

- Ancok, D. (2012). Psikologi Kepemimpinan dan Inovasi. Jakarta: Erlangga.
- Andersen, L. S. (2008). Readiness for change (San Jose State University).
<https://doi.org/10.31979/etd.pnn8-n98c>
- Appelbaum, S. H., Degbe, M. C., MacDonald, O., dan NGUYEN-QUANG, T.-S. (2015). Organizational outcomes of leadership style and resistance to change (Part One). *Industrial and Commercial Training*, 47(2), 73–80.
<https://doi.org/10.1108/ICT-07-2013-0044>
- Armenakis, A. A., Harris, S. G., dan Mossholder, K. W. (1993). Creating Readiness for Organizational Change. *Human Relations*, 46(6), 681–703.
<https://doi.org/10.1177/001872679304600601>
- Armenakis, A. A. dan Bedeian, A. G. (1999). Organizational Change: A Review of Theory and Research in the 1990S. *Journal of Management*, Volume 25(3), 293–315.
- Baron, R. M. dan Kenny, D. A. (1986). The Moderator-Mediator Variable Distinction in Social Psychological Research: Conceptual, Strategic, and Statistical Considerations. *Journal of Personality and Social Psychology*, Volume 51(6), 1173–1182.
- Barrick, M.R., dan Mount, M. K. (1991). The Big Five Personality Dimensions and Job Performance: A Meta Analysis. *Personnel Psychology*, 44(1), 1–26.
<https://doi.org/10.1111/j.1744-6570.1991.tb00688>.
- Barrick, M.R., dan Mount, M. K. (1993). Autonomy as a moderator of relationships between the big five personality dimensions and job performance. *Journal of Applied Psychology*, Volume 78, 111–118.
- Bass, B. M.; Avolio, B. J. (1995). Individual Consideration Viewed at Multiple Levels of Analysis: A Multi-Level Framework for Examining The Diffusion of Transformational Leadership. *Leadership Quarterly*, (6 (2)), 199–218.
- Bass, B. M. (1999). Two Decades of Research and Development in Transformational Leadership. *European Journal of Work and Organizational Psychology*, 8(1), 9–32. <https://doi.org/10.1080/135943299398410>
- Bouckennooghe, D., Devos, G., dan 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>



UNIVERSITAS
GADJAH MADA

PENGARUH DIMENSI KEPERIBADIAN KETERBUKAAN, PENCEMAS DAN KESUNGGUHAN TERHADAP KESIAPAN KARYAWAN MENGHADAPI PERUBAHAN ORGANISASI DENGAN DUKUNGAN REKAN KERJA SEBAGAI VARIABEL PEMODERASI STUDI PADA PERUSAHAAN PT. XYZ

KUSUMA ASTUTI, Djamaludin Ancok, Prof., Ph.D.

Caldwell, S. D. (2013). Are Change Readiness Strategies Overrated? A

Commentary on Boundary Conditions. *Journal of Change Management*, 13(1), 19–35. <https://doi.org/10.1080/14697017.2013.768428>

Carr, A. (2001). Understanding emotion and emotionality in a process of change. *Journal of Organizational Change Management*, 14(5), 421–436. <https://doi.org/10.1108/EUM0000000005873>

Choi, M. (2011). Employees' attitudes toward organizational change: A literature review. *Human Resource Management*, 50(4), 479–500. <https://doi.org/10.1002/hrm.20434>

Choi, M., dan Ruona, W. E. A. (2011). Individual Readiness for Organizational Change and Its Implications for Human Resource and Organization Development. *Human Resource Development Review*, 10(1), 46–73. <https://doi.org/10.1177/1534484310384957>

Cooper, D. R. . S. P. C. (2014). *Business Research Methods (12th Editi)*. New York: McGraw-Hill.

Crites, S. L., Fabrigar, L. R., dan Petty, R. E. (1994). Measuring the Affective and Cognitive Properties of Attitudes: Conceptual and Methodological Issues. *Personality and Social Psychology Bulletin*, 20(6), 619–634. <https://doi.org/10.1177/0146167294206001>

Cunningham, C. E., Woodward, C. A., Shannon, H. S., MacIntosh, J., Lendrum, B., Rosenbloom, D., dan Brown, J. (2002). Readiness for organizational change: A longitudinal study of workplace, psychological and behavioural correlates. *Journal of Occupational and Organizational Psychology*, 75(4), 377–392. <https://doi.org/10.1348/096317902321119637>

DeYoung, C. G., Quilty, L. C., & Peterson, J. B. (2007). Between facets and domains: 10 aspects of the Big Five. *Journal of Personality and Social Psychology*, 93(5), 880–896.

Elfenbein, H. A. (2007). 7 Emotion in Organizations. *The Academy of Management Annals*, 1(1), 315–386. <https://doi.org/10.1080/078559812>

Eswaran, S., Islam, M. A., dan Yusuf, D. H. M. (2011). A Study of the Relationship between the Big Five Personality Dimensions and Job Involvement in a Foreign Based Financial Institution in Penang. *International Business Research*, 4(4). <https://doi.org/10.5539/ibr.v4n4p164>

Holt, D. T., Armenakis, A. A., Feild, H. S., dan Harris, S. G. (2007). Readiness for Organizational Change. *The Journal of Applied Behavioral Science*, 43(2), 232–255. <https://doi.org/10.1177/0021886306295295>

- Hough, L. M.: Dunnette, Marvin D.: Eaton, Newell K.: Kamp, John D.: McCloy, R. A. (1990). Criterion-Related Validities of Personality Construct and the Effect of Response Distortion on Those Validities. *Journal of Applied Psychology Monograph*, Volume 75, 581–595.
- Ivancevich, J.M.: Konopaske, R. dan Matteson, M. T. (2008). *Organizational Behaviour and Management*. New York: McGraw-Hill/Irwin.
- John, O. (1990). The “Big Five” factor taxonomy: Dimensions of personality in the natural language and questionnaires. In *Handbook of personality: Theory and research*. New York: Guilford Press.
- Jordan, P. (2004). Dealing with organisational change: Can emotional intelligence enhance organisational learning? *International Journal of Organisational Behaviour*, Volume 8(1), 456–471.
- Kark S., R. (2006). Minds, hearts and deeds: Cognitive, affective and behavioural responses to change. *Journal of Change Management*, 6(2), 143–158. <https://doi.org/10.1080/14697010600725400>
- Kitchen, P. J., dan Daly, F. (2002). Internal communication during change management. *Corporate Communications: An International Journal*, 7(1), 46–53. <https://doi.org/10.1108/13563280210416035>
- Kotter, J. P. (1995). *Leading Change: Why Transformation Efforts Fail*. Harvard Business Review, March-Apr(73), 59–67.
- Kreitner, R. dan Kinicki, A. (2013). *Organizational Behaviour*, 10th edition. New York: McGraw-Hill.
- Lewin, K. (1954). *Field Theory in Social Science*, New York: Harper and Row.
- Moon, H., Kamdar, D., Mayer, D. M., dan Takeuchi, R. (2008). Me or we? The role of personality and justice as other-centered antecedents to innovative citizenship behaviors within organizations. *Journal of Applied Psychology*, 93(1), 84–94. <https://doi.org/10.1037/0021-9010.93.1.84>
- Mossholder, K. W., Settoon, R. P., Armenakis, A. A., dan Harris, S. G. (2000). Emotion during Organizational Transformations. *Group dan Organization Management*, 25(3), 220–243. <https://doi.org/10.1177/1059601100253002>
- Oreg, S., Vakola, M., dan Armenakis, A. (2011). Change Recipients’ Reactions to Organizational Change. *The Journal of Applied Behavioral Science*, 47(4), 461–524. <https://doi.org/10.1177/0021886310396550>

- Personality Psychology: Definition & Theories. (2016). Retrieved from <https://study.com/academy/lesson/personality-psychology-definition-theories-quiz.html>.
- Pervin, L. A. dan Cervone, D. (2005). *Personality: Theory and Research*, 9th edition. Hoboken, NJ: Wiley.
- Pervin, L. A. dan Cervone, D. (2012). *Kepribadian Teori dan Penelitian*. Terjemahan Aliya Tusyani dkk. Edisi 10. Jakarta: Salemba Humanika.
- Piderit, S. K. (2000). Rethinking Resistance and Recognizing Ambivalence: A Multidimensional View of Attitudes Toward an Organizational Change. *Academy of Management Review*, 25(4), 783–794. <https://doi.org/10.5465/amr.2000.3707722>
- Rafferty, A. E., Jimmieson, N. L., dan Armenakis, A. A. (2013). Change Readiness. *Journal of Management*, 39(1), 110–135. <https://doi.org/10.1177/0149206312457417>
- Ramdhani, N. (2012). Adaptasi Bahasa dan Budaya Inventori Big Five. *Jurnal Psikologi*, Volume 39, 189–207.
- Rifqi, M. (2016). Pengaruh Dimensi Kepribadian Emotional Stability Terhadap Kesiapan Karyawan untuk Perubahan Organisasi dengan Empowering Leadership sebagai Variabel Pemoderasi. Studi Kasus Transformasi PT Semen Indonesia Tbk. Universitas Gadjah Mada.
- Michael Rüßmann et al., *Industry 4.0 The Future of Productivity and Growth in Manufacturing Industries*, The Boston Consulting Group, 2015.
- Robbins, S. P.; dan Judge, T. A. (2008). *Organizational Behaviour* (13th Edition) (Pearson Education Inc, Ed.). Prentice Hall.
- Schermerhorn, J.R.; Osborn, R.N.; Uhl-Bien, M. (2012). *Organizational Behaviour*, 12th Edition (Internatio). John Wiley dan Sons.
- Schmitt, D. P., Allik, J., McCrae, R. R., dan Benet-Martínez, V. (2007). The Geographic Distribution of Big Five Personality Traits. *Journal of Cross-Cultural Psychology*, 38(2), 173–212. <https://doi.org/10.1177/0022022106297299>
- Seibert, S. E., Wang, G., dan Courtright, S. H. (2011). Antecedents and consequences of psychological and team empowerment in organizations: A meta-analytic



UNIVERSITAS
GADJAH MADA

PENGARUH DIMENSI KEPERIBADIAN KETERBUKAAN, PENCEMAS DAN KESUNGGUHAN TERHADAP KESIAPAN KARYAWAN MENGHADAPI PERUBAHAN ORGANISASI DENGAN DUKUNGAN REKAN KERJA SEBAGAI VARIABEL PEMODERASI STUDI PADA PERUSAHAAN PT. XYZ

KUSUMA ASTUTI, Djamaludin Ancok, Prof., Ph.D.

review. *Journal of Applied Psychology*, 06(5), 981-1003.
<http://lib.ugm.ac.id/>

<https://doi.org/10.1037/a0022676>

- Seppälä, T., Lipponen, J., Bardi, A., dan Pirttilä-Backman, A.-M. (2012). Change-oriented organizational citizenship behaviour: An interactive product of openness to change values, work unit identification, and sense of power. *Journal of Occupational and Organizational Psychology*, 85(1), 136–155. <https://doi.org/10.1111/j.2044-8325.2010.02010>.
- Shah, N. (2009). *Determinants of Employee Readiness for Organisational Change*. Brunel University London.
- Szabla, D. B. (2007). A multidimensional view of resistance to organizational change: Exploring cognitive, emotional, and intentional responses to planned change across perceived change leadership strategies. *Human Resource Development Quarterly*, 18(4), 525–558. <https://doi.org/10.1002/hrdq.1218>
- Tappin, R. M. (2014). *Personality Traits, The Interaction Effect of Education, and Employee Readiness for Organizational Change : A Quantitative Study*. Capella University.
- Tews, M. J., Michel, J. W., & Ellingson, J. E. 2013. The impact of coworker support on employee turnover in the hospitality industry. *Group & Organization Management*, 38: 630-653.
- Weinberg, R. S., & Gould, D. (1999). Personality and sport. *Foundations of Sport and Exercise Psychology*, 25-46.