

ABSTRAK

Penelitian ini memiliki tujuan untuk menguji serta menganalisis pengaruh *emotional reaction* terhadap *decision making* melalui *organizational change* guru di Yayasan perguruan SMP Al-Islam Krian Sidoarjo. Guru merupakan peran penting dalam dunia pendidikan karena guru memiliki peran mendidik yang cukup besar dalam keberhasilan suatu lembaga pendidikan. Metode yang digunakan dalam penelitian ini yaitu menggunakan metode penelitian kuantitatif dengan jumlah sampel yang digunakan dalam penelitian ini sebanyak 50 responden menggunakan metode angket atau kuesioner dengan skala penilaian menggunakan skala *likert*. Teknik pengambilan sampel yang digunakan yaitu teknik *non probability sampling* dengan sampel jenuh. Teknik analisis data yang digunakan yaitu menggunakan *partial least square* (PLS) dengan alat uji analisis statistika menggunakan *software SmartPLS*. Hasil dari penelitian menunjukkan bahwa : 1. *Emotional reaction* berpengaruh signifikan dan positif terhadap *organizational change* guru di Yayasan perguruan SMP Al-Islam Krian Sidoarjo. 2. *Emotional reaction* berpengaruh tidak signifikan dan negatif terhadap *decision making* guru di Yayasan perguruan SMP Al-Islam Krian Sidoarjo. 3. *Organizational change* berpengaruh signifikan dan positif terhadap *decision making* guru di Yayasan perguruan SMP Al-Islam Krian Sidoarjo.

Kata Kunci : *Emotional reaction, Decision making, Organizational change.*

ABSTRACT

This study aims to examine and analyze the effect of emotional reactions on decision making through organizational change of teachers at the Al-Islam Krian Sidoarjo Middle School Foundation. The teacher has an important role in the world of education because the teacher has a significant educational role in the success of an educational institution. The method used in this study is to use quantitative research methods with the number of samples used in this study as many as 50 respondents using a questionnaire or questionnaire with a rating scale using a Likert scale. The sampling technique used is a non-probability sampling technique with a saturated sample. The data analysis technique used is using partial least squares (PLS) with a statistical analysis test tool using SmartPLS software. The results of the study show that: 1. Emotional reactions have a significant and positive effect on the organizational change of teachers at the Al-Islam Krian Sidoarjo Middle School College Foundation. 2. Emotional reactions have no significant and negative effect on teacher decision making at the Al-Islam Krian Sidoarjo Middle School Foundation. 3. Organizational change has a significant and positive effect on teacher decision making at the Al-Islam Krian Sidoarjo Middle School Foundation.

Keywords: Emotional reaction, Decision making, Organizational change