

DAFTAR PUSTAKA

- Al-Aiban, Khalid M dan Jome L Pearce (1993), “*The Influence of Value on Management Practice*”, *International Studies of Management & Organization*, Vol 23, No.3, pp. 35 -52.
- Alam G, Mulatsih L.S, Akmal. (2019). Pengaruh Keterlibatan Kerja dan Iklim Organisasi Terhadap Kesiapan Individu Untuk Berubah dengan Komitmen Organisasi sebagai Variabel Mediasi. *Jurnal Manajemen*. Vol 14. No 2.
- Albdour A.A, & Altarawneh. (2014). Employe Engagement and Organizational Commitmen : Evidence for Jordan. *International Journal Of Business*. 19(2).
- Albrecht, Simon L, & Manuela Andreetta. (2011). The Influence of Empowering Leadership, Empowerment and Engagement on Affective Commitment and Turnover Intentions in Community Health Service Workers: Test of Model Leadership in Health Services, Vol.24 ISS:3, pp.228-237.
- Al-Shurafat M.S & Abdul Halim B.B. (2018). A Review Of Organizational Culture and Organizational Commitmen. *Journal Of Business and Management*. Vol 20. pp 21-26.
- Andrew A. & Mohankumar S. (2015). The Influence Of Organization Culture on Employee Readiness for Organizational Change. *International Journal of Research*. Vol.3. No.5.
- Applebaum & Wohl. (2000), Transformation or Change: Some Prescription for Health Care Organizations. *Managing Sevice Quality*, 10(5), 279-298.

- Ariana I.G.R, Mujiati N.W (2018). Pengaruh Keterlibatan Kerja, Iklim Organisasi dan Kepuasan Kerja terhadap Komitmen Organisasional. E-Jurnal Manajemen Unud. Vol. 7. No. 10, pp. 5314-5342.
- Arikunto. (2006). *Prosedur Penelitian Suatu Pendekatan Praktek*. Jakarta: PT Rineka Cipta.
- Armenakis, A.A. and Fredenberger, W. (1997). Organizational Change Readiness Practices of Business Turnaround Change Agents. *Knowledge and Process Management*. Vol. 4 No. 4, pp. 143-152.
- Armenakis, A.A., Harris, S.G. and Mossholder, K.W. (1993). Creating Readiness for Organizational Change. *Human Relations*. Vol. 46 No. 6, pp. 681-702.
- Armenakis, A.A., Bernerth, J.B., Pitts, J.P. and Walker, H.J. (2007). Organizational Change Recipients Beliefs Scale: Development of an Assessment Instrument. *Journal of Applied Behavioral Science*. Vol. 43 No. 2, pp. 495-505.
- Ashford, S. (1988). Individual Strategies for Coping with Stress During Organizational Transitions. *Journal of Applied Behavioral Science*. Vol. 24 No. 1, pp. 19-36.
- Bagozzi, R. P., & Yi, Y. (1988). On The Evaluation of Structural Equation Models. *Journal of the Academy of Marketing Science*, 16, 74–94.
- Barneth, J (2004). Expanding Our Understanding Of The Change Message. *Human Resource Development Review*. 3(1),36-52.
- Becker, M. H., & Rosenstock, I. M. (1995). Compliance with Medical Advice. In A. Steptor, & A. Mathews (Eds.), *Health care and human behaviour*. London: Academic Press.
- Brown, S.P. & Leigh T.Q. (1996), A Bew Look at Psychological Climate and Job Involment. *Journal Applied Psychology*. 81. 358-365.
- CH Akhtar Shoaib, Zainab N, Masqood H & Sana R (2016). Impact of Organizational Culture on Organizational Commitment a Comparative Study of Public and Private Organizations. *Research Journal of Resent Science*. Vol.2 No.5, pp. 15-20.
- Cheche S.G., Muathe S.M.A., & Maina S.M (2017). Employee Engagement, Organizational Commitment and Performance Of Selected State Corporations in Kenya. *European Scientific Journal*. Vol.13 No.31. pp 1857-7431.
- Ciliana & Wilam D. Mansoer. 2008. Pengaruh Kepuasan Kerja, Keterlibatan Kerja, Stres Kerja, dan Komitmen Organisasi Terhadap Kesiapan Untuk Berubah Pada Karyawan Pt Bank Y. *JPS*. Vol. 14 No. 02. Mei. Hal 151-

- Cunningham, C.E., Woodward, C.A., Shannon, H.S., MacIntosh, J., Lendrum, B., Rosenbloom, D. and Brown, J. (2002). Readiness for Organizational Change: a Longitudinal Study of Workplace, Psychological and Behavioural Correlates. *Journal of Occupational and Organizational Psychology*. Vol. 75 No. 4, pp. 377-392.
- Darmawan, H.D. (2013). Prinsip-Prinsip Perilaku Organisasi, Surabaya, Pena Semesta.
- Davis, Keith and Jhon W. Newstrom (2000). *Organizational Behavior: Human Behavior at Work*. Singapore: McGraw-Hill.
- Devos, G, G, Buelens M, Bouckenooghe D. (2009). Content, Context, and Process to Understanding Openness to Organizational Change: Two Experimental Study. *The Journal of Social Psychology*. 147, 607-629.
- Eby, L., Adams, D., Russell, J. and Gaby, S. (2000). Perceptions of Organizational Readiness For Change: Factors Related to Employee's Reactions to the Implementation of Team-Based Selling. *Human Relations*. Vol. 53 No. 3, pp. 419-428.
- Evona, Dimmi (2015), Peranan Komitmen Organisasi Sebagai Mediasi Antara Kepuasan Kerja Dan *Readiness For Change Serta Locus Of Control*. Tesis, Pasca Sarjana, Universitas Bung Hatta.
- Firuzjaeyan A.A, Firuzjaeyan M, Sadeghi B (2015). A Survey of the Effect of Organizational Culture on Organizational Commitment Based on Allen and Meyer Model (Case Study: High School Teachers of Bandpey Region). *International Journal of Academic Research in Business and Social Science*. Vol.5. No.1, pp. 1-9.
- Fornell, C., & Larcker, D. F. (1981). Evaluating Structural Equation Models with Unobservable Variables and Measurement Error. *Journal of Marketing Research*, 18(1), 3950.
- Ghozali, I., & Latan, H. (2015). *Partial Least Squares : Konsep, Teknik dan Aplikasi Menggunakan Program SmartPLS 3.0*. Semarang: Badan Penerbit Universitas Diponegoro.
- Hackman, J.R. & G.R. Oldhan (1980). Development Of The Job Diagnostic Survey. *Journal Of Applied Psychology*. Vol.60,159 – 170.
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2014). *Multivariate Data Analysis: A Global Perspective* (7th ed.). New Jersey: Pearson Education.
- Hanpachern C, Morgan GA & Griego OV (1998). An extension of the theory of margin : A framework for assessing for change Human Resource

Development Quarterly. Vol.9. No.4.

- Haffar, Mohamed, Al-Karaghouli, Ghoneim W, Ahmad (2014). An Empirical Investigation of the Influence of Organization Culture on Individual Readiness for Change on Syrian Manufacturing Organizations. *Journal of Organizational Change Management*. Vol.27. No.1, pp. 5-22.
- Harimurti E, Mariatin E. (2014). Pengaruh Kesiapan Berubah , Komitmen terhadap Organisasi dan Komunikasi tentang Perubahan Organisasi terhadap Penerapan *Performance Management System*. Jurnal Analitika. Vol 6. No.1, pp. 27-36.
- Herold, D.M., Fedor, D.B. and Caldwell, S.D. (2007). Beyond Change Management: a Multilevel Investigation of Contextual and Personal Influences on Employees Commitment to Change. *Journal of Applied Psychology*. Vol. 92 No. 4, pp. 942-951.
- Holt, D.T., Armenakis, A.A., Field, H.S. and Harris, S.G. (2007). Readiness for Organizational Chang. *Journal of Applied Behavioral Science*. Vol. 43 No. 2, pp. 232-255.
- Hulland. (1999). Use of Partial Least Squares (PLS) in Strategic Management Research: A Review of Four Recent Studies. *Strategic Management Journal*, 20(2), 195.
- Istijanto. (2005). *Riset Sumber Daya Manusia: Cara Praktis Mendeteksi Dimensi Dimensi Kerja Karyawan*. Jakarta: PT Gramedia Pustaka Utama.
- Iskandar. 2008. *Metodologi Penelitian Pendidikan dan Sosial (Kuantitatif dan Kualitatif)*. Jakarta: Gaung Persada Press.
- Julita, S & Rafaei, W (2010). Relationship Of Organizational Commitmen, Locus Of Control And Readiness To Change Among Nurse. *Psycho Behavioral Science and Quality of Life. International Postgrdaduate Research Colloquium. Bangkok Thailand*. pp.166-188.
- Kahn, W.A. (1990), Psychological Conditions Of Personal Engagement And Disengagement At Work. *Academy Of Mangement Journal*. 33(4), 692-724.
- Kontoghiorghes Constantine. (2016). Linking High Perfomance Organizational Culture and Talent Management ; Satisfaction / Motivation and Organizational Comitment as Mediators. *The International Journal of Human Resource Management*. 27 (16) :1833-53.
- Kotter, J. P. (2002). Leading Change: Why Transformation Efforts Fail. *Harvard Business Review*. 73(2), 59-67.
- Luthans, Fred. (2006). *Perilaku Organisasi*, Edisi Sepuluh. Jakarta: Andi Offset.

- Lunenburg(2010), .Self Efficacy in the Workplace : Implications for Motivation and Performance. *International Journal of Management, Business, and Administration*.Vol. 14, No. 1, 2011, hal.1-6.
- Lodahl, T.M., & Kejner, M. (1965). The Definition and Measurement of Job Involvement. *Journal of Applied Psycholog*. 49(1), 24-33.
- Madsen, S.R., Miller, D., and John, C.R. (2005). Readiness for Organizational Change: Do Organizational Commitment and Social Relationships in the Workplace Make a Difference?" *Human Resource Development Quarterly*. 16 (2), 213-233.
- Mangundjaya W. (2012). Are Organizational Commitment & Employee Engegement Important in Achieving Individual Readiness for Change. *Humanitas*. Vol 9 No.2.
- Mas'ud, Fuad. (2004). *Survai Diagnosis Organissional : Konsep dan Aplikasi*. Semarang : Badan Penerbit Universitas Diponegoro.
- Matthysen M, Harris C (2018). The Relationship Between Readiness to Change and Work Engagement: A Case Study in an Accounting Firm Undergoing Change. *SA Journal of Human Resource Management*. Pp. 1-11.
- Meyer and Allen. (1997). *Commitment In The Workplace*: Theory, research, and application Thousand Oaks, CA: sage Publication
- Meyer J. P., Allen, N.J & Smith C.A. (1993). Commitmen to Organization and Occupations : Extension and test of a three component conceptualization. *Journal of Applied Psycology*. 75(4). pp. 538-551.
- Mitic S, Vukonjanski J (2016). Organizational Culture and Organizational Commitment: Serbian Case. *Journal of Engineering Management and Competitiveness (JEMC)*. Vol. 6. No.1, pp. 21-27
- Mowday, R.T, Porter, L.W., & Steers, R.M. (1997). Employee-organization Linkages The Psychology Of Commitment, Absenteeism And Turnover. *New York: Academic Press*
- Mowday, R.T., Steers, R.M. and Porter, L.W. (1982). The measurement of organizational commitment. *Journal of Vocational Behaviour*.
- Nikpour A (2017). The Impact of Organizational Culture on Organizational Performance: The Mediating Role of Employee's Organizational Commitment. *International Journal of Organizational Leadership*. Vol.6, pp. 65-72.
- Novarinda R, Iqbal M (2017). Pengaruh Keterlibatan Kerja dan Iklim Kerja terhadap Komitmen. *Jurnal Administrasi Bisnis (JAB)*. Vol.53. No.2, pp.56-65.

- Oreg, S. (2006). Personality, Context and Resistance to Organizational Change. *European Journal of Work and Organizational Psychology*, Vol.15, No. 1, pp. 73-101.
- Oreg, S., & Sverdlik, N. (2011). Ambivalence Toward Imposed Change: The Conflict Between Dispositional Resistance to Change and The Orientation Toward The Change Agent. *Journal of Applied Psychology*. Vol. 96, No. 2, 337–349.
- Oreg, S., Vakola, M. and Armenakis, A. (2011), Change Recipients Reactions to Organizational Change: a Sixty-Year Review of Quantitative Studies. *Journal of Applied Behavioral Science*. Vol. 47 No. 4, pp. 461-524.
- Paterson, J.M. and Cary, J. (2002). Organizational Justice, Change Anxiety and Acceptance of Downsizing: Preliminary Tests of an AET-Based Model. *Motivation and Emotion*. Vol. 26 No. 1, pp. 83-103.
- Periantalo, Jelpa dan Wilman D. Mansoer. 2008. Faktor-Faktor yang Mempengaruhi Kesiapan Untuk Berubah Pegawai di Dirjen PQR. *JPS*. Vol. 14 No. 03. September. Hal. 195-203.
- Pramadani dan Fajrianti (2012), Hubungan Antara Komitmen Organisasi dengan Kesiapan Untuk Berubah Pada Karyawan Divisi Enterprise Service (DES) Telkom Kelintang Surabaya. *Jurnal Psikologi Industri dan Organisasi*. Vol. 1. No. 2, pp. 102-109.
- Robbins, SP & Judge, T.A (2009), *Organizational Behavior*. USA: Prentice Hall
- Robbins, Stephen P. and Judge, Timothy, A.. (2010). *Organizational behavior* (twelfth edi- tion). *New Jersey: Pearson, Prentice Hall*
- Robbins, SP and Mary Coulter (2007), *Management*. Singapore: Pearson International.
- Rizwan, Musnadi Said, Faisal (2018). Pengaruh Budaya Organisasi dan Keterlibatan Kerja Terhadap Komitmen Organisasi Serta Implikasinya Pada Kinerja Karyawan RSUD Meuraxa Kota Banda Aceh. *Jurnal Magister Manajemen Fakultas Ekonomi dan Bisnis Unsyiah*. Vol.21. No.1, pp. 78-87.
- Saks, A.M. (2006), Antecedents And Consequences Of Employee Engagement, *Jurnal Of Managerial Psychology*, 21(7),600-619.
- Schein, Edgar H. 2004. *Organizational Culture and leadership. Third edition*. San Fransisco: Jossey-Bass. Inc.
- Sefnedi. (2018). Factors Accociated Eith Participant's Satisfaction For Scientific Article Writing Traning. *Jurnal Apresiasi Ekonomi*, 6(1), 1–7.
- Sekaran, U. (2006). *Metodologi Penelitian untuk Bisnis* (4th ed.). Jakarta:

Salemba Empat.

- Shah, Naimatullah and Syed Ghulam Sarwar Shah. (2014). Relationships Between Employee Readiness for Organisational Change, Supervisor and Peer Change, Supervisor and Peer Relations and Demography. *Journal of Enterprise Information Management*. Vol. 23 No. 5, pp. 640-652.
- Sharma, S., Durand, R. M., & Gur-Arie, O. (1981). Identification and Analysis of Moderator Variables. *Journal of Marketing Research*, 18(3), 291–300.
- Sholihin, Mahfud., & Ratmono, Dwi, (2013). Analisis SEM-PLS dengan WarpPLS 3.0 Untuk Hubungan Nonlinier dalam Penelitian Sosial dan Bisnis. Yogyakarta: CV Andi Offset.
- Simbolon H. (2017). Pengaruh Employe Engagement terhadap Kesiapan Menghadapi Perubahan Organisasi. Psikodimensia. Vol 16. No.2.
- Suan, Choo Ling. (2009). Factor That Influence Employee Engagement: A Study Of Celestica Malaysia Sdn Bhd. *Thesis: Post Graduate Degree from the Universiti Utara Malaysia (UUM)*. pp.1-90.
- Sugiyono. (2014). *Metode Penelitian Pendidikan Pendekatan Kuantitatif, Kualitatif dan R&D*. Bandung: Alfabeta.
- Suharsimi, Arikunto, 2002. *Metode Penelitian Suatu Pendekatan Praktek*. Jakarta: Rineka Cipta.
- Supriyanto, A. S., & Masyhuri Machfudz. (2010). *Metodologi Riset: Manajemen Sumberdaya Manusia*. Malang: UIN-Mlik Press.
- Susyanto H (2019). Pengaruh Kepemimpinan Keterlibatan Karyawan dan Kepuasan Kerja terhadap Kesiapan untuk Berubah Menghadapi Perubahan Organisasi. Vol.21. No. 1.
- Suwaryo J, Daryanto H.K, Maulana A (2015). Organizational Culture Change and Its Effect on Change Readiness Through Organizatioanl Comitment. *International Journal of Administrative Science & Organization*. Vo.22. No.1. pp.68-78.
- Tumbelaka S.S.X, Alhabshi T, Nimran U (2016) Pengaruh Budaya Organisasi terhadap Kepuasan Kerja, Komitmen Organisasional dan *Intention to Leave* (Studi pada Karyawan PT.Blitung Mina Utama). Jurnal Bisnis dan Manajemen. Vol. 5. No.1, pp 94-108.
- Tunnufus, Z. (2013). Peran keterlibatan kerja dan komitmen organisasi terhadap perubahan organisasi. Jurnal Studia Akuntansi dan Bisnis. 1 (2), 109-130.
- Umam, Khaerul. 2012. *Perilaku Organisasi*. Bandung: CV Pustaka Setia.
- Usmany T.P, Hamid D, Utami H.N (2016. Pengaruh Budaya Organiasi Terhadap

Komitmen Organisasional dan Kinerja Karyawan. Jurnal Administrasi Bisnis Vol.37. No. 2. pp.38-42.

Vakola, M., Oreg, S. and Armenakis, A. (2013), "Reactions to organizational change

from an individual-differences perspective: a review of empirical research", in Oreg, S., Michel, A. and By. R. (Eds), *The Psychology of Organizational Change: Viewing Change from the Employee's Perspective*, Cambridge University Press, Cambridge, pp. 95-123.

Vakola, M., Tsaousis, I. and Nikolaou, I. (2004), "The effect of emotional intelligence and personality variables on attitudes toward organizational change", *Journal of Managerial Psychology*, Vol. 19 No. 2, pp. 88-110. 207 What's in there for me?.

Vakola,M. (2012). What's in there for me? Individual readiness to change and the perceived impact of organizational change. *Leadership & Organization Development Journal* Vol. 35 No. 3, pp. 195-209.

Wibawa I.W.S, Putra M.S (2018). Pengaruh Budaya Organisasi terhadap Komitmen Organisasional Dimediasi Kepuasan Kerja (Studi pada PT. Badung-Bali). E-Jurnal Manajemen Unud. Vol.7. No. 6, pp. 3027-3058.

Wibowo (2007). Manajemen Perubahan. Jakarta, Indonesia: Raja Grafindo Persada.

Weiner, BJ. (2009). A Theory of Organizational Readiness for Change. *Implementasi Science*. 4 (67).

Visagie, C.M. & Steyn, C. (2011), Organizational Commitment And Responses To Planned Organizational Change: An Exploratory Study. *Southern African Business Review*. 15(3), 98-121.

Yuliansyah. (2016). *Meningkatkan Respon Rate Pada Penelitian Survey: Suatu Study Literature*. Jakarta: Smart (imprint Change Publication).

Yusuf M, L. Ayu A.,, Priyatama NA .(2013). Hubungan antara Kepuasan Karyawan dan Budaya Organisasi dengan Keterlibatan Karyawan pada Karyawan Tetap PT. BPD Jawa Tengah Cabang Utama Semarang. Universitas Sebelas Maret, 2 (2).

Zhao, X., Lynch, J. G., & Chen, Q. (2010). Reconsidering Baron and Kenny: Myths and Truths about Mediation Analysis. *Journal of Consumer Research*, 37(2), 197–206.

Zulkarnain, & Hadiyani, S. (2014). Peranan Komitmen Organisasi dan *Employee Engagement* terhadap Kesiapan Karyawan untuk Berubah. Jurnal