

Anticipating Change in the VUCA Era: Examining the Impact of Paradox Leadership, Organizational Ambidexterity, and Employee Readiness to Change on Public Sector Organizational Performance

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ABSTRACT

In the new Normal era which is filled with uncertainty and ambiguity termed Volatility, Uncertainty, Complex, and Ambiguity, leaders of public organizations are faced with various contradictory conditions (paradoxes) especially to prepare the organization and its employees to change to become more effective and efficient in serving the community. For this reason, a paradoxical leadership style is needed that uses the integration of paradoxical things to meet the needs of the organization and the needs of employees simultaneously. In addition, public organizations are also required to learn to be ambidextrous, that is, to be able to exploit all potentials and resources 'currently' at once. simultaneously exploring and adapting to changing 'future' conditions. The readiness of employees to change is also an important factor to deal with change. In the end, it is hoped that organizational performance can improve and be more adaptive to change.

Keywords: Paradox Leadership; Organizational Ambidexterity; Employee Readiness to Change; Organizational Performance