

DAFTAR PUSTAKA

- Abdulrahman, B. S., Qader, K. S., Jamil, D. A., Sabah, K. K., Gardi, B., & Anwer, S. A. (2022). Work engagement and its influence in boosting productivity. *International Journal of Language, Literature and Culture*, 2(6). <https://doi.org/10.22161/ijllc.2.6.3>
- Aboubichr, B., & Conway, N. (2023). The gaming of performance management systems in British universities. *Human Relations*, 76(4). <https://doi.org/10.1177/00187267211052827>
- Aditya, I. P. K. R., Pio, R. J., & Rumawas, W. (2024). Effect of Training and Career Development on Motivation and Employee Performance. *International Journal of Science and Society*, 6(1), 62–81. <https://doi.org/10.54783/ijssoc.v6i1.996>
- Adrian Putra Ariussanto, K., Jiwa Husada Tarigan, Z., Br Sitepu, R., & Kumar Singh, S. (2020). Leadership Style, Employee Engagement, and Work Environment to Employee Performance in Manufacturing Companies. *SHS Web of Conferences*, 76, 1020. <https://doi.org/10.1051/shsconf/20207601020>
- ‘Adziima, M. F. (2022). Psikologi Humanistik Abraham Maslow. *Jurnal Tana Mana*, 2(2). <https://doi.org/10.33648/jtm.v2i2.171>
- Ahn, M. (2020). An Analysis of Team-Based Learning’s Impact on Interest, Attitude toward English learning, and Self-Directed Learning. *The Korean Society of Culture and Convergence*, 42(5), 229–254. <https://doi.org/10.33645/cnc.2020.05.42.5.229>
- Alegbeleye, I. D., & Kaufman, E. K. (2020). Relationship Between Middle Managers’ Transformational Leadership and Effective Followership Behaviors in Organizations. *Journal of Leadership Studies*, 13(4), 1–14. <https://doi.org/10.1002/jls.21673>
- Alfiyah, N., & Riyanto, S. (2019). The Effect of Compensation, Work Environment and Training on Employees’ Performance of Politeknik LP3I Jakarta. *International Journal of Innovative Science and Research Technology*, 4(5).
- Al-Omar, H. A., Arafah, A. M., Barakat, J. M., Almutairi, R. D., Khurshid, F., & Alsultan, M. S. (2019). The impact of perceived organizational support and resilience on pharmacists’ engagement in their stressful and competitive workplaces in Saudi Arabia. *Saudi Pharmaceutical Journal*, 27(7), 1044–1052. <https://doi.org/10.1016/j.jsps.2019.08.007>
- Al-Rabiey, A. S. F., Al-Ghaili, M., Algomaie, M. M. A., & Ghanem, S. M. A. (2024). *The Impact of Employee Relation Management and Transformational Leadership on Employee Performance*.
- Aminah, S., & Aminah, S. (2022). Konsep Kepemimpinan Pemerintahan Transformational-Servant Leadership. *Jurnal Wahana Bina Pemerintahan*, 4(1), 1–22. <https://doi.org/10.55745/jwbp.v4i1.36>
- Arifudin, O., Sofyan, Y., Rusmana, F. D., & Tanjung, R. (2020). Pengaruh Gaya Kepemimpinan Transformasional Dan Transaksional Dengan Kinerja Karyawan Bri Syariah Subang. *Ekonomi Dan Bisnis*, 5(2), 157–163.
- Asbari, M. (2019). Pengaruh kepemimpinan transformasional dan iklim organisasi terhadap kinerja dosen. *Joce Ip, Query date: 2023-12-11 13:42:06*.

- Avkiran, N. K., & Ringle, C. M. (2018). Partial Least Squares Structural Equation Modeling: Recent Advances in Banking and Finance. *Springer, February*, 239. <https://doi.org/10.1007/978-3-319-71691-6>
- Avkiran, N. K., Ringle, C. M., & Low, R. (2018). Monitoring transmission of systemic risk: Application of partial least squares structural equation modeling in financial stress testing. *Journal of Risk*, 20(5). <https://doi.org/10.21314/JOR.2018.386>
- Awan, S. H., Habib, N., Shoaib Akhtar, C., & Naveed, S. (2020). Effectiveness of Performance Management System for Employee Performance Through Engagement. *SAGE Open*, 10(4). <https://doi.org/10.1177/2158244020969383>
- Baber, H., Deepa, V., Elrehail, H., Poulin, M., & Mir, F. A. (2023). Self-Directed Learning Motivational Drivers of Working Professionals: Confirmatory Factor Models. *Higher Education, Skills and Work-Based Learning*, 13(3), 625–642. <https://doi.org/10.1108/HESWBL-04-2023-0085>
- Badriyah, M. (2015). *Manajemen Sumber Daya Manusia* (1st ed.). Pustaka Setia.
- Baron, R. M., & Kenny, D. A. (1986). The moderator-mediator variable distinction in social psychological research: Conceptual, strategic, and statistical considerations. *Journal of Personality and Social Psychology*, 51(6). <https://doi.org/10.1037//0022-3514.51.6.1173>
- Bass, B. (1990). Bass & Stogdill's handbook of leadership: Theory, research, and managerial applications, 3rd ed. In *Bass & Stogdill's handbook of leadership: Theory, research, and managerial applications, 3rd ed.*
- Bentler, P. M., & Bonett, D. G. (1980). *Significance tests and goodness of fit in the analysis of covariance structures*. Psychological Bulletin.
- Bentler, P. M., & Huang, W. (2014a). On Components, Latent Variables, PLS and Simple Methods: Reactions to Rigdon's Rethinking of PLS. *Long Range Planning*, 47(3), 138–145. <https://doi.org/10.1016/j.lrp.2014.02.005>
- Bentler, P. M., & Huang, W. (2014b). On Components, Latent Variables, PLS and Simple Methods: Reactions to Rigdon's Rethinking of PLS. *Long Range Planning*, 47(3). <https://doi.org/10.1016/j.lrp.2014.02.005>
- Blignaut, H., Erasmus, E., & Toit-Brits, C. du. (2023). Joyful learning: Advocating for self-directed learning through authentic, playful problem-based learning. *Problem-Based Learning and Pedagogies of Play: Active Approaches towards Self-Directed Learning*, Query date: 2023-12-11 14:08:22, 71–95. <https://doi.org/10.4102/aosis.2023.bk409.04>
- Bosch, C., & Goede, R. (2019). Self-directed learning: A conceptual overview. *NWU Self-Directed Learning Series*, Query date: 2023-12-11 14:08:22, 1–36. <https://doi.org/10.4102/aosis.2019.bk134.01>
- Bratton, J., Gold, J., Bratton, A., & Steele, L. (2021). *Human resource management*. books.google.com. https://books.google.com/books?hl=en&lr=&id=GphcEAAAQBAJ&oi=fnd&pg=PR6&dq=sharing+economy+business+sustainable+competitive+advantage&ots=2Out7RN3QC&sig=cerYr1oX4f7HgqwAwiZFFI_R6mY
- Broome, M. E., & Marshall, E. S. (2020). Transformational Leadership: Complexity, Change, and Strategic Planning. *Transformational Leadership in Nursing*, Query date: 2023-12-11 14:05:58. <https://doi.org/10.1891/9780826135056.0002>

- Bruce, J. C., Lack, M., Bomvana, N. M., & Qamata-Mtshali, N. (2018). Problem-based Learning: Nursing students' attitude, self-reported competence, tutorial performance and self-directed learning readiness. *Journal of Nursing Education and Practice*, 8(10), 11. <https://doi.org/10.5430/jnep.v8n10p11>
- Burhanudin. (2020). Gaya Kepemimpinan Transaksional dan Transformasional Terhadap Kinerja. *Gaya Kepemimpinan Transaksional Dan Transformasional Terhadap Kinerja Karyawan Bank BRI Purworejo*, X(1), 7–18.
- Burhanudin, & Kurniawan, A. (2020). Gaya Kepemimpinan Transaksional Dan Transformasional Terhadap Kinerja Karyawan Bank Bri Purworejo. *Jurnal Ilmiah Manajemen*, 11(1), 7–18.
<https://trijurnal.lemlit.trisakti.ac.id/mrbm/article/view/6324>
- Buttigieg, S. C., Cassia, M. V., & Cassar, V. (2023). The relationship between transformational leadership, leadership agility, work engagement and adaptive performance: a theoretically informed empirical study. *Research Handbook on Leadership in Healthcare*, Query date: 2023-12-11 14:05:58, 235–251. <https://doi.org/10.4337/9781800886254.00021>
- Cai, Y., Wang, L., Bi, Y., & Tang, R. (2022). How Can the Professional Community Influence Teachers' Work Engagement? The Mediating Role of Teacher Self-Efficacy. *Sustainability (Switzerland)*, 14(16).
<https://doi.org/10.3390/su141610029>
- Chang, Y. Y. (2016). High-performance work systems, joint impact of transformational leadership, an empowerment climate and organizational ambidexterity: Cross level evidence. *Journal of Organizational Change Management*. <https://doi.org/10.1108/JOCM-09-2015-0150>
- Chin, W. W. (2010). How to write up and report PLS analyses. Handbook of Partial Least Squares. In *Handbook of Partial Least Squares*.
- Choi, S. L., Goh, C. F., Adam, M. B. H., & Tan, O. K. (2016). Transformational leadership, empowerment, and job satisfaction: the mediating role of employee empowerment. *Human Resources for Health*, Query date: 2023-12-11 13:42:06. <https://doi.org/10.1186/s12960-016-0171-2>
- Colquitt, J., Lepine, J., & Wesson, M. (2019). *Organizational behavior : improving performance and commitment in the workplace , 6e chapter by chapter changes*.
- Conger, J. A., & Kanungo, R. N. (1987). Toward a Behavioral Theory of Charismatic Leadership in Organizational Settings. *Academy of Management Review*, 12(4). <https://doi.org/10.5465/amr.1987.4306715>
- Curtis, G. J., & Wee, S. (2021). Are Individual Differences in Information-Processing Styles Related to Transformational Leadership? A Test of the Cognitive Experiential Leadership Model. *Frontiers in Psychology*, 12(Query date: 2023-12-11 14:05:58).
<https://doi.org/10.3389/fpsyg.2021.599008>
- Datanesia. (2023, April 17). *Jalan Mundur Industri Kosmetik*. Datanesia.
<https://datanesia.id/jalan-mundur-industri-kosmetik/>
- Daunert, A. L., & Price, L. (2014). E-Portfolio: A Practical Tool for Self-Directed, Reflective, and Collaborative Professional Learning. *Professional and Practice-Based Learning*, Query date: 2023-12-11 14:08:22, 231–251.
https://doi.org/10.1007/978-94-007-7012-6_13

- Deci, E. L., & Ryan, R. M. (1985). Intrinsic Motivation and Self-Determination in Human Behavior. In *Intrinsic Motivation and Self-Determination in Human Behavior*. <https://doi.org/10.1007/978-1-4899-2271-7>
- Dijkstra, T. K., & Henseler, J. (2015a). Consistent and asymptotically normal PLS estimators for linear structural equations. *Computational Statistics and Data Analysis*, 81. <https://doi.org/10.1016/j.csda.2014.07.008>
- Dijkstra, T. K., & Henseler, J. (2015b). Consistent partial least squares path modeling. In *MIS Quarterly: Management Information Systems* (Vol. 39, Issue 2). <https://doi.org/10.25300/MISQ/2015/39.2.02>
- Dijkstra, T. K., & Henseler, J. (2015c). Consistent partial least squares path modeling. *MIS Quarterly: Management Information Systems*, 39(2), 297–316. <https://doi.org/10.25300/MISQ/2015/39.2.02>
- Dubey, U. K. B., & Kothari, D. P. (2022). Research Methodology. In *Research Methodology*. <https://doi.org/10.1201/9781315167138>
- Dudija, N., Naibaho, S., & Wibowo, S. B. (2024). Enhancing Performance: The Role of Organizational Culture, Commitment, and Support in Indonesian Paper Industry. *Jurnal Psikologi*, 51(2), 141. <https://doi.org/10.22146/jpsi.81915>
- Elshifa, A., Anjarini, A. D., Kharis, A. J., & Mulyapradana, A. (2020). Pengaruh Keterlibatan Kerja dan Orientasi Belajar terhadap Kinerja Karyawan dengan Mediasi Kompetensi. *Jesya (Jurnal Ekonomi & Ekonomi Syariah)*, 3(2), 276–284. <https://doi.org/10.36778/jesya.v3i2.183>
- Emory, L. B., & Peltz, D. P. (2020). Leadership Development: The Role of Learning in the Authentic, Transformational, Servant, and Kenotic Leader. *True Leadership, Query date: 2023-12-11 14:05:58*, 109–118. https://doi.org/10.1007/978-3-030-46660-2_7
- Fahmi, M., Kostini, N., & Putra, W. B. T. S. (2022). Exploring hybrid learning readiness and acceptance model using the extended TAM 3 and TPB approach: An empirical analysis. *International Journal of Research in Business and Social Science* (2147- 4478), 11, 321–334. <https://doi.org/10.20525/ijrbs.v11i8.2144>
- Fahmi, M., Novel, N., & Putra, W. B. T. S. (2022). The impact of vocational perception on entrepreneurial intention: An empirical analysis of the logistics business study program at Padjadjaran University. *International Journal of Research in Business and Social Science* (2147-4478), 11, 276–289. <https://doi.org/10.20525/ijrbs.v11i8.2193>
- Farahnak, L. R., Ehrhart, M. G., Torres, E. M., & Aarons, G. A. (2019). The Influence of Transformational Leadership and Leader Attitudes on Subordinate Attitudes and Implementation Success. *Journal of Leadership and Organizational Studies*, 1–14. <https://doi.org/10.1177/1548051818824529>
- Fatimah, F. N. D. (2021). Panduan Praktis Evaluasi Kinerja Karyawan. In *Anak Hebat Indonesia*.
- Fauziah, G., & Arnu, A. P. (2022). Perencanaan Sumber Daya Manusia dan Kompetensi Karyawan terhadap Kinerja Karyawan pada Kedai Kopi Kala Senja Karawang. *Jurnal Mirai Management*, 7(1), 127–132. <https://journal.stieamkop.ac.id/index.php/mirai/article/view/1547>

- Feri, S., Rahmat, A., & Supeno, B. (2020). Pengaruh Motivasi, Gaya Kepemimpinan Transformasional Dan Budaya Organisasi Terhadap Kinerja Karyawan Melalui Kepuasan Kerja Sebagai Variabel Intervening Studi Pada PT. Champion Kurnia Djaja Technologies. *INOBIIS: Jurnal Inovasi Bisnis Dan Manajemen Indonesia*, 4(1), 134–151.
<https://doi.org/10.31842/jurnalinobis.v4i1.172>
- Fetriah, D., & Hermingsih, A. (2023). The Effect of Perceived Organizational Support, Work Motivation, and Competence on Employee Performance Mediated by Employee Engagement. *Dinasti International Journal of Management Science*, 5(1). <https://doi.org/10.31933/dijms.v5i1.2023>
- Frazier, A. (2020). Transformational Leadership. *A Roadmap for Quality Transformation in Education*, Query date: 2023-12-11 14:05:58, 31–45.
<https://doi.org/10.4324/9781003075981-4>
- Garrison, D. R. (1997). Self-directed learning: Toward a comprehensive model. *Adult Education Quarterly*, 48(1), 18–33.
<https://doi.org/10.1177/074171369704800103>
- Garson, G. D. (2016). Partial Least Squares: Regression & Structural Equation Models. In *Multi-Label Dimensionality Reduction*.
- Geisser, S. (1975). The predictive sample reuse method with applications. *Journal of the American Statistical Association*, 70(350), 320–328.
<https://doi.org/10.1080/01621459.1975.10479865>
- Ghasabeh, M. (2021). Transformational Leadership: Implementing a Cultural Approach in Organizations. *The Journal of Values-Based Leadership*, 14(1).
<https://doi.org/10.22543/0733.141.1340>
- Golightly, A. (2019). Do Learning Style Preferences of Preservice Geography Teachers Matter in Self-Directed Learning? *Journal of Geography*, 118(4), 143–156. <https://doi.org/10.1080/00221341.2018.1549267>
- Graen, G. B., & Uhl-Bien, M. (1995). Relationship-based approach to leadership: Development of leader-member exchange (LMX) theory of leadership over 25 years: Applying a multi-level multi-domain perspective. *The Leadership Quarterly*, 6(2). [https://doi.org/10.1016/1048-9843\(95\)90036-5](https://doi.org/10.1016/1048-9843(95)90036-5)
- Greenleaf, R. K. (2019). The Servant as Leader. In *Leadership* (pp. 407–415). University of Notre Dame Press. <https://doi.org/10.2307/j.ctvp985tk.36>
- Groves, K. S. (2013). Examining Leader–Follower Congruence of Social Responsibility Values in Transformational Leadership. *Journal of Leadership & Organizational Studies*, 21(3), 227–243.
<https://doi.org/10.1177/1548051813498420>
- Hadi, L. K., & Hanif, R. (2022). The Influence of Work Engagement on Employee Performance at PT. Telkom Indonesia Tbk., Witel Malang Through Organizational Citizenship Behavior as a Mediation Variable. *International Journal of Science, Technology & Management*, 3(2).
<https://doi.org/10.46729/ijstm.v3i2.478>
- Hagemann, M. (2022). Does Current Popular Leadership Literature Show a Preference for Transformational Leadership? *Managing Global Transitions*, 20(4). <https://doi.org/10.26493/1854-6935.20.335-351>
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2017a). A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM). In *Sage* (2nd ed.). SAGE Publications, Inc.

- Hair, J. F., Hult, G. T., Ringle, C., & Sarstedt, M. (2017b). A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM). In *Sage*.
- Hair, J. F., Sarstedt, M., Hopkins, L., & Kuppelwieser, V. G. (2014). Partial least squares structural equation modeling (PLS-SEM): An emerging tool in business research. *European Business Review*, 26(2), 106–121. <https://doi.org/10.1108/EBR-10-2013-0128>
- Hair, J. F., Sarstedt, M., Ringle, C. M., & Gudergan, S. P. (2018). An Overview of Recent and Emerging Developments in PLS-SEM. *Advanced Issues in Partial Least Squares SEM*, June.
- Hayes, A. F., & Preacher, K. J. (2006). Asymptotic and Resampling Strategies for Assessing and Comparing Indirect Effects in Simple and Multiple Mediator Models. *Multiple Mediation*, 7556(785).
- Henseler, J., Dijkstra, T. K., Sarstedt, M., Ringle, C. M., Diamantopoulos, A., Straub, D. W., Ketchen, D. J., Hair, J. F., Hult, G. T. M., & Calantone, R. J. (2014). Common Beliefs and Reality about Partial Least Squares: Comments on Rönkkö & Evermann (2013). *Organizational Research Methods*, 17(2).
- Henseler, J., Ringle, C. M., & Sarstedt, M. (2015a). A new criterion for assessing discriminant validity in variance-based structural equation modeling. *Journal of the Academy of Marketing Science*, 43(1). <https://doi.org/10.1007/s11747-014-0403-8>
- Henseler, J., Ringle, C. M., & Sarstedt, M. (2015b). 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>
- Henseler, J., & Sarstedt, M. (2013). Goodness-of-fit indices for partial least squares path modeling. *Computational Statistics*, 28(2). <https://doi.org/10.1007/s00180-012-0317-1>
- Hepworth, D. H., Rooney, R. H., Rooney, G. D., & Strom, K. (2016). *Empowerment series: Direct social work practice: Theory and skills*. Query date: 2023-12-11 13:46:22. <https://internationalparentingschool.com/wp-content/uploads/2021/03/Hepworh-et-al-Forming-and-assessing-groups.pdf>
- Holbeche, L. (2022). *Aligning human resources and business strategy*. api.taylorfrancis.com. <https://api.taylorfrancis.com/content/books/mono/download?identifierName=doi&identifierValue=10.4324/9781003219996&type=googlepdf>
- House, R. J. (1996). Path-goal theory of leadership: Lessons, legacy, and a reformulated theory. *Leadership Quarterly*, 7(3), 323–352. [https://doi.org/10.1016/S1048-9843\(96\)90024-7](https://doi.org/10.1016/S1048-9843(96)90024-7)
- Ho, W. Y. J. (2019). Self-Directed Language Learning: A Semiotic Analysis of a Language Learning App. *Virtual Sites as Learning Spaces*, Query date: 2023-12-11 14:08:22, 295–327. https://doi.org/10.1007/978-3-030-26929-6_11
- Huang, S. Y. B., Li, M.-W., & Chang, T.-W. (2021). Transformational Leadership, Ethical Leadership, and Participative Leadership in Predicting Counterproductive Work Behaviors: Evidence From Financial Technology Firms. *Frontiers in Psychology*, 12(Query date: 2023-12-11 14:05:58). <https://doi.org/10.3389/fpsyg.2021.658727>

- Hu, L., & Bentler, P. M. (1998). Fit indices in covariance structure modeling: Sensitivity to underparameterized model misspecification. *Psychological Methods*, 3(4), 424–453. <https://doi.org/10.1037//1082-989x.3.4.424>
- Hutasuhut, I., Adruce, S. A. Z., & Jonathan, V. (2020). How a Learning Organization Cultivates Self-Directed Learning. *Journal of Workplace Learning*, 33(5), 334–347. <https://doi.org/10.1108/JWL-05-2020-0074>
- Hutasuhut, I. J., Adruce, S. A. Z., & Usop, H. (2019). Antecedent Factors of Self-Directed Learning in the Workplace: A Case Study in a Private Organization in Indonesia. *Journal of Cognitive Sciences and Human Development*, 5(2), 41–52. <https://doi.org/10.33736/jcsd.1918.2019>
- Hutchings, K., Michailova, S., & Wilkinson, A. (2024). A guide to key theories for human resource management research. In *A Guide to Key Theories for Human Resource Management Research*. <https://doi.org/10.4337/9781035308767>
- Insani, A. N. (2020). Pengaruh Gaya Kepemimpinan Transformasional dan Motivasi Kerja Terhadap Kinerja Karyawan. *Prosiding Manajemen*, 6(2). <https://doi.org/http://dx.doi.org/10.29313/.v6i2.24605>
- Indiyati, D., Kusumastuti, D., & Siregar, I. W. (2024). The Leadership As One Of Key Success Factors Of Knowledge Management: Transformational Digital. *Theory and Practice*, 2024(5), 3832–3840. <https://doi.org/10.53555/kuey.v30i5.3541>
- Iskandar, Y., & Andriani, I. (2019). Gaya Kepemimpinan Transformasional Dan Kepuasan Kerja Pada Pekerja Bumh. *Jurnal Psikologi*, 12(2), 169–178. <https://doi.org/10.35760/psi.2019.v12i2.2441>
- Islam, M. R., Khan, N. A., & Baikady, R. (2022). Principles of Social Research Methodology. In *Principles of Social Research Methodology*. <https://doi.org/10.1007/978-981-19-5441-2>
- Jauhari, M. I., & Karyono, K. (2022). Teori Humanistik Maslow dan Kompetensi Pedagogik. *Sustainable Jurnal Kajian Mutu Pendidikan*, 5(2). <https://doi.org/10.32923/kjmp.v5i2.2585>
- Jeve, Y. B., Oppenheimer, C., & Konje, J. (2015). Employee engagement within the NHS: A cross-sectional study. *International Journal of Health Policy and Management*, 4(2). <https://doi.org/10.15171/ijhpm.2015.12>
- Kahn, W. A. (1990). Psychological conditions of personal engagement and disengagement at work. *Academy of Management Journal*, 33(4), 692–724. <https://doi.org/10.5465/256287>
- Kasmo, A. B. P., Sukardiman, D. F., & Putra, W. B. T. S. (2018). *Social Media Health Campaign: An Investigation of Factors Affecting Facebook User's Attitude and Health Behavioral Intention Among Indonesian Cultures*. <https://www.researchgate.net/publication/335137380>
- Khan, P., & Johl, S. K. (2019). *Nexus of Comprehensive Green Innovation, Environmental Management System-14001-2015 and Firm Performance*. <https://doi.org/10.1080/23311975.2019.1691833>
- Khurana, C. (2023). Essentials of Research Methodology. In *Essentials of Research Methodology*. <https://doi.org/10.9734/bpi/mono/978-81-19761-31-9>
- Kiraly, D. (2014). *A social constructivist approach to translator education: Empowerment from theory to practice*. books.google.com.

- <https://books.google.com/books?hl=en&lr=&id=mcoJBAAQBAJ&oi=fnd&pg=PP1&dq=self+directed+learning&ots=d8U5NJlmy2&sig=CKAnVz3b-GepQgMm3gQdUdwitYY>
- Kirkpatrick, M. K., Esterhuizen, P., Jesse, E., & Brown, S. T. (2015). Improving Self-directed Learning/Intercultural Competencies. *Nurse Educator*, 40(1), 46–50. <https://doi.org/10.1097/nne.0000000000000092>
- Knowles, M. S. (1975). Self-directed learning, A guide for learners and teachers. *The Journal of Continuing Education in Nursing*.
- Kouzes, J. M., & Posner, B. Z. (2006). *The leadership challenge* (Vol. 3). John Wiley & Sons.
- Krisnawati, N. K. D., & Bagia, I. W. (2021). Pengaruh Kompetensi Kerja Terhadap Kinerja Karyawan. *Bisma: Jurnal Manajemen*, 7(1), 29. <https://doi.org/10.23887/bjm.v7i1.28736>
- Kwong, & Wong. (2019). *Mastering Partial Least Squares Structural Equation Modelling (PLS-SEM) with SmartPLS in 38 Hours*. March, 1–172.
- Lai, F. Y., Tang, H. C., Lu, S. C., Lee, Y. C., & Lin, C. C. (2020). Transformational Leadership and Job Performance: The Mediating Role of Work Engagement. *SAGE Open*, 10(1). <https://doi.org/10.1177/2158244019899085>
- Lee, J. G., & Jung, I. C. (2019). Structural Relationships among Team Activity, Self-Directed Learning, Learning Flow and Learning Performance in Flipped-Learning College Classrooms. *Korean Association For Learner-Centered Curriculum And Instruction*, 19(24), 755–779. <https://doi.org/10.22251/jlcci.2019.19.24.755>
- Lei, C., & Razali, F. (2021). The Effects of Situational Teaching, Cooperative Learning, and Self-directed Learning on Mathematical Learning Abilities in China. *International Journal of Human Resource Studies*, 11(4), 174. <https://doi.org/10.5296/ijhrs.v11i4s.19247>
- Lemmetty, S., & Collin, K. (2019). Self-Directed Learning as a Practice of Workplace Learning: Interpretative Repertoires of Self-Directed Learning in ICT Work. *Vocations and Learning*, 13(1), 47–70. <https://doi.org/10.1007/s12186-019-09228-x>
- Liden, R. C., & Maslyn, J. M. (1998). Multidimensionality of leader-member exchange: An empirical assessment through scale development. *Journal of Management*, 24(1). <https://doi.org/10.1177/014920639802400105>
- Loizzo, J. (2017). Adult MOOC learners as self-directed: Perceptions of motivation, success, and completion. *Online Learning Journal*, 21(2). <https://doi.org/10.24059/olj.v21i2.889>
- Lubbe, A., & Mentz, E. (2021). Self-directed learningoriented assessment and assessment literacy: Essential for 21st century learning. *NWU Self-Directed Learning Series*, Query date: 2023-12-11 14:08:22, 1–25. <https://doi.org/10.4102/aosis.2021.bk280.01>
- Lussa, M. F., Sudiro, A., & Dwi Vata Hapsari, R. (2023). The effect of work motivation and work environment on employee performance through work engagement. *International Journal of Research in Business and Social Science* (2147- 4478), 12(9). <https://doi.org/10.20525/ijrbs.v12i9.3063>
- Lussier, K. (2019). Of Maslow, motives, and managers: The hierarchy of needs in American business, 1960–1985. *Journal of the History of the Behavioral*

- Sciences, Query date: 2023-12-13 21:27:05.*
<https://doi.org/10.1002/jhbs.21992>
- Luu, T. M. V. (2022). Readiness for Online Learning: Learners' Comfort and Self-Directed Learning Ability. *International Journal of TESOL & Education*, 2(1), 213–224. <https://doi.org/10.54855/ijte.222113>
- Mabasa, T. D., & Flotman, A. P. (2022). Employees' experiences of change management in the implementation of a performance management system. *SA Journal of Industrial Psychology*, 48. <https://doi.org/10.4102/sajip.v48i0.1980>
- Mahendra, A., Togar, R., Sirait, M., Sitepu, B. O., & Thomas, S. (2022). Effect of Organizational Culture And Work Environment On Employee Performance Of PT. *Jurnal Mantik*, 6(1), 195–201.
- Mangkunegara, A. A. A. P. (2020). *Manajemen Sumber Daya Manusia Instansi (XIV)*. PT Remaja Rosdakarya.
- Manktelow, J. (2015). The Blake Mouton Managerial Grid. *MindTools*.
- Marjaya, I., & Pasaribu, F. (2019). Pengaruh Kepemimpinan, Motivasi, Dan Pelatihan Terhadap Kinerja Pegawai. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 2(1), 129–147. <https://doi.org/10.30596/maneggio.v2i1.3650>
- Markant, D. B. (2019). Effects of biased hypothesis generation on self-directed category learning. *Journal of Experimental Psychology: Learning, Memory, and Cognition*, 45(9), 1552–1568. <https://doi.org/10.1037/xlm0000671>
- Marwansyah. (2012). *Manajemen Sumber Daya Manusia. Edisi Kedua*. Alfabeta.
- Matthews, L., Hair, J., & Matthews, R. (2018). PLS-SEM: The Holy Grail for Advanced Analysis. *The Marketing Management Journal*, 28(1), 1–13. <http://www.mmaglobal.org/publications/MMJ/MMJ-Issues/2018-Spring/MMJ-2018-Vol28-Issue1-Complete.pdf#page=9>
- McDonald, K. S., & Hite, L. M. (2023). *Career development: A human resource development perspective*. books.google.com. https://books.google.com/books?hl=en&lr=&id=JKCyEAAAQBAJ&oi=fnd&pg=PT10&dq=protean+career&ots=Esse_TOjkt&sig=4JIWxzvoAgqZNX6rEDCXDSGXXrc
- Mentz, E., & Zyl, S. van. (2016). Introducing cooperative learning: students' attitudes towards learning and the implications for self-directed learning. *Journal of Education*, 64. <https://doi.org/10.17159/i64a04>
- Morris, T. H., & König, P. D. (2020). Self-Directed Experiential Learning to Meet Ever-Changing Entrepreneurship Demands. *Education and Training*, 1–43. <https://doi.org/10.1108/ET-09-2019-0209>
- Muhammad, H., & Sari, N. P. (2021). IMPLEMENTATION OF THE SYNERGY OF TRANSFORMATIONAL-SERVANT LEADERSHIP CHARACTER IN ISLAMIC BOARDING SCHOOL. *Journal of Leadership in Organizations*, 3(2). <https://doi.org/10.22146/jlo.65642>
- Muiz, E., & Sunarta, S. (2020). Penerapan Strategi Diferensiasi Memiliki Pengaruh terhadap Kinerja Perusahaan. *Jurnal Ekobis : Ekonomi Bisnis & Manajemen*, 8(1), 26–39. <https://doi.org/10.37932/j.e.v8i1.15>
- Nair, S. G., Sa'dom, N. Z. M., & Utanes, G. C. (2023). Lecturer-Facilitated Learning vs. Self-Directed Learning. Which Motivates Students Better? — Structural Equation Modelling Approach. *OALib*, 10(11), 1–17. <https://doi.org/10.4236/oalib.1110924>

- Noe, R. A., Hollenbeck, J. R., Gerhart, B., & Wright, P. M. (2020). *Fundamentals of human resource management*. thuvienso.hoasen.edu.vn.
<https://thuvienso.hoasen.edu.vn/handle/123456789/12035>
- Novitasari, D., & Asbari, M. (2020). Pengaruh Kepemimpinan Transformasional terhadap Kinerja Karyawan: Peran Kesiapan untuk Berubah Sebagai Mediator. *Jurnal Manajemen*, 10(2). <https://doi.org/10.30656/jm.v10i2.2371>
- Nst, N. A., & Mujiatun, S. (2024). Transformational leadership and career development on employee performance and job satisfaction as intervening variables. *Jurnal Mantik*, 7(4), 3816–3826.
- Oducado, R. M. (2021). Academic Performance and the Role of Self-directed Learning, Self-esteem, and Grit among Nursing Students. *SSRN Electronic Journal*, Query date: 2023-12-11 14:08:22.
<https://doi.org/10.2139/ssrn.3850519>
- Oducado, R. M. F. (2021). Academic Performance and the Role of Self-directed Learning, Self-esteem, and Grit among Nursing Students. *JENDELA NURSING JOURNAL*, 5(1), 1–9. <https://doi.org/10.31983/jnj.v5i1.6634>
- Ogu, E. N., & P, O. (2021). Self-Directed Learning: It's Role in Learning and Implication for Instruction. *International Journal of Research and Innovation in Social Science*, 5(12), 652–655.
<https://doi.org/10.47772/ijriss.2021.51232>
- Olivier, J. (2021). Assessing axiologoelects: Exploring the language of situated self-directed learning-oriented assessment. *NWU Self-Directed Learning Series*, Query date: 2023-12-11 14:08:22, 27–49.
<https://doi.org/10.4102/aosis.2021.bk280.02>
- Olivier, J., & Trivedi, S. (2021). Self-directed Learning, Online Mentoring and Online Coaching. *Radical Solutions for Education in Africa*, Query date: 2023-12-11 14:08:22, 87–104. https://doi.org/10.1007/978-981-16-4099-5_5
- Onah, D. F. O., Pang, E. L. L., Sinclair, J. E., & Uhomoibhi, J. (2021). An innovative MOOC platform: the implications of self-directed learning abilities to improve motivation in learning and to support self-regulation. *The International Journal of Information and Learning Technology*, 38(3), 283–298. <https://doi.org/10.1108/ijilt-03-2020-0040>
- Otto, K., Geibel, H. V, & Kleszewski, E. (2021). “Perfect Leader, Perfect Leadership?” Linking Leaders’ Perfectionism to Monitoring, Transformational, and Servant Leadership Behavior. *Frontiers in Psychology*, 12(Query date: 2023-12-11 14:05:58).
<https://doi.org/10.3389/fpsyg.2021.657394>
- Pahlevi, R. (2022, September 3). *10 Merek Kosmetik Lokal Favorit Masyarakat*, 3 *Punya Paragon*. Databooks.
<https://databoks.katadata.co.id/datapublish/2022/09/03/10-merek-kosmetik-lokal-favorit-masyarakat-3-punya-paragon>
- Parkes, K. A. (2022). Self-Directed Learning Strategies. *The Oxford Handbook of Music Performance, Volume 1*, Query date: 2023-12-11 14:08:22, 105–122.
<https://doi.org/10.1093/oxfordhb/9780190056285.013.7>
- Patrick, R. J. (2019). Self-Directed, Contract Learning for the Reference Librarian. *Continuing Education of Reference Librarians*, Query date: 2023-12-11 14:08:22, 207–224. <https://doi.org/10.4324/9780429354717-18>

- Perkasa, D. H., & Putra, W. B. T. S. (2020). *Peran Kualitas Pendidikan, Biaya Pendidikan, Lokasi dan Citra Merek Dalam Mempengaruhi Minat Siswa Memilih Perguruan Tinggi XYZ*.
- Petruzzi, D. (2022). *Skin Care Products Market Size, Share, Growth, Demand 2023-2028*. Wwww.Statista.Com.
<https://www.statista.com/statistics/254612/global-skin-care-market-size/>
- Prabowo, T. S., Noermijati, N., & Irawanto, D. W. (2018). the Influence of Transformational Leadership and Work Motivation on Employee Performance Mediated By Job Satisfaction. *Jurnal Aplikasi Manajemen*, 16(1), 171–178. <https://doi.org/10.21776/ub.jam.2018.016.01.20>
- Prasetyo, K. D., & Mas'ud, F. (2021). Analisis Pengaruh Budaya Organisasi, Servant Leadership, Komitmen Organisasi terhadap Organizational Citizenship Behaviour (Studi pada Karyawan Hotel Grasia Semarang). *Diponegoro Journal of Management*, 10, 1–11. <http://ejournal-s1.undip.ac.id/index.php/dbr>
- Pratiwi, N. M., & Manafe, L. A. (2022). Gaya Kepemimpinan Demokratis dalam Memotivasi Kinerja Karyawan. *Jurnal Visionida Jurnal Manajemen Dan Bisnis*, 8(1), 1–12.
- Putra, A. R., & Mardikaningsih, R. (2022). Study on Employee Performance Reviewing from Leadership, Innovative Behavior and Work Engagement. In *Management, Engineering, and Technology A.R. Putra & R. Mardikaningsih* (Vol. 2, Issue 1).
- Putra, W. B. T. S. (2022). Problems, Common Beliefs and Procedures on the Use of Partial Least Squares Structural Equation Modeling in Business Research. *South Asian Journal of Social Studies and Economics*, 14(1), 1–20.
<https://doi.org/10.9734/sajsse/2022/v14i130367>
- Putra, W. B. T. S., & Ardianto, B. (2022). Why Does Risk Communication Matter? Preventive and Excessive Health Behavior among Uninfected People. *South Asian Journal of Social Studies and Economics*, 13(2), 56–72.
<https://doi.org/10.9734/sajsse/2022/v13i230355>
- Putra, Y. P., & Subroto, T. A. (2022). Pengaruh Pengungkapan Sustainability Report Terhadap Kinerja Keuangan Perusahaan. *EKOMBIS REVIEW: Jurnal Ilmiah Ekonomi Dan Bisnis*, 10(2).
<https://doi.org/10.37676/ekombis.v10i2.2272>
- Ramadhani, H., Musnadi, S., & Kesuma, T. M. (2022). The Role of Work Engagement and Innovative Behavior in Mediating the Effect of Happiness at Work on Employee Performance with Service Climate as a Moderation on Employees of Bank Syariah Indonesia. *International Journal of Scientific and Management Research*, 05(10).
<https://doi.org/10.37502/ijsmr.2022.51006>
- Ramayah, T., Cheah, J., Ting, F. C. H., & Memon, M. A. (2017). Partial Least Squares Structural Equation Modeling (PLS-SEM) using SmartPLS 3.0: An Updated and Practical Guide to Statistical Analysis. *Practical Assessment, Research and Evaluation*, 4(October), 291.
- Ramayah, T., Hwa, C., Chuah, F., Ting, H., & Memon, M. (2018). *Partial Least Squares Structural Equation Modeling (PLS-SEM) using SmartPLS 3.0: An Updated and Practical Guide to Statistical Analysis*.

- Ratten, V. (2022). Research Methodologies for Business Management. In *Research Methodologies for Business Management*.
<https://doi.org/10.4324/9781003314516>
- Reinders, H., & Lewis, M. (2018). How well do self-access CALL materials support self-directed learning? *The JALT CALL Journal*, 1(2), 41–49.
<https://doi.org/10.29140/jaltcall.v1n2.r9>
- Rinaldi, F. R., & Putra, W. B. T. S. (2022). Why HR, corporate and marketing communication divisions should work together?: The mediating role of Indonesia Bank's employer branding to attract job pursuit intention. *International Journal of Research in Business and Social Science* (2147-4478), 11, 11–23. <https://doi.org/10.20525/ijrbs.v11i8.2121>
- Ringle, C. M., Wende, S., & Becker, J.-M. (2022). *SmartPLS 4*. SmartPLS.
<https://www.smartpls.com/>
- Riyanto, S., Endri, E., & Hamid, A. (2021). The Influence of Transformational Leadership and the Work Environment on Employee Performance: Mediating Role of Discipline. *Academy of Entrepreneurship Journal*, 27(6).
- Riyanto, S., Endri, E., & Herlisha, N. (2021). Effect of work motivation and job satisfaction on employee performance: Mediating role of employee engagement. *Problems and Perspectives in Management*, 19(3), 162–174.
[https://doi.org/10.21511/ppm.19\(3\).2021.14](https://doi.org/10.21511/ppm.19(3).2021.14)
- Ryu, Y. S., & Kim, H. J. (2021). Effect of Flip Learning-based Nursing Management Education on Self-Directed Learning, Academic Self-Efficacy, Learning flow, and Learning Reality. *Korean Association For Learner-Centered Curriculum And Instruction*, 21(24), 535–545.
<https://doi.org/10.22251/jlcci.2021.21.24.535>
- Sahri, Fatoni, A., & Maunah, B. (2023). Kepemimpinan Transformasional Kepala Sekolah Di Lembaga Pendidikan Islam. *Paramurobi: Jurnal Pendidikan Agama Islam*, 6(1), 2023.
- Sam, D. P., & Shalini, R. (2021). Limitations and Advantages in Implementing MALL in the Tertiary ESL Classrooms: A Review. *International Journal of Recent Technology and Engineering (IJRTE)*, 9(5), 27–32.
<https://doi.org/10.35940/ijrte.E5097.019521>
- Sarstedt, M., Hair, J. F., Cheah, J. H., Becker, J. M., & Ringle, C. M. (2019). How to specify, estimate, and validate higher-order constructs in PLS-SEM. *Australasian Marketing Journal*, 27(3).
<https://doi.org/10.1016/j.ausmj.2019.05.003>
- Sary, F. P., Farihin, A., Tamam, B., Prasetyo, A., & Rahmatika, A. F. (2024). The influence of leadership on factors related to teachers in Islamic boarding schools. *Edelweiss Applied Science and Technology*, 8(5), 26–39.
<https://doi.org/10.55214/25768484.v8i5.1628>
- Schaufeli, W. B., & Bakker, A. B. (2004). Utrecht work engagement scale Preliminary Manual Version 1.1. *Occupational Health Psychology Unit Utrecht University, December*, 1–60. <https://doi.org/10.1037/t01350-000>
- Schaufeli, W. B., Bakker, A. B., & Salanova, M. (2006). The measurement of work engagement with a short questionnaire: A cross-national study. *Educational and Psychological Measurement*, 66(4).
<https://doi.org/10.1177/0013164405282471>

- Sebatana, J., & Dudu, W. (2022). Enhancing Grade 10 Physical Sciences Teachers' Self-Directedness in Implementing Blended Problem-Based Learning: Designing blended problem-based learning. *Science Education International*, 33(4), 427–437. <https://doi.org/10.33828/sei.v33.i4.11>
- Sekaran, U., & Bougie, R. (2020). *Research Methods For Business : A Skill Building Approach (8th ed. (Asia Edition))*. Wiley.
- Shields, C. M. (2023). Transactional, transformational, transformative leadership: a journey towards equity and emancipation. *Handbook on Leadership in Education*, Query date: 2023-12-11 14:05:58, 171–185. <https://doi.org/10.4337/9781800880429.00019>
- Shmueli, G., Sarstedt, M., Hair, J. F., Cheah, J. H., Ting, H., Vaithilingam, S., & Ringle, C. M. (2019). Predictive model assessment in PLS-SEM: guidelines for using PLSpredict. *European Journal of Marketing*, 53(11). <https://doi.org/10.1108/EJM-02-2019-0189>
- Simamora, H. (2011). Manajemen Sumber Daya Manusia In Manajemen Sumber Daya Manusia. In *Edisi Revisi Jakarta: Bumi Aksara* (Issue April).
- Siraj, N., & Hågen, I. (2023). Performance management system and its role for employee performance: Evidence from Ethiopian SMEs. *Heliyon*, 9(11). <https://doi.org/10.1016/j.heliyon.2023.e21819>
- Stašák, J., & Škorvagová, E. (2022). Business Process versus Human Resources Performance. *Corporate Social Responsibility*, Query date: 2023-12-13 23:07:05. <https://doi.org/10.5772/intechopen.98944>
- STOGDILL, R. M. (1948). Personal factors associated with leadership; a survey of the literature. *The Journal of Psychology*, 25. <https://doi.org/10.1080/00223980.1948.9917362>
- Stone, M. (1974). Cross-Validatory Choice and Assessment of Statistical Predictions. *Journal Of the Royal Statistical Society. Series B (Methodological)*, 36(2), 111–147.
- Stone, R. J., Cox, A., & Gavin, M. (2020). *Human resource management*. books.google.com. <https://books.google.com/books?hl=en&lr=&id=uCIgEAAAQBAJ&oi=fnd&pg=PR13&dq=sharing+economy+business+sustainable+competitive+advantage&ots=PJMIVD1LI2&sig=LyYNiyh6v29IXq9ljRL4MfmqeaY>
- Sukardi, & Purwanto, H. (2022). Motivasi Kerja Dalam Dimensi Dan Pengaruhnya Terhadap Kinerja Karyawan: Studi Pada PT. Sung Shim International. *Journal Economic, Management and Business Volume*, 1(July), 33–42.
- Susanto, P. C., Agusinta, L., Setyawati, A., & Panjaitan, A. R. P. (2023). Determinant Organization Commitment and Development Organization: Analysis Servant Leadership, Transformational Leadership, Transactional Leadership. *Formosa Journal of Multidisciplinary Research*, 2(3), 541–558. <https://doi.org/10.55927/fjmr.v2i3.3356>
- Swanson, R. A. (2022). *Foundations of human resource development*. books.google.com. https://books.google.com/books?hl=en&lr=&id=XQI_EAAAQBAJ&oi=fnd&pg=PP1&dq=corporate+performance&ots=T7EbIFVPKV&sig=LDCOJqEZXYF8dLFQvYoJ5PkwMX8

- Tenenhaus, M., Amato, S., & Vinzi, E. V. (2004). A global goodness-of-fit index for PLS structural equation modelling. *The XLII SIS Scientific Meeting*.
- Thomas, N. (2019). Do Language Learning Strategies Need to Be Self-Directed? Disentangling Strategies From Self-Regulated Learning. *TESOL Quarterly*, 53(1), 248–257. <https://doi.org/10.1002/tesq.473>
- Trygu. (2021). Teori Motivasi Abraham. Maslow dan Hubungannya Dengan Minat Belajar Matematika Siswa. *Google Books*.
- Udin, U. (2023). Linking Transformational Leadership to Organizational Learning Culture and Employee Performance: The Mediation-Moderation Model. *International Journal of Professional Business Review*, 8(3), e01229. <https://doi.org/10.26668/businessreview/2023.v8i3.1229>
- Uyun, N. (2021). Manajemen Sumber Daya Manusia “Pengantar Manajemen.” In *Edisi Revisi Jakarta: Bumi Aksara*.
- Vainieri, M., Noto, G., Ferre, F., & Rosella, L. C. (2020). A performance management system in healthcare for all seasons? In *International Journal of Environmental Research and Public Health* (Vol. 17, Issue 15). <https://doi.org/10.3390/ijerph17155590>
- Wahyuningtyas, R. (2025). Enrichment: Journal of Multidisciplinary Research and Development The Influence of Organizational Transformation and Employee Engagement on Employee Performance at PT Dayamitra Telekomunikasi Tbk. In *Enrichment: Journal of Multidisciplinary Research and Development* (Vol. 2, Issue 11).
- Wang, G., Li, Q., Gao, X., & Wang, X. C. (2018). Synergetic promotion of syntrophic methane production from anaerobic digestion of complex organic wastes by biochar: Performance and associated mechanisms. *Bioresour Technology*, Query date: 2023-12-13 22:33:21. <https://www.sciencedirect.com/science/article/pii/S0960852417321132>
- Wang, V. (2022). Handbook of research on educational leadership and research methodology. In *Handbook of Research on Educational Leadership and Research Methodology*. <https://doi.org/10.4018/978-1-6684-4144-2>
- Werlen, E., Mirata, V., Jagals, D., & Bergamin, N. (2022). Self-control tasks with self-explanation prompts as a component of selfdirected online learning. *NWU Self-Directed Learning Series*, Query date: 2023-12-11 14:08:22, 199–227. <https://doi.org/10.4102/aosis.2022.bk366.09>
- Widayati, C., H. Rahardjo, T., & Febriyanti, M. (2017). Pengaruh Gaya Kepemimpinan Transformasional, Motivasi Dan Kompensasi Terhadap Kinerja Karyawan. *Jurnal Ekonomi*, 22(3), 466–485. <https://doi.org/10.24912/je.v22i3.286>
- Widodo, Z. D., Wijastuti, S., & Darmaningrum, K. (2021). Pengaruh Kepemimpinan Transformasional Terhadap Kinerja Karyawan Yang Dimediasi Oleh Kepercayaan Organisasional dan Komitmen Afektif di PT Arpeni Pratama Ocean Line Tbk. Cabang Jepara. *JENIUS (Jurnal Ilmiah Manajemen Sumber Daya Manusia)*, 5(1), 238. <https://doi.org/10.32493/jjsdm.v5i1.13157>
- Wijaya, A. T., & Fikri, M. A. (2019). Analisis Pengaruh Kebijakan Hutang Terhadap Kinerja Keuangan. *Jurnal Fokus*, 9(1), 35–48.
- Yani. (2012). *Manajemen Sumber Daya Manusia*. Mitra Wacana Media.

- Yukl, G. (2002). Leadership In Organizations (5 th Edition) Gary Yukl Fag : Organisation. *Management*, 7(2).
- Zaccaro, S., Kemp, C., & Bader, P. (2004). Leader traits and attributes. *The Nature of Leadership*, 1960.
- Zimmerman, M. (2000). Empowerment Theory: Psychological, Organizational and Community Levels of Analysis. *Handbook of Community Psychology*, 1984.
- Zou, P. X. W., & Xu, X. (2023). Research Methodology and Strategy. In *Research Methodology and Strategy*. <https://doi.org/10.1002/9781394190256>
- Zunick, P. V, & Fazio, R. H. (2019). Directed abstraction during initial skill learning promotes performance and lasting self-concept change. *Self and Identity*, 19(8), 887–906. <https://doi.org/10.1080/15298868.2019.1698453>