



## DAFTAR PUSTAKA

- Aarons, G. A., Ehrhart, M. G., Moullin, J. C., Torres, E. M., & Green, A. E. (2017). Testing the leadership and organizational change for implementation (LOCI) intervention in substance abuse treatment: A cluster randomized trial study protocol. *Implementation Science*, 12(1), 1–11. <https://doi.org/10.1186/s13012-017-0562-3>
- Abdelgawad, S. G., Zahra, S. A., Svejenova, S., & Sapienza, H. J. (2013). Strategic leadership and entrepreneurial capability for game change. *Journal of Leadership & Organizational Studies*, 20(4), 394–407. <https://doi.org/10.1177/1548051813475484>
- Aitken, K., & von Treuer, K. (2021). Leadership behaviours that foster organisational identification during change. *Journal of Organizational Change Management*, 34(2), 311–326. <https://doi.org/10.1108/JOCM-01-2020-0029>
- Al-Htaybat, K. (2018). Understanding Jordanian corporate reporting regulation change using strong structuration theory. *Journal of Applied Accounting Research*, 19(4), 483–499. <https://doi.org/10.1108/JAAR-07-2016-0071>
- Alavi, S. B., & Gill, C. (2017). Leading change authentically. *Journal of Leadership & Organizational Studies*, 24(2), 157–171. <https://doi.org/10.1177/1548051816664681>
- Alvarez, A. (2016). Executive leadership challenges implementing systemic change under conditions of litigated reform. *Human Service Organizations Management, Leadership and Governance*. <https://doi.org/10.1080/23303131.2015.1110068>
- Balkis, A. H. (2020). Gaya kepemimpinan perempuan dalam instansi publik: Studi kasus Susi Pudjiastuti. *Jurnal Ilmu Administrasi Negara (JUAN)*, 8(1), 79–88. <https://doi.org/10.31629/juan.v8i1.2271>
- Barach, P., & Phelps, G. (2013). Clinical sensemaking: A systematic approach to reduce the impact of normalised deviance in the medical profession. *Journal of the Royal Society of Medicine*, 106(10), 387–390. <https://doi.org/10.1177/0141076813505045>
- Barratt-Pugh, L., Bahn, S., & Gakere, E. (2013). Managers as change agents: Implications for human resource managers engaging with culture change. *Journal of Organizational Change Management*, 26(4), 748–764. <https://doi.org/10.1108/JOCM-Feb-2011-0014>
- Barrett, A. (2017). Information-seeking from organizational communication sources during healthcare technology change. *Communication Quarterly*, 66(1), 58–78. <https://doi.org/10.1080/01463373.2017.1329219>
- Battilana, J., Gilmartin, M., Sengul, M., Pache, A.-C., & Alexander, J. A. (2010). Leadership competencies for implementing planned organizational change. *The Leadership Quarterly*, 21(3), 422–438. <https://doi.org/10.1016/j.lequa.2010.03.007>
- Bell, E., & Bryman, A. (2007). The ethics of management research: An exploratory content analysis. *British Journal of Management*, 18(1), 63–77.



- Berthod, O., & Müller-Seitz, G. (2018). Making sense in pitch darkness: An exploration of the sociomateriality of sensemaking in crises. *Journal of Management Inquiry*, 27(1), 52–68.  
<https://doi.org/10.1177/1056492616686425>
- Beycio glu, K., & Kondakci, Y. (2014). Principal leadership and organizational change in schools: a cross-cultural perspective. *Journal of Organizational Change Management*, 27(3). <https://doi.org/10.1108/jocm-06-2014-0111>
- Bilgili, H., Campbell, J. T., Ellstrand, A. E., & Johnson, J. L. (2017). Riding off into the sunset: Organizational sensegiving, shareholder sensemaking, and reactions to CEO retirement. *Journal of Management Studies*, 54(7), 2–31.  
<https://doi.org/10.1111/joms>.
- Bish, A. J., Newton, C., & Johnston, K. (2015). Leader vision and diffusion of HR policy during change. *Journal of Organizational Change Management*, 28(4), 529–545.
- BPPT. (2019a). BPPT adakan sosialisasi uji beban jabatan fungsional perekayasa. [https://www\\_bppt.go\\_id/berita\\_bppt\\_bppt-adakan-sosialisasi-uji-beban-jabatan-fungsional-perekayasa](https://www_bppt.go_id/berita_bppt_bppt-adakan-sosialisasi-uji-beban-jabatan-fungsional-perekayasa)
- BPPT. (2019b). BPPT akan teruskan semangat Habibie, membangun Indonesia maju. [https://www\\_bppt.go\\_id/berita\\_bppt\\_bppt-akan-teruskan-semangat-habibie-membangun-indonesia-maju](https://www_bppt.go_id/berita_bppt_bppt-akan-teruskan-semangat-habibie-membangun-indonesia-maju)
- BPPT. (2019c). BPPT siap dukung realisasi UU SISNAS IPTEK dan BRIN. [https://www\\_bppt.go\\_id/berita\\_bppt\\_bppt-siap-dukung-realisasi-uu-sisnas-iptek-dan-brin](https://www_bppt.go_id/berita_bppt_bppt-siap-dukung-realisasi-uu-sisnas-iptek-dan-brin)
- BPPT. (2019d). Dengan semangat reformasi birokrasi, BPPT siap membangun bangsa. [https://www\\_bppt.go\\_id/berita\\_bppt\\_dengan-semangat-reformasi-birokrasi-bppt-siap-membangun-bangsa](https://www_bppt.go_id/berita_bppt_dengan-semangat-reformasi-birokrasi-bppt-siap-membangun-bangsa)
- BPPT. (2019e). Deputi TAB BPPT lantik pejabat fungsional ahli utama dan ahli madya. [https://www\\_bppt.go\\_id/berita\\_bppt\\_deputi-tab-bppt-lantik-pejabat-fungsional-ahli-utama-dan-ahli-madya](https://www_bppt.go_id/berita_bppt_deputi-tab-bppt-lantik-pejabat-fungsional-ahli-utama-dan-ahli-madya)
- BPPT. (2019f). Deputi TPSA BPPT: Pentingnya sinergi antar unit. [https://www\\_bppt.go\\_id/berita\\_bppt\\_deputi-tpsa-bppt-pentingnya-sinergi-antar-unit](https://www_bppt.go_id/berita_bppt_deputi-tpsa-bppt-pentingnya-sinergi-antar-unit)
- BPPT. (2019g). Dukung Indonesia Emas 2045, BPPT perkuat para perekayasa. [https://www\\_bppt.go\\_id/berita\\_bppt\\_dukung-indonesia-emas-2045-bppt-perkuat-para-perekayasa](https://www_bppt.go_id/berita_bppt_dukung-indonesia-emas-2045-bppt-perkuat-para-perekayasa)
- BPPT. (2019h). Forum Kerja Sama: Peningkatan kerja sama BPPT dan mitra sebagai penghela pertumbuhan ekonomi untuk Indonesia maju, mandiri, adil dan makmur. [https://www\\_bppt.go\\_id/berita\\_bppt\\_forum-kerja-sama-peningkatan-kerja-sama-bppt-da...-sebagai-penghela-pertumbuhan-ekonomi-untuk-indonesia-maju-mandiri-adil-dan-makmur](https://www_bppt.go_id/berita_bppt_forum-kerja-sama-peningkatan-kerja-sama-bppt-da...-sebagai-penghela-pertumbuhan-ekonomi-untuk-indonesia-maju-mandiri-adil-dan-makmur)
- BPPT. (2019i). Gunakan medsos, Kepala BPPT ajak viralkan inovasi dan layanan teknologi. [https://www\\_bppt.go\\_id/berita\\_bppt\\_gunakan-medsos-kepala-bppt-ajak-viralkan-inovasi-dan-layanan-teknologi](https://www_bppt.go_id/berita_bppt_gunakan-medsos-kepala-bppt-ajak-viralkan-inovasi-dan-layanan-teknologi)
- BPPT. (2019j). Hadiri dialog bersama Menristekdikti, Kepala BPPT yakin UU SISNAS IPTEK perkuat peran LITBANGJIRAP dalam pembangunan nasional. [https://www\\_bppt.go\\_id/berita\\_bppt\\_hadiri-dialog-bersama](https://www_bppt.go_id/berita_bppt_hadiri-dialog-bersama)



menristekdikti-kepala-bppt-yakin-uu-sisnas-iptek-perkuat-peran-litbangjirap-dalam-pembangunan-nasional

BPPT. (2019k). *Sestama BPPT: Hasilkan inovasi dan layanan teknologi prima.*

<https://www.bppt.go.id/berita-bppt/sestama-bppt-hasilkan-inovasi-dan-layanan-teknologi-prima>

BPPT. (2019l). *Sisnas IPTEK sebagai landasan kebijakan pembangunan.*

<https://www.bppt.go.id/berita-bppt/sisnas-iptek-sebagai-landasan-kebijakan-pembangunan>

BPPT. (2020a). *BPPT Annual Report 2020.*

BPPT. (2020b). *Dengan penguatan kerjasama, tingkatkan inovasi dan daya saing.* <https://www.bppt.go.id/berita-bppt/dengan-penguatan-kerjasama-tingkatkan-inovasi-dan-daya-saing>

BPPT. (2020c). *Gunakan media sosial, Sekretaris Utama BPPT ajak sebarkan informasi produk inovasi BPPT.* <https://www.bppt.go.id/berita-bppt/gunakan-media-sosial-sekretaris-utama-bppt-ajak-sebarkan-informasi-produk-inovasi-bppt>

BPPT. (2020d). *Jadikan penulisan ilmiah lebih menarik, BPPT gelar bimtek penulisan artikel ilmiah pupuler.* <https://www.bppt.go.id/berita-bppt/jadikan-penulisan-ilmiah-lebih-menarik-bppt-gelar-bimtek-penulisan-artikel-ilmiah-pupuler>

BPPT. (2020e). *Kepala BPPT ajak tingkatkan corporate image melalui strategi komunikasi di media sosial.* <https://www.bppt.go.id/berita-bppt/kepala-bppt-ajak-tingkatkan-corporate-image-melalui-strategi-komunikasi-di-media-sosial>

BPPT. (2020f). *Laporan reformasi birokrasi: Penguatan kelembagaan dan penyederhanaan birokrasi BPPT.*

[https://balaibiotek.bppt.go.id/images/PDF/LKE\\_RB/POKJA\\_3/Laporan-evaluasi-penguatan-kelembagaan-Organisasi-BPPT.pdf](https://balaibiotek.bppt.go.id/images/PDF/LKE_RB/POKJA_3/Laporan-evaluasi-penguatan-kelembagaan-Organisasi-BPPT.pdf)

BPPT. (2020g). *LHP 2019, BPPT kembali raih opini WTP.*

<https://www.bppt.go.id/berita-bppt/lhp-2019-bppt-kembali-raih-opini-wtp>

BPPT. (2020h). *Manfaatkan media sosial, DWP BPPT dorong penyebarluasan ragam inovasi.* <https://www.bppt.go.id/berita-bppt/manfaatkan-media-sosial-dwp-bppt-dorong-penyebarluasan-ragam-inovasi>

BPPT. (2021a). *43 tahun BPPT berinovasi tiada henti menuju Indonesia Emas 2045.* <https://www.bppt.go.id/siaran-pers/sp071viii2021>

BPPT. (2021b). *43 tahun BPPT berinovasi tiada henti menuju Indonesia Emas 2045.*

BPPT. (2021c). *BPPT gelar penilaian dan Sidang Penetapan Angka Kredit (PAK) jabatan fungsional perekayasa tingkat pusat.* <https://www.bppt.go.id/berita-bppt/bppt-gelar-penilaian-dan-sidang-penetapan-angka-kredit-pak-jabatan-fungsional-perekayasa-tingkat-pusat>

BPPT. (2021d). *Dukung daya saing industri, BPPT lakukan audit teknologi.* <https://www.bppt.go.id/berita-bppt/dukung-daya-saing-industri-bppt-lakukan-audit-teknologi>

BPPT. (2021e). *Inovasi teknologi jadi kata kunci menuju kemandirian dan daya saing bangsa.* <https://www.bppt.go.id/berita-bppt/inovasi-teknologi-jadi>



kata-kunci-menuju-kamandirian-dan-daya-saing-bangsa

BPPT. (2021f). *Inovasi teknologi sebagai upaya strategis pemulihan ekonomi.*

[https://www\\_bppt.go.id/berita-bppt/inovasi-teknologi-sebagai-upaya-strategis-pemulihan-ekonomi](https://www_bppt.go.id/berita-bppt/inovasi-teknologi-sebagai-upaya-strategis-pemulihan-ekonomi)

BPPT. (2021g). *Kembangkan potensi SDM Iptek, BPPT gelar Pelatihan Jabatan Fungsional Teknisi Litkayasa Angkatan III.* [https://www\\_bppt.go.id/berita-bppt/kembangkan-potensi-sdm-iptek-bppt-kembali-gelar-pelatihan-jabatan-fungsional-teknisi-litkayasa-angkatan-iii](https://www_bppt.go.id/berita-bppt/kembangkan-potensi-sdm-iptek-bppt-kembali-gelar-pelatihan-jabatan-fungsional-teknisi-litkayasa-angkatan-iii)

BPPT. (2021h). *Outlook Inovasi, BPPT paparkan fokus 8 bidang pengembangan teknologi bangun Indonesia maju.* [https://www\\_bppt.go.id/berita-bppt/outlook-inovasi-bppt-paparkan-fokus-8-bidang-pengembangan-teknologi-bangun-indonesia-maju](https://www_bppt.go.id/berita-bppt/outlook-inovasi-bppt-paparkan-fokus-8-bidang-pengembangan-teknologi-bangun-indonesia-maju)

Brewer, M. (2016). Exploring the potential of a capability framework as a vision and “sensemaking” tool for leaders of interprofessional education. *Journal of Interprofessional Care*, 30(5), 574–581.

<https://doi.org/10.1080/13561820.2016.1182969>

Browning, B. W., & McNamee, L. G. (2012). Considering the temporary leader in temporary work arrangements: Sensemaking processes of internal interim leaders. *Human Relations*, 65(6), 729–752.

<https://doi.org/10.1177/0018726711433615>

Bryman, A. (1992). *Charisma and leadership in organizations.* Sage Publications.

Bucăta, G., & Rizescu, A. M. (2017). The role of communication in enhancing work effectiveness of an organization. *Land Forces Academy Review*, 22(1), 49–57. <https://doi.org/10.1515/raft-2017-0008>

Cawthorne, J. E. (2020). Mountains to climb: Leadership for sustainable change in scholarly communication. *College and Research Libraries News*.

<https://doi.org/10.5860/crln.81.8.374>

Chandralela, A., & Hazir, A. Y. (2017). Pengaruh Komunikasi, Kepemimpinan, dan Budaya Organisasi terhadap Kinerja Pegawai. *Jurnal Ekonomi Dan Manajemen STIE Pertiba Pangkalpinang*, 3, 16–36.

Charmaz, K. (2006). *Constructing grounded theory: A practical guide through qualitative analysis.* SAGE Publications Inc.

Christoffels, M. (2019). A framework for managing change leadership in a digital transformation environment. *Proceedings of the 15th European Conference on Management, Leadership and Governance, ECMLG 2019*, 428–437.

<https://doi.org/10.34190/MLG.19.011>

Claraini, C., Savitri, E., & Wiguna, M. (2017). Pengaruh good governance, sistem pengendalian intern pemerintah dan gaya kepemimpinan terhadap kinerja Pemerintah Daerah (Studi pada Satuan Kerja Perangkat Daerah Kabupaten Rokan Hilir). *Jurnal Online Mahasiswa Fakultas Ekonomi Universitas Riau*.

Connaway, L. S., Radford, M. L., Dickey, T. J., De Angelis Williams, J., & Confer, P. (2008). Sense-making and synchronicity: Information-seeking behaviors of millennials and baby boomers. *Libri*, 58(2), 123–135.

<https://doi.org/10.1515/libr.2008.014>

Craig, R. T. (1999). Communication theory as a field. *Communication Theory*, 9(2), 119–160.



- Creswell, J. W., & Creswell, J. D. (2018). *Research design: Qualitative, quantitative, and mixed methods approaches* (Fifth Edit). SAGE Publications, Inc.
- Den Hartog, D. N., & Koopman, P. L. (2001). Leadership in organizations. In D. S. O. N. Anderson, H. K. Sinangil, & C. Viswesvaran (Eds.), *Handbook of industrial, work, and organizational psychology, Vol. 2: Organizational psychology* (pp. 166 –187). SAGE Publications.
- Denning, S. (2005). Transformational innovation: A journey by narrative. *Strategy & Leadership*.
- Denzin, N. K., & Lincoln, Y. S. (2005). *The Sage handbook of qualitative research* (Norman K. Denzin & Y. S. Lincoln (eds.); Third Edit). SAGE Publications, Inc.
- Denzin, Norman K., & Lincoln, Y. S. (1998). *The landscape of qualitative research: Theories and issues*. Sage Publications, Inc.
- Dervin, B. (1998). Sense-making theory and practice: an overview of user interests in knowledge seeking and use. *Journal of Knowledge Management*, 2(2), 36–46. <https://doi.org/10.1108/13673279810249369>
- Düren, P. (2013). Leadership in libraries in times of change. *IFLA Journal*, 39(2), 134–139. <https://doi.org/10.1177/0340035212473541>
- Elkatawneh, H. H. (2013). Leadership and organizational change. *SSRN Electronic Journal*. <https://doi.org/10.2139/ssrn.2366648>
- Elving, W. J. L. (2005). The role of communication in organisational change. *Corporate Communications: An International Journal*.
- Fairhurst, G. T. (2008). Discursive leadership: A communication alternative to leadership psychology. *Management Communication Quarterly*. <https://doi.org/10.1177/0893318907313714>
- Fairhurst, G. T. (2009). Considering context in discursive leadership research. *Human Relations*, 62(11), 1607–1633. <https://doi.org/10.1177/0018726709346379>
- Fairhurst, G. T. (2011). Discursive approaches to leadership. In *The Sage Handbook of Leadership*.
- Fairhurst, G. T., & Connaughton, S. L. (2014). Leadership: A communicative perspective. *Leadership*. <https://doi.org/10.1177/1742715013509396>
- Farisa, F. C. (2022). *Sejarah Eijkman , Lembaga yang Dilebur ke BRIN dan Tuai Kontroversi*. Kompas.Com. <https://nasional.kompas.com/read/2022/01/03/11471381/sejarah-eijkman-lembaga-yang-dilebur-ke-brin-dan-tuai-kontroversi>
- Farrell, C. C., & Marsh, J. A. (2016). Metrics matter: How properties and perceptions of data shape teachers' instructional responses. *Educational Administration Quarterly*, 52(3), 423–462. <https://doi.org/10.1177/0013161X16638429>
- Feldbrugge, K. (2015). Making sense of the temporary organization in innovation: A case description. *Procedia - Social and Behavioral Sciences*, 194(October 2014), 74–84. <https://doi.org/10.1016/j.sbspro.2015.06.121>
- Filstad, C. (2014). The politics of sensemaking and sensegiving at work. *Journal of Workplace Learning*, 26(1), 3–21. <https://doi.org/10.1108/JWL-03-2012-002>



0016

- Fitrianingrum, L., Lusyana, D., & Lellyana, D. (2021). Analisis pengaruh penataan organisasi LIPI terhadap kebahagiaan ASN pendukung iptek di lingkungan LIPI. *Jurnal Ilmu Administrasi: Media Pengembangan Ilmu Dan Praktek Administrasi*, 6(1), 1–19. <https://doi.org/10.31113/jia.v17i2.611>
- Fontana, A., & Frey, J. H. (2005). The interview: From neutral stance to political involvement. In N.K. Denzin & Y. S. Lincoln (Eds.), *The Sage handbook of qualitative research* (pp. 695–727). SAGE Publications Inc.
- Giddens, A. (1984). *The constitution of society: Outline of the theory of structuration*. Polity Press. <https://doi.org/10.1144/transglas.13.1.118>
- Gilson, L., Elloker, S., Olckers, P., & Lehmann, U. (2014). Advancing the application of systems thinking in health: South African examples of a leadership of sensemaking for primary health care. *Health Research Policy and Systems*, 12(30), 1–13. <https://doi.org/10.1093/heapol/1.2.158>
- Gordon, V., & Martin, D. (2018). The 21st-century CEO: Intrinsic attributes, worldview, and communication capabilities. *Journal of Leadership & Organizational Studies*, 26(2), 141–149. <https://doi.org/10.1177/1548051818793338>
- Grant-Smith, D. C. C., & Colley, L. K. (2018). Of ‘strong’ leadership, crisis communication, and pooper scoopers: change in the Queensland Public Service under Newman. *Australian Journal of Public Administration*, 77(2), 236–252. <https://doi.org/10.1111/1467-8500.12311>
- Gröschl, S., Gabaldón, P., & Hahn, T. (2019). The co-evolution of leaders’ cognitive complexity and corporate sustainability: The case of the CEO of Puma. *Journal of Business Ethics*, 155(3), 741–762. <https://doi.org/10.1007/s10551-017-3508-4>
- Groves, K. S. (2016). Testing a moderated mediation model of transformational leadership, values, and organization change. *Journal of Leadership & Organizational Studies*, 27(1), 35–48. <https://doi.org/10.1177/1548051816662614>
- Guba, E. G., & Lincoln, Y. S. (1994). Competing paradigms in qualitative research. In N. K. Denzin & Y. S. Lincoln (Eds.), *Handbook of qualitative research* (pp. 163–194). Sage Publications, Inc.
- Gurd, B. (2015). Giddens’ Structuration: Problems and prognosis in management research. *29th Annual Conference of the Australian and New Zealand Academy of Management*, 1–11. [https://www.anzam.org/wp-content/uploads/pdf-manager/2705\\_374.PDF](https://www.anzam.org/wp-content/uploads/pdf-manager/2705_374.PDF)
- Gustafsson, J. (2017). *Single case studies vs. multiple case studies: A comparative study*.
- Haas, A., & De Rozario, P. (2020). Making change happen: Exploring the change discourse of managers in a CSR context. *International Journal of Business Communication*, 1–22. <https://doi.org/10.1177/2329488420978601>
- Hammond, M., Palanski, M., & Clapp-Smith, R. (2014). Beyond (just) the workplace: A theory of leader development across multiple domains. *Academy of Management Review*, 42(3), 481–498.
- Heracleous, L., & Barrett, M. (2001). Organizational change as discourse:

- Communicative actions and deep structures in the context of information technology. *The Academy of Management Journal*, 44(4), 755–778.
- Hill, N. S., Seo, M. G., Kang, J. H., & Taylor, M. S. (2012). Building employee commitment to change across organizational levels: The influence of hierarchical distance and direct managers' transformational leadership. *Organization Science*, 23(3), 758–777.  
<https://doi.org/10.1287/orsc.1110.0662>
- Hollander, E. P., & Offermann, L. R. (1990). Relational features of organizational leadership and followership. In K. E. Clark & M. B. Clark (Eds.), *Measures of leadership* (pp. 83–97). Leadership Library of America.
- Holten, A. L., & Brenner, S. O. (2015). Leadership style and the process of organizational change. *Leadership and Organization Development Journal*, 36(1), 2–16. <https://doi.org/10.1108/LODJ-11-2012-0155>
- Hughes, M. (2017). Reflections: Studying Organizational Change Leadership as a Subfield. *Journal of Change Management*, 18(1), 10–22.  
<https://doi.org/10.1080/14697017.2017.1387219>
- Ikhsan, M. (2021). 3 lembaga angkat suara soal penggabungan BRIN ala Jokowi. CNN Indonesia. <https://www.cnnindonesia.com/teknologi/20210505180658-199-639047/3-lembaga-angkat-suara-soal-penggabungan-brin-ala-jokowi>
- İkinici, S. S. (2014). Organizational change: Importance of leadership style and training. *Management and Organizational Studies*.  
<https://doi.org/10.5430/mos.v1n2p122>
- Inglis, D., & Thorpe, C. (2012). An invitation to social theory. In *Polity Press*. Polity Press.
- Ingram, M., Chang, J., Kunz, S., Piper, R., de Zapien, J. G., & Strawder, K. (2016). Women's health leadership to enhance community health workers as change agents. *Health Promotion Practice*, 17(3), 391–399.  
<https://doi.org/10.1177/1524839916637047>
- Irawanto, D. W., Ramsey, P. L., & Ryan, J. C. (2011). Tailoring leadership theory to Indonesian culture. *Global Business Review*, 12(3), 355–366.  
<https://doi.org/10.1177/097215091101200301>
- Ismail, I. (2008). Pengaruh budaya organisasi terhadap kepemimpinan dan kinerja Karyawan Pemerintah Kabupaten-kabupaten di Madura. *EKUITAS (Jurnal Ekonomi Dan Keuangan)*, 12(1), 18–36.
- James, W. (2005). The impact of corporatisation and national competition policy.: An exploratory study of organizational change and leadership style. *Leadership and Organization Development Journal*, 26(4), 289–309.  
<https://doi.org/10.1108/01437730510600661>
- Jennings, P. D., & Greenwood, R. (2003). Constructing the iron cage: institutional theory and enactment. In R. Westwood & S. Clegg (Eds.), *Debating Organization: Point-Counterpoint in Organization Studies* (pp. 195–207).
- Kan, M. M. (2019). Legacy, leadership, and a leadership legacy. *Journal of Management and Organization*, 25(3), 382–385.  
<https://doi.org/10.1017/jmo.2019.29>
- Kearney, K. S. (2013). Emotions and sensemaking: A consideration of a community college presidential transition. *Community College Journal of*



- Research and Practice*, 37(11), 901–914.  
<https://doi.org/10.1080/10668926.2012.744951>
- Kennedy, J. (2015). Relocation as a catalyst for change: How leadership empowered employees and achieved organizational change at Sanofi Canada. *Journal of Professional Communication*.  
<https://doi.org/10.15173/jpc.v4i1.2615>
- Koschmann, M. (2010). Communication as a distinct mode of explanation makes a difference. *Communication Monographs*, 77(4), 431–434.  
<https://doi.org/10.1080/03637751.2010.523593>
- Kovačević, J., Rahimić, Z., & Šehić, D. (2018). Policy makers' rhetoric of educational change: A critical analysis. *Journal of Educational Change*, 19(3), 375–417. <https://doi.org/10.1007/s10833-018-9322-7>
- Kraft, A., Sparr, J. L., & Peus, C. (2018). Giving and making sense about change: The back and forth between leaders and employees. *Journal of Business and Psychology*, 33(1), 71–87. <https://doi.org/10.1007/s10869-016-9474-5>
- Kuipers, B. S., Higgs, M., Kickert, W., Tummers, L., Grandia, J., & Van Der Voet, J. (2014). The management of change in public organizations: A literature review. *Public Administration*, 92(1), 1–20.  
<https://doi.org/10.1111/padm.12040>
- Leavy, P. (2017). *Research design: Quantitative, qualitative, mixed methods, arts-based, and community-based participatory research approaches*. The Guilford Press.
- Lewis, L. K. (2011). *Organizational Change*. Wiley-Blackwell.  
<https://doi.org/10.1002/9781444340372>
- Lewis, L. K., Schmisser, A. M., Stephens, K. K., & Weir, K. E. (2006). Advice on communicating during organizational change: The content of popular press books. *Journal of Business Communication*, 43(2), 113–137.  
<https://doi.org/10.1177/0021943605285355>
- LIPI. (2018a). *Kepala LIPI: Sivitas LIPI harus kompak hadapi era perubahan*. <http://lipi.go.id/berita/kepala-lipi:-sivitas-lipi-harus-kompak-hadapi-era-perubahan/20748>
- LIPI. (2018b). *Laksana Tri Handoko, Kepala Baru LIPI yang diharapkan bawa kemajuan iptek Indonesia* [Press release]. <http://lipi.go.id/siaranpress/laksana-tri-handoko-kepala-baru-lipi-yang-diharapkan-bawa-kemajuan-iptek-indonesia/20634>
- LIPI. (2018c). *LIPI ajak segenap sivitasnya untuk bersatu, berbagi dan berprestasi di kancah iptek global*. <http://lipi.go.id/berita/lipi-ajak-segenap-sivitasnya-untuk-bersatu-berbagi-dan-berprestasi-di-kancah-iptek-global/20668>
- LIPI. (2018d). *LIPI sediakan Beasiswa By Research*. <http://lipi.go.id/berita/lipi-sediakan-beasiswa-by-research/21377>
- LIPI. (2018e). *Pengelolaan SDM iptek Jadi syarat lembaga penelitian profesional*. <http://lipi.go.id/berita/pengelolaan-sdm-iptek-jadi-syarat-lembaga-penelitian-profesional/21312>
- LIPI. (2019a). *Benahi manajemen riset, LIPI lakukan revitalisasi proses bisnis*. <http://lipi.go.id/berita/benahi-manajemen-riset-lipi-lakukan-revitalisasi->



proses-bisnis/21468

LIPI. (2019b). *Disiapkan, empat jabatan fungsional baru untuk aktivitas penelitian.* <http://lipi.go.id/berita/disiapkan-empat-jabatan-fungsional-baru-untuk-aktivitas-penelitian/21714>

LIPI. (2019c). *Kepala LIPI tekankan kompetensi dan integritas untuk hadapi perkembangan.* <http://lipi.go.id/berita/kepala-lipi-tekankan-kompetensi-dan-integritas-untuk-hadapi-perkembangan/21697>

LIPI. (2019d). *LIPI dorong pertambahan jumlah pemimpin riset berkualifikasi tinggi.* <http://lipi.go.id/berita/lipi-dorong-pertambahan-jumlah-pemimpin-riset-berkualifikasi-tinggi/21776>

LIPI. (2019e). *LIPI lakukan pemberahan manajemen internal.* <http://lipi.go.id/berita/LIPI-Lakukan-Pemberahan-Manajemen-Internal/21514>

LIPI. (2019f). *LIPI optimalkan peran pejabat fungsional.* <http://lipi.go.id/berita/lipi-optimalkan-peran-pejabat-fungsional-/21636>

LIPI. (2019g). *LIPI perkuat tata kelola organisasi.* <http://lipi.go.id/berita/lipi-perkuat-tata-kelola-organisasi/21608>

LIPI. (2019h). *LIPI rintis ekosistem riset untuk diaspora peneliti Indonesia [Press release].* <http://lipi.go.id/siaranpress/lipi-rintis-ekosistem-riset-untuk-diaspora-peneliti-indonesia/21886>

LIPI. (2019i). *Peningkatan kualitas SDM jadi jantung kinerja lembaga pemerintahan.* <http://lipi.go.id/berita/peningkatan-kualitas-sdm-jadi-jantung-kinerja-lembaga-pemerintahan/21740>

LIPI. (2019j). *Profil LIPI.* LIPI.

LIPI. (2019k). *Reformasi proses bisnis LIPI jadi titik awal pemberahan manajemen internal.* <http://lipi.go.id/berita/reformasi-proses-bisnis-lipi-jadi-titik-awal-pemberahan-manajemen-internal/21501>

LIPI. (2019l). *Talenta unggul lahir dari ekosistem yang mendukung.* <http://lipi.go.id/berita/talenta-unggul-lahir-dari-ekosistem-yang-mendukung/21789>

LIPI. (2020a). *103 orang lolos seleksi Calon Pegawai Negeri Sipil (CPNS) LIPI 2019 [Press release].* <http://lipi.go.id/siaranpress/103-orang-lolos-seleksi-calon-pegawai-negeri-sipil-cpns-lipi-2019-/22202>

LIPI. (2020b). *Laporan Kinerja Lembaga Ilmu Pengetahuan Indonesia Tahun 2020.*

LIPI. (2020c). *LIPI siapkan layanan laboratorium riset terintegrasi untuk industri [Press release].* <http://lipi.go.id/siaranpress/lipi-siapkan-layanan-laboratorium-riset-terintegrasi-untuk-industri/22272>

LIPI. (2021a). *54 tahun LIPI: Kesiapan transisi menuju transformasi lembaga [Press release].* <http://lipi.go.id/siaranpress/54-Tahun-LIPI-Kesiapan-Transisi-Menuju-Transformasi-Lembaga/22486>

LIPI. (2021b). *Formasi jabatan peneliti untuk kemandirian riset Indonesia [Press release].* <http://lipi.go.id/siaranpress/formasi-jabatan-peneliti-untuk-kemandirian-riset-indonesia/22437>

LIPI. (2021c). *LIPI terapkan infrastruktur riset terbuka.*

<http://lipi.go.id/berita/lipi-terapkan-infrastruktur-riset-terbuka/22461>



- LIPI. (2021d). *Mendukung ekosistem riset dan inovasi, BRIN siapkan penyediaan infrastruktur open platform.* <http://lipi.go.id/berita/mendukung-ekosistem-riset-dan-inovasi-brin-siapkan-penyediaan-infrastruktur-open-platform/22476>
- LIPI. (2021e). *Peran strategis Ilmuwan sosial- humaniora dalam pembangunan bangsa.* <http://lipi.go.id/berita/peran-strategis-ilmuwan-sosial-humaniora-dalam-pembangunan-bangsa/22450>
- LIPI. (2021f). *Revitaliasi manajemen riset untuk ekosistem dunia penelitian yang lebih baik.* <http://lipi.go.id/berita/revitaliasi-manajemen-riset-untuk-ekosistem-dunia-penelitian-yang-lebih-baik/22403>
- LIPI. (2021g). *Semester I, prioritas nasional LIPI bidang IPT fokus pada kesehatan.* <http://lipi.go.id/berita/semester-i-prioritas-nasional-lipi-bidang-ipt-fokus-pada-kesehatan/22453>
- LIPI. (2021h). *Tetap optimal dan disiplin bekerja dari rumah.* <http://lipi.go.id/berita/tetap-optimal-dan-disiplin-bekerja-dari-rumah-/22448>
- Littlejohn, S. W., Foss, K. A., & Oetzel, J. G. (2017). *Theories of human communication* (Eleventh). Waveland Press, Inc.
- Lord, R. G., Gatti, P., & Chui, S. L. M. (2016). Social-cognitive, relational, and identity-based approaches to leadership. *Organizational Behavior and Human Decision Processes*, 136, 119–134.  
<https://doi.org/10.1016/j.obhdp.2016.03.001>
- Lunenburg, F. C. (2010). Managing change: The role of the change agent. *International Journal of Management, Business, and Administration*, 13(1), 1–6.
- Luo, Y., & Jiang, H. (2014). Effective public relations leadership in organizational change: A study of multinationals in Mainland China. *Journal of Public Relations Research*, 26(2), 134–160.  
<https://doi.org/10.1080/1062726X.2013.864241>
- Madsani. (2020). *Pelantikan Pejabat Fungsional Secara Virtual oleh Kepala BPPT.* <https://renkeu.bppt.go.id/berita/143-pelantikan-pejabat-fungsional secara-virtual-oleh-kepala-bppt>
- Maitlis, S., & Sonenshein, S. (2010). Maitlis, S. *Journal of Management Studies*, 47(3), 551–580.
- Marshall, S. G. (2012). Educational middle change leadership in New Zealand: The meat in the sandwich. *International Journal of Educational Management*, 26(6), 502–528. <https://doi.org/10.1108/09513541211251361>
- Matarazzo, G., Fernandes, A., & Alcadipani, R. (2020). Police institutions in the face of the pandemic: Sensemaking, leadership, and discretion. *Revista de Administracao Publica*, 54(4), 898–908. <https://doi.org/10.1590/0034-761220200178x>
- Matsumura, L. C., & Wang, E. (2014). Principals' sensemaking of coaching for ambitious reading instruction in a high-stakes accountability policy environment. *Education Policy Analysis*, 22(51), 1–32.
- McClellan, J. G., & Sanders, M. L. (2013). (Re)organizing organizational communication pedagogy: Attending to the salient qualities of a communicative approach to organization. *Review of Communication*, 13(4),

- 249–268. <https://doi.org/10.1080/15358593.2014.886334>
- McCombs, M. E., & Shaw, D. L. (1993). The evolution of agenda-setting research: Twenty-five years in the marketplace of ideas. *Journal of Communication*, 43(2), 58–67.  
<http://search.ebscohost.com/login.aspx?direct=true&db=ufh&AN=9306235359&site=ehost-live>
- Men, L. R., Yue, C. A., & Liu, Y. (2020). “Vision, passion, and care:” The impact of charismatic executive leadership communication on employee trust and support for organizational change. *Public Relations Review*, 46(3), 101927.  
<https://doi.org/10.1016/j.pubrev.2020.101927>
- Miller, K. (2005). *Communication theories*. Macgraw-Hill.
- Minei, E. M. (2015). Discursive leadership: Harmonious and discordant framing-to-sensemaking outcomes. *Journal of Creative Communications*, 10(2), 141–160. <https://doi.org/10.1177/0973258615597382>
- Morais-Storz, M., Nguyen, N., & Sætre, A. S. (2020). Post-failure success: Sensemaking in problem representation reformulation. *Journal of Product Innovation Management*, 37(6), 483–505. <https://doi.org/10.1111/jpim.12552>
- Mukhtas, H. (2018). Formulasi kebijakan restrukturisasi organisasi markas besar Polri pasca reformasi 1998. *Dharma Praja*, 11(2), 113.
- Myers, P., Hulks, S., & Wiggins, L. (2012). *Organizational change: Perspectives on theory and practice*. Oxford University Press.
- Nature. (2021). Indonesia’s science super-agency must earn researchers’ trust. *Nature*, 151–152. <https://doi.org/10.1038/d41586-021-02419-4>
- Neuman, W. L. (2014). *Social research methods: Qualitative and quantitative approaches* (Seventh Ed). Pearson Education Limited.
- Neves, P., & Schyns, B. (2018). With the bad comes what change? The interplay between destructive leadership and organizational change. *Journal of Change Management*, 18(2), 91–95.  
<https://doi.org/10.1080/14697017.2018.1446699>
- Nohe, C., & Michaelis, B. (2016). Team OCB, leader charisma, and organizational change: A multilevel study. *The Leadership Quarterly*, 27(6), 883–895. <https://doi.org/10.1016/j.lequa.2016.05.006>
- Oborn, E., Barrett, M., & Dawson, S. (2013). Distributed leadership in policy formulation: A sociomaterial perspective. *Organization Studies*, 34(2), 253–276. <https://doi.org/10.1177/0170840612473552>
- Onyeneke, G. B., & Abe, T. (2021). The effect of change leadership on employee attitudinal support for planned organizational change. *Journal of Organizational Change Management*, 34(2), 403–415.  
<https://doi.org/10.1108/jocm-08-2020-0244>
- Ophilia, A., & Hidayat, Z. (2021). Leadership communication during organizational change: Internal communication strategy: A case study in multinational company operating in Indonesia. *Academic Journal of Interdisciplinary Studies*, 10(2), 24. <https://doi.org/10.36941/ajis-2021-0035>
- Packard, T. (2019). Organizational change tactics in a homeless services agency. *Nonprofit Management and Leadership*, 30(2), 353–363.  
<https://doi.org/10.1002/nml.21386>



- Pagel, S., & Westerfelhaus, R. (2019). "The leopard does not change its spots": Structuration Theory and the process of managerial decision-making regarding popular management theories. *International Journal of Business Communication*. <https://doi.org/10.1177/2329488419829890>
- Park, V., Daly, A. J., & Guerra, A. W. (2013). Strategic framing: How leaders craft the meaning of data use for equity and learning. *Educational Policy*, 27(4), 645–675. <https://doi.org/10.1177/0895904811429295>
- Peng, A. C., Lin, H. E., Schaubroeck, J., McDonough, E. F., Hu, B., & Zhang, A. (2016). CEO intellectual stimulation and employee work meaningfulness: The moderating role of organizational context. *Group and Organization Management*, 41(2), 203–231. <https://doi.org/10.1177/1059601115592982>
- Peraturan Badan Pengkajian dan Penerapan Teknologi Republik Indonesia Nomor 12 Tahun 2017 tentang Organisasi dan Tata Kerja Badan Pengkajian dan Penerapan Teknologi. Lembaran Negara RI Tahun 2017 Nomor 1543. Direktorat Jenderal Peraturan Perundang-undanga*, (2017).
- Ponting, S. S. A. (2020). Organizational identity change: impacts on hotel leadership and employee wellbeing. *Service Industries Journal*. <https://doi.org/10.1080/02642069.2019.1579799>
- Portoghese, I., Galletta, M., Battistelli, A., Saiani, L., Penna, M. P., & Allegrini, E. (2012). Change-related expectations and commitment to change of nurses: The role of leadership and communication. *Journal of Nursing Management*, 20(5), 582–591. <https://doi.org/10.1111/j.1365-2834.2011.01322.x>
- Pratt, T. J., Smollan, R. K., & Pio, E. (2019). Transitional leadership to resolve conflict, facilitate change and restore wellbeing. *International Journal of Organizational Analysis*, 27(4), 1053–1072. <https://doi.org/10.1108/IJOA-05-2018-1419>
- Raelin, J. A. (2012). Dialogue and deliberation as expressions of democratic leadership in participatory organizational change. *Journal of Organizational Change Management*. <https://doi.org/10.1108/09534811211199574>
- Rahma, N. M. (2020). Struktur organisasi pasca kebijakan penghapusan Eselon III-IV: Studi Kasus PDDI LIPI. *Jurnal Ilmu Administrasi: Media Pengembangan Ilmu Dan Praktek Administrasi*, 17(2), 255–272. <https://doi.org/10.31113/jia.v17i2.607>
- Rahman, Z., & Hadi, H. K. (2019). Does organizational culture matters in organizational change? Transformational leadership and cynicism about organizational change. *KnE Social Sciences*, 3(11), 353. <https://doi.org/10.18502/kss.v3i11.4019>
- Ramcharan, R. S., & Parumasur, S. B. (2014). Leadership effectiveness in managing change, motivating employees and communication and the influence of leadership styles. *Corporate Ownership and Control*. <https://doi.org/10.22495/cocv12i1c9p11>
- Reeelder, D. (2006). Leadership and priority setting: The perspective of hospital CEOs. *Health Policy*, 79(1), 24–34. <https://doi.org/10.1016/j.healthpol.2005.11.009>
- Robert, K., & Ola, L. (2021). Reflexive sensegiving: An open-ended process of influencing the sensemaking of others during organizational change.



- European Management Journal*, 39(4), 476–486.  
<https://doi.org/10.1016/j.emj.2020.10.007>
- Robinson, S. (2013). “It ain’t what you do it’s the way that you do it”: Lessons for health care from decommissioning of older people’s services. *Health and Social Care in the Community*, 21(6), 614–622.  
<https://doi.org/10.1111/hsc.12046>
- Rodríguez, C., & Bélanger, E. (2014). Stories and metaphors in the sensemaking of multiple primary health care organizational identities. *BMC Family Practice*, 15(1). <https://doi.org/10.1186/1471-2296-15-41>
- Rouleau, L. (2005). Micro-practices of strategic sensemaking and sensegiving: How middle managers interpret and sell change every day. *Journal of Management Studies*, 42(7), 1413–1441. <https://doi.org/10.1111/j.1467-6486.2005.00549.x>
- Ruben, B. D., & Gigliotti, R. A. (2016). Leadership as social influence: An expanded view of leadership communication theory and practice. *Journal of Leadership and Organizational Studies*.  
<https://doi.org/10.1177/1548051816641876>
- Ruben, B. D., & Gigliotti, R. A. (2017). Communication: Sine qua non of organizational leadership theory and practice. *International Journal of Business Communication*. <https://doi.org/10.1177/2329488416675447>
- Ruben, B. D., & Stewart, L. P. (2016). *Communication and human behavior* (5th ed.). Pearson Education Limited.
- Sahlin, S. (2019). Collaboration with private companies as a vehicle for school improvement: Principals’ experiences and sensemaking. *Journal of Professional Capital and Community*, 4(1), 15–35.  
<https://doi.org/10.1108/JPCC-03-2018-0013>
- Sandberg, J., & Tsoukas, H. (2014). Making sense of the sensemaking perspective: Its constituents, limitations, and opportunities for further development. *Journal of Organizational Behavior*, 36(S1), S6–S32.  
<https://doi.org/10.1002/job.1937>
- Sequeira, A. S. (2019). Leadership in a VUCA organizational context: Are we ready for a paradigm change? *Proceedings of the 15th European Conference on Management, Leadership and Governance, ECMLG 2019*.  
<https://doi.org/10.34190/MLG.19.038>
- Seyranian, V. (2014). Social identity framing communication strategies for mobilizing social change. *Leadership Quarterly*.  
<https://doi.org/10.1016/j.lequa.2013.10.013>
- Shriberg, M., & Harris, K. (2012). Building sustainability change management and leadership skills in students: Lessons learned from “Sustainability and the Campus” at the University of Michigan. *Journal of Environmental Studies and Sciences*. <https://doi.org/10.1007/s13412-012-0073-0>
- Shulga, L. V. (2020). Change management communication: The role of meaningfulness, leadership brand authenticity, and gender. *Cornell Hospitality Quarterly*. <https://doi.org/10.1177/1938965520929022>
- Shvindina, H. (2017). Leadership as a driver for organizational change. *Business Ethics and Leadership*. <https://doi.org/10.21272/bel.2017.1-09>



- Simanjuntak, M. H. (2021). *BPPT sebut konsolidasi bukan berarti peleburan BPPT ke BRIN*. Antaranews.Com.  
<https://www.antaranews.com/berita/2142722/bppt-sebut-konsolidasi-bukan-berarti-peleburan-bppt-ke-brin>
- SIMPEG LIPI. (2021). *Profil SDM LIPI*. Sistem Informasi Pegawai LIPI.  
<https://simpeg.lipi.go.id/index.php?page=4>
- Şişman, M. (2015). Leadership in the formation and change of school culture. In *Springer Proceedings in Complexity*. [https://doi.org/10.1007/978-3-319-09710-7\\_8](https://doi.org/10.1007/978-3-319-09710-7_8)
- Sparr, J. L. (2018). Paradoxes in organizational change: the crucial role of leaders' sensegiving. *Journal of Change Management*, 18(2), 162–180.  
<https://doi.org/10.1080/14697017.2018.1446696>
- Stake, R. E. (2005). Qualitative case studies. In N. K. Denzin & Y. S. Lincoln (Eds.), *The Sage handbook of qualitative research* (pp. 443–465). SAGE Publications Inc.
- Stauffer, D. C., & Maxwell, D. L. (2020). Transforming servant leadership, organizational culture, change, sustainability, and courageous leadership. *Journal of Leadership, Accountability and Ethics*, 17(1).  
<https://doi.org/10.33423/jlae.v17i1.2793>
- Steinbauer, R., Rhew, N. D., & Chen, H. S. (2015). From stories to schemas: A dual systems model of leaders' organizational sensemaking. *Journal of Leadership and Organizational Studies*, 22(4), 404–412.  
<https://doi.org/10.1177/1548051815598007>
- Stewart, J., & Kringas, P. (2003). *Change management – strategy and values Six case studies from the Australian Public Sector University of Canberra Canberra ACT 2601 Australia*.
- Suhardi, G. (2021). *Perpres BRIN disandera*. Media Indonesia.
- Suwaryo, J., Daryanto, H. K. K., & Maulana, A. (2015). Organizational culture change and its effect on change readiness through organizational commitment. *International Journal of Administrative Science & Organization*, 22(1). <https://doi.org/10.20476/jbb.v22i1.5431>
- Tambunan, C. M. (2021). *Gaya komunikasi kepemimpinan Mahfud MD sebagai menteri koordinator politik hukum dan keamanan*. Universitas Pelita Harapan.
- Thiessen, A., & Ingenehoff, D. (2011). Safeguarding reputation through strategic, integrated and situational crisis communication management: Development of the integrative model of crisis communication. *Corporate Communications: An International Journal*, 16(1), 8–26.  
<https://doi.org/10.1108/13563281111100944>
- Tomo, A. (2019). Bureaucracy, post-bureaucracy, or anarchy? Evidence from the Italian Public Administration. *International Journal of Public Administration*, 42(6), 482–496.  
<https://doi.org/10.1080/01900692.2018.1485045>
- Torres, D. H., & Fyke, J. P. (2013). Communicating resilience: A discursive leadership perspective. *M/C Journal*, 16(5), 1–13.  
<https://doi.org/10.5204/mcj.712>



- Twyford, K., & Le Fevre, D. (2019). Leadership, uncertainty and risk: How leaders influence teachers. *Journal of Professional Capital and Community*, 4(4), 309–324. <https://doi.org/10.1108/JPCC-02-2019-0002>
- Uhl-Bien, M., Marion, R., & McKelvey, B. (2007). Complexity Leadership Theory: Shifting leadership from the industrial age to the knowledge era. *Leadership Quarterly*. <https://doi.org/10.1016/j.lequa.2007.04.002>
- Undang-Undang Nomor 11 Tahun 2019 tentang Sistem Nasional Ilmu Pengetahuan dan Teknologi. Lembaran Negara Republik Indonesia Tahun 2019 Nomor 148, Tambahan Lembaran Negara Republik Indonesia Nomor 6374. Jakarta.*
- Utomo, Y. W. (2019a). *Melihat demonstrasi ala peneliti dan profesor riset Indonesia*. Kompas.Com.  
<https://sains.kompas.com/read/2019/02/09/160753423/melihat-demonstrasi-ala-peneliti-dan-profesor-riset-indonesia>
- Utomo, Y. W. (2019b). *Melihat demonstrasi ala peneliti dan profesor riset Indonesia*. Kompas.Com.  
<https://sains.kompas.com/read/2019/02/09/160753423/melihat-demonstrasi-ala-peneliti-dan-profesor-riset-indonesia>
- van der Voet, J. (2016). Change leadership and public sector organizational change: Examining the interactions of transformational leadership style and red tape. *American Review of Public Administration*, 46(6), 660–682.  
<https://doi.org/10.1177/0275074015574769>
- Veliquette, A. J. (2013). Structuration Theory's relevance to HRD: A review and application. *Human Resource Development Review*, 12(2), 200–220.  
<https://doi.org/10.1177/1534484312461636>
- Vogel, R., & Masal, D. (2015). Public Leadership: A review of the literature and framework for future research. *Public Management Review*, 17(8), 1165–1189. <https://doi.org/10.1080/14719037.2014.895031>
- Waddock, S. (2019). Shaping the shift: Shamanic leadership, memes, and transformation. *Journal of Business Ethics*, 155(4), 931–939.  
<https://doi.org/10.1007/s10551-018-3900-8>
- Walker, R. C., & Aritz, J. (2015). Women doing leadership: Leadership styles and organizational culture. *International Journal of Business Communication*.  
<https://doi.org/10.1177/2329488415598429>
- Warwick-Giles, L., & Checkland, K. (2018). Integrated care: Using “sensemaking” to understand how organisations are working together to transform local health and social care services. *Journal of Health Organization and Management*, 32(1), 85–100.  
<https://doi.org/10.1108/JHOM-03-2017-0057>
- Weick, K. E. (1979). *The social psychology of organizing* (Second Edi). Addison-Wesley.
- Weick, K. E. (1995). *Sensemaking in organizations* (Vol. 3). Sage.
- Weick, K. E., Sutcliffe, K. M., & Obstfeld, D. (2005). Organizing and the process of sensemaking. *Organization Science*, 16(4), 409–421.  
<https://doi.org/10.1287/orsc.1050.0133>
- Whittington, R. (2015). Giddens, structuration theory and strategy as practice. In



- E. Golsorkhi, D., Rouleau, L., Seidl, D., & Vaara (Ed.), *Cambridge Handbook of Strategy as Practice, Second Edition* (pp. 145–164).  
<https://doi.org/10.1017/CCO9781139681032.009>
- Whittle, A., Housley, W., Gilchrist, A., Mueller, F., & Lenney, P. (2015). Category predication work, discursive leadership and strategic sensemaking. *Human Relations*, 68(3), 377–407.  
<https://doi.org/10.1177/0018726714528253>
- Widianto, S., Lestari, S. D., Adna, B. E., Sukoco, B. M., & Nasih, M. (2021). Dynamic managerial capabilities, organisational capacity for change and organisational performance: the moderating effect of attitude towards change in a public service organisation. *Journal of Organizational Effectiveness*, 8(1), 149–172. <https://doi.org/10.1108/JOEPP-02-2020-0028>
- Yang, Y. F. (2011). Leadership and satisfaction in change commitment. *Psychological Reports*, 108(3), 717–736.  
<https://doi.org/10.2466/01.28.PR0.108.3.717-736>
- Yang, Y. F. (2014). Transformational leadership in the consumer service workgroup: Competing models of job satisfaction, change commitment, and cooperative conflict resolution. *Psychological Reports*, 114(1), 33–49.  
<https://doi.org/10.2466/01.14.PR0.114k11w3>
- Yeo, R. K., & Marquardt, M. (2015). Think before you act: Organizing structures of action in technology-induced change. *Journal of Organizational Change Management*, 28(4), 511–528. <https://doi.org/10.1108/JOCM-12-2013-0247>
- Yetano, A. (2013). What drives the institutionalization of performance measurement and management in local government. *Public Performance and Management Review*, 37(1), 59–86. <https://doi.org/10.2753/PMR1530-9576370103>
- Yin, R. K. (2018). *Case study research and applications: Design and methods* (Sixth). SAGE Publications, Inc.
- Yue, C. A., Men, L. R., & Ferguson, M. A. (2019). Bridging transformational leadership, transparent communication, and employee openness to change: The mediating role of trust. *Public Relations Review*.  
<https://doi.org/10.1016/j.pubrev.2019.04.012>
- Yukl, G. A., & Gardner, W. L. I. (2020). *Leadership in organizations* (Ninth edit). Pearson Education, Inc.
- Zhou, A. (2021). *Causal effects of affordance change on communication behavior: Empirical evidence from organizational and leadership social media use*. Center for Open Science. <https://doi.org/10.31219/osf.io/53pc2>
- Zogjani, J., & Raçi, S. (2015). The role of leadership in achieving sustainable organizational change and the main approaches of leadership during organizational change. *Academic Journal of Interdisciplinary Studies*.  
<https://doi.org/10.5901/ajis.2015.v4n3p65>