

ABSTRACT

PT X, is a logistics company, has made technological changes in the operating system that has been running for more than 20 years, to maximize the company's performance. Changes that occur affect the work motivation of employees, and resistance to change in employees, affects the transition process. The purpose of this study is to analyse the effect of resistance to change in relation to work motivation, and to analyse whether organizational commitment is able to moderate the relationship between resistance to change and work motivation. This study observed as many as 246 employees of PT X and then analysed using SPSS software. From the test results, it is known that the variable resistance to change has a negative and significant effect on work motivation of PT X, and the organizational commitment variable is a moderating variable that affects the relationship between resistance to change and work motivation in employees of PT X. Therefore, it is important for PT X to have special attention to these three variables so they can have a smooth transition process.

Keywords: Motivation, Resistance to change, Organization commitment, MRA, Moderated Regression Analysis.