

DAFTAR PUSTAKA

- Abdulkadir, A., Afriana, W., & Azis, H. (2021). Ensuring cash-intensive efficiency in the village: Meta frontier analysis. *Journal of Developing Economies*, 6(2), 223.
- Aboobaker, N., Edward, M., & K.A., Z. (2019). Workplace spirituality, employee wellbeing and intention to stay. *International Journal of Educational Management*, 33(1), 28–44.
- Ahmad, A. B., & Cheng, Z. (2018). The role of change content, context, process, and leadership in understanding employees' commitment to change: The case of public organizations in Kurdistan Region of Iraq. *Public Personnel Management*, 47(2), 195–216.
- Ahmad, A., & Singh, J. (2021). Influence of Processes of Change on Stages of Change for Smoking Cessation. *Journal of Applied Social Science*, 16(1), 209–222.
- Alagaraja, M. (2021). Wellbeing in the workplace: A new conceptual model and implications for practice. *The Palgrave Handbook of Workplace Well-Being*, 1307–1328.
- Andrés Reina, M., Díaz-Muñoz, R., & Rodríguez-Fernández, M. (2024). Employee experience: a comprehensive science mapping analysis. *European Public & Social Innovation Review*, 9, 1–25.
- Antasena, D., Crisstin, Y., & Silawati, D. (2023, Mei 1). Efisiensi dan Efektivitas Pengelolaan Keuangan Daerah. *Jurnal Ilmiah Mahasiswa*, 3, 51–70
- Arifin, S. (2019). *Buku Ekonomi APBN & APBD*. Thesis Commons.
- Arikunto. 2006. *Prosedur Penelitian Suatu Pendekatan Praktek*. Jakarta : PT. Rineka Cipta.
- 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. *Journal of Applied Behavioral Science*, 43(4), 481–505.
- Azwar, S. 2012. *Reliabilitas dan Validitas*. Yogyakarta: Pustaka Pelajar
- Baer, M. D., Bundy, J., Garud, N., & Kim, J. K. (2018). The benefits and burdens of organizational reputation for employee well-being: A conservation of resources approach. *Personnel Psychology*, 71(4), 571–595.

- Badan Pengembangan dan Pembinaan Bahasa. (2024). *Kamus Besar Bahasa Indonesia (KBBI)*. Diakses dari <https://kbbi.kemdikbud.go.id>
- Bedford, D. S., Speklé, R. F., & Widener, S. K. (2022). Budgeting and employee stress in times of crisis: Evidence from the covid-19 pandemic. *Accounting, Organizations and Society*, 101, 101346.
- Buchanan, D. A., & Badham, R. J. (2020). Power, politics, and organizational change. *SAGE Publications*.
- Choi, M., & Ruona, W. E. A. (2011). Individual Readiness for Organizational Change and Its Implications for Human Resource and Organization Development. *Human Resource Development Review*, 10(1), 46-73.
- Cummings, T.G. and Worley, C.G. (2009) Organization Development & Change. 9th Edition, South Western Cengage Learning, Mason.
- Cummins, I. (2018). The impact of austerity on Mental Health Service Provision: A UK perspective. *International Journal of Environmental Research and Public Health*, 15(6), 1145.
- 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.
- Darnton, G. and Darnton, M. 1997. *Business Process Analysis*, United Kingdom, Thomson-Learning.
- Devinci Antasena, Yosefina Crisstin, & Dalena Silawati. (2023). Efisiensi Dan Efektivitas Pengelolaan Keuangan Daerah . *Nian Tana Sikka : Jurnal ilmiah Mahasiswa*, 1(3), 51–70.
- Dewanti, A. W., Suhaji, & Ginanjar, R. (2023). Pengaruh readiness for change dan transformational leadership Terhadap Kinerja karyawan pada pt Waskita Karya (persero), Tbk. *JBE (Jurnal Bingkai Ekonomi)*, 8(2), 9–20.
- Diener, Ed. 2009. *The Science of Well-Being: The Collected Works of Ed Diener*. New York: Springer.
- Dima, E. (2013). Analisis efisiensi belanja langsung pendidikan di Provinsi Nusa Tenggara Timur. *Jurnal Mitra Ekonomi dan Manajemen Bisnis*, 4(1):30-35.
- Diniarti, N., & Sulianto, J. (2023). Validitas dan Reliabilitas Instrumen Critical Thinking pada Pemanfaatan Media SIGUPIS di Sekolah Dasar. *Media*

Penelitian Pendidikan : Jurnal Penelitian Dalam Bidang Pendidikan Dan Pengajaran, 17(1), 53–58.

Diva, C., Erina, L., Mardianto, M. (2022). Efisiensi Anggaran Belanja Perjalanan Dinas Masa Pandemi COVID-19 di DPRD Provinsi Sumatera Selatan Tahun 2020. *PESIRAH: Jurnal Administrasi Publik*, 3(2), 15-21.

Eby, L. T., Adams, D. M., Russell, J. E. A., & Gaby, S. H. (2000). Perceptions of Organizational Readiness for Change: Factors Related to Employees' Reactions to the Implementation of Team-Based Selling. *Human Relations*, 53(3), 419-442.

Elliott, I. C. (2020). Organisational learning and change in a public sector context. *Teaching Public Administration*, 38(3), 270–283.

Fahy, K., Alexiou, A., Daras, K., Mason, K., Bennett, D., Taylor-Robinson, D., & Barr, B. (2023). Mental health impact of cuts to local government spending on cultural, environmental and Planning Services in England: A longitudinal ecological study. *BMC Public Health*, 23(1).

Fajri, D. A., & Adyatama, E. (2025). *Tahan Panas hingga Kerja Nomaden Pegawai kementerian imbas Efisiensi Anggaran*. Tempo. <https://www.tempo.co/politik/tahan-panas-hingga-kerja-nomaden-pegawai-kementerian-imbas-efisiensi-anggaran-1204841>

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).

Fuad, M., dkk. 2020. *Anggaran Perusahaan Konsep dan Aplikasi*. Gramedia Pustaka Utama. Jakarta.

Gede Wijaya Kusuma, Salman, A., Prima Firmansyah, J., Pramono, W., Budi Prayitno, R., & P. Simarmata, R. (2024). Flexible working arrangement sebagai strategi efisiensi anggaran dalam pemerintahan . *YUDHISTIRA : Jurnal Yurisprudensi, Hukum Dan Peradilan*, 2(4), 53–59.

Ghazali. (2021). *Aplikasi Analisis Multivariate Dengan Program IBM SPSS 26* (10th ed.). Badan Penerbit Universitas Diponegoro.

Haqq, Z. N. (2021). The linkage between change communication and behavioral resistance to change: Moderating effect of trust in management. *Mega Aktiva: Jurnal Ekonomi Dan Manajemen*, 10(2), 86.

- Harahap, L. (2025). *Pemprov Jakarta bakal Kaji Penerapan WFA Atau WFH Bagi Asn Dampak Efisiensi Anggaran*. merdeka.com. <https://www.merdeka.com/jakarta/pemprov-jakarta-bakal-kaji-penerapan-wfa-atau-wfh-bagi-asn-dampak-efisiensi-anggaran-310170-mvk.html>
- Harter, J. K., Schmidt, F. L., Agrawal, S., Blue, A., Plowman, S. K., Josh, P., & Asplund, J. (2020). *The relationship between engagement at work and organizational outcomes: 2020 Q12® meta-analysis (10th ed.)*. Gallup.
- Hartono, H. (2025). Urgensi Instruksi Presiden Nomor 01 Tahun 2025 terhadap pelaksanaan APBN di Kementerian/Lembaga Tahun 2025. *Indonesian Research Journal on Education*, 5(1), 2666–2672.
- Holt, D. T., Armenakis, A. A., Feild, H. S., & Harris, S. G. (2007). Readiness for organizational change. *The Journal of Applied Behavioral Science*, 43(2), 232–255.
- Ivancevich, Konopaske dan Matteson. 2006. *Perilaku Manajemen dan Organisasi*. Jakarta: Erlangga
- Jaswal, N., Sharma, D., Bhardwaj, B., & Kraus, S. (2024). Promoting well-being through happiness at work: A systematic literature review and future research agenda. *Management Decision*, 62(13), 332–369.
- Kahn, W. A. (1990). Psychological conditions of personal engagement and disengagement at work. *Academy of Management Journal*, 33(4), 692–724.
- Kamanja, D., Ogolla, D., & Gichunge, E. (2019). Influence of work environment on employee engagement among Central Government Ministries in Kenya, a case of Meru County. *Strategic Journal of Business & Change Management*, 6(4).
- Kiefer, T., Hartley, J., Conway, N., & Briner, R. B. (2014). Feeling the squeeze: Public employees' experiences of cutback- and innovation-related organizational changes following a national announcement of budget reductions. *Journal of Public Administration Research and Theory*, 25(4), 1279–1305.
- Kumara, Agus. Ria. (2018). *METODOLOGI PENELITIAN KUALITATIF*. Ahmad Dahlan University.
- Laible, M. C., Anger, S., & Baumann, M. (2020). Personality Traits and Further Training. *Frontiers in psychology*, 11, 510537.
- Lemeshow, S., Hosmer, D. W. Jr., Klar, J., & Lwanga, S. K. (1990). *Adequacy of sample size in health studies*. World Health Organization.

- Liu F, Chow IH and Huang M (2019) Increasing Compulsory Citizenship Behavior and Workload: Does Impression Management Matter?. *Front. Psychol.* 10:1726.
- Lona, S. S., Perseveranda, M. E., & Manafe, H. A. (2023). Analisis Ekonomis, Efisiensi dan Efektivitas Anggaran Pendapatan dan Belanja. *Owner*, 7(1).
- Luthfiana, N., Zamralita, Z., & Idulfilastri, R. M. (2023). Peran kesejahteraan di Tempat Kerja Terhadap Keinginan Untuk Tetap Bertahan Pada milenial. *GUIDENA: Jurnal Ilmu Pendidikan, Psikologi, Bimbingan Dan Konseling*, 13(4), 999.
- Mahdani, F., Syahriati, E., Mirza, M., & Aprilia, E. D. (2022). Hubungan Antara Perceived Organizational Support Dengan Readiness for Change Pada Karyawan BRI Di Banda Aceh. *Indonesian Journal of Islamic Psychology*, 4(1).
- Mangundjaya, W. (2014). Is Workplace Well-Being important to Individual Readiness for Change?. *Prosiding, The 5th International Asian Association of Indigenous and Cross Cultural Psychology*, Fakultas Psikologi, Universitas Sebelas Maret, Surakarta, Indonesia, Januari 10-11.
- Mardhatillah, A., & Rahman, S. (2020). Readiness to Change in Higher Education: Do Demographic Differences in Psychosocial Predictors Matter?. *Jurnal Psikologi Sosial*, 18(1), 64-72.
- Mayasari, R., Febriantoko, J., Africano, F., & Loressa, M. (2021). Efisiensi Dan Efektivitas Belanja Langsung Pada Balai Bahasa provinsi Sumatera Selatan. *Balance : Jurnal Akuntansi Dan Bisnis*, 6(2), 180.
- Miranti, C. D., & Purwanti, M. (2023). Readiness for change guru Terkait Perubahan metode pembelajaran di Masa Pandemi covid-19. *Journal of Psychological Science and Profession*, 7(2), 55.
- Nabilah, A., Luthfiya, A., Nitit, P. P., & Amaliyah, A. (2023). Analisis Pengaruh lingkungan Kerja Fisik Terhadap produktivitas Karyawan Pada perusahaan di jawa timur. *Komunika : Jurnal Ilmiah Komunikasi*, 2(2), 82–98.
- Nabilah, B., & Hernadi Moorcy, N. (2022). Analisis Efektivitas, EFISIENSI, Dan Capaian Kinerja Penyerapan anggaran periode 2019 – 2021 Pemerintah kota balikpapan. *MEDIA RISET EKONOMI [MR.EKO]*, 2(2), 95–103.
- Nazneen, M., & Sgroi, D. (2023). Happiness and Productivity in the Workplace. *Oxford Research Encyclopedia of Economics and Finance*.

- Ningrum, O. A., & Salendu, A. (2021). Pengaruh Psychological Capital Terhadap Individual Readiness for Change Pada Karyawan sales. *JURNAL DIVERSITA*, 7(1), 53–62.
- Novi. (2025). *Dampak Efisiensi Anggaran, BKN Wacanakan WFO 3 Hari Bagi ASN*. Newsikal. <https://www.newsikal.com/dampak-efisiensi-anggaran-bkn-wacanakan-wfo-3-hari-bagi-asn>
- Nurudin, M., Mara, M. N., & Kusnandar, D. (2014). UKURAN SAMPEL DAN DISTRIBUSI SAMPLING DARI BEBERAPA VARIABEL RANDOM KONTINU. *BIMASTER: Buletin Ilmiah Matematika, Statistika Dan Terapannya*, 3(1).
- Oktaviani, N. R., & Mulyandani, V. C. (2022). Analisis Efektivitas Dan Efisiensi Anggaran Belanja Langsung perwakilan Badan Kependudukan Dan Keluarga Berencana nasional provinsi Jawa Barat Tahun anggaran 2016-2020. *Indonesian Accounting Literacy Journal*, 2(2), 484–493.
- Oreg, S., Bartunek, J. M., Lee, G., & Do, B. (2018). An affect-based model of recipients' responses to organizational change events. *Academy of Management Review*, 43(1), 65–86.
- Oswald, A. J., Proto, E., & Sgroi, D. (2015). Happiness and productivity. *Journal of Labor Economics*, 33(4), 789–822.
- Page, K. M., & Vella-Brodrick, D. A. (2008). The 'what', 'why' and 'how' of employee well-being: A new model. *Social Indicators Research*, 90(3), 441–458.
- Palmer, I., Dunford, R., & Buchanan, D. A. (2017). Managing Organizational Change: A Multiple Perspectives Approach. *McGraw-Hill Education*, 3–3, 1–451.
- Pawar, B.S. (2016), "Workplace spirituality and employee well-being: an empirical examination", *Employee Relations*, 38(6), 975-994.
- Permadi, A. C., Savitri, J., & Kuntari, I. S. (2022). Pelatihan self efficacy untuk Meningkatkan readiness for change Pada Teknisi di pt “x” bandung. *Journal of Education, Humaniora and Social Sciences (JEHSS)*, 5(2), 1019–1026.
- Prasetyo, A. R., Nurtjahjanti, H., & Ardhiani, L. N. (2021). Impact of changes in teaching methods during the COVID-19 pandemic: The effect of integrative e-learning on readiness for change and interest in learning among Indonesian University students. *The International Review of Research in Open and Distributed Learning*, 22(2), 87–101.

- Prochaska, J. O., & DiClemente, C. C. (1983). Stages and processes of self-change of smoking: Toward an integrative model of change. *Journal of Consulting and Clinical Psychology*, 51(3), 390–395.
- Puspitasari, Gt. I. (2023). Efisiensi Dan Efektivitas Realisasi Anggaran, Optimalisasi Dan Kinerja Keuangan. *KINDAI*, 18(3), 444–455.
- Puspitasari, I. (2023). Pengaruh growth mindset Terhadap Kesiapan Melakukan Perubahan Pada Dosen di Jawa Barat. *Humanitas (Jurnal Psikologi)*, 7(2), 245–258.
- Rahi, S., Alghizzawi, M., Ahmad, S., Munawar Khan, M. and Ngah, A.H. (2022). Does employee readiness to change impact organization change implementation? Empirical evidence from emerging economy, *International Journal of Ethics and Systems*, Vol. 38 No. 2, pp. 235–253.
- Rahmi, T. R., Agustiani, H. A., Harding, D. H., & Fitriana, E. F. (2021). Adaptasi Employee Well-Being Scale (EWBS) Versi Bahasa Indonesia. *Jurnal Psikologi*, 17(2), 93.
- Ratna Wardani, Ulfa Tarbiati, & Sri Suhandiah. (2024). Organizational Culture with Individual Readiness as a Mediator for Championing Behavior Electronic Medical Record Implementation. *Journal Of Nursing Practice*, 7(2), 270–282.
- Rawinarno, T., Setyoko, H., Widiarto, A., & Alynudin, S. (2023). Manajemen Kinerja Aparatur Sipil Negara (ASN) Berbasis Bekerja dari Rumah (work from home). *NIAGARA Scientific Journal*, 15(1), 113–129.
- Republik Indonesia. Kementerian Dalam Negeri. (1996). *Keputusan Menteri Dalam Negeri Nomor 690.900-327 Tahun 1996 tentang Pedoman Penilaian dan Pemantauan Kinerja Keuangan Perusahaan Daerah*.
- Republik Indonesia. Kementerian Dalam Negeri. (2006). *Peraturan Menteri Dalam Negeri Nomor 13 Tahun 2006 tentang Pedoman Pengelolaan Keuangan Daerah*. Diakses dari <https://peraturan.bpk.go.id/>
- Republik Indonesia. (2014). *Undang-Undang Republik Indonesia Nomor 5 Tahun 2014 tentang Aparatur Sipil Negara*. Diakses dari <https://peraturan.go.id/common/dokumen/ln/2014/uu-uu-no-5-tahun-2014.pdf>
- Republik Indonesia. Kementerian Pendayagunaan Aparatur Negara dan Reformasi Birokrasi. (2021). *Surat Edaran Menteri Pendayagunaan Aparatur Negara dan Reformasi Birokrasi Nomor 20 Tahun 2021 tentang Implementasi Core Values dan Employer Branding Aparatur Sipil Negara*. Diakses dari

<https://jdih.menpan.go.id/dokumenhukum/SURAT%20EDARAN/jenis/1279?SURAT+EDARAN=>

Republik Indonesia. Presiden. (2025). *Instruksi Presiden Republik Indonesia Nomor 1 Tahun 2025 tentang Efisiensi Belanja APBN dan APBD Tahun Anggaran 2025*. Diakses dari <https://jdih.setneg.go.id>

Rismansyah, Adam, M., Hanafi, A., & Yuliani. (2022). Readiness for organizational change. *Advances in Economics, Business and Management Research*.

Riyanto, S., & Hermawan, A. A. (2020). *Metode Riset Penelitian Kuantitatif*. Yogyakarta: Deepublish.

Robertson, I., & Cooper, C. (2011). *Well-being: productivity and happiness at work*. Palgrave Macmillan Ltd.

Roos, J., & Nilsson, V. O. (2020). Driving organizational readiness for change through strategic workshops. *International Journal of Management and Applied Research*, 7(1), 1–28.

Sabil, A. P. (2021). Pengaruh Employee Well-being dan Job Satisfaction terhadap Employee Performance . *Jurnal Ilmu Manajemen*, 9(4), 1341–1348.

Saftri, C. M. T., Anisah, L., & Baitina, A. (2023). Employee Well Being Ditinjau dari Organizational Justice dan Job Demand Pada Tenaga Ahli Laboratorium Medik (ATLM). *Jurnal Mahasiswa BK An-Nur: Berbeda, Bermakna, Mulia*, 9(2), 415-423.

Saputro, J. S. (2025). *Dukungan ASN Terhadap Efisiensi anggaran Menjadi Kunci ...* DJKN Kemenkeu. <https://www.djkn.kemenkeu.go.id/kanwil-rsk/baca-artikel/17532/Dukungan-ASN-Terhadap-Efisiensi-Anggaran-Menjadi-Kunci-Utama-Keberhasilan.html>

Sari, P. P. (2025). *Lengkap! Ini Daftar terbaru kementerian Dan Lembaga Terdampak Efisiensi Anggaran*. [https://www.metrotvnews.com](https://www.metrotvnews.com/read/k8oCVoLn-lengkap-ini-daftar-terbaru-kementerian-dan-lembaga-terdampak-efisiensi-anggaran). <https://www.metrotvnews.com/read/k8oCVoLn-lengkap-ini-daftar-terbaru-kementerian-dan-lembaga-terdampak-efisiensi-anggaran>

Scharmer, O. (2023). In Memory of Ed Schein: : From Accessing Your Ignorance to Accessing Your Love. *Journal of Awareness-Based Systems Change*, 3(1), 9–16.

Schein, E. H. (2010). *Organizational Culture and Leadership* (4th ed.). San Francisco, CA: Jossey-Bass.

- Simone. (2014). Conceptualizing Wellbeing in the Workplace. *International Journal of Business and Social Science*, 5(12).
- Sine, J. S., Lele, J. I., & Mangngi, N. A. (2020). Analisis Tingkat kesiapan Organisasi Untuk Berubah (Transformasi Menuju IAKN Kupang). *BIA': Jurnal Teologi Dan Pendidikan Kristen Kontekstual*, 3(1), 61–75.
- Singarimbun, M & Effendi, S. (2011). *Metode Penelitian Survei*. Jakarta: LP3S.
- Siswanto, S., & Haryati, E. (2020). THE ROLE OF INDIVIDUAL READINESS TO CHANGE ON THE INFLUENCE OF ORGANIZATIONAL CULTURE CHANGE AND MOTIVATION ON EMPLOYEE PERFORMANCE OF PT. ANGKASA PURA I (PERSERO) IN THE PANDEMIC OF COVID-19. *International Conference of Business and Social Sciences*, 1(1).
- Sugiyono. (2023). *Metode Penelitian Kuantitatif Kualitatif dan R&D* (5th ed.). Alfabeta.
- Sunarsih, S., Habibullah, H., Sitanggang, A. T., Arifin, A., & Fatimah, P. (2024). Pengujian Validitas dan Reliabilitas Skala Employee Well-being Dosen di Perguruan Tinggi. *Journal on Education*, 7(1), 7414-7423.
- Sungkono, J., & Wulandari, A. A. (2022). Pembelajaran Teorema limit Pusat Melalui simulasi. *Absis: Mathematics Education Journal*, 4(2), 69–76.
- Susilastuti. (2021). The Role of Workplace Spirituality in Improving Mindfulness and Employee Well-Being. *Jurnal Riset Bisnis Indonesia*, 18(2).
- Theodolfi. (2025). *Efisiensi Anggaran 2025: Tantangan Dan Adaptasi aparatur Negara*. KOMPASIANA. <https://www.kompasiana.com/humasbapasjember405208/67a2ea3634777c180b680574/efisiensi-anggaran-2025-tantangan-dan-adaptasi-aparatur-negara>
- Theodora, A. (2025). *Hampir Semua Kementerian Dan Lembaga Kena Efisiensi Anggaran*. Kompas.id. <https://www.kompas.id/artikel/prabowo-berubah-pikiran-semua-kementerian-dan-lembaga-akhirnya-kena-efisiensi-anggaran>
- Utami, U. T., & Appulembang, Y. A. (2021). Psychological capital Terhadap Kesiapan Untuk Berubah Pada driver online. *Psychology Journal of Mental Health*, 3(1), 1–18.
- Vakola, M. (2013). Multilevel readiness to organizational change: A conceptual approach. *Journal of Change Management*, 13(1), 96–109.
- Velinov, E., Strach, P., Vassilev, V., Gergova, N., & Konovalova, N. (2024). Psychological Well-Being and Readiness of Employees for Organizational

- Changes from Tertiary Education Institutions. *Forum Scientiae Oeconomia*, 12(1), 39–52.
- Weisman, H., Wu, C.-H., Yoshikawa, K., & Lee, H.-J. (2022). Antecedents of Organizational Identification: A Review and Agenda for Future Research. *Journal of Management*, 49(6), 2030-2061.
- Widihapsari, I. A., & Susilawati, L. K. (2018). Peran Kecerdasan emosional Dan Dukungan sosial terhadap penyesuaian diri Mahasiswa Baru Universitas Udayana Yang Berasal Dari Luar pulau Bali. *Jurnal Psikologi Udayana*, 5(01), 48.
- Wijayanto, N. (2025). *Daftar 5 Kementerian Yang Kena Efisiensi Paling Besar, Anggaran Kemenpu Nyaris Dibabat Habis*. SINDOnews Ekbis. <https://ekbis.sindonews.com/read/1528693/33/daftar-5-kementerian-yang-kena-efisiensi-paling-besar-anggaran-kemenpu-nyaris-dibabat-habis-1739340161?showpage=all>
- Xu, C., Hartini, S., & Marpaung, W. (2018). Readiness for change ditinjau dari kepemimpinan transformasional Pada Karyawan/i pt. Mam Medan. *Jurnal Psikologi*, 14(2), 154.
- Yu, J., Park, J., & Hyun, S. S. (2021). Impacts of the COVID-19 pandemic on employees' work stress, well-being, mental health, organizational citizenship behavior, and employee-customer identification. *Journal of Hospitality Marketing and Management*, 30(5), 529– 548.
- Zaura, D. M., & Riasnugrahani, M. (2023). Transformational leadership Dan Readiness to change: Model Mediasi Dengan proactive personality. *Personifikasi: Jurnal Ilmu Psikologi*, 14(1), 47–59.
- Zheng, X., Zhu, W., Zhao, H., & Zhang, C. (2015). Employee well-being in organizations: Theoretical model, Scale Development, and cross-cultural validation. *Journal of Organizational Behavior*, 36(5), 621–644.