

## DAFTAR PUSTAKA

- Abid, G., Arya, B., Arshad, A., Ahmed, S., & Farooqi, S. (2021). Positive personality traits and self-leadership in sustainable organizations: Mediating influence of thriving and moderating role of proactive personality. *Sustainable Production and Consumption*, 25, 299–311. <https://doi.org/10.1016/j.spc.2020.09.005>
- Adenekan, Tolulope Elizabeth, and Tajudeen Adisa Jimoh. (2021). Technological Innovation, Digital Competence and Job Performance of Secretaries in Public Tertiary Institutions in Ogun State, Nigeria. *International Journal of Innovative Science and Research Technology*. 6 (12): 5–12.
- Armstrong, M., & Taylor, S. (2020). *Armstrong's Handbook of Human Resource Management Practice* (15th ed.). New York: Kogan Page.
- Asbari, M., Novitasari, D., Purwanto, A., Fahmi, K., & Setiawan, T. (2021). Self-leadership to Innovation: The Role of Knowledge Sharing. *International Journal of Social and Management Studies (IJOSMAS)*, 2(5), 21–36.
- Astrama, I. Made, Ni Nyoman Kerti Yasa, Gede Adnyana Sudibia, and Desak Ketut Sinta Asih. (2020). The Role of Innovative Work Behavior Mediates Organizational Culture on Employee's Performance. *Wseas Transactions on Advances in Engineering Education*. 17. 66–76. <https://doi.org/10.37394/232010.2020.17.8>.
- Ayoub, A. E. A. H., Almahamid, S. M., & Al Salah, L. F. (2021). Innovative Work Behavior Scale: Development and Validation of Psychometric Properties in Higher Education in the GCC Countries. *European Journal of Innovation Management*, 26(1), 119–133. <https://doi.org/10.1108/ejim-04-2021-0176>
- Bersiha, Besar, Veland Ramadani, Shqipe Gërguri-Rashiti, & Ramo Palalić. (2020). The Impact of Innovative Working Behaviour on Employees' Working

Performance. *Intrapreneurship and Sustainable Human Capital*. 37–49. [https://doi.org/10.1007/978-3-030-49410-0\\_3](https://doi.org/10.1007/978-3-030-49410-0_3).

Cabero-Almenara, J., Romero-Tena, R., & Palacios-Rodríguez, A. (2020). Evaluation of Teacher Digital Competence Frameworks Through Expert Judgement: the Use of the Expert Competence Coefficient. *Journal of New Approaches in Educational Research*, 9(2), 275. <https://doi.org/10.7821/naer.2020.7.578>

Canzittu, D. (2020). A framework to think of school and career guidance in a VUCA world. *British Journal of Guidance & Counselling*, 50(2), 248–259. <https://doi.org/10.1080/03069885.2020.1825619>

Castellano, S., Chandavimol, K., Khelladi, I., & Orhan, M. A. (2021). Impact of self-leadership and shared leadership on the performance of virtual R&D teams. *Journal of Business Research*, 128, 578–586. <https://doi.org/10.1016/j.jbusres.2020.12.030>

Crompton, H. (2017). *ISTE Standards for Educators: A Guide for Teachers and Other Professionals*. Eugene: International Society for Technology in Education

Dahiya, R., & Raghuvanshi, J. (2021). Validation of Innovative Work Behaviour Scale: Indian Apparel Manufacturing Sector. *Asia Pacific Management Review*, 27(July), 1–17. <https://doi.org/10.1016/j.apmr.2021.06.002>

de Jong, J. P. J., & Kemp, R. (2003). Determinants of Co-Workers' Innovative Behaviour: An Investigation into Knowledge Intensive Services. *International Journal of Innovation Management*, 07(02), 189–212. <https://doi.org/10.1142/s1363919603000787>

Dessler, G. (2020). *Human Resource Management* (16th ed.). Pearson.

Devi, A. P. (2022). The Role of Job Satisfaction in Bridging Organizational Culture, Servant Leadership, Self Leadership, and Compensation with

- Employee Performance. *International Journal of Review Management, Business, and Entrepreneurship (RMBE)*, 7(1).
- Dubrin, A. J. (2019). *Fundamentals of Organizational Behavior* (6th ed.). United States: Academic Media Solutions.
- Edison, E., Anwar, Y., & Komariyah, I. (2016). *Manajemen Sumber Daya Manusia: Strategi dan Perubahan dalam Rangka Meningkatkan Kinerja Pegawai dan Organisasi* (1st ed.). Bandung: Alfabeta
- Efendi, Butarbutar, M., Girsang, R. M., & Tandria, A. A. (2022). Kinerja Guru sebagai Akibat dari Keterampilan Guru pada Sekolah Dasar Perguruan Buddhist Manjusri Pematang Siantar. *Maker: Jurnal Manajemen*, 8(2), 184–191. <https://doi.org/10.37403/mjm.v8i2.495>
- Elisabet, R. (2021). Pengaruh Self Efficacy, Kapabilitas dan Perilaku Kerja Inovatif Terhadap Kinerja Karyawan Unit Pengelola Kegiatan (Upk) Mandiri Kecamatan Rambah Samo Kabupaten Rokan Hulu. *Hirarki: Jurnal Ilmiah Manajemen Dan Bisnis*, 3(2), 358–367.
- Erwinda, D. Y. (2021). Hubungan antara Self-Leadership dengan Work Engagement pada PT. Arta Boga Cabang Padang. *Jurnal Pendidikan Tambusai*, 5(3), 9158–9161. <https://jptam.org/index.php/jptam/article/view/2437>
- Fachrizar, Muhammad Adam, dan Yunus, Mukhlis. (2022). The Mediation Role of Employee Performance on The Effect of Self Leadership, Communication Competency, and Emotional Intelligence on Performance of PT. Pertamina (PERSERO) (Case Study on Marketing Operation Region 1 Banda Aceh). *International Journal of Business Management and Economic Review*. 5 (3): 181–96. <https://doi.org/10.35409/IJBMER.2022.3399>.
- Fatonah, & Helmy, I. (2021). Pengaruh Perilaku Kerja Inovatif, Budaya Organisasi, dan Etika Kerja Islam Terhadap Kinerja Guru (Studi Pada Guru PNS

Madrasah Tsanawiyah Negeri 6 Kebumen). *Jurnal Ilmiah Mahasiswa Manajemen, Bisnis Dan Akuntansi*, 3(6), 1063–1079. <https://doi.org/10.32639/jimmba.v3i6.954>

Femina, Prela Antiqa, and Rahmawati, Rina. (2018). “The Influence of Leadership, Work Environment, and Innovative Work Behavior on Performance.” *IOSR Journal of Business and Management (IOSR-JBM)* 20 (9): 54–59. <https://doi.org/10.9790/487X-2009055459>.

Ferdinan, Bernardus Aris, & Lindawati, Tuty. (2021). The Effect of Transformational Leadership and Organizational Culture on Lecturer Performance Through Innovative Work Behavior at Catholic Universities in Surabaya. *International Journal of Applied Business and International Management (IJABIM)*. 6(2): 113–23. <https://doi.org/10.32535/ijabim.v6i2.1106>.

Firdausi, Q. (2021, June 9). *Kualitas Guru Pengaruhi Kualitas Pendidikan di Indonesia*. Kastara.id. Retrieved September 25, 2022, from <https://kastara.id/09/06/2021/kualitas-guru-pengaruhi-kualitas-pendidikan-di-indonesia/>

Gani, N. A., Utama, R. E., Jaharuddin, & Priharta, A. (2020). *Perilaku Organisasi* (1st ed.). Jakarta: Penerbit Mirqat. Priansa, D. J. (2017). *Perilaku Organisasi Bisnsi* (1st ed.). Bandung: Alfabeta.

Gani, N. A., Utama, R. E., Jaharuddin, & Priharta, A. (2020). *Perilaku Organisasi* (1st ed.). Jakarta: Penerbit Mirqat.

Gani, N. A., Utama, R. E., Jaharuddin, & Priharta, A. (2020). *Perilaku Organisasi* (1st ed.). Jakarta: Penerbit Mirqat.

Goldsby, M. G., Goldsby, E. A., Neck, C. B., Neck, C. P., & Mathews, R. (2021). Self-Leadership: A Four Decade Review of the Literature and Trainings. *Administrative Sciences*, 11(1), 25. <https://doi.org/10.3390/admsci11010025>

- Habibah, M. (2022). Pengembangan Kompetensi Digital Guru Pendidikan Agama Islam Sekolah Dasar dalam Kerangka Kurikulum Merdeka. *SITTAH: Journal of Primary Education*, 3(2), 76–89.
- Hair, J. F., G., Hult, T. M., Ringle, C. M., & Sarstedt, M. (2017). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)*. Los Angeles: SAGE Publications, Inc
- Hair, J. F., Page, M., & Brunsveld, N. (2020). *Essentials of Business Research Methods* (4th ed.). Routledge.
- Herawati, A. S., Kusumaningtyas, A., Riyadi Nugroho, & Priyawan, S. (2020). The Effect of Spiritual Quotient, Self-Leadership, and Intellectual Quotient on Achievement Motivation and Lecturer Performance in Islamic Higher Education in Banjarmasin. *International Journal of Business and Management Invention (IJBMI)*, 9(3), 55–62.
- Herliani, A. A., & Wahyudin, D. (2018). Pemetaan Kompetensi Teknologi Informasi dan Komunikasi (TIK) Guru pada Dimensi Pedagogik. *Jurnal Penelitian Ilmu Pendidikan*, 11(2), 134–148.
- Hidayat, N., & Khotimah, H. (2018). Pemanfaatan Teknologi Digital dalam Kegiatan Pembelajaran. *Jurnal Pendidikan Dan Pengajaran Sekolah Dasar*, 02(01), 10–15.
- Hizam, S. M., H. Akter, I. Sentosa, & W. Ahmed. (2020). Digital Competency of Educators in the Virtual Learning Environment: A Structural Equation Modeling Analysis. In. Yogyakarta, Indonesia: IOP Conference Series: Earth and Environmental Science, Volume 704, International Symposium of Geoscience, Oil & Gas Engineering, Sustainable and Environmental Technology. <https://doi.org/10.1088/1755-1315/704/1/012023>.
- Houghton, J. D., & Neck, C. P. (2002). The revised self-leadership questionnaire: Testing a hierarchical factor structure for self-leadership. *Journal of*

Managerial Psychology, 17(8), 672–691.  
<https://doi.org/10.1108/02683940210450484>

Husnatarina, F., & Elia, A. (2022). The Influence of Self-Leadership on Employee Performance Through Intrinsic Motivation. *International Journal of Entrepreneurship*, 26(1), 1–11.

Inam, Aneeq, Jo Ann Ho, Adnan Ahmed Sheikh, Marium Shafqat, & Usama Najam. 2021. How Self Leadership Enhances Normative Commitment and Work Performance by Engaging People at Work?. *Current Psychology* 26 (1): 81–96. <https://doi.org/10.1007/s12144-021-01697-5>.

Jarad, G. A., & Shaalan, M. A. (2020). Assessment of digital competence of employees and teaching staff at the technical college of management – Kufa. *International Journal of Innovation, Creativity and Change*, 12(2).  
[https://www.ijicc.net/images/vol12/iss12/121296\\_Jarad\\_2020\\_E\\_R.pdf](https://www.ijicc.net/images/vol12/iss12/121296_Jarad_2020_E_R.pdf)

Jong, J. de, & Hartog, D. den. (2010). Measuring Innovative Work Behaviour. *Creativity and Innovation Management*, 19(1).  
<https://doi.org/10.1111/j.1467-8691.2010.00547>

Junaidi, R., Lumbanraja, M. M. M., & Wildah, S. W. (2022). Pengaruh Self Leadership Terhadap Performa Mahasiswa Universitas Riau dengan Gamiification Sebagai Variabel Pemoderasi. *Journal of Business and Economics Research (JBE)*, 3(2), 259–266.  
<https://doi.org/10.47065/jbe.v3i2.1767>

Kennedy, P. S. J. (2020). Tinjauan Manajemen : Kepemimpinan dalam Perubahan. *Fundamental Management Journal*, 5(2), 1–11.

Kmieciak, R. (2020). Trust, Knowledge Sharing, and Innovative Work Behavior: Empirical Evidence from Poland. *European Journal of Innovation*

*Management*, 24(5), 1832–1859. <https://doi.org/10.1108/ejim-04-2020-0134>

Krumsvik, R. J. (2014). Teacher educators' digital competence. *Scandinavian Journal of Educational Research*, 58(3), 269–280. <https://doi.org/10.1080/00313831.2012.726273>

Kulik, A. A., Lazareva, P. V., Ippolitova, N. V., Egorova, A. E., & Nedorezova, O. Yu. (2020). Competency-based approach and competencies in higher education: a theoretical review. *Propósitos Y Representaciones*, 8, 645. <https://doi.org/10.20511/pyr2020.v8nSPE2.645>

Lian, B., & Amiruddin. (2021). *Manajemen pembelajaran inovatif di era disruptif [Innovative learning management in a disruptive era]*. Prosiding Seminar Nasional Pendidikan Program Pascasarjana Universitas PGRI Palembang. <https://jurnal.univpgri-palembang.ac.id/index.php/Prosidingpps/article/view/6868/5303>

Luhglatno, L., & Dwiatmadja, C. (2020). Developing Optimal Distinctive Open Innovation in Private Universities: Antecedents and Consequences on Innovative Work Behavior and Employee Performance. *International Journal of Higher Education*, 9(5), 19. <https://doi.org/10.5430/ijhe.v9n5p19>

Machmud, M. T., Rosidah, Fadhilatunnisa, D., & Fakhri, M. M. (2021). Indonesia teacher competencies in integrating information and communications technology for education. *Athens Journal of Technology and Engineering*, 8(4), 331–348. <https://doi.org/10.30958/ajte.8-4-4>.

Mahendra, V. B. (2021). Konsep Profesionalisme Guru dalam Perspektif Pendidikan Islam. *Jurnal Ilmu Islam*, 8(2), 419–426. <https://doi.org/10.37274/rais.v5i02.472>

Malaval, C. (2018). Le temps digital de l'entreprise [The company's digital time]. *Médium*, 54(1), 139–148. <https://doi.org/10.3917/mediu.054.0139>

- Mangkunegara, A. A. A. P. (2017). *Manajemen Sumber Daya Manusia. Perusahaan*. Bandung: PT. Remaja Rosdakarya
- Manshi, & Sunil K. Mishra. (2019). Self-Leadership as a Tool for Enhancing Performance at Workplace.” *GIS Business* 4 (16): 76–88
- Manurwan, M. E., & Sawitri, D. R. (2017). Hubungan Antara Iklim Organisasi dengan Perilaku Inovatif pada Karyawan Pt. PLN Persero Distribusi Jawa Barat Apj Bogor. *Jurnal Empati*, 7(3), 351–356.
- Manz, C. C. (1986). Self-Leadership: Toward an expanded theory of Self-Influence processes in organizations. *The Academy of Management Review*, 11(3), 585–600. <https://doi.org/10.2307/258312>
- Marguna, A. M., & Sangiasseri. (2020). Pengaruh kompetensi digital (E-Skills) terhadap kinerja pustakawan di UPT perpustakaan Universitas Hasanuddin. *JUPITER*, 17(2), 104–116.
- Marguna, A. M., & Sangiasseri. (2020). Pengaruh kompetensi digital (E-Skills) terhadap kinerja pustakawan di UPT perpustakaan Universitas Hasanuddin. *JUPITER*, 17(2), 104–116.
- Marnis, & Marzolina. (2010). Pengaruh Self Leadership Terhadap Kinerja Karyawan PT. Perkebunan Nusantara V Riau. *Jurnal Ekonomi*. 8(4). <https://doi.org/10.31258/je.18.04.p.%p>.
- Mulyasa. (2017). *Uji Kompetensi dan Penilaian Guru* (3rd ed.). Bandung: Remaja Rosdakarya
- Mulyono, F. (2012). Self Leadership : sebuah Pendekatan. *Jurnal Bina Ekonomi*, 35–49. <https://doi.org/10.26593/be.v16i1.792>
- Muñoz-Repiso, A. G.-V., Martín, S. C., & Gómez-Pablos, V. M. B. (2020). Validation of an Indicator Model (INCODIES) for Assessing Student Digital Competence in Basic Education. *Journal of New Approaches in*

*Educational Research*, 9(1), 110–125.  
<https://doi.org/10.7821/naer.2020.1.459>

Musneh, S. N. H., Sylvia, Ambad, N. A., & Roslin, R. M. (2021). The Effect of Innovative Work Behaviour on the Performance of Service Sector SMEs in Sabah. *Journal of International Business, Economics and Entrepreneurship*, 6(1), 21–30.

Mustika, H., Agustina, T. S., Eliyana, A., & Ratnasari, R. (2020). Knowledge sharing behavior between Self-Leadership and innovative behavior. *Journal of Security and Sustainability Issues*, 9. [https://doi.org/10.9770/jssi.2020.9.m\(12\)](https://doi.org/10.9770/jssi.2020.9.m(12))

Musyaffi, A. M., Khairunnisa, H., & Respati, D. K. (2020). Konsep dasar Structural Equation Modelpartial Least Square (SEM-PLS) menggunakan Smartpls Partial Least Square (SEM-PLS) using Smartpls (1st ed.). Pascal Books.

Nadelson, L. S., Booher, L., & Turley, M. (2020). Leaders in the classroom: Using Teaching as a Context for Measuring Leader Identity. *Frontiers in Educa*, 5, 1–13. <https://doi.org/10.3389/feduc.2020.525630>

Noe, R. A., Hollenbeck, J. R., Gerhart, B., & Wright, P. M. (2021). *ISE Human Resource Management: Gaining a Competitive Advantage* (13th ed.). McGraw Hill.

Omenyi, A. S., & Emengini, B. (2021). Teachers' Self-Leadership as A Correlate of Their Job Performance In Secondary Schools In South East, Nigeria. *Unizik Journal of Educational Research and Policy Studies*, 9, 147– 153

Ozdemir, G. (2020). The effect of teachers' self leadership perceptions on job satisfaction. *International Journal of Society Researches*, 15(25), 3098–3119. <https://doi.org/10.26466/opus.66604>

Palimbong, A., Limbong, M., & Tambunan, W. (2022). The Effect of Digital Competence on Improving Teacher Performance: A Case of Harapan

- Christian Vocational School in Rantepao. *Budapest International Research and Critics Institute-Journal (BIRCI-Journal)*, 5(3), 21043–21050. <https://doi.org/10.33258/birci.v5i3.6122>
- Perifanou, M. A., & Economides, A. (2019). An Instrument for The Digital Competence Actions Framework. *An Instrument for The Digital Competence Actions Framework., 11th-13th November 2019, Seville, Spain*, 11139–11145.
- Pianda, D. (2018). *Kinerja Guru: Kompetensi Guru, Motivasi Kerja dan Kepemimpinan Kepala Sekolah*. Sukabumi: Jejak Publisher.
- Prasetio, A. P., Sary, F. P., & Ferinia, R. (2021). *Manajemen Sumber Daya Manusia Strategis*. Bandung: Tel-U Press.
- Prasetya, E. M., Afrianty, T. W., & Prasetya, A. (2020). Pengaruh kepemimpinan dan perilaku inovasi guru terhadap mutu pendidikan, prestasi belajar dan kesempatan kerja. *Profit: Jurnal Administrasi Bisnis, Special Issue (Ekosistem Start Up)*, 78–92. <https://profit.ub.ac.id/index.php/profit/article/view/998>
- Prayogi, R. D., & Estetika, R. (2019). Kecakapan Abad 21: Kompetensi Digital Pendidik Masa Depan. *Jurnal Manajemen Pendidikan*, 14(2), 144–151.
- Prosekov, A., Morozova, I. S., & Filatova, E. V. (2020). A Case Study of Developing Research Competency in University Students. *European Journal of Contemporary Education*, 9(3). <https://doi.org/10.13187/ejced.2020.3.592>
- Purwanto, Agus, Innocentius Bernarto, Masduki Asbari, Laksmi Mayesti Wijayanti, and Choi Chi Hyun. (2020). The Impacts of Leadership and Culture on Work Performance in Service Company and Innovative Work Behavior As Mediating Effects. *Journal of Research in Business, Economics, and Education*. 2 (1). 283–91. <https://doi.org/10.13140/RG.2.2.20095.36001>.

- Pusparini, E. S., & Aryasa, K. B. (2021). Entering the Global Market: The Role of Work Autonomy and Individual Global Mindset as Antecedents of Innovative Work Behavior in Defining Employee Task Performance. *The South East Asian Journal of Management*, 15(1). <https://doi.org/10.21002/seam.v15i1.13411>
- Putra, I. G. N. Y. A., & Suwandana, I. G. M. (2021). The Effect of Self-Leadership on Employee Performance Moderated by Organizational Support (Case Study at the Personnel and Human Resources Development Agency of Tabanan, Bali, Indonesia). *American Journal of Humanities and Social Sciences Research (AJHSSR)*, 5(1), 618–623.
- Putra, Y. S., Suharti, L., & Sasongko, G. (2022). Developing Innovative Work Behavior: The Influence of Psychological Empowerment and Intergenerational Learning. *Jurnal Ekonomi dan Bisnis*, 25(2), 435–452. <https://doi.org/10.24914/jeb.v25i2.5327>
- Rachman, S. (2021, October 13). *Adaptabilitas Pendidikan di Era VUCA*. Newmalangpos. Retrieved January 6, 2022, from <https://newmalangpos.id/adaptabilitas-pendidikan-di-era-vuca>
- Redecker, C., & Punie, Y. (2017). European framework for the digital competence of educators: DigCompEdu. *Publications Office of the European Union: Luxembourg*. <https://doi.org/10.5220/0007679005410548>
- Riduwan, D., & Kuncoro, A. (2017). *Cara Menggunakan dan Memakai Path Analysis*. Bandung: Alfabeta.
- Robbins, P. (2018). From design thinking to art thinking with an open innovation perspective—A case study of how art thinking rescued a cultural institution in Dublin. *Journal of Open Innovation: Technology, Market, and Complexity*, 4(4), 57. <https://doi.org/10.3390/joitmc4040057>
- Robbins, S. P., & Judge, T. (2022). *Organizational Behavior* (18th ed.). United Kingdom: Pearson.

- Sanusi, Fauji, & Dibyantoro. (2022). Improving Employee Performance Through Innovative Work Behavior, Tbk Periode 2011–2020. *Syntax Literate: Jurnal Ilmiah Indonesia*, 7 (5), 5190–5202. <https://doi.org/10.36418/syntax-literate.v7i5.6910>.
- Sari, A. P., & Najmudin. (2022). Perceptions of proactive personality and innovative work behavior during the Covid-19 pandemic. *South East Asia Journal of Contemporary Business, Economics and Law*, 24(5), 162–170.
- Sari, R. E., & Arief, M. (2019). Factors Affecting Innovative Work Behavior and Health Worker Performance: The Role of Employee Engagement as a Moderating Variable. *Journal of International Conference Proceedings (JICP)*, 4(3), 272–288. <https://doi.org/10.32535/jicp.v4i3.1320>
- Sarmawa, I. W. G., & Martini, I. A. O. (2018). The Role of Work Satisfaction as a Mediating of the Effect of Self-Leadership on Employee Performance in Endek Woven Industry. *IOSR Journal of Business and Management (IOSR-JBM)*, 20(4), 1–8.
- Sarmawa, I. Wayan Gde, I. Wayan Gede Suparta, I. Gede Riana, & I. Gst Ayu Dewi. (2017). Influence of Self-Leadership on Employee Performance with Work Culture As Mediator: Study at Tenun Ikat Industries in Klungkung-Bali, Indonesia. *International Journal of Economics, Commerce and Management*, 5 (12): 264–76. <http://ijecm.co.uk/wp-content/uploads/2017/12/51216.pdf>.
- Satria, B., Aprizawati, & Romadhoni. (2020). Pengaruh Disiplin dan Kepemimpinan Diri dengan Kinerja Pegawai Direktorat Perkapalan dan Kelautan. *ALIGNMENT: Journal of Administration and Educational Management*, 3(1), 66–75. <https://doi.org/10.31539/alignment.v3i1.1342>
- Sawitri, D., Cahyandari, N., & Muawanah, U. (2018). Hubungan Self Leadership, Self Efficacy dan Kecerdasan Intelektual terhadap Kinerja Karyawan

- pada Badan Pendapatan Daerah Kabupaten Mojokerto. *Jurnal Manajemen Bisnis Indonesia*, 6(1), 76–90.
- Serdyukov, P. (2017). Innovation in education: What works, what doesn't, and what to do about it? *Journal of Research in Innovative Teaching & Learning*, 10(1), 44–33. <https://doi.org/10.1108/jrit-10-2016-0007>
- Shintia, R. (2020). *Mengapa Kualitas Guru Di Indonesia Masih Rendah?* Magdalene.Co. Retrieved September 20, 2022, from <https://magdalene.co/story/mengapa-kualitas-guru-di-indonesia-masih-rendah>.
- Silalahi, Marto, Abdurohim, Elly Romy, Vivi Candra, & Acai Sudirman. (2022). The Involvement Locus of Control, Servant Leadership, and Innovative Work Behavior to Improve Teacher Performance. *Jurnal Pendidikan Progresif*. 12 (2). 751–63. <https://doi.org/10.23960/jpp.v12.i2.20222>.
- Slambi, J. K. (2021). The Effect of Self-Leadership Competencies on The Perceived Ability of School Leaders to Cope with COVID-19 Pandemic Crisis Challenges in Jeddah Schools, Saudi Arabia. *Research & Reviews: Journal of Educational Studies*, 7(1), 1–13.
- Sofiyan, Sembiring, R., Danilwan, Y., Anggriani, R., & Sudirman, A. (2022). Innovative Work Behavior and its Impact on Teacher Performance: The Role of Organizational Culture and Self Efficacy as Predictors. *Journal of Educational Research and Evaluation*, 6(1), 44–52.
- Solihin, L., Pratiwi, I., Nur Rakhmah, D., Supriyati, T., & Bakti, U. (2021). *Penguatan Regulasi Untuk Mendorong Peningkatan Kompetensi Guru Dalam Jabatan Secara Berkelanjutan*. Badan Penelitian dan Pengembangan dan Perbukuan Kementerian Pendidikan, Kebudayaan, Riset, dan Teknologi. <http://repositori.kemdikbud.go.id/23376/>

- Sudrajat, J. (2020). Kompetensi guru di masa pandemi Covid-19. *Jurnal Riset Ekonomi Dan Bisnis*, 13(1), 100–110. <https://doi.org/10.26623/jreb.v13i2.2434>
- Sujarweni, V. W. (2019). *Metodologi Penelitian Bisnis & Ekonomi*. Yogyakarta: Pustaka Baru Press
- Suhardi, D., Basem, Z., & Supardi. (2022). The Effect of Leadership and Motivation on Teacher Performance at SMK Negeri 1 Bangkinang. *Jurnal Riset Manajemen Indonesia*, 4(1), 126–136. <https://doi.org/10.55768/jrmi.v4i1.124>
- Thomas, C. G. (2021). *Research Methodology and Scientific Writing* (2nd ed.). Thrissur: Springer. <https://doi.org/10.1007/978-3-030-64865-7>
- Ulfatun, T. (2021). Good Teachers: Indonesia's Perspective. *Jurnal Pendidikan Dan Pengajaran*, 28(1), 28. <https://doi.org/10.17977/um047v28i12021p023>
- Unaradjan, D. D. (2019). *Metode Penelitian Kuantitatif* (1st ed.). Jakarta: Penerbit Unika Atma Jaya.
- Uno, H. B., & Lamatenggo, N. (2015). *Teori Kinerja dan Pengukurannya*. Jakarta: Bumi Aksara.
- Valle, S. R., & Jiménez, D. J. (2018). RM and Product Innovation: Does Innovative Work Behaviour Mediate that Relationship? *Management Decision*, 56(6), 1417–1429. <https://doi.org/10.1108/MD-04-2017-0404>.
- Waskito, Saptano Kusdanu. (2021). “The Role Digital Competence On Lecturer Performance Of S1 Accountancy Study Program Of Private Universities In Bandung Metropolitan Area Through Work Satisfaction With Servant Leadership As Moderating Variable.” *Dinasti International Journal of Management Science*. 3 (1). 83–99. <https://doi.org/10.31933/dijms.v3i1.981>.

- Wicaksono, A. (2021, September 17). *Ahli World Bank Nilai Kualitas Guru di Indonesia Masih Rendah*. *cnnindonesia.com*. Retrieved October 21, 2022, from <https://www.cnnindonesia.com/nasional/20210917142431-12-695785/ahli-world-bank-nilai-kualitas-guru-di-indonesia-masih-rendah>
- Yasadhana, V. (2019, May 13). *Kompetensi Digital*. *Mediaindonesia*. Retrieved January 6, 2022, from <https://mediaindonesia.com/opini/235121/kompetensi-digital>
- Yehezkel, O. (2020). Traditional organizations in a VUCA world. *Advancement in Management May*, 4–22.
- Zainudin, A. (2021, April 20). *Guru sebagai Pemimpin Pembelajaran di Sekolah*. *Kompasiana*. Retrieved January 6, 2022, from <https://www.kompasiana.com/ahmdzainudin/607e4f63d541df79a2665be2/guru-sebagai-pemimpin-pembelajaran-di-sekolah>