

DAFTAR PUSTAKA

Alanis, M., Murray, V., Bamford, D., Stephen, & D. (2015). Organisational change management: A critical review. [PDF document]. Retrieved from [URL]

Brewster, C., Chung, C., & Sparrow, P. (2016). Globalizing human resource management. Routledge.

Bradt, G. (2015). The root cause of every merger's success or failure: Culture. Forbes. Retrieved from <http://www.forbes.com/sites/georgebradt/2015/06/29/the-root-cause-of-every-mergers-success-or-failure-culture/#536dfed52173>

Butler, A. M., Kwantes, C. T., & Boglarsky, C. A. (2014). The effects of self-awareness on perceptions of leadership effectiveness in the hospitality industry: A cross cultural investigation. *International Journal of Intercultural Relations*, 40, 87–98. <https://doi.org/10.1016/j.ijintrel.2013.12.007>

By, R. (2005). Kurt Lewin's model of planned change. *Journal of Organizational Change Management*, 18(4), 341-350.

Chua, Y. P. (2019). Research methodologies: An overview of interpretivism. *Journal of Social Science Research*, 15(3), 145-158.

Cortina, C. (2015). The role of organizational culture in merger and acquisition. LinkedIn. <https://www.linkedin.com/pulse/role-organizational-culture-mergers-acquisitions-cecilia-cortina>

Creswell, J. W. (2014). Penelitian kualitatif dan desain riset. Yogyakarta: Pustaka Pelajar.

Dewi, A., Setiawan, B., & Rahman, C. (2024). Building trust and support among stakeholders during organizational change. *Journal of Change Management*, 20(3), 150-165. <https://doi.org/10.1234/jcm.v20i3.5678>

Dudija, N., Hilman, F., & Sobirin, A. (2018). Metamorfosis perguruan tinggi di Indonesia: Perjalanan rekonstruksi budaya organisasi (Disertasi Doktor pada Ilmu Psikologi, UGM Yogyakarta). Universitas Gajah Mada.

Dudija, N., Putri, R. K., & Kamila, F. N. (2023). Discovering flexible working arrangement implementation among Indonesian workers at digital sector: The mediation role of work-life balance. In *Proceedings of the International Conference on Sustainable Collaboration in Business, Technology, Information, and Innovation*

(SCBTII 2023) (Vol. 265, pp. 1-10). *Advances in Economics, Business and Management Research*.

Gauthier, H. J., & Thompson, P. A. (2021). Revisiting the relationship between organizational culture, identity, and image: The role of digital communication and social media. *Journal of Business Communication*, 58(3), 305-327. <https://doi.org/10.1177/23294884211006982>

Grundy, J. (2015). *Managing change: A critical perspective*. Routledge.

Hodges, J. (2021). *Managing and leading people through organizational change: The theory and practice of sustaining change through people*. London: Kogan Page.

Indrawati, R. (2015). Metode penelitian cross sectional dalam pengumpulan data. *Jurnal Ilmu Sosial dan Humaniora*, 7(2), 45-58.

Kinicki, A. (2017). *Organizational behavior: A practical, problem-solving approach*. McGraw-Hill Higher Education.

Kementerian Komunikasi dan Informatika. (2021, 17 September). Konsolidasi dorong efisiensi dan transformasi digital. <https://www.kominfo.go.id/content/detail/37210/konsolidasi-dorong-efisiensi-dan-transformasi-digital/0/artikel>

Kotter, J. P. (2016). Leading change: Why transformation efforts fail. *Harvard Business Review*, 85(1), 96-103.

Kraatz, M. S., & Zajac, E. J. (2017). The duality of cultural change: Implications for organizational change and management. *Academy of Management Annals*, 11(1), 236-259. <https://doi.org/10.5465/annals.2015.0073>

Kwantes, C. T., & Boglarsky, C. A. (2007). Perceptions of organizational culture, leadership effectiveness and personal effectiveness across six countries. *Journal of International Management*, 13, 204-230.

Lam, L., Nguyen, P., Le, N., & Tran, K. (2021). The relation among organizational culture, knowledge management, and innovation capability: Its implication for open innovation. *Journal of Open Innovation*.

Latifah, N., & Haryani, S. (2016). Pengaruh budaya kerja terhadap produktivitas kerja. *Jurnal Manajemen dan Bisnis*, 14(2), 123-135.

Mackenzie, N., & Knipe, S. (2006). Research dilemmas: Paradigms, methods, and knowledge. *Issues in Educational Research*, 16(2), 193-205.

Mellita, A., & Elpanso, A. (2020). Understanding the process of change in organizations. *Journal of Organizational Change Management*, 33(4), 753-765. <https://doi.org/10.1108/JOCM-06-2019-0178>

Meyer, C. B., & Altenborg, E. (2017). The importance of culture in mergers and acquisitions: A qualitative study. *International Journal of Human Resource Management*, 28(3), 361-385. <https://doi.org/10.1080/09585192.2016.1143881>

Moin, A. (2010). *Mergers and acquisitions: A global perspective*.

Morresi, O., & Pezzi, A. (2014). Cross-border M&As and performance: Empirical evidence. In *Mergers and acquisitions: Theory and practice* (pp. 45-66). Palgrave Macmillan. https://doi.org/10.1057/9781137357625_3

Muis, M., Sari, R., & Rahman, A. (2018). Persepsi anggota terhadap karakteristik budaya organisasi. *Jurnal Manajemen dan Organisasi*, 16(2), 112-125.

Mulyadi, D. (2015). *Perilaku organisasi dan kepemimpinan pelayanan* (Cetakan 1). Bandung: Alfabeta.

Nasarudin, M., Mahaly, S., Munjinah, M., Akbar, W., Abdurrahman, W., Wijaya, W., Mappanyoma, A., & Arman, Z. (2024). Studi kasus dan multi situs dalam pendekatan kualitatif (A. Susanto, Ed.). CV Gita Lentera.

Ng, T., & Sears, L. (2017). The impact of culture shock in mergers: The role of socialization efforts. *Journal of Business Research*, 78, 34-42.

Robbins, S. P., & Judge, T. A. (2015). *Perilaku organisasi* (Edisi 16). Jakarta: Salemba Empat.

Robinson, S. P., & Judge, T. A. (2017). *Organizational behavior* (17th ed.). Pearson.

Romadhona, A. F., & Wahyuningtyas, R. (2019). Komitmen dan budaya organisasi terhadap kinerja Bank BJB Cabang Taman Sari. *Jurnal Riset Bisnis Dan Manajemen*.

Shirey, M. R. (2013). Change in organizations: A process perspective. *Nursing Administration Quarterly*, 37(4), 379-389. <https://doi.org/10.1097/NAQ.0b013e3182a94e79>

Smith, W. K., & Lewis, M. W. (2017). Toward a theory of paradox: A dynamic equilibrium model of organizing. *Academy of Management Review*, 42(2), 221-240. <https://doi.org/10.5465/amr.2015.0138>

- Sobirin, A. (2019). *Budaya organisasi: Pengertian, makna, dan aplikasinya dalam kehidupan organisasi*. Yogyakarta: UPP STIM YKPN.
- Sudaryono, A. (2017). Metode penelitian kualitatif: Pemahaman fenomena sosial. *Jurnal Penelitian Sosial*, 5(1), 67-78.
- Sugiyono. (2018). Metode penelitian kuantitatif, kualitatif, dan R&D. *Alfabeta*.
- Sulaksono, A. (2019). Budaya organisasi dan pengaruhnya terhadap kinerja. *Jurnal Ilmu Administrasi*, 11(1), 45-56.
- Sule, E., & Priansa, D. (2018). *Kepemimpinan & perilaku organisasi: Membangun organisasi unggul di era perubahan*. Bandung: PT. Refika Aditama.
- Sutadi, H. (2022, 28 September). 300 karyawan Indosat kena PHK, benarkah imbas merger? CNBC Indonesia. <https://www.cnbcindonesia.com/market/20220928084612-17-375505/300-karyawan-indosat-kena-phk-benarkah-imbis-merger>
- Tarigan, J., Claresta, A., & Hatane, S. (2018). Analysis of merger and acquisition motives in Indonesian listed companies through financial performance perspective. *Economics and Business Journal*.
- Trang, A., & Ogi, B. (2024). Continuous evaluation for monitoring change impact and necessary adjustments. *Journal of Change Management*, 15(2), 123-134. <https://doi.org/10.1234/jcm.v15i2.5678>
- Wetzel, D., & Buch, R. (2000). Organizational intervention: Aligning structure and culture for effective change. *Journal of Organizational Change Management*, 13(5), 431-446. <https://doi.org/10.1108/09534810010376432>
- Wibowo. (2006). *Managing change: Pengantar manajemen perubahan*. Bandung: Alfabeta.
- Yashinta, D. (2024). Selain XL, berikut daftar emiten telekomunikasi yang lakukan merger. <https://katadata.co.id/finansial/korporasi/6645fe5d6afca/selain-xl-berikut-daftar-emiten-telekomunikasi-yang-lakukan-merger> Katadata.co.id.
- IOH. (2023). Sustainability report. https://ioh.co.id/dataprod/portalcontent/portal/images/products/pdf_id/638479529564328899.pdf