

DAFTAR PUSTAKA

- Aiken, L.R. (1985). *Psychological Testing and Assessment 5th ed.* Boston, MA: Allyn and Bacon, Inc
- Armenakis, A.A., Harris, S.G., & Mossholder, K.W. (1993). Creating readiness for organizational change. *Human Relations*, 46, 681-703. doi: 10.1177/001872679304600601
- Armenakis, A.A., & Harris, S.G. (2002). Crafting a change message to create transformational readiness. *Journal of organizational change management*, 15 (2), 169-183. doi: 10.1108/09534810210423080
- Armenakis, A.A., & Harris, S.G. (2009). Reflections: our journey in organizational change research. *Journal of Change Management*, 9, 127–142. doi: 10.1080/14697010902879079
- Astin, D.N. (2013). *Gaya kepemimpinan transformasional dan budaya organisasi sebagai prediktor kesiapan karyawan untuk berubah* (tesis tidak dipublikasikan). Fakultas Psikologi, Universitas Gadjah Mada, Yogyakarta.
- Azwar, S. (2012). *Penyusunan Skala Psikologi: Edisi 2*. Yogyakarta: Pustaka Pelajar.
- Azwar, S. (2012). *Reliabilitas dan Validitas: Edisi 4*. Yogyakarta: Pustaka Pelajar.
- Barber, V.A. (2010). *A study of change readiness: factors that influence the readiness of frontline workers towards a nursing home transformational change initiative* (disertasi). St. John Fisher College, Pittsford, New York, United States. Diunduh dari: http://fisherpub.sjfc.edu/cgi/viewcontent.cgi?article=1037&context=education_etd
- Borsa, J. C., Damásio, B. F., & Bandeira, D. R. (2012). Cross-cultural adaptation and validation of psychological instruments: some considerations. *Paidéia (Ribeirão Preto)*, 22(53), 423-432. doi: 10.1590/1982-43272253201314
- Bouckenoghe, D., Devos, G., & Van den Broeck, H. (2009). Organizational change questionnaire – climate change, processes, and readiness: development of a new instrument. *Journal of Psychology*, 143, 559–599. doi: 10.1080/00223980903218216
- Brown, T. A. (2006). *Confirmatory factor analysis for applied research*. New York, NY: Guilford Press.
- By, R. T. (2007). Ready or not... *Journal of Change Management*, 7, 3–11. doi: 10.1080/14697010701265249
- Ciliana & Mansoer, W.D. (2008). Pengaruh kepuasan kerja, keterlibatan kerja, stres kerja, dan komitmen organisasi terhadap kesiapan untuk berubah pada karyawan PT Bank Y. *JPS*, 14 (2).

- Cunningham, C. E., Woodward, C. A., Shannon, H. S., MacIntosh, J., Lendrum, B., Rosenbloom, D., & 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. doi: 10.1348/096317902321119637
- Cummings, S., Bridgman, T., & Brown, K. (2015). Unfreezing change as three steps: rethinking Kurt Lewin's legacy for change management. *Human Relations*, 69(1), 33-60. doi: 10.1177/0018726715577707
- Cummings, T.G. & Worley, C.G. (2008). *Organizational Development and Change 9th edition*. Mason, OH: South-Western Cengage Learning.
- Fahlevi, A.R.(2016). *Pengaruh persepsi organisasi pembelajar dan perbedaan generasi kohort terhadap kesiapan untuk berubah pada pegawai PT. Perusahaan Perdagangan Indonesia* (tesis tidak dipublikasikan). Fakultas Ekonomika dan Bisnis, Universitas Gadjah Mada, Yogyakarta.
- Ford, J., & Ford, L. (2010). Stop blaming resistance to change and start using it. *Organizational Dynamics*, 39(1), 24-36. doi: 10.1016/j.orgdyn.2009.10.002
- Franceline, D. & Dahesihsari, R. (2015). Kesiapan untuk berubah karyawan divisi HR PT. X studi kasus proses desentralisasi sistem ERP/SAP modul organization management (OM). *Jurnal Ilmiah Psikologi MANASA*, 4(2), 90-105.
- Gaskin, J. (2016). Confirmatory factor analysis. Gaskination's StatWiki. <http://statwiki.kolobkreatiions.com>
- Gaskin, J. (2016). Data screening. Gaskination's StatWiki. <http://statwiki.kolobkreatiions.com>
- Gaskin, J. (2016). Measurement model invariance. Gaskination's StatWiki. <http://statwiki.kolobkreatiions.com>
- Gaskin, J. (2016). Model fit during a confirmatory factor analysis (CFA) in AMOS. Gaskination's Statistics. <http://youtube.com/Gaskination>
- Gaskin, J. (2016). X2 difference. Stat Tools Package. <http://statwiki.kolobkreatiions.com>
- Ghozali, Imam. (2005). *Aplikasi Analisis Multivariate dengan Program IBM SPSS 19*. Semarang: Badan Penerbit Universitas Diponegoro.
- Hair, J., Black, W., Babin, B., and Anderson, R. (2010). *Multivariate data analysis* 7th ed. Upper Saddle River, NJ, USA: Prentice-Hall, Inc.
- Holt, D., Armenakis, A., Feild, H., & Harris, S. (2007). Readiness for organizational change: the systematic development of a scale. *The Journal of Applied Behavioral Science*, 43(2), 232-255. doi: 10.1177/0021886306295295
- Holt, D., & Vardaman, J. (2013). Toward a comprehensive understanding of readiness for change: the case for an expanded conceptualization. *Journal Of Change Management*, 13(1), 9-18. doi: 10.1080/14697017.2013.768426
- Hu, L. & Bentler, P. (1999). Cutoff criteria for fit indices in covariance structure analysis: conventional criteria versus new alternatives. *Structural Equation Modeling*, 6, 1-55. doi: 10.1080/10705519909540118

- International Test Commission. (2010). International Test Commission guidelines for translating and adapting tests. Diunduh dari:
<http://www.intestcom.org/upload/sitefiles/40.pdf>
- Loehlin, J.C. (1998). *Latent Variable Models: An Introduction to Factor, Path, and Structural Analysis*. Lawrence Erlbaum Associates: Mahwah, NJ.
- Lyons, J. B., Swindler, S. D., & Offner, A. (2009). The impact of leadership on change readiness in the US military. *Journal of Change Management*, 9, 459–475. doi: 10.1080/14697010903360665
- Malhotra N. K., Dash S. (2011). *Marketing Research an Applied Orientation*. London: Pearson Publishing.
- Media Indonesia. (2016, 25 Mei). Menteri XYZ canangkan nilai dan budaya kerja Kementerian XYZ. Diunduh dari:
<http://www.mediaindonesia.com/news/read>
- Narulita, E. & Meiyanto, S. (2014). Kesiapan karyawan dalam menghadapi perubahan ditinjau dari gaya kepemimpinan dan tipe kepribadian. *Psikologika*, 19 (1)
- Nunnally, J. & Bernstein, I.H. (1994). *Psychometric Theory*. New York, NY: McGraw-Hill.
- Oktaviany, R. (2012). *Sosialisasi terhadap perubahan sebagai intervensi untuk meningkatkan motivasi dalam mendukung kesiapan perubahan: suatu studi kasus pada PT. XYZ* (tesis tidak dipublikasikan). Universitas Indonesia, Depok.
- Oreg, S., Vakola, M. & Armenakis, A. (2011). Change recipients' reactions to organizational change: a sixty-year review of quantitative studies. *Journal of Applied Behavioral Science*, 47 (4), 461-524. doi: 10.1177/0021886310396550
- Palmer, I., Dunford, R., & Akin, G. (2009). *Managing Organizational Change, A Multiple Perspective Approach*. New York, NY: McGraw-Hill.
- Peraturan Menteri Nomor 80/M-IND/PER/12/2016 tentang Nilai dan Budaya Kerja Kementerian.
- Pramadani, A.B. & Fajrianthi. (2012). Hubungan antara komitmen organisasi dengan kesiapan untuk berubah pada karyawan Divisi Enterprise Service (DES) Telkom Ketintang Surabaya. *Jurnal Psikologi Industri dan Organisasi*, 1 (2).
- Pranowo, A.N.W. & Prihatsanti, U. (2016). Hubungan antara gaya kepemimpinan transformasional dengan kesiapan untuk berubah pada karyawan KPP Pratama Purworejo dan Temanggung DJP wilayah Jawa Tengah II. *Jurnal Empati*, 5 (4), 678-682.
- Prasetyo, N.E. (2016). *Exploring the relationship between organisational commitment and readiness for change in the Directorate General of Taxes Republic of Indonesia* (tesis tidak dipublikasikan). S2 Manajemen Double-Degree, Universitas Gadjah Mada, Yogyakarta-University of Stirling, Scotland, UK.
- Robbins, S.P. & Judge, T.A. (2007). *Organizational behavior*. SA: Prentice Hall.
- Shirazi, A., Mortazavi, S., & Azad, N.P. (2011). Factors affecting employees' readiness for knowledge management. *European Journal of Economics*,

- Finance, and Administrative Sciences* 33(3), 167-177. Diunduh dari: <https://pdfs.semanticscholar.org/516e/83ba802b66c24453fdf4aa429c89f67cdd58.pdf>
- Shah, N., & Shah, S.G.S. (2010). Relationships between employee readiness for organisational change, supervisor and peer relations and demography. *Journal of Enterprise Information Management*, 23 (5), 640-652. doi: 10.1108/17410391011083074
- Silangit, E.V.B., FR, H. (2014). Penggunaan storytelling untuk meningkatkan kesiapan untuk berubah pada karyawan . *jurnal Intervensi Psikologi*, 6 (2). doi: 10.20885/intervensipsikologi.vol6.iss2.art5
- Sposito, V. A., Hand, M. L., & Skarppness, B. (1983). On the efficiency of using the sample kurtosis in selecting optimal estimators. *Communications in Statistics-simulation and Computation*, 12(3), 265-272.
- Stevens, G. (2013). Toward a process-based approach of conceptualizing change readiness. *The Journal Of Applied Behavioral Science*, 49(3), 333-360. doi: 10.1177/0021886313475479
- Sugiyono. (2017). *Metode Penelitian Bisnis*. Yogyakarta: CV. Alfabeta.
- Urbina, S. (2004). *Essentials of psychological testing*. Hoboken, N.J: John Wiley & Sons.
- Vakola, M. (2012). What's in there for me? individual readiness to change and the perceived impact of organizational change. *Leadership & Organization Development Journal*, 35(3), 195-209. doi: 10.1108/lodj-05-2012-0064
- Vandenberg, R. J., & Lance, C. E. (2000). A review and synthesis of the measurement invariance literature: Suggestions, practices, and recommendations for organizational research. *Organizational Research Methods*, 2, 4-69
- Veronika, T. & Prihatsanti, U. (2017). Hubungan antara leader member exchange dengan kesiapan untuk berubah pada pegawai Universitas Tidar di Magelang. *Jurnal Empati*, 6 (1), 407-410.
- Weiner, B. J., Amick, H., & Lee, S. Y. D. (2008). Conceptualization and measurement of organizational readiness for change: a review of the literature in health services research and other fields. *Medical Care Research Review*, 65, 379-436. doi: 10.1177/1077558708317802
- Widhiarso, W. (2009). *Estimasi Reliabilitas dalam Pemodelan Persamaan Struktural*. Manuskrip Publikasi. Diunduh dari: <http://widhiarso.staff.ugm.ac.id/files/Widhiarso%20-%20Estimasi%20Reliabilitas%20Pengukuran%20Dalam%20Pendekatan%20SEM.pdf>
- Widhiarso, W. (2009). *Mengkategorikan data*. Diunduh dari: <http://widhiarso.staff.ugm.ac.id/files/Mengkategorikan%20Data.pdf>
- Wittenstein, R.D. (2008). *Factors influencing individual readiness for change in a health care environment* (disertasi). The George Washington University, Washington D.C., United States.
- Yuni, G.T. (2014). *Pengaruh gaya kepemimpinan terhadap kesiapan berubah dengan komitmen organisasional sebagai variabel pemoderasi: studi pada BPJS Ketenagakerjaan cabang Yogyakarta* (tesis tidak

dipublikasikan). Fakultas Ekonomika dan Bisnis, Universitas Gadjah Mada, Yogyakarta.

Zulkarnain, & Hadiyani, S. (2014). Peranan komitmen organisasi dan *employee engagement* terhadap kesiapan karyawan untuk berubah. *Jurnal Psikologi*, 41(1), 17. doi: 10.22146/jpsi.6955