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Tabel
Kisi-Kisi Variabel Penelitian

No	Variabel	Indikator	Item pernyataan	Sumber
1	Kesiapan Individu Untuk Berubah (Y)	Enam (6) Pernyataan	1, 2, 3, 4, 5, 6	Vakola,M, (2104).
2	Komitmen Organisasi (M)	4. <i>effective commitment</i> 5. <i>continuance commitment</i>	1 sd 8 9 sd 16	Mayer, Allen, dan Smit (1998)