

DAFTAR PUSTAKA

- Alfes, K., Truss, C., Soane, E., Rees, C., & Gatenby, M. (2010). Creating an engaged workforce: findings from the Kingston employee engagement consortium project. http://www.cipd.co.uk/NR/rdonlyres/DD66E557-DB90-4F07-819887C3876F3371/0/Creating_engaged_workforce.pdf
- Armenakis, A.A., & Harris, S. G. (2009). Reflection: Our journey in organizational change research and practice. *Journal of Change Management*, 9:2, 127-142. doi: 10.1080/14697010902879079
- Armenakis, A. A., Harris, S. G., & Mossholder, K. W. (1993). Creating readiness for organizational change. *Human Relations*, 46(6), 681.
- Armenakis, A.A. and Bedeian, A.G. (1999). Organizational change: a review of theory and research in the 1990s, *Journal of Management*, 25(3), pp. 293–315
- Abrahamson, M.A. (2000). Change without pain. *Harvard Business Review* 78(4):75-79.
- Baumruk, R. (2004), “The missing link: the role of employee engagement in business success”, Workspan, Vol. 47, pp. 48-52.
- Backer, T. E. (1995). Assessing and enhancing readiness for change: Implications for technology transfer. In T. E Backer, S. L. David, & G. Soucy (Eds.), *Reviewing the behavioral science knowledge base on technology transfer* (pp. 21-41). Rockville, MD: National Institute on Drug Abuse.
- Baumruk, R. (2004). The missing link: the role of employee engagement in business successes, Workspan, Vol 47, pp 48-52.

- Babyak, M.A., PhD. (2004). What you see may not be what you get: A brief, nontechnical introduction to overfitting in regression-type models. *Psychosomatic medicine*, 66, 411-421.
- Bakker, A.B. (2009). *Building engagement in the workplace (final version)*. In R. J. Burke & C.L. Cooper (Eds.), The Peak Performing Organization (pp. 50- 72). Oxon, UK: Routledge.
- Bakker, A.B., & Demerouti, E. (2006). The Job Demands-Resources model: State of the art. *Journal of Managerial Psychology*, 22, 309-328.
- Bakker, A. B. (2009). *Building engagement in the workplace*. In R. J. Burke & C. L. Cooper (Eds.), The peak performing organization (pp. 50–72). Oxon, UK: Routledge.
- Bernerth, J. (2004). Expanding our understanding of the change message. *Human Resource Development Review*, 3(1), 36-52.
- Bernerth, J.B., Armenakis, A.A., Field, H.S. and Walker, H.J. (2004). Justice, cynicism, and commitment: a study of important organizational change variables. *The Journal of Applied Behavioral Science*, 43(4), pp. 303–326.
- Brunetto Y., Teo S., Farr-Wharton R. & Shacklock K. (2012b). Emotional intelligence, job satisfaction, wellbeing and engagement: explaining organizational commitment and turnover intentions in policing. *Human Resource Management Journal* 22. (4), 428–441.
- Brunetto, Y., M. Xerri, A. Shriberg, R. Farr-Wharton, K. Shacklock, S. Newman and J. Dienger (2013), The impact of workplace realtionships on engagement, well-being, commitment and turnover for nurses in Australia and the USA, *Journal of*

Advanced Nursing, 69(12), 2786-99.

Courpasson, D., Dany, F., & Clegg, S. (2012). Resistors at work: Generating productive resistance in the workplace. *Organization Science*, 23(3), 801-819.

Chen, J. M., Suen, M. W., Lin, M. J., & Shieh, F. A. (2001). Organizational Change and Development.

Cohen, R.J., & Swerdlik, M.E. (2010). *Psychological testing and assessment* (7th ed.). New York: McGraw-Hill.

Cozby, P.C. (2009). *Method in behavioral research* (10th ed.). New York: McGraw-Hill
Crossan, M. M., & Apaydin, M. (2010). A multi-dimensional framework of organizational innovation: A systematic review of the literature. *Journal of management studies*, 47(6), 1154-1191.

Csikszentmihalyi, M. (1990). *Flow: The psychology of optimal experience*. New York: Harper.

Dicke, C. (2007). *Employee engagement* and change management. *Employee engagement* : what do we really know? What do we need to know to take action?. Paris : Marriott Paris Champs-Elysees.

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.

Engelbrecht, S. (2006). Motivation and burnout in human service work: The case of midwifery in Denmark. Unpublished Doctoral Dissertation. Roskilde, Denmark: Roskilde University.

Hammer, Michael, Champy, James (1993), Reengineering the Corporation: A Manifesto for Business Revolution, Harper Business

Hewitt Associates (2004), Hewitt Associates study shows more engaged employees drive improved business performance and return, Press Release, May.

George, J. M., & Jones, G. R. (2001). Towards a process model of individual change in organizations. *Human Relations*, 54(4), 419-444.

Griffin, R. W., & Moorhead, G. (2010). *Organizational Behavior : Managing People And Organizations* (9th ed.). Canada: Cengage Learning.

Gustomo, A & Wulandari, P (2009). Analisis Pengaruh Total Return terhadap Tingkat Engagement Dosen Institut Teknologi Bandung. Jurnal Hartono, M. F. Paradigma Baru Manajemen Indonesia.Bandung: Pt Mizan Pustaka

Hanpachern C. (1997). *The extension of the theory of margin: A framework for assessing readiness for change*. Unpublished Doctoral Dissertation, Colorado State University, Fort Collins.

Hedger, Andrienne. (2007). Five ways to strengthen your engagement and retention strategies, Workforce Management. 86, 31-37.

Herzberg, F. (1987). One More Time: How Do You Motivate Employees?. *Harvard Business Review*

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.

Hammer, M., & Champy, J. (1993). *Reengineering the Corporation*. New York: HarperCollins.

Ismara, K.I. (2005). Merubah Tantangan menjadi Peluang dalam Bisnis dan Idealisme Pendidikan. FT-UNY.

Isnuwardianto. (2004), Membangun ITB Masa Depan yang Bermartabat Menyongsong Masyarakat Baru (The Next Society), diunduh dari www.itb.ac.id pada 22 Februari 2009.

Johnson, M. (2004). 'Gallup study reveals workplace disengagement in Thailand'. *The Gallup Management Journal*. 12th May. [online] Available at: <http://gmj.gallup.com/content/16306/3/Gallup-Study-Reveals-Workplace-Disengagement-.in.aspx>. Diakses pada 27th November 2014.

Jones, R. A., Jimmieson, N. L., & Griffiths, A. (2005). The impact of organizational culture and reshaping capabilities on change implementation success: The mediating role of readiness for change. *Journal of Management Studies*, 42(2), 361-386.

Jones, G.R. (2007). *Organizational Theory, Design, and Change*. New Jersey: Pearson Education

Jones, R. A., Jimmieson, N. L., & Griffiths, A. (2005). The impact of organizational culture and reshaping capabilities on change implementation success: The mediating role of readiness for change. *Journal of Management Studies*, 42(2), 361-386.

Kahn, W.A. (1990), Psychological conditions of personal engagement and disengagement at work. *Academy of Management Journal*, 33(4), 692–724

Kerlinger, F.N., & Lee, H.B. (2000). *Foundation of behavioral research* (4th ed.). Belmont: Wadsworth Thomson Learning.

- Kong, Y. (2009). A Study on the Job Engagement of Company Employees. *International Journal of Psychological Studies*, 2(1), 65-68
- Lau, C. M., & Woodman, R. W. (1995). Understanding organizational change: A schematic perspective. *Academy of Management Journal*, 537-554.
- Leana, C.R., and Barry, B. 2000. Stability and change as simultaneous experiences in organizational life. *Academy of Management Review*, 25(4):753-59
- Liche, S. (2006). Pengaruh masa kerja, trait kepribadian, kepuasan kerja dan iklim psikologis terhadap komitmen dosen pada Universitas Indonesia. Makara, Sosial Humaniora, 10, (2), 88-97.
- Lucey, J.J. (2008). The state of lean manufacturing in The UK - 2001 to 2006. *Journal of the Institute of Management Services*, 52(3), 16-25.
- Hammer, M., and Champy, J. (1993). *Reengineering the corporation*. New York: HarperCollins
- Madsen, S. R. (2011) Influential factors in individual readiness for change. *Journal of Business and Management*. Retrieved from FindArticles.com
- Madsen, S.R., Miller, D. & 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.
- Marciano, P.L. (2010). *Carrots and sticks don't work: build a culture of employee engagement with the principles of respect*. USA: McGraw Hill.
- Mathews, B. P., & Shepherd, J. L. (2002). Dimensionality of Cook and Wall's (1980) British Organizational Commitment Scale revisited. *Journal of Occupational & Organizational Psychology*, 75(3), 369-375.

Mintzberg, H., & Westley, F. (1992). Cycles of organizational change. *Strategic Management*

Nusalim, Vivien. (2006). *Universitas Pelita Harapan*. Tangerang: Universitas Pelita Harapan Press

Notoadmojo. S. (2005). Metodologi penelitian kesehatan (Edisi tiga). Jakarta : Rineka Cipta

Olsen, B. (2008). Introducing teacher identity and this volume. *Teacher Education Quarterly*, Summer: 3-6

Petterson, S. (2009). Organizational change management: Getting from here to there. Knowledge Peak

Pfizer (2014). Our Impact Annual Review 2010. Available:
http://www.pfizer.com/files/annualreport/2010/review2010_colleagues.pdf

Piderit, S. K. (2000). Rethinking resistance and recognizing ambivalence: A multidimensional view of attitudes toward an organizational change. *Academy of Management Review*, 25(4), 783-794.

Purwanto. (2010). *Metode penelitian kuantitatif untuk psikologi dan pendidikan*. Yogyakarta: Pustaka Pelajar.

Richman, A. (2006), “Everyone wants an *engaged* workforce how can you create it?”, *Workspan*, Vol. 49, pp. 36-9.

Saks, A.M. (2006). Antecedent and consequences of *employee engagement*. *Journal of Managerical Psychology*, 600-619.

Schaufeli, W. & Bakker, A. (2003). Utrecht work engagement scale preliminary manual. Occupational Health Psychology Unit Utrecht University.

Schaufeli, W.B., Taris, T.W., & Van Rhenen, W. (2003). Workaholism, burnout and engagement: Three of a kind or three different kinds of employee well-being?
Submitted for publication.

Schaufeli, W.B., & Bakker, A.B. (2004). Job demands, job resources and their relationship with burnout and engagement: A multi-sample study. *Journal of Organizational Behavior*, 25, 293-315.

Seligman, L. (1994). Developmental career counseling and assessment (2nd ed.). California: Sage Publications, Inc.

Seniati, Ali Nina Liche. (2002). Pengaruh Masa Kerja, Trait Kepribadian, Kepuasan Kerja, dan Iklim Psikologis terhadap Komitmen Dosen pada Universitas Indonesia. Disertasi Psikologi. Depok: Fakultas Psikologi Universitas Indonesia.

Shaw, K. (2005). "An engagement strategy process for communicators", Strategic Communication Management. Vol 9, No 3, pp 26-29.

Shirom, A. (2010). Feeling energetic at work: On vigor's antecedents. In A. B. Bakker & M. P. Leiter (Eds.), *Work engagement: A handbook of essential theory and research* (pp. 69-85). New York: NYC: Psychology Press.

Singapore Press Holding & Singapore Ministry of Education. 1993. *Singapore Career Guide 1994*. Singapore: Singapore Press Holding Ltd.

Sugiyono. (2008). Metode penelitian pendidikan: Pendekatan kuantitatif, kualitatif, dan R&D. Bandung: Alfabeta.

Super, D.E. (1983). Assessment in career guidance: Toward a truly developmental counseling. *The Personnel and Guidance Journal*, 61(9), 555-562.

Thomas G. Cummings & Christopher G. Worley. (2005). *Organization Development &*

Change. 8th edition. South Western Thompson Corporation

Tjitra, H., Panggabean, H., Murniati, J., (2013). *Pemimpin dan perubahan: langgam terobosan profesional bisnis Indonesia*. PT. Elex Media Komputindo: Kelompok Gramedia-Jakarta

Universitas Pelita Harapan. (2014). diunduh dari *UPH.edu.id*. pada tanggal 1 Juni 2014.

Available: <http://www.uph.edu/id/>

Universitas Islam Indonesia (2014). diunduh dari *UII.ac.id*. pada tanggal 1 Juni 2014.

<http://www.uii.ac.id/content/view/2660/257/?lang=id>

Van de Ven, A. H., & Poole, M. S. (1995). Explaining development and change in organizations. *Academy of Management Review*, 20, 510-540.

Westriningsih. 2012. Panduan Aplikatif & Solusi (PAS) Membangun Aplikasi Bisnis dengan Netbeans 7. ANDI. Yogyakarta.

Wongan, S. 2014. (2014) Pengaruh keadilan organisasional dan komunikasi terhadap turnover dengan *employee engagement* sebagai *intervenening variable*. *Jurnal Geman Aktualita*, 3(1)

Yang, R. S., Zhuo, X. Z., & Yu, H. Y. (2009). *Organization theory and management: cases, measurements, and industrial applications*. Taipei: Yeh-Yeh.