

DAFTAR PUSTAKA

Avey, J. B., Wernsing, T. S. and Luthans, F. (2008) 'Can Positive Employees Help Positive Organizational Change? Impact of Psychological Capital and Emotions on Relevant Attitudes and Behaviors', *The Journal of Applied Behavioral Science*, 44(1), pp. 48–70. doi: 10.1177/0021886307311470.

Ayuningtyas, D. (2022) *Manajemen Strategis Organisasi Pelayanan Kesehatan: Konsep dan Langkah Praktis*. Edisi 1, c. Edited by Y. N. I. Sari. Depok: Rajawali Pers.

B2P2TOOT (2019) *Profil B2P2TOOT*. Tawangmangu: B2P2TOOT Badan Litbangkes.

Boohene, R. and Williams, A. A. (2012) 'Resistance to Organisational Change : A Case Study of Oti Yeboah Complex Limited', *International Business and Management*, 4(1), pp. 135–145. doi: 10.3968/j.ibm.1923842820120401.1040.

Cummings, S., Bridgman, T. and Brown, K. G. (2016) 'Unfreezing change as three steps : Rethinking Kurt Lewin ' s legacy for change management', *Human Relations*, 69, pp. 33–60. doi: 10.1177/0018726715577707.

David Desplaces (2005) 'A Multilevel Approach to Individual Readiness to Change', *Journal of Behavioral and Applied Management*, (September). doi: 10.21818/001c.14568.

Diana and Aslami, N. (2022) 'Analisis Dampak Implementasi Change Management Terhadap Sebuah Organisasi', *Jurnal Ekonomi Manajemen Akuntansi dan Keuangan*, 3(3), pp. 1089–1096.

Eurofound (2012) *Fifth European Working Conditions Survey*. Luxembourg.

Fachrunnisa, O. et al. (2019) 'Empowering Leadership and Individual Readiness to Change : the Role of People Dimension and Work Method', *Journal of the Knowledge*

Economy. Journal of the Knowledge Economy, (December). doi: 10.1007/s13132-019-00618-z.

Ferwerda, J. (2011) *Perceptions of organizational change and the psychological contract*. Universiteit Van Tilburg.

Fitria, N. J. L. (2021) ‘Pembentukan Badan Riset dan Inovasi Nasional sebagai Upaya Menuju Good Governance dengan Prinsip Reformasi Birokrasi’, *Jurnal Wacana Publik*, 15(02), pp. 105–110.

Gigliotti, R. *et al.* (2018) ‘The Role of Perceived Organizational Support in Individual Change Readiness’, *Journal of Change Management*. Taylor & Francis, 19(2), pp. 86–100. doi: 10.1080/14697017.2018.1459784.

Hameed, I. *et al.* (2017) ‘Managing Successful Change Efforts in the Public Sector : An Employee ’ s Readiness for Change Perspective’, *Review of Public Personnel Administration*, pp. 1–24. doi: 10.1177/0734371X17729869.

Hodge, B. J., Anthony, W. P. and Gales, L. M. (2003) *Organization Theory : A Strategic Approach*. 6th edn. Upper Saddle River N.J: Prentice Hall.

Hortusmedicus, R. (2022) *Laporan Bulanan Pasien RRJ Hortus Medicus Tahun 2022*. Tawangmangu.

Hussain, S. T. *et al.* (2016) ‘Journal of Innovation Conceptual paper Kurt Lewin ’ s process model for organizational change : The role of leadership and employee involvement : A critical review’, *Journal of Innovation & Knowledge*. Journal of Innovation & Knowledge, pp. 1–7. doi: 10.1016/j.jik.2016.07.002.

Hussain, S. T. *et al.* (2021) ‘Transformational Leadership and Organizational Change Examining the Mediational Approach of Knowledge Sharing’, *International Journal of Asian Business and Information Management*, 12(2), pp. 84–95. doi: 10.4018/IJABIM.20210401.oa5.

Indra, Y. and Retnandari, N. D. (2021) *Employee Willingness to Relocate: A Study on Indonesia's Capital Relocation Plan*. Universitas Gadjah Mada.

Irawati, E. et al. (2017) *Modul Pelatihan Lanjutan Analis Kebijakan*. Jakarta: Pusat Pembinaan Analis Kebijakan LAN RI.

Isern, J. and Pung, C. (2007) 'Harnessing energy to drive organizational change', *The McKinsey Quarterly*. New York: McKinsey & Company, Inc. PP - New York, (1), pp. 16–19. Available at: <https://www.proquest.com/scholarly-journals/harnessing-energy-drive-organizational-change/docview/224536633/se-2?accountid=13771>.

Karasvirta, S. and Teerikangas, S. (2022) 'Change Organizations in Planned Change – A Closer Look', *Journal of Change Management: Reframing Leadership and Organizational Practice*, 22, pp. 163–201. doi: 10.1080/14697017.2021.2018722.

Kaswan (2019) *Perubahan dan Pengembangan Organisasi*. Bandung: Penerbit Yrama Widya.

Kementerian Kesehatan (2010) *Peraturan Menteri Kesehatan RI Nomor : 003/Menkes/Per/I/2010 tentang Saintifikasi Jamu dalam Penelitian Berbasis Pelayanan Kesehatan*. Jakarta, Republik Indonesia.

Kementerian Kesehatan (2022a) *Peraturan Menteri Kesehatan Nomor 26 Tahun 2022 tentang Organisasi dan Tata Kerja Rumah Sakit di Lingkungan Kementerian Kesehatan*. Indonesia.

Kementerian Kesehatan (2022b) *Permenkes No 5 Tahun 2022 tentang Organisasi dan Tata Kerja Kementerian Kesehatan*. Indonesia.

Kezar, A. (2001) 'Understanding and Facilitating Organizational Change in the 21st Century: Recent Research and Conceptualizations', in *ASHE-ERIC Higher Education Report 28*. Jossey-Bass Higher and Adult Education Series.

Khaeromah, S., Yuliani, F. and As'ari, H. (2021) 'Digitalisasi Birokrasi Melalui

Pembangunan Smart ASN di Kantor Regional XII BKN Pekanbaru’, *Jurnal El-Riyasah*, 12(2), pp. 140–158.

Kiefer, T. (2005) ‘Feeling bad : antecedents and consequences of negative emotions in ongoing change’, *Journal of Organizational Behavior*, 26, pp. 875–897.

Kinicki, A., Kreiner, R. and Cole, N. (2007) *Fundamentals of Organizational Behaviour*. 2nd Canadi. McGraw-Hill.

Kotter, J. P. and Cohen, D. S. (2012) *The Heart of Change: Real-Life Stories of How People Change Their Organizations*. Boston, Massachusetts: Harvard Business Review Press.

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).

Mahyuddin *et al.* (2021) *Teori Organisasi*. 1st edn. Edited by R. Watrianthos. Medan: Yayasan Kita Menulis.

Mangundjaya, W. L. (2016) *Psikologi dalam Perubahan Organisasi*. Jakarta: Swasthi Adi Cita.

Mintzberg, H. (1992) *Structure in fives: Designing effective organizations*. 1st editio. Pearson.

Mulyadi, A. (2021) ‘Dampak Pandemi Covid-19 Terhadap Kinerja Keuangan Badan Layanan Umum Di Wilayah Provinsi Sumatera Barat’, *Jurnal Manajemen Perbendaharaan*, 2, pp. 185–198.

Oakland, J. S. and Tanner, S. (2007) ‘Successful Change Management’, *Total Quality Management & Business Excellence*, 18(1–2), pp. 1–19.

Priambodo, E. P., Darokah, M. and Sari, R. E. Y. D. (2019) ‘Peran Self-efficacy dan Iklim Organisasi dalam Membentuk Employee Engagement melalui Komitmen

Organisasi’, *PSYMPATHIC : Jurnal Ilmiah Psikologi*, 6(2), pp. 213–228. doi: 10.15575/psy.v6i2.4974.

Retnosari, M. C., Suryawati, C. and Harto, P. (2022) ‘Analisis Efektivitas dan Efisiensi Pengelolaan Anggaran di RSUP Dr Kariadi Semarang’, *Jurnal Manajemen Kesehatan Indonesia*, 10(3).

Rhoades, L. and Eisenberger, R. (2002) ‘Perceived Organizational Support : A Review of the Literature’, *Journal of Applied Psychology*, 87(4), pp. 698–714. doi: 10.1037//0021-9010.87.4.698.

Robbins, S. and Judge, T. A. (2013) *Organizational Behavior*. 15th edn. New Jersey: Pearson Education.

Rosari, R. (2019) ‘Leadership Definitions Application for Lectures’ Leadership Development’, *Journal of Leadership in Organizations*, 1(1), pp. 17–28.

Rusly, F. H., Corner, J. L. and Sun, P. (2012) ‘Positioning change readiness in knowledge management research’, *Journal of Knowledge Management*, 16(2), pp. 329–355. doi: 10.1108/13673271211218906.

Santoso, E. and Setiansah, M. (2010) *Teori Komunikasi*. Yogyakarta: Graha Ilmu.

Sari, E. (2006) *Teori Organisasi: Konsep dan Aplikasi*. Edited by A. Haris. Jakarta: Jayabaya University Press.

Shinkle, G. A., Hodgkinson, G. P. and Shayne, M. (2021) ‘Government policy changes and organizational goal setting : Extensions to the behavioral theory of the firm’, *Journal of Business Research*. Elsevier Inc., 129, pp. 406–417. doi: 10.1016/j.jbusres.2021.02.056.

Simbolon, R. and Anisah, H. U. (2013) ‘Pengaruh Perubahan Organisasi Dan Budaya Organisasi Terhadap Kinerja Pegawai (Studi Pada Kantor Pelayanan Kekayaan Negara dan Lelang Banjarmasin)’, *Jurnal Wawasan Manajemen*, 1, pp. 27–42.

Sugiyono (2021) *Metode Penelitian Kuantitatif, Kualitatif dan R&D*. Edisi Kedu. Edited by Sutopo. Bandung: ALFABETA.

Sumaedi, S. *et al.* (2015) ‘Model Sistem Manajemen Riset’, *Warta Kebijakan Iptek dan Manajemen Litbang*, 13(1), pp. 1–16.

Sutarto (2002) *Dasar-dasar Organisasi*. Cetakan ke. Yogyakarta: Gadjah Mada University Press.

Tampubolon, M. P. (2020) *CHANGE MANAGEMENT Manajemen Perubahan; Individu, Tim Kerja, Organisasi*. Edisi Pert. Jakarta: Penerbit Mitra Wacana Media.

Teo, T. C. and Low, K. C. P. (2016) ‘The Impact of Goal Setting on Employee Effectiveness to Improve Organisation Effectiveness : Empirical study of a High- Tech company in Singapore’, *Journal of Business and Economic Policy*, 3(1), pp. 1–12.

Tewal, B. *et al.* (2017) *Perilaku Organisasi*. Bandung: CV Patra Media Grafindo.

Thoha, M. (2014) *Perilaku Organisasi Konsep Dasar dan Aplikasinya*. Rajawali Pers.

Trisnantoro, L. (2005) *Aspek Strategis Manajemen Rumah Sakit*. Yogyakarta: Penerbit Andi.

Utarini, A. (2021) *Penelitian Kualitatif dalam Pelayanan Kesehatan*. Edisi 1, c. Sleman, D.I. Yogyakarta: Gadjah Mada University Press.

Wang, A. and Kebede, S. (2020) ‘Assessing Employees’ Reactions to Organizational Change’, *Journal of Human Resource and Sustainability Studies*, pp. 274–293. doi: 10.4236/jhrss.2020.83016.

Wang, T., Olivier, D. F. and Chen, P. (2020) ‘Creating individual and organizational readiness for change : conceptualization of system readiness for change in school education’, *International Journal of Leadership in Education*. Routledge, pp. 1–25. doi: 10.1080/13603124.2020.1818131.

Weiner, B. J. (2009) 'A Theory of Organizational Readiness for Change', *Implementation Science*, 4(67). doi: 10.1186/1748-5908-4-67.

Weiner, B. J. (2020) 'A theory of organizational readiness for change', in Per Nilsen and Sarah A Birken (eds) *Handbook on Implementation Science*. Edwar Elgar Publishing, pp. 215–232. doi: <https://doi.org/10.4337/9781788975995.00015>.

Wijaya, C. (2017) *Perilaku Organisasi*. Edited by N. S. Chaniago. Medan: Lembaga Peduli Pengembangan Pendidikan Indonesia (LPPI).

Wirawan (2007) *Budaya dan Iklim Organisasi : Teori Aplikasi dan Penelitian*. Jakarta: Salemba empat.

Worrall, L., Parkes, C. and Cooper, C. L. (2004) 'The impact of organizational change on the perceptions of UK managers', *European Journal of Work and Organizational Psychology*, (October 2014). doi: 10.1080/13594320444000047.

Xie, X. *et al.* (2015) 'Linking Colleague Support to Employees ' Promotive Voice : A Moderated Mediation Model', *PLOS ONE*, pp. 1–15. doi: 10.1371/journal.pone.0132123.