

- Anderson, D., & Anderson, L. A. (2010). *Beyond Change Management: How to Achieve Breakthrough Results Through Conscious Change Leadership*. New Jersey: John Wiley & Sons.
- Armenakis, A. A., Harris, S. G., & Mossholder, K. W. (1993). Creating Readiness for Organizational Change. *Human Relations* , 46 (6) ,681-703.
- Armenakis, A. A., Bernerth, J. B., Pitts, J. P., & Walker, H. J. (2007). Organizational change recipients' beliefs scale development of an assessment instrument. *Sage Publications* , 43 (4), 481-505.
- Armenakis, A. A., Harris, S. G., Cole, M. S., Fillmer, J. L., & Self, D. R. (2007). A Top Management Team's Reactions to Organizational Transformation: The Diagnostic Benefits of Five Key Change Sentiments. *Journal of Change Management* , 7 (3-4), 273- 290.
- Asim, A. I., Waqas, M., & Cheema, L. J. (2012). Mediating Character of Readiness to Change Between Training & Development And Employees Performance. *Arabian Journal of Business and Management Review* , 2 (1), 1-11.
- Azwar, S. (2009). *Penyusunan Skala Psikologi*. Yogyakarta: Pustaka Pelajar.
- Azwar, S. (2014). *Reliabilitas dan Validitas edisi 4*. Yogyakarta: Pustaka Pelajar.
- Bachroni, M. (2011). Pelatihan Pembentukan Tim untuk Meningkatkan Kohesivitas Tim pada Kopertis V Yogyakarta. *Jurnal Psikologi Fakultas Psikologi Universitas Gadjah Mada* , 38 (1), 40-51.
- Backer, T. (2001). Strengthening nonprofits: Foundation initiatives for nonprofit organizations. *Building capacity in nonprofit organizations* , 30 (2), 33-38.
- Blokdijk, G. (2008). *Change Management 100 Success Secrets: The Complete Guide to Process, Tools, Software and Training in Organizational Change Management*. Queensland: Emereo Publishing.
- Bohlander, G. W., & Snell, S. (2010). *Managing Human Resources*. Boston: Cengage Learning.
- Boonstra, J. (2004). *Dynamics of Organizational Change and Learning*. New Jersey: John Wiley & Sons.
- Bridges, W. (2009). *Managing Transitions Making the Most of Changes 3rd Edition*. London: Nicholas Brealey Publishing.
- Burke, W. W., Coruzzi, C., & Church, A. (1996). The organizational survey as an intervention for change. In A. I. Kraut. *Organizational surveys: Tools for assesment and change* , 49 (2), 41-66.

Burnes, B. (2004). Kurt Lewin and the Planned Approach to Change: A Re-appraisal. *Journal of Management Studies* , 41 (6), 977-1002.

Clardy, A. (2013). IMPROVE The Process For Managing Change. *Performance Improvement* , 52 (9), 33-44.

Collin, C., Benson, N., Ginsburg, J., Grand, V., Lazyan, M., & Weeks, M. (2012). *The Psychology Book*. London: Dorling Kindersley Limited.

Cummings, T. G., & Worley, C. G. (2014). *Organization Development and Change*. Florence: Cengage Learning, Inc.

Dell, T. (1990). *An Honest Day's Work*. Seattle: Crisp Publications Inc.

Desplaces, D. (2005). A Multilevel Approach to Individual Readiness to Change. *Journal of Behavioral and Applied Management* , 7 (1), 25-39.

Dipboye, R. L., Smith, C. S., & Howell, W. C. (1994). *Understanding Industrial and Organizational Psychology*. Orlando: Hartcourt Brace College Publishers.

Eby, L. A., Russel J.D., & Gaby, S. (2000). Perception of organizational readiness to change: factors related to employees' reactions to the implementation of team based selling. *Human Relation* , 53 (2), 419-442.

Gabris, G. T. (1989). Implementing More Productive Management Training Programs. *Public Productivity Review* , 24 (1), 437-444.

Gomez-Mejia, L. R., Balkin, D. B., & Cardy, R. L. (2009). *Managing Human Resources*. New York: Pearson.

Grobler, P. A. (2005). *Human Resource Management in South Africa*. Boston: Cengage Learning.

Hastarjo, D. (2008). *Ringkasan Buku Cook & Campbell 1971. Quasi - Experimentation: Design & Analysis Issues for Field Settings*. Boston: Houghton Mifflin diakses dari <http://dickyh.staff.ugm.ac.id/wp/wp-content/uploads/2009/ringkasan%20buku%20quasi-experimentakhir.pdf>

Hamel, G. (2013, April 22). *Fortune*. Retrieved August 5, 2016, from Fortune: <http://fortune.com/2013/04/22/why-companies-need-to-change-the-way-they-change/>

Hiatt, J. (2006). *ADKAR: A Model for Change in Business, Government, and Our Community*. Colorado Springs: Prosci.

Hiatt, J., & Creasey, T. J. (2003). *Change Management: The People Side of Change*. Colorado: Prosci.

- Holt, D. T., & Vardaman, J. M. (2013). Toward a Comprehensive Understanding of Readiness for Change: The Case for an Expanded Conceptualization. *Journal of Change Management* , 13 (1), 9-18.
- Holt, D. T., Armenakis, A. A., Feild, H. S., & Harris, S. G. (2007). Readiness for Organizational Change : The Systematic Development of Scale. *Journal of Applied Behavioral Science* , 43 (2), 232-255.
- Jackson, M. G. (2008). *Transformative Learning for a New Worldview Learning to Think Differently*. Hampshire: Palgrave Macmillan.
- Jex, S. M., & Britt, T. W. (2008). *Organizational Psychology A Scientist-Practitioner Approach*. New Jersey: John Wiley & Sons, Inc.
- Johannsen, M. (2016). *Legacee Knowledge Grows People, People Grow Organizations*. Retrieved August 4, 2016, from Legacee Knowledge Grows People, People Grow Organizations: <https://www.legacee.com/potpourri/the-organizational-life-cycle/>
- Johnson, D., & Johnson, F. (2000). *Joining Together: Group Theory and Group Skills, Fourth Edition*. New Jersey: Prentice Hall International Edition.
- Khusnul, F. (2012). Kesiapan dalam Menghadapi Perubahan dengan Intensi Turnover. Yogyakarta: Skripsi Fakultas Psikologi Universitas Gadjah Mada.
- Kotter, J. P., & Cohen, D. S. (2002). *The Heart of Change Real-life stories of how people change their organizations*. Boston: Harvard Bussiness School Press.
- Kroth, M., & Cranton, P. (2014). *Stories of Transformative Learning*. Rotterdam: Sense Publisher.
- Kumar, S., Kant, S., & Amburgey, T. L. (2007). Public Agencies and Collaborative Management Approaches: Examining Resistance Among Administrative Professionals. *Administration & Society* , 569-610.
- Latipun. (2004). *Psikologi Eksperimen*. Malang: UMM Press.
- Liu, Y. (2010). *When Change Leadership Impacts Commitment to Change and When It Doesn't: A Multi-dimensional Investigation*. Georgia: A Disertation, Limited Publication, George Institute of Technology.
- London, M. (2011). *The Oxford Handbook of Lifelong Learning*. London: Oxford University Press.
- Lorenzi, N. M., & Riley, R. T. (2000). Managing ChangeAn Overview. *Journal of the American Medical Informatics Association* , 7 (2), 116-124.
- Madsen, S. R. (2003). Wellness in the workplace: Preparing employees for change. *Organization Development Journal* , 3 (4), 21-69.

12 the executive fast track. (2016, August 8). Retrieved August 11, 2016, from 12 manage the executive fast track: http://www.12manage.com/methods_kotter_change_approaches.html

Mangundjaya, W. H., & Gandakusuma, I. (2015). The role of leadership & readiness for change to commitment to change. *Romanian Economic and Business Review* , 10 (2), 142-159.

McCalman, J., Paton, P. R., & Siebert, S. (2015). *Change Management: A Guide to Effective Implementation*. New York: Sage Publications.

Mezirow, J. (2000). *Learning as Transformation : Critical perspectives on a theory in progress*. San Francisco: Jossey-Bass.

Miller, D., Madsen, S. R., & John, C. R. (2006). Readiness for Change: Implications on Employess' Relationship with Management, Job Knowledge and Skills, and Job Demands. *The Journal of Applied Management and Entrepreneurship* , 12(2), 3-16.

National Council of Nonprofits. (2013). Retrieved August 4, 2016, from National Council of Nonprofits: <http://www.nhnonprofits.org/content/organizational-life-cycle-stages>

Nilakant, V., & Ramnarayan, S. (2006). *Change Management: Altering Mindsets in A Global Context*. New Delhi: Sage Publications.

Noe, R., Hollenbeck, J., Gerhart, B., & Wright, P. (2012). *Human Resource Management*. New York: McGraw-Hill Education.

Potts, R., & LaMarsh, J. (2004). *Master Change, Maximize Success Effective Strategies for Realizing Your Goals*. San Fransisco: Chronicle Books.

Rafferty, A. E., & Simons, R. H. (2006). An Examination of the Antecedents of Readiness for Fine-Tuning and Corporate Transformation Changes. *Journal of Business and Psychology* , 46 (6), 325-350.

Rick, T. (2014, November 2). *Meliorate*. Retrieved August 5, 2016, from Meliorate: <http://www.torbenrick.eu/blog/change-management/14-key-elements-in-reducing-resistance-to-change/>

Riley, J. (2012, September 23). *Tutor2u*. Retrieved August 5, 2016, from Tutor2u: <http://www.tutor2u.net/business/strategy/change-management-resistance-barriers.html>

Ritzel, S. A. (2010). *Training in Change Readiness in Approaching Capacity Building and It's Effect on Nonprofit's Change Readiness*. Phoenix: Univeristy of Phoenix.

Rogers, S. S. (2013). Change Management: your roadmap to training succes. *Training & Development* , 40 (3) 4-16.

Rusly, F. H., Corner, J. L., & Sun, P. (2012). Positioning change readiness in knowledge management research. *Journal of Knowledge Management* , 16 (2) , 329-335.

Russel, L. (2006). *Leadership Training*. Oxford: Pergamon Flexible Learning Elsevier.

Schermerhorn, J. R. (2011). *Exploring Management Third Edition*. New York: John Wiley & Sons, Inc.

Schneider, E. C., Altpeter, M., & Whitelaw, N. (2007). An innovative approach for building health promotion program capacity: A generic volunteer training curriculum. *The Gerontologist* , 47 (3), 398-403.

Schultz, D., & Schultz, S. E. (2010). *Psychology and Work Today Tenth Edition*. Upper Saddle River: Pearson Education Inc.

Seth, P. (1980). Management Training and Development: A Critique. *Indian Journal of Industrial Relations* , 15 (2), 507-524.

Slavin, R. E. (2011). *Psikologi Pendidikan Teori dan Praktik* (9 ed., Vol. 1). (S. Drs. Marianto Samosir, Penerj.) Jakarta: Indeks.

Smith, A., Oczkowski, E., Noble, C., & Macklin, R. (2004). The impact of organisational change on the nature and extent of training in Australian enterprises. *International Journal of Training and Development* , 94-110.

Sukarno. (1968). *Dasar-dasar Management*. Jakarta: Jajasan Kesedjahteraan Djajakarta.

Susanto, A. B. (2008). Organizational Readiness for Change: A Case Study on Change Readiness in a Manufacturing Company in Indonesia. *International Journal of Management Perspectives* , 2 (1), 50-61.

Talbot, C. (2016). Strategic change management and training : Adaptive, adoptive, innovative roles. *European Journal of Training and Development* , 40 (7), 26-32.

Thite, M., Kavanagh, M. J., & Johnson, R. D. (2012). *Human Resource Information Systems: Basics, Applications, and Future Directions*. Thousand Oaks, California: Sage Publications, Inc.

Wirtenberg, J., Harmon, J., & Fairfield, K. D. (2007). The Role of Human Resources in Building Sustainable Enterprises: Insights from Some of the World's Best Companies. *Human Resource Planning Journal* , 10-20.