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THE RELATIONSHIP BETWEEN EMPLOYEES SELF REGULATION AND  
READINESS TO CHANGE IN THE PUBLIC SECTOR (KPDNKK)

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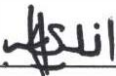
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# CHAPTER 1

## INTRODUCTION

### 1.1 General introduction

Public sector is employers consisting of departments and agencies of the government. Thornhill (2006) identifies three main reasons for why public sector productivity is crucial. First, the public sector is a major employer. Second, the public sector is a major provider of services in the economy, particularly business services (affecting cost of inputs) and social services (affecting labour quality). Third, the public sector is a consumer of tax resources. Changes in public sector productivity may have significant implications for the economy and we cannot avoid changes. This is supported by Drucker, (1999) the pace of challenges is increasing and thus organisational change is considered unavoidable. The public sector that we choose is Kementerian Perdagangan Dalam Negeri, Koperasi dan Kepenggunaan (KPDNKK). We choose KPDNKK because the organization is rarely being mentioned although they play a huge role in taking care of the public necessity as well as protecting the public rights. The question mark here is, are KPDNKK ready for any changes? Will self regulations play a part in helping with the readiness to change? What are the key factors of helping them to be ready for the changes? Accordingly, researchers and experts are interested to explore more factors which support employees for developing