

DAFTAR PUSTAKA

- Abdillah, W. dan Jogiyanto, H. (2015). *Partial Least Square alternative Structural Equation Modeling (SEM) dalam Penelitian Bisnis*. Andi, Yogyakarta.
- Adner, R., dan Helfat, C.E. (2003). Corporate Effects and Dynamic Managerial Capabilities. *Strategic Management Journal*, 24(10), 1011-1025.
- Adhinegara, B. Y. (2017). *Creating Indonesia's golden generation in 2045*. Retrieved January 25, 2019, diunduh dari <https://tanotofoundation.org/en/news/creating-indonesias-golden-generation-2045/>.
- Ambrosini, V., dan Bowman, C. (2009). What are dynamic capabilities and are they a useful construct in strategic management?. *International journal of management reviews*, 11(1), 29-49.
- Andreeva, T., dan Ritala, P. (2016). What are the Sources of Capability Dynamism? Reconceptualizing Dynamic Capabilities From The Perspective Of Organizational Change. *Baltic Journal of Management*, 11 (3), 238-259.
- Anzengruber, J., Goetz, M. A., Nold, H., dan Woelfle, M. (2017). Effectiveness of Managerial Capabilities at Different Hierarchical Levels. *Journal of Managerial Psychology*. 32 (2), 134-148.
- Balogun, J. (2003). From Blaming The Middle To Harnessing Its Potential: Creating Change Intermediaries. *British Journal of Management*, 14 (1), 69-83.
- Balogun, J., dan Johnson, G. (2004). Organizational Restructuring And Middle Manager Sensemaking. *Academy of Management Journal*, 47 (4), 523-549.
- Bouckenoghe, D., Devos, G., dan Van den Broeck, H. (2009). Organizational Change Questionnaire-Climate Of Change, Processes, And Readiness: Development Of A New Instrument. *The Journal of Psychology*, 143 (6), 559-599.
- Brankovic, J. (2018). The Status Games They Play: Unpacking The Dynamics Of Organisational Status Competition In Higher Education. *Higher Education*, 75 (4), 695-709.

- Briggs, A.R. (2005). Middle Managers In English Further Education Colleges: Understanding And Modelling The Role. *Educational Management Administration dan Leadership*, 33 (1), 27-50.
- Brown, M., dan Cregan, C. (2008). Organizational Change Cynicism: The Role Of Employee Involvement. *Human Resource Management*, 47 (4), 667-686.
- Buono, A. F., dan Kerber, K. W. (2010). Creating A Sustainable Approach To Change: Building Organizational Change Capacity. *SAM Advanced Management Journal*, 75 (2), 4.
- Brown, M., dan Cregan, C. (2008). Organizational change cynicism: The role of employee involvement. *Human Resource Management*, 47, 667-686.
- Brozovic, D. (2018), Strategic Flexibility: A Review Of The Literature. *International Journal of Management Reviews*, 20 (1), 3-31.
- By, R. T., Diefenbach, T., dan Klarner, P. (2008). Getting Organizational Change Right In Public Services: The Case Of European Higher Education. *Journal of Change Management*, 8 (1), 21-35.
- Camilleri, M. A. (2020). Using the balanced scorecard as a performance management tool in higher education. *Management in Education*.
- Chen, S. H., Wang, H. H., dan Yang, K. J. (2009). Establishment And Application Of Performance Measure Indicators For Universities. *TQM Journal*, 21 (3), 220-235.
- Chin, W. W. (1998). The Partial Least Squares Approach To Structural Equation Modeling. *Modern methods for business research*, 295 (2), 295-336.
- Chin, W.W. (2001). *PLS-Graph User's Guide*. CT Bauer College of Business, University of Houston, USA, 15.
- Clegg, S., dan McAuley, J. (2005). Conceptualising Middle Management In Higher Education: A Multifaceted Discourse. *Journal of Higher Education Policy and Management*, 27 (1), 19-34.
- Das, T. K. (1995), Managing Strategic Flexibility: Key To Effective Performance. *Journal of general management*, 20 (3), 60-75.

- Darkow, I. L. (2015). The Involvement Of Middle Management In Strategy Development—Development And Implementation Of A Foresight-Based Approach. *Technological Forecasting dan Social Change*, 101, 10-24.
- DeChurch, L. A., Hiller, N. J., Murase, T., Doty, D., dan Salas, E. (2010). Leadership Across Levels: Levels Of Leaders And Their Levels Of Impact. *Leadership Quarterly*, 21 (6), 1069-1085.
- Dirks, K. T., dan Ferrin, D. L. (2002). Trust in leadership: Meta-analytic findings and implications for research and practice. *Journal of Applied Psychology*, 87(4), 611.
- Eisenhardt, K. M., dan Martin, J. A. (2000). Dynamic Capabilities: What Are They?. *Strategic Management Journal*. 21 (10-11), 1105-1121.
- Evans, J. S. (1991). Strategic Flexibility For High Technology Manoeuvres: A Conceptual Framework, *Journal of Management Studies*, 28 (1), 69-89.
- Evans, C., Graff, M., Cools, E., dan Van Den Broeck, H. (2008). Cognitive Styles And Managerial Behaviour: A Qualitative Study. *Education Training*, 50(2), 103-114.
- Fainshmidt, S., dan Frazier, M. L. (2017). What Facilitates Dynamic Capabilities? The Role Of Organizational Climate For Trust. *Long Range Planning*, 50, 550-566.
- Fenton-O'Creevy, M. (1998). Employee Involvement And The Middle Manager: Evidence From A Survey Of Organizations. *Journal of Organizational Behavior: The International Journal of Industrial, Occupational and Organizational Psychology and Behavior*, 19 (1), 67-84.
- Floyd, S. W., dan Wooldridge, B. (1997). Middle Management's Strategic Influence And Organizational Performance. *Journal of Management Studies*, 34 (3), 465-485.
- Fornell, C., dan Larcker, D. F. (1981). Evaluating structural equation models with unobservable variables and measurement error. *Journal of Marketing Research*, 18(1), 39-50.
- García-Aracil, A., dan Palomares-Montero, D. (2010). Examining Benchmark Indicator Systems For The Evaluation Of Higher Education Institutions. *Higher Education*, 60 (2), 217-234.

- Gravenhorst, K. M. B., Werkman, R. A., & Boonstra, J. J. (2003). The change capacity of organisations: General assessment and five configurations. *Applied Psychology: An International Review*, 52(1), 83–105.
- Hazelkorn, E. (2009). Rankings and the battle for world-class excellence: Institutional strategies and policy choices. *Higher Education Management and Policy*, 21(1), 1-22.
- Heckmann, N., Steger, T., dan Dowling, M. (2016). Organizational Capacity For Change, Change Experience and Change Project Performance. *Journal of Business Research*, 69 (2), 777-784.
- Henseler, J., Ringle, C. M., dan Sinkovics, R. R. (2009). The Use Of Partial Least Squares Path Modeling In International Marketing. *New Challenges to International Marketing*, 277-319, Emerald Group Publishing Limited.
- Henseler, J., Hubona, G., dan Ray, P. A. (2016). Using PLS Path Modeling In New Technology Research: Updated Guidelines. *Industrial Management dan Data Systems*, 116 (1), 2-20.
- Heyden, M. L., Fourné, S. P., Koene, B. A., Werkman, R., dan Ansari, S. (2017). Rethinking ‘top-down’ and ‘bottom-up’ roles of Top And Middle Managers In Organizational Change: Implications For Employee Support. *Journal of Management Studies*, 54 (7), 961-985.
- Helfat, C. E., dan Martin, J. A. (2015). Dynamic managerial capabilities: Review and assessment of managerial impact on strategic change. *Journal of Management*, 41 (5), 1281-1312.
- Huy, Q. N. (2002). Emotional balancing of organizational continuity and radical change: The contribution of middle managers. *Administrative Science Quarterly*, 47 (1), 31-69.
- Jarzabkowski, P., dan Balogun, J. (2009). The practice and process of delivering integration through strategic planning. *Journal of Management Studies*, 46 (8), 1255-1288.
- Judge, W. Q., dan Elenkov, D. (2005). Organizational capacity for change and environmental performance: an empirical assessment of Bulgarian firms. *Journal of Business Research*, 58 (7), 893-901.

- Judge, W., dan Douglas, T. (2009). Organizational change capacity: the systematic development of a scale. *Journal of Organizational Change Management*, 22 (6), 635-649.
- Kellermanns, F.W., Walter, J., Floyd, S. W., Lechner, C., dan Shaw, J. C. (2011). To agree or not to agree? A meta-analytical review of strategic consensus and organizational performance. *Journal of Business Research*, 64 (2), 126-133.
- Klarner, P., Probst, G., dan Soparnot, R. (2007). From change to the management of organizational change capacity: A conceptual approach. *Working Paper*.
- Klarner, P., Probst, G., dan Soparnot, R. (2008). Organizational change capacity in public services: The case of the World Health Organization. *Journal of Change Management*, 8 (1), 57-72.
- Kleijnen, M., De Ruyter, K., dan Wetzels, M. (2007). An assessment of value creation in mobile service delivery and the moderating role of time consciousness. *Journal of Retailing*, 83 (1), 33-46.
- Kontoghiorghes, C., Awbre, S. M., dan Feurig, P. L. (2005). Examining the relationship between learning organization characteristics and change adaptation, innovation, and organizational performance. *Human Resource Development Quarterly*, 16 (2), 185-212.
- Linuesa-Langreo, J., Ruiz-Palomino, P., dan Elche-Hortelano, D. (2018). Integrating servant leadership into managerial strategy to build group social capital: The mediating role of group citizenship behavior. *Journal of Business Ethics*, 152(4), 899-916.
- Marques, M., dan Powell, J. J. (2020). Ratings, rankings, research evaluation: how do Schools of Education behave strategically within stratified UK higher education?. *Higher Education*, 1-18.
- Meyer, C.B., dan Stensaker, I.G. (2006). Developing capacity for change. *Journal of Change Management*, 6 (2), 217-231.
- Ministry of Research, Technology and Higher Education. (2019). *Grafik Jumlah Perguruan Tinggi*. Retrieved February 02, 2020, from Ministry of Research, Technology and Higher Education. Diunduh dari <https://forlap.ristekdikti.go.id/perguruantinggi/homegraphpt>.

- Muluneh, G. S., dan Gedifew, M. T. (2018). Leading changes through adaptive design: Change management practice in one of the universities in a developing nation. *Journal of Organizational Change Management*, 31 (6), 1249-1270.
- Nadkarni, S., dan Herman, P. O. L. (2010), CEO personality, strategic flexibility, and firm performance: The case of the Indian business process outsourcing industry, *Academy of Management Journal*, 53 (5), 1050-1073.
- Ouak-ouak, M. L., Ouedraogo, N., dan Mbengue, A. (2013). The mediating role of organizational capabilities in the relationship between middle managers' involvement and firm performance: A European study. *European Management Journal*, 32 (2), 305-318.
- Parakhina, V., Godina, O., Boris, O., dan Ushvitsky, L. (2017). Strategic management in universities as a factor of their global competitiveness. *International Journal of Educational Management*, 31 (1), 62-75.
- Pettigrew, A.M., Woodman, R.W., dan Cameron, K.S. (2001). Studying organizational change and development: Challenges for future research. *Academy of Management Journal*, 44 (4), 697-713.
- Podsakoff, P. M., MacKenzie, S. B., Lee, J. Y., dan Podsakoff, N. P. (2003). Common method biases in behavioral research: A critical review of the literature and recommended remedies. *Journal of Applied Psychology*, 88 (5), 879-903.
- Preacher, K. J., Rucker, D. D., dan Hayes, A. F. (2007). Addressing moderated mediation hypotheses: Theory, methods, and prescriptions. *Multivariate Behavioral Research*, 42 (1), 185-227.
- Pucciarelli, F., dan Andreas. K. (2016). Competition and strategy in higher education: Managing complexity and uncertainty. *Business Horizons*, 59 (3), 311-320.
- Qian, Y., dan Daniels, T. D. (2008). A communication model of employee cynicism toward organizational change. *Corporate Communications*, 13(3), 319-332.
- QS world university ranking (2019). *Who rules?.* Retrieved January 25, 2019, Diunduh dari <https://www.topuniversities.com/university-rankings/world-university-rankings/2019> .
- Ramezan, M., Sanjaghi, M. E., dan Kalateh-baly, H. R. (2013). Organizational change capacity and organizational performance: An empirical analysis on an

- innovative industry. *Journal of Knowledge-Based Innovation in China*, 5 (3), 188-212.
- Reichers, A. E., Wanous, J. P., dan Austin, J. T. (1997). Understanding and managing cynicism toward change. *Academy of Management Perspectives*, 11(1), 48-59.
- Roberts, N. dan Stockport, G. J. (2009). Defining strategic flexibility, *Global Journal of Flexible Systems Management*, 10 (1), 27-32.
- Rouleau, L. (2005). Micro-practices of strategic sensemaking and sensegiving: How middle managers interpret and sell change every day. *Journal of Management Studies*, 42 (7), 1413-1441.
- Rouleau, L., dan Balogun, J. (2011). Middle managers, strategic sensemaking, and discursive competence. *Journal of Management Studies*, 48 (5), 953-983.
- Roca-Puig, V., Beltrán-Martín, I, Escrig-Tena, A. B. dan Bou-Llusar, J. C. (2005), Strategic flexibility as a moderator of the relationship between commitment to employees and performance in service firms, *The International Journal of Human Resource Management*, 16 (11), 2075-2093.
- Sanchez, R. (1995). Strategic flexibility in product competition. *Strategic management journal*, 16 S1, 135-159.
- Schneider, B., Brief, A. P., dan Guzzo, R. A. (1996). Creating a climate and culture for sustainable organizational change. *Organizational Dynamics*, 24(4), 7-19.
- Self, D. R., Armenakis, A. A., dan Schraeder, M. (2007). Organizational change content, process, and context: A simultaneous analysis of employee reactions. *Journal of Change Management*, 7(2), 211-229.
- Sirmon, D. G., Hitt, M. A., dan Ireland, R. D. (2007). Managing firm resources in dynamic environments to create value: Looking inside the black box. *Academy of Management Review*, 32 (1), 273-292.
- Sirmon, D. G., dan Hitt, M. A. (2009). Contingencies within dynamic managerial capabilities: Interdependent effects of resource investment and deployment on firm performance. *Strategic Management Journal*, 30 (13), 1375-1394.
- Soparnot, R. (2011). The concept of organizational change capacity. *Journal of Organizational Change Management*, 24 (5), 640-661.

- Stanley, D. J., Meyer, J. P. dan Topolnytsky, L. (2005). Employee cynicism and resistance to organizational change. *Journal of Business dan Psychology*, 19 (4), 429-459.
- Stouten, J., Rousseau, D. M., dan De Cremer, D. (2018). Successful organizational change: Integrating the management practice and scholarly literatures, *Academy of Management Annals*, 12 (2), 752-788.
- Tabrizi, Behnam. (2014). *The key to change is middle management*. Retrieved May 4, 2019. Diunduh dari <https://hbr.org/2014/10/the-key-to-change-is-middle-management>.
- Tee, K. F. (2016). Suitability of performance indicators and benchmarking practices in UK universities. *Benchmarking: An International Journal*, 23 (3), 584-600.
- Teece, D. J., Pisano, G., dan Shuen, A. (1997). Dynamic capabilities and strategic management. *Strategic Management Journal*, 18 (7), 509-533.
- Teece, D. J. (2018). Managing the university: Why organized anarchy is unacceptable in the age of massive open online courses. *Strategic Organization*, 16 (1), 92-102.
- The World Bank in Indonesia (2019). *Overview*, Retrieved May 20, 2019, Diunduh dari (<https://www.worldbank.org/en/country/indonesia/overview>).
- Thomas, N., dan Gupta, S. (2018). Organizational cynicism—what every manager needs to know. *Development dan Learning in Organizations: An International Journal*, 32 (2), 16-19.
- Ulrich, D., dan Lake, D. (1991). Organizational capability: Creating competitive advantage. *Academy of Management Perspectives*, 5(1), 77-92.
- Wang, C. L., Senaratne, C., dan Rafiq, M. (2015). Success traps, dynamic capabilities and firm performance. *British Journal of Management*, 26 (1), 26-44.
- Walker, Jack H., Armenakis, A. A., dan Bernerth, J. B. (2007). Factors influencing organizational change efforts: An integrative investigation of change content, context, process and individual differences. *Journal of Organizational Change Management*, 20 (6), 761-773.
- Wanous, J. P., Reichers, A. E., dan Austin, J. T. (1994). Organizational cynicism: An initial study. *Academy of Management Proceedings*. 1994 (1), 269-273.

- Wanous, J. P., Reichers, A. E., dan Austin, J. T. (2000). Cynicism about organizational change: Measurement, antecedents, and correlates. *Group dan Organization Management*, 25(2), 132-153.
- Wooldridge, B., dan Schmidt, T., Floyd, S.W. (2008). The middle management perspective on strategy process: Contributions, synthesis, and future research. *Journal of Management*, 34 (6), 1190-1221.
- Worldbank. (2019). *The World Bank In Indonesia*. Retrieved February 27, 2020, from Worldbank. Diunduh dari <https://www.worldbank.org/en/country/indonesia/overview>.
- Whelan-Berry, K. S., dan Somerville, K. A. (2010). Linking change drivers and the organizational change process: A review and synthesis. *Journal of Change Management*, 10 (2), 175-193.
- Yuan, L. Zhongfeng, S. dan Yi, L. (2010), Can strategic flexibility help firms profit from product innovation?. *Technovation*, 30 (5-6), 300-309.
- Yukl, G., Gordon, A., dan Taber, T. (2002). A hierarchical taxonomy of leadership behavior: Integrating a half century of behavior research. *Journal of Leadership & Organizational Studies*, 9(1), 15-32.
- Zhao, X., dan Goodman, R. M. (2018). Western organizational change capacity theory and its application to public health organizations in China: A multiple case analysis. *International Journal of Health Planning and Management*, 34 (1), e509-e535.
- Zhou, K. Z., dan Wu, F. (2010). Technological capability, strategic flexibility, and product innovation. *Strategic Management Journal*, 31 (5), 547-561.

Keterangan :

Referensi yang dituliskan adalah yang digunakan sebagai dasar utama teori maupun penyusunan indikator pengukuran pada masing – masing artikel dan disertasi.