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Judul	:	Overview of Grit in Agents of Change in Supporting Sustainable Change in the Work Environment of Company X
Nama Media	:	TICASH
Penerbit	:	Universitas Tarumanagara
Volume/Tahun	:	23 Oktober 2024
URL Repository	:	online

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**Tarumanagara International Conference on the  
Applications of Social Sciences and Humanities 2023  
Jakarta, Indonesia | October 23, 2024**



Jakarta, 19<sup>th</sup> of October 2024  
No. : 170-TICASH/UNTAR/X/2024

**ABSTRACT ACCEPTANCE NOTIFICATION**

Reference Number : **TICASH-170**

Title : Overview of Grit in Agents of Change in Supporting Sustainable Change in the Work Environment of Company X

Author : Raden Ajeng Astari Adina Warasto, Ninawati

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Thank you for your paper submission to the TICASH 2024. We are pleased to inform you that your abstract submission is accepted for presentation in TICASH 2024. In order to be published, you must send your full paper. Before submitting your full paper, we recommend that you check your manuscript to minimize obvious errors, such as formatting and grammatical errors.

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If you have any questions, please do not hesitate to contact us.

Sincerely,

Assoc. Prof. Dr. Miharni Tjokrosaputro, M.M.,  
Chairman of Ticash 2024

## Overview of Grit in Agents of Change in Supporting Sustainable Change in the Work Environment of Company X

Raden Ajeng Astari Adina Warasto

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# INTRODUCTIONS

In the era of globalization, companies are required to continually innovate and adapt to remain competitive and sustain their business. Change management and innovation are essential for navigating global crises and maintaining organizational sustainability [1]. The success of organizational change relies heavily on the competencies of individuals with grit, a trait characterized by passion and perseverance towards long-term objectives [2]. Individuals with higher levels of grit are more capable of utilizing their skills effectively, overcoming obstacles, and sustaining efforts even in the face of challenges [3].

In this context, Agents of Change who possess grit can persist through failures and resistance during the change process. Grit enables them to stay focused on long-term goals, continuously seek solutions, and maintain motivation despite difficulties. This study seeks to examine the grit competency of Agents of Change within Company X and how it contributes to sustainable change in the workplace. By understanding these dynamics, Company X can better evaluate and enhance the effectiveness of their change initiatives, ensuring that change processes are both consistent and sustainable [4].



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# METHODS

## *Samples*

The study involved three Agents of Change from Company X, consisting of two males and one female aged 27 and above, and involved two Non-Agents of Change from Company X, consisting of one male and one female. Participants were selected using criterion sampling, a non-probability sampling technique, where each participant had at least three years of work experience. This experience ensured that they had sufficient knowledge and skills to support the change process and adequately represent the competencies of an Agent of Change.

## *Measurement*

The study utilized a qualitative approach, primarily through interviews. The interview guidelines were designed to explore the two main dimensions of grit: consistency of interest and perseverance of effort. Questions focused on how participants use grit to drive change, overcome challenges, and engage their peers in the change process. Interviews were conducted over five days, with each session lasting approximately 45 minutes to an hour. Data was recorded and transcribed verbatim to ensure the accuracy of the responses.

## *Data collection and analysis*

In regards to the ongoing research at the moment, further discussion about the data collection and analysis process will continue after the completed samples.



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Overview of Grit in Agents of Change in Supporting Sustainable Change in the Work Environment of Company X

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