

## THE RELATIONSHIP BETWEEN TRANSFORMATIONAL AND CROSS-GENERATIONAL LEADERSHIP ON READINESS FOR CHANGE TO ACHIEVE THE 2020 VISION AT PT. SURI TANI PEMUKA

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### ABSTRACT

This research is a quantitative research which aims to examine the relationship of transformational leadership to readiness for change, the relationship of cross generational to readiness for change, and the relationship of transformational leadership and cross generational to readiness for change. Subjects in this study were employees with a total of 75 samples using sensus sampling techniques. This study uses 2 scales of measuring instruments, namely: readiness for change measuring instrument and transformational leadership measuring instrument. The results of this study indicate that there is a significant relationship between organization culture to engagement with  $r = 0,236$ . There is a significant relationship between cross generational to readiness for change with  $r = 0,122$ . There is a significant relationship between transformational leadership and cross generational to readiness for change with  $R = 0,289$  or 28,9%.

**Keywords:** Readiness for Change, Transformational Leadership, Cross Generational.