejected.