

Organizational Communication, Organizational Learning, and Attitude toward Change: Mediating Effect of Organizational Commitment of Public Sector Employees

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Abstract	<p>Globalisation and regional autonomy are still significant issues faced in regional economic development. In order to improve competitiveness and management of assets, local governments should have the human resources management mechanism of human resources who have a proactive attitude towards change are individuals who are highly committed to the goals the organization wants to achieve. This study aims to explain aspects that can improve employee commitment and attitude toward change, by investigating the role of organizational communication, job involvement and organizational learning. The study was conducted on 239 employees of local government agencies in Banyumas district. Data analysis was carried out with the Least Square Partial program. This study found that through organizational commitment, the indirect influence of organizational communication, job involvement and organizational learning on attitudes toward change is significant and positive. It is imperative for regional government agencies to continuously improve communication, job involvement and organizational learning that support efforts to increase employee commitment in their organizations.</p>
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