

DAFTAR REFERENSI

- Aditya, D. N. R., Ardana, K. "Pengaruh iklim organisasi, kepemimpinan trasnformasional, self efficacy terhadap perilaku kerja inovatif". *E-Jurnal Manajemen* 5, no. 3 (2016): 1801 – 1830.
- Afsar, B. "The impact of person-organization fit on innovative work behavior: the mediating effect of knowledge sharing behavior". *International journal of health care quality assurance* 29, no. 2 (2016): 104 – 109. Doi: <https://doi.org/10.1108/IJHCQA-01-2015-0017>
- Afsar, B., Badir, Y. "The Mediating Role of Psychological Empowerment on The Relationship Between Person-Organization Fit and Innovative Work Behaviour". *Journal of Chinese Human Resource Management* 7, no. 1 (2016): 5-26. Doi: <https://doi.org/10.1108/JCHRM-11-2015-0016>
- Afsar, B., Badir, Y. "Workplace spirituality, perceived organizational support and innovative work behavior: The mediating effects of person-organization fit". *Journal of Workplace Learning* 29, no. 2 (2017): 95-109. Doi: [10.1108/JWL-11-2015-0086](https://doi.org/10.1108/JWL-11-2015-0086)
- Akhtar, M. W., Syed, F., Husnanin, M., & Naseer, S. "Person-organization fit and innovative work behavior: The mediating role of perceived organizational support, affective commitment and trust". *Pakistan Journal of Commerce and Social Sciences (PJCSS)* 13, no. 2 (2019): 311-333.
- Akram, T., Lei, S., Haider, M.J., dan Hussain, S.T. The impact of organizational justice on employee innovative work behavior: Mediating role of knowledge sharing". *Journal of Innovation & Knowledge* 5, no. 2 (2020): 117 – 129. <https://doi.org/10.1016/j.jik.2019.10.001>
- Ardi, A., Djati, S.P., Bernanto, I., Sudibjo, N., Yulianeu, A., Nanda, H. A., dan Nanda, K. A. "The Relationship Between Digital Transformational Leadership Styles and Knowledge-Based Empowering Interaction for Increasing Organisational Innovativeness". *International Journal of Innovation, Creativity and Change* 11, no. 3 (2020): 259 – 277.
- Ariyani, N., Hidayati, S. "Influence of Transformational Leadership and Work Engagement On Innovative Behavior". *Etikonomi* 17, no. 2 (2018): 275-284. DOI: [10.15408/etk.v17i2.7427](https://doi.org/10.15408/etk.v17i2.7427)
- Arsawan, I. W. E., Kariati, N. M., Shchokina, Y., Prayustika, P. A., Rustiarini, N. W., & Koval, V. Invigorating Employee'S Innovative Work Behavior: Exploring the Sequential Mediating Role of Organizational Commitment and Knowledge Sharing. *Business: Theory And Practice*, 23(1), 117–130. 2022. DOI: <https://doi.org/10.3846/btp.2022.15684>

- Aydin, E., dan Erkiliç, E. "Transformational leadership and innovative work behavior: The mediating role of knowledge sharing". *Tourism and Recreation* 2, no. 2 (2020): 106 – 117.
- Bhattarai, G., Budhathoki, B. P. "Impact of person-environment fit on innovative work behavior: Mediating role of work engagement". *Problems and Perspectives in Management* 21, no. 1 (2023): 396 – 407. [http://dx.doi.org/10.21511/ppm.21\(1\).2023.34](http://dx.doi.org/10.21511/ppm.21(1).2023.34).
- Bui, H.T., Zeng, Y., dan Higgs, M. "The role of person-job fit in the relationship between transformational leader and job engagement". *Journal of Managerial Psychology* 32, no. 1 (2017): 373 – 386. <https://doi.org/10.1108/JMP-05-2016-0144>.
- Calderón, G. G. A., García, V. G. A., & Betancourt, "Hierarchization of Factors Involved in the Failure of Startups." In J. Gil-Lafuente, D. Marino, & F. C. Morabito (Eds.), *Economy, Business and Uncertainty: New Ideas for a Euro-Mediterranean Industrial Policy* (pp. 200–213). Springer International Publishing. 2019 https://doi.org/10.1007/978-3-030-00677-8_17
- "CBINSIGHTS," cbinsights Online. Homepage Online. Available from <https://www.cbinsights.com/research/report/startup-failure-reasons-top/>; Internet; accessed 5 October 2003.
- Charli, C. O., Masnum, A., Hidayat, R., Menhard, M., dan Hartoyo, B. "Interpretation Innovative Work Behavior and Transformational Leadership: Analysis Work Engagement and Work Environment on Dinas Pariwisata Kota Padang". *Journal of Accounting and Finance Management* 3, no. 6 (2023): 318 – 333. 318-333. Doi: <https://doi.org/10.38035/jafm.v3i6.173>
- Cirera, X., & Maloney, W. F. "The Innovation Paradox: Developing-country capabilities and the unrealized promise of technological catch-up." World Bank. 2017. <https://openknowledge.worldbank.org/handle/10986/28341>
- Choi, S. B., Kim, K., Ullah, S. E., dan Kang, S. W. "How transformational leadership facilities innovative behavior of Korean workers: Examining mediating and moderating processes". *Personal Review* 45, no. 3 (2016): 459 – 479. <https://doi.org/10.1108/PR-03-2014-0058>.
- Creswell, John W. "Research Design: Qualitative, Quantitative, And Mixed Method Approaches." SAGE. 2013
- Creswell, John W. "Research Design: Qualitative, Quantitative, And Mixed Method Approaches (Sixth Edition)." SAGE. 2022
- Dayanti, P. R., & Yulianti, P. "How Do Servant Leadership and Knowledge Sharing Trigger Innovative Work Behaviors among Millennials at Start-up Businesses?." *Journal of Theoretical and Applied Management (Jurnal*

Manajemen Teori Dan Terapan), 2023.
<https://doi.org/10.20473/jmtt.v16i1.43224>

De Meuse, K. P. "Learning agility: its evolution as a psychological construct and its empirical relationship to leader success". *Consulting Psychology Journal Practice and Research* 69, no. 4 (2017): 267 -295. Doi: <https://doi.org/10.1037/cpb0000100>

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>

Ilham et al., Innovative Work Behavior Model For Teachers With A Generation Diversity Approach. *Turkish Journal of Physiotherapy and Rehabilitation* 32, no. 3. 2022

Ghozali, Imam. *Konsep, teknik dan aplikasi menggunakan SMARTPLS 3.2.9.3* ed. Universitas Diponegoro. 2021.

Gomez-Mera, L. and C. Hollweg. "Firm Performance and Constraints in Indonesia." Mimeo. World Bank. 2018.

Google, & A.T. Kearney. 2017. Indonesia Venture Capital Outlook 2017.

Gorard, Stephenh. *How to make sense of statistics*. Diedit oleh Alysha Owen. *Paper Knowledge. Towards a Media History of Documents*. UK: SAGE Publication, Inc. 2021.

Gumanti, Tatang Ary, Yunidar, Syahrudin. Metode Penelitian Pendidikan. Jakarta: Mitra Wacana Media. 2016.

Gravett, Linda, and Sheri Caldwell. "Learning Agility: The Impact on Recruitment and Retention." Palgrave Macmillan US. 2016.

Hair, J.F., Hult, G.T., Ringle, C.M., dan Sarstedt, M. A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM). 2nd Ed. Sage. 2017

Hair, J. F. et. al., Partial Least Squares Structural Equation Modeling Based Discrete Choice Modeling: An Illustration In Modeling Retailer Choice. *Business Research*. 2019

Hair, J.F., Hult, G.T., Ringle, C.M., dan Sarstedt, M. *A primer on partial least squares structural equation modeling (PLS-SEM)*. 3rd Ed. Sage. 2022

Hamid, R. S., & Anwar, S. M. *Structural Equation Modeling (Sem) Berbasis Variance: Konsep Dasar dan Aplikasi dengan Program SmartPLS 3.2. 8 dalam Riset Bisnis*. Jakarta Pusat: PT Inkubator Penulis Indonesia. 2019

Hamzah Elrehail, Okechukwu Lawrence Emeagwali, Abdallah Alsaad, Amro Alzghoul, "The impact of Transformational and Authentic leadership on

innovation in higher education: The contingent role of knowledge sharing.” *Telematics and Informatics*, Volume 35, Issue 1, 2018. 55-67, <https://doi.org/10.1016/j.tele.2017.09.018>

Holste, J. S., Fields, D. “Trust and tacit knowledge sharing and use”. *Journal of Knowledge Management* 14, no. 1 (2010): 128 – 140. <https://doi.org/10.1108/13673271011015615>

Hu, B., & Zhao, Y. “Creative self-efficacy mediates the relationship between knowledge sharing and employee innovation.” *Social Behavior and Personality*, 2016. <https://doi.org/10.2224/sbp.2016.44.5.815>

Jo, Y., Hong, A. J. “Impact of Agile Learning on Innovative Behavior: A Moderated Mediation Model of Employee Engagement and Perceived Organizational Support”, *Frontiers in Psychology* 13, (2022): 900830. <https://doi.org/10.3389/fpsyg.2022.900830>.

Karimi, S., Ahmadi Malek, F., Yaghoubi, F. A., dan Liobikienė, G. “The Role of Transformational Leadership in Developing Innovative Work Behaviors: The Mediating Role of Employees’ Psychological Capital”. *Sustainability* 15, no. 2 (2023): 1267. <https://doi.org/10.3390/su15021267>.

Kim, M. J., Kim, S. H. “The Effect of Learning Support Leadership on Learning Agility and Job Satisfaction of Organizational Members”. *International Journal of Advanced Culture Technology* 9, no. 1 (2021): 152 – 161.

Kim, G., Lee, W. J. “The Venture Firm’s Ambidexterity: Do Transformational Leaders Boost Organizational Learning for Venture Growth?”. *Sustainability* 13, no. 15 (2021). <https://doi.org/10.3390/su13158126>.

Kmiecik, R. “Trust, knowledge sharing, and innovative work behavior: empirical evidence from Poland”. *European Journal of Innovation Management* 24, no. 5 (2021): 1832 – 1859.

Kristof-Brown, A. L., Zimmerman, R. D., dan Johnson, E. C. “Consequences of Individualis’ Fit at work: A meta-analysis of person-job, person-organization, person-group, and person-supervisor fit.” *Personnel psychology* 58, no. 2 (2005): 281 – 342.

Lim, S., Lee, K. H., dan Bae, K. H. “Does Person-Organization Fit Mediate the Relationship between Affect-Based Work Antecedents and Public Employee Job Satisfaction?”. *Journal of Public and Nonprofit Affairs* 5, no. 2 (2019): 134 – 154.

Masood, M., Afsar, B. Transformational leadership and innovative work behavior among nursing staff.” *Nursing inquiry* 24, no. 4 (2017): 1 – 14. <https://doi.org/10.1111/nin.12188>

Mayastinasari, V., Suseno, B. “Mayastinasari, V., & Suseno, B. (2023). The role of transformational leadership, and knowledge sharing on innovative work

behavior of public organization in the digital Era". *International Journal of Professional Business Review* 8, no. 7 (2023): e02977 - e02977. <https://www.openaccessojs.com/JBReview/article/view/2977>.

McCarthy, P., Sammon, D., dan Alhassan, I. "Digital Transformation Leadership Characteristics: a Literature Analysis:" *Journal of Decision Systems*, 2021. <https://doi.org/10.1080/12460125.2021.1908934>.

Jaya, I Made Laut Mertha. "Metode Penelitian Kuantitatif dan Kualitatif." Penerbit Anak Hebat Indonesia, Yogyakarta. 2021

MIKTI. "Mapping & Database Startup Indonesia 2021." MIKTI. 2021

Natalia, L., Sandroto, C. W. "The Mediating Role of Knowledge Sharing Behavior on the Effect of Person-Organization Fit on Innovative Work Behavior." *International Journal of Applied Business and International Management* 5, no. 1 (2020): 82 – 92.

Niesen, W., Van Hoetegem, A., Vander Elst, T., Battistelli, A. and De Witte, H., "Job Insecurity and Innovative Work Behaviour: A Psychological Contract Perspective." *Psychologica Belgica*, 2018. 57(4), p.174-189.DOI: <https://doi.org/10.5334/pb.381>

Noui, M.El-Amine., Dehane M., "Analysing Startups Failure Factors: Evidence from CB Insights Tech Market Intelligence Platform." *Journal of Economic Growth and Entrepreneurship JEJE*, 2023.

Pudjiarti, E. S., Hutomo, P. T. P. "Innovative work behavior: An integrative investigation of person-job fit, person-organization fit, and person-group fit". *Business: Theory and Practice* 21, no. 1 (2020): 39 – 47. <https://doi.org/10.3846/btp.2020.9487>.

Putri, Y., Suharti, L. Learning Agility and Innovative Behavior: The Roles of Learning Goal Orientation and Learning Organization". *International Journal of Economics, Business and Accounting Research (IJEBAR)* 5, no. 3 (2021): 711-722.

Purc, Ewelina., Lagun, Mariola., "Personal Values and Innovative Behaviour of Employees." *Front. Psychol.* 2019 <https://doi.org/10.3389/fpsyg.2019.00865>

Raja, U., Bouckenooghe, D., Syed, F., dan Naseer, S. Interplay between P-O fit, transformational leadership and organizational social capital". *Personnel Review* 47, no. 4 (2018): 913 – 930. Doi: [10.1108/PR-07-2016-0161?journalCode=pr](https://doi.org/10.1108/PR-07-2016-0161?journalCode=pr).

Rafique, M. A., Hou, Y., Chudhery, M. A., Waheed, M., Zia, T., & Chan, F. Investigating the Impact of Pandemic Job Stress and Transformational Leadership on Innovative Work Behavior: The Mediating and Moderating

Role of Knowledge Sharing. *Journal of Innovation & Knowledge*, 1-11. (2022) DOI: [10.1016/j.jik.2022.100214](https://doi.org/10.1016/j.jik.2022.100214)

Riswan, A. A., Salsabila, C., Mulya, D. P. R., dan Saputra, N. "Innovative Work Behavior pada Pegawai di DKI Jakarta: Pengaruh Learning Agility, Work Engagement, dan Digital Readiness". *Studi Ilmu Manajemen dan Organisasi* 2, no. 2 (2021): 151 – 165. <https://doi.org/10.35912/simo.v2i2.833>.

Romadholi, A., Kusmaningtyas, A., dan Susanti, N. Servant leadership to improve innovative work behavior through person organization fit and knowledge sharing behavior as mediation variables at employees of PT Telkom Akses Surabaya Utara, Indonesia". *New Applied Studies in Management, Economics & Accounting* 6, no. 7 (2023): 17 – 25.

Saeed, B.B., Afsar, B., Shahjehan, A., dan Shah, S.I. "Does transformational leadership foster innovative work behavior? The roles of psychological empowerment, intrinsic motivation, and creative process engagement." *Economic Research* 32, no. 1 (2019): 254–81. <https://doi.org/10.1080/1331677X.2018.1556108>.

Sudibjo, N., Prameswari, R. K. "The effects of knowledge sharing and person-organization fit on the relationship between transformational leadership on innovative work behavior". *Heliyon* 7, no. 6 (2021). <https://doi.org/10.1016/j.heliyon.2021.e07334>.

Suhana, S., Udin, U., Suharnomo, S., dan Mas'ud, F. "Transformational Leadership and Innovative Behavior: The Mediating Role of Knowledge Sharing in Indonesian Private University". *International Journal of Higher Education* 8, no. 6 (2019): 15-25. <https://doi.org/10.5430/ijhe.v8n6p15>.

Sulistiwati, Komari, N., Dhamayanti, E. "The Effects of Person-Job Fit on Knowledge Sharing Behavior Among Lectures In Higher Education Institutions". *The 19th Malaysia Indonesia International Conference on Economics, Management and Accounting (MIICEMA)* 8, no. 3 (2018): 463 – 472.

Tripathi, A., Kalia, P. "Examining the effects of supportive work environment and organisational learning culture on organisational performance in information technology companies: The mediating role of learning agility and organisational innovation". *Innovation*, (2022): 1 – 21. <https://doi.org/10.1080/14479338.2022.2116640>.

Valenzuela, S., Bachman, I. "Path Analysis". *The International Encyclopedia of Communication Research Method*, (2017): 1 – 9. <https://doi.org/10.1002/9781118901731.iecrm0181>.

Van den Hooff, B., & de Ridder, J. "Knowledge Sharing in Context: The influence of organizational commitment, communication climate and CMC

use on knowledge sharing.” *Journal of Knowledge Management*, 2004.
<http://dx.doi.org/10.1108/13673270410567675>

Wang, H.-J., Lu, C., & Siu, O. “Job Insecurity and Job Performance: The Moderating Role of Organizational Justice and the Mediating Role of Work Engagement.” *The Journal of Applied Psychology*, 2015.
<https://doi.org/10.1037/a0038330>

World Bank. “*Indonesia Economic Quarterly.*” Washington, DC. 2018

World Bank. “*Supporting Firms in Restructuring and Recovery.*” Washington DC. 2021. <https://doi.org/10.1596/35551>

Wuryaningrat, N. F., Kindangenm P., Seundouw, G., dan Lumanouw, B. The Role of Person Job Fit and Person Organization Fit on The Development of Innovation Capabilities At Indonesia Creative Industry”. *International Journal of Engineering and Advanced Technology (IJEAT)* 8, no. 5 (2019): 80 – 85. Doi: [10.35940/ijeat.E1011.0585C19](https://doi.org/10.35940/ijeat.E1011.0585C19).

Zainal, M. A. & Matore Mohd, E. E. M. “Pengaruh Self-Efficacy Guru dan Praktik Kepemimpinan Transformasional Pemimpin Sekolah Terhadap Perilaku Inovatif Guru (WoS - Q1, SSCI, IF = 2.849)”. *Int. J. Environ. Res. Public Health* 18, no. 12 (2021): 6423.
<https://doi.org/10.3390/ijerph18126423>