

Daftar Pustaka

- Adams, J. S. (1965). Inequity In Social Exchange. *Advances In Experimental Social Psychology*, 2(C), 267–299. [https://doi.org/10.1016/S0065-2601\(08\)60108-2](https://doi.org/10.1016/S0065-2601(08)60108-2)
- Armenakis, A. A., & Bedeian, A. G. (1999). Organizational Change: A Review Of Theory And Research In The 1990s. *Journal Of Management*, 25(3), 293–315. <https://doi.org/10.1177/014920639902500303>
- 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>
- Arnéguy, E., Ohana, M., & Stinglhamber, F. (2020). Overall Justice, Perceived Organizational Support And Readiness For Change: The Moderating Role Of Perceived Organizational Competence. *Journal Of Organizational Change Management*, 33(5), 765–777. <https://doi.org/10.1108/Jocm-12-2019-0373>
- Arnéguy, E., Ohana, M., & Stinglhamber, F. (2022). Readiness For Change: Which Source Of Justice And Support Really Matters? *Employee Relations*, 44(1), 210–228. <https://doi.org/10.1108/Er-05-2020-0225>
- Assefa, Y., Moges, B. T., Tilwani, S. A., & Shah, M. A. (2024). The Mediating Role Of Leader-Member Exchange (Lmx) In The Structural Relationship Between Organizational Justice And Employee Voice Behaviour In Higher Education. *Heliyon*, 10(4), E26242. <https://doi.org/10.1016/J.Heliyon.2024.E26242>
- Bahadır, F., Yeşiltaş, M., Sesen, H., & Olaleye, B. R. (2024). The Relation Between Perceived Organizational Support And Employee Satisfaction: The Role Of Relational Psychological Contract And Reciprocity Ideology. *Kybernetes*, 53(1), 102–122. <https://doi.org/10.1108/K-04-2022-0520>
- Bakari, H., Hunjra, A. I., & Niazi, G. S. K. (2017). How Does Authentic Leadership Influence Planned Organizational Change? The Role Of Employees' Perceptions: Integration Of Theory Of Planned Behavior And Lewin's Three Step Model. *Journal Of Change Management*, 17(2), 155–187. <https://doi.org/10.1080/14697017.2017.1299370>
- Barbhuiya, S., Bhusan Das, B., & Adak, D. (2024). Roadmap To A Net-Zero Carbon Cement Sector: Strategies, Innovations And Policy Imperatives. *Journal Of Environmental Management*, 359, 121052. <https://doi.org/10.1016/J.Jenvman.2024.121052>
- 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. <https://doi.org/10.1037//0022-3514.51.6.1173>
- Blau, P. M. (1964). Justice In Social Exchange. *Sociological Inquiry*, 34(2), 193–206. <https://doi.org/10.1111/J.1475-682x.1964.Tb00583.X>
- Choi, W., Goo, W., & Choi, Y. (2022). Perceived Organizational Support And Knowledge Sharing: A Moderated-Mediation Approach. *Sage Open*, 12(2). https://doi.org/10.1177/21582440221089950/Asset/Images/Large/10.1177_21582440221089950-Fig2.Jpeg
- Cummings, T. G. And Worley, C. G. (2015). Organization Development And Change. In *Cengage Learning*.

<https://doi.org/10.1002/9781118785317.Weom050095>

- Da Ros, A., Vainieri, M., & Bellé, N. (2023). An Overview Of Reviews: Organizational Change Management Architecture. *Journal Of Change Management*, 23(2), 113–142. <https://doi.org/10.1080/14697017.2023.2197451>
- Donglong, Z., Taejun, C., Julie, A., & Sanghun, L. (2020). The Structural Relationship Between Organizational Justice And Organizational Citizenship Behavior In University Faculty In China: The Mediating Effect Of Organizational Commitment. *Asia Pacific Education Review*, 21(1), 167–179. <https://doi.org/10.1007/S12564-019-09617-W>
- Eisenberger, R., Armeli, S., Rexwinkel, B., Lynch, P. D., & Rhoades, L. (2001). Reciprocation Of Perceived Organizational Support. *The Journal Of Applied Psychology*, 86(1), 42–51. <https://doi.org/10.1037/0021-9010.86.1.42>
- Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Perceived Organizational Support. *Journal Of Applied Psychology*, 71(3), 500–507. <https://doi.org/10.1037/0021-9010.71.3.500>
- Eisenberger, R., & Stinglhamber, F. (2011). Perceived Organizational Support: Fostering Enthusiastic And Productive Employees. *American Psychological Association*. <https://doi.org/10.1037/12318-000>
- Fennell, P. S., Davis, S. J., & Mohammed, A. (2021). Decarbonizing Cement Production. *Joule*, 5(6), 1305–1311. <https://doi.org/10.1016/J.Joule.2021.04.011>
- Filonchik, M., Peterson, M. P., Zhang, L., Hurynovich, V., & He, Y. (2024). Greenhouse Gases Emissions And Global Climate Change: Examining The Influence Of Co2, Ch4, And N2o. *Science Of The Total Environment*, 935, 173359. <https://doi.org/10.1016/J.Scitotenv.2024.173359>
- Gigliotti, R., Vardaman, J., Marshall, D. R., & Gonzalez, K. (2019). The Role Of Perceived Organizational Support In Individual Change Readiness. *Journal Of Change Management*, 19(2), 86–100. <https://doi.org/10.1080/14697017.2018.1459784>
- González-Cánovas, A., Trillo, A., Bretones, F. D., & Fernández-Millán, J. M. (2024). Trust In Leadership And Perceptions Of Justice In Fostering Employee Commitment. *Frontiers In Psychology*, 15(January), 1–10. <https://doi.org/10.3389/Fpsyg.2024.1359581>
- Hair, Jr., J. F., M. Hult, G. T., M. Ringle, C., Sarstedt, & Marko. (2022). A Primer On Partial Least Squares Structural Equation Modeling (Pls-Sem) [3 Ed]. In *Sage Publishing* (Vol. 3, Nomor 1).
- Hair, Joe F., Howard, M. C., & Nitzl, C. (2020). Assessing Measurement Model Quality In Pls-Sem Using Confirmatory Composite Analysis. *Journal Of Business Research*, 109, 101–110. <https://doi.org/10.1016/J.Jbusres.2019.11.069>
- Hair, Joe F., Sarstedt, M., Ringle, C. M., Sharma, P. N., & Liengard, B. D. (2024). Going Beyond The Untold Facts In Pls-Sem And Moving Forward. *European Journal Of Marketing*, 58(13), 81–106. <https://doi.org/10.1108/Ejm-08-2023-0645/Full/Pdf>
- Hair, Joseph F, Risher, J. J., Sarstedt, M., Ringle, C. M., Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2019). Article Information : When To Use And How To Report The Results Of Pls-Sem Abstract. *European Business*

Review, 3(1), 3–24.

- Henseler, J., Hubona, G., & Ray, P. A. (2016). Using PLS Path Modeling In New Technology Research: Updated Guidelines. *Industrial Management And Data Systems*, 116(1), 2–20. <https://doi.org/10.1108/Imds-09-2015-0382/Full/Pdf>
- Ho, H. C. Y. (2024). A One-Year Prospective Study Of Organizational Justice And Work Attitudes: An Extended Job Demands-Resources Model. *Journal Of Managerial Psychology, Ahead-Of-Print(Ahead-Of-Print)*. <https://doi.org/10.1108/Jmp-02-2024-0113/Full/Pdf>
- Holt, D. T., Armenakis, A. A., Feild, H. S., & Harris, S. G. (2007). Readiness For Organizational Change. *Journal Of Applied Behaviour Science*, 43(2), 232–255. <https://doi.org/10.1177/0021886306295295>
- Kebede, S., & Wang, A. (2022). Organizational Justice And Employee Readiness For Change: The Mediating Role Of Perceived Organizational Support. *Frontiers In Psychology*, 13(March), 1–14. <https://doi.org/10.3389/fpsyg.2022.806109>
- Kim, K. Y., Eisenberger, R., & Baik, K. (2016). Perceived Organizational Support And Affective Organizational Commitment: Moderating Influence Of Perceived Organizational Competence. *Journal Of Organizational Behavior*, 37(4), 558–583. <https://doi.org/10.1002/job.2081>
- Kotter, J. P. (2009). Leading Change: Why Transformation Efforts Fail. *Ieee Engineering Management Review*, 37(3), 42–48. <https://doi.org/10.1109/Emr.2009.5235501>
- Kristanto, H. (2016). *Anteseden Perilaku Kewargaan Organisasional Orientasi-Pelayanan : Dukungan Organisasional Persepsian Dan Pertukaran Pemimpin-Anggota Sebagai Anteseden Perilaku Kewargaan Organisasional Orientasi-Pelayanan : Dukungan Organisasional Persepsian Dan Pertukara*. Universitas Gadjah Mada.
- Lauzier, M., Lemieux, N., Montreuil, V. L., & Nicolas, C. (2020). On The Transposability Of Change Management Research Results: A Systematic Scoping Review Of Studies Published In Jocm And Jcm. *Journal Of Organizational Change Management*, 33(5), 859–881. <https://doi.org/10.1108/Jocm-12-2018-0366>
- Lee, D., Johansen, M., & Bae, K. Bin. (2021). Organizational Justice And The Inclusion Of Lgbt Federal Employees: A Quasi-Experimental Analysis Using Coarsened Exact Matching. *Review Of Public Personnel Administration*, 41(4), 700–722. <https://doi.org/10.1177/0734371x20929731>
- Lim, W. M. (2024). A Typology Of Validity: Content, Face, Convergent, Discriminant, Nomological And Predictive Validity. *Journal Of Trade Science*, 12(3), 155–179. <https://doi.org/10.1108/Jts-03-2024-0016>
- Lind, D. A., Marchal, W. G., & Wathen, S. A. (2018). Statistical Techniques In Business And Economics (8th Edition). In *Mcgraw-Hill Education* (Seventeenth). Mcgraw-Hill Education. <https://doi.org/10.1057/Jors.1994.177>
- Lind, E. A. (2001). Fairness Heuristic Theory: Justice Judgments As Pivotal Cognitions In Organizational Relations. *Advances In Organizational Justice, November*, 56–88.
- Lines, B. C., Sullivan, K. T., & Wiezel, A. (2016). Support For Organizational

- Change: Change-Readiness Outcomes Among Aec Project Teams. *Journal Of Construction Engineering And Management*, 142(2).
[https://doi.org/10.1061/\(ASCE\)Co.1943-7862.0001043](https://doi.org/10.1061/(ASCE)Co.1943-7862.0001043)
- Mcaleer, M., Chang, C.-L., Barretta, R., Wiseman, J., & Stillwell, A. (2022). Organizational Justice: Typology, Antecedents And Consequences. *Encyclopedia 2022, Vol. 2, Pages 1287-1295*, 2(3), 1287–1295.
<https://doi.org/10.3390/Encyclopedia2030086>
- Metwally, D., Ruiz-Palomino, P., Metwally, M., & Gartzia, L. (2019). How Ethical Leadership Shapes Employees' Readiness To Change: The Mediating Role Of An Organizational Culture Of Effectiveness. *Frontiers In Psychology*, 10, 434635. <https://doi.org/10.3389/fpsyg.2019.02493>/Bibtex
- Mladenova, I. (2022). Relation Between Organizational Capacity For Change And Readiness For Change. *Administrative Sciences*, 12(4).
<https://doi.org/10.3390/Admsci12040135>
- Naslund, D., & Norrman, A. (2022). A Conceptual Framework For Understanding The Purpose Of Change Initiatives. *Journal Of Change Management*, 22(3), 292–320. <https://doi.org/10.1080/14697017.2022.2040571>
- Nazir, S., Shafi, A., Atif, M. M., Qun, W., & Abdullah, S. M. (2019). How Organization Justice And Perceived Organizational Support Facilitate Employees' Innovative Behavior At Work. *Employee Relations*, 41(6), 1288–1311. <https://doi.org/10.1108/Er-01-2017-0007>
- Net-Zero Cement Methodology And Key Implications*. (N.D.). Net Zero Steel Project. Diambil 22 Oktober 2024, Dari <https://netzeroindustry.org/net-zero-cement-methodology-and-key-implications/>
- Niehoff, B. P., & Moorman, R. H. (1993). Justice As A Mediator Of The Relationship Between Methods Of Monitoring And Organizational Citizenship Behavior. *Academy Of Management Journal*, 36(3), 527–556.
<https://doi.org/10.2307/256591>
- Nitzl, C., Roldan, J. L., & Cepeda, G. (2016). Mediation Analysis In Partial Least Squares Path Modelling, Helping Researchers Discuss More Sophisticated Models. *Industrial Management And Data Systems*, 116(9), 1849–1864.
<https://doi.org/10.1108/Imds-07-2015-0302/Full/Pdf>
- Qandeel, M. S., & Kuráth, G. (2023). A Systematic Review And Meta-Analysis: Leadership And Interactional Justice. In *Management Review Quarterly* (Nomor 0123456789). Springer International Publishing.
<https://doi.org/10.1007/S11301-023-00384-Y>
- Rahman, M. H. A., & Karim, D. N. (2022). Organizational Justice And Organizational Citizenship Behavior: The Mediating Role Of Work Engagement. *Heliyon*, 8(5), E09450.
<https://doi.org/10.1016/J.Heliyon.2022.E09450>
- Rehman, N., Mahmood, A., Ibtasam, M., Murtaza, S. A., Iqbal, N., & Molnár, E. (2021). The Psychology Of Resistance To Change: The Antidotal Effect Of Organizational Justice, Support And Leader-Member Exchange. *Frontiers In Psychology*, 12, 678952.
<https://doi.org/10.3389/fpsyg.2021.678952>/Bibtex
- Saad, S. K., & Elshaer, I. A. (2020). Justice And Trust's Role In Employees' Resilience And Business' Continuity: Evidence From Egypt. *Tourism Management Perspectives*, 35, 100712.

<https://doi.org/10.1016/J.Tmp.2020.100712>

- Sabar, S., Sukoco, B. M., & Ahlstrom, D. (2024). Cynicism, Justice And Behavioral Support For Change: A Moderated Mediation Analysis. *Leadership And Organization Development Journal, Ahead-Of-Print*(Ahead-Of-Print). <https://doi.org/10.1108/Lodj-11-2023-0649/Full/Pdf>
- Schindler, P. (2022). Business Research Methods 14ed. In *Sustainability (Switzerland)* (Vol. 11, Nomor 1). Mc Graw Hill.
- Self, D. R., Armenakis, A. A., & Schraeder, M. (2007). Organizational Change Content, Process, And Context: A Simultaneous Analysis Of Employee Reactions. *Journal Of Change Management*, 7(2), 211–229. <https://doi.org/10.1080/14697010701461129>
- Sen, C., Mert, I. S., & Abubakar, A. M. (2022). The Nexus Among Perceived Organizational Support, Organizational Justice And Cynicism. *International Journal Of Organizational Analysis*, 30(6), 1379. <https://doi.org/10.1108/Ijoa-11-2020-2488/Full/Pdf>
- Sert, A., Elçi, M., Uslu, T., & Şener, I. (2014). The Effects Of Organizational Justice And Ethical Climate On Perceived Work Related Stress. *Procedia - Social And Behavioral Sciences*, 150, 1187–1198. <https://doi.org/10.1016/J.Sbspro.2014.09.134>
- Sun, L. (2019). Perceived Organizational Support: A Literature Review. *International Journal Of Human Resource Studies*, 9(3), 155. <https://doi.org/10.5296/Ijhrs.V9i3.15102>
- The Cement Industry In Indonesia - Looking Ahead - Asian Insiders*. (N.D.). Diambil 22 Oktober 2024, Dari <https://asianinsiders.com/2023/03/21/Cement-Is-Big-Business-In-Indonesia/>
- Weiner, B. J. (2009). *A Theory Of Organizational Readiness For Change*. 9, 1–9. <https://doi.org/10.1186/1748-5908-4-67>
- Yazıcı, A. M., Güney, S., & Uğurlu, E. (2023). A Research Study Concerning The Regulatory Role Of Organizational Justice In The Impact Of Job Satisfaction On Organizational Commitment. *Journal Of Business Research - Turk*. <https://doi.org/10.20491/Isarder.2023.1665>
- Yu, X., Lin, X., Xue, D., & Zhou, H. (2024). Impact Of Work Engagement On Teachers' Workplace Well-Being: A Serial Mediation Model Of Perceived Organizational Support And Psychological Empowerment. *Sage Open*, 14(4). https://doi.org/10.1177/21582440241291344/Asset/Images/Large/10.1177_21582440241291344-Fig2.Jpeg