

DAFTAR PUSTAKA

- Ababaneh, R. I. (2010). The role of Budaya Organisasi on practising quality improvement in Jordanian public hospitals. *Leadership in Health Services*, 23(3), 244–259. <https://doi.org/10.1108/17511871011061064>
- Adhiatma, A., Fachrunnisa, O., & Sudarti, K. (2022). Individual Dexterity and Psychological Kepemimpinan Memberdayakan for Digital Workplace. *International Journal of Technology and Human Interaction*, 18(1), 1–21. <https://doi.org/10.4018/IJTHI.299354>
- Adiwijaya, S., Ribhan, & Hayati, K. (2023). The Effect of Transformational Leadership on Kesiapan Menghadapi Perubahan Mediated by Komitmen Organisasional. *Asian Journal of Economics, Business and Accounting*, 23(15), 69–80. <https://doi.org/10.9734/ajeba/2023/v23i151017>
- Afrida, Y., Rivai, H. A., Syahrul, L., & Lukito, H. (2024). Readiness to change in Islamic banking: the significance of adaptability and Islamic work ethics. *Journal of Islamic Marketing*. <https://doi.org/10.1108/JIMA-11-2023-0357>
- Ahearne, M., Mathieu, J., & Rapp, A. (2005). To empower or not to empower your sales force? An empirical examination of the influence of leadership empowerment behavior on customer satisfaction and performance. *Journal of Applied Psychology*, 90(5), 945–955. <https://doi.org/10.1037/0021-9010.90.5.945>
- Al-Maamari, Q. A., & Raju, V. (2020). Does Komitmen Organisasional affect Individual Readiness for Total Quality Management (TQM) Implementation? *Test Engineering and Management*, 1–20.
- Al-Shamali, S., Al-Shamali, A., Alsaber, A., Al-Kandari, A., AlMutairi, S., & Alaya, A. (2022). Impact of Budaya Organisasi on Academics' Readiness and Behavioral Intention to Implement eLearning Changes in Kuwaiti Universities during COVID-19. *Sustainability (Switzerland)*, 14(23), 15824. <https://doi.org/10.3390/su142315824>
- Al-Tahitah, A., Abdulrab, M., Alwaheeb, M. A., Al-Mamary, Y. H. S., & Ibrahim, I. (2020). The effect of learning Budaya Organisasi on Kesiapan Menghadapi Perubahan and commitment to change in educational sector in Yemen. *Journal of Critical Reviews*, 7(9), 1019–1026. <https://doi.org/10.31838/jcr.07.09.188>
- Al-Tahitah, A., Muthaliff, M. M. A., Sammari, N., & Abdulrab, M. (2021). The mediating effect of learning organisational culture between leadership styles and Kesiapan Menghadapi Perubahan: An empirical study in Yemen. *International Journal of Learning and Change*, 13(6), 609–626. <https://doi.org/10.1504/IJLC.2020.10030185>
- Al Otaibi, S. M., Amin, M., Winterton, J., Bolt, E. E. T., & Cafferkey, K. (2023). The role of Kepemimpinan Memberdayakan and psychological empowerment on nurses' work engagement and affective commitment.

International Journal of Organizational Analysis, 31(6), 2536–2560.
<https://doi.org/10.1108/IJOA-11-2021-3049>

Alkhodary, D. A. (2023). Exploring the Relationship between Budaya Organisasi and Well-Being of Educational Institutions in Jordan. In *Administrative Sciences* (Vol. 13, Issue 3). <https://doi.org/10.3390/admsci13030092>

Almuqati, J. M., Alfaki, M., & Alkarani, A. (2023). Health Care Providers' Perceptions of the Ministry of Health's Organisational Kesiapan Menghadapi Perubahan. *Nurse Media Journal of Nursing*, 13(1), 132–140.
<https://doi.org/10.14710/nmjn.v13i1.47311>

Alolabi, Y. A., Ayupp, K., & Al Dwaikat, M. (2021). Issues and implications of readiness to change. *Administrative Sciences*, 11(4), 140.
<https://doi.org/10.3390/admsci11040140>

Alqudah, I. H. A., Carballo-Penela, A., & Ruza-Sanmartín, E. (2022). High-performance human resource management practices and Kesiapan Menghadapi Perubahan: An integrative model including affective commitment, employees' performance, and the moderating role of hierarchy culture. *European Research on Management and Business Economics*, 28(1), 100177. <https://doi.org/10.1016/j.iedeen.2021.100177>

Amundsen, S., & Martinsen, Ø. L. (2014). Kepemimpinan Memberdayakan: Construct clarification, conceptualization, and validation of a new scale. *The Leadership Quarterly*, 25(3), 487–511.

Anh, N. T. M., Hoa, L. T. K., Thao, L. P., Nhi, D. A., Long, N. T., Truc, N. T., & Ngoc Xuan, V. (2024). The Effect of Kesiapan Teknologi on Adopting Artificial Intelligence in Accounting and Auditing in Vietnam. *Journal of Risk and Financial Management*, 17(1), 27.
<https://doi.org/10.3390/jrfm17010027>

Aranki, D. H., Suifan, T. S., & Sweis, R. J. (2019). The Relationship between Budaya Organisasi and Komitmen Organisasional. *Modern Applied Science*, 13(4), 137. <https://doi.org/10.5539/mas.v13n4p137>

Armenakis, A. A., Harris, S. G., & Mossholder, K. W. (1993). Creating Kesiapan Menghadapi Perubahan. *Human Relations*, 46(6), 681–703.

Arnold, J. A., Arad, S., Rhoades, J. A., & Drasgow, F. (2000). The Kepemimpinan Memberdayakan questionnaire: The construction and validation of a new scale for measuring leader behaviors. *Journal of Organizational Behavior*, 21(3), 249–269. [https://doi.org/10.1002/\(sici\)1099-1379\(200005\)21:3<249::aid-job10>3.0.co;2-%23](https://doi.org/10.1002/(sici)1099-1379(200005)21:3<249::aid-job10>3.0.co;2-%23)

Astuti, E., & Khoirunnisa, R. M. (2020). Pengaruh Employee Engagement, Komitmen Organisasi, Dan Kepemimpinan Transformasional Terhadap Kesiapan Untuk Berubah (Kesiapan Menghadapi Perubahan) Pada Karyawan Universitas Ahmad Dahlan. *Jurnal Fokus Manajemen Bisnis*, 8(1), 47.
<https://doi.org/10.12928/fokus.v8i1.1581>

- Aziz, S. (2022). Individual characteristics and innovation performance in SMEs: Moderating role of physiological capital. *Journal of Advanced Research in Social Sciences and Humanities*, 7(3), 122–135. <https://doi.org/10.26500/jarssh-07-2022-0303>
- Bass, B. M., & Bass Bernard, M. (1985). *Leadership and performance beyond expectations*.
- Benmira, S., & Agboola, M. (2021). Evolution of leadership theory. *BMJ Leader*, 5(1), 3–5. <https://doi.org/10.1136/leader-2020-000296>
- Bouckenoghe, D., Devos, G., & Van Den Broeck, H. (2009). Organizational change questionnaire-climate of change, processes, and readiness: Development of a new instrument. *Journal of Psychology: Interdisciplinary and Applied*, 143(6), 559–599. <https://doi.org/10.1080/00223980903218216>
- Brahmana, S. S. (2021). Assessing organizational Kesiapan Menghadapi Perubahan of utama's lecturers. *Turkish Journal of Computer and Mathematics Education (TURCOMAT)*, 12(8), 846–851.
- Byrne, B. (2016). Structural equation modeling with AMOS: Basic concepts, applications, and programming: Routledge Choo, SY, & Chan, CKY (2013). Predicting eating problems among Malaysian Chinese: Differential roles of positive and negative perfectionism. *Personality and Individual Differences Pers. Individ. Differ*, 54, 744–749.
- Cameron, K. S., & Quinn, R. E. (1999). *Diagnosing and changing organization: Based on the competing values framework*. Reading, MA: Addison-Wesley.
- Cimili Gök, E. B., & Özçetin, S. (2021). The Effect of School Culture on Teachers' Komitmen Organisasional. *Journal of Educational Leadership and Policy Studies*.
- Civelek, M. E. (2018). Essentials of Structural Equation Modeling. In *Zea Books*. Lulu. com. <https://doi.org/10.13014/k2sj1hr5>
- Cochran, W. G. (1977). Sampling techniques. *John Wiley & Sons*.
- Cohen, A. (2007). Commitment before and after: An evaluation and reconceptualization of Komitmen Organisasional. *Human Resource Management Review*, 17(3), 336–354. <https://doi.org/10.1016/j.hrmr.2007.05.001>
- Collier, J. E. (2020). Applied structural equation modeling using amos: Basic to advanced techniques. In *Applied Structural Equation Modeling using AMOS: Basic to Advanced Techniques*. Routledge. <https://doi.org/10.4324/9781003018414>
- Colquitt, J. A., Lepine, J. A., & Wesson, M. J. (2015). Organizational behavior: Improving performance and commitment. *Organizational Behaviour*. McGraw-Hill Education. *Www. Mhhe. Con*.

- Colquitt, J. A., Wesson, M. J., & LePine, J. A. (2018). *Organizational Behavior: Improving Performance and Commitment in the Workplace*. McGraw-Hill Education. <https://books.google.co.id/books?id=6SrJswEACAAJ>
- Darmawan, A. K., Muhsi, M., Al Wajieh, M. W., Setyawan, M. B., Komarudin, A., & Ariyanto, F. (2022). Predicting Smart Regency Readiness on Sub-Urban Area in Indonesia: A perspective of Kesiapan Teknologi Index 2.0. *9th International Conference on ICT for Smart Society: Recover Together, Recover Stronger and Smarter Smartization, Governance and Collaboration, ICISS 2022 - Proceeding*, 1–6. <https://doi.org/10.1109/ICISS55894.2022.9915246>
- Diansyah, & Putri, F. A. (2022). The Effect of Transformational Leadership and Budaya Organisasi on Employee Performance Moderated Komitmen Organisasional. *Budapest International Research and Critics Institute-Journal (BIRCI-Journal)*, 5(4), 19439–19446. www.ijisrt.com197
- Diharto, A. K. (2019). the Role of Leadership Agility and Komitmen Organisasional Toward Organizational Kesiapan Menghadapi Perubahan in Public Islamic Universities of Central Java in Conditions of Vuca Era. *Russian Journal of Agricultural and Socio-Economic Sciences*, 91(7), 206–211. <https://doi.org/10.18551/rjoas.2019-07.23>
- Dwivedula, R., Bredillet, C. N., & Müller, R. (2016). Personality and work motivation as determinants of project success: the mediating role of organisational and professional commitment. *International Journal of Management Development*, 1(3), 229. <https://doi.org/10.1504/ijmd.2016.076553>
- Edosomwan, H. S., & Nwanzu, C. L. (2021). Psychological Contract Fulfillment and Attitude towards Organizational Change: A Mediation and Moderation Analysis of Affective Commitment and Kepemimpinan Memberdayakan. *SEISENSE Journal of Management*, 4(4), 62–76. <https://doi.org/10.33215/sjom.v4i4.683>
- Ellis, L. A., Tran, Y., Pomare, C., Long, J. C., Churruca, K., Saba, M., & Braithwaite, J. (2023). Hospital organizational change: The importance of teamwork culture, communication, and change readiness. *Frontiers in Public Health*, 11, 1089252. <https://doi.org/10.3389/fpubh.2023.1089252>
- Engida, Z. M., Alemu, A. E., & Mulugeta, M. A. (2022). The effect of change leadership on employees' readiness to change: the mediating role of Budaya Organisasi. *Future Business Journal*, 8(1), 31. <https://doi.org/10.1186/s43093-022-00148-2>
- Estradha, R., Eryanto, H., Eliyana, A., Suhud, U., Widyastuti, U., & Wibowo, A. (2025). Determinant Factors for the Readiness of Human Resource Information Systems (HRIS) in Public Organizations. *Interdisciplinary Journal of Management Studies*, 18(2), 209–223. <https://doi.org/10.22059/ijms.2024.360758.675944>

- Faulks, B., Song, Y., Waiganjo, M., Obrenovic, B., & Godinic, D. (2021). Impact of Kepemimpinan Memberdayakan, innovative work, and organizational learning readiness on sustainable economic performance: an empirical study of companies in russia during the COVID-19 pandemic. *Sustainability (Switzerland)*, 13(22), 12465. <https://doi.org/10.3390/su132212465>
- Fazzari, F. A., Juwitaningrum, I., & Wulandari, A. (2021). Pengaruh Komitmen Organisasi Terhadap Kesiapan Untuk Berubah Pada Karyawan Geoff Max Footwear. Co Di Kota Bandung. *Jurnal Psikologi Insight*, 5(2), 39–47.
- Frick, N. R. J., Mirbabaie, M., Stieglitz, S., & Salomon, J. (2021). Maneuvering through the stormy seas of digital transformation: the impact of Kepemimpinan Memberdayakan on the AI readiness of enterprises. *Journal of Decision Systems*, 30(2–3), 235–258. <https://doi.org/10.1080/12460125.2020.1870065>
- Gentles-Gibbs, N., & Kim, H. (2019). A Grounded Theory Study of Organizational Kesiapan Menghadapi Perubahan in Public Child Welfare: Developing a Theoretical Model. *Child Welfare*, 97(1), 109.
- Ginting Munthe, R., Susan, M., & Sulungbudi, B. M. (2024). The Role of Internal Marketing in Building Komitmen Organisasional and Reducing Turnover Intention Affecting the Improved Performance of Life Insurance Agents in Indonesia. *APTISI Transactions on Technopreneurship*, 6(1), 56–71. <https://doi.org/10.34306/att.v6i1.387>
- Gräfe, H., & Kauffeld, S. (2024). Toward the multidimensional measurement of organizational Kesiapan Menghadapi Perubahan. *Diagnostica*, 70(2), 77–87. <https://doi.org/10.1026/0012-1924/a000324>
- Guenduez, A. A., & Mergel, I. (2022). The role of dynamic managerial capabilities and organizational readiness in smart city transformation. *Cities*, 129, 103791. <https://doi.org/10.1016/j.cities.2022.103791>
- Haffar, M., Al-Karaghoul, W., Djebarni, R., Al-Hyari, K., Gbadamosi, G., Oster, F., Alaya, A., & Ahmed, A. (2023). Budaya Organisasi and affective commitment to e-learning' changes during COVID-19 pandemic: The underlying effects of Kesiapan Menghadapi Perubahan. *Journal of Business Research*, 155, 113396. <https://doi.org/10.1016/j.jbusres.2022.113396>
- Haffar, M., Al-Karaghoul, W., Djebarni, R., & Gbadamosi, G. (2019). Organisational culture and TQM implementation: investigating the mediating influences of multidimensional employee Kesiapan Menghadapi Perubahan. *Total Quality Management and Business Excellence*, 30(11–12), 1367–1388. <https://doi.org/10.1080/14783363.2017.1369352>
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2019). *Multivariate Data Analysis*. Cengage. <https://books.google.co.id/books?id=0R9ZswEACAAJ>
- Haque, M. D., Liu, L., & Titi Amayah, A. (2020). The Relationship Between

Vision and Organizational Kesiapan Menghadapi Perubahan: The Mediating Effects of Empowerment and Trust in the Leader. *Journal of Organizational Psychology*, 20(2). <https://doi.org/10.33423/jop.v20i2.2885>

Harman, H. H. (1976). *Modern factor analysis*. University of Chicago press.

Haryono, S. (2017). Metode SEM untuk penelitian manajemen dengan AMOS LISREL PLS. *Luxima Metro Media*, 450.

Hermawan, I., Sartono, S., & Hindrawati, G. (2021). Readiness To Change of Home Tailored Entrepreneurs in Technology-Based Perspective. *Jurnal Aktual Akuntansi Keuangan Bisnis Terapan (AKUNBISNIS)*, 4(2), 87. <https://doi.org/10.32497/akunbisnis.v4i2.3108>

Hermawan, I., & Suharnomo, S. (2020). Information Technology as a Strategic Resource in Encouraging Organizational Change Readiness through the Role of the Human Capital Effectiveness. *Jurnal Dinamika Manajemen*, 11(2), 242–254. <https://doi.org/10.15294/jdm.v11i2.23700>

Hoang, G., Wilson-Evered, E., Lockstone-Binney, L., & Luu, T. T. (2021). Kepemimpinan Memberdayakan in hospitality and tourism management: a systematic literature review. *International Journal of Contemporary Hospitality Management*, 33(12), 4182–4214. <https://doi.org/10.1108/IJCHM-03-2021-0323>

Holt, D. T., Armenakis, A. A., Feild, H. S., & Harris, S. G. (2007). Readiness for organizational change: The systematic development of a scale. *Handbook of Military Industrial Engineering*, 43(2), 34-1-34-16.

Junaidi. (2021). Aplikasi AMOS dan Structural Equation Modeling (SEM). In *UPT Unhas Press*.

Jung, K. B., Kang, S. W., & Choi, S. B. (2020). Kepemimpinan Memberdayakan, risk-taking behavior, and employees' commitment to organizational change: The mediated moderating role of task complexity. *Sustainability (Switzerland)*, 12(6), 2340. <https://doi.org/10.3390/su12062340>

Kamler, B., & Thomson, P. (2014). Helping doctoral students write: Pedagogies for supervision, second edition. In *Taylor and Francis Ltd 5* (Vol. 9781315813). Routledge. <https://doi.org/10.4324/9781315813639>

Kanya, N., Fathoni, A. B., Wisda, T., Nurkholifa, N., & Nurjanah, S. B. (2023). Kesiapan Menghadapi Perubahan for Teachers in Pandemic Time: Viewed from Leadership and Budaya Organisasi. *Almana : Jurnal Manajemen Dan Bisnis*, 7(1), 147–153. <https://doi.org/10.36555/almana.v7i1.2140>

Katsaros, K. K., Tsirikas, A. N., & Kosta, G. C. (2020). The impact of leadership on firm financial performance: the mediating role of employees' readiness to change. *Leadership and Organization Development Journal*, 41(3), 333–347. <https://doi.org/10.1108/LODJ-02-2019-0088>

- Kemas, M. A., & Anwar, R. (2021). The Effect of Budaya Organisasi Gaps on Individual Readiness to Change through Komitmen Organisasional. *International Journal of Business and Technology Management*, 3(3), 70–81. <http://myjms.mohe.gov.my/index.php/ijbtm70>
- Kim, E. J. (2023). Mediation Effect of Kesiapan Teknologi and Kesiapan Menghadapi Perubahan in the Relationship Between Edutech Competence and Depression. *Educational Administration: Theory and Practice*, 29(2), 243–254. <http://e-resources.perpusnas.go.id:2048/login?url=https://search.ebscohost.com/login.aspx?direct=true&db=ehh&AN=163626319&site=eds-live>
- Kim, M., & Beehr, T. A. (2020). Kepemimpinan Memberdayakan: leading people to be present through affective Komitmen Organisasional?*. *International Journal of Human Resource Management*, 31(16), 2017–2044. <https://doi.org/10.1080/09585192.2018.1424017>
- Konczak, L. J., Stelly, D. J., & Trusty, M. L. (2000). Defining and measuring empowering leader behaviors: Development of an upward feedback instrument. *Educational and Psychological Measurement*, 60(2), 301–313. <https://doi.org/10.1177/00131640021970420>
- Kotter, J. P. (1996). *Leading Change*. Harvard Business Review Press.
- Krejcie, R. V. (1970). Determining sample size for research activities. *Educ Psychol Meas.*
- Kurniawati, D. T., Fernando, Y., Dzil Ikham W, M. A., & Masyhuri. (2024). Financial Kesiapan Teknologi for Shariah-compliant banking services: post-merger perspectives. *Journal of Islamic Marketing*, 15(6), 1651–1671. <https://doi.org/10.1108/JIMA-08-2023-0236>
- Kurniawati, E. P., & Widoatmodjo, S. (2023). Readiness For Organizational Change: Workplace and Individual Factors At PT TBK (JV Company). *Asian Journal of Social and Humanities*, 2(03), 1917–1925. <https://doi.org/10.59888/ajosh.v2i03.205>
- Laig, R. B. D., & Abocejo, F. T. (2021). Change Management Process in a Mining Company: Kotter's 8-Step Change Model. *Journal of Management, Economics, and Industrial Organization*, September, 31–50. <https://doi.org/10.31039/jomeino.2021.5.3.3>
- Lauer, T. (2020). Change management: Fundamentals and success factors. In *Change Management: Fundamentals and Success Factors*. Springer Nature. <https://doi.org/10.1007/978-3-662-62187-5>
- Lewin, K. (1947). Group decision and social change. *Readings in Social Psychology*, 3(1), 197–211.
- LIMON, I. (2022). Relationship between Kepemimpinan Memberdayakan and Teachers' Job Performance: Komitmen Organisasional as Mediator.

- Kuramsal Eğitimbilim*, 15(1), 16–41.
<https://doi.org/10.30831/akukeg.945201>
- Lokuge, S., Sedera, D., Grover, V., & Dongming, X. (2019). Organizational readiness for digital innovation: Development and empirical calibration of a construct. *Information and Management*, 56(3), 445–461.
<https://doi.org/10.1016/j.im.2018.09.001>
- Mabey, C., Salaman, G., & Storey, D. J. (1998). Strategic human resource management: A reader. (No Title).
- Mahendrati, H. A., & Mangundjaya, W. (2020). Individual Kesiapan Menghadapi Perubahan and Affective Commitment to Change: The Mediation Effect of Kesiapan Teknologi on Public Sector. *3rd Forum in Research, Science, and Technology (FIRST 2019)*, 52–59.
<https://doi.org/10.2991/assehr.k.200407.010>
- Mankins, J. C. (2009). Kesiapan Teknologi assessments: A retrospective. *Acta Astronautica*, 65(9–10), 1216–1223.
<https://doi.org/10.1016/j.actaastro.2009.03.058>
- Masrek, M. N., & Heriyanto, H. (2021). Prosedur Perbaikan untuk Mengontrol dan Meminimalkan Varian Metode Umum dalam Survei Penelitian Ilmu Perpustakaan dan Informasi. *Palimpsest: Jurnal Ilmu Informasi Dan Perpustakaan*, 12(1), 1–11. <https://doi.org/10.20473/pjil.v12i1.25062>
- Mathur, M., Kapoor, T., & Swami, S. (2023). Readiness for organizational change: the effects of individual and organizational factors. *Journal of Advances in Management Research*, 20(4), 730–757.
<https://doi.org/10.1108/JAMR-02-2023-0032>
- Mauro, T. G., & Borges-Andrade, J. E. (2020). Human resource system as innovation for organisations. *Innovation and Management Review*, 17(2), 197–214. <https://doi.org/10.1108/INMR-03-2019-0037>
- Melani, R. (2022). Pengaruh Komitmen Organisasi terhadap Kesiapan untuk Berubah pada Guru di SMA X Cilegon. *Bandung Conference Series: Psychology Science*, 2(2), 229–238.
- Metwally, D., Ruiz-Palomino, P., Metwally, M., & Gartzia, L. (2019). How Ethical Leadership Shapes Employees' Readiness to Change: The Mediating Role of an Budaya Organisasi of Effectiveness. *Frontiers in Psychology*, 10, 434635. <https://doi.org/10.3389/fpsyg.2019.02493>
- Meuter, M. L., Ostrom, A. L., Bitner, M. J., & Roundtree, R. (2003). The influence of technology anxiety on consumer use and experiences with self-service technologies. *Journal of Business Research*, 56(11), 899–906.
[https://doi.org/10.1016/S0148-2963\(01\)00276-4](https://doi.org/10.1016/S0148-2963(01)00276-4)
- Meyer, J. P. (1997). Commitment in the workplace: theory, research, and application. In *Choice Reviews Online* (Vol. 35, Issue 02). Sage.

<https://doi.org/10.5860/choice.35-0996>

- Meyer, J. P., Bobocel, D. R., & Allen, N. J. (1991). Development of Komitmen Organisasional During the First Year of Employment: A Longitudinal Study of Pre- and Post-Entry Influences. *Journal of Management*, 17(4), 717–733. <https://doi.org/10.1177/014920639101700406>
- Miles, M. C., Richardson, K. M., Wolfe, R., Hairston, K., Cleveland, M., Kelly, C., Lippert, J., Mastandrea, N., & Pruitt, Z. (2023). Using Kotter's Change Management Framework to Redesign Departmental GME Recruitment. *Journal of Graduate Medical Education*, 15(1), 98–104. <https://doi.org/10.4300/JGME-D-22-00191.1>
- Mowen, J. C. (2000). The 3M Model of Motivation and Personality. In *The 3M Model of Motivation and Personality*. Springer Science & Business Media. <https://doi.org/10.1007/978-1-4757-6708-7>
- Muafi, Fachrunnisa, O., Siswanti, Y., El Qadri, Z. M., & Harjito, D. A. (2019). Kepemimpinan Memberdayakan and Individual Readiness to Change: the Role of People Dimension and Work Method. *Journal of the Knowledge Economy*, 10(4), 1515–1535. <https://doi.org/10.1007/s13132-019-00618-z>
- Olafsen, A. H., Nilsen, E. R., Smedsrud, S., & Kamaric, D. (2020). Sustainable development through commitment to organizational change: the implications of Budaya Organisasi and individual Kesiapan Menghadapi Perubahan. *Journal of Workplace Learning*, 33(3), 180–196. <https://doi.org/10.1108/JWL-05-2020-0093>
- Oupen, S. M., & Yudana, I. M. (2020). Kontribusi Kepemimpinan Transformasional, Budaya Organisasi, Disiplin Kerja, Dan Motivasi Kerja, Terhadap Komitmen Organisasional Guru Sd. *Jurnal Administrasi Pendidikan Indonesia*, 11(1), 34–43. <https://doi.org/10.23887/japi.v11i1.3167>
- Parasuraman. (2000). Kesiapan Teknologi Index (TRI): A Multipleitem Scale To Measure Readiness To Embrace New Technologies. *Journal Of Service Research*, 2:307(May), 307–320.
- Parasuraman, A., & Colby, C. L. (2014). An updated and streamlined Kesiapan Teknologi index: TRI 2.0. *Journal of Service Research*, 18(1), 59–74.
- Podsakoff, P. M., MacKenzie, S. B., Lee, J.-Y., & Podsakoff, N. P. (2003). Common method biases in behavioral research: a critical review of the literature and recommended remedies. *Journal of Applied Psychology*, 88(5), 879.
- Podsakoff, P. M., MacKenzie, S. B., & Podsakoff, N. P. (2012). Sources of method bias in social science research and recommendations on how to control it. *Annual Review of Psychology*, 63(1), 539–569. <https://doi.org/10.1146/annurev-psych-120710-100452>

- Potnuru, R. K. G., Sharma, R., & Sahoo, C. K. (2023). Employee Voice, Employee Involvement, and Organizational Change Readiness: Mediating Role of Commitment-to-Change and Moderating Role of Transformational Leadership. *Business Perspectives and Research*, 11(3), 355–371. <https://doi.org/10.1177/22785337211043962>
- Praharti, E., Yohana, C., & Suparno, S. (2023). Teachers' Organizational Citizenship Behavior (Ocb) Improves the Quality of School Organizations. *Proceedings of the 1st International Conference on Social Science (ICSS)*, 2(1), 126–131. <https://doi.org/10.59188/icss.v2i1.96>
- Prastiti, Z. D. (2021). The Relationship Between Komitmen Organisasional and Readiness to Change for Employee of PT X. *Jurnal Organisasi Dan Manajemen*, 17(1), 78–88. <https://doi.org/10.33830/jom.v17i1.1003.2021>
- Priambodo, I. T., Sasmoko, S., Abdinagoro, S. B., & Bandur, A. (2021). E-Commerce Readiness of Creative Industry During the COVID-19 Pandemic in Indonesia. *Journal of Asian Finance, Economics and Business*, 8(3), 865–873. <https://doi.org/10.13106/jafeb.2021.vol8.no3.0865>
- Purwohedi, U. (2022). *Metode Penelitian: Prinsip dan Praktik*.
- Rafferty, A. E., & Minbashian, A. (2019). Cognitive beliefs and positive emotions about change: Relationships with employee change readiness and change-supportive behaviors. *Human Relations*, 72(10), 1623–1650. <https://doi.org/10.1177/0018726718809154>
- Reichers, A. E. (1985). A review and reconceptualization of Komitmen Organisasional. *Academy of Management Review*. *Academy of Management*, 10(3), 465–476. <https://doi.org/10.5465/AMR.1985.4278960>
- Remeus, E. (2020). The influence of Komitmen Organisasional on individual Kesiapan Menghadapi Perubahan. *Tilburg, Netherlands: Tilburg University*.
- Runa, R. (2023). Determinants of Employee Change Readiness: A Study of Transformational Leadership and Self-Efficacy and the Role of Komitmen Organisasional. *Almana : Jurnal Manajemen Dan Bisnis*, 7(1), 154–167. <https://doi.org/10.36555/almana.v7i1.2144>
- Saf'ani, F., & Ratnawati, I. (2022). ANALISIS PENGARUH BUDAYA ORGANISASI TERHADAP KINERJA KARYAWAN MELALUI VARIABEL KESIAPAN UNTUK BERUBAH SEBAGAI VARIABEL INTERVENING DALAM MENGHADAPI REVOLUSI INDUSTRI 4.0 (Studi Pada Karyawan PT. PELNI Persero Jakarta). *Jurnal Studi Manajemen Organisasi*, 18(2), 23–33. <https://doi.org/10.14710/jsmo.v18i2.39167>
- SAMARANAYAKE, anjee U. (2017). Employee Readiness for Organizational Change: A Case Study in an Export Oriented Manufacturing Firm in Sri Lanka. *Eurasian Journal of Business and Economics*, 10(20), 1–16. <https://doi.org/10.17015/ejbe.2017.020.01>

- Sari, P. O. (2018). PENGARUH GAYA KEPEMIMPINAN TRANSFORMASIONAL, KOMITMEN AFEKTIF, KOMITMEN KONTINUANS DAN KOMITMEN NORMATIF TERHADAP KESIAPAN BERUBAH (Studi pada Bank BRI Kantor Wilayah Yogyakarta). *EXERO : Journal of Research in Business and Economics*, 1(1), 68–89. <https://doi.org/10.24071/exero.v1i1.1662>
- Schein, E. H. (2004). Organisation culture and Leadership (3rd Edition). In *John Wiley & Sons* (Vol. 3). John Wiley & Sons.
- SINGGIH, A. (2023). *Pengaruh Kepemimpinan Transformasional Terhadap Kesiapan Untuk Berubah Melalui Komitmen Organisasi Sebagai Variabel UNIVERSITAS LAMPUNG*. [http://digilib.unila.ac.id/id/eprint/73344%0Ahttp://digilib.unila.ac.id/73344/3/TESIS TANPA BAB PEMBAHASAN.pdf](http://digilib.unila.ac.id/id/eprint/73344%0Ahttp://digilib.unila.ac.id/73344/3/TESIS%20TANPA%20BAB%20PEMBAHASAN.pdf)
- Siswadi, Y., Jufrizen, J., Saripuddin, J., Farisi, S., & Sari, M. (2023). Budaya Organisasi and Organizational Citizenship Behavior: the Mediating Role of Learning Organizations and Komitmen Organisasional. *Jurnal Riset Bisnis Dan Manajemen*, 16(1), 73–82. <https://doi.org/10.23969/jrbm.v16i1.7184>
- Siti Rachmawati, T., Sukmawati, A., & Nurhayati, P. (2024). Employee Readiness in Implementing the Core Values of the Indonesian Government Organization “BerAKHLAK.” *Jurnal Dinamika Manajemen*, 15(1), 104–124. <https://doi.org/10.15294/jdm.v15i1.50062>
- Srivastava, A., Bartol, K. M., & Locke, E. A. (2006). Kepemimpinan Memberdayakan in management teams: Effects on knowledge sharing, efficacy, and performance. *Academy of Management Journal*, 49(6), 1239–1251. <https://doi.org/10.5465/AMJ.2006.23478718>
- Stankov, S., Brtko, E., Poštin, J., Ilić-Kosanović, T., & Nikolić, M. (2022). The influence of Budaya Organisasi and leadership on workplace bullying in organizations in Serbia. *Journal of East European Management Studies*, 27(3), 519–551. <https://doi.org/10.5771/0949-6181-2022-3-519>
- Taherdoost, H. (2016). Validity and reliability of the research instrument; how to test the validation of a questionnaire/survey in a research. *International Journal of Academic Research in Management (IJARM)*, 5.
- Taherdoost, H. (2019). What Is the Best Response Scale for Survey and Questionnaire Design; Review of Different Lengths of Rating Scale / AttitudeScale / Likert Scale. *International Journal of Academic Research in Management (IJARM)*, 8(1), 2296–1747. <https://hal.science/hal-02557308>
- Terek, E., Mitić, S., Cvetkoska, V., Vukonjanski, J., & Nikolić, M. (2018). The influence of information technology on job satisfaction and Komitmen Organisasional. *Dynamic Relationships Management Journal*, 7(2), 39–49. <https://doi.org/10.17708/DRMJ.2018.v07n02a04>
- Tsalits, A. H., & Kismono, G. (2019). Budaya Organisasi types and individual

- Kesiapan Menghadapi Perubahan: evidence from Indonesia. *Diponegoro International Journal of Business*, 2(2), 86.
<https://doi.org/10.14710/dijb.2.2.2019.86-95>
- Tsui, A. S., Zhang, Z. X., Wang, H., Xin, K. R., & Wu, J. B. (2006). Unpacking the relationship between CEO leadership behavior and Budaya Organisasi. *Leadership Quarterly*, 17(2), 113–137.
<https://doi.org/10.1016/j.leaqua.2005.12.001>
- Tyson, G. E. (1975). Tubular structures associated with intracytoplasmic spirochetes. *Cell and Tissue Research*, 158(3), 333–337.
<https://doi.org/10.1007/BF00223830>
- Utami, F. W., & Wardani, R. (2021). The Role of Affective Commitment to the Kesiapan Menghadapi Perubahans of E-Puskesmas Entry Officers in Mojokerto District. *Journal for Quality in Public Health*, 4(2), 166–172.
<https://doi.org/10.30994/jqph.v4i2.204>
- Vaishnavi, V., & Suresh, M. (2020). Modelling of readiness factors for the implementation of Lean Six Sigma in healthcare organizations. *International Journal of Lean Six Sigma*, 11(4), 597–633. <https://doi.org/10.1108/IJLSS-12-2017-0146>
- Vaishnavi, V., Suresh, M., & Dutta, P. (2019). A study on the influence of factors associated with organizational Kesiapan Menghadapi Perubahan in healthcare organizations using TISM. *Benchmarking*, 26(4), 1290–1313.
<https://doi.org/10.1108/BIJ-06-2018-0161>
- Vanny, C., Jufri, A., Hadiwibowo, I., Nurjannah, K., & Dewi Yulianty, P. (2022). Kesiapan untuk Berubah: Self-Efficacy dan Komitmen Organisasi. *Jurnal Manajemen Dan Inovasi (MANOVA)*, 5(2), 1–15.
<https://doi.org/10.15642/manova.v5i2.879>
- Wallach, E. J. (1983). Organizations: The cultural match. *Training and Development Journal*, 37(2), 29–36.
- Waseel, A. H., Zhang, J., Shehzad, M. U., Saddiqa, A., Liu, J., & Hussain, S. (2023). Does Kepemimpinan Memberdayakan help firms to establish collaborative culture and Komitmen Organisasional to stimulate frugal innovation? *Kybernetes*. <https://doi.org/10.1108/K-05-2023-0786>
- Watkins, K. E. (1993). Sculpting the learning organization: Lessons in the art and science of systemic change. *CA: JosseyBass*.
- Weiner, B. J. (2020). A theory of organizational Kesiapan Menghadapi Perubahan. In *Handbook on Implementation Science* (pp. 215–232). Edward Elgar Publishing. <https://doi.org/10.4337/9781788975995.00015>
- Weiner J. Bryan. (2009). A theory of organizational Kesiapan Menghadapi Perubahan. In *Implementation Science* (pp. 1–9). Edward Elgar Publishing.

- Westjohn, S. A., Arnold, M. J., Magnusson, P., Zdravkovic, S., & Zhou, J. X. (2009). Kesiapan Teknologi and usage: a global-identity perspective. *Journal of the Academy of Marketing Science*, 37, 250–265.
- Winiastuti, T., Suparman, L., & Wahyulina, S. (2020). The Influence of Transformational Leadership, Transactional Leadership and Komitmen Organisasional on Kesiapan Menghadapi Perubahan. *International Journal of Innovative Science, Engineering & Technology*, 7(12), 406–419.
- Yahaya, R., & Ebrahim, F. (2016). Leadership styles and Komitmen Organisasional: literature review. *Journal of Management Development*, 35(2), 190–216. <https://doi.org/10.1108/JMD-01-2015-0004>
- Zamani, F., 1+, J., Ghorbanpanah, H., Nabavi, S. E., Saboordavoodian, A., & Farvardin, Z. (2012). A Survey on Budaya Organisasi Based on Stephan Robbins's Theory (Case Study). *2nd International Conference on Management and Artificial Intelligence IPEDR*, 35, 30–34.
- Zarkasi Zarkasi, Syamsu Rijal, Iswahyuningsih Iswahyuningsih, & Dewi Ratih K. (2023). Understanding Information Technology and Accounting Has a Moderated Effect on Komitmen Organisasional. *GEMILANG: Jurnal Manajemen Dan Akuntansi*, 3(2), 113–135. <https://doi.org/10.56910/gemilang.v3i2.435>
- Zhang, Y., Sun, J., Yang, Z., & Wang, Y. (2020). Critical success factors of green innovation: Technology, organization and environment readiness. *Journal of Cleaner Production*, 264, 121701. <https://doi.org/10.1016/j.jclepro.2020.121701>
- Zhen, Z., Yousaf, Z., Radulescu, M., & Yasir, M. (2021). Nexus of digital Budaya Organisasi, capabilities, organizational readiness, and innovation: Investigation of smes operating in the digital economy. *Sustainability (Switzerland)*, 13(2), 1–15. <https://doi.org/10.3390/su13020720>
- Zulkarnain, Z., Hadiyani, S., Ginting, E. D. J., & Fahmi. (2024). Commitment, employee engagement and readiness to change among oil palm plantation officers. *SA Journal of Human Resource Management*, 22, 2471. <https://doi.org/10.4102/sajhrm.v22i0.2471>