

# Readiness Of Individuals and Organizations to Face Changes in The Digitalization of Education.

- **Author(s):** Munawaroh ,Ryna Parlyna ,Widya Parimita ,Christian Wiradendi ,Susan Febriantina ,Rr. Ponco Dewi ,Ardila Sekar Kinanti
- **Abstract:** The change management system from traditional models to digital is still ongoing. Given that the globe has entered the growth of industry 5.0, all sectors are needed to apply digital management including the education sector. Educational institutions should also modify the system that supports their operations as a result of digitization. The readiness of individuals, educators, and the contribution of organizations (universities) in facing this digitalization change are important and much needed. The purpose of this study is to examine the readiness of individuals to face and follow some changes that occur around them, especially in the workplace environment. This research has used a quantitative approach to data and analyzed using Structural Equation Modeling Partial Least Square (SEM-PLS). The data analysis technique is carried out in three stages, named the inner model, outer model, and hypothesis testing. The limitation of the study is that the sample is limited in size, but meaningful results can be obtained in the survey. The samples of this study were 200 Diploma level educators of the Universitas Negeri Jakarta. The results of this study prove that exogenous variables (welfare at work, psychological capital, perceived organizational support, and psychological empowerment) have a significant and positive effect on endogenous variables, which means individual readiness for change, in Diploma level educators at the Universitas Negeri Jakarta.
- **Keywords:** Well-Being at Work, Individual Readiness for Change, Psychological Capital, Psychological Empowerment, Perceived Organizational Support.