

ABSTRAK
PERAN MANAJEMEN PERUBAHAN
DALAM KESIAPAN PELAKU PENGADAAN UNTUK
ADOPTSI PENGADAAN BERKELANJUTAN DI JAWA TIMUR
(Studi pada Pemerintah Daerah seluruh Jawa Timur)

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Pengadaan berkelanjutan baru saja didorong dalam Perpres 12/2021 tentang Pengadaan Barang Jasa Pemerintah. Penelitian ini bertujuan membangun hubungan struktural variabel Adopsi pengadaan berkelanjutan dengan variabel Kesiapan pelaku pengadaan dan variabel-variabel Kesadaran, Keinginan, Pengetahuan, Kemampuan, dan Penguatan. Data penelitian diperoleh dari survey kuantitatif dengan 42 indikator pengukuran untuk 7 variabel penelitian, terhadap 275 pelaku pengadaan barang jasa pemerintah di Jawa Timur. Evaluasi dan uji hipotesis dilakukan dengan metode PLS. Hubungan struktural variabel-variabel tersebut adalah: Tingkat adopsi pengadaan berkelanjutan secara signifikan dipengaruhi oleh kesiapan pelaku pengadaan, dengan koefisien jalur sebesar 0,639. Dan Kesiapan pelaku pengadaan secara signifikan dipengaruhi oleh tiga variabel; Kesadaran, Pengetahuan, dan Kemampuan pelaku pengadaan, dengan koefisien jalur masing-masing 0,407; 0,326; 0,278. Sementara itu, variabel Keinginan pelaku pengadaan dan Penguatan bagi pelaku pengadaan, tidak signifikan berpengaruh terhadap Kesiapan pelaku pengadaan.

Kata kunci: *Adopsi pengadaan berkelanjutan, Kesiapan pelaku pengadaan, Kesadaran, Keinginan, Pengetahuan, Kemampuan, Penguatan, ADKAR.*

Abstract

THE STRUCTURAL MODEL OF CHANGE MANAGEMENT AND PROCUREMENT PERSONNEL READINESS IN ADOPTING SUSTAINABLE PUBLIC PROCUREMENT IN EAST JAVA PROVINCE

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Sustainable public procurement in Indonesia has just been encouraged in Presidential Regulation 12/2021 on Government Procurement of Goods and Services. This study strives to build structural relationships between sustainable public procurement adoption with the procurement personnel readiness and the variables of awareness, desire, knowledge, ability, and reinforcement. The research was a quantitative survey with 42 measurement indicators for seven research variables to 275 personnel in the procurement of government goods and services in East Java. The Structural Equation Modeling evaluation and hypothesis testing using the Partial Least Squares method. The structural relationships of these variables are: The procurement personnel readiness has strongly altered the sustainable public procurement adoption by a 0.639 path coefficient. And the procurement personnel readiness has significantly been involved by three variables; awareness, knowledge, and ability of procurement personnel, with path coefficients of 0.407; 0.326; 0.278, respectively. Meanwhile, the variables of procurement personnel desire and reinforcement for procurement personnel are ineffective in shifting the readiness of procurement personnel.

Keywords: *Sustainable Public Procurement adoption, personnel change readiness, awareness, desire, knowledge, ability, reinforcement, ADKAR.*