

ABSTRACT

Effectiveness of changes in organizational structure in the PT XYZ

**Anggraeni Kasih, S. Psi
Dr. J.P Soebandono, M.Si
Tarumanagara University**

The study was done in order to rearrange the organizational structure as the basis of the antecedents of organizational behavior to achieve the right posture sizing the organization in order to realize an effective and efficient organization in carrying out the functions and duties of principal, and to realize an efficient management of personnel management, effective, and integrated , in order to ensure the welfare of employees and improve work efficiency. Based on the issues, and the purpose of research, this study used qualitative research methods with in-depth interview techniques to the general manager as well as hold discussions and obtain prior approval from the managing director for research at PT XYZ. The data obtained in this study using interview techniques and questionnaires distributed to the managers, to see the effectiveness of organizational changes that have been socialized in XYZ. The study outlines that organizational restructuring is antecedents of organizational behavior. The results also revealed that at the time of the socialization of organizational restructuring are resistant reaction of some employees and high turnover rates, but with the support of top management is now no longer overlap each employee's job and get clear about who his boss, the whom she is reporting, limits the authority, duties and responsibilities, job desk, job spec, job leveling or grading job, so no more confusion in the organization about the limits of authority of each employee, no longer overlap in the work, no longer throw the responsibility to each other responsibility when faced with a problem in jobs.

Key words: Restructuring, Organizational Structure and Design, Resistance, Turn Over, Organizational Effectiveness.