**INFLUENCE OF ORGANIZATIONAL CHANGE ON THE EMPLOYEE PERFORMANCE OF PT PLN (PERSERO) ULTG BINTAN**

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| **1. Abstract** |
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| As time went on some things have changed, Indonesia began to move towards an industrialized country. With that, PLN is expected to help industrialization, increase investment and increase exports through the provision of reliable and quality electricity. PT PLN (Persero) inaugurated the transformation or change of PLN with the tagline "Power Beyond Generation" to face the challenges of the electricity industry in the future. This study aims to determine the organizational changes that have been made by PT PLN (Persero) ULTG Bintan on the performance of employees of PT PLN (Persero) ULTG Bintan.This article uses a quantitative survey design to describe employee performance with the determinants, namely organizational change. The sample size was 45 respondents with saturated sampling technique. SPSS Statistics 26 software was used to test the association among the variables. The article validates that there is a significant and positive relationship between organizational change and employee performance. The study authenticates that factors such as structure, technology, physical arrangement and individual are necessary in improving employee performance. The article further validates that the employee performance of PT. PLN (Persero) ULTG Bintan will increase when organizational changes are implemented properly. |
| **2. Introduction and research problem** |
| ULTG Bintan becomes one of the service units that undergoes organizational change or comprehensive transformation, this is done to strengthen the 150 KV Batam-Bintan system to be more focused, independent and reliable so that the quality and quantity of electricity distribution on bintan islands is better. ULTG Bintan undergoes transformation or change be it in the name of the organization, organizational structure, work environment to work equipment. Starting from the addition of employees, placement of employee positions in structural and functional, changes in work patterns, strategies in job completion to the provision of work equipment with more modern technology. This research aims to find out the impact of organizational changes on employee performance at PT. PLN (Persero) ULTG Bintan.  |
| **3. Methods** |
| This type of research is quantitative. The method used is the survey description method which is descriptive statistical analysis through data collection in the field. This research primary data was obtained from the results of questionnaire filling by all employees of PT PLN (Persero) ULTG Bintan. Secondary research data is obtained from company profiles, data, records, and documents related to research objects. Researchers make questions related to the variables studied and respond to select answers based on the scale that is felt appropriate. The population of this research amounted to 45 employees of PT PLN (Persero) ULTG Bintan. Sampling technique uses saturated sampling that the entire population is used as a sample. Data analysis uses quantitative analysis that is using statistics with the help of SPSS 26. |
| **4. Results and findings** |
| The results of this research support the hypothesis that there is a significant organizational change influence on employee performance at PT PLN (Persero) ULTG Bintan. This is evident in the acquisition of the calculated value of 8,440 > t table 2.016 with a significance value of 0.000 < 0.05. The value of the regression coefficient is positive, i.e. the regression coefficient of the organizational change variable is 0.562. This shows that when organizational change increases by one unit, employee performance increases by 0.562 units. In addition, the results of the coefficient of determination of 0.624 which showed that organizational changes affected 62.4% of employee performance at PT PLN (Persero) ULTG Bintan, while 37.6% were influenced by other variables outside of this research. |
| **5. Conclusions, implications and significance** |
| The implementation of organizational changes of PT PLN (Persero) ULTG Bintan has a significant impact on the performance achieved, this can be proven by a significant decrease in disruption and realization of the annual operating plan achieved by the newly formed unit and doing all kinds of work independently. Researchers assess each employee has understood how they should work, achieve performance and has also sought to exceed the performance that has been set for individuals. Change aims to find new ways or improve ways that are considered less effective by using human resources so as to improve quality. If organizational changes are planned, directed and implemented properly, it has an impact on improving performance, conversely if organizational changes are not planned, directed and implemented properly then performance will decrease. |
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