

DAFTAR PUSTAKA

- Annisa. (2016). Pengaruh keadilan organisasi dan modal psikologis terhadap kesiapan berubah karyawan PT. Perkebunan Nusantara IV Kantor Pusat Medan. Master's thesis, Universitas Sumatera Utara.
- Antara, (2020, 23 Januari). Sensus Penduduk 2020, BPS: Generasi Z dan Milenial Dominasi Jumlah Penduduk RI. Bisnis Tempo. Diakses dari <https://bisnis.tempo.co/read/1425919/sensus-penduduk-2020-bps-generasi-z-dan-milenial-dominasi-jumlah-penduduk-ri/full&view=ok>
- Armenakis, A. A., & Harris, S. G. (2009). Reflections: Our journey in organizational change research and practice. *Journal of Change Management*, 9(2), 127-142.
- Armenakis, A. A., Harris, S. G., & Mossholder, K. W. (1993). Creating readiness for organizational change. *Human Relations*, 46 (6), 681-703.
- Avey, J. B., Wernsing, T. S., & Luthans, F. (2008). Can positive employees help positive organizational change?: Impact of psychological capital and emotions on relevant attitudes and behaviors. *Journal of Applied Behavioral Science*, 44(1), 48–70.
- Azwar, S. (2015). *Reliabilitas dan validitas edisi keempat*. Yogyakarta: Pustaka Pelajar.
- Azwar, S. (2016). *Penyusunan skala psikologi*. Yogyakarta: Pustaka Pelajar.
- Berneth, J. (2004). Expanding our under-standing of the change message. *Human resource Development Review*, 3(1), 36-52.
- Cinite, I. (2006). Measurement of perceived organizational readiness for change and employee attitude toward change in the public sector. Disertasi, Carleton University.
- Cummings, T. G., & Worley, C. G. (2005). *Organization development and change*. (8th edition.). Mason: South Western College Publishing.

Cunningham, C.E., Woodward, C.A., Shannon, H.S., MacIntosh, J., lendrum, B., Rosenbloom, D., & Brown, J. (2000). Readiness for organizational change : a longitudinal study of workplace, psychological and behavioral correlates. *Journal of Occupational and Organizational Psychology*, 75, 377- 392.

Eby, L., Adams, D., Russell, J. & Gaby, S. (2000). Perception of organizational readiness for change: factors related to employee's reactions to the implementation of team based selling. *Human relation*, 53(3), 419-28

Fachruddin, D. F., & Mangundjaya, W. (2012). The impact of workplace wellbeing and psychological capital to individual readiness for change. Proceedings 4th Asian Psychological Association. Jakarta.

Ghufron, M. N., & Suminta, R. R. (2010). *Teori-teori psikologi*. Yogyakarta: Ar-Ruzz Media.

Goldsmith, A. H., Veum, J. R., & Darity Jr, W. (1997). The impact of psychological and human capital on wages. *Economic inquiry*, 35(4), 815-829.

Gordon, K. C., Baucom, D. H., & Snyder, D. K. (2000). The use of forgiveness in marital therapy. In M. E. McCullough, K. I. Pargament, & C. E. Thoresen (Eds.). *Forgiveness: theory, research, and practice*. 203–227.

Hadi, S. (2015). *Metodologi riset*. Yogyakarta: Pustaka Pelajar.

Hanpachern C. (1997). The extension of the theory of margin: A framework for assessing readiness for change. Disertasi, Colorado State University.

Holt, D.T., Armenakis, A.A., Field, H.S., & Harris, S.G. (2007). Readiness for organizational change: The systematic development of a scale. *Journal of Applied Behavioral Science*, 43(2), 232-255.

Hornung, S., & Rousseau, D. M. (2007). Active on the job proactive in change: How autonomy at work contributes to employee support for organizational change. *Journal of Applied Behavioral Science*, 43, 401–426.

- Jabbarian, J., & Chegini, M. G. (2016). The effect of perceived organizational support on employee resistance to change : A study on guilan municipal staff. *Journal of History Culture and Art Research*, 5(4), 642–654.
- Kristiawan, A., & Yunanto, T. K. (2013). Modal psikologis (psychological capital), keterikatan kerja (work engagement) dan psychological well being. Prosiding Seminar Nasional Psikologi Universitas Islam Sultan Agung. Semarang.
- Luntungan, I., Hubeis, A. V. S., Sunarti, E., & Maulana, A. (2014). Strategi pengelolaan generasi Y di industri perbankan. *Jurnal Manajemen Teknologi*, 13(2), 219-240.
- Luthans, F., Avey, J. B., Avolio, B. J., Norman, S. M., & Combs, G. M. (2006). Psychological capital development: toward a micro-intervention. *Journal of Organizational Behavior*, 27, 387-393.
- Luthans, F., Avolio, B.J., Avey, J.B., Norman, S.M. (2007). Positive psychological capital: Measurement and relationship with performance and satisfaction. *Personnel Psychology*, 60, 541–572
- Luthans, F., Youssef, C. M., & Avolio, B. J. (2007). *Psychological capital: Developing the human competitive edge*. New York: Oxford University Press.
- Masten, A. S., & Reed, M. J. (2002). *Resilience development. In handbook of positive psychology*. New York: Oxford University Press.
- Matthysen, M & Harris, C. (2018). The Relationship Readiness to Change and Work Engagement: A case Study in An Accounting Firm Undergoing Change. SA *Journal of Human Resource Management*, 21(1), 1-11.
- Merlina, M., & Nuraini, A. (2020). Analisis Persepsi Dosen Akuntansi Dan Mahasiswa Akuntansi Mengenai Peranan Akuntan Di Era Revolusi Industri 4.0. *JAS-PT (Jurnal Analisis Sistem Pendidikan Tinggi Indonesia)*, 4(2), 149-162.
- Ming-chu, Y., & Meng-hsiu, L. (2015). Unlocking the black box : Exploring the link between perceive organizational support and resistance to change. *Asia Pacific*

Management Review, 20(3), 177–183.

Munawaroh, L., & Meiyanto, I. S. (2017). Peranan psychological capital terhadap kesiapan individu untuk berubah yang dimoderatori oleh persepsi dukungan organisasi. *Jurnal Psikologi*, 44(3), 198-210.

Pasaribu, R. P. (2016). Pengaruh modal psikologis dan kepemimpinan transformasional terhadap kesiapan berubah karyawan Pegadaian (Persero) Kanwil I Area Medan. Master's thesis, Universitas Sumatera Utara.

Prayogo, V. S. (2012). Hubungan antara psychological capital dan kepuasan kerja pada perawat. Master's thesis, Universitas Indonesia.

Schwab, K. (2017). *The fourth industrial revolution*. Currency.

Sugiyono. (2014). *Metode Penelitian Pendidikan Pendekatan Kuantitatif, Kualitatif, dan R&D*. Bandung: Alfabeta.

Sugiyono. (2016). *Metode penelitian kuantitatif, kualitatif, dan r & d*. Bandung : Alfabeta.

Walker, R. M. & Enticott, G. (2004). Using multiple informants in public administration: Revisiting the managerial values and actions debate. *Journal of Public Administration Research and Theory*, 14 (3), 417-34.

Weber, P. S., & Weber, J. E. (2001). Changes in employee perception during organizational change. *Leadership and Organization Development Journal*, 22(6), 291-300.

Weiner, B. J. (2009). A theory of organizational readiness for change. *Implementation Science*, 4, 67.

Yasin, M., & Priyono, J. (2016). Analisis faktor usia, gaji dan beban tanggungan terhadap produksi home industri sepatu di Sidoarjo (Studi kasus di Kecamatan Krian). *Jurnal Ekonomi Dan Bisnis*, 1(1), 95-120.

- Yungsiana, I., Widyarini, I. & Silviandari, A. I. (2013). Pengaruh psychological capital dan organizational based self esteem terhadap work engagement. *Jurnal Program Studi Psikologi Universitas Brawijaya Malang*, 1-13.
- Zhao, Z., & Hou, J. (2009). The study on psychological capital development of intrapreneurial team. *International journal of psychological*, 1(2), 5.