

## Daftar Pustaka

- Ashkanasy, N. M., Wilderom, C. M., & Peterson, M. F. (2011). *The Handbook of Organizational Culture and Climate*. New York: SAGE Publications.
- Allen dan Meyer. (2013). Measurement of Antecedents of Affective, Continuance and Normative commitment to Organizational. *Journal of Occupational Psychology* . 63: 1-8.
- Ancok, D. (2012). *Psikologi Kepemimpinan dan Inovasi*. Jakarta: Erlangga.
- Armenakis, A. A., Harris, S. G., & Mossholder, K. W. (1993). Creating readiness for organizational change. *Human relations*, 46(6), 681-703.
- Azwar, S. (2012). *Reliabilitas dan Validitas* (4 ed.). Yogyakarta: Pustaka Pelajar.
- Bakari, H., Hunjra, A. I., & Jaros, S. (2020). Commitment to change among health care workers in pakistan. *Journal of Health Management*, 22(3), 330-347.
- Bank Indonesia. (2021). *Laporan Tahunan Bank Indonesia 2020*. Jakarta: Bank Indonesia.
- Baron, R. M., & Kenny, D. A. (1986). The moderator–mediator variable distinction in social psychological research: Conceptual, strategic, and statistical considerations. *Journal of personality and social psychology*, 51(6), 1173-1182.
- Bass, B. M., & Avolio, B. J. (2002). *Transformational Leadership Development: Manual for Multifactor Leadership Questionnaire*. Palo Alto, CA: Consulting Psychologist Press.
- Bass, B. M., Avolio, B. J., Jung, D. I., & Berson, Y. (2003). Predicting unit performance by assessing transformational and transactional leadership. *Journal of applied psychology*, 88(2), 207.
- BPS. (2021). *Berita Resmi Statistik: Pertumbuhan Ekonomi Indonesia Triwulan IV-2020*. Tersedia di <https://www.bps.go.id/pressrelease/2021/02/05/1811/ekonomi-indonesia-2020-turun-sebesar-2-07-persen--c-to-c-.html>, diakses pada Maret 2021.
- Caniëls, M. C., Semeijn, J. H., & Renders, I. H. (2018). Mind the mindset! The interaction of proactive personality, transformational leadership and growth mindset for engagement at work. *Career Development International*, 23(1), 48-66.
- Carter, M. Z., Armenakis, A. A., Feild, H. S., & Mossholder, K. W. (2013). Transformational leadership, relationship quality, and employee performance during continuous incremental organizational change. *Journal of organizational behavior*, 34(7), 942-958.
- Choi, M., & Ruona, W. E. (2011). Individual readiness for organizational change and its implications for human resource and organization development. *Human resource development review*, 10(1), 46-73.
- Cooper, D. R., & Schindler, P. S. (2013). *Business Research Methods: 12th Edition*. New York: Mcgraw-hill.
- Cummings, T. G., & Worley, C. G. (2014). *Organization development and change*. Cengage learning.

- D'Auria, G., & Smet, A. D. (2020). *Kepemimpinan di masa krisis: Menghadapi wabah virus corona dan tantangan di masa depan*. Jakarta: McKinsey&Company.
- Dessler, G. (2015). *Human Resources Management - 14th Edition*. Essex: Pearson.
- Dey, M., & Loewenstein, M. A. (2020). How many workers are employed in sectors directly affected by COVID-19 shutdowns, where do they work, and how much do they earn?. Tersedia di <https://www.bls.gov/opub/mlr/2020/article/covid-19-shutdowns.htm>, diakses pada Oktober 2020.
- Drucker, P. F. (2002). The discipline of innovation. *Harvard business review*, 1, 95-106.
- Foster, R. D. (2010). Resistance, justice, and commitment to change. *Human resource development quarterly*, 21(1), 3-39.
- Ghozali, Imam. (2016). *Aplikasi Analisis Multivariete Dengan Program (IBM SPSS)*. Edisi 8. Badan Penerbit Universitas Diponegoro. Semarang.
- Hechanova, R. M., & Cementina-Olpoc, R. (2013). Transformational leadership, change management, and commitment to change: A comparison of academic and business organizations. *The Asia-Pacific Education Researcher*, 22(1), 11-19.
- Herscovitch, L., & Meyer, J. P. (2002). Commitment to organizational change: extension of a three-component model. *Journal of applied psychology*, 87(3), 474.
- Holt, D. T., Armenakis, A. A., Feild, H. S., & Harris, S. G. (2007). Readiness for organizational change: The systematic development of a scale. *The Journal of applied behavioral science*, 43(2), 232-255.
- Jones, R. A., Jimmieson, N. L., & Griffiths, A. (2005). The impact of organizational culture and reshaping capabilities on change implementation success: The mediating role of readiness for change. *Journal of management studies*, 42(2), 361-386.
- Jones, R. G. (2013). *Organizational Theory, Design, and Change (7 ed.)*. New Jersey: Pearson.
- Kementerian BUMN. (2020). *Klaster Industri*. Tersedia di <https://bumn.go.id/portfolio/cluster>, diakses pada Oktober 2020.
- Kinicki, A., dan Fugate, M. (2013). *Organizational Behavior*, 5th Edition. New York: McGraw-Hill.
- Liu, B., Liu, J., & Hu, J. (2010). Person-organization fit, job satisfaction, and turnover intention: An empirical study in the Chinese public sector. *Social Behavior and Personality: an international journal*, 38(5), 615-625.
- Morin, A. J., Meyer, J. P., Bélanger, É., Boudrias, J. S., Gagné, M., & Parker, P. D. (2016). Longitudinal associations between employees' beliefs about the quality of the change management process, affective commitment to change and psychological empowerment. *Human Relations*, 69(3), 839-867.
- Naotunna, S., & Arachchige, B. (2016). Perceived organizational support and non-managerial employees' commitment to change in Sri Lankan apparel firms. *South Asian Journal of Human Resources Management*, 3(1), 40-57.

- Nordin, N. (2011). The influence of emotional intelligence, leadership behavior and organizational commitment on organizational readiness for change in higher learning institution. *Procedia-Social and Behavioral Sciences*, 29, 129-138.
- Oreg, S., & Berson, Y. (2011). Leadership and Employees' Reactions to Change: The Role of Leaders' Personal Attributes and Transformational Leadership Style. *Personal Psychology*, 64(3), 627-659.
- Palmer, I., Dunford, R., & Buchanan, D. (2017). *Managing Organizational Change: A Multiple Perspectives Approach* (3 ed.). New York: McGraw- Hill.
- Penava, S., & Šehić, D. (2014). The relevance of transformational leadership in shaping employee attitudes towards organizational change. *Economic Annals*, 59(200), 131-162.
- PTPN III. (2020). Sejarah Perusahaan: Perjalanan Perusahaan. Tersedia di <http://www.ptpn3.co.id/sejarah.php?h=tentang-kami>, diakses pada Oktober 2020.
- Rafferty, A. E., Jimmieson, N. L., & Armenakis, A. A. (2013). Change readiness: A multilevel review. *Journal of management*, 39(1), 110-135.
- Sabir, M. S., & Khan, M. A. (2011). Impact of leadership style on organization commitment: In a mediating role of employee values. *Journal of Economics and Behavioral studies*, 3(2), 145-152.
- Sawitri, H. S., & Wahyuni, S. (2018). Readiness to change in the public sector. *International Journal of Business and Society*, 259-267.
- Sekaran, U., & Bougie, R. (2016). *Research Methods For Business: A Skill Building Approach*. New Jersey: John Wiley & Sons.
- Stevens, G. W. (2013). Toward a process-based approach of conceptualizing change readiness. *The Journal of Applied Behavioral Science*, 49(3), 333-360.
- Voet, J. V. (2016). Change leadership and public sector organizational change: Examining the interactions of transformational leadership style and red tape. *The American Review of Public Administration*, 46(6), 660-682.
- WHO. (2020). Pertanyaan dan jawaban terkait Coronavirus. Tersedia di <https://www.who.int/indonesia/news/novel-coronavirus/qa/qa-for-public>, diakses pada Oktober 2020.
- Yukl, G.A. (2013). *Leadership in Organizations* 8th Edition. Boston: Pearson.