

DAFTAR PUSTAKA

- Adiawaty, S. (2022). Peran Organisasi Dalam Peningkatan Keinovatifan Karyawan PT XYZ (Studi kasus Pengaruh Budaya Organisasi dan Kepemimpinan Transformasional). *Jurnal Manajemen Bisnis*, 25(1), 62-68.
- Adiwantari, S. A., Bagia, I. W., & Suci, N. M. (2019). Pengaruh Gaya Kepemimpinan Transformasional dan Kepuasan Kerja Terhadap Kinerja Pegawai Dinas Kesehatan Kabupaten Buleleng. *BISMA: Bisnis dan Manajemen*, 5(2), 101–111
- Afsar, B., Masood, M., & Umrani, W. A. (2019). The role of job crafting and knowledge sharing on the effect of transformational leadership on innovative work behavior. *Personnel Review*, 48(5), 1186-1208.
- Ahmed, F., Ayub, H. A., Malik, U., & Klimoski. (2018). High Commitment Work System and Innovative Work Behavior: The Mediating Role of Knowledge Sharing. *Pakistan Journal of Commerce and Social Sciences*, 12 (1), 29-51.
- Akram, T., Lei, S., Haider, M. J., & Hussain, S. T. (2018). Exploring the impact of knowledge sharing on the innovative work behavior of employees: A study in China. *International Business Research*, 11(3), 186–194.
- Alsabbagh, M., & Khalil, A. H. A. (2017). The impact of organizational culture on organizational learning (an empirical study on the education sector in Damascus City). *International Journal of Academic Research in Business and Social Sciences*, 7(4), 579-600.
- Alsughayir, A. (2017). The Effect of Leader-Member Exchange on Innovative Work Behavior in the Saudi Hospitality. *International Journal of Business and Management*, 12(6).
- Amstrong, M. (2020). *Armstrong's Handbook of Performance Manajemen. An Evidence-Based Guide to Delivering High Performance India: By Replika Press Pvt L Td.*
- Aryee, S., Pawan, B., Chen, Z. X. (2012) Trust as a mediator of the relationship between organizational justice and work outcomes: test of a social exchange model. *Journal of Organizational Behavior*, 23(3).
- Atitumpong, A., & Badir, Y. F. (2018). Leader-member exchange, learning orientation and innovative work behavior. *Journal of Workplace Learning*, 30(1), 32–47. Retrieved from
- Baharuddin, M. F., Masrek, M. N., & Shuhidan, S. M. (2019). Innovative Work Behaviour of School Teachers: a Conceptual Framework. *IJAEDU International E-Journal of Advances in Education*, 5(14), 213–221.
- Bahri, S., & Zamzam, F. (2015). *Model Penelitian Kuantitatif Berbasis SEM-AMOS*. Yogyakarta: CV BUDI UTAMA.
- Bai, Y., Lin, L. & Li, P. P. (2016). How to enable employee creativity in a team context: A cross-level mediating process of transformational leadership. *Journal of Business Research*, Inc 69(9), 3240–3250.
- Barbour, J. B. (2017). Micro/meso/macrolevels of analysis. *The international encyclopedia of organizational communication*, 1-15.

- Bass, B. M., & Avolio, B. J. (1995). *MLQ Multifactor Leadership Questionnaire, Leader Form, Rater Form, and Scoring*. California. Palo Alto, CA: Mind Garden.
- Bollen, Kenneth. A. (1989). *Structural Equations with Latent Variables*. A Wiley Interscience Publication. John Wiley and Sons New York.
- Buil, I., Martínez, E., & Matute, J. (2019). Transformational leadership and employee performance: The role of identification, engagement and proactive personality. *International Journal of Hospitality Management*, 77, 64–75.
- Carlucci, D., Mura, M., & Schiuma, G. (2022). Fostering Employees' Innovative Work Behaviour in Healthcare Organisations. *International Journal of Innovation Management*, 24(2).
- Carmeli, Abraham., & Gretchen M. Spreitzer. 2009. "Trust, Connectivity, and Thriving: Implications for innovative behaviors at work." *The Journal of Creative Behavior*. Vol. 43, Pp. 169–91.
- Chandrasekara, W. (2019). The Effect of Transformational Leadership Style on Employees Job Satisfaction and Job Performance: A Case of Apparel Manufacturing Industry in Sri Lanka. *International Journal of Economics, Commerce and Management*, 385-393.
- Choi, S.B., Kim, K., Ullah, S.E. and Kang, S.W. (2016). How transformational leadership facilitates innovative behavior of Korean workers: examining mediating and moderating processes. *Personnel Review*, 45(3) 459-479.
- Collins, C. J., & Smith, K. G. (2006). Knowledge exchange and combination: The role of human resource practices in the performance of high-technology firms. *Academy of management journal*, 49(3), 544-560.
- Cooper & Schindler. (2017). *Business Research Methods 11th ed.* Book 1. New York: McGraw-Hill Companies Inc.
- De Jong, J., & Den Hartog, D. (2010). Measuring innovative work behaviour *Creativity and innovation management*. 19(1), 23-36.
- De Jong, J., & Den Hartog, D. (2010). Measuring innovative work behaviour *Creativity and innovation management*. 19(1), 23-36.
- Elsbach, K. D., & Stigliani, I. (2018). Design thinking and organizational culture: A review and framework for future research, 44(6), 2274-2306. Retrieved from Journal of Management.
- Ghozali, I. & Fuad. 2005. *Structural Equation Modeling: Teori, Konsep, dan Aplikasi dengan Program LISREL*. Semarang: Badan Penerbit Universitas Diponegoro.
- Ghozali, I. (2011). *Aplikasi Analisis Multivariate Dengan Program SPSS*. Semarang: Badan Penerbit Universitas Diponegoro.
- Gibson, J. L., Ivancevich, J. M., Donnelly, J. H., & Konopaske, R. (2016). *Organizations Behavior, Structure, Processes* (Fourteenth). New York: McGrawHill
- Gumusluoglu, L., & Ilsev, A. (2009). Transformational leadership, creativity, and organizational innovation. *Journal of business research*, 62(4), 461-473.
- Hadi, S., et al. (2020). Pengaruh Perilaku Inovatif dan Keterlibatan Kerja Terhadap Kinerja Karyawan. *Jurnal Baruna Horizon*, 3(1), 186-197.

- Hair, J. F., Black, W. C., Babin, B. J., Anderson, R. E., & Tatham, R. L. 2014. *Multivariate Data Analysis, (6th ed.)*. New Jersey: Pearson Education Ltd.
- Hamid, D., & Durmaz, O. (2021). Organizational culture impact on employee innovative behaviors in Kurdistan. *Black Sea Journal of Management and Marketing*, 2(1), 63-72.
- Haq, S., & Novitasari, D. (2020). Eksplorasi Peran Variabel Kontekstual dan Mediasi Kepuasan Kerja terhadap Perilaku Inovasi Karyawan. *Edumaspul: Jurnal Pendidikan*, 6(1), 838-851.
- Hassan, H. A., Asif, J., Waqar, N., & Abbas, S. K. (2018). The impact of knowledge sharing on innovative work behavior. *Asian Journal of Multidisciplinary Studies*, 6(5).
- Hosseini, S., & Shirazi, Z. R. H. (2021). Towards teacher innovative work behavior: A conceptual model. *From Cogent Education*, 8(1).
- Hughes, M., Rigtering, J. P. C., Covin, J. G., Bouncken, R. B., & Kraus, S. (2018). Innovative Behaviour, Trust and Perceived Workplace Performance. *British Journal of Management*, 29(4), 750–768.
- Indajang, K., Halim, F., & Sudirman, A. (2021). The Effectiveness of Teacher Performance in Terms of the Aspects of Principal Leadership, Organizational Culture, and Teacher Competence. *Proceedings of the 2nd Annual Conference on Blended Learning, Educational Technology and Innovation*, 560, 402–408.
- Janssen, O., & Van Yperen, N. W. (2004). Employees' goal orientations, the quality of leader-member exchange, and the outcomes of job performance and job satisfaction. *Academy of management journal*, 47(3), 368-384.
- Jung, D. D., Wu, A., & Chow, C. W. (2008). Towards understanding the direct and indirect effects of CEOs' transformational leadership on firm innovation. *The leadership quarterly*, 19(5), 582-594.
- Jyoti, J. and Dev, M. (2015). The impact of transformational leadership on employee creativity: the role of learning orientation. *Journal of Asia Business Studies*, 9(1), 78-98.
- Kao P. J., Pai P., Lin T., Zhong J. Y. (2015). How transformational leadership fuels employees' service innovation behaviour. *the Service Industries Journal*, 35 448–466.
- Katadata.co.id. (2021). *Pesaingan Makin Ketat, Bisnis Telekomunikasi Diramal Cerah 2022*. Oleh Melati Kristina Andriarsi-Tim Publikasi Katadata.
- Khan, M. A. S., Ali, M., Usman, M., Saleem, S., & Jianguo, D. (2019). Interrelationships between ethical leadership, green psychological climate, and organizational environmental citizenship behavior: The moderating role of gender. *Frontiers in Psychology*, 10, 1977.
- Khari, C., & Bali, A. (2022). Leader mindfulness and employee innovative work behaviour: a mediated moderation model. *European Journal of Innovation Management*. <https://doi.org/10.1108/EJIM-02-2022-0064>
- Kinicki, A., & Fugate, M. (2018). *Organizational behavior: A practical, problem-solving approach (2nd ed.)*. New York, NY: McGraw-Hill Education.
- Korzilius, Hubert, Joost J. L. E. Bücken., & Sophie Beerlage. (2017). “Multiculturalism and Innovative Work Behavior: The mediating role of

- cultural intelligence.” *International Journal of Intercultural Relations*, Vol. 56, Pp. 13–24.
- Lages, L. F., Silva, G., & Styles, C. (2009). Relationship capabilities, quality, and innovation as determinants of export performance. *Journal of international Marketing*, 17(4), 47-70.
- Latan, Hengky. (2013). *Model Persamaan Struktural Teori dan Implementasi*. Bandung: CV. Alfabeta
- Lee, L. C., & Tsai, A. C., (2015). Need-based nutritional intervention is effective in improving handgrip strength and Barthel Index scores of older people living in a nursing home: a randomized controlled trial. *International journal of nursing studies*, 52(5), 904-912.
- Lee, P.B., Lei, H. and Than, T.S. (2018). How leadership and trust in leaders foster employees’ behavior toward knowledge sharing. *Social Behavior and Personality: An International Journal.*, 46(5), 705-720.
- Li, H., Sajjad, N., Wang, Q., Muhammad Ali, A., Khaqan, Z., & Amina, S. (2019). Influence of transformational leadership on employees’ innovative work behavior in sustainable organizations: Test of mediation and moderation processes. *Sustainability*, 11(6), 1594.
- Lim, W. M., Kumar, S., Pandey, N., Rasul, T., & Gaur, V. (2022). From direct marketing to interactive marketing. *Journal of Business Research*, 140 (2022), pp. 439-458.
- Linn, Y. S. (2019). *Perilaku Organisasi*. Jakarta: Penerbit IN MEDIA
- Mahmoud, M.A., Blankson, C., Owusu-Frimpong, N., Nwankwo, S. and Trang, T.P. (2016). Market orientation, learning orientation and business performance: The mediating role of innovation. *International Journal of Bank Marketing*, 34(5), 623-648.
- Maisaroh, S., Hilal, S., & Hanif. (2022). Pengaruh Orientasi Pasar dan Inovasi Produk Terhadap Kinerja Bisnis UMKM di Provinsi Lampung dengan Halal Supply Chain Sebagai Variabel Moderasi. *Jurnal Ilmiah Ekonomi Islam*, 8(03), 3442-3458.
- Mansor, Z. D., Mun, C. P., Farhana, B. S. N., & Tarmizi, W. A. N. (2017). Influence of transformation leadership style on employee engagement among Generation Y. *International Journal of Economics and Management Engineering*, 11(1), 161–165.
- Maria Stock, Ruth, Ad de Jong, and Nicolas A. Zacharias. (2017). Innovative Service Behavior as Key to Customer Loyalty: Insights into FLEs’ Resource Gain Spiral “Frontline Employees”. *Jurnal Akuntansi, Ekonomi dan Manajemen Bisnis*, 8(1) 29-38.
- Masa'deh, R. E., Obeidat, B. Y., & Tarhini, A. (2016). A Jordanian empirical study of the associations among transformational leadership, transactional leadership, knowledge sharing, job performance, and firm performance: A structural equation modelling approach. *Journal of management development*, 35(5), 681-705.
- Mulyadi. (2016). *Auditing Edisi 6*. Jakarta: Salemba Empat.
- Nabillah, Tia., Miraza, Zuwina., & Nahrisah Ezzah. (2022). Pengaruh Market Orientation, Inovasi, Learning Orientation Terhadap Keunggulan Bersaing

- Industri Roti di Medan. *JEBIDI (Jurnal Ekonomi dan Bisnis Digital)*, 1(3), E-ISSN: 2829-4963.
- Nasidi, Y., Makera, A. U., Kamaruddeen, A. M., & Jemaku, I. M. (2019). Assessing the Impact of Work Environment on Employee Engagement among Non-Academic Staff of the University. *SEISENSE Journal of Management*, 2(1), 57–68.
- Nurdin, F., Ihsan, M., dan Rahmawati, I. (2020). Pengaruh Kepemimpinan Transformasional dan Budaya Organisasi Terhadap Perilaku Kerja Inovatif Guru Di SMA Swasta Se-Kecamatan Pamijahan Bogor. *Indonesian Journal of Science*, 1(2), 99-105.
- Nurhidayah, N. N. & Nugrohoseno, D (2022). Pengaruh Shared Leadership Terhadap Job Crafting Melalui Learning Goal Orientation dan Knowledge Sharing Pada Karyawan RSI Jemursari Surabaya. *Jurnal Ilmu Manajemen*, 971-987.
- Obeidat, D. B. Y., Nofal, R., & Masa'deh, R. E. (2018). *The effect of transformational leadership on entrepreneurial orientation: The mediating role of organizational learning capability*, 12(11). Reteived Form Modern Applied Science.
- Oktaviani, Lita., & Kadiyono. A. Lestari. Budaya Organisasi pada Perusahaan Distribusi dengan Model Bisnis Konvensional. *Jurnal RAP UNP*, 10(1), 46-61.
- Palumian, Y., Gunawan, K. A., Tarigan, Z. J. H., & Umbara, A. N. (2021). *The role of knowledge sharing and learning orientation in improving innovative work behavior among Millennials in Indonesia* pada Petra Christian University).
- Parashakti, R. D., Rizki, M., & Saragih, L. (2016). Pengaruh kepemimpinan transformasional dan budaya organisasi terhadap perilaku inovatif karyawan (studi kasus di pt. Bank danamon indonesia). *Jurnal Manajemen Teori dan Terapan*, 9(2), 81-96.
- Porath, Christine, Gretchen Spreitzer, Cristina Gibson., & Flannery G. Garnett. (2012). “Thriving at Work: Toward its measurement, construct validation, and theoretical refinement.” *Journal of Organizational Behavior*, Vol. 33, Pp. 250–75.
- Quinn. E. R. & Cameron. S. K. (2011). *3thedition. Diagnosing and Changing Organizational Culture based on The Competing Values Framework*. USA. Addison-Wesley Publishing Company.Inc.
- Rahmawati, R., & Tobing, D. S. K. (2019). The Role of Transformational Leadership on Organizational Commitment And Job Satisfaction Of Tax Office Officers (KPP) In Banjarmasin. *International Journal of Scientific and Technology Research*, 8(7), 11–17.
- Raj, R., & Srivastava, K. B. (2016). Mediating role of organizational learning on the relationship between market orientation and innovativeness. *the Learning Organization*, 23(5), 370-384.
- Rizki, M., Parashakti, R. D., & Saragih, L. (2019). The effect of transformational leadership and organizational culture towards employees’ innovative

- behaviour and performance. *International Journal of Economics & Business Administration*, 7(1), 227-239.
- Robbins, S. P., and Coulter, M. (2016). *Manajemen, Jilid 1 Edisi 13*, Jakarta: Erlangga.
- Robbins, S. P., dan Judge, T. A. 2018. *Perilaku Organisasi. Organizational Behavior* (Buku 1, Edisi Ke-12). Jakarta: Salemba Empat.
- 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.
- Sawaeen, F., & Ali, K. (2020). The impact of entrepreneurial leadership and learning orientation on organizational performance of SMEs: The mediating role of innovation capacity. *Management Science Letters*, 10(2), 369-380.
- Schiefele, U., & Schaffner, E. (2015). Teacher interests, mastery goals, and self-efficacy as predictors of instructional practices and student motivation. *Contemporary Educational Psychology*, 42, 159-171.
- Sekaran, U., dan Bougie, R. (2016). *Research Methods for Business: A Skill Building Approach, 7th Edition*. New Jersey: Wiley
- Sembiring, B., Yudha, R. I., & Krisdayani, K. (2020). Pengaruh Budaya Organisasi Dan Kepemimpinan Kepala Sekolah Terhadap Kinerja Guru di SMA Negeri 9 Kota Jambi. *Jurnal Ilmiah Dikdaya*, 10(2), 204-211.
- Shayah, M. H. and Zehou, S. (2019). Organizational Culture and Innovation: A Literature Review, *Advances in Social Science, Education and Humanities Research. 3rd International Conference on Education, Culture and Social Development (ICECSD 2019)*, 344, 465-472.
- Sofiyani, S., 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 Education Research and Evaluation*, 6(1).
- Stoffers, J., Neessen, P., & Dorp, P. van. (2015). Organizational Culture and Innovative Work Behavior: A Case Study of a Manufacturer of Packaging Machines, 05(04). *American Journal of Industrial and Business Management*, 198-207.
- Sugiyono. (2017). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung: Alfabeta, CV.
- Suifan, T. S. Abdallah, A. B., and Al-Janini, M. (2018). The impact of transformational leadership on employees' creativity the mediating role of perceived organizational support. *Management Research Review*, 41(1), 113-132.
- Sujan, H., Weitz, B. A., & Kumar, N. (1994). Learning orientation, working smart, and effective selling. *Journal of marketing*, 58(3), 39-52.
- Supranto, J & Nanda. Limakrisna. (2013). *Petunjuk Praktis Penelitian Ilmiah Untuk Menyusun Skripsi, Tesis, dan Disertasi*. Jakarta: Mitra Wacana
- Suryosukmono, Gerry., dkk. (2022). Linking Person-Job Fit and Perceived Organization Support to Increase Public Employee Performance: The Role

- of Innovative Behavior in Workplace. *Asia-Pacific Management and Business Application*.
- Taylor, F.W. (1919). *Scientific Management*. New York: Harper & Row.
- Telkomsel.co. (2021). Telkomsel Bentuk PT Telkomsel Ekosistem Digital, Anak Perusahaan untuk Perkuat Ekonomi Digital Indonesia.
- Thisera, T. J., & Sewwandi, E. P. (2019). Administration and Management Transformational Leadership and Employee Engagement in Hospitality Sector in Sri Lanka Transformational Leadership and Employee Engagement in Hospitality Sector in Sri Lanka. *Global Journal of Management and Business Research: a Administration and Management*, 18(12), 27– 33.
- Velada, Raquel., Caetano, António., John, W. Michel., Brian, D. Lyons., & Michael. J. Kavanagh. (2007). The effects of training design, individual, and work environment variables on transfer of training. *International Journal of Training and Development*, 11:282-294.
- Vij, S., & Farooq, R. 2015.The Relationship Between Learning Orientation and Business Performance: Do Smaller Firms Gain More from Learning Orientation. *The IUP Journal of Knowledge Management*, 13(4), 7–28.
- Wagner, J. A., & Hollenbeck, J. R. (2020). *Organizational behavior: Securing competitive advantage*. USA.Routledge
- Wahyuni, N, M., Giantari, G, A. (2019). Effect of Learning Orientation on Innovation: A Mediating Role of Knowledge Competence. *Jurnal Ekonomi dan Bisnis Jagaditha*, 6(2), 92-98.
- Wahyuni, N, M., Giantari, G, A. (2022). Market Orientation, Learning Orientation and Innovation Performance: The Mediation of Knowlegde Management. *Jurnal Manajemen Bisnis*, 9(1), 155-172.
- Wardhani, D. T., & Gulo, Y. (2017). Pengaruh Iklim Organisasi, Kepemimpinan Transformasional, Self Efficacy Terhadap Perilaku Kerja Inovatif. *Jurnal Bisnis Dan Akuntansi*, 19(3), 212-217.
- Yuan, F., & Woodman, R.W., (2010). Innovative behavior in the work place: The role of performance an image outcome expectation. *Academy of management journal*, 53:323-341.
- Zhou, F., Wu, Y. J. (2018). How humble leadership fosters employee innovation behavior: a two-way perspective on the leader-employee interaction. *Leadership & Organization Development Journal*. 39(3), 375–387.