

DAFTAR PUSTAKA

- A'yuninnisa, N. R., Haqqi, F. H. M., Rusli, N. B., & Puteri, N. (2020). Indonesian Implicit Leadership Theory: Typical and Positive Leadership Prototypes for Indonesian Millennials. *Asian Journal of Social Sciences and Management Studies*, 7(1), 1–7. <https://doi.org/10.20448/journal.500.2020.71.1.7>
- Ahmad, M. G., & Loch, C. (2020). What do the followers want? The core functions of leadership. *Leadership Quarterly*, 31(2), 1–23. <https://doi.org/10.1016/j.leaqua.2019.04.003>
- Ahmed, F., Zhao, F., & Faraz, N. A. (2020). How and When Does Inclusive Leadership Curb Psychological Distress During a Crisis? Evidence From the COVID-19 Outbreak. *Frontiers in Psychology*, 11(August), 1–13. <https://doi.org/10.3389/fpsyg.2020.01898>
- Alibage, A., & Weber, C. (2018). Nokia Phones : From a Total Success to a Total Fiasco. *2018 Portland International Conference on Management of Engineering and Technology (PICMET)*, 1–15.
- Ambarwati, A., & Raharjo, S. T. (2018). Prinsip Kepemimpinan Character of A Leader pada Era Generasi Milenial. *PHILANTHROPY: Journal of Psychology*, 2(2), 114. <https://doi.org/10.26623/philanthropy.v2i2.1151>
- Amjad, M., Manzoor, H., & Rashid, M. (2020). Exploring the Emotional Experiences During Organizational Change : A Leader and Followers Perspective. *Business & Economic Review*, 12(1), 71–86. <https://doi.org/10.22547/BER/12.1.4>
- 71 Exploring Arthur, J., Earl, S. R., Thompson, A. P., & Ward, J. W. (2019). The Value of Character-Based Judgement in the Professional Domain. *Journal of Business Ethics*, 0123456789. <https://doi.org/10.1007/s10551-019-04269-7>
- Astuti, T., Helmi, A. F., Haq, A. H. B., & Al Farauqi, M. D. A. (2020). The dynamic of performing social relations amongst managers and supervisors: A thematic analysis. *Qualitative Report*, 25(3), 700–720.
- Atwater, L., & Waldman, D. (1998). 360 Degree feedback and leadership development. *Leadership Quarterly*, 9(4), 423–426. [https://doi.org/10.1016/S1048-9843\(98\)90009-1](https://doi.org/10.1016/S1048-9843(98)90009-1)
- Avolio, B. J., Walumbwa, F. O., & Weber, T. J. (2009). Leadership: Current theories, research, and future directions. *Annual Review of Psychology*, 60, 421–449. <https://doi.org/10.1146/annurev.psych.60.110707.163621>
- Bartsch, S., Weber, E., Büttgen, M., & Huber, A. (2020). Leadership matters in crisis-induced digital transformation: how to lead service employees effectively during the COVID-19 pandemic. *Journal of Service Management*. <https://doi.org/10.1108/JOSM-05-2020-0160>
- Bass, B. M., & Bass, R. (2008). *The Bass Handbook of Leadership : Theory and Research, and Managerial Applications* (Fourth Ed.). United States of America: Free Press.
- Burke, W. W. (2018). *Organization Change : Theory & Practice* (Fifth Edit). United States of America: Sage Publication, Inc.
- Burnes, B. (2017). Managing Change, 7th Ed. In *Pearson Education Limited* (Seventh Ed, Vol. 7). Pearson Education, Inc. <https://doi.org/10.1016/B978-0-12-398357-2.00026-9>
- Burnes, B., & Jackson, P. (2011). Success and failure in organizational change: An exploration of the role of values. *Journal of Change Management*, 11(2), 133–162. <https://doi.org/10.1080/14697017.2010.524655>

- Byrne, A., Crossan, M., & Seijts, G. (2018). The Development of Leader Character Through Crucible Moments. *Journal of Management Education*, 42(2), 265–293.
<https://doi.org/10.1177/1052562917717292>
- Canterino, F., Cirella, S., & Shani, A. B. (Rami). (2018). Leading organizational transformation: an action research study. *Journal of Managerial Psychology*, 33(1), 15–28.
<https://doi.org/10.1108/JMP-12-2016-0393>
- Chakrabarti, P., & Frye, M. (2017). A mixed-methods framework for analyzing text data: Integrating computational techniques with qualitative methods in demogra. *Demographic Research*, 37(1), 1351–1382. <https://doi.org/10.4054/DemRes.2017.37.42>
- Corley, C., & Mihalcea, R. (2005). *Measuring the semantic similarity of texts*. June, 13–18.
<https://doi.org/10.3115/1631862.1631865>
- Creswell, J. W., & Clark, V. L. P. (2018). *Designing and Conducting Mixed Methods Research* (Third edit). Sage Publication, Inc. <https://lccn.loc.gov/2017037536>
- Crossan, M. M., Byrne, A., Seijts, G. H., Reno, M., Gandz, J., & Monzani, L. (2017). Toward a framework of leader character in organizations. *Journal of Management Studies*, 54(7), 986–1018. <https://doi.org/10.1111/joms.12254>
- Crossan, M., Seijts, G. H., & Gandz, J. (2016). *Developing Leadership Character*. New York: Routledge.
- Curiskis, S. A., Drake, B., Osborn, T. R., & Kennedy, P. J. (2020). An evaluation of document clustering and topic modelling in two online social networks: Twitter and Reddit. *Information Processing and Management*, 57(2), 102034.
<https://doi.org/10.1016/j.ipm.2019.04.002>
- Fleenor, J. W., Smither, J. W., Atwater, L. E., Braddy, P. W., & Sturm, R. E. (2010). Self-other rating agreement in leadership: A review. *Leadership Quarterly*, 21(6), 1005–1034.
<https://doi.org/10.1016/j.leaqua.2010.10.006>
- Ford, J. D., Ford, L. W., & Polin, B. (2014). Leadership In The Conduct of Organization Change: An Integrative View. *Academy of Management Proceedings*, 2014(1), 1083.
- Ford, J., Harding, N. H., Gilmore, S., & Richardson, S. (2017). Becoming the Leader: Leadership as Material Presence. *Organization Studies*, 38(11), 1553–1571.
<https://doi.org/10.1177/0170840616677633>
- Georgiadou, A., & Antonacopoulou, E. P. (2020). Leading Through Social Distancing: The Future of Work, Corporations and Leadership from Home. *Gender, Work & Organization*, June. <https://doi.org/10.1111/gwao.12533>
- Gilley, A., Mcmillan, H. S., & Gilley, J. W. (2009). Leadership Effectiveness. *Journal of Leadership & Organizational Studies*, 16(1), 38–47.
<https://doi.org/10.1177/000276428102400503>
- Hannah, S. T., & Avolio, B. J. (2011). The locus of leader character. *Leadership Quarterly*, 22(5), 979–983. <https://doi.org/10.1016/j.leaqua.2011.07.016>
- Hansbrough, T. K., Lord, R. G., & Schyns, B. (2015). Reconsidering the accuracy of follower leadership ratings. *Leadership Quarterly*, 26(2), 220–237.
<https://doi.org/10.1016/j.leaqua.2014.11.006>
- Harms, P. D., Credé, M., Tynan, M., Leon, M., & Jeung, W. (2017). Leadership and stress: A meta-analytic review. *Leadership Quarterly*, 28(1), 178–194.
<https://doi.org/10.1016/j.leaqua.2016.10.006>

- Helmi, A. F., Widhiarso, W., Marvianto, R. D., & Ratna, A. (2020). *The Fourth Dimensions of the Job Demands-Resources (JD-R) Model of Work Engagement in Indonesian Context*. 47, 206–219. <https://doi.org/10.22146/jpsi.56682>
- Hofstede, G., Hofstede, G. J., & Minkov, M. (2010). Culture and Organizations: Software of the mind. In *International Studies of Management & Organization* (Vol. 10, Issue 4). New York: Mcgraw-hill. <https://doi.org/10.1080/00208825.1980.11656300>
- Holten, A. L., & Brenner, S. O. (2015). Leadership style and the process of organizational change. *Leadership and Organization Development Journal*, 36(1), 2–16. <https://doi.org/10.1108/LODJ-11-2012-0155>
- Kandlousi, N. S. A. E., Ali, A. J., & Abdollahi, A. (2010). Organizational Citizenship Behavior in Concern of Communication Satisfaction: The Role of the Formal and Informal Communication. *International Journal of Business and Management*, 5(10), 51–61. <https://doi.org/10.5539/ijbm.v5n10p51>
- Kavanagh, M. H., & Ashkanasy, N. M. (2006). The impact of leadership and change management strategy on organizational culture and individual acceptance of change during a merger. *British Journal of Management*, 17(SUPPL. 1). <https://doi.org/10.1111/j.1467-8551.2006.00480.x>
- Klarner, P., By, R. T., & Diefenbach, T. (2011). Employee emotions during organizational change-Towards a new research agenda. *Scandinavian Journal of Management*, 27(3), 332–340. <https://doi.org/10.1016/j.scaman.2011.06.002>
- Kotter, J. P. (1995). Leading change: Why transformation efforts fail. *Harvard Business Review*, 73(2), 59–67. [https://doi.org/10.1016/0029-1021\(73\)90084-4](https://doi.org/10.1016/0029-1021(73)90084-4)
- Kotter, J. P. (1996). *Leading Change*. United States of America: Harvard Business School Press.
- Kulich, C., Iacoviello, V., & Lorenzi-Cioldi, F. (2018). Solving the crisis: When agency is the preferred leadership for implementing change. *Leadership Quarterly*, 29(2), 295–308. <https://doi.org/10.1016/j.leaqua.2017.05.003>
- Maier, D., Waldherr, A., Miltner, P., Wiedemann, G., Niekler, A., Keinert, A., Pfetsch, B., Heyer, G., Reber, U., Häussler, T., Schmid-Petri, H., & Adam, S. (2018). Applying LDA Topic Modeling in Communication Research: Toward a Valid and Reliable Methodology. *Communication Methods and Measures*, 12(2–3), 93–118. <https://doi.org/10.1080/19312458.2018.1430754>
- Mangundjaya, W. L. H. (2013). Is There Cultural Change in the National Cultures of Indonesia? *Steering the Cultural Dynamics*, 59–68.
- Munawaroh, L., & Meiyanto, I. S. (2017). Peranan Psychological Capital terhadap Kesiapan Individu untuk Berubah yang Dimoderatori oleh Persepsi Dukungan Organisasi. *Jurnal Psikologi*, 44(3), 198–210. <https://doi.org/10.22146/jpsi.25381>
- Nordin, N. (2012). The influence of leadership behavior and organizational commitment on organizational readiness for change in a higher learning institution. *Asia Pacific Education Review*, 13(2), 239–249. <https://doi.org/10.1007/s12564-011-9200-y>
- Northouse, P. G. (2018). *Leadership: Theori and practice* (Eighth Edi). Sage Publication, Inc.
- O'Halloran, K. L., Tan, S., Pham, D. S., Bateman, J., & Vande Moere, A. (2018). A digital mixed methods research design: Integrating multimodal analysis with data mining and information visualization for big data analytics. *Journal of Mixed Methods Research*, 12(1), 11–30. <https://doi.org/10.1177/1558689816651015>

- Pascoe, B. (2020). Leader-Follower Synergies: Lessons From Nelson and His Captains. *New Directions for Student Leadership*, 2020(167), 99–110. <https://doi.org/10.1002/yd.20402>
- Paul, A. M. (2019). *Influence of Religiosity on Principals' Leadership of Public Secondary Schools in Nandi County, Kenya*. 7(9).
- Peterson, C., & Seligman, M. E. P. (2004). Character strengths and virtues: a handbook and classification. In *Choice Reviews Online* (Vol. 42, Issue 01). <https://doi.org/10.5860/choice.42-0624>
- PT X. (2019). Majalah Internal PT X Bulan April 2019
- PT X. (2019). Majalah Internal PT X Bulan Juni 2019
- PT X. (2018). Laporan Survey Keterikatan Pegawai PT X Tahun 2018
- PT X. (2019). Laporan Survey Keterikatan Pegawai PT X Tahun 2019
- PT X. (2019). Laporan Tahunan PT X Tahun 2019
- PT X. (2020). Dokumen Perusahaan PT X
- Quick, J. C., & Wright, T. A. (2011). Character-based leadership, context and consequences. *Leadership Quarterly*, 22(5), 984–988. <https://doi.org/10.1016/j.leaqua.2011.07.017>
- Reiter-Palmon, R., & Illies, J. J. (2004). Leadership and creativity: Understanding leadership from a creative problem-solving perspective. *Leadership Quarterly*, 15(1), 55–77. <https://doi.org/10.1016/j.leaqua.2003.12.005>
- Salas-Vallina, A., Simone, C., & Fernández-Guerrero, R. (2020). The human side of leadership: Inspirational leadership effects on follower characteristics and happiness at work (HAW). *Journal of Business Research*, 107(June), 162–171. <https://doi.org/10.1016/j.jbusres.2018.10.044>
- Seijts, G., Gandz, J., Crossan, M., & Reno, M. (2015). Character matters: Character dimensions' impact on leader performance and outcomes. *Organizational Dynamics*, 44(1), 65–74. <https://doi.org/10.1016/j.orgdyn.2014.11.008>
- Seijts, G. H., & Gandz, J. (2017). Transformational change and leader character. *Business Horizons*, 61(2), 239–249. <https://doi.org/10.1016/j.bushor.2017.11.005>
- Seijts, G., & Milani, K. Y. (2020). The myriad ways in which COVID-19 revealed character. *Organizational Dynamics*, 2019. <https://doi.org/10.1016/j.orgdyn.2020.100765>
- Shondrick, S. J., Dinh, J. E., & Lord, R. G. (2010). Developments in implicit leadership theory and cognitive science: Applications to improving measurement and understanding alternatives to hierarchical leadership. *Leadership Quarterly*, 21(6), 959–978. <https://doi.org/10.1016/j.leaqua.2010.10.004>
- Sturm, R. E., Vera, D., & Crossan, M. (2017). The entanglement of leader character and leader competence and its impact on performance. *Leadership Quarterly*, 28(3), 349–366. <https://doi.org/10.1016/j.leaqua.2016.11.007>
- Tabernerero, C., Chambel, M. J., Curren, L., & Arana, J. M. (2009). The role of task-oriented versus relationship-oriented leadership on normative contract and group performance. *Social Behavior and Personality*, 37(10), 1391–1404. <https://doi.org/10.2224/sbp.2009.37.10.1391>
- Uhl-Bien, M., Riggio, R. E., Lowe, K. B., & Carsten, M. K. (2014). Followership theory: A review and research agenda. *Leadership Quarterly*, 25(1), 83–104. <https://doi.org/10.1016/j.leaqua.2013.11.007>
- van Knippenberg, D., De Cremer, D., & van Knippenberg, B. (2007). Leadership and fairness:

The state of the art. *European Journal of Work and Organizational Psychology*, 16(2), 113–140. <https://doi.org/10.1080/13594320701275833>

Yukl, G. A., & Gardner, W. L. (2020). *Leadership in organization*. Boston: Pearson Education, Inc.