

## RINGKASAN

### **Pengaruh Resistensi Perubahan dan Kecerdasan Emosi Dosen terhadap Sikap Dosen Mengenai Perubahan ITS dari PTN menuju PTBHMN**

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Melalui Peraturan Pemerintah (PP) Nomor 61 tahun 1999 tentang Penetapan Perguruan Tinggi sebagai Badan Hukum Milik Negara (BHMN), Pemerintah membuka kemungkinan kepada Perguruan Tinggi Negeri (PTN) untuk menyampaikan usulan perubahan status menjadi BHMN. Institut Teknologi Sepuluh Nopember (ITS) sebagai salah satu perguruan tinggi mempersiapkan diri untuk hal tersebut. Perubahan status ini menimbulkan berbagai macam reaksi atau sikap dosen baik yang mendukung atau tidak mendukung dalam menghadapi perubahan ITS tersebut. Ada empat jenis sikap dosen yang diklasifikasikan sebagai berikut : Sikap mendukung yaitu Positif Kreatif (PK) dan Logika Rasional (LR) serta Sikap tidak mendukung yaitu Fokus pada Manusia (FM) dan Kontrol Negatif (KN).

Sikap dosen terhadap perubahan ITS tersebut antara lain dikarenakan tingkat resistensi perubahan dan tingkat kecerdasan emosi yang dimiliki oleh dosen. Oleh karena itu tujuan dari penelitian ini adalah untuk mengetahui pengaruh resistensi perubahan dan kecerdasan emosi terhadap sikap dosen mengenai perubahan ITS dari PTN menuju PTBHMN.

Penentuan sampel dalam penelitian ini ditentukan secara *proporsional random sampling* sehingga diperoleh 254 responden sebagai sampel. Instrumen yang digunakan berupa kuesioner, yaitu sebanyak 15 item resistensi perubahan, 11 item kecerdasan emosi dan 18 item sikap dosen, setelah sebelumnya melakukan survey pendahuluan (uji coba) kepada 38 responden yang bertujuan untuk menguji validitas dan reliabilitas semua kuesioner. Uji validitas dilakukan dengan bantuan analisis faktor dengan menggunakan rumus korelasi *product moment*. Sementara itu uji reliabilitas menggunakan tehnik belah dua dengan hasil koefisien reliabilitas 0,74 untuk kuesioner sikap dosen, 0,88 untuk kuesioner resistensi perubahan dan 0,785 untuk kuesioner kecerdasan emosi. Adapun teknik analisa data menggunakan statistik deskriptif berupa tabulasi silang dan analisis regresi linier berganda dengan bantuan software komputer Minitab V 13.

Diperoleh hasil penelitian bahwa dengan penurunan resistensi perubahan dan peningkatan kecerdasan emosi maka akan meningkatkan sikap positif/mendukung terhadap perubahan ITS dari PTN menjadi PTBHMN. Sikap dominan dosen yaitu sikap logika rasional. Didapatkan juga kontribusi (koefisien determinasi) variabel resistensi perubahan dan kecerdasan emosi secara bersama-sama sebesar 38,9% terhadap sikap dosen mengenai perubahan ITS.

Dari hasil penelitian dapat disarankan kepada pihak ITS untuk mengembangkan lebih lanjut sosialisasi secara utuh (tidak terpotong-potong) tentang PT BHMN ini kepada semua dosen pada khususnya dan sivitas akademika ITS pada umumnya, karena sikap tidak mendukung pada status PT BHMN ini disebabkan banyak diantara mereka belum paham sepenuhnya mengenai perubahan status ini. Bagi peneliti selanjutnya yang ingin mengembangkan penelitian tentang PTBHMN ini supaya memperhatikan juga pengaruh variabel lainnya yang turut mempengaruhi kelancaran proses perubahan status ini.

## SUMMARY

### **Effect of Change Resistance and Emotional Intelligence of the Lecturer to the Lecturers' Attitude About the Change of ITS from PTN toward PTBHMN**

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College as the State Owned Corporate (BHMN) is target of every the State Owned College (PTN). Institute of Technology 10 November Surabaya (ITS) is the one of the colleges that prepares itself for the matter. This status change is raising various kinds of reaction or attitude of the lecturers both support or not in deal with the change of ITS. There are four types of lecturers' attitude to be classified as follows: The supporting attitude that is Positive-Creative and Logical-Detached and the non-supporting attitude that is People Focused and Negative Control.

The lecturer's attitude to the change of ITS among other due to the change resistance level and the emotional intelligence level the lecturers have. Therefore, this research aim is to know the effect of change resistance and emotional intelligence to the lecturers' attitude about the change of ITS from PTN toward PTBHMN.

The sampel determination in this research is determined *proportionally random* so that it obtained 254 respondent as the sample. The instrument used is the questionnaire, that is as much as 15 items of change resistance, 11 items of emotional intelligence and 19 items of lecturers' attitude, after have done the introduction (try-out) survey before to 38 respondents that have the objective to examine the validity and reliability of all questionnaire. The validity test is done by the assistance of factor analysis using the correlation formula of *product moment* and obtained the value of 0.325. In the meantime, the reliability test is using split technique with the reliability coefficient results of 0.74 for the lecturers' attitude questionnaire, 0.88 for the change resistance questionnaire and 0.785 for the emotional intelligence questionnaire. Now, the data analysis technique is using the descriptive statistic in the form of cross-tabulation and multiple linear regression analysis by the aid of Minitab V 13 computer software.

It obtained the research results that by the change resistance decrease and emotional intelligence increase, then it has increased the positive/supporting attitude to the change of ITS from PTN to be PTBHMN, with the lecturers' dominant attitude that is the logical detached attitude. It also to be obtained the contribution (determination coefficient) of the change resistance and emotional intelligence variables of 38.9% to the lecturers' attitude about the change of ITS.

From the research results it can be suggested to the ITS party to further develops the socialization about this PT BHMN to all lecturers in particularly and the academics civitas of ITS in general, because of not-supporting attitude on this PT BHMN status is due to many of them have not fully understood about this status change. For the further researchers who want develop the research on this PTBHMN in order that considered also another variables effect that share the influence to the smoothness of this status change process.

## ABSTRACT

### **Effect of Change Resistance and Emotional Intelligence of the Lecturer to the Lecturers' Attitude About the Change of ITS from PTN toward PTBHMN**

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The purpose of this research is to know the more deeply understanding about the effect of change resistance and emotional intelligence to the lecturers' attitude about the change of ITS from PTN toward PTBHMN, by getting the sample size of 254 lecturers of 5 faculties existing in Institute of Technology 10 November Surabaya (ITS).

This research is using the questionnaire as the measuring tool of change resistance variable, emotional intelligence variable and lecturers' attitude variable added with the filling up of respondents' identity as the demography data.

It was obtained the research results that by the change resistance decreasing and the emotional intelligence increasing, then it will raise the positive/supporting attitude to the change of ITS from PTN toward PTBHMN. The dominant attitude of lecturers of ITS is the positive/supporting attitude to this change, particularly the logical detached attitude.

It also obtained the contribution (determination coefficient) of change resistance and emotional intelligence variable of 38.9% to the lecturers' attitude about the change of ITS. In addition, age, sex, educational level, length of working period, present position, are also share the influence of variation of the lecturer's attitude to this status change of ITS.

*Key words: Change Resistance, Emotional Intelligence, Lecturers' Attitude, PTBHMN.*