

DAFTAR PUSTAKA

- Abdullah, T. M. K., Poespowidjojo, D. A. L., & Himawan, G. E. (2018a). Employee experience in mergers & acquisition process towards M & A success: The case of Maybank Acquisition on Bank International Indonesia. *Journal of Social Sciences Research*, 2018(Special Issue 6), 100–104. <https://doi.org/10.32861/jssr.spi6.100.104>
- Abdullah, T. M. K., Poespowidjojo, D. A. L., & Himawan, G. E. (2018b). Employee Experience in Mergers & Acquisition Process towards M&A Success: The Case of Maybank Acquisition on Bank International Indonesia. *The Journal of Social Sciences Research*, 100-104 Special Issue: 6. <https://econpapers.repec.org/RePEc:arp:tjssrr:2018:p:100-104>
- Agarwal, N. K., & Marouf, L. (2016). Quantitative and qualitative instruments for knowledge management readiness assessment in universities. *Qualitative and Quantitative Methods in Libraries*, 5, 149–164.
- Ahmed, S., & Islam, S. R. (2018). Influence of human resource management practices on employee engagement in developing economy. *Journal of Business Studies*, 5(2), 29. <https://doi.org/10.4038/jbs.v5i2.35>
- Aktar, A., & Pangil, F. (2018). Mediating role of organizational commitment in the relationship between human resource management practices and employee engagement: Does black box stage exist? *International Journal of Sociology and Social Policy*, 38(7–8), 606–636. <https://doi.org/10.1108/IJSSP-08-2017-0097>
- Aybas, M., & Acar, A. C. (2017). the Effect of Hrm Practices on Employees' Work Engagement and the Mediating and Moderating Role of Positive Psychological Capital. *International Review of Management and Marketing*, 7(1), 363–372. <https://dergipark.org.tr/tr/download/article-file/367092>
- Baer, M. D., Dhensa-Kahlon, R. K., Colquitt, J. A., Rodell, J. B., Outlaw, R., & Long, D. M. (2015). Uneasy lies the head that bears the trust: The effects of feeling trusted on emotional exhaustion. *Academy of Management Journal*, 58(6), 1637–1657. <https://doi.org/10.5465/amj.2014.0246>
- Becker, B. E., & Huselid, M. A. (1998). High Performance Work Systems and Firm Performance : a Synthesis of Research and. *Personnel*, 16(January 1998), 53–101. http://www.markhuselid.com/pdfs/articles/1998_Research_in_PHRM_Paper.pdf
- Bendickson, J., Muldoon, J., Liguori, E. W., & Davis, P. E. (2016). Agency Theory: Background and Epistemology. *Academy of Management Proceedings*, 2016(1), 12665. <https://doi.org/10.5465/ambpp.2016.12665abstract>
- Bhatti, S. H., Zakariya, R., Vrontis, D., Santoro, G., & Christofi, M. (2020). High-performance work systems, innovation and knowledge sharing: An empirical analysis in the context of project-based organizations. *Employee Relations*. <https://doi.org/10.1108/ER-10-2019-0403>

- Brown, S. P. (1996). A meta-analysis and review of organizational research on job involvement. *Psychological Bulletin*, 120(2), 235–255. <https://doi.org/10.1037/0033-2909.120.2.235>
- Buono, A. F., Bowditch, J. L., & Lewis, J. W. (1985). When Cultures Collide: The Anatomy of a Merger. In *Human Relations* (Vol. 38, Issue 5, pp. 477–500). <https://doi.org/10.1177/001872678503800506>
- Carnahan, S., Agarwal, R., & Campbell, B. (2010). The Effect of Firm Compensation Structures on the Mobility and Entrepreneurship of Extreme Performers. *Business*, 456(January 2008), 1–43. <https://doi.org/10.1002/smj>
- Cartwright, Sue, & Cooper, C. L. (1990). The Impact of Mergers and Acquisitions on People at Work: Existing Research and Issues. *British Journal of Management*, 1(2), 65–76. <https://doi.org/10.1111/j.1467-8551.1990.tb00163.x>
- Cartwright, Susan, & Holmes, N. (2006). The meaning of work: The challenge of regaining employee engagement and reducing cynicism. *Human Resource Management Review*, 16(2), 199–208. <https://doi.org/10.1016/j.hrmr.2006.03.012>
- Chand, G. (2009). Perspectives on Mergers and Acquisitions. *Mergers and Acquisitions : Issues and Perspectives from the Asia-Pacific Region*, 1–150.
- Chen, X., & Zhu, C. (2014). High performance work systems and employee creativity: The mediating effect of knowledge sharing. *Frontiers of Business Research in China*, 8(3), 367–387. <https://doi.org/10.3868/s070-003-014-0017-3>
- CNBC. (2020). *Deretan Mega Merger & Akuisisi Sepanjang 2019*. <https://www.cnbcindonesia.com/market/20190803115750-20-89611/deretan-mega-merger-akuisisi-sepanjang-2019>
- Conway, E., Fu, N., Monks, K., Alfes, K., & Bailey, C. (2015). Demands or Resources? The Relationship Between HR Practices, Employee Engagement, and Emotional Exhaustion Within a Hybrid Model of Employment Relations. *Human Resource Management*, 45(1), 127–145. <https://doi.org/10.1002/hrm>
- Cooke, F. L., Cooper, B., Bartram, T., Wang, J., & Mei, H. (2019). Mapping the relationships between high-performance work systems, employee resilience and engagement: a study of the banking industry in China. *International Journal of Human Resource Management*, 30(8), 1239–1260. <https://doi.org/10.1080/09585192.2015.1137618>
- Davenport, T. H., & Prusak, L. (1998). Working Knowledge: How Organizations Manage What They Know. *Harvard Business School Press*, 35(09), 35-5167-35-5167. <https://doi.org/10.5860/choice.35-5167>
- De Oliveira, L. B., & Da Silva, F. F. R. A. (2015). The effects of high performance work systems and leader-member exchange quality on employee engagement: Evidence from a brazilian non-profit organization. *Procedia Computer Science*, 55(Itqm), 1023–1030. <https://doi.org/10.1016/j.procs.2015.07.092>
- Deci, E. L., & Ryan, R. M. (1987). The support of autonomy and the control behavior Deci, E, & Ryan R. (1987). • *Journal of Personality and Social Psychology*, 53(6), 1024–1037.
- Den Hartog, D. N., Boon, C., Verburg, R. M., & Croon, M. A. (2013). HRM,

- Communication, Satisfaction, and Perceived Performance: A Cross-Level Test. *Journal of Management*, 39(6), 1637–1665. <https://doi.org/10.1177/0149206312440118>
- Dirks, K. T., & Ferrin, D. L. (2002). Trust in leadership: Meta-analytic findings and implications for research and practice. *Journal of Applied Psychology*, 87(4), 611–628. <https://doi.org/10.1037/0021-9010.87.4.611>
- Dora, C. L., Long, W. L., & Shan, S. W. (2014). Examining the effects of feeling trusted by supervisors in the workplace: A self-evaluative perspective. *Journal of Marriage and Family*, 60(1), 5–22. <https://doi.org/10.1002/job>
- Edwards, M. R., & Edwards, T. (2013). Employee Responses to Changing Aspects of the Employer Brand Following a Multinational Acquisition: A Longitudinal Study. *Human Resource Management*, 52(1), 27–54. <https://doi.org/10.1002/hrm>
- Etter, J. F., & Perneger, T. V. (2000). Snowball sampling by mail: Application to a survey of smokers in the general population. *International Journal of Epidemiology*, 29(1), 43–48. <https://doi.org/10.1093/ije/29.1.43>
- Febriani, D. M. (2018). *The Effect of Integration Approach on Employee Attitudes through Organizational Culture Change and HR Initiatives during Mergers and Acquisitions* [Emporia State University]. <http://hdl.handle.net/123456789/3594>
- Ferdinand, A. T. (2006). *Metode Penelitian Manajemen: Pedoman Penelitian untuk skripsi, Tesis dan Disertai Ilmu Manajemen*. Universitas Diponegoro.
- Ford, D., Myrden, S. E., & Jones, T. D. (2015). Understanding “disengagement from knowledge sharing”: engagement theory versus adaptive cost theory. *The Electronic Library*, 34(1), 1–5.
- Gallup. (2017). *State of the Global Workplace*.
- Goodman, L. A. (1961). Snowball Sampling. *The Annals of Mathematical Statistics*, 32(1), 148–170. <https://doi.org/10.1214/aoms/1177705148>
- Gruman, J. A., & Saks, A. M. (2011). Performance management and employee engagement. *Human Resource Management Review*, 21(2), 123–136. <https://doi.org/10.1016/j.hrmr.2010.09.004>
- Gupta, B. (2011). Employees’ knowledge sharing behaviour and work engagement: The role of organisational politics. *International Journal of Business Excellence*, 4(2), 160–177. <https://doi.org/10.1504/IJBEX.2011.038786>
- Hair Jr, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2014). Multivariate Data Analysis. In Pearson Education Limited. <https://doi.org/10.1002/9781118895238.ch8>
- Hasan, H., Astuti, E. S., A, T. W., & Iqbal, M. (2020). Impact of Organizational Culture on Employee Engagement and Employee Performance: A Stimuli-Organism-Response Approach. *Wacana*, 23(4), 235–247. <https://doi.org/10.17010/pijom/2018/v11i6/128442>
- Hayward, C. S., Salamonsen, R., Keogh, A. M., Woodard, J., Ayre, P., Prichard, R., Kotlyar, E., Macdonald, P. S., Jansz, P., & Spratt, P. (2015). Impact of left ventricular assist device speed adjustment on exercise tolerance and markers of wall stress. *International Journal of Artificial Organs*, 38(9), 501–507. <https://doi.org/10.5301/ijao.5000431>

- Hooi, L. W. (2019). Leveraging human assets for MNCs performance: the role of management development, human resource system and employee engagement. *International Journal of Human Resource Management*, 0(0), 1–30. <https://doi.org/10.1080/09585192.2019.1590443>
- Huang, Y., Ma, Z., & Meng, Y. (2018). High-performance work systems and employee engagement: empirical evidence from China. *Asia Pacific Journal of Human Resources*, 56(3), 341–359. <https://doi.org/10.1111/1744-7941.12140>
- Huselid, M. A. (1995). The Impact Of Human Resource Management Practices On Turnover, Productivity, And Corporate Financial Performance. *Academy of Management Journal*, 38(3), 635–672. <https://doi.org/10.5465/256741>
- IMAA. (2020). *M&A Statistics - Worldwide, Regions, Industries & Countries*. <https://imaa-institute.org/mergers-and-acquisitions-statistics/>
- Jafari Navimipour, N., & Charband, Y. (2016). Knowledge sharing mechanisms and techniques in project teams: Literature review, classification, and current trends. *Computers in Human Behavior*, 62, 730–742. <https://doi.org/10.1016/j.chb.2016.05.003>
- Juan, S. H., Ting, I. W. K., Kweh, Q. L., & Yao, L. (2018). How does knowledge sharing affect employee engagement? *Institutions and Economies*, 10(4), 49–67.
- Juan, S. H., Yao, L., Tamyez, P. F. B. M., & Ayodele, F. O. (2016). Review on Knowledge Management and Employee Engagement. *The National Conference for Postgraduate Research 2016*, 127–134.
- Kahn W. (1990). Psychological conditions of personal engagement and disengagement at work. *Academy of Management Journal*, 33(4), 692–724. <https://doi.org/10.1108/EL-01-2014-0022>
- Karim, D. N., & Majid, A. H. A. (2017). The Effect Of High Performance Hr Practices On Knowledge Sharing Behavior: The Mediating Role Of Employee Engagement. *Journal of Chemical Information and Modeling*, 53(9), 1689–1699. <https://doi.org/10.1017/CBO9781107415324.004>
- Kloutsiniotis, P. V., & Mihail, D. M. (2018). The link between perceived high-performance work practices, employee attitudes and service quality: The mediating and moderating role of trust. *Employee Relations*, 40(5), 801–821. <https://doi.org/10.1108/ER-08-2017-0201>
- Lau, D. C., Liu, J., & Fu, P. P. (2007). Feeling trusted by business leaders in China: Antecedents and the mediating role of value congruence. *Asia Pacific Journal of Management*, 24(3), 321–340. <https://doi.org/10.1007/s10490-006-9026-z>
- Li, X., & Frenkel, S. (2017). Where hukou status matters: analyzing the linkage between supervisor perceptions of HR practices and employee work engagement. *International Journal of Human Resource Management*, 28(17), 2375–2402. <https://doi.org/10.1080/09585192.2015.1137613>
- Lin, R. S.-J., & Hsiao, J.-K. (2014). The Relationships between Transformational Leadership, Knowledge Sharing, Trust and Organizational Citizenship Behavior. *International Journal of Innovation, Management and Technology*, 5(3), 3–6. <https://doi.org/10.7763/ijimt.2014.v5.508>
- Loebbecke, C., van Fenema, P. C., & Powell, P. (2016). Managing inter-

- organizational knowledge sharing. *Journal of Strategic Information Systems*, 25(1), 4–14. <https://doi.org/10.1016/j.jsis.2015.12.002>
- Lv, Z., & Xu, T. (2018). Psychological contract breach, high-performance work system and engagement: the mediated effect of person-organization fit. *International Journal of Human Resource Management*, 29(7), 1257–1284. <https://doi.org/10.1080/09585192.2016.1194873>
- Miao, R., Lu, L., Cao, Y., & Du, Q. (2020). The high-performance work system, employee voice, and innovative behavior: The moderating role of psychological safety. *International Journal of Environmental Research and Public Health*, 17(4). <https://doi.org/10.3390/ijerph17041150>
- Mihail, D. M., Links, M. Mac, & Sarvanidis, S. (2013). High performance work systems in corporate turnaround: A German case study. *Journal of Organizational Change Management*, 26(1), 190–216. <https://doi.org/10.1108/09534811311307978>
- Min, M., Zhu, Y., & Bambacas, M. (2019). The mediating effect of trust on the relationship between high-performance work systems and employee outcomes among Chinese indigenous firms. *Asia Pacific Journal of Human Resources*, February, 37–41. <https://doi.org/10.1111/1744-7941.12221>
- Mozammel, S., & Haan, P. (2016). Transformational leadership and employee engagement in the banking sector in Bangladesh. *The Journal of Developing Areas*, 50(6), 43–55. <https://doi.org/10.1353/jda.2016.0127>
- Muduli, A., Verma, S., & Datta, S. K. (2016). High Performance Work System in India: Examining the Role of Employee Engagement. *Journal of Asia-Pacific Business*, 17(2), 130–150. <https://doi.org/10.1080/10599231.2016.1166021>
- Ogbonnaya, C., & Valizade, D. (2018). High performance work practices, employee outcomes and organizational performance: a 2-1-2 multilevel mediation analysis. *International Journal of Human Resource Management*, 29(2), 239–259. <https://doi.org/10.1080/09585192.2016.1146320>
- Ogston, S. A., Lemeshow, S., Hosmer, D. W., Klar, J., & Lwanga, S. K. (1991). Adequacy of Sample Size in Health Studies. *Biometrics*, 47(1), 347. <https://doi.org/10.2307/2532527>
- Perdhana, M. S. (2014). *Cultural Values and Leadership Styles of Managers in Indonesia: Javanese and Chinese Indonesian* (Issue February). Deakin University.
- Pfeffer, J. (1998). Seven Practices of Successful Organizations. *California Management Review*, 40(2), 96–124. <https://doi.org/10.2307/41165935>
- Pierse, E. (2012). *HR's Role in Maintaining Employee Engagement during a Merger, Acquisition or Demerger*. National College of Ireland.
- Preston, C. C., & Colman, A. M. (2000). Optimal number of response categories in rating scales: Reliability, validity, discriminating power, and respondent preferences. *Acta Psychologica*, 104(1), 1–15. [https://doi.org/10.1016/S0001-6918\(99\)00050-5](https://doi.org/10.1016/S0001-6918(99)00050-5)
- Prihatsanti, U. (2020). *Model Suara Karyawan di Organisasi*. Universitas Airlangga.
- Saks, A. M. (2006). Antecedents and consequences of employee engagement. *Journal of Managerial Psychology*, 21(7), 600–619.

- <https://doi.org/10.1108/02683940610690169>
- Salamon, S. D., & Robinson, S. L. (2008). Trust That Binds: The Impact of Collective Felt Trust on Organizational Performance. *Journal of Applied Psychology*, 93(3), 593–601. <https://doi.org/10.1037/0021-9010.93.3.593>
- 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(3), 293–315. <https://doi.org/10.1002/job.248>
- Schaufeli, W. B., Shimazu, A., Hakanen, J., Salanova, M., & De Witte, H. (2019). An ultra-short measure for work engagement: The UWES-3 validation across five countries. *European Journal of Psychological Assessment*, 35(4), 577–591. <https://doi.org/10.1027/1015-5759/a000430>
- Schaufeli, W., Salanova, M., González-romá, V., & Bakker, A. (2002). The Measurement of Engagement and Burnout: A Two Sample Confirmatory Factor Analytic Approach. *Journal of Happiness Studies*, 3(1), 71–92. <https://doi.org/10.1023/A:1015630930326>
- Searle, R., Den Hartog, D. N., Weibel, A., Gillespie, N., Six, F., Hatzakis, T., & Skinner, D. (2011). Trust in the employer: The role of high-involvement work practices and procedural justice in european organizations. *International Journal of Human Resource Management*, 22(5), 1069–1092. <https://doi.org/10.1080/09585192.2011.556782>
- Sekaran, U., & Bougie, R. (2016). *Reserach Methods for Bussiness A Skill-Bulding Approach*. 1–447.
- Shook, L., & Roth, G. (2011). Downsizings, mergers, and acquisitions: Perspectives of human resource development practitioners. *Journal of European Industrial Training*, 35(2), 135–153. <https://doi.org/10.1108/03090591111109343>
- Shuck, B., Reio, T. G., & Rocco, T. S. (2011). Employee engagement: An examination of antecedent and outcome variables. *Human Resource Development International*, 14(4), 427–445. <https://doi.org/10.1080/13678868.2011.601587>
- Soeharjono, H. I. (2011). Pengaruh Budaya Birokrasi “Ewuh-Pakewuh” Terhadap Efektivitas Sistem Pengendalian Intern. *Jurnal Ilmu Administrasi*, VIII(3), 243–260.
- Sonnentag, S. (2011). Research on work engagement is well and alive. *European Journal of Work and Organizational Psychology*, 20(1), 29–38. <https://doi.org/10.1080/1359432X.2010.510639>
- Suharnomo, & Priyotomo. (2017). Analyzing the strength of technological development and technical innovation in an international manufacturer in Kudus, Central Java, Indonesia. *International Journal of Civil Engineering and Technology*, 8(8), 740–745.
- Suharnomo, S., Rahardja, E., Handayani, S., & Udin, U. (2020). The effect of organizational learning, IT capability and employee adaptability on job performance: A moderation model. *International Journal of Agricultural Science*, 40(42), 1–11.
- Suharnomo, & Syahruramdhana, F. N. (2018). Cultural value differences among ethnic groups in Indonesia: Are Hofstede's Indonesian findings still relevant?

- Journal for Global Business Advancement*, 11(1), 6–21.
<https://doi.org/10.1504/JGBA.2018.093168>
- Tarigan, J., Claresta, A., & Hatane, S. E. (2018). Analysis of Merger & Acquisition Motives in Indonesian Listed Companies through Financial Performance Perspective. *Jurnal Kinerja*, 22(1), 95–112.
- Tsui, A. S., Pearce, J. L., Porter, L. W., & Tripoli, A. M. (1997). *Academy of Management Alternative Approaches to the Employee-Organization Relationship : Does Investment in EMPLOYEE-ORGANIZATION RELATIONSHIP : DOES INVESTMENT IN EMPLOYEES PAY OFF ? Hong Kong University of Science and Technology*. 40(5), 1089–1121.
- Ugwu, F. O., Onyishi, I. E., & Rodríguez-Sánchez, A. M. (2014). Linking organizational trust with employee engagement: The role of psychological empowerment. *Personnel Review*, 43(3), 377–400.
<https://doi.org/10.1108/PR-11-2012-0198>
- Vuong, B. N., & Sid, S. (2020). The impact of human resource management practices on employee engagement and moderating role of gender and marital status: An evidence from the Vietnamese banking industry. *Management Science Letters*, 10(7), 1633–1648. <https://doi.org/10.5267/j.msl.2019.12.003>
- Wang, H., & Huang, Q. (2019). The dark side of feeling trusted for hospitality employees: An investigation in two service contexts. *International Journal of Hospitality Management*, 76(April 2018), 122–131.
<https://doi.org/10.1016/j.ijhm.2018.04.001>
- Wang, Z., Sharma, P. N., & Cao, J. (2016). From knowledge sharing to firm performance: A predictive model comparison. *Journal of Business Research*, 69(10), 4650–4658. <https://doi.org/10.1016/j.jbusres.2016.03.055>
- Xiao, Z., & Björkman, I. (2006). High Commitment Work Systems in Chinese Organizations: A Preliminary Measure. *Management and Organization Review*, 2(3), 403–422. <https://doi.org/10.1111/j.1740-8784.2006.00049.x>
- Yi, J. (2009). A measure of knowledge sharing behavior: Scale development and validation. *Knowledge Management Research and Practice*, 7(1), 65–81.
<https://doi.org/10.1057/kmrp.2008.36>
- Zhang, M., Zhu, C. J., Dowling, P. J., & Bartram, T. (2013). Exploring the effects of high-performance work systems (HPWS) on the work-related well-being of Chinese hospital employees. *International Journal of Human Resource Management*, 24(16), 3196–3212.
<https://doi.org/10.1080/09585192.2013.775026>
- Zhu, F., Wang, L., Yu, M., Müller, R., & Sun, X. (2019). Transformational leadership and project team members' silence: the mediating role of feeling trusted. *International Journal of Managing Projects in Business*, 12(4), 845–868. <https://doi.org/10.1108/IJMPB-04-2018-0090>