

DAFTAR PUSTAKA

- Abdullahi, M., Raman, K., & Solarin, S. (2021). Effect of Organizational Culture on Employee Performance: A Mediating Role of Employee Engagement in Malaysia Educational Sector. *International Journal of Supply and Operations Management* 8(3), 232-246.
- Abubakar, M. A., Elrehail, H., Alatailat, M. A., & Elçi, A. (2019). Knowledge management, decision-making style and organizational performance. *Journal of Innovation & Knowledge* 4(2), 104-114.
- Adeyinka, T. (2017). An assessment of secondary school teachers uses of ICTs. *International Journal of Education and Development Using ICT*, 3.
- Ahmed, M., & Ahmed, Z. (2014). Mergers and Acquisitions: Effect on Financial Performance of Manufacturing Companies of Pakistan. *Middle-East Journal of Scientific Research* 21, 706-716.
- Allen, N., & Meyer J, P. (1997). *Commitment In The Workplace (Theory, Research and Application)*. . London: Sage Publication.
- Allen, N., & Meyer, J. (1991). A Three-Component Conceptualization of Organizational Commitment. *Human Resource Management Review* 1(1), 61-89.
- Ardiagarini, S. (2011). Analisis Dampak Merger Dan Akuisisi terhadap Kinerja keuangan Perusahaan Target (Pada Perusahaan Diakuisi, Periode 1997- 2009). *eprints.undip.ac.id*, 1-5.
- Arikunto, S. (2016). *Prosedur Penelitian: Suatu Pendekatan Praktik*. Jakarta: Rineka Cipta.
- Armstrong, M. (2017). *Armstrong's handbook of human resource management practice. 14th*. London: Kogan Page.
- Armstrong, M., & Murlis, H. (2017). *Reward Management: A Handbook of Remuneration Strategy and Practice* . London: Kogan Page.
- Arnold, E. (2015). Managing human resources to improve employee retention. *The Health Care Manager* 24(2), 132-140.
- Babic, Verica & Savović, Slađana & Domanović, Violeta. (2014). Transformational leadership and post-acquisition performance in transitional economies. *Journal of Organizational Change Management*. 27. 856-876. 10.1108/JOCM-02-2014-0028.
- Bandura, A. (2015). *Self-efficacy: The exercise of control*. New York: W. H. Freeman.
- Baron, R., & Greenberg, J. (2016). *Behavior in Organization: Understanding and Managing the Human Side of Work, Sixth Edition*. Toronto: Allyn and Bacon.
- Basri, H. H., Rashid, I. M., Abashah, A. B., & Samah, I. H. (2017). "The Effect Of Malay Transactional Leadership Style on Employee Performance Perspective On Pharmaceutical Industry. *International Journal of Information Business and Management :Chung-Li* 9(2), 37-44.

- Bass, B. M. (1985). *Leadership and performance beyond expectations*. New York: Free Press.
- Bass, B. M. (1998). *Transformational leadership: Industrial, military, and educational impact*. New Jersey: Lawrence Erlbaum Associates.
- Bass, B. M., & Avolio, B. J. (1997). *Transformational leadership: A response to critiques*. In M. M. Chemers & R. Ayman (Eds.), *Leadership theory and research: Perspectives and directions*. New York: Academic Press.
- Bass, B. M., & Steidlmeier, P. (1999). Ethics, character, and authentic transformational leadership. *Leadership Quarterly*, 181-217.
- Bass, B. M., & Riggio, R. E. (2006). *Transformational Leadership*. New York, NY: Psychology Press
- Beck, K., & Wilson, C. (2016). Development of Affective Organizational Commitment: A Cross Sequential Examination of Change with Tenure. *Journal of Vocational Behavior*, 114-136.
- Benkhoff, B. (2017). Ignoring Commitment Is Costly: New Approaches to Establish the Missing Link between Commitment and Performance. *Human Relations*, 701-726.
- Bernardin, O., & Russell, D. (2013). *Human Resource Management, Sixth Edition*. New York: McGraw Hill.
- Blanchard, K. Z. (2017). Situational Leadership after 25 years: A retrospective. *Journal of Leadership Studies* 1(1), 22-36.
- Bono, J. E., & Judge, T. A. (2003). Self-Concordance at Work: Toward Understanding the Motivational Effects of Transformational Leaders. *Academy of Management Journal* 46(5), 554–571.
- Bratianu, C., & Anagnoste, S. (2020). The role of transformational leadership in mergers and acquisitions in emerging economies. *Management & Marketing: Challenges for the Knowledge Society*, 6(2), 319-326.
- Bryman, A. (2017). *Charisma and leadership in organizations*. London: Sage.
- Buil, I., Martínez, E., & Matute, J. (2019). Transformational Leadership and Employee Performance: The Role of Identification, Engagement and Proactive Personality. *International Journal of Hospitality Management*, 64-75.
- Burnes, B. (2017). Kurt Lewin and the planned approach to change: a re-appraisal 70 Years On. *Journal Of Management Studies* Vol.41 No.6, 977-1002.
- Burns, J. M. (2021). *Leadership*. New York: Tantor & Blackstone Publishing.
- Carlson, D. S., & Perrewe, P. L. (2015). Institutionalization of organizational ethics through transformational leadership. *Journal of Business Ethics*, 829-838.

- Carmeli, A., & Schaubroeck, J. (2017). The influence of leaders' and other referents' normative expectations on individual involvement in creative work. *The Leadership Quarterly* 18(1), 35-48.
- Çetin, F., & Askun Celik, D. (2018). The effect of occupational self-efficacy on work performance through intrinsic work motivation. *Management Research Review*.
- Champoux, J. E. (2015). *Organizational Behavior: Integrating Individuals, Groups, and Organizations (5th ed.)*. New York: Routledge.
- Chen, Y. F., & Tjosvold, D. (2006). Participative Leadership by American and Chinese managers in China: The Role of Relationships. *Journal of Management Studies*, 1727-1752.
- Chiplin, B., & Wright, M. (2020). The Logic of Mergers: The Competitive Market for Corporate Control in Theory and Practice. *IEA Hobart Paper*, 107-198.
- Cohen, A. (2017). *Multiple Commitments in the Workplace: An Integrative Approach*. . London: Lawrence Erlbaum Associates Publishers.
- Colla, E., Ruiz-Molina, M., Chastenet De Gery, C., Schultz, M. D., & Lemmet, L. (2019). Understanding franchisee performance: The role of the franchisee's autonomy, affective commitment to the network and innovativeness. *International Journal of Retail & Distribution Management* 47(7), 733-751.
- Cummings, S., Bridgman, T., & Brown, K. G. (2016). Unfreezing Achange As Three Steps: Rethinking Kurt Lewin's Legacy For Change Management. *Human Relations Vol.69 No.1*, 33-60.
- Curry, J. P., Wakelield, D. S., Price, J. L., & Mueller, C. W. (2016). On the Causal Ordering of Job Satisfaction and Organizational Commitment. *Academy of Management Journal*, 847-858.
- Danish, R. Q., & Usman, A. (2020). Impact of reward and recognition on job satisfaction and motivation: An empirical study from pakistan. . *International Journal of Business and Management* 5(2), 159-167.
- Das, A., & Ghosh, S. (2017). Determinants of Credit Risk in Indian State-owned Banks: An Empirical Investigation. *Economic Issues Journal Article : Economic Issues* 12(2), 27-46.
- Deal, E. T., & Kennedy, A. A. (1982). *Corporate Cultures: The Rites and Rituals of Corporate Life*. Harmondsworth: Penguin Books.
- Demisrtas, O., & Karaca, M. (2020). *A Handbook Of Leadership Styles*. Newcastle: Cambridge Scholars Publishing.
- Dubrin, A. J. (2015). *The Complete Ideal's Guides Leadership*. Jakarta: Prenada.
- Duval, R. (1999). Representation, Vision and Visualization: Cognitive Functions in Mathematical Thinking. Basic Issues for Learning. . *Proceedings of the Annual Meeting of the North American Chapter of the International Group for the Psychology of Mathematics Education* (p. Proceedings of the Annual Meeting of

the North American Chapter of the International Group for the Psychology of Mathematics Education). Cuernavaca: Morelos.

- Dwivedi, S., Kaushik, S., & Luxmi. (2014). Impact of Organizational Culture on Commitment of Employees. *An Empirical Study of BPO Sector in India. Vikalpa* 39(3), 77-92.
- Fairholm, G. W. (2017). *Capturing the heart of leadership: Spirituality and community in the new American workplace*. Westport: CT: Praeger.
- Ferozi, S., & Chang, Y. (2021). "Transformational Leadership And Its Impact On Employee Performance: Focus On Public Employees In Afghanistan. *Transylvanian Review of Administrative Sciences*, 49-68.
- Fidyah, D., & Setiawati, T. (2020). Influence of organizational culture and employee engagement on employee performance: job satisfaction as intervening variable. *Review of Integrative Business and Economics Research* 9(4), 64-81.
- Flamholtz, E. (2011). Corporation Culture and the Bottom Line. *European Management Journal* 19(3): 268-275.
- Frese, M., & Sonnentag, S. (2020). Performance Concepts and Performance Theory. *Psychological Management of Individual Performance*, 1-24.
- Garad, A., Haryono, S., Yaya, R., Pratolo, S., & Rahmawati, A. (2022). "The Relationship Between Transformational Leadership, Improving Employee's Performance and the Raising Efficiency of Organizations". *Management & Production Engineering Review (MPER)* 3(2), 15-30.
- Syauta, J., Troena, E., & Margono Setiawan, S. (2012). The influence of organizational culture, organizational commitment to job satisfaction and employee performance (study at municipal waterworks of Jayapura, Papua Indonesia). *International Journal Of Business and Management Invention* 1(1), 69-76.
- Gong, Y., Huang, J.-C., & Farh, J.-L. (2019). Employee Learning Orientation, Transformational Leadership, and Employee Creativity : The Mediating Role of Employee Creative Self-Efficacy. . *Academy of Management Journal*, 765-778.
- Griffin, R., & Moorhead, G. (2014). *Organizational Behavior: Managing People and Organizations (11th ed.)*. South-Western: Cengage Learning.
- Gyensare, M. A., Anku-Tsede, O., O., Sanda, M., & Okpoti, C. A. (2016). Transformational Leadership and Employee Turnover Intention: The Mediating Role of Affective Commitment . *World Journal of Entrepreneurship, Management and Sustainable Development*, 243-266.
- Hadiana, N., & Sari, N. Z. (2019). The Influence Of Transformational Leadership And Commitment Organization Implications For Performance Employee State Civil Apparatus (Asn Bandung Indonesian). *International Journal Of Scientific & Technology Research* 8(1), 8-13.

- Hakimian, F., Farid, H., Ismail, M.N. and Nair, P.K. (2016) Importance of Commitment in Encouraging Employees' Innovative Behaviour. *Asia-Pacific Journal of Business Administration*, 8, 70-83.
- Hair, Joseph F., Black, W. C., Babin, B. J., & Anderson, R. E. (2019). *Multivariate Data Analysis* (eighth). Annabel Ainscow.
- Hair, Joseph F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2019). When to use and how to report the results of PLS-SEM. *European Business Review*, 31(1), 2–24
- Harrison, C. (2017). *Leadership theory and research: A critical approach to new and existing paradigms*. Cham: Palgrave Macmillan.
- Harwiki, W. (2016). The Impact of Servant Leadership on Organization Culture, Organizational Commitment, Organizational Citizenship Behavior (OCB) and Employee Performance in Women Cooperation. *Procedia - Social and Behavioral Sciences*, 283-290.
- Henkel, T., & Bourdeau, D. (2018). A Field Study: An Examination Of Managers' Situational Leadership Styles. *Journal of Diversity Management* 13(2), 7-14.
- Hitt, M. A. (2022). *Merger dan Akuisisi: Panduan Bagi Para Pemegang Saham untuk Meraih Laba, Terjemahan, Cetakan Keempat*. Jakarta: Erlangga.
- Hofstede, G., & Mooij, M. (2015). The Hofstede model – Applications to global branding and advertising strategy and research. *International Journal of Advertising* 32 (6), 646-662.
- Hussain, S. T., Lei, S., Akram, T., Haider, J., M., Hussain, S. H., & Ali, M. (2016). Kurt Lewin's change model: A critical review of the role of leadership and employee involvement in organizational change. *Journal of Innovation & Knowledge*.
- Irfan, M. I. (2016). Cultural dimensions of Hofstede and their impact on organizational performance in Sri Lanka'. *Imperial Journal of Interdisciplinary Research* 2(10), 1160-1169.
- Jain, A. K. (2015). Volunteerism and organisational culture. *Cross Cultural Management: An International Journal*, 22(1), 116–144.
- Jatmiko, B., Laras, T., & Rohmawati, A. (2020). Budgetary Participation, Organizational Commitment, and Performance of Local Government Apparatuses. *Journal of Asian Finance, Economics and Business*, 7(7), 379-390.
- Jauhari, H., Singh, S., & Kumar, M. (2017). How does transformational leadership influence proactive customer service behavior of frontline service employees? Examining the mediating roles of psychological empowerment and affective commitment. *Journal of Enterprise Information Management* 30(1), 30-48.
- Johnson, G., Scholes, K., & Whittington, R. (2018). *Exploring Corporate Strategy. Text & Cases, 8th Edition*,. London: Prentice Hall.

- Kaminski, J. (2016). Theory applied to informatics-Lewin's change theory. *Canadian Journal of Nursing Informatics*, 6(1).
- Kane, G. (2019). *Leadership Theories*. In L. J. Burton, G. M. Kane & John. F. Borland (Eds.). *Sport Leadership in the 21st Century (2nd ed)*. Burlington: Jones & Bartlett.
- Kenney, S. (2015). *Management Made Easy*. South Carolina: Xlibris Publishers.
- Kotler, P., & Armstrong, G. (2016). *Marketing: An introduction*. London: Prentice Hall.
- Kotter, J. P. (2012). *Leading Change*. Cambridge: Harvard Business Press.
- Lipsey, R. (2017). *Introduction to Positive Economics. 11th Ed*. London: Weindnfeld & Nicholson.
- Mañas-Rodríguez, M.-Á., Díaz-Fúnez, P.-A., Llopis-Marín, J., Nieto-Escámez, F., & Salvador-Ferrer, C. (2019). Relationship between transformational leadership, affective commitment and turnover intention of workers in a multinational company. *International Journal Of Social Psychology*, 1-17.
- Martin, B. H. (2017). Unsticking the status quo: Strategic framing effects on managerial mindset, status quo bias and systematic resistance to change. *Management Research Review*, 40(2), 122-141.
- Maryati, T., Astuti, R., & Udin, U. (2019). The effect of spiritual leadership and organizational culture on employee performance: The mediating role of job satisfaction. *International Journal of Innovation Creativity and Change* 9(3), 130-143.
- Mas'ud, Fuad. (2002). *40 Mitos Manajemen Sumber Daya Manusia : Badan Penerbit Universitas Diponegoro, Semarang 2004. Survai Diagnosis Organisasional Konsep dan aplikasi*. Badan Penerbit Universitas Diponegoro : Semarang
- Mathis, R. L., & Jackson, J. H. (2016). *Human Resource Management Ed.10*. Salemba Empat : Jakarta.
- McShane, S. L., & Glinow, M. A. (2020). *Organizational behavior : Emerging Knowledge, Global Reality*. New York: McGraw-Hill Irwin.
- Messner, W. (2013). Effect of organizational culture on employee commitment in the Indian IT services sourcing industry. *Journal of Indian Business Research*, 5(2), 76-100.
- Meyer, J. P. (2016). *Handbook Of Employee Commitment*. London : Elgar Publisher.
- Morrow, P. C. (2017). *The theory and measurement of work commitment*. Greenwich: JAI.
- Mullins, L. J. (2016). *Management and Organizational Behaviour. 11th Edition*. London: Pearson.

- Muogbo, U. S. (2013). The Influence of Motivation on Employees Performance: A Study of Some Selected Firms in Anambra State. *An International Journal of Arts and Humanities Bahir Dar Ethiopia* 2(3), 7-13.
- Nazarian, A., Atkinson, P., & Foroudic, P. (2017). Influence of National Culture and Balanced Organizational Culture on The Hotel Industry's Performance. *International Journal of Hospitality Management*, 23-32.
- Nigussie, M. (2018). 'The effect of organizational culture on employees' perceived performance: The case of Berhan international bank S.C. M.A. *Addis Ababa University School of Commerce*.
- Northouse, P. G. (2016). *Leadership : Theory and Practice Seventh Edition*. Michigan: SAGE Publications, Inc.
- Novitasari, D., & Asbari, M. (2020). Pengaruh Kepemimpinan Transformasional Terhadap Kinerja Karyawan: Peran Kesiapan Untuk Berubah Sebagai Mediator. *Jurnal Manajemen* 10(2), 84-99.
- Ojo, O. (2014). Organisational culture and corporate performance: Empirical evidence from Nigeria. *Journal of Business Systems Governance and Ethics* 5(2), 1-12.
- Osei-Owusu, K. (2016). Impact Of Organizational Culture On Job Satisfaction. *researchgate.net*.
- Parinding, R. G. (2017). Analisis Pengaruh Komitmen Afektif, Komitmen Berkelanjutan, Dan Komitmen Normatif Terhadap Kinerja Karyawan Pada PT.Pegadaian (Persero) Cabang Ketapang. *Jurnal Ilmu Manajemen* 1(2), 88-107.
- Peterson, M. F., & Smith, P. B. (2018). *Meanings, organization and culture: Using sources of meaning to make sense of organizational events. Handbook of organizational culture and climate* . California: Sage.
- Priyadharsan, S., & Nithiya, P. (2020). Association between the Organizational Culture and Employees Performance. *International Journal of Research and Innovation in Social Science* 4(8), 692-696.
- Qalati, S. A., Zafar, Z., Fan, M., Limón, M. L., & Khaskheli, M. B. (2022). Employee performance under transformational leadership and organizational citizenship behavior: A mediated model. *Heliyon* 8(11), 1-8.
- Rachman, A. (2021). The Influence Of Transformational Leadership, Competence At Work, And Job Characteristics On The Employee Performance Through Organizational Commitment: A Social Exchange Perspective. *INTERNATIONAL JOURNAL OF eBUSINESS and eGOVERNMENT STUDIES* 13(1), 179-201.
- Rashid, M. Z., Sambasivan, M., & Johari, J. (2003). The influence of corporate culture and organizational commitment on performance. *Journal of Management Development* 22(8), 708-728.

- Ravasi, D., & Schultz, M. (2016). Responding to organizational identity threats: Exploring the role of organizational culture. *Academy of Management Journal* 49(3), 433-458.
- Reichers, A. E. (2015). A review and reconceptualization of organizational commitment. *Academy of Management Review*, 465-476.
- Ribeiro, N., Yücel, İ., & Gomes, D. (2018). How transformational leadership predicts employees' affective commitment and performance. . *International Journal of Productivity and Performance Management*.
- Robbins, S. P. (2019). *Essentials of organizational Behavior*. New Jersey: Pearson Education.
- Roberts, A., Wallace, W., & Moles, P. (2016). *Merger and Acquisitions*. London: Edinburgh Business School Heriot-Watt University Edinburgh .
- Sangadji, E. M. (2013). The Effect of Organizational Culture on Lecturers Job Satisfaction and Performance (A Research in Muhammadiyah University throughout East Java). *International Journal of Learning & Development* 3(3).
- Sarayreh, B. H., Khudair, H., & Barakat, E. (2013). Comparative Study: The Kurt Lewin Of Change Management. *International Journal of Computer and Information Technology Vol.4 No.2*, 626- 629.
- Schein, E. (2016). *Organizational culture*. Frankfurt: Verlag.
- Schermerhorn, J. R., Hunt, J. G., Osborn, R. N., & Uhl-Bien, M. (2017). *Organizational behavior (13th ed.)*. Hobken: John Wiley & Sons, Inc.
- Sekaran, U. (2016). *Research Methods For Business : A Skill Building Approach*. Chichester: Jhon Willey & Sons.
- Setyo Prabowo, T., Noermijati, & Irawanto, D. W. (2018). The Influence Of Transformational Leadership And Work Motivation On Employee Performance Mediated By Job Satisfaction. *Journal of Applied Management* 16(1), 171-178.
- Shah, S. (2015). Impact of Organizational Culture on Job Satisfaction: A Study of Steel Plant. *Pranjana X* 18(1).
- Shahzad, F., Z, I., & M, G. (2014). Impact of organizational culture on employees job performance: An empirical study of software houses in Pakistan. *International Journal of Commerce and Management* 24(3), 219-227.
- Sherman, A. J., & Hart, M. A. (2016). *Mergers & Acquisitions From A To Z Second Edition*. New York City: American Management Association.
- Shirey, M. R. (2013). Lewin's theory of planned change as a strategic resource. *Journal of Nursing Administration*, 43(2), 69-72., 69-72.
- Smirnova, Y. (2014). Motives For Mergers And Acquisitions In The Banking Sector Of Kazakhstan. *Suleyman Demirel University Research*, 79-98.

- Srithongrungrung, A. (2011). The Causal Relationships among Transformational Leadership, Organizational Commitment, and Employee Effectiveness. *International Journal of Public Administration*, 34(6), 376–388.
- Soomro, B. A., & Shah, N. (2019). Determining the impact of entrepreneurial orientation and organizational culture on job satisfaction, organizational commitment, and employee's performance. *South Asian Journal of Business Studies*, 8(3), 266–282
- Soudering, S. (2016). *Management*. Minneosta: Adams Media.
- Stinglhamber, F., Marique, G., Caesens, G., Hanin, D., & De Zanet, F. (2015). The influence of transformational leadership on followers' affective commitment: the role of perceived organizational support and supervisor's organizational embodiment. *Career Development International* 20(6) , 583-603.
- Storey, J., Dave Ulrich, Patrick Wright (2019). *Strategic Human Resource Management: A Critical Text*. London: Routledge.
- Sudarsanam, S. (2015). *Creating Value from Mergers and Acquisitions*. Harlow: Prentice Hall,.
- Sugiyono. (2018). *Metode Penelitian Pendidikan Pendekatan Kuantitatif, kualitatif, dan R&D*. . Bandung: Alfabeta.
- Sulaksono, H. (2019). *Budaya Organisasi dan Kinerja*. Yogyakarta: CV.Budi Utama.
- Sutrisno, E. (2018). *Budaya Organisasi*. Subang: Prenadamedia Group.
- Syauta, J., Troena, E., & Margono Setiawan, S. (2012). The influence of organizational culture, organizational commitment to job satisfaction and employee performance (study at municipal waterworks of Jayapura, Papua Indonesia). *International Journal Of Business and Management Invention* 1(1), 69-76.
- Taye, W. E. (2018). The Effects Of Organizational Culture On Employee Job Performance. *repository.smuc.edu.et*, 30-52.
- Vuong, B. N., Dao, D. T., Dinh, H. N., Ngoc, C. N., Tushar, & Hasanuzzaman. (2020). An Empirical Assessment of Organizational Commitment and Job Performance: Vietnam Small and Medium-Sized Enterprises. *Journal Of Asian Finance, Economics, and Business* 7(6), 277-286.
- Wang, Y.-L., City, T., & Ellinger, A. D. (2019). Applying Lewin's Change Model in the Development of a Learning Organization. 1-20.
- Wood, F., & Sangster, A. (2021). *Business Accounting: 15th Edition*. London : Pearson Education.
- Yaseen, A. (2019). Effect of Compensation Factors on Employees' Job Satisfaction: A Study of Doctors' Dissatisfaction in Punjab. *International Journal of Human Resource Studies*, 142-157.
- Yiing, L. H., & Ahmad, K. Z. (2009). The moderating effects of organizational culture on the relationships between leadership behavior and organizational commitment

and between organizational commitment and job satisfaction and performance.
Leadership and Organization Development Journal 30(1), 53-86.

Yukl, G. (2015). *Leadership in Organizations*. New York: Pearson.