

DAFTAR PUSTAKA

- Aboobaker, N., & KA, Z. (2021). Digital learning orientation and innovative behavior in the higher education sector: effects of organizational learning culture and readiness for change. *International Journal of Educational Management*, 35(5), 1030–1047.
- Ahmed, R. R., Streimikiene, D., Streimikis, J., & Siksnyte-Butkiene, I. (2024). A comparative analysis of multivariate approaches for data analysis in management sciences. *E+ M Ekonomie a Management.*, 27(1), 192–210.
- Ajzen, I. (1985). From intentions to actions: A theory of planned behavior. In *Action control: From cognition to behavior* (pp. 11–39). Springer.
- Ajzen, I. (1991a). The theory of planned behavior. *Organizational Behavior and Human Decision Processes*, 50(2), 179–211.
- Ajzen, I. (1991b). The theory of planned behavior. *Organizational Behavior and Human Decision Processes*, 50(2), 179–211.
- Ajzen, I. (2002). Perceived behavioral control, self- efficacy, locus of control, and the theory of planned behavior 1. *Journal of Applied Social Psychology*, 32(4), 665–683.
- Ajzen, I. (2020). The theory of planned behavior: Frequently asked questions. *Human Behavior and Emerging Technologies*, 2(4), 314–324.
- Ajzen, I., & Albarracin, D. (2010). *Predicting and changing behavior: The reasoned action approach*. Psychology press New York.
- Albrecht, S. L., Furlong, S., & Leiter, M. P. (2023). The psychological conditions for employee engagement in organizational change: Test of a change engagement model. *Frontiers in Psychology*, 14, 1071924.

- Ayamolowo, O. J., Buraimoh, E., Salau, A. O., & Dada, J. O. (2019). Nigeria electricity power supply system: the past, present and the future. *2019 IEEE PES/IAS PowerAfrica*, 64–69.
- Babbie, E. R. (2020). *The practice of social research*. Cengage Au.
- Bakker, A. B., & De Vries, J. D. (2021). Job Demands–Resources theory and self-regulation: New explanations and remedies for job burnout. *Anxiety, Stress, & Coping*, 34(1), 1–21.
- Bandura, A. (2024). Self-efficacy mechanism in human agency. *Psychology & Society*, 90(2), 63–94.
- Bayraktar, S., & Jiménez, A. (2020). Self-efficacy as a resource: a moderated mediation model of transformational leadership, extent of change and reactions to change. *Journal of Organizational Change Management*, 33(2), 301–317.
- Britt, T. W., Shen, W., Sinclair, R. R., Grossman, M. R., & Klieger, D. M. (2016). How much do we really know about employee resilience? *Industrial and Organizational Psychology*, 9(2), 378–404.
- Carnall, C. A. (2007). *Managing change in organizations*. Pearson Education.
- Chonko, L. B., Jones, E., Roberts, J. A., & Dubinsky, A. J. (2002). The role of environmental turbulence, readiness for change, and salesperson learning in the success of sales force change. *Journal of Personal Selling & Sales Management*, 22(4), 227–245.
- Chughtai, M. S., Syed, F., Naseer, S., & Chinchilla, N. (2024). Role of adaptive leadership in learning organizations to boost organizational innovations with change self-efficacy. *Current Psychology*, 43(33), 27262–27281.
- DeRue, D. S., Ashford, S. J., & Myers, C. G. (2012). Learning agility: In search of conceptual clarity and theoretical grounding. *Industrial and Organizational Psychology*, 5(3), 258–279.

- Doeze Jager, S. B., Born, M. P., & van der Molen, H. T. (2022). The relationship between organizational trust, resistance to change and adaptive and proactive employees' agility in an unplanned and planned change context. *Applied Psychology*, 71(2), 436–460.
- Duchek, S. (2020). Organizational resilience: a capability-based conceptualization. *Business Research*, 13(1), 215–246.
- Dyer, L., & Shafer, R. (2014). Dynamic organizations: Achieving marketplace and organizational agility with people. In *Leading and managing people in the dynamic organization* (pp. 7–38). Psychology Press.
- Dzimidienė, A., & Bagdžiūnienė, D. (2022). The Effect of Employee Agility and Self-Efficacy on Innovative Behavior at Work. *Psichologija*, 67, 70–88.
- Edmondson, A. C. (2004). Learning from failure in health care: frequent opportunities, pervasive barriers. *BMJ Quality & Safety*, 13(suppl 2), ii3–ii9.
- Elfghi, O., Iyiola, K., Alzubi, A. B., & Aljuhmani, H. Y. (2026). Improvisation and New Venture Performance: Unpacking the Roles of Entrepreneurial Self-Efficacy and Learning Orientation. *Sustainability*, 18(2), 975.
- Eliyana, A., Emsza, B., & Istyarini, W. (2016). The relationship between self efficacy and readiness for change: The mediator roles of employee empowerment. *Mediterranean Journal of Social Sciences*. MCSER Publishing, Rome-Italy, 7(3).
- Ellis, L. A., Tran, Y., Pomare, C., Long, J. C., Churruca, K., Saba, M., & Braithwaite, J. (2023). Hospital organizational change: The importance of teamwork culture, communication, and change readiness. *Frontiers in Public Health*, 11, 1089252.
- Elsayed, A. M., Zhao, B., Goda, A. E., & Elsetouhi, A. M. (2023). The role of error risk taking and perceived organizational innovation climate in the relationship between perceived psychological safety and innovative work

behavior: A moderated mediation model. *Frontiers in Psychology*, 14, 1042911.

Farliana, N., Hardianto, H., Rusdarti, R., & Sakitri, W. (2025). Digital Learning Orientation and Innovative Behavior: Learning Culture's Role in Sustainable Development Readiness. *Jurnal Kependidikan: Jurnal Hasil Penelitian Dan Kajian Kepustakaan Di Bidang Pendidikan, Pengajaran, Dan Pembelajaran*, 11(1), 136–145.

Faulks, B., Song, Y., Waiganjo, M., Obrenovic, B., & Godinic, D. (2021). Impact of empowering leadership, innovative work, and organizational learning readiness on sustainable economic performance: an empirical study of companies in Russia during the COVID-19 pandemic. *Sustainability*, 13(22), 12465.

Fishbein, M., & Ajzen, I. (1977). *Belief, attitude, intention, and behavior: An introduction to theory and research*.

Fornell, C., & Larcker, D. F. (1981). Evaluating structural equation models with unobservable variables and measurement error. *Journal of Marketing Research*, 18(1), 39–50.

Gemici, E., & Zehir, C. (2023). High-performance work systems, learning orientation and innovativeness: the antecedent role of environmental turbulence. *European Journal of Innovation Management*, 26(2), 475–503.

Ghozali, I., & Latan, H. (2020). *Partial Least Squares: Konsep, Teknik, dan Aplikasi Menggunakan Program SmartPLS 3.0 Untuk Penelitian Empiris* (2nd ed). : Badan Penerbit - Undip.

Gutierrez-Gutierrez, L. J., Barrales-Molina, V., & Kaynak, H. (2018). The role of human resource-related quality management practices in new product development: A dynamic capability perspective. *International Journal of Operations & Production Management*, 38(1), 43–66.

- Haffar, M., Al-Karaghoul, W., Djebarni, R., Al-Hyari, K., Gbadamosi, G., Oster, F., Alaya, A., & Ahmed, A. (2023). Organizational culture and affective commitment to e-learning'changes during COVID-19 pandemic: The underlying effects of readiness for change. *Journal of Business Research*, 155, 113396.
- Haffar, M., Al-Karaghoul, W., Djebarni, R., & Gbadamosi, G. (2019). Organisational culture and TQM implementation: investigating the mediating influences of multidimensional employee readiness for change. *Total Quality Management & Business Excellence*, 30(11–12), 1367–1388.
- Haffar, M., Al-Karaghoul, W., Irani, Z., Djebarni, R., & Gbadamosi, G. (2019). The influence of individual readiness for change dimensions on quality management implementation in Algerian manufacturing organisations. *International Journal of Production Economics*, 207, 247–260.
- Hair, J. F. B., William, C., & Babin, B. (2014). J.; Anderson, Rolph, E. *Multivariate data analysis*. Pearson New International Edition.
- Hair, J. F., Black, W. C., Babin, B. J., Anderson, R. E., & Tatham, R. L. (2014). *Multivariate data analysis 7th Edition*. Pearson Prentice Hall. New Jersey.
- humans: Critique and reformulation
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2017a). A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM). In *Sage* (p. 165). Sage.
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2017b). A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM). In *Sage* (p. 165). Sage.
- Hair, J. F., Hult, G. T. M., Ringle, C., Sarstedt, M., Danks, N., & Ray, S. (2021). Partial Least Squares Structural Equation Modeling (PLS-SEM) Using R: A Workbook. In *Springer*.

- Hartati, I. (2020). Strategi pembangunan sdm kementerian keuangan republik Indonesia dalam menghadapi tantangan era disrupsi 4.0. *Jurnal BPPK: Badan Pendidikan Dan Pelatihan Keuangan*, 13(1), 109–129.
- Haspemi, Y. P., Syahrul, L., & Fahmy, R. (2023). Pengaruh digital skill, transformational leadership dan readiness for change sebagai variabel mediasi terhadap innovative work behaviour. *Jurnal Informatika Ekonomi Bisnis*, 1133–1140.
- Hayirli, T. C., Meara, J. G., Abahuje, E., Alayande, B., Augustin, S., Barash, D., Boatin, A. A., Kalolo, A., Kengia, J., & Kingpriest, P. (2024). A practical tool for managing change: cross-sectional psychometric assessment of the safe surgery organizational readiness tool. *International Journal of Surgery*, 110(2), 733–739.
- Holt, D. T., Armenakis, A. A., Feild, H. S., & Harris, S. G. (2007). Readiness for organizational change: The systematic development of a scale. *The Journal of Applied Behavioral Science*, 43(2), 232–255.
- Hossny, E. K., Younes, H. S., Alotaibi, H. S., Al-Jabri, M. M., Moubark, A. M., Sayed, A. K., & Ali, H. M. (2025). Effect of Organizational Agility and Ambidextrous Leadership on Nurses' Readiness for Change. *Nursing Forum*, 2025(1), 7935435.
- Huang, H., Su, Y., Liao, L., Li, R., & Wang, L. (2024). Perceived organizational support, self- efficacy and cognitive reappraisal on resilience in emergency nurses who sustained workplace violence: A mediation analysis. *Journal of Advanced Nursing*, 80(6), 2379–2391.
- Iftikhar, F., Ahmed, Z., Khosa, M., & Rasheed, M. (2025). Harnessing Artificial Intelligence for Learning Effectiveness in the Banking Sector: The Mediating Roles of Technological Self-Efficacy and Learning Orientation. *Indus Journal of Social Sciences*, 3, 531–550. <https://doi.org/10.59075/ijss.v3i3.1920>

- Jayadi¹, M. R., & Suryatni, M. (2025). *The Role of Organizational Commitment in Mediating the Effect of Employee Agility and Organizational Support on Readiness for Change among Employees of BNN NTB Province*.
- Jimmieson, N. L., Peach, M., & White, K. M. (2008). Utilizing the theory of planned behavior to inform change management: An investigation of employee intentions to support organizational change. *The Journal of Applied Behavioral Science*, 44(2), 237–262.
- Klein, S. P., Spieth, P., & Söllner, M. (2024). Employee acceptance of digital transformation strategies: A paradox perspective. *Journal of Product Innovation Management*, 41(5), 999–1021.
- Kong, H., Chiu, W. C. K., & Leung, H. K. W. (2019). Building creative self-efficacy via learning goal orientation, creativity job requirement, and team learning behavior: The key to employee creativity. *Australian Journal of Management*, 44(3), 443–461.
- Kraus, S., Jones, P., Kailer, N., Weinmann, A., Chaparro-Banegas, N., & Roig-Tierno, N. (2021). Digital transformation: An overview of the current state of the art of research. *Sage Open*, 11(3), 21582440211047576.
- Lee, J., Lin, J.-H., Bao, S. S., & Robertson, M. M. (2024). Work from home: Facilitators for an effective ergonomic work system. *Applied Ergonomics*, 118, 104276.
- Leroy, H., Dierynck, B., Anseel, F., Simons, T., Halbesleben, J. R. B., McCaughy, D., Savage, G. T., & Sels, L. (2012). Behavioral integrity for safety, priority of safety, psychological safety, and patient safety: a team-level study. *Journal of Applied Psychology*, 97(6), 1273.
- Liu, M., Bai, M., Liu, B., & Li, Y. (2023). The effect of employee goal orientation on change-supportive behavior: A moderated mediation approach. *Journal of Organizational Change Management*, 36(6), 1010–1026.

- Liu, X., Guo, P., & Zhao, J. (2025). From adaptation to transformation: how to stimulate leaders' change-oriented organizational citizenship behaviors in project-based temporary organizations. *Journal of Organizational Change Management*, 38(1), 204–229.
- Liu, Y., Keller, R. T., & Bartlett, K. R. (2021). Initiative climate, psychological safety and knowledge sharing as predictors of team creativity: A multilevel study of research and development project teams. *Creativity and Innovation Management*, 30(3), 498–510.
- Lu, H., Chen, X., & Qi, C. (2023). Which is more predictive: Domain- or task- specific self- efficacy in teaching and outcomes? *British Journal of Educational Psychology*, 93(1), 283–298.
- Luo, Y., & Du, H. (2022). Learning with desktop virtual reality: Changes and interrelationship of self-efficacy, goal orientation, technology acceptance and learning behavior. *Smart Learning Environments*, 9(1), 22.
- Maran, T. K., Liegl, S., Davila, A., Moder, S., Kraus, S., & Mahto, R. V. (2022). Who fits into the digital workplace? Mapping digital self-efficacy and agility onto psychological traits. *Technological Forecasting and Social Change*, 175, 121352.
- Markus, M. L. (1983). Power, politics, and MIS implementation. *Communications of the ACM*, 26(6), 430–444.
- Meilani, L., Suroso, A. I., & Yuliati, L. N. (2020). Evaluasi Keberhasilan Sistem Informasi Akademik dengan Pendekatan Model DeLone dan McLean. *Jurnal Sistem Informasi Bisnis*, 2, 137–144.
- Metwally, D., Ruiz-Palomino, P., Metwally, M., & Gartzia, L. (2019). How ethical leadership shapes employees' readiness to change: The mediating role of an organizational culture of effectiveness. *Frontiers in Psychology*, 10, 2493.

- Mladenova, I. (2022a). Relation between organizational capacity for change and readiness for change. *Administrative Sciences*, 12(4), 135.
- Mladenova, I. (2022b). Relation between organizational capacity for change and readiness for change. *Administrative Sciences*, 12(4), 135.
- Muduli, A., & Choudhury, A. (2024). Exploring the role of workforce agility on digital transformation: a systematic literature review. *Benchmarking: An International Journal*, (ahead-of-print).
- Muduli, A., & Choudhury, A. (2025). Exploring the role of workforce agility on digital transformation: a systematic literature review. *Benchmarking: An International Journal*, 32(2), 492–512.
- Muhtarom, A., Syairozi, M. I., & Yonita, H. L. (2022). Analisis Persepsi Harga, Lokasi, Fasilitas, dan Kualitas Pelayanan terhadap Loyalitas Pelanggan Dimediasi Keputusan Pembelian (Studi Kasus pada Umkm Skck (Stasiun Kuliner Canditunggal Kalitengah) Metode Structural Equation Modelling (SEM)-Partial Least. *EKOMBIS REVIEW: Jurnal Ilmiah Ekonomi Dan Bisnis*, 10(S1), 391–402.
- Munachi, I. O., Obianuju Clement Onwuzulike, & Kazeem, S. (2024). The role of digital business transformation in enhancing organizational agility. *WORLD*, 23(3), 285–308.
- Nadhira Putri, D., & Mangundjaya, W. (2020). Examining the effects of organizational learning on workforce agility through psychological empowerment. *Open Journal for Psychological Research*, 4(2).
- Nandini, W., Gustomo, A., & Sushandoyo, D. (2022). The mechanism of an individual's internal process of work engagement, active learning and adaptive performance. *Economies*, 10(7), 165.
- Nwanzu, C. L., & Babalola, S. S. (2019). Examining psychological capital of optimism, self-efficacy and self-monitoring as predictors of attitude towards

organizational change. *International Journal of Engineering Business Management*, 11, 1847979019827149.

Olafsen, A. H., Nilsen, E. R., Smedsrud, S., & Kamaric, D. (2021). Sustainable development through commitment to organizational change: the implications of organizational culture and individual readiness for change. *Journal of Workplace Learning*, 33(3), 180–196.

Panadero, E. (2017). A review of self-regulated learning: Six models and four directions for research. *Frontiers in Psychology*, 8, 422.

Parashakti, R. D. (2020). Pengaruh keselamatan dan kesehatan kerja (k3), lingkungan kerja dan beban kerja terhadap kinerja karyawan. *Jurnal Ilmu Manajemen Terapan*, 1(3), 290–304.

Petermann, M. K. H., & Zacher, H. (2022). Workforce agility: development and validation of a multidimensional measure. *Frontiers in Psychology*, 13, 841862.

Runa, R. (2023). Determinants of employee change readiness: A study of transformational leadership and self-efficacy and the role of organizational commitment. *Almana: Jurnal Manajemen Dan Bisnis*, 7(1), 154–167.

Runhaar, P., Bednall, T., Sanders, K., & Yang, H. (2016). Promoting VET teachers' innovative behaviour: exploring the roles of task interdependence, learning goal orientation and occupational self-efficacy. *Journal of Vocational Education & Training*, 68(4), 436–452.

Sadijah, N. A., Simatupang, M., Nei, F., Ladapase, E. M., & Hemasti, R. A. G. (2023). Peran Employee Agility Terhadap Readiness to Change pada Dosen. *Jurnal Ilmiah Global Education*, 4(2), 565–571.

Sari, R. N., SIAHAAN, E., & ABSAH, Y. E. (2024). ANTECEDENTS OF SELF MENTAL DRIVING AGILITY ON EMPLOYEE PERFORMANCE AT SOCIAL SECURITY ADMINISTRATIVE BODY FOR HEALTH (BPJS KESEHATAN) SUMATERA UTARA AND ACEH REGIONAL.

JOURNAL OF ECOHUMANISM Учредители: Transnational Press
London, 3(8).

Sekaran, U., & Bougie, R. (2016). *Research Methods for Business A Skill-Building Approach* (Seventh Ed). John Wiley & Sons Ltd.

Sekaran, U., & Bougie, R. (2017). *Research Methods for Business: Skills-Development Approach*. Salemba Empat, South Jakarta.

Senbeto, D. L., & Hon, A. H. Y. (2020). Market turbulence and service innovation in hospitality: examining the underlying mechanisms of employee and organizational resilience. *The Service Industries Journal*, 40(15–16), 1119–1139.

Shahid, M., Sarwar, F., Aslam, S., & Bilal, M. (2025a). Team Goal Clarity and Individual Adaptive Performance of SME Employees: A Sequential Mediated Multilevel Model. *SAGE Open*, 15(3), 21582440251362644.

Shahid, M., Sarwar, F., Aslam, S., & Bilal, M. (2025b). Team Goal Clarity and Individual Adaptive Performance of SME Employees: A Sequential Mediated Multilevel Model. *SAGE Open*, 15(3), 21582440251362644.

Simanjuntak, D. C. Y., & Purba, P. Y. (2020). Peran mediasi customer satisfaction dalam customer experience dan loyalitas pelanggan. *Jurnal Bisnis Dan Manajemen*, 7(2).

Sinkula, J. M., Baker, W. E., & Noordewier, T. (1997). A framework for market-based organizational learning: Linking values, knowledge, and behavior. *Journal of the Academy of Marketing Science*, 25(4), 305–318.

Strecher, V. J., McEvoy DeVellis, B., Becker, M. H., & Rosenstock, I. M. (1986). The role of self-efficacy in achieving health behavior change. *Health Education Quarterly*, 13(1), 73–92.

Suristya, K. L., & Adi, N. R. (2021). Pengaruh Self-Efficacy terhadap Kinerja Melalui Kepuasan Kerja Sebagai Variabel Intervening. *Jurnal Kajian Ilmu Manajemen*, 8(1), 178–183.

- Van Strydonck, I., Decramer, A., & Audenaert, M. (2025). Linking leaders' learning goal orientation to employees' innovative work behaviour, job satisfaction and emotional exhaustion: leaders' provision of learning-oriented goals and feedback and coaching accuracy. *European Journal of Work and Organizational Psychology*, 34(1), 109–127.
- Wang, R., Ahmad, N., Ryu, H. B., Comite, U., Ariza-Montes, A., & Han, H. (2024). Healing leaders: Altruism and psychological safety as antidotes to burnout in health care settings. *Social Behavior and Personality: An International Journal*, 52(12), 1–11.
- Wang, S., & Zhang, H. (2025). Digital transformation and innovation performance in small-and medium-sized enterprises: A systems perspective on the interplay of digital adoption, digital drive, and digital Culture. *Systems*, 13(1), 43.
- Weiner, B. J. (2020). A theory of organizational readiness for change. In *Handbook on implementation science* (pp. 215–232). Edward Elgar Publishing.
- Yang, Y., Wen, B., & Song, Y. (2026a). A moderated mediation model on the relationship among public service motivation (PSM), self-efficacy, job satisfaction, and readiness for change. *Review of Public Personnel Administration*, 46(1), 160–189.
- Yang, Y., Wen, B., & Song, Y. (2026b). A moderated mediation model on the relationship among public service motivation (PSM), self-efficacy, job satisfaction, and readiness for change. *Review of Public Personnel Administration*, 46(1), 160–189.
- Zamir, S., Yang, Z., Wenwu, H., & Sarwar, U. (2022). Assessing the attitude and problem-based learning in mathematics through PLS-SEM modeling. *PloS One*, 17(5), e0266363.
- Zeid, M. A. G. A., Mostafa, B., Zoromba, M. A., Abdelnaby, R., Elsayed, M., & El- Gazar, H. E. (2024). Effects of organizational agility on readiness for

change in nurses: a cross- sectional study. *International Nursing Review*, 71(1), 140–147.

Zhang, Q., Liao, G., Ran, X., & Wang, F. (2025). The impact of ai usage on innovation behavior at work: The moderating role of openness and job complexity. *Behavioral Sciences*, 15(4), 491

Zhao, H., Xiong, J., Zhang, Z., & Qi, C. (2021). Growth mindset and college students' learning engagement during the COVID-19 pandemic: A serial mediation model. *Frontiers in Psychology*, 12, 621094.

