

- Aghina, W., Ahlback, K., De Smet, A., Fahrback, C., Handscomb, C., Lackey, G., Lurie, M., Murarka, M., Salo, O., Seem, E., Woxholth, J., Aronowitz, S., Bergman, E., Brosseau, D., Comella-Dorda, S., Dhingra, N., Di Marcello, F., Ellsworth, D., Gagnon, C., ... Wilson, S. (2017). The 5 Trademarks of Agile Organizations. *McKinsey & Company, December*, 1–22. <https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/the-five-trademarks-of-agile-organizations>
- Armenakis, A. A., & Harris, S. G. (2002). Crafting a change message to create transformational readiness. *Journal of Organizational Change Management*, 15(2), 169–183.
- Bank, W. (2019). [Judul Laporan World Bank Tahun 2019 yang Membahas Peran BUMN Konstruksi Indonesia]. World Bank Group.
- Bilderback, S., & Kilpatrick, M. D. (2025). *Global perspectives on remote work presence: the impact of remote work on organizational culture*. 4(1), 62–72. <https://doi.org/10.1108/JEET-08-2024-0023>
- Bisnis.com. (2024). *Berita tentang PT Hutama Karya menjadi Induk Holding*.
- Badan Pusat Statistik. (2024). *Ekonomi Indonesia Triwulan II-2024 Tumbuh 5,05% (y-on-y)*. Badan Pusat Statistik.
- Badan Pusat Statistik. (2023). *Publikasi BPS Tahun 2023 yang Membahas Perekonomian dan Stabilitas*. Badan Pusat Statistik.
- BUMN, K. (n.d.). *Artikel Resmi Kementerian BUMN Tahun 2020 tentang Mandat BUMN Konstruksi atau Nilai Inti BUMN*. Kementerian BUMN.
- Burga, R., Spraakman, C., Balestreri, C., & Rezanía, D. (2022). International Journal of Project Management Examining the transition to agile practices with information technology projects : Agile teams and their experience of accountability. *International Journal of Project Management*, 40(1), 76–87. <https://doi.org/10.1016/j.ijproman.2021.10.004>
- Company, M. and. (2021). Creating organizational transformations. *The McKinsey Quarterly*, 1–7. <http://www.mckinseyquarterly.com>
- Conforto, E. C., Amaral, D. C., da Silva, S. L., Di Felippo, A., & Kamikawachi, D. S. L. (2016). The agility construct on project management theory. *International Journal of Project Management*, 34(4), 660–674. <https://doi.org/10.1016/j.ijproman.2016.01.007>
- Conforto, E. C., Salum, F., Amaral, D. C., da Silva, S. L., & de Almeida, L. F. M. (2014). Can Agile Project Management Be Adopted by Industries Other than Software Development? *Project Management Journal*, 45(3), 21–34. <https://doi.org/10.1002/pmj>
- Creswell, J. D., & Creswell, J. W. (2018). Writing center talk over time: A mixed-method study. In *Writing Center Talk over Time: A Mixed-Method Study*. <https://doi.org/10.4324/9780429469237>
- Creswell, J. W. (2014). *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches*. SAGE Publications.
- Cummings, T. G., Worley, C. G., Cummings, T. G., Worley, G., Joyner, E., & Horowitz, E. (2015). *Organization Development & Change*.
- Goldberg, E. L. (2023). Organizational Dynamics. *Organizational Dynamics*, 52(4), 101007. <https://doi.org/10.1016/j.orgdyn.2023.101007>
- Hiatt, J. (2006). *ADKAR: A Model for Change in Business, Government, and Our Community*. Prosci.
- Holbeche, L. (2015). *The Agile Organization: How to Build an Innovative, Sustainable and Resilient Business*. Kogan Page. <https://books.google.co.id/books?id=vba6CQAAQBAJ>
- Indonesia, P. I. (2025). *Laporan Resmi Portal Informasi Indonesia Tahun 2025 tentang Pembangunan Infrastruktur dan Visi Indonesia Emas 2045*. Portal Informasi Indonesia

- International Monetary Forum. (2024). *World Economic Outlook, yang Membahas Proyeksi PDB Global*. International Monetary Fund.
- Ivan, R. M., Pranahara, P., & Mada, U. G. (2024). *Evaluasi Strategi Implementasi New Way of Working dalam Proses Perubahan Organisasi terhadap Kinerja PT Bank CITRA BUANA Tesis Untuk Menyusun Tesis S-2 dalam Program Magister Manajemen*
- Kemenkeu, K. K. (2024). *Siaran Pers Kemenkeu Tahun 2024 tentang Kebijakan Fiskal, Transisi Pemerintahan, dan Prospek Ekonomi*. Kementerian Keuangan Republik Indonesia.
- Kotter, J. P. (1996). *Leading Change*. Harvard Business School Press.
- KPTS. (2022). *KEPUTUSAN DIREKSI PT. HUTAMA KARYA (Persero) Nomor : 4468.1 / KPTS / 118.1 / XI / 2022*.
- Kreitner, R., & Kinicki, A. (2021). *Organizational Behavior*. Irwin/McGraw-Hill. <https://books.google.co.id/books?id=gosRlwpz8osC>
- Lewis, K., & Herndon, B. (2019). Transactive memory systems: Current issues and future research directions. *Organization Science*, 22(5), 1254–1265. <https://doi.org/10.1287/orsc.1110.0647>
- Mathur, M. (2025). *Readiness for organizational change : the effects of individual and organizational factors*. September. <https://doi.org/10.1108/JAMR-02-2023-0032>
- McKee, R. A., & Botsford Morgan, W. (2025). Revising AACSB-accredited BBA and MBA core curricula: Kotter's 8 steps in action. *Journal of International Education in Business*, 18(1), 8–25. <https://doi.org/10.1108/JIEB-04-2024-0037>
- McLaren, T. A. S., van der Hoorn, B., & Fein, E. C. (2022). Why vilifying the status Quo Can derail a change effort: Kotter's contradiction, and theory adaptation. *Journal of Change Management*, 23(1), 93–111. <https://doi.org/10.1080/14697017.2022.2137835>
- Medini, K., Sid, C., & Mohamed, A. (2025). *Driving agile transformation : the interplay of processes , knowledge and agile thinking*. <https://doi.org/10.1108/BPMJ-06-2025-0976>
- Roper, I., Prouska, R., & Chatrakul Na Ayudhya, U. (2022). The rhetorics of 'agile' and the practices of 'agile working': Consequences for the worker experience and uncertain implications for HR practice. *International Journal of Human Resource Management*, 33(22), 4440–4467. <https://doi.org/10.1080/09585192.2022.2099751>
- Sutherland, J., Rigby, D., & Takeuchi, H. (2016). Embracing Agile: How to master the process that's transforming management. *Harvard Business Review*, 94(5), 40–50. <https://hbr.org/2016/09/embracing-agile>
- Weiner, B. J. (2009). *A theory of organizational readiness for change*. 9, 1–9. <https://doi.org/10.1186/1748-5908-4-67>
- Winardi, J. (2006). *Management of Change - Models of Change*. 184.
- World Economic Forum. (2016). *Laporan/Publikasi WEF Tahun 2016 tentang Transformasi Organisasi, Budaya Perusahaan, dan Tujuan Bisnis*. World Economic Forum.
- Yin, R. K. (2016). *Qualitative Research from Start to Finish (Second Edition)*. SAGE Publications.