

DAFTAR PUSTAKA

- Aguinis, H. (2013). *Performance Management*. Pearson.
- Albrecht, S. L., Bakker, A. B., Gruman, J. A., Macey, W. H., & Saks, A. M. (2015). Employee engagement, human resource management practices and competitive advantage: An integrated approach. In *Journal of Organizational Effectiveness* (Vol. 2, Issue 1, pp. 7–35). Emerald Group Holdings Ltd. <https://doi.org/10.1108/JOEPP-08-2014-0042>
- Amar, H., & Fikri, Z. (2020). Pengaruh Kompetensi Dan Perilaku Kerja Terhadap Kinerja Pemeriksa Di Inspektorat Kabupaten Bangka. *Jurnal Ilmu Pemerintahan*, 4 Nomor 2(2528–5580).
- Annisa, D. T., & Sivianita, A. (2022). The Effect Of Organizational Culture On Employees Performance At Bandung Work Training Development Centers (Bbplk) Through Knowledge Sharing As Intervening Variables. *SEIKO: Journal of Management & Business*, 4(3), 427–439. <https://doi.org/10.37531/sejaman.v4i3.2785>
- Asvat, R., Botha, C., & Bisschoff, C. (2019). Developing a conceptual model to measure business performance for private higher education institutions. *International Journal of Management in Education*, 13(4), 307. <https://doi.org/10.1504/ijmie.2019.10020812>
- Athiah. (2022). Enrichment: Journal of Management is Licensed under a Creative Commons Attribution-NonCommercial 4.0 International License (CC BY-NC 4.0) Enrichment: Journal of Management The Influence of Work Behavior, Achievement Motivation, and Work Competence on Employee's Performance: a Newest Evidence. *Enrichment: Journal of Management*, 12 Nomor 2, 1463–1472.
- Azis, R., Tanuwijaya, J., Gunawan, A. W., Ekonomi, F., & Bisnis, D. (2024). The influence of digital leadership on employee performance through digital culture and innovation work behavior at Bank Indonesia. In *Mantik Journal* (Vol. 7, Issue 4). Online.
- Azra, A. D., R. Nurafni Rubiyanti, Anita Silvianita, & Arry Widodo. (2024). The Effect of Digital Culture on Employee Performance: A Conceptual Paper. *International Journal of Scientific Multidisciplinary Research*, 2(5), 467–476. <https://doi.org/10.55927/ijsmr.v2i5.9162>
- Bahaudin, T. (2023). *Transformasi Budaya Organisasi*. Andi Publisher.
- Barasa, L., Togatorop, A. L., & Szeze, M. (2021). Pengaruh Perilaku Kerja Terhadap Kinerja Karyawan Pada PT. Sumberbumi Global Niaga. *Meteor STIP Marunda*, 14(2), 100–129. <https://doi.org/10.36101/msm.v14i2.201>

- Bintoro, & Daryanto. (2017). *Manajemen Penilaian Kinerja Karyawan*. Gava Media.
- Bresciani, S., Puertas, R., Ferraris, A., & Santoro, G. (2021). Innovation, environmental sustainability and economic development: DEA-Bootstrap and multilevel analysis to compare two regions. *Technological Forecasting and Social Change*, 172. <https://doi.org/10.1016/j.techfore.2021.121040>
- Bryson, J. m. (2003). *Strategi perencanaan strategis bagi organisasi sosial*. (M. Miftahuddin, Trans.). Pustaka Pelajar.
- Buchanan, J., Kelly, B., & Hatch, A. (2016). *Digital Workplace and Culture: How Digital Technologies are Changing the Workforce and How Enterprise Can Adapt and Evolve*. Deloitte Development LLC.
- Buvat, J., Crummenerl, C., Kar, K., Sengupta, A., Solis, B., Abound, C., & Aoufi, H. (2017). *Digital Culture Challenge: Closing the Employee-Leadership Gap*. Capgemini.
- Debiche, C., Babin-Chevaye, C., Bremond-Mookherjee, S., Bejeaud, E., & Varenne-Caillard, J. (2014). *The CIGREF Digital Culture Reference Framework*. CIGREF Network for Large Companies.
- Dessler, G. (2013). *Human Resource Management* (15th ed.). Pearson.
- Edison, E., Anwar, Y., & Komariah, I. (2016). *Manajemen Sumber Daya Manusia: Strategi dan Perubahan dalam Rangka Meningkatkan Kinerja Pegawai dan Organisasi*. Alfabeta.
- Fahrudin, W. A. (2020). Analisis Pengukuran Kinerja Menggunakan Balance Scorecard Untuk Menentukan Key Performance Indicator Di PT Mulia Artha Anugerah. *JITMI*, 3(1), 2685–6123. <http://dx.doi.org/10.32493/jitmi.v3i1.y2020.p15-23>
- Febianti, A., Shulthoni, M., Masrur, M., Aris Safi, M., & Abdurrahman Wahid Pekalongan, U. K. (2023). Pengaruh Tingkat Pendidikan, umur, jenis kelamin, dan Pengalaman Kerja Terhadap Produktivitas Kerja di Indonesia. *Jurnal Sahmiyya*, 2.
- Ferdian, A., & Rahmawati, A. (2019). Pengaruh Budaya Digital Terhadap Kinerja Karyawan di Yayasan Pendidikan Telkom (Studi Kasus Kantor Badan Pelaksana Kegiatan YPT). *Journal of Management and Business Review*, 16, 129–148.
- Ghozali, I. (2021). *Partial Least Square, Konsep, Teknik dan Aplikasi menggunakan SmartPLS 3.2.9 Untuk Penelitian Empiris* (3rd ed.). Badan Penerbit Universitas Diponegoro.

- Griffin, M. A., Neal, A., & Parker, S. K. (2007). A NEW MODEL OF WORK ROLE PERFORMANCE: POSITIVE BEHAVIOR IN UNCERTAIN AND INTERDEPENDENT CONTEXTS. *Academy of Management Journal*, 50, 327–347.
- Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2019). When to use and how to report the results of PLS-SEM. In *European Business Review* (Vol. 31, Issue 1, pp. 2–24). Emerald Group Publishing Ltd. <https://doi.org/10.1108/EBR-11-2018-0203>
- Hair, J. F., Tomas, G., Hult, M., Ringle, C. M., & Sarstedt, M. (2022). A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM). *SAGE*. <https://www.researchgate.net/publication/354331182>
- Hartl, E., & Hess, T. (2017). *The Role of Cultural Values for Digital Transformation: Insights from a Delphi Study*. <https://www.researchgate.net/publication/330353915>
- Hautala-Kankaanpää, T. (2022). The impact of digitalization on firm performance: examining the role of digital culture and the effect of supply chain capability. *Business Process Management Journal*, 28(8), 90–109. <https://doi.org/10.1108/BPMJ-03-2022-0122>
- Henseler, J., Ringle, C. M., & Sarstedt, M. (2015). A new criterion for assessing discriminant validity in variance-based structural equation modeling. *Journal of the Academy of Marketing Science*, 43(1), 115–135. <https://doi.org/10.1007/s11747-014-0403-8>
- Indrawati. (2015). *Metode Penelitian Manajemen dan Bisnis. Konvergensi Teknologi Komunikasi dan Informasi*. Refika Aditama.
- Indrawati, L., Akuntansi, J., & Bandung, P. N. (2021). Pengaruh Budaya Organisasi terhadap Produktivitas Kerja Pegawai di Pemerintah Daerah The Effect Of Organizational Culture On Employee Work Productivity In Local Governments Etti Ernita Sembiring. *Indonesian Accounting Research Journal*, 2(1), 7–13.
- Ivancevich, J. M., Kanopaske, R., & Matteson, M. T. (2013). *Organizational Behavior and Management* (10th ed.). MCGraw-Hill.
- Jiang, K., Lepak, D. P., Hu, J., & Baer, J. C. (2012). How does human resource management influence organizational outcomes? A meta-analytic investigation of mediating mechanisms. *Academy of Management Journal*, 55(6), 1264–1294. <https://doi.org/10.5465/amj.2011.0088>
- Joshi, M. (2013). *Human Resources Management*. Venss Publishing Denmark.

- Kim, M., & Beehr, T. A. (2023). Empowering leadership improves employees' positive psychological states to result in more favorable behaviors. *International Journal of Human Resource Management*, 34(10), 2002–2038. <https://doi.org/10.1080/09585192.2022.2054281>
- Kumar, S., Lim, W. M., Sureka, R., Jabbour, C. J. C., & Bamel, U. (2024). Balanced scorecard: trends, developments, and future directions. In *Review of Managerial Science* (Vol. 18, Issue 8, pp. 2397–2439). Springer Science and Business Media Deutschland GmbH. <https://doi.org/10.1007/s11846-023-00700-6>
- Kurniati, A. P., Firli, A., Tritoasmoro, I. I., & Aisha, A. N. (2024). *Rencana Strategis Universitas Telkom 2024-2028*.
- Lestho. (2023). *Global Education Database - Basis Data Pendidikan Internasional*. <https://worldtop20.org/education-database>
- Levin, M. (2018). *9 Ways Digitalization Is Disrupting Your Culture, and 3 Ways You Must Respond*. <https://www.inc.com/marissa-levin/10-was-digitalization-disrupting-your-culture-148-3-ways-you-must-respond.html>.
- Litdia, & Fathurroziq. (2016). Evaluasi Pengukuran Kinerja Organisasi Dengan Menggunakan Metode Balanced Scorecard Pada PT. Jobsdb Indonesia. *Jurnal Ilmu Akuntansi*.
- Lusri, L., & Siagian, H. (2017). Pengaruh Motivasi Kerja Terhadap Kinerja Karyawan Melalui Kepuasan Kerja Sebagai Variabel Mediasi Pada Karyawan PT. Borwita Citra Prima Surabaya. *Agora*, 5 Nomor 1. <http://publication.petra.ac.id/index.php/manajemen-bisnis/article/view/5259>
- Marliani, L. (2017). Peranan Budaya Organisasi Dalam Mewujudkan Kinerja Suatu Organisasi. *Moderat: Jurnal Ilmiah Ilmu Pemerintahan*.
- Marsuhin, M. (2023). The Effect of Work Behavior, Leadership Style and Commitment on the Performance of Primary Employees of Police Cooperatives. *Innovation Business Management and Accounting Journal*, 2(2), 40–46. <https://doi.org/10.56070/ibmaj.v2i2.37>
- Masram, & Mu'ah. (2017). *Manajemen Sumber Daya Manusia Professional*. Zitama.
- Maulana, T. (2013). ANALISA PERILAKU KERJA KARYAWAN DI DE BOLIVA SURABAYA TOWN SQUARE. *Jurnal Hospitality Dan Manajemen Jasa*, 1 Nomer 2.
- Microsoft. (2018). *Digital Culture: Your Competitive Advantage*. Microsoft.

- Mu, Y. B., & Vinig, T. (2019). *Service innovation quality in healthcare: Service innovativeness and organizational renewal as driving forces*.
- Muniroh, M., Hamidah, H., & Abdullah, T. (2022). Managerial implications on the relation of digital leadership, digital culture, organizational learning, and innovation of the employee performance (case study of pt. telkom digital and next business department). *Management and Entrepreneurship: Trends of Development*, 1(19), 58–75. <https://doi.org/10.26661/2522-1566/2022-1/19-05>
- Musyaffi, A. M., Khairunnisa, H., & Respati, D. K. (2022). *Konsep Dasar Structural Equation Model—Partial Least Square (SEM-PLS) Menggunakan SMARTPLS*. Pascal Books.
- Nordiawan, D., & Ayuningtyas, H. (2011). *Akuntansi Sektor Publik*. Salemba Empat.
- Nur, F., & Kurniawati, A. (2022). MENINJAU PERMASALAHAN RENDAHNYA KUALITAS PENDIDIKAN DI INDONESIA DAN SOLUSI. *AoEJ: Academy of Education Journal*, 13(1).
- Nur Fajriani, M., & Silvianita, A. (2019). ANALISIS FAKTOR-FAKTOR YANG MENDORONG KINERJA KARYAWAN PT ANTAM TBK. *ADHUM*, 9 Nomor 1.
- Paramesti, A. L., Zefanya, J. N., Berliani, B., & Ramadhani, D. N. (2024, April 11). Nilai PISA Rendah, Ekonomi Susah: Hubungan Kualitas Pendidikan terhadap Pertumbuhan Ekonomi. <https://himiespa.feb.ugm.ac.id/nilai-pisa-rendah-ekonomi-susah-hubungan-kualitas-pendidikan-terhadap-pertumbuhan-ekonomi/>
- Podsakoff, P. M., Mackenzie, S. B., Paine, J. B., & Bachrach, D. G. (2000). *Organizational Citizenship Behaviors: A Critical Review of the Theoretical and Empirical Literature and Suggestions for Future Research*.
- Pradana, M., Silvianita, A., Syarifuddin, S., & Renaldi, R. (2022). The Implication of Digital Organisational Culture on Firm Performance. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.840699>
- Pradhan, R. K., & Jena, L. K. (2017). Employee Performance at Workplace: Conceptual Model and Empirical Validation. *Business Perspectives and Research*, 5(1), 69–85. <https://doi.org/10.1177/2278533716671630>
- Pramesrianto, A., Edward, & Amin, S. (2020). Pengaruh pengembangan sumber daya manusia dan kemampuan kerja terhadap kinerja karyawan PT. Jambi Media Grafika “Tribun Jambi.” *Jurnal Dinamika Manajemen*, 8(3).

- Priansa, D. J. (2017). *Manajemen Kinerja Kepegawaian dalam Pengelolaan SDM Perusahaan*. CV Pustaka Setia.
- Putri, S. N., Fauziah Afriyani, & Muhammad Bahrul Ulum. (2024). Pengaruh Budaya Digital Terhadap Kinerja Karyawan di PT. Fokus Ritel Nusaprima Palembang. *JEMSI (Jurnal Ekonomi, Manajemen, Dan Akuntansi)*, 10(2), 1330–1338. <https://doi.org/10.35870/jemsi.v10i2.2303>
- Putri, S. R., & Ferdian, A. (2021). Pengaruh Budaya Digital Terhadap Kinerja Karyawan Di Astra Credit Companies Pekanbaru The Effect Of Digital Culture On Employee Performance At Astra Credit Companies Pekanbaru. *E-Proceeding of Management*, 4457.
- Rafiq, M., Zhang, X. P., Yuan, J., Naz, S., & Maqbool, S. (2020). Impact of a balanced scorecard as a strategic management system tool to improve sustainable development: Measuring the mediation of organizational performance through PLS-Smart. *Sustainability (Switzerland)*, 12(4). <https://doi.org/10.3390/su12041365>
- Raynaldo, & Hadi, S. P. (2016). Pengaruh Perilaku Kerja dan Gaya Kepemimpinan Partisipatif terhadap Kepuasan Kerja karyawan. *Jurnal Ilmu Administrasi Bisnis SI Undip*.
- Rich, B. L., Lepine, J. A., & Crwaford, E. R. (2017). Job engagement: Antecedents and effects on job performance. *Academy of Management Journal*, 53, 617–635. <https://www.researchgate.net/publication/258130125>
- Riduwan. (2012). *Skala Pengukuran Variabel- variabel Penelitian*. Alfabeta.
- Rivaj, V., & Basri, R. (2004). *Performance Appraisal: Sistem yang Tepat untuk Menilai Kinerja Karyawan dan Meningkatkan Daya Saing Perusahaan*. PT Raja Grafindo Persada.
- Robbins, S. P., & Judge, Timothy. A. (2015). *Perilaku Organisasi* (16th ed.). Salemba Empat.
- Sadiartha, A. A. N. G. (2015). *BUDAYA ORGANISASI* (I. G. A. Paramita, Ed.). PT. Percetakan Bali.
- Saktinegara, J. R., Wardana, I. M., & Riana, I. G. (2016). Menguji Pengaruh Kepemimpinan Terhadap Perilaku Kerja dan Kinerja Karyawan (Studi Pada Kantor Imigrasi Kelas I Khusus Ngurah Rai). *E-Jurnal Ekonomi Dan Bisnis Universitas Udayana*.
- Samsuddin, H. (2018). *Kinerja Pegawai: Tinjauan dari Dimensi Gaya Kepemimpinan, Budaya Organisasi dan Komitmen Organisasi*. Pindomedia Pustaka.

- Sedarmayanti. (2017). *Perencanaan dan Pengembangan SDM untuk Meningkatkan Kompetensi Kinerja, dan Produktivitas Kerja*. PT Refika Aditama.
- Sekaran, U., & Bogie, R. (2017). *Metodelogi Penelitian untuk Bisnis* (7th ed.). Salemba Utama.
- Sharma, D. (2010). *Performance Appraisal and Management* (1st ed.). Himalaya Publishing House.
- Shin, J., Mollah, M. A., & Choi, J. (2023). Sustainability and Organizational Performance in South Korea: The Effect of Digital Leadership on Digital Culture and Employees' Digital Capabilities. *Sustainability (Switzerland)*, 15(3). <https://doi.org/10.3390/su15032027>
- Sinambela, L. O. (2019). *Manajemen Sumber Daya Manusia: Membangun Kinerja Tim yang Solid untuk Meningkatkan Kinerja*. PT Bumi Aksara.
- Sudaryo, Y., Ariwibowo, A., & Sofianti, N. A. (2018). *Manajemen Sumber Daya Manusia: Kompensasi Tidak Langsung dan Lingkungan Kerja Fisik*. ANDI.
- Sugiyono. (2018). *Metode Penelitian Kuantitatif*. Alfabeta.
- Sugma, S. H. (2022). The Effect Of Work Behavior And Work Environment On Employee Performance. *At-Tadbir : Jurnal Ilmiah Manajemen*, 6(2), 169. <https://doi.org/10.31602/atd.v6i2.7150>
- Suhada, Mafra, N. U., Sari, R. K., & Arriyanto, M. N. (2024). Pengaruh Perilaku Kerja dan Komunikasi Terhadap Kinerja Karyawan Rumah Makan Pagi Sore Cabang Sudirman Palembang. *Jurnal Media Wahana Ekonomika*, 21 Nomer 1, 142–155.
- Sulistiyani, A. T., & Rosidah. (2018). *Manajemen Sumber Daya Manusia: Pendekatan Teoritik dan Praktik Untuk Organisasi Publik*. Gava Media.
- Tarigan, A. F. (2011). *Analisis faktor-faktor yang Mempengaruhi Kinerja Pegawai Dalam Organisasi Sektor Publik (Studi pada Kantor Pelayanan Pajak Pratama Semarang Tengah Satu)*.
- Torang, S. (2013). *Organisasi & Manajemen: Perilaku, Struktur, Budaya & Perubahan Organisasi*. Alfabeta.
- Turkoglu. (2019). *The Digital Cultural Identity on The Space Drawed in Virtual Games and Representative*. Dalam B. O. Dogan, dan D. G. Unlu, *Handbook of Research on Examining Cultural Policies Through Digital Communication*. IGI Global.
- Umam, K. (2012). *Perilaku Organisasi*. CV Pustaka Setia.

- Vial, G. (2019). Understanding digital transformation: A review and a research agenda. *Journal Of Strategic Information Systems*.
- Wang, C., Chen, X., Yu, T., Liu, Y., & Jing, Y. (2024). Education Reform and Change Driven by Digital Dechnology: a Dibliometric Study from a Dlobal Perspective. *Humanities and Social Sciences Communications*, 11(1). <https://doi.org/10.1057/s41599-024-02717-y>
- Wardhana, A., Sari, A. P., Limgiani, Gunaisah, E., Suroso, Mukhisin, M., Yanti, N., Siagian, A. O., Herawati, M., Sattar, Rinda, R. T., Harto, B., Fardiansyah, H., Hasmin, & Saluy, A. B. (2022). *Manajemen Kinerja (Konsep, Teori, dan Penerapannya)*. Medsan.
- Wardiah, M. L. (2016). *Teori Perilaku dan Budaya Organisasi* . CV Pustaka Setia.
- Westerman, G., Bonnet, D., & McAfee, A. (2014). Leading Digital: Turning Technology into Business Transformation. *Harvard Business Review Press*.
- Winarno, A., & Perdana, Y. (2015). The Effects of Competence and Motivation on Employee Performance at PT Pos Indonesia Bandung Cilaki Head Office. *Int'l Conference on Business, Marketing & Information System Management*, 25–26. <https://doi.org/10.15242/icehm.ed1115030>
- Yegen. (2019). *Digitalization of Labor: Women Making Sales Through Instagram and Knitting Accounts*. Dalam R. Yilmaz, M. N. Erdem, dan F. Resuloglu, *Handbook of Research on Transmedia Storytelling and Narrative Strategies*. IGI Global.
- Yusuf, F. A., & Maliki, B. I. (2021). *Perilaku Organisasi*. PTRaja Grafindo Persada.