DAFTAR PUSTAKA

Andersen, T. J., & Young, P. C. (2020). *Strategic risk leadership: Engaging a world of risk, uncertainty and the unknown.* Routledge.

Camps, J., Oltra, V., Aldás-Manzano, J., Buenaventura-Vera, G., & Torres-Carballo, F. (2016). *Individual performance in turbulent environments: The role of organizational learning capability and employee flexibility. Human resource management,* 55(3), 363-383.

Chakravarthy, B. S. 1982. *Adaptation: A promising metaphor for strategic management. Academy of Management Review, 7: 35-44.*

Chatterjee, A., Pereira, A., & Bates, R. (2018). *Impact of individual perception of organizational culture on the learning transfer environment. International Journal of Training and Development,* 22(1), 15-33.

Chiva, R. (Ed.). (2021). *Change and Development in Organizations: Towards Consciousness, Humanity and Innovation.* Routledge.

Clampitt, P. G. (2016). *Communicating for Managerial Effectiveness: Challenges/ Strategies/ Solutions.* Sage Publications.

Creswell, J. W., & Poth, C. N. (2018). *Qualitative inquiry & research design: Choosing among five approaches.*

Daniel R. Denison, Aneil K. Mishra, *Toward a theory of organizational culture and effectiveness, Organ. Sci. 6 (2) (1995) 204–223, https://doi.org/10.1287/ orsc.6.2.204.*

Day, D. V., Riggio, R. E., Tan, S. J., & Conger, J. A. (2021). *Advancing the science of 21st-century leadership development: Theory, research and practive. The Leadership Quarterly,* 32(5), 101557.

Delfino, G. F., & Van Der Kolk, B. (2021). *Remote working, managemeng control changes and employee, responses during the COVID-19 crisis. Accounting, Auditing & Accountability Journal,* 34(6), 1376-1387.

Edgar H. Schein, *Organizational Culture and Leadership, John Willey & Sons." Inc, San Francisco, 2004.*

Efendy, Onong Uchjana, (1993). *Human Relations dan Public relations, Bandung: Mandar Maju.*

Einwiller, S., Ruppel, C., & Stranzl, J. (2021). *Achieving employee support during the COVID-19 pandemic–the role of relational and informational crisis*

communication in Austrial organizations. Journal of Communication Management, 25(3), 233-255.

Englund, R., & Graham, R. J. (2019). *Creating an environment for successful projects.* Berrett-Koehler Publishers.

Fatmawati, I. (2022). *Komunikasi Organisasi Dalam Hubungannya Dengan Kepemimpinan Dan Perilaku Kerja Organisasi. Revorma: Jurnal Pendidikan dan Pemikiran, 39-55.*

Fischer, T., Riedl, R., Fischer, T., & Riedl, R. (2019). *Lifelogging for organizational stress measurement: Theory and Applications* (pp.1-37). *Springer International Publishing.*

Furqon, C. (2005). *Hakikat Komunikasi Organisasi. Program Studi Management: Universitas Pendidikan Indonesia.*

Gauche, C., de Beer, L. T., & Brink, L. (2017). *Managing employee well-being: A qualitative study exploring job and personal resources of at-risk employees. SA Journal of Human Resource Management,* 15, 13.

Gerald M. Goldhaber, Organizational Communication, 4th ed (Dubuque, Iowa: Wm.C. Brown, 1986): 59

Gundykunts, W.B,&Mody, B. (2003). *Handbook of International and Cultural Communication. (2ⁿᵈ ed.).* Sahe Publications.

Hogg, M. A. (2016). *Social identity theory* (pp. 3-17). *Springer International Publishing.*

Ivanova, N., & Klimova, A. (2021, September). *Identify focused adaptation of newcomers in organizations: resource for personnel management. In DIEM: Dubrovnik International Economic Meeting* (Vol. 6, No. 1,pp.89-97). *Sveučilište u Dubrovniku.*

Korstjens, I., & Moser, A. (2018). *Series: Practical Guidance to Qualitative Research. Part 4: Trustworthiness and publishing, European Journal of General Practice,* 24:1, 120-124, DOI: 10.1080/13814788.2017.1375092.

Kotter, John P., dan Heskett, J.L. (1997). *Corporate culture and performance, dampak budaya perusahaan terhadap kinerja. PT Prenhalindo*

Kremer, H., Villamor, I., & Aguinis, H. (2019). *Innovation leadership" Best-practice recommendations for promoting employee creativity, voice and knowledge sharing. Business Horizons,* 62(1), 65-74.

Langridge, D. (2007). *Phenomenological Psychology: Theory, Research, and Method.*

Le Mens, G., Hannan, M. T., & Pólos, L. 2011. *Founding conditions, learning, and organizational life chances: Age dependence revisited. Administrative Science Quarterly, 56: 95-126.*

Li, J. Y., Sun, R., Tao, W., & Lee, Y. (2021). *Employee coping with organizational change in the face of a pandemic: The role of transparents internal communication. Public relations review,* 47(1), 101984.

Limaj, E., & Bernroider, E. W. N. (2019). *The roles of absorptive capacity and cultural balance for exploratory and exploitative innovation in SMEs. Journal of Business Research, 94(September), 137-153.* *https://doi.org/10.1016/j. jbusres.2017.10.052*

Men, L. R., & Yue, C. A. (2019). *Creating a positive emotional culture: Effect of internal communication and impact on employee supportive behaviors. Public relations review,* 45(3), 101764.

Meyer, J. W., & Rowan, B. 1977. *Institutionalized organizations: Formal structure as myth and ceremony. American Journal of Sociology, 83: 340-363.*

Miller R, 2020, *10 Ways to Build an Adaptive Culture in Your Organization* *https://www.vistage.com/research-center/business-growth-strategy/10-ways-to-build-an-adaptive-culture-in-your-organization/*

Mondy, R. Wayne, Robert M. Noe, (1993). *Human Resources Management. Allyn and Bacon Inc, USA.*

Neuman, W. L. (2014). *Social Research Methods: Qualitative and Quantitative Approaches. London: Pearson Educational Limited.*

Podsakoff, P. M., MacKenzie, S. B., & Podsakoff, N. P. 2016. *Recommendations for creating better concept definitions in the organizational, behavioral, and social sciences. Organizational Research Methods, 19: 159-203.*

Poli, R. (2017). *Introduction to anticipation studies* (Vol. 1). *Springer.*

R.Wayne Pace & Don F Faules (2006), *Komunikasi Organisasi Strategi Meningkatkan Kinerja Perusahaan Bandung: PT Remaja Rosdakarya*

Scott, C. P., Dieguez, T. A., Deepak, P., Gu, S., & Wildman, J. L. (2022). *Onboarding during COVID-19: Create structure, connect people, and continue adapting. Organizational dynamics, 51(2), 100828.*

Siregar, F. A. (2018). *Produktivitas Penerapan Total Quality Management. Idarah (Jurnal Pendidikan Dan Kependidikan), 2(2), 74–91.*

Stephen P. Robbins (1999), *Prinsip-Prinsip Perilaku Organisasi Edisi Kelima, Jakarta:Penerbit Erlangga*

Suellen J. Hogan, Leonard V. Coote, *Organizational culture, innovation, and performance: a test of Schein's model, J. Bus. Res. 67 (8) (2014) 1609– 1621, https://doi.org/10.1016/j.jbusres.2013.09.007*

Sugiyono. (2008) *"Metode Penelitian Bisnis". Bandung: Alfabeta.*

Sutopo. (2006) *"Metode Penelitian Kualitatif". Surakarta: UNS Press.*

Suzuki, K., & Hur, H. (2020). *Bureaucratic Structures and Organizational Commitment: Findings from a Comparative Study of 20 European Countries. Public Management Review, 22(6), 877–907.*

Swanson, J. L., & Schneider, M. A. D. A. L. Y. N. (2020). *The theory of work adjustment. Career Development and Counseling: Putting Theory and Research; Brown, SD, Lent, RW, Eds, 33-38*

Thielsch, M. T., Röseler, S., Kirsch, J., Lamers, C., & Hertel, G. (2021). *Managing pandemics—demands, resources and effective behaviours within crisis management teams. Applied Psychology, 70(1), 150-187.*

Volkova, N., V. (2013). *Pervichnaya adaptaciya personala kak process usvoeniya organizacionnoj kul'tury.Avtoref.diss.kand.psihol.n.SPb.SPbGU.*

Wang, X., & Song, Y. (2018). *Uncertainty measure in evidence theory with its applications. Applied Intelligence, 48(7). 1672-1688.*

Zyberaj, J., Seibel, S., Schowalter, A. F., Pötz, L., Richter-Killenberg, S., & Volmer, J. (2022). *Developing sustainable careers during a pandemic: The role of psychological capital and career adaptability. Sustainability, 14(5), 3105.*