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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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Sincerely,

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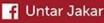
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Overview of Grit in Agents of Change in Supporting Sustainable Change in the Work Environment of Company X

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].





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 the represent competencies of an Agent of Change.

Measurement

study utilized a qualitative The 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

Tarumanagara International Conference on the Applications of Social Sciences & Humanities (TICASH) 2024
"Sustainable Communities: Promoting Law-Abiding Behavior through Digital Education."

Jakarta, October 23th, 2024



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