

## DAFTAR PUSTAKA

- Alamri, Masshour. (2023). Transformational Leadership and Work Engagement in Public Organizations: Promotion Focus and Public Service Motivation, How and When The Effect Occurs. *Leadership & Organization Development Journal*, 44(1), 137-155. <https://doi.org/10.1108/LODJ-12-2021-0544>.
- Albrecht, Simon L.; Furlong, Sarah; Leiter, Michael P. (2023). The Psychological Conditions for Employee Engagement in Organizational Change: Test of a Change Engagement Model. *Frontiers in Psychology*, 14, 18. <https://doi.org/10.3389/fpsyg.2023.1071924>.
- Albrecht, Simon L.; Connaughton, S.; Leiter, Michael P. (2022). The Influence of Change-Related Organizational and Job Resources on Employee Change Engagement. *Frontiers in Psychology*, 13, 910206. <https://doi.org/10.3389/fpsyg.2022.910206>.
- Albrecht, Simon L.; Connaughton, S.; Foster, K.; Furlong, S.; Yeow, C. J. L. (2020). Change Engagement, Change Resources, and Change Demands: A Model for Positive Employee Orientations to Organizational Change. *Frontiers in Psychology*, 11, 53194. <https://doi.org/10.3389/fpsyg.2020.531944>.
- Armenakis, A. A., Harris, S. G., & Mossholder, K. W. (1993). Creating Readiness for Organizational Change. *Human Relations*, 46(6), 681-703. <https://doi.org/10.1177/001872679304600601>.
- Arons, P. A. (2010). Middle Management Communication and Interaction Practices and Their Influence on Employee Satisfaction and Motivation. *Doctoral Dissertation*. University of Phoenix.
- Bouckenooghe, D., Devos, G., & Van Den Broeck, H. (2009). Organizational Change Questionnaire–Climate of Change, Processes, and Readiness: Development of a New Instrument. *The Journal of Psychology*, 143(6), 559-599. <https://doi.org/10.1080/00223980903218216>.
- Cooper, Donald R., Emory, C. William. (1996). *Metode Penelitian Bisnis*, Jilid 1, Edisi Kelima. Jakarta: Penerbit Erlangga.
- 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. <https://doi.org/10.1177/0021886306295295>.
- Jeong, S., Hsiao, Y. Y., Song, J. H., Kim, J., & Bae, S. H. (2016). The Moderating Role of Transformational Leadership on Work Engagement: The Influences of Professionalism and Openness to Change. *Human Resource Development Quarterly*, 27(4), 489-516. <https://doi.org/10.1002/hrdq.21265>.

- Keputusan Direksi PT Pembangunan Jawa Bali Nomor 0084.P/019/DIR/2022 tentang Peraturan Pelaksana Susunan Organisasi PT Pembangunan Jawa Bali Unit *Maintenance, Repair, dan Overhaul*.
- Laporan Tahunan PT PLN Nusantara Power Tahun 2022. <https://www.plnnusantarapower.co.id/laporan-tahunan/>.
- 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*, 16(0), a855. <https://doi.org/10.4102/sajhrm.v16i0.855>.
- Neubert, M. J., Kacmar, K. M., Carlson, D. S., Chonko, L. B., & Roberts, J. A. (2008). Regulatory Focus as a Mediator of The Influence of Initiating Structure and Servant Leadership on Employee Behavior. *Journal of Applied Psychology*, 93(6), 1220-1233. <https://psycnet.apa.org/doi/10.1037/a0012695>.
- Peng, J., Li, M., Wang, Z., & Lin, Y. (2021). Transformational Leadership and Employees' Reactions to Organizational Change: Evidence From a Meta-Analysis. *The Journal of Applied Behavioral Science*, 57(3), 369-397. <https://doi.org/10.1177/0021886320920366>.
- Rafferty, A. E., & Griffin, M. A. (2004). Dimensions of Transformational Leadership: Conceptual and Empirical Extensions. *The Leadership Quarterly*, 15(3), 329-354. <https://doi.org/10.1016/j.leaqua.2004.02.009>.
- Robinson, D.; Perryman, S.; Hayday, S. (2014). *The Drivers of Employee Engagement*. Brighton: Institute for Employee Studies.
- Saks, Alan M. (2006). Antecedents and Consequences of Employee Engagement. *Journal of Managerial Psychology*, 21(7), 600-619. <https://doi.org/10.1108/02683940610690169>.
- Saks, A. M., & Gruman, J. A. (2014). What Do We Really Know About Employee Engagement?. *Human Resource Development Quarterly*, 25(2), 155-182. <https://doi.org/10.1002/hrdq.21187>.
- Schaufeli, W. B., Bakker, A. B., & Salanova, M. (2006). The Measurement of Work Engagement with a Short Questionnaire: a Cross-National Study. *Educational and Psychological Measurement*, 66(4), 701-716. <https://doi.org/10.1177/0013164405282471>.
- Sekaran, Uma; Bougie, Roger. (2010). *Research Methods for Business: a Skill Building Approach*. West Sussex UK: John Wiley & Sons Ltd.
- Shah, N., Irani, Z., & Sharif, A. M. (2017). Big Data in an HR Context: Exploring Organizational Change Readiness, Employee Attitudes and Behaviors. *Journal of Business Research*, 70, 366-378. <http://dx.doi.org/10.1016/j.jbusres.2016.08.010>.

Surat Edaran Menteri BUMN Nomor 7 Tahun 2020 tentang Nilai-Nilai Utama (*Core Values*) SDM BUMN.

Sururiyah, Dakikotis. (2023). Adaptive Performance Ditinjau dari Psychological Capital, Attitude Toward Change, dan Change Readiness pada Karyawan PT PLN Nusantara Power. *Tesis*. Fakultas Ekonomi dan Bisnis Universitas Airlangga.

Van den Heuvel, M.; Demerouti, E.; Bakker, A. B.; & Schaufeli, W. B. (2010). Personal Resources and Work Engagement in The Face of Change. *Contemporary Occupational Health Psychology: Global Perspectives on Research and Practice*, 1, 124-150. <https://doi.org/10.1002/9780470661550.ch7>.

Vakola, M., Petrou, P., & Katsaros, K. (2021). Work Engagement and Job Crafting as Conditions of Ambivalent Employees' Adaptation to Organizational Change. *The Journal of Applied Behavioral Science*, 57(1), 57-79. <https://doi.org/10.1177/0021886320967173>.

Ward, J. L. (2016). Employee Engagement for Change Readiness: a Qualitative Exploration of The Dynamics of Middle Management Communication. *Doctoral Dissertation*. Capella University.

Zainab, B., Akbar, W., & Siddiqui, F. (2022). Impact of Transformational Leadership and Transparent Communication on Employee Openness to Change: Mediating Role of Employee Organization Trust and Moderated Role of Change-Related Self-Efficacy. *Leadership & Organization Development Journal*, 43(1), 1-13. <https://doi.org/10.1108/LODJ-08-2020-0355>.