

DAFTAR PUSTAKA

- Abbas, J., & Khan, S. M. (2023). Green knowledge management and organizational green culture: an interaction for organizational green innovation and green performance. *Journal of Knowledge Management*, 27(7), 1852–1870. <https://doi.org/10.1108/JKM-03-2022-0156>
- Abualoush, S. H., Obeidat, A. M., Masa'deh, R., & Al-Badi, A. (2016). The role of employees' empowerment as an intermediary variable between knowledge management and information systems on employees' performance. *VINE Journal of Information and Knowledge Management Systems*, 48(2), 217–237. <https://doi.org/10.1108/VJIKMS-08-2017-0050>
- Akram, K., & Hilman, H. (2018). Effect of knowledge management activities and dynamic capabilities on employee performance in the banking sector: Empirical evidence from Pakistan. *Studies in Business and Economics*, 13(2), 41–60. <https://doi.org/10.2478/sbe-2018-0019>
- Al-Hawamdeh, S. (2002). Knowledge management: Re-thinking information management and facing the challenge of managing tacit knowledge. *Information Research*, 8(1), 1–8.
- Alavi, M., & Leidner, D. E. (2001). Review: Knowledge management and knowledge management systems: Conceptual foundations and research issues. *MIS Quarterly: Management Information Systems*, 25(1), 107–136. <https://doi.org/10.2307/3250961>
- Ali, M., Ullah, M. S., & Haque, A. (2023). Effect of transactional and transformational leadership on talent engagement: Mediating role of talent development. *Global Business and Organizational Excellence*, 42(6), 120–137. <https://doi.org/10.1002/joe.22214>
- Amin, M., Wicaksana, H., & Suhardi, S. (2023). The Effect Of Transformational Leadership And Competence On Performance Through Compensation As An Intervening Variable. *International Journal of Science, Technology & Management*, 4(2), 350–357. <https://doi.org/10.46729/ijstm.v4i2.775>
- Andika, F. T., & Xia, Z. (2019). Impact of Transformational Leadership and Compensation on Innovation Behavior, With Extrinsic Motivation As Mediator. *Russian Journal of Agricultural and Socio-Economic Sciences*, 87(3), 27–38. <https://doi.org/10.18551/rjoas.2019-03.05>
- Anggraini, I., Saskia, S., & Syafii, I. (2022). Pengaruh Kompensasi Finansial, Kompensasi Non Finansial dan Motivasi Kerja Terhadap Prestasi Kerja Karyawan PDAM Tirtanadi Medan. *Jurnal Indonesia Sosial Sains*, 3(5), 765–776. <https://doi.org/10.36418/jiss.v3i5.586>
- Ardi, A., Djati, S. P., Bernarto, I., Sudibjo, N., Yulianeu, A., Nanda, H. A., & Nanda, K. A. (2020). The relationship between digital transformational leadership styles and knowledge-based empowering interaction for increasing organisational innovativeness. *International Journal of Innovation, Creativity and Change*, 11(3), 259–277.
- Astuty, I., & Udin, U. (2020). The Effect of Perceived Organizational Support and Transformational Leadership on Affective Commitment and Employee Performance. *Journal of Asian Finance, Economics and Business*, 7(10), 401–

411. <https://doi.org/10.13106/jafeb.2020.vol7.no10.401>
- Avolio, Bruce J. (Ed) Bass, B. M. (Ed). (2002). *Developing potential across a full range of leadership: Cases on transactional and transformational leadership*. Lawrence Erlbaum Associates Publishers.
- Avolio, B. J., Bass, B. M., & Jung, D. I. (1999). Re-examining the components of transformational and transactional leadership using the multifactor leadership questionnaire. *Journal of Occupational and Organizational Psychology*, 72(4), 441–462. <https://doi.org/10.1348/096317999166789>
- Beqiri, T., & Aziri, B. (2022). Impact of the Total Reward Management on Performance of Employees in Commercial Banks. *Management (Croatia)*, 27(1), 323–335. <https://doi.org/10.30924/mjcmi.27.1.18>
- Bhatia, N., Sharma, S. K., & Ganguly, C. (2023). Compensation and Reward Management within Domestic & International Airlines. *KEPES*, 21(3), 190–202.
- 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(May 2018), 64–75. <https://doi.org/10.1016/j.ijhm.2018.06.014>
- Burrel, G., & Morgan, G. (1979). *Sociological Paradigms and Organizational Analysis*. Heinemann Educational Books Ltd.
- Chavez, R. (2022). Unit Heads Amidst COVID 19 Pandemic: Work-Life Balance, Talent Management Skills and Institutional Performance. *Indian Journal of Science and Technology*, 15(5), 191–198.
- Dang, N., Nguyen, Q., & Ha, V. (2020). The relationship between talent management and talented employees' performance: Empirical investigation in the Vietnamese banking sector. *Management Science Letters*, 10(10), 2183–2192.
- Davenport, T. H., & Prusak, L. (1998). Working knowledge: how organizations manage what they know. In *Choice Reviews Online* (Vol. 35, Issue 09). Harvard Business Press. <https://doi.org/10.5860/choice.35-5167>
- De Jong, J., & Den Hartog, D. (2010). Measuring innovative work behaviour. *Creativity and Innovation Management*, 19(1), 23–36. <https://doi.org/10.1111/j.1467-8691.2010.00547.x>
- Febrianti, A. M., & Jufri, N. S. N. (2022). Examining the predictors of firm performance: The role of transformational leadership, HRM digitalization, and organizational commitment. *International Journal of Research in Business & Social Science*, 11(4), 131–139. <https://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=157479524&site=ehost-live&scope=site%250A10.20525/ijrbs.v11i4.1788>
- Ferdinan, B. A., & Lindawati, T. (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*, 6(2), 113–123. <https://doi.org/10.32535/ijabim.v6i2.1106>
- Fernandez, V., & Gallardo-Gallardo, E. (2021). Tackling the HR digitalization challenge: key factors and barriers to HR analytics adoption. *Competitiveness Review*, 31(1), 162–187. <https://doi.org/10.1108/CR-12-2019-0163>
- Fitrio, T., Budiyanto, & Agustedi. (2020). The rule of organizational citizenship

- behavior and innovative work behavior in mediating the influence of organizational commitment and culture to employee performance. *Accounting*, 6(7), 1351–1360. <https://doi.org/10.5267/j.ac.2020.8.014>
- Gashaye, M., Tilahun, D., Belay, A., & Bereka, B. (2023). Perceived Utilization of Leadership Styles Among Nurses. *Risk Management and Healthcare Policy*, 215–224.
- Ghozali, I. (2019). Aplikasi Analisis Multivariete Dengan Program IBM SPSS 23 (Edisi 8). Cetakan ke VIII. In *Penelitian*.
- Gold, A. H., Malhotra, A., & Segars, A. H. (2001). Knowledge management: An organizational capabilities perspective. *Journal of Management Information Systems*, 18(1), 185–214.
- Gomes, F. C. (2010). *Manajemen Sumber Daya Manusia*. Penerbit Andi.
- Hair, J. F., Babin, B. J., & Krey, N. (2017). Covariance-Based Structural Equation Modeling in the Journal of Advertising: Review and Recommendations. *Journal of Advertising*, 46(1), 163–177. <https://doi.org/10.1080/00913367.2017.1281777>
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2018). *Multivariate Data Analysis*. <https://doi.org/10.1002/9781119409137.ch4>
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2022). Partial Least Squares Structural Equation Modeling (Pls-Sem) Third Edition. In *SAGE Publications, Inc* (Issue Mi).
- Harlianto, J., . R., & Afandy, D. (2018). The Role of Leaders in Stimulating Innovative Work Behavior and its Impacts towards Job Performance (Case Study: PT. XYZ). *International Journal of Engineering & Technology*, 7(3.30), 571. <https://doi.org/10.14419/ijet.v7i3.30.18433>
- Hasibuan, D. (2019). Pengaruh Kompensasi Dan Kompetensi Terhadap Kinerja Karyawan Pt. Herfinta Aek Batu Kecamatan Torgamba Kabupaten Labuhanbatu Selatan. *Ecobisma (Jurnal Ekonomi, Bisnis Dan Manajemen)*, 6(1), 9–15. <https://doi.org/10.36987/ecobi.v6i1.14>
- 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>
- Hidayat, S., Lubis, A. R., & Majid, M. S. A. (2019). Pengaruh gaya kepemimpinan, kerjasama tim dan kompensasi terhadap kinerja karyawan melalui kepuasan kerja pada PT. Dunia Barusa Banda Aceh. *Jurnal Perspektif Ekonomi Darussalam (Darussalam Journal of Economic Perspec*, 5(1), 84–98.
- Hustanto, A. H., Lestari, I., Anggraini, S., Ramadhan, A. K., & Putra, A. W. G. (2021). Peran Mediasi Job Satisfaction dan Employee Engagement Pada Compensation Terhadap Job Performance Di PT Telkom Indonesia Regional Jabodetabek Banten. *Jurnal Manajemen*, 11(2), 146–164. <https://doi.org/10.30656/jm.v11i2.3763>
- Istikhoroh, S., Ardiani, M. R., Sulistiawan, E., Sukandani, Y., & Utamayasa, I. G. D. (2023). Creating Human Capital-Based Innovation and Transformational Leadership Work Behavior in Higher Education. *Revista de Gestao Social e Ambiental*, 17(5), 1–17. <https://doi.org/10.24857/rgsa.v17n5-030>
- Janssen, O. (2000). Job demands, perceptions of effort-reward fairness and innovative work behaviour. *Journal of Occupational and Organizational*

- Psychology*, 73(3), 287–302. <https://doi.org/10.1348/096317900167038>
- Juvika, J., & Ardi, A. (2023). The Influence Of Digital Transformational Leadership On Organizational Performance Through Intellectual Capital Mediation And Innovation Factors. *Jurnal Ekonomi*, 12(03), 2023.
- Kline, Re. B. (2011). Review of Principles and Practice of Structural Equation Modeling. In *Structural Equation Modeling* (Vol. 25, Issue 2). <https://doi.org/10.1080/10705511.2017.1401932>
- Kock, N., & Hadaya, P. (2018). Minimum sample size estimation in PLS-SEM: The inverse square root and gamma-exponential methods. *Information Systems Journal*, 28(1), 227–261. <https://doi.org/10.1111/isj.12131>
- Kristanti, D., Charviandi, A., Juliawati, P., & Harto, B. (2023). Manajemen Sumber Daya Manusia Manajemen Sumber Daya Manusia. In *Edisi Revisi Jakarta: Bumi Aksara* (Issue 1). Andi. <https://books.google.com/books?hl=en&lr=&id=e2ppEAAAQBAJ&oi=fnd&pg=PA1&dq=manajemen+pengetahuan&ots=gV368HYlR3&sig=ugm1Twmq-r6Ya9ITLRHYA6ieJi0>
- Kurniawan, H. (2022). Literature Review: Analisis Kinerja Pegawai Melalui Komitmen Organisasi Kompensasi Dan Motivasi. *Jurnal Ekonomi Manajemen Sistem Informasi*, 3(4), 426–441.
- Kurniawati, M., Saleh, C., & Muluk, M. R. K. (2021). Academic career development in indonesia and the united kingdom: A systematic literature review. *JPI (Jurnal Pendidikan Indonesia)*, 10(3), 409–419.
- Kwistianus, H., Devie, D., & Mangoting, Y. (2019). Pengaruh Transformational Leadership pada Compeitive Advantage melalui Knowledge Management dan Organizational Culture pada Kantor Akuntan di Indonesia. *Petra Business and Management Review*, 5(1), 81–90.
- Mangkunegara, A. P. (2017). *Manajemen Sumber Daya Manusia Perusahaan* (Vol. 53, Issue 9). PT. Remaja Rosdakarya.
- Mantow, H. A. D., & NilaSari, B. M. (2023). The Effect of Knowledge Management on Employee Performance. *Jurnal Kendali Akuntansi*, 1(2), 47–58. <https://doi.org/10.59581/jka-widyakarya.v1i2.169>
- Martocchio, J. J. (2003). *Employee benefits: A primer for human resource professionals*. McGraw-Hill.
- McCarthy, P., Sammon, D., & Alhassan, I. (2022). Digital transformation leadership characteristics: A literature analysis. *Journal of Decision Systems*, 32(1), 79–109.
- McDonnell, A., Collings, D. G., Mellahi, K., & Schuler, R. (2017). Talent management: A systematic review and future prospects. *European Journal of International Management*, 11(1), 86–128. <https://doi.org/10.1504/EJIM.2017.081253>
- Milkovich, G. T., Newman, J. M., & Milkovich, C. (2014). *Compensation*. McGraw-Hill.
- Muksoud, A. E. N. O., Metwally, F. G., & Ata, A. A. (2022). Leadership Behaviors and Innovative Work Behaviors among Nurses. *Zagazig Nursing Journal*, 18(2), 1–14.
- Muzakki, M., & Christina, C. (2021). Bagaimana Transformational Leadership Memfasilitasi Work Innovation: Peran mediasi Knowledge Management. *Jurnal Nusantara Aplikasi Manajemen Bisnis (NUSAMBA)*, 6(1), 62–73.

- <https://ojs.unpkediri.ac.id/index.php/manajemen/article/view/15228>
- Obedgiu, V., Lagat, C., & Sang, J. (2022). Talent Management and Employee Performance: The Moderating Effect of Transformational Leadership. *ORSEA JOURNAL*, 12(1), 16–38.
- Omotayo, F. O. (2015). Knowledge Management as an important tool in Organisational Management: A Review of Literature. *Library Philosophy and Practice*, 1(2015), 1–23.
- Philip, J. (2021). Viewing Digital Transformation through the Lens of Transformational Leadership. *Journal of Organizational Computing and Electronic Commerce*, 31(2), 114–129. <https://doi.org/10.1080/10919392.2021.1911573>
- Pradhan, R. K., Panda, M., & Jena, L. K. (2017). *Transformational leadership and psychological empowerment: The mediating effect of organizational culture in Indian retail industry*. *Journal of Enterprise Information Management*, 30(1), 82–95. <https://doi.org/10.1108/JEIM-01-2016-0026>
- Presiden Republik Indonesia. (2021). *Peraturan Pemerintah Republik Indonesia No 36 Tahun 2021 Tentang Pengupahan*. 53(9), 2–18.
- Prieto, I. M., & Pérez-Santana, M. P. (2014). *Managing innovative work behavior: The role of human resource practices*. *Personnel Review*, 43(2), 184–208. <https://doi.org/10.1108/PR-11-2012-0199>
- Purwanto, A., Wijayanti, L. M., Hyun, C. C., & Asbari, M. (2020). *The Effect of Transformational, Transactional, Authentic and Authoritarian Leadership Style Toward Lecture Performance of Private University in Tangerang*. *Dinasti International Journal of Digital Business Management*, 1(1), 29–42. <https://doi.org/10.31933/dijdbm.v1i1.88>
- Puspitaria, I., & Hendarsjah, H. (2022). Pengaruh Transformational Leadership Pada Kinerja Pegawai dengan Kompensasi dan Kepuasan Kerja Sebagai Variabel Mediasi. *Jurnal Aplikasi Bisnis Dan Manajemen*, 8(2), 630–642. <https://doi.org/10.17358/jabm.8.2.630>
- Putri, S. M., Rivai, H. A., & Syahrul, L. (2023). *The effect of talent management and organizational culture on employee performance with job satisfaction as a mediating variable*. *Enrichment : Journal of Management*, 13(1), 236–247. <https://doi.org/10.35335/enrichment.v13i1.1278>
- Ringle, C. M., & Sarstedt, M. (2016). *Gain more insight from your PLS-SEM results*. *Industrial Management & Data Systems*, 116(9), 1865–1886. <https://doi.org/10.1108/imds-10-2015-0449>
- Ringle, C. M., Wende, S., & Will, A. (2015). SmartPLS 3.0. [Http://Www.Smartpls.De](http://Www.Smartpls.De).
- Rizkinaswara, L. (2020). *Ekonomi Digital jadi Penopang Perekonomian di Tengah Pandemi*. <https://aptika.kominfo.go.id/2020/09/ekonomi-digital-jadi-penopang-perekonomian-di-tengah-pandemi/>
- Robbins, S. P., & Judge, T. A. (2013). *Organizational Behavior 15th Edition*. In *Prentice Hall*. <https://doi.org/10.12737/4477>
- Sanusi, F., & Dibyantoro, D. (2022). Improving Employee Performance Through Innovative Work Behavior, Tbk Periode 2011–2020. *Syntax Literate ; Jurnal Ilmiah Indonesia*, 7(5), 5189–5202. <https://doi.org/10.36418/syntax-literate.v7i5.6910>
- Scott, S. G., & Bruce, R. A. (1994). Determinants of innovative behavior: A path

- model of individual innovation in the workplace. *Academy of Management Journal*, 37(3), 580–607.
- Sekaran, U., & Bougie, R. (2016). Research Methods for Business: A Skill-Building Approach. In *Leadership & Organization Development Journal* (Issue 7 edition). <https://doi.org/10.1108/lodj-06-2013-0079>
- Siregar, E., & Linda, V. N. (2022). Pengaruh Kompensasi, Komunikasi, Dan Beban Kerja Terhadap Kepuasan Kerja Karyawan PT. Pusaka Graha Teknik. *Jurnal Manajemen USNI*, 6(2), 25–36. <https://doi.org/10.54964/manajemen/25>
- Siswadhi, F. (2023). The influence of transformational leadership and organizational capital on knowledge management with knowledge sharing as a moderating variable. *Dinasti International Journal of Management Science*, 4(5), 970–980.
- Smit, P. K., Schultz, C. M., & van Hoek, C. E. (2021). The relationship between talent management, transformational leadership and work engagement: An automotive artisan perspective. *SA Journal of Human Resource Management*, 19, 1–10. <https://doi.org/10.4102/sajhrm.v19i0.1578>
- Sopiah, S., Kurniawan, D. T., Nora, E., & Narmaditya, B. S. (2020). Does talent management affect employee performance?: The moderating role of work engagement. *Journal of Asian Finance, Economics and Business*, 7(7), 335–341. <https://doi.org/10.13106/jafeb.2020.vol7.no7.335>
- Sudiardhita, K. I. R., Mukhtar, S., Hartono, B., Herlitah, Sariwulan, T., & Nikensari, S. I. (2018). The effect of compensation, motivation of employee and work satisfaction to employee performance PT. Bank XYZ (Persero) Tbk. *Academy of Strategic Management Journal*, 17(4), 1–14.
- Sugiarto, I. (2022). *Metodologi penelitian bisnis*. Penerbit Andi.
- Sugiyono. (2017). *Metode penelitian bisnis: pendekatan kuantitatif, kualitatif, kombinasi, dan R&D*. Alfabeta.
- Sunaryo, W., Yusnita, N., Herfina, H., Wulandari, D., & Suhendra, S. (2023a). The effects of digital transformational leadership, work environment and motivation on reinforcing job satisfaction: Evidence from vocational schools. *International Journal of Data and Network Science*, 7(2), 883–890. <https://doi.org/10.5267/j.ijdns.2022.12.023>
- Susanti, S., & Ardi, A. (2022). The Effect of Digital Transformational Leadership, Creative Self-Efficacy on Innovative Behaviour Mediated by Perceived Organizational Support. *JIIP - Jurnal Ilmiah Ilmu Pendidikan*, 5(8), 3111–3120. <https://doi.org/10.54371/jiip.v5i8.802>
- Susilo, H., Subagja, I. K., & Samosir, P. S. (2022). The effect of leadership style and motivation on employee performance with job satisfaction as intervening variable at the Gici business school of economic sciences. *International Journal of Multidisciplinary Research and Growth Evaluation*, 3(01), 258–262. <https://doi.org/10.54660/anfo.2021.3.1.13>
- Suwangerd, R., Hareebin, Y., Aujirapongpan, S., & Pattanasing, K. (2021). Innovative Behaviour of Human Resources Executives: Empirical Study of Hotel Businesses on Phuket Island as a World-Class Tourist Attraction. *TEM Journal*, 10(4), 1781–1788. <https://doi.org/10.18421/TEM104-40>
- Tarigan, J., Ferdian, G. N., Hatane, S. E., & Dharmayanti, D. (2018). Talent management and financial performance: does organization learning mediate that relationship? *Asia-Pacific Management and Business Application*, 7(1),

1–16.

- Thurlings, M., Evers, A. T., & Vermeulen, M. (2015). Toward a model of explaining teachers' innovative behavior: A literature review. *Review of Educational Research*, 85(3), 430–471.
- Virkus, S. (2016). Knowledge management and information literacy: An exploratory analysis. *Communications in Computer and Information Science*, 676(6), 119–129. https://doi.org/10.1007/978-3-319-52162-6_12
- Wagner III, J. A., & Hollenbeck, J. R. (2014). Organizational Behavior. In *Organizational Behavior* (16th.). Pearson Education Inc. <https://doi.org/10.4324/9780203385418>
- Wickramaaratchi, D. R., & Perera, G. D. N. (2020). The Impact of Talent Management on Employee Performance: The Mediating Role of Job Satisfaction of Generation Y Management Trainees in the Selected Public Banks in Sri Lanka. *Sri Lankan Journal of Human Resource Management*, 10(1), 21. <https://doi.org/10.4038/sljhrm.v10i1.5648>
- Wolor, C. W., Supriyati, Y., & Purwana, D. (2019). Effect of organizational justice, conflict management, compensation, work stress, work motivation on employee performance sales people. *Humanities and Social Sciences Reviews*, 7(4), 1277–1284. <https://doi.org/10.18510/hssr.2019.74176>
- Yamin, M. A. (2022). Paternalistic Leadership and Job Embeddedness With Relation to Innovative Work Behaviors and Employee Job Performance: The Moderating Effect of Environmental Dynamism. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.759088>
- Yuan, F., & Woodman, R. W. (2010). Innovative behavior in the workplace: The role of performance and image outcome expectations. *Academy of Management Journal*, 53(2), 323–342. <https://doi.org/10.5465/amj.2010.49388995>
- Outcome Expectations. *Academic Management Journal*, 53(2), 323–342. <https://doi.org/10.5465/amj.2010.49388995>
- Yuan, F., & Woodman, R. W. (2010c). Innovative Behavior in the Workplace: The Role of Performance and Image Outcome Expectations. *Academic Management Journal*, 53(2), 323–342.
- Yusuf, M., Haryono, A., Hafid, H., Salim, N. A., & Efendi, M. (2022). Analysis Of Competence, Leadership Style, And Compensation In The Bandung City Pasar Bermartabat. *Jurnal Darma Agung*, 30(1), 522–524.
- Zaqiyah, F. N., Istiqomah, T. N., Fadillah, N., Mardianto, P. H., & Putra, R. S. (2023). a Systematic Literature Review; Pengaruh Kompensasi Dan Motivasi Terhadap Kinerja Karyawan Perusahaan. *Jurnal Ekonomi Bisnis Dan Sosial Sains*, 2(1), 01–15.