

DAFTAR PUSTAKA

- Aamodt, M.G. 2016. *Industrial/Organizational Psychology: An Applied Approach*, 8/E. New York: Cengage Learning.
- Abbasi, Badri. 2017. *Transformational Leadership and Change Readiness and a Moderating Role of Perceived Bureaucratic Structure: An Empirical Investigation. Problems and Perspectives in Management* 15(1): 35–44. Diakses 2 September 2021.
- Abraham, S. 2012. *Development of Employee Engagement Programme on the Basis of Employee Satisfaction Survey. Journal of Economic Development, Management, IT, Finance, and Marketing* 27.
- Al-Malki, M., and W.J Juan. 2018. *Leadership Style and Job Performance: A Literature Review.*” *Journal of International Business Research and Marketing* III (3). Diakses 2 September 2021
- Ali, Zulqurnain, Sadia Sabir, and Aqsa Mehreen. 2019. *Predicting Engagement and Performance through Firm's Internal Factors: Evidence from Textile Sector. Journal of Advances in Management Research* 16(5): 763–80. Diakses 7 September 2021
- Armenakis, A. A., S. G. Harris, and K. W. Mossholder. 1993. *Creating Readiness for Organizational Change.* Human Relations: 46 (June), 681– 703. <https://doi.org/10.1177/001872679304600601>
- Armstrong, M., and A. Baron. 1998. *Performance Management – The New Realities.* London: Institute of Personnel and Development.
- Armstrong, M., and S. Taylor. 2014. *Human Resource Management Practice.* United Kingdom: Ashford Colour Press Ltd.
- Asbari, Masduki., et al. 2020. Analisis Kesiapan Untuk Berubah Di Masa Pandemi Covid-19: Studi Pengaruh Kepemimpinan Transformasional Terhadap Kinerja Karyawan.” Jurnal Ekonomi dan Manajemen Universitas Bina Sarana informatika Vol. 18. Diakses 2 September 2021
- Astuti, E., and R. M. Khoirunnisa. 2018. Pengaruh *Employee Engagement, Komitmen Organisasi, Dan Kepemimpinan Transformasional Terhadap Kesiapan Untuk Berubah (Readiness For Change)* Pada Karyawan Universitas Ahmad Dahlan.Jurnal Fokus Manajemen Bisnis 8(1): 47–66. Diakses 7 September 2021
- Badan Pengembangan Sumber Daya Manusia Hukum dan HAM. 2020. Laporan Kinerja BPSDM Hukum dan HAM Tahun 2020 Jakarta.
- Bakker, A.B., and E. Demerouti. 2007. *The Job Demands-Resources Model: State of the Art .Journal of Managerial Psychology* Vol. 22 No: 309-328.
- Bangun, Wilson. 2012. *Manajemen Sumber Daya Manusia.* Jakarta: Erlangga.

- Banjongprasert, J. 2017. *An Assessment of Change-Readiness Capabilities and Service Innovation Readiness and Innovation Performance: Empirical Evidence from MICE Venues*. *IJEM International Journal of Economics and Management* 11: 1–17.
- Bass, B. M., and E. Riggio, R. 2005. *Transformasional Leadership 2nd Edition*. New Jersey: Lawrence Erlbaum Associates Publisher.
- Bass, Bernard M., and Bruce J. Avolio. 1994. *Improving Organization Effectiveness Through Tranformational Leadership*. London, UK: SAGE Publications.
- Bass, Bernard M., and Ronald E. Riggio. 2006. *Transformational Leadership: Second Edition Transformational Leadership*. <https://www.taylorfrancis.com/books/9781135618896>.
- Bernardin, H. John and Russel, J.E.A. 1993. *Humans Resource Management: An Experimental Approach*. Internatio. Singapore: McGraw Hill. Inc.
- Berneth, Jeremy. 2004. *Expanding Our Understanding of the Change Message*."Human Resource Review Vol 3
- Bryman, A., Gillingwater, D. and McGuinness, I. 1992. *Leadership and Organisational Transformation*. *Management Research News*, Vol. 15(No. 5/6): 26-27.
- Buil, Isabel, Eva Martínez, and Jorge Matute. 2019. *Transformational Leadership and Employee Performance: The Role of Identification, Engagement and Proactive Personality*. *International Journal of Hospitality Management* Volume 77: Pages 64-75, ISSN 0278-4319. Diakses 8 September 2021
- Burns, J.M. 1978. *Leadership*, Harper & Row. New York, NY.
- Cascio. 2013. *Managing Human Resource*. New York, USA: McGraw Hill. Inc.
- Citrawan, H. et al. 2019. Meniti Strategi Corporate University: Refleksi Kemenkumham Sebagai Organisasi Pembelajar. Jakarta: Balitbangkumham Press.
- Cummings, and Worley. 2005. *Organizational Development (8th Ed)*. South Western Edition: Thompson.
- Desplaces, David. 2005. *A Multilevel Approach to Individual Readiness to Change*. *The Journal of Behavioral and Applied Management*. Vol.7 No.1: pp.25-39.
- Dessler, Gary. 2010. Manajemen Sumber Daya. Yogyakarta: Graha Ilmu.
- . 2017. Manajemen Sumber Daya Manusia. Edisi 14. Jakarta: Salemba Empat.
- Eliyana, A., S. Ma'arif, and Muzakki. 2019. *Job Satisfaction and Organizational Commitment Effect in the Transformational Leadership towards Employee Performance*. *European Research on Management and Business Economics*

25(3): 144–150. Diakses 8 September 2021

- Fitriana, Rina, and Sugiyono. 2019. Kesiapan Berubah Pada Sekretariat Jenderal Kementerian Kelautan Dan Perikanan Republik Indonesia. *Ikraith Ekonomika Vol 2(2): 42–51.* Diakses 7 September 2021
- Garson, G. D. 2016. *Partial Least Squares: Regression and Structural Equation Models.* 2016 Edition Statistical Associates Publishing.
- Ghozali, I. 2016. Aplikasi Analisis Multivariate Dengan Program IBM SPSS 23. Edisi 8. Semarang: Badan Penerbit Universitas Diponegoro.
- Gomes, F. C. 2003. Manajemen Sumber Daya Manusia. Yogyakarta: Penerbit Andi.
- Hallgrímsson, Tryggyi. 2008. *Organizational Change and Change Readiness: Employee Attitude During Times of Proposed Merger.* I Tromso University.
- Hanpachern, C. et al. 1998. *An Extension of the Theory of Margin: A Framework for Assessing Readiness for Change.* Vol 9: No. 4.
- Hasibuan, Malayu. 2001. Manajemen Sumber Daya Manusia. Jakarta: PT Bumi Aksara.
- Hidayat, A. 2018. Pengertian Partial Least Square (PLS), Fungsi, Tujuan, Cara Dan Algoritma. <https://www.statistikian.com/2018/08/pengertian-partial-least-square-pls.html>.
- Holt, D. T., A. A. Armenakis, H. S. Feild, and S. G. Harris. 2007. *Readiness for Organizational Change: The Systematic Development of a Scale.* *Journal of Applied Behavioral Science.*
- Indriastuti, D., and O Fachrunnisa. 2020. *Achieving Organizational Change: Preparing Individuals to Change and Their Impact on Performance.* *Public Organiz Rev.* Diakses 10 September 2021
- Ismail, Hussein Nabil, Adnan Iqbal, and Lina Nasr. 2019. *Employee Engagement and Job Performance in Lebanon: The Mediating Role of Creativity.* *International Journal of Productivity and Performance Management* 68(3): 506–23. Diakses 10 September 2021
- Ivancevich, et al. 2006. *Organizational Behavior And Management, Seven Edition.* New York, USA: McGraw Hill. Inc.
- Katsaros, Kleanthis K., Athanasios N. Tsirikas, and Georgia C. Kosta. 2020. *The Impact of Leadership on Firm Financial Performance: The Mediating Role of Employees' Readiness to Change.* *Leadership and Organization Development Journal* 41(3): 333–47. Diakses 10 September 2021
- Khamdan, Muh. 2020. Internalisasi Kemenkumham Corporate University. Depok: BPSDM Hukum dan HAM Press.
- Luthans, Fred. 2006. Perilaku Organisasi, Edisi Kesepuluh. Yogyakarta: Penerbit Andi.

- Macey, W.H., B. Schneider, K.M Barbera, and S.A. Young. 2009. *Employee Engagement, Tools for Analysis, Practice, and Competitive Advantage*, Chichester Wiley-Blackwell. West Sussex, United Kingdom.
- Macey, William H., and Benjamin Schneider. 2008. *The Meaning of Employee Engagement*. *Industrial and Organizational Psychology* 1(1): 3–30.
- Madsen, S. R., D. Miller, and John C. R. 2005. *Readiness for Organizational Change: Do Organizational Commitment and Social Relationships in the Workplace Make a Difference?* *Human Resource Development Quarterly* 16(2): 213–33.
- Mangkunegara, A. A. 2016. Sumber Daya Manusia Perusahaan. Bandung: PT. Remaja Rosda Karya.
- Masduki Asbari et al. 2020. Analisis Pengaruh Efektivitas Kepemimpinan Transformasional Dan Kesiapan Untuk Berubah Terhadap Kinerja Karyawan Wanita Di Masa Pandemi Covid-19. *Jurnal Ilmiah Mahasiswa Ekonomi Manajemen* 18(2): 147–59. Diakses 10 September 2021
- Matthysen, Megan, and Chantel Harris. 2018. *The Relationship between Readiness to Change and Work Engagement: A Case Study in an Accounting Firm Undergoing Change*. *SA Journal of Human Resource Management* 16: 1–11.
- Organisation, Gallup. 2004. *Building A Stronger Workplace: Manager Workbook*. www.gallup.com.
- Payaman, J., and Simanjuntak. 2011. Manajemen Dan Evaluasi Kinerja. Edisi Ketiga. Jakarta: Fakultas Ekonomi Universitas Indonesia.
- Rivai, V., Bachtiar, and B. R Amar. 2013. Pemimpin Dan Kepemimpinan Dalam Organisasi. Jakarta: Rajawali Pers.
- Rivai Zainal, Veithzal S. 2015. Manajemen Sumber Daya Manusia Untuk Perusahaan. Edisi Ke-7. Depok: PT. Rajagrafindo.
- Robbins, S. P., and A. Timothy A. Judge. 2018. *Essentials of Organizational Behavior*. 14th Edition. London, UK: Pearson Education Inc.
- Robbins, Stephen, and Timothy A Judge. 2015. “Perilaku Organisasi – Organizational Behavior Edisi 16.” In Jakarta: Salemba Empat.
- Robbins, Stephen P., and A. Timothy A. Judge. 2019. *Organizational Behavior*. 18th ed. Harlow, England: Pearson Education Limited.
- Saks, A.M. 2006. *Antecedents and Consequences of Employee Engagement*. *Journal of Managerial Psychology* Vol. 21 No: 600–619. <https://doi.org/10.1108/02683940610690169>
- Sandjojo, Nidjo. 2014. Metode Analisis Jalur Dan Aplikasinya. Edisi Revisi. Jakarta: Fakultas Ilmu Komputer Universitas Pembangunan Nasional “Veteran” Jakarta.

- Schaufeli, W.B., and A.B. Bakker. 2004. *Job Demands, Job Resources, and Their Relationship with Burnout and Engagement: A Multi-Sample Study*. *Journal of Organisational Behaviour* Vol 25.
- Sinambela, et al. 2011. Reformasi Pelayanan Publik. Jakarta: PT Bumi Aksara.
- Sinambela, L. P. 2016. Manajemen Sumber Daya Manusia Membangun Tim Kerja Yang Solid Untuk Meningkatkan Kinerja. Jakarta: PT Bumi Aksara.
- Siswatiningsih, Ida, Kusdi Raharjo, and Arik Prasetya. 2019. Pengaruh Kepemimpinan Transformasional Dan Transaksional Terhadap Budaya Organisasi, Motivasi Kerja, Komitmen Organisasional Dan Kinerja Karyawan. *Jurnal Bisnis dan Manajemen* 5(2): 146–57. Diakses 2 September 2021
- Sugiyono. 2015. Metode Penelitian Dan Pengembangan. Bandung: Alfabeta.
- . 2019. Metode Penelitian Kuantitatif, Kualitatif Dan R&D. Bandung: CV Alfabeta.
- Susyanto, H. 2019. Pengaruh Kepemimpinan, Keterlibatan Karyawan Dan Kepuasan Kerja Terhadap Kesiapan Untuk Berubah Dalam Menghadapi Perubahan Organisasi. *Jurnal Ekonomi, Bisnis dan Akuntansi (JEBA)* 21(1). Diakses 10 September 2021
- Veitzhal, Rivai., Mohd. Basri, and Ahmad Fawzi. 2005. *Performance Appraisal – Sistem Yang Tepat Untuk Menilai Kinerja Karyawan Dan Meningkatkan Daya Saing Perusahaan*. Jakarta: Raja Grafindo Persada.
- Victoria, Inge, and Edy Rahardja. 2018. Analisis Pengaruh Gaya Kepemimpinan Transformasional, Motivasi Kerja Dan *Employee Engagement* Terhadap Kinerja Karyawan (Studi Pada Karyawan Non Medis RSUD K . R . M . T Wongsonegoro Semarang).” *Diponegoro Journal of Management* 7(3): 1–12. Diakses 10 September 2021
- Visagle, C. M., and C. Steyn. 2011. *Organizational Commitment and Responses to Planned Organizational Change: An Exploratory Study*. *Southern African Business Review* Vol. 15 No.
- Yukl, G. 2010. *Leadership in Organization 7th Edition*. United State: Pearson Education Inc.
- Yuwono, Teguh, Nuri Wiyono, Masduki Asbari, and Dewiana Novitasari. 2020. “Terhadap Kinerja Karyawan Wanita Di Masa Pandemi Covid-19.” *Ilmiah Mahasiswa Ekonomi Manajemen* 5(3): 615–32. Diakses 10 September 2021