DAFTAR PUSTAKA

- Abbasi, G.A., Kumaravelu, J., Goh, Y.N., Dara Singh, K.S., 2021. Understanding the intention to revisit a destination by expanding the theory of planned behaviour (TPB). Spanish J. Mark. ESIC 25, 282–311.
- Abd-Mutalib, H., Muhammad Jamil, C.Z., Mohamed, R., Ismail, S.N.A., 2023. The determinants of environmental knowledge sharing behaviour among accounting educators: a modified theory of planned behaviour. Int. J. Sustain. High. Educ. 24, 1105–1135.
- Adil, A., Kausar, S., Ameer, S., Ghayas, S., Shujja, S., 2023. Impact of organizational socialization on organizational citizenship behavior: mediating role of knowledge sharing and role clarity. Curr. Psychol. 42, 5685–5693.
- Afriyie, S., Du, J., Musah, A.A.I.B.N., 2020. Innovation and Knowledge Sharing of SME in an Emerging Economy; The Moderating Effect of Transformational Leadership Style. Int. J. Innov. Manag. 24, 1–26.
- Afsar, B., Badir, Y., 2015. The impacts of person-organisation fit and perceived organisational support on innovative work behaviour: The mediating effects of knowledge sharing behaviour. Int. J. Inf. Syst. Change Manag. 7, 263–285.
- Afsar, B., Cheema, S., Bin Saeed, B., 2018. Do nurses display innovative work behavior when their values match with hospitals' values? Eur. J. Innov. Manag. 21, 157–171.
- Afsar, B., Safdar, U., Dost, M., Ali, Z., 2017. Flight attendant's knowledge sharing,

- innovative work behaviour, and new service development. Int. J. Work Innov. 2, 193–215.
- Afsar, B., Umrani, W.A., 2020. Transformational leadership and innovative work behavior: The role of motivation to learn, task complexity and innovation climate. Eur. J. Innov. Manag. 23, 402–428.
- Ahmad, F., Karim, M., 2019. Impacts of knowledge sharing: a review and directions for future research. J. Work. Learn.
- Ahmed, F., Hassan, A., Ayub, M.U., Klimoski, R., 2018. High commitment work system and innovative work behavior: The mediating role of knowledge sharing. Pakistan J. Commer. Soc. Sci. 12, 29–51.
- Ahmed Yahia, N., Montani, F., Courcy, F., 2018. Le rôle des stresseurs sur le comportement d'innovation: Quand le leadership habilitant du supérieur protège le potentiel d'innovation des travailleurs. Psychol. du Trav. des Organ. 24, 51–67.
- Ajzen, I., 1991. The theory of planned behavior. Organ. Behav. Hum. Decis. Process. 50, 179–211.
- Ajzen, I., 2001. Nature and Operation of Attitudes. Annu. Rev. Psychol. 52, 27–58.
- Ajzen, I., 2015. The theory of planned behaviour is alive and well, and not ready to retire: a commentary on Sniehotta, Presseau, and Araújo-Soares. Health Psychol. Rev. 9, 131–137.
- Ajzen, I., Fishbein, M., Lohmann, S., ..., 2021. The Influence of Attitudes on

- Behavior. Handb. Attitudes 187–236.
- Ajzen, I., Madden, T.J., 1986. Prediction of goal-directed behavior: Attitudes, intentions, and perceived behavioral control. J. Exp. Soc. Psychol. 22, 453–474.
- Akbari, M., Fozouni Ardekani, Z., Pino, G., Maleksaeidi, H., 2019. An extended model of Theory of Planned Behavior to investigate highly-educated iranian consumers' intentions towards consuming genetically modified foods. J. Clean. Prod. 227, 784–793.
- Akmal, Azliyanti, E., 2022. Among Makarti Vol. 15 No. 1 Juni 2022. Peran Bhs.

 Motiv. Sebagai Pemderasi Hub. Perilaku Berbagai Pengetah. Terhadap

 Perilaku Kerja Inov. dan Kepuasan Kerja 15, 77–89.
- Al-awaid, S.A.A., Moafa, R.N., Mohammad, N., 2023. Knowledge Sharing Behaviour and Innovative Work Behavior among EFL Faculty Members. Migr. Lett. 20, 788–809.
- Al-Boquor, K.K., 2016. The role of information technology and knowledge sharing and their impact on higher education quality assurance: an empirical study at Taif University, Dirasat. Adm. Sci. 43, 1–35.
- Al-Husseini, S., El Beltagi, I., Moizer, J., 2021. Transformational leadership and innovation: the mediating role of knowledge sharing amongst higher education faculty. Int. J. Leadersh. Educ. 24, 670–693.
- Al-husseini, S., Elbeltagi, I., 2018. Evaluating the effect of transformational

- leadership on knowledge sharing using structural equation Modeling: the case of Iraqi higher education. Int. J. Leadersh. Educ. 21, 506–517.
- Al-Husseini, S., Elbeltagi, I., 2018. The role of knowledge sharing in enhancing innovation: a comparative study of public and private higher education institutions in Iraq. Innov. Educ. Teach. Int. 55, 23–33.
- Al-Kurdi, O., El-Haddadeh, R., Eldabi, T., 2018. Knowledge sharing in higher education institutions: a systematic review. J. Enterp. Inf. Manag.
- Al-Kurdi, O.F., El-Haddadeh, R., Eldabi, T., 2020. The role of organisational climate in managing knowledge sharing among academics in higher education. Int. J. Inf. Manage. 50, 217–227.
- Al-Lozi, E., Papazafeiropoulou, A., 2012. Intention-Based Models: The Theory of Planned Behavior Within the Context of IS. Springer 2, 219–239.
- Al-Omari, M.A., Choo, L.S., Ali, M.A.M., 2019. Innovative work behavior: A review of literature. Int. J. Psychosoc. Rehabil. 23, 39–47.
- Al Qeisi, K.I., Al Zagheer, H.M., 2015. Determinants of Knowledge Sharing Behaviour among Personnel in Banking Industry. Int. J. Bus. Manag. 10, 49–59.
- Alavi, M., Leidner, D.E., 2001. Review: Knowledge management and knowledge management systems: Conceptual foundations and research issues. MIS Q. Manag. Inf. Syst. 25, 107–136.
- Ali, I., Ali, M., Leal-Rodríguez, A.L., Albort-Morant, G., 2019. The role of

- knowledge spillovers and cultural intelligence in enhancing expatriate employees' individual and team creativity. J. Bus. Res. 101, 561–573.
- Almujally, N., Joy, M., 2019. A Framework for Improving the Sharing of Teaching Practices Through Web 2.0 Technology for Academic Instructors. 5th Int. Conf. Inf. Manag. ICIM 2019.
- Alshahrani, I., 2023. Integration of innovative work behavior through transformational leadership in the Saudi healthcare sector: a systematic review. Arab Gulf J. Sci. Res.
- Amankwaa, A., Susomrith, P., Seet, P.S., 2022. Innovative behavior among service workers and the importance of leadership: evidence from an emerging economy. J. Technol. Transf. 47, 506–530.
- Amin, M. Bin, Rubel, M.R.B., 2020. Human resource management practices and employee knowledge sharing behavior: Mediating role of knowledge sharing intention. Asian J. Empir. Res. 10, 150–164.
- Anand, A., Centobelli, P., Cerchione, R., 2020. Why should I share knowledge with others? A review-based framework on events leading to knowledge hiding. J. Organ. Chang. Manag. 33, 379–399.
- Anand, A., Offergelt, F., Anand, P., 2022. Knowledge hiding a systematic review and research agenda. J. Knowl. Manag. 26, 1438–1457.
- Ancona, D., Bresman, H., 2023. x-teams: how to build teams that lead, innovate, and succeed, Harvard Business School Publishing Corporation. Harvard

- Business School Publishing Corporation.
- Ancona, D., Kochan, T.A., Scully, M., Maanen, J. Van, Westney, D.E., 2009.
 Managing for the future organizational behavior & processes, Third Edit. ed,
 South-Western Cengage Learning. South-Western Cengage Learning.
- Anser, M.K., Yousaf, Z., Yasir, M., Sharif, M., Nasir, M.H., Rasheed, M.I., Waheed, J., Hussain, H., Majid, A., 2022. How to unleash innovative work behavior of SMEs' workers through knowledge sharing? Accessing functional flexibility as a mediator. Eur. J. Innov. Manag. 25, 233–248.
- Anwar, R., Rehman, M., Wang, K.S., Hashmani, M.A., 2019. Systematic Literature Review of Knowledge Sharing Barriers and Facilitators in Global Software Development Organizations Using Concept Maps. IEEE Access 7, 24231–24247.
- Apostu, S.A., Mukli, L., Panait, M., Gigauri, I., Hysa, E., 2022. Economic growth through the lenses of education, entrepreneurship, and innovation. Adm. Sci. 12, 74.
- Araei, V., 2022. Knowledge sharing as soft organizational governance. Soft power Stud. 11.
- Arora, A., Belenzon, S., Patacconi, A., 2021. Knowledge sharing in alliances and alliance portfolios. Manage. Sci. 67, 1569–1585.
- Arpaci, I., Bahari, M., 2023. Investigating the role of psychological needs in predicting the educational sustainability of Metaverse using a deep learning-

- based hybrid SEM-ANN technique. Interact. Learn. Environ. 1–13.
- Aryatama, A., 2023a. Peringkat Universitas Terbaik Dunia 2023 Versi QS World

 University Rankings [WWW Document]. https://www.hotcourses.co.id/.

 URL https://www.hotcourses.co.id/study-abroad-info/university-applications/peringkat-universitas-dunia-qs-2023/ (accessed 8.18.23).
- Aryatama, A., 2023b. QS World University Rankings 2024: Universitas Terbaik di Dunia dan Peringkatnya [WWW Document]. https://www.hotcourses.co.id/.

 URL https://www.hotcourses.co.id/study-abroad-info/university-applications/universitas-terbaik-di-dunia-versi-qs-world-university-rankings/ (accessed 8.18.23).
- Asurakkody, T.A., Kim, S.H., 2020. Effects of knowledge sharing behavior on innovative work behavior among nursing Students: Mediating role of Self-leadership. Int. J. Africa Nurs. Sci. 12, 100190.
- Aulawi, H., 2021. The impact of knowledge sharing towards higher education performance in research productivity. Int. J. Sociotechnology Knowl. Dev. 13, 121–132.
- Aunjum, A.H., Abbas, G., Sajid, M., 2017. Transformational Leadership and Employee Motivation in Banking Sector of Pakistan. Adv. Econ. Bus. 5, 487–494.
- Azevedo, A., Shane, M.J., 2019. A new training program in developing cultural intelligence can also improve innovative work behavior and resilience: A longitudinal pilot study of graduate students and professional employees. Int.

- J. Manag. Educ. 17, 100303.
- Ba, N.T.K., Thuy, H.T.T., Chi, C.M., 2023. Impacts of perceived justice, workplace fun on innovative work behavior and job performance of lecturers at universities in Ho Chi Minh City. Tạp chí Nghiên cứu Tài chính-Marketing 63–75.
- Baden-Fuller, C., Teece, D.J., 2020. Market sensing, dynamic capability, and competitive dynamics. Ind. Mark. Manag. 89, 105–106.
- Baldé, M., Ferreira, A.I., Maynard, T., 2018. SECI driven creativity: the role of team trust and intrinsic motivation. J. Knowl. Manag. 22, 1688–1711.
- Ballesteros-Rodríguez, J.L., De Saá-Pérez, P., García-Carbonell, N., Martín-Alcázar, F., Sánchez-Gardey, G., 2022. The influence of team members' motivation and leaders' behaviour on scientific knowledge sharing in universities. Int. Rev. Adm. Sci. 88, 320–336.
- Bao, Z., Wang, C., 2022. A multi-agent knowledge integration process for enterprise management innovation from the perspective of neural network. Inf. Process. Manag. 59, 102873.
- Baporikar, N., 2020. Human Resource Management for Managing Cultural Diversity. Int. J. Appl. Manag. Sci. Eng. 7, 74–99.
- Baran Kasapoğlu, E., Küçükaltan, B., Açık, A., Ayaz, İ.S., Saatçioğlu, Ö.Y., 2021.

 Prioritizing Different Types of Barriers to Knowledge Sharing: A Cause-andEffect Analysis of the Views of Academics in Turkey. Yuksekogretim Derg.

- 11, 578–596.
- Beier, C.G., Schmidt, S., Froehlich, C., 2023. Dynamic capabilities and value cocreation in higher education. J. Mark. High. Educ.
- Bellora-Bienengräber, L., Radtke, R.R., Widener, S.K., 2022. Counterproductive work behaviors and work climate: The role of an ethically focused management control system and peers' self-focused behavior. Accounting, Organ. Soc. 96, 101275.
- Bentler, P.M., Chou, C.P., 1987. Practical Issues in Structural Modeling. Sociol. Methods Res. 16, 78–117.
- Berraies, S., Lajili, R., Chtioui, R., 2020. Social capital, employees' well-being and knowledge sharing: does enterprise social networks use matter? Case of Tunisian knowledge-intensive firms. J. Intellect. Cap. 21, 1153–1183.
- Bhatti, S.H., Vorobyev, D., Zakariya, R., Christofi, M., 2021. Social capital, knowledge sharing, work meaningfulness and creativity: evidence from the Pakistani pharmaceutical industry. J. Intellect. Cap. 22, 243–259.
- Bibi, A., Afsar, B., 2020. Behavioural courage and its effect on innovative work behaviour of public sector employees: The role of managerial position and gender. Int. J. Public Sect. Perform. Manag. 6, 124–142.
- Bilginoğlu, E., 2019. Knowledge hoarding: A literature review. Manag. Sci. Lett. 9, 61–72.
- Bock, G.W., Kim, Y.G., 2002. Breaking the Myths of Rewards: An Exploratory

- Study of Attitudes about Knowledge Sharing. Inf. Resour. Manag. J. 15, 14–21.
- Bock, G.W., Zmud, R.W., Kim, Y.G., Lee, J.N., 2005. Behavioral intention formation in knowledge sharing: Examining the roles of extrinsic motivators, social-psychological forces, and organizational climate. MIS Q. Manag. Inf. Syst. 29, 87–111.
- Bogers, M., Chesbrough, H., Heaton, S., Teece, D.J., 2019. Strategic Management of Open Innovation: A Dynamic Capabilities Perspective. Calif. Manage. Rev. 62, 77–94.
- Borges, R., Bernardi, M., Petrin, R., 2019. Cross-country findings on tacit knowledge sharing: evidence from the Brazilian and Indonesian IT workers. J. Knowl. Manag. 23, 742–762.
- Bos-Nehles, A., Bondarouk, T., Nijenhuis, K., 2017. Innovative work behaviour in knowledge-intensive public sector organizations: the case of supervisors in the Netherlands fire services. Int. J. Hum. Resour. Manag. 28, 379–398.
- Bos-Nehles, A.C., Veenendaal, A.A.R., 2019. Perceptions of HR practices and innovative work behavior: the moderating effect of an innovative climate. Int. J. Hum. Resour. Manag. 30, 2661–2683.
- BPS, 2022. Keadaan Angkatan Kerja di Indonesia Agustus 2022, Badan Pusat Statistik, Jakarta.
- Bradley McKibben, W., DiAnne Borders, L., Ackerman, T.A., 2017. Development

- of the Dynamic Leadership in Counseling Scale—Self-Report. J. Couns. Leadersh. Advocacy 4, 147–160.
- Buranakul, S., Limnararat, S., Pithuncharurnlap, M., Sangmanee, W., 2017a. The mediating effect of knowledge-sharing behaviour on total quality management and organisational innovation capability. J. Glob. Bus. Adv. 10, 461–480.
- Buranakul, S., Limnararat, S., Pithuncharurnlap, M., Sangmanee, W., 2017b. The mediating role of innovative work behavior on the relationship between knowledge sharing behavior and innovation capability in Thailand private university. 2016 Manag. Innov. Technol. Int. Conf. MITiCON 2016 MIT47–MIT51.
- Burmeister, A., Fasbender, U., Deller, J., 2018. Being perceived as a knowledge sender or knowledge receiver: A multistudy investigation of the effect of age on knowledge transfer. J. Occup. Organ. Psychol. 91, 518–545.
- Burnes, B., Bargal, D., 2017. Introduction: Kurt Lewin: 70 Years On. J. Chang. Manag. 17, 1–18.
- Caesaria, S.D., 2023. 20 Perguruan Tinggi Terbaik Indonesia Versi QS WUR 2024, UI Nomor 1 [WWW Document]. https://www.kompas.com/. URL https://www.kompas.com/edu/read/2023/06/28/150500271/20-perguruan-tinggi-terbaik-indonesia-versi-qs-wur-2024-ui-nomor-1?page=all (accessed 8.18.23).
- Cahigas, M.M., Prasetyo, Y.T., Persada, S.F., Ong, A.K.S., Nadlifatin, R., 2022.

 Understanding the perceived behavior of public utility bus passengers during

- the era of COVID-19 pandemic in the Philippines: Application of social exchange theory and theory of planned behavior. Res. Transp. Bus. Manag. 45, 100840.
- Cai, Y., Shi, W., 2022. The influence of the community climate on users' knowledge-sharing intention: the social cognitive theory perspective. Behav. Inf. Technol. 41, 307–323.
- Caniëls, M.C.J., Veld, M., 2019. Employee ambidexterity, high performance work systems and innovative work behaviour: How much balance do we need? Int. J. Hum. Resour. Manag. 30, 565–585.
- Cao, T.T., Le, P.B., Nguyen, N.T.M., 2022. Impacts of high-involvement HRM practices on organizational innovation capability: the mediating mechanism of tacit and explicit knowledge sharing. Int. J. Innov. Sci. 14, 733–749.
- Catyanadika, P.E., Rajasekera, J., 2022. Influence of psychological safety and social presence on knowledge sharing behavior in higher education online learning environment. VINE J. Inf. Knowl. Manag. Syst. 52, 335–353.
- Chaithanapat, P., Punnakitikashem, P., Khin Khin Oo, N.C., Rakthin, S., 2022.

 Relationships among knowledge-oriented leadership, customer knowledge management, innovation quality and firm performance in SMEs. J. Innov. Knowl. 7, 100162.
- Chan, I., Lau, Y.-Y., 2021. Learning from the Greats: Identifying Three Knowledge

 Sharing Pillars to Direct Knowledge Management Initiatives in Higher

 Education Institutions. Int. J. Innov. Creat. Chang. www.ijicc.net.

- Che, T., Wu, Z., Wang, Y., Yang, R., 2019. Impacts of knowledge sourcing on employee innovation: the moderating effect of information transparency. J. Knowl. Manag. 23, 221–239.
- Chedid, M., Alvelos, H., Teixeira, L., 2022. Individual factors affecting attitude toward knowledge sharing: an empirical study on a higher education institution. VINE J. Inf. Knowl. Manag. Syst. 52, 1–17.
- Chedid, M., Caldeira, A., Alvelos, H., Teixeira, L., 2020. Knowledge-sharing and collaborative behaviour: An empirical study on a Portuguese higher education institution. J. Inf. Sci. 46, 630–647.
- Chen, L., Liu, Y., Hu, S., Zhang, S., 2022. Perception of organizational politics and innovative behavior in the workplace: The roles of knowledge-sharing hostility and mindfulness. J. Bus. Res. 145, 268–276.
- Chen, S., Liu, W., Zhu, Y., Shu, P., 2022. Sharing or hiding? The influence of supervisor bottom-line mentality on employee knowledge behaviors. J. Knowl. Manag.
- Cheng, K.T., Chang, Y.C., Lee, C., 2020. The effect of public service motivation at individual, group, and organisational levels of citizenship behaviour. Inf. Resour. Manag. J. 33, 39–58.
- Cheng, L., Wu, D., Cao, J., 2023. Determinants of Preschool Teachers' Knowledge-Sharing Behavior from a Thinking Style Perspective. Behav. Sci. (Basel). 13, 230.

- Chicco, D., Warrens, M.J., Jurman, G., 2021. The coefficient of determination R-squared is more informative than SMAPE, MAE, MAPE, MSE and RMSE in regression analysis evaluation. PeerJ Comput. Sci. 7, 1–24.
- Chua, K., Thinakaran, R., Vasudevan, A., 2023. Knowledge Sharing Barriers in Organizations A Review. TEM J. 12, 184–191.
- Chugh, R., 2017. Barriers and enablers of tacit knowledge transfer in australian higher education institutions. Int. J. Educ. Learn. Syst. 2, 272–276.
- Chugh, R., 2018. Tacit Knowledge Transfer in Australian Universities: Exploring the Barriers and Enablers. MATEC Web Conf. 210, 1–7.
- Chughtai, M.S., Mushtaque, I., Waqas, H., Raza, H., 2022. Knowledge hiding behaviors as moderator between machiavellianism, professional envy and research productivity: Empirical evidence from emerging economy. Knowl. Manag. E-Learning An Int. J. 510–535.
- Connelly, C.E., Kevin Kelloway, E., 2003. Predictors of employees' perceptions of knowledge sharing cultures. Leadersh. Organ. Dev. J. 24, 294–301.
- Corzo-morales, Y., Contreras-pacheco, O.E., 2024. Determinants of innovative behavior from the perspective of individual factors: A conceptual framework. Intang. Cap. IC, 20, 60–88.
- Crocker, L., Algina, J., 2008. Introduction to classical and modern test theoryProcedures for Estimating Reliability, Harcourt Brace Jovanovich College.

 ERIC.

- Cropanzano, R., Mitchell, M.S., 2005. Social exchange theory: An Interdisciplinary review. J. Manage. 31, 874–900.
- Crupi, A., Del Sarto, N., Di Minin, A., Phaal, R., Piccaluga, A., 2020. Open innovation environments as knowledge sharing enablers: the case of strategic technology and innovative management consortium. J. Knowl. Manag. 25, 1263–1286.
- Dan, Y., Tao, J., 2021. Knowledge worker scheduling optimization model based on bacterial foraging algorithm. Futur. Gener. Comput. Syst. 124, 330–337.
- Daniels, H., 2017. Introduction to vygotsky: Third edition. Introd. to Vygotsky 1–294.
- Daronco, E.L., Silva, D.S., Seibel, M.K., Cortimiglia, M.N., 2022. A new framework of firm-level innovation capability: A propensity-ability perspective. Eur. Manag. J.
- De Jong, J., Den Hartog, D., 2010. Measuring innovative work behaviour. Creat. Innov. Manag. 19, 23–36.
- De Munck, B., 2019. Artisans as knowledge workers: Craft and creativity in a long term perspective. Geoforum 99, 227–237.
- Deffner, D., Rohrer, J.M., McElreath, R., 2022. A causal framework for cross-cultural generalizability. Adv. Methods Pract. Psychol. Sci. 5, 25152459221106370.
- del Río, P., Kiefer, C.P., 2023. Academic research on renewable electricity

- auctions: Taking stock and looking forward. Energy Policy 173, 113305.
- Deng, Hepu, Duan, S.X., Wibowo, S., 2022. Digital technology driven knowledge sharing for job performance. J. Knowl. Manag.
- Deng, Hui, Xu, Y., Deng, Y., Lin, J., 2022. Transforming knowledge management in the construction industry through information and communications technology: A 15-year review. Autom. Constr. 142, 104530.
- Diamantopoulos, A., Siguaw, J.A., 2000. Introducing LISREL: A guide for the uninitiated, Journal of the Electrochemical Society. Sage.
- Distanont, A., Khongmalai, O., 2020. The role of innovation in creating a competitive advantage. Kasetsart J. Soc. Sci. 41, 15–21.
- Djikhy, S., Moustaghfir, K., 2019. International faculty, knowledge transfer, and innovation in higher education: A human resource development perspective.Hum. Syst. Manag. 38, 423–431.
- Dong, D.T., Nghia, N.K., 2022. the Relationships Between Online Knowledge Sharing, Innovative Work Behavior, and Academic Performance: Evidence From Vietnam. Int. J. Ebus. eGovernment Stud. 14, 181–203.
- Donnelly, R., 2019. Aligning knowledge sharing interventions with the promotion of firm success: The need for SHRM to balance tensions and challenges. J. Bus. Res. 94, 344–352.
- Edeh, E., Lo, W.-J., Khojasteh, J., 2023. Review of Partial Least Squares Structural Equation Modeling (PLS-SEM) Using R: A Workbook, Structural Equation

- Modeling: A Multidisciplinary Journal.
- Edeh, F.O., Zayed, N.M., Nitsenko, V., Brezhnieva-Yermolenko, O., Negovska, J., Shtan, M., 2022. Predicting Innovation Capability through Knowledge Management in the Banking Sector. J. Risk Financ. Manag. 15, 312.
- Eide, A.E., Saether, E.A., Aspelund, A., 2020. An investigation of leaders' motivation, intellectual leadership, and sustainability strategy in relation to Norwegian manufacturers' performance. J. Clean. Prod. 254, 120053.
- Eisingerich, A.B., Rubera, G., 2010. Drivers of Brand Commitment: J. Int. Mark. 18, 64–79.
- El-Kassar, A.N., Dagher, G.K., Lythreatis, S., Azakir, M., 2022. Antecedents and consequences of knowledge hiding: The roles of HR practices, organizational support for creativity, creativity, innovative work behavior, and task performance. J. Bus. Res. 140, 1–10.
- El-Kassar, A.N., Singh, S.K., 2019. Green innovation and organizational performance: The influence of big data and the moderating role of management commitment and HR practices. Technol. Forecast. Soc. Change 144, 483–498.
- El Fath, N.M.D., Radikun, T.B.S., 2019. Authentic Leaders May Increase Employee Innovation: The Mediation Effect of Psychological Capital. In: 2nd International Conference on Intervention and Applied Psychology (ICIAP 2018.

- Eletter, S., Awad, G., Refae, E., 2020. The impact of knowledge sharing enablers on knowledge sharing behavior: an empirical study.
- Eletter, S., El Refae, G.A., Kaba, A., 2022. The impact of knowledge sharing enablers on knowledge sharing behavior: an empirical study. VINE J. Inf. Knowl. Manag. Syst. 52, 102–119.
- Elkhidir, E., Mannakkara, S., Henning, T.F.P., Wilkinson, S., 2022. Knowledge types and knowledge transfer mechanisms for effective resilience knowledgesharing between cities A case study of New Zealand. Int. J. Disaster Risk Reduct. 70, 102790.
- Elmadag, A.B., Yaoyuneyong, G., Burgess, B., 2022. Inclusivity in sports: fan attitudes and behaviors towards nonbinary athletes. Int. J. Sport. Mark. Spons.
- Emiliano de Souza, D., Favoretto, C., Carvalho, M.M., 2022. Knowledge Management, Absorptive and Dynamic Capacities and Project Success: A Review and Framework. EMJ Eng. Manag. J. 34, 50–69.
- Estensoro, M., Larrea, M., Müller, J.M., Sisti, E., 2022. A resource-based view on SMEs regarding the transition to more sophisticated stages of Industry 4.0. Eur. Manag. J. 40, 778–792.
- Everett, M.G., Broccatelli, C., Borgatti, S.P., Koskinen, J., 2018. Measuring knowledge and experience in two mode temporal networks. Soc. Networks 55, 63–73.
- Fan, X., Thompson, B., Wang, L., 1999. Effects of sample size, estimation methods,

- and model specification on structural equation modeling fit indexes. Struct. Equ. Model. 6, 56–83.
- Faris Hussain, M., Hanifah, H., Vafaei-Zadeh, A., Abdul Halim, H., 2022.

 Determinants of Innovative Work Behavior and Job Performance: Moderating
 Role of Knowledge Sharing. Int. J. Innov. Technol. Manag.
- Farrukh, M., Ansari, N.Y., Raza, A., Meng, F., Wang, H., 2022. High-performance work practices do much, but H.E.R.O does more: an empirical investigation of employees' innovative behavior from the hospitality industry. Eur. J. Innov. Manag. 25, 791–812.
- Farrukh, M., Sajid, M., Zreen, A., Khalid, R., 2020. Knowledge sharing in higher education institutes: An empirical investigation of individual characteristics. J. Appl. Res. High. Educ. 12, 311–329.
- Fatemi, S.Z., Sadeghian, S., Ganji, S.F.G., Johnson, L.W., 2022. Do different genders' knowledge sharing behaviors drive different innovative behavior? The moderating effect of social capital. Eur. J. Innov. Manag. 25, 592–606.
- Fattah, F.A.M.A., Mohamed, A.H.H.M., Bashir, M.I.A., Al Alawi, A.M.M., 2020.

 Determinants of knowledge-sharing behaviour among students at higher educational institutions in Oman: a planned behaviour theoretical perspective of knowledge sharing. Glob. Knowledge, Mem. Commun. 70, 611–636.
- Fauzi, M.A., Tan, C.N.L., Thurasamy, R., Ojo, A.O., 2019. Evaluating academics' knowledge sharing intentions in Malaysian public universities. Malaysian J. Libr. Inf. Sci. 24, 123–143.

- Fayda-Kinik, F.S., 2022. The role of organisational commitment in knowledge sharing amongst academics: an insight into the critical perspectives for higher education. Int. J. Educ. Manag. 36, 179–193.
- Fayyaz, A., Chaudhry, B.N., Fiaz, M., 2021. Upholding knowledge sharing for organization innovation efficiency in Pakistan. J. Open Innov. Technol. Mark. Complex. 7, 1–17.
- Ferdinand, A., 2002. Structural Equation Modeling (SEM) dalam penelitian manajemen. Badan Penerbit UNDIP, Semarang 246.
- Ferreira, J., Coelho, A., Moutinho, L., 2020. Dynamic capabilities, creativity and innovation capability and their impact on competitive advantage and firm performance: The moderating role of entrepreneurial orientation.

 Technovation 92–93, 0–1.
- Ferreira, J.B., 2022. Exhausted and Not Doing Enough? The Productivity Paradox of Contemporary Academia. She Ji 8, 181–191.
- Ferreira, J.J., Fernandes, C.I., Guo, Y., Rammal, H.G., 2022. Knowledge worker mobility and knowledge management in MNEs: A bibliometric analysis and research agenda. J. Bus. Res. 142, 464–475.
- Fornell, C., Larcker, D.F., 1981. Evaluating Structural Equation Models with Unobservable Variables and Measurement Error. J. Mark. Res.
- Foss, N.J., Schmidt, J., Teece, D.J., 2023. Ecosystem leadership as a dynamic capability. Long Range Plann. 56, 102270.

- Fullwood, R., Rowley, J., McLean, J., 2019. Exploring the factors that influence knowledge sharing between academics. J. Furth. High. Educ. 43, 1051–1063.
- Gachanja, I.M., 2022. Influence of Technology Transfer From Universities On Manufacturing Firms' Innovative Performance. Int. J. Innov. Stud.
- Gamble, J.R., 2020. Tacit vs explicit knowledge as antecedents for organizational change. J. Organ. Chang. Manag.
- Ganguly, A., Talukdar, A., Chatterjee, D., 2019. Evaluating the role of social capital, tacit knowledge sharing, knowledge quality and reciprocity in determining innovation capability of an organization. J. Knowl. Manag. 23, 1105–1135.
- García-ceberino, J.M., Gamero, M.G., Feu, S., Ibáñez, S.J., 2020. Experience as a determinant of declarative and procedural knowledge in school football. Int. J. Environ. Res. Public Health 17.
- Garg, N., Talukdar, A., Ganguly, A., Kumar, C., 2021. Knowledge hiding in academia: an empirical study of Indian higher education students. J. Knowl. Manag. 25, 2196–2219.
- Ge, S., Liu, X., 2022. The role of knowledge creation, absorption and acquisition in determining national competitive advantage. Technovation 112, 102396.
- Geisler, E., Wickramasinghe, N., 2015. Principles of Knowledge Management: Theory, Practice, and Cases. Princ. Knowl. Manag. Theory, Pract. Cases.
- Geyer, M., Vidal, V., Pottier, T., Boher, C., Rézaï-Aria, F., 2021. Investigations on

- the material flow and the role of the resulting hooks on the mechanical behaviour of dissimilar friction stir welded Al2024-T3 to Ti-6Al-4V overlap joints. J. Mater. Process. Technol. 292.
- Ghani, U., Zhai, X., Spector, J.M., Chen, N.S., Lin, L., Ding, D., Usman, M., 2020.

 Knowledge hiding in higher education: role of interactional justice and professional commitment. High. Educ. 79, 325–344.
- Ghasemi, M., Sahranavard, S.A., Alola, U.V., Hassanpoor, E., 2022. Can Cost and Quality Management-Oriented Innovation Enhance Patient Satisfaction in Medical Tourist Destination? J. Qual. Assur. Hosp. Tour. 1–30.
- Ghozali, I., 2017a. Structural Equation Modeling Metode Alternatif dengan Partial Least Square PLS, 4th ed, Badan Penerbit Universitas Diponegoro. Badan Penerbit Universitas Diponegoro, Semarang.
- Ghozali, I., 2017b. Model persamaan struktural dengan AMOS 24. Struct. Equ. Model. with AMOS 24.
- Ghozali, I., Latan, H., 2015a. Konsep, teknik, aplikasi menggunakan Smart PLS 3.0 untuk penelitian empiris. BP Undip. Semarang.
- Ghozali, I., Latan, H., 2015b. Partial least squares konsep, teknik dan aplikasi menggunakan program SmartPLS 3.0 untuk penelitian empiris, 2nd ed, Partial Least Squares Path Modeling: Basic Concepts, Methodological Issues and Applications. Badan Penerbit Universitas Diponegoro.
- Girsh, Y., 2019. Negotiating the Uniform: Youth Attitudes towards Military

- Service in Israel. Young 27, 304–320.
- Gloet, M., Samson, D., 2022. Knowledge and Innovation Management to Support Supply Chain Innovation and Sustainability Practices. Inf. Syst. Manag. 39, 3–18.
- Gonçalves, T., 2022. Knowledge hiding and knowledge hoarding: Using grounded theory for conceptual development. Online J. Appl. Knowl. Manag. 10, 26–46.
- Greve, A., Cooper, E., Tibon, R., Henson, R.N., 2019. Knowledge is power: Prior knowledge aids memory for both congruent and incongruent events, but in different ways. J. Exp. Psychol. Gen. 148, 325–341.
- Grošelj, M., Černe, M., Penger, S., Grah, B., 2020. Authentic and transformational leadership and innovative work behaviour: the moderating role of psychological empowerment. Eur. J. Innov. Manag. 24, 677–706.
- Gross, J., Vostroknutov, A., 2022. Why do people follow social norms? Curr. Opin. Psychol. 44, 1–6.
- Gupta, V., Thoma, A., 2019. Fostering tacit knowledge sharing and innovative work behaviour: An integrated theoretical view. Int. J. Manag. Financ. Account. 11, 320–346.
- Gutiérrez-Nieto, B., Ortiz, C., Vicente, L., 2023. A bibliometric analysis of the disposition effect: Origins and future research avenues. J. Behav. Exp. Financ. 37, 100774.

- Hafkesbrink, J., Schroll, M., 2014. Ambidextrous Organizational and Individual Competencies in Open Innovation: The Dawn of a new Research Agenda. J. Innov. Manag. 2, 9–46.
- Hair, J.F., Anderson, R.E., Babin, B.J., Black, W.C., 2010. Multivariate data analysis: A global perspective (Vol. 7).
- Hair, J.F., Hult, G.T., Ringle, C.M., Sarstedt, M., 2014. A primer partial least squaresstructural equation modeling (PLS-SEM). SAGE Publications, Los Angeles.
- Hair, J.F., Risher, J.J., Sarstedt, M., Ringle, C.M., 2019. When to use and how to report the results of PLS-SEM. European business review.
- Hair, J.F., Sarstedt, M., Ringle, C.M., Mena, J.A., 2012. An assessment of the use of partial least squares structural equation modeling in marketing research. J. Acad. Mark. Sci. 40, 414–433.
- Han, H., Al-Ansi, A., Chua, B.L., Tariq, B., Radic, A., Park, S.H., 2020. The post-coronavirus world in the international tourism industry: Application of the theory of planned behavior to safer destination choices in the case of us outbound tourism. Int. J. Environ. Res. Public Health 17, 1–15.
- Han, S.H., Seo, G., Li, J., Yoon, S.W., 2016. The mediating effect of organizational commitment and employee empowerment: How transformational leadership impacts employee knowledge sharing intention. Hum. Resour. Dev. Int. 19, 98–115.

- Hanifatunnisa, N.A., 2022. Literasi Informasi Ditinjau Dari Perspektif Generasi Z Di Kota Bandung. Pustakaloka 14, 184–201.
- Hao, Q., Yang, W., Shi, Y., 2019. Computers in Human Behavior Characterizing the relationship between conscientiousness and knowledge sharing behavior in virtual teams: An interactionist approach. Comput. Human Behav. 91, 42–51.
- Haq, M., Davies, J., 2023. "The person with maximum knowledge will win the race": Conceptualizing knowledge in microbusinesses. J. Small Bus. Manag. 61, 295–321.
- Hartley, J.M., Stevenson, K.T., Peterson, M.N., Busch, K.C., Carrier, S.J.,
 DeMattia, E.A., Jambeck, J.R., Lawson, D.F., Strnad, R.L., 2021.
 Intergenerational learning: A recommendation for engaging youth to address
 marine debris challenges. Mar. Pollut. Bull. 170, 112648.
- Hashem E, A.R., Md Salleh, N.Z., Abdullah, M., Ali, A., Faisal, F., Nor, R.M., 2023. Research trends, developments, and future perspectives in brand attitude: A bibliometric analysis utilizing the Scopus database (1944–2021). Heliyon 9, e12765.
- Hassan, F.F., Al Mamun, A.S., Khan, N., 2022. Assessing the Impact of"

 Autonomous" and" Controlled" Motivation on the Intention to Start Own

 Businesses.
- Hassan, M., Aksel, I., Nawaz, M.S., Shaukat, S., 2016. Knowledge Sharing Behavior Of Business Teachers Of Pakistani Universities: An Empirical

- Testing Of Theory Of Planned Behavior. Eur. Sci. Journal, ESJ.
- Hatch, M.J., Zilber, T., 2012. Conversation at the border between organizational culture theory and institutional theory. J. Manag. Inq. 21, 94–97.
- Hendrastuti, E.S., Noor, E., Riani, E., Damayanthi, E., Alatas, H., Arief, I.I., Setiadi, M.A., Karja, N.W.K., 2021. Etika Penelitian dan Publikasi Ilmiah Google Books, Percetakan IPB, Bogor Indonesia. PT Penerbit IPB Press.
- Hill, L., Euchner, J., 2023. Creating the Conditions for Collective Genius: An Interview with Linda Hill Jim Euchner talks with Linda Hill about collective genius and what companies can do to nurture it. Res. Manag. 66, 12–16.
- Hill, L.A., Brandeau, G., Truelove, E., Lineback, K., 2014. Collective genius: the art and practice of leading innovation. Harvard Business Review Press, Boston, Massachusetts.
- Hill, R.J., Fishbein, M., Ajzen, I., 1977. Belief, Attitude, Intention and Behavior: An Introduction to Theory and Research. Contemp. Sociol. 6, 244.
- Hiller, A., Randall, R.W., 2023. Epistemic Structure in Non-Summative Social Knowledge. Soc. Epistemol. 37, 30–46.
- Hooper, D., Coughlan, J., Mullen, M., 2008. Evaluating model fit: a synthesis of the structural equation Modeling literature. In: 7th European Conference on Research Methodology for Business and Management Studies. pp. 195–200.
- Hoyle, R.H., Kenny, D.A., 1999. Sample Size, Reliability, and Tests of Statistical Mediation. In: Hoyle, R. (Ed.), Statistical Strategies for Small Sample

- Research. Sage Publications, Thousand Oaks, CA, pp. 195–222.
- Hsiao, C.Y., Tuan, C.L., 2022. How recreational farm operators use dynamic capabilities to respond to COVID-19 pandemic. J. Outdoor Recreat. Tour. 100460.
- Hu, L.T., Bentler, P.M., 1998. Fit Indices in Covariance Structure Modeling: Sensitivity to Underparameterized Model Misspecification. Psychol. Methods 3, 424–453.
- Huang, A.H., Lin, A.P., Zang, A.Y., 2022. Cross-industry information sharing among colleagues and analyst research. J. Account. Econ. 74, 101496.
- Hughes, M., Rigtering, J.P.C., Covin, J.G., Bouncken, R.B., Kraus, S., 2018.
 Innovative Behaviour, Trust and Perceived Workplace Performance. Br. J.
 Manag. 29, 750–768.
- Hussain, M., Malik, M., 2022. How do dynamic capabilities enable hotels to be agile and resilient? A mediation and moderation analysis. Int. J. Hosp. Manag. 106, 103266.
- Hussain, S.T., Lei, S., Akram, T., Haider, M.J., Hussain, S.H., Ali, M., 2018. Kurt Lewin's change model: A critical review of the role of leadership and employee involvement in organizational change. J. Innov. Knowl. 3, 123–127.
- Hussain, S.T., Lei, S., Haider, M.J., Akram, T., 2021. Transformational leadership and organizational change examining the mediational approach of knowledge sharing. Int. J. Asian Bus. Inf. Manag. 12, 84–95.

- Hussain, T., Zhang, Y., 2023. The influences of cross-cultural adjustment and motivation on self-initiated expatriates' innovative work behavior. Pers. Rev. 52, 1255–1272.
- Huy, Q., Zott, C., 2019. Exploring the affective underpinnings of dynamic managerial capabilities: How managers' emotion regulation behaviors mobilize resources for their firms. Strateg. Manag. J. 40, 28–54.
- Imam Ghozali, 2017. Structural Equation Modeling Metode Alternatif dengan Partial Least Square PLS, 4th ed, Badan Penerbit Universitas Diponegoro. Badan Penerbit Universitas Diponegoro, Semarang.
- Imran, M., Salisu, I., Aslam, H.D., Iqbal, J., 4, I.H., 2019. Sustainability in the Era of IR 4 . 0 : The Mediating and Moderating Roles of Innovation Capability and Management Commitment. Processes 7, 1–25.
- Imran, M.K., Ilyas, M., Aslam, U., Fatima, T., 2018. Knowledge processes and firm performance: the mediating effect of employee creativity. J. Organ. Chang. Manag. 31, 512–531.
- Inam, A., Ho, J.A., Zafar, H., Khan, U., Sheikh, A.A., Najam, U., 2021. Fostering Creativity and Work Engagement Through Perceived Organizational Support:

 The Interactive Role of Stressors. SAGE Open 11, 1–16.
- Iqbal, A., 2021. Innovation speed and quality in higher education institutions: the role of knowledge management enablers and knowledge sharing process. J. Knowl. Manag. 25, 2334–2360.

- Islam, M.A., Agarwal, N.K., Ikeda, M., 2015a. Knowledge management for service innovation in academic libraries: A qualitative study. Libr. Manag. 36, 40–57.
- Islam, M.A., Agarwal, N.K., Ikeda, M., 2015b. How does knowledge management affect service innovation in academic libraries?: A survey study. Proc. Assoc. Inf. Sci. Technol. 52, 1–4.
- Islamy, F.J., Yuniarsih, T., Ahman, E., Kusnendi, K., 2020. The role of organizational culture, knowledge sharing and job satisfaction in higher education. Manag. Sci. Lett. 10, 3957–3966.
- Issac, A.C., Bednall, T.C., Baral, R., Magliocca, P., Dhir, A., 2022. The effects of expert power and referent power on knowledge sharing and knowledge hiding.
 J. Knowl. Manag.
- Iwan Hermawan, 2019. Metodologi Penelitian Pendidikan Kuatitatif dan Mixed, Hidayatul Quran. Hidayatul Quran.
- Jada, U.R., Mukhopadhyay, S., Titiyal, R., 2019. Empowering leadership and innovative work behavior: a moderated mediation examination. J. Knowl. Manag. 23, 915–930.
- Jafari-Sadeghi, V., Amoozad Mahdiraji, H., Devalle, A., Pellicelli, A.C., 2022.
 Somebody is hiding something: Disentangling interpersonal level drivers and consequences of knowledge hiding in international entrepreneurial firms. J.
 Bus. Res. 139, 383–396.
- Jahangir, M., Khorakian, A., Lagzian, M., 2023. The Impacts of Work Engagement

- on Innovative Behavior with an Emphasis on the Mediatory Role of Sharing Mistakes. Innov. Manag. J. 5, 29–52.
- Jalili, Y.A., Ghaleh, S., 2020. Knowledge sharing and the theory of planned behavior: a meta-analysis review. VINE J. Inf. Knowl. Manag. Syst. 51, 236– 258.
- Jamshed, S., Majeed, N., 2019. Relationship between team culture and team performance through lens of knowledge sharing and team emotional intelligence. J. Knowl. Manag. 23, 90–109.
- Jarrahi, M.H., Askay, D., Eshraghi, A., Smith, P., 2023. Artificial intelligence and knowledge management: A partnership between human and AI. Bus. Horiz. 66, 87–99.
- Jarrar, Y.F., 2002. Knowledge management: learning for organisational experience.

 Manag. Audit. J. 17, 322–328.
- Javaid, J., Soroya, S., Mahmood, K., 2020. Impact of personal and organizational factors on knowledge sharing attitude of university teachers in Pakistan. Electron. Libr. 38, 317–336.
- Javed, B., Naqvi, S.M.M.R., Khan, A.K., Arjoon, S., Tayyeb, H.H., 2019. Impact of inclusive leadership on innovative work behavior: The role of psychological safety. J. Manag. Organ. 25, 117–136.
- Jiang, Q., McCabe, S., 2021. Information technology and destination performance: Examining the role of dynamic capabilities. Ann. Tour. Res. 91, 103292.

- Jiang, Z., Gollan, P.J., Brooks, G., 2015. Relationships between organizational justice, organizational trust and organizational commitment: a cross-cultural study of China, South Korea and Australia 5192.
- Jöreskog, K.G., Sörbom, D., 1996. LISREL 8: User's reference guide. Mooresville: Scientific Software Inc.
- Judge, M., Warren-Myers, G., Paladino, A., 2019. Using the theory of planned behaviour to predict intentions to purchase sustainable housing. J. Clean. Prod. 215, 259–267.
- Kamran Khan, M., Hamza Zafar, M., Mansoor, M., Feroz Mirza, A., Amir Khan, U., Mujeeb Khan, N., 2022. Green energy extraction for sustainable development: A novel MPPT technique for hybrid PV-TEG system. Sustain. Energy Technol. Assessments 53, 102388.
- Kaplan, S., Fisher, Y., 2021. The role of the perceived community social climate in explaining knowledge-workers staying intentions. Cities 111, 103105.
- Karasneh, A.A.F., 2019. Reinforcing innovation through knowledge management: Mediating role of organizational learning. Interdiscip. J. Information, Knowledge, Manag. 14, 235–252.
- Karim, D.N., Abdul Majid, A.H., 2022. Opportunity-enhancing HRM practices and knowledge sharing behaviour: the mediating role of public service motivation.Int. J. Knowl. Manag. Stud. 13, 359–383.
- Kaushal, S., Nyoni, A.M., 2022. Why do rewards fail to motivate knowledge

- sharing behavior among employees? VINE J. Inf. Knowl. Manag. Syst.
- Kaya, T., Erkut, B., 2018. Tacit Knowledge Capacity: A Comparison of University Lecturers in Germany and North Cyprus. Electron. J. Knowl. Manag. 16, 131–142.
- Kaymakcı, R., Görener, A., Toker, K., 2022. The perceived overqualification's effect on innovative work behaviour: Do transformational leadership and turnover intention matter? Curr. Res. Behav. Sci. 3, 100068.
- Ke, L., Schwarz, C. V., 2021. Supporting students' meaningful engagement in scientific modeling through epistemological messages: A case study of contrasting teaching approaches. J. Res. Sci. Teach. 58, 335–365.
- Kelly, A., 2021. Dynamic Management and Leadership in Education, 1st ed, Dynamic Management and Leadership in Education. Routledge, New York-USA.
- Khan, J., Usman, M., Saeed, I., Ali, A., Nisar, H.G., 2022. Does workplace spirituality influence knowledge-sharing behavior and work engagement in work? Trust as a mediator. Manag. Sci. Lett. 12, 51–66.
- Khan, M.A., Ismail, F.B., Hussain, A., Alghazali, B., 2020. The Interplay of Leadership Styles, Innovative Work Behavior, Organizational Culture, and Organizational Citizenship Behavior. SAGE Open 10, 1–16.
- Khan, M.M., Mubarik, M.S., Islam, T., Rehman, A., Ahmed, S.S., Khan, E., Sohail, F., 2022. How servant leadership triggers innovative work behavior: exploring

- the sequential mediating role of psychological empowerment and job crafting. Eur. J. Innov. Manag. 25, 1037–1055.
- Khan, N.A., Khan, A.N., 2019. What followers are saying about transformational leaders fostering employee innovation via organisational learning, knowledge sharing and social media use in public organisations? Gov. Inf. Q. 36, 101391.
- Khanra, S., Kaur, P., Joseph, R.P., Malik, A., Dhir, A., 2022. A resource-based view of green innovation as a strategic firm resource: Present status and future directions. Bus. Strateg. Environ. 31, 1395–1413.
- Khilji, N.K., Roberts, S.A., 2022. Soft skills acquisition for the knowledge economy: a research strategy for policy evolution in technical and vocational education and training (TVET) in intermediate and emergent economies. In: Eurasian Business and Economics Perspectives: Proceedings of the 34th Eurasia Business and Economics Society Conference. Springer, pp. 379–398.
- Kholiavko, N., Popelo, O., Melnychenko, A., Derhaliuk, M., Grynevych, L., 2022.

 The role of higher education in the digital economy development. Rev.

 Tempos E Espaços Em Educ. 15, 3.
- Khorakian, A., Mohammadi Shahroodi, H., Jahangir, M., Nikkhah Farkhani, Z., 2019. Innovative Work Behavior in Public Organizations: The Roles of Ethical and Knowledge Sharing Behaviors. Creat. Res. J. 31, 164–173.
- Kianto, A., Shujahat, M., Hussain, S., Nawaz, F., Ali, M., 2019. The impact of knowledge management on knowledge worker productivity. Balt. J. Manag. 14, 178–197.

- Kim, E.J., Park, S., 2020. Transformational leadership, knowledge sharing, organizational climate and learning: an empirical study. Leadersh. Organ. Dev. J. 41, 761–775.
- Kline, R.B., 2015. Principles and practice of structural equation. modeling New York, NY: Guilford. Guilford Press 10, 445.
- Koranteng, F.O., Iddris, F., Dwomoh, G., Dogbe, C.S.K., 2022. Assessing the moderating role of organizational culture in the relationship between organizational leadership and organizational efficiency in the banking sector. In: Evidence-Based HRM: A Global Forum for Empirical Scholarship. Emerald Publishing Limited, pp. 330–346.
- Korzilius, H., Bücker, J.J.L.E., Beerlage, S., 2017. Multiculturalism and innovative work behavior: The mediating role of cultural intelligence. Int. J. Intercult. Relations 56, 13–24.
- Kozhakhmet, S., Moldashev, K., Yenikeyeva, A., Nurgabdeshov, A., 2022. How training and development practices contribute to research productivity: a moderated mediation model. Stud. High. Educ. 47, 437–449.
- Kucharska, W., Erickson, G.S., 2023. Tacit knowledge acquisition & sharing, and its influence on innovations: A Polish/US cross-country study. Int. J. Inf. Manage. 71, 102647.
- Kularajasingam, J., Subramaniam, A., Sarjit Singh, D.K., Sambasivan, M., 2022.

 The impact of knowledge sharing behaviour and social intelligence of university academics on their performance: The mediating role of

- competencies. J. Educ. Bus. 97, 54-61.
- Kuo, S.Y., Lin, P.C., Lu, C.S., 2017. The effects of dynamic capabilities, service capabilities, competitive advantage, and organizational performance in container shipping. Transp. Res. Part A Policy Pract. 95, 356–371.
- Kuraoka, S., Paudyal, Y.R., Razak, K.A., 2020. Transdisciplinary approach for building societal resilience to disasters – interpreting the processes of creating new knowledge in the context of knowledge management –. J. Disaster Res. 15, 868–877.
- Laato, S., Islam, A.K.M.N., Islam, M.N., Whelan, E., 2020. What drives unverified information sharing and cyberchondria during the COVID-19 pandemic? Eur.J. Inf. Syst. 29, 288–305.
- Lambriex-Schmitz, P., Van der Klink, M.R., Beausaert, S., Bijker, M., Segers, M., 2020. When innovation in education works: stimulating teachers' innovative work behaviour. Int. J. Train. Dev. 24, 118–134.
- Lapsomboonkamol, S., Songkram, Noawanit, Thamsuwan, P., Songkram, Nutthakorn, 2022. The Mediating Effect of Knowledge Integration on the Relationship between Capability and Innovative Behaviour. Emerg. Sci. J. 6, 92–107.
- Le, P.B., Nguyen, D.T.N., 2023. Stimulating knowledge-sharing behaviours through ethical leadership and employee trust in leadership: the moderating role of distributive justice. J. Knowl. Manag. 27, 820–841.

- Le, Q.N., Tuamsuk, K., 2023. Motivational factors promoting knowledge sharing in the non-profit sector in Thailand. Inf. Dev. 39, 333–343.
- Lee, J., Loretta Kim, S., Yun, S., 2023. Encouraging employee voice: Coworker knowledge sharing, psychological safety, and promotion focus. Int. J. Hum. Resour. Manag. 34, 1044–1069.
- Lee, J.Y., Jin, C.H., 2019. How collective intelligence fosters incremental innovation. J. Open Innov. Technol. Mark. Complex. 5, 53.
- Lee, L.Y., Nguyen, P.T., 2019. A synthesis of expatriate competence, intelligence, adaptability, work-role demand and organisational support on expatriation effectiveness. Int. J. Serv. Stand. 13, 83–103.
- Lee, S.H.A., Lim, T.M., 2015. A study on the perception of POKM as the organizational knowledge sharing enabler. Vine 45, 292–318.
- Lehyani, F., Keskes, M.A., Zouari, A., 2022. Analysis of Knowledge Management and Total Quality Management Application into Tunisian Small and Medium Enterprises. IFAC-PapersOnLine 55, 2048–2053.
- Lei, H., Gui, L., Le, P.B., 2020. Linking transformational leadership and frugal innovation: the mediating role of tacit and explicit knowledge sharing. J. Knowl. Manag. 25, 1832–1852.
- Leonardi, P.M., 2017. The social media revolution: Sharing and learning in the age of leaky knowledge. Inf. Organ. 27, 47–59.
- Li, J., Qin, J., 2022. Effect of Teachers' Knowledge Sharing Behavior on Students'

- Entrepreneurial Motivation in Social Media Environment. Int. J. Emerg. Technol. Learn. 17, 143–157.
- Li, J., Wu, N., Xiong, S., 2021. Sustainable innovation in the context of organizational cultural diversity: The role of cultural intelligence and knowledge sharing. PLoS One 16, 1–22.
- Li, X., Yang, P., Jiang, Y., Gao, D., 2023. Influence of fear of COVID-19 on depression: The mediating effects of anxiety and the moderating effects of perceived social support and stress perception. Front. Psychol. 13, 1–14.
- Liao, C.H., 2022. Exploring the impacts of network mechanisms on knowledge sharing and extra-role behavior. J. Knowl. Manag. 26, 1901–1920.
- Liao, Q., Yuan, J., Dong, M., Yang, L., Fielding, R., Lam, W.W.T., 2020. Public engagement and government responsiveness in the communications about COVID-19 during the early epidemic stage in china: Infodemiology study on social media data. J. Med. Internet Res. 22.
- Liao, S. hsien, Chen, C. chiang, Hu, D. chian, 2018. The role of knowledge sharing and LMX to enhance employee creativity in theme park work team: A case study of Taiwan. Int. J. Contemp. Hosp. Manag. 30, 2343–2359.
- Liao, X., Nguyen, T.P.L., Sasaki, N., 2022. Use of the knowledge, attitude, and practice (KAP) model to examine sustainable agriculture in Thailand. Reg. Sustain. 3, 41–52.
- Lim, W.M., Weissmann, M.A., 2023. Toward a theory of behavioral control. J.

- Strateg. Mark. 31, 185–211.
- Limsangpetch, V., Phayaphrom, B., Siripipatthanakul, S., Limna, P., 2022.
 Modeling Knowledge Management on Business Performance Through
 Mediating Role of Organisational Innovation Among IT Staff in Bangkok,
 Thailand. Int. J. Behav. Anal. 2, 2785–9363.
- Liu, P., Li, L., Wang, J., 2020. Understanding the relationship between transformational leadership and collective teacher efficacy in Chinese primary schools. Int. J. Leadersh. Educ. 23, 604–617.
- Lo, M.F., Tian, F., Ng, P.M.L., 2021. Top management support and knowledge sharing: the strategic role of affiliation and trust in academic environment. J. Knowl. Manag. 25, 2161–2177.
- Loan, L.T.T., Balanay, R.M., 2023. Towards reinforcing the waste separation at source for Vietnam's waste management: Insights from the Nudge Theory. Environ. Challenges 10, 100660.
- López-Cabarcos, M.Á., Srinivasan, S., Vázquez-Rodríguez, P., 2023. An approach to firm's innovation from the explicit and tacit knowledge spiral. Knowl. Manag. Res. Pract. 1–14.
- Lu, C., Niu, Y., 2022. Do companies compare employees' salaries? Evidence from stated-owned enterprise group. China J. Account. Res. 15, 100252.
- Lubishtani, E., Beka, E., Jahja, A., 2022. The Impact of Knowledge Management and Knowledge Transfer in Growth and Innovation A Study of Business Start-

- Ups, Business Incubators and Business Accelerators. IFAC-PapersOnLine 55, 54–59.
- Lund, A.K., 2019. Leading knowledge-workers through situated ambiguity. Scand.
 J. Manag. 35, 101060.
- Lyu, C., Yang, J., Zhang, F., Teo, T.S.H., Mu, T., 2020. How do knowledge characteristics affect firm's knowledge sharing intention in interfirm cooperation? An empirical study. J. Bus. Res. 115, 48–60.
- MacKinnon, D.P., Lockwood, C.M., Hoffman, J.M., West, S.G., Sheets, V., 2002.

 A comparison of methods to test mediation and other intervening variable effects. Psychol. Methods 7, 83–104.
- Mahajan, V., Sharma, J., Soni, P., 2022. The MDTKSB: a measure of multidimensional tacit knowledge sharing behavior scale for service organizations. J. Appl. Res. High. Educ.
- Malik, O.F., Shahzad, A., Raziq, M.M., Khan, M.M., Yusaf, S., Khan, A., 2019. Perceptions of organizational politics, knowledge hiding, and employee creativity: The moderating role of professional commitment. Pers. Individ. Dif. 142, 232–237.
- Mandaviya, M., 2017. Knowledge Sharing Barriers and their Influence on SMEs:

 A Literature Review 248–252.
- Mandrell, B.N., Gattuso, J.S., Pritchard, M., Caples, M., Howard Sharp, K.M., Harrison, L., Ouma, A.A., Valdez, J.M., Johnson, L.M., Nichols, K.E., 2021.

- Knowledge Is Power: Benefits, Risks, Hopes, and Decision-Making Reported by Parents Consenting to Next-Generation Sequencing for Children and Adolescents with Cancer. In: Seminars in Oncology Nursing. Elsevier, p. 151167.
- Mansor, M.A.I., Hosen, S., 2019. The impact of transformational leadership effects on innovative work behavior by the moderating role of psychological empowerment. J. Rev. Glob. Econ. 8, 925–938.
- Mansor, N.A., Abdullah, N., Rahman, H.A., 2020. Towards electronic learning features in education 4.0 environment: Literature study. Indones. J. Electr. Eng. Comput. Sci. 19, 442–450.
- Maras, M.H., Arsovska, J., Wandt, A.S., Knieps, M., Logie, K., 2022. The SECI model and darknet markets: Knowledge creation in criminal organizations and communities of practice. Eur. J. Criminol.
- Marsh, H.W., Hocevar, D., 1985. Application of Confirmatory Factor Analysis to the Study of Self-Concept. First- and Higher Order Factor Models and Their Invariance Across Groups. Psychol. Bull. 97, 562–582.
- Martin, J.A., Bachrach, D.G., 2018. A relational perspective of the microfoundations of dynamic managerial capabilities and transactive memory systems. Ind. Mark. Manag. 74, 27–38.
- Masood, M., Afsar, B., 2017. Transformational leadership and innovative work behavior among nursing staff. Nurs. Inq. 24.

- Maynard-Noel, E., 2020a. An Investigation of Factors Motivating Employee Attitudes and Intentions to Share Knowledge in Homeland Security.
- Maynard-Noel, E., 2020b. An Investigation of Factors Motivating Employee Attitudes and Intentions to Share Knowledge in Homeland Security 1–207.
- McClean, S.T., Barnes, C.M., Courtright, S.H., Johnson, R.E., 2019. Resetting the clock on dynamic leader behaviors: A conceptual integration and agenda for future research. Acad. Manag. Ann. 13, 479–508.
- Mehmood, A., Zunaid, M., Madan, A.K., 2022. A bibliometric analysis of cold spray coating process using VOSviewer. Mater. Today Proc.
- Mel Silberman, 2009. Active learning 101 Strategi Pembelajaran Aktif, Indonesia. Pustaka Lisan, Yogyakarta.
- Merga, M.K., 2020. School libraries fostering children's literacy and literature learning: mitigating the barriers. Literacy 54, 70–78.
- Messmann, G., Evers, A., Kreijns, K., 2022. The role of basic psychological needs satisfaction in the relationship between transformational leadership and innovative work behavior. Hum. Resour. Dev. Q. 33, 29–45.
- Messmann, G., Mulder, R.H., 2020. A short measure of innovative work behaviour as a dynamic, context-bound construct. Int. J. Manpow. 41, 1251–1267.
- Middleton, L., Hall, H., Raeside, R., 2019. Applications and applicability of Social Cognitive Theory in information science research. J. Librariansh. Inf. Sci. 51, 927–937.

- Mills, A.M., Smith, T.A., 2011a. Knowledge management and organizational performance: A decomposed view. J. Knowl. Manag. 15, 156–171.
- Mills, A.M., Smith, T.A., 2011b. Knowledge management and organizational performance: A decomposed view. J. Knowl. Manag. 15, 156–171.
- Montani, F., Sommovigo, V., Torres, C., Courcy, F., Ferreira, M.C., Mendonça, H., Silva, A.J., 2022. When do innovators flourish? The role of interpersonal goals in the relationship between innovative work behavior and flourishing. Pers. Individ. Dif. 199, 111833.
- Moodley, S., 2021. The Role of Municipal Knowledge Management Vehicles in Facilitating International Knowledge Sharing and Policy Mobility: The Durban Story. Plan. Pract. Res.
- Morales-Pérez, S., Garay-Tamajón, L.A., Corrons-Giménez, A., Pacheco-Bernal, C., 2022. The antecedents of entrepreneurial behaviour in the creation of platform economy initiatives: An analysis based on the decomposed theory of planned behaviour. Heliyon 8, e11078.
- Mousa, M., 2018. The effect of cultural diversity challenges on organizational cynicism dimensions: A study from Egypt. J. Glob. Responsib. 9, 280–300.
- Mubarak, N., Khan, J., Osmadi, A., 2022. How does leader's knowledge hiding kill innovative work behavior. Int. J. Manag. Proj. Bus. 15, 1048–1063.
- Muhammed, S., Zaim, H., 2020. Peer knowledge sharing and organizational performance: the role of leadership support and knowledge management

- success. J. Knowl. Manag. 24, 2455–2489.
- Muhardi, M., Cintyawati, C., Nurdin, N., Irfani, A., 2021. Knowledge sharing and shadaqah economy schemes: A better future for Indonesia's economy. Int. J. Trade Glob. Mark.
- Mura, M., Lettieri, E., Radaelli, G., Spiller, N., 2013. Promoting professionals' innovative behaviour through knowledge sharing: The moderating role of social capital. J. Knowl. Manag. 17, 527–544.
- Musenze, I.A., Mayende, T.S., 2023. Ethical leadership (EL) and innovative work behavior (IWB) in public universities: examining the moderating role of perceived organizational support (POS). Manag. Res. Rev. 46, 682–701.
- Naeem, A., Mirza, N.H., Ayyub, R.M., Lodhi, R.N., 2019. HRM practices and faculty's knowledge sharing behavior: mediation of affective commitment and affect-based trust. Stud. High. Educ. 44, 499–512.
- Namono, R., Kemboi, A., Chepkwony, J., 2021. Enhancing innovative work behaviour in higher institutions of learning: the role of hope. World J. Entrep. Manag. Sustain. Dev. 17, 632–643.
- Namono, R., Musenze, I.A., Mayende, T.S., 2022. Activating creative behaviour of academic knowledge workers in selected public universities in Uganda: The role of hope. New Ideas Psychol. 65, 100930.
- Nardo, R., Evanita, S., Syahrizal, S., 2019. The Effect of Transformational Leadership and Non Physical Work Environment on Innovative Behavior with

- Work Motivation as a Mediation For Employees of Tour And Travel Companies In West Sumatera. In: 2nd Padang International Conference on Education, Economics, Business and Accounting (PICEEBA-2 2018. Atlantis Press, pp. 768–775.
- Natu, S., Aparicio, M., 2022. Analyzing knowledge sharing behaviors in virtual teams: Practical evidence from digitalized workplaces. J. Innov. Knowl. 7, 100248.
- Nerstad, C.G.L., Searle, R., Černe, M., Dysvik, A., Škerlavaj, M., Scherer, R., 2018.

 Perceived mastery climate, felt trust, and knowledge sharing. J. Organ. Behav.

 39, 429–447.
- Nezafati, N., Razaghi, S., Moradi, H., Shokouhyar, S., Jafari, S., 2023. Promoting knowledge sharing performance in a knowledge management system: do knowledge workers' behavior patterns matter? VINE J. Inf. Knowl. Manag. Syst. 53, 637–662.
- Nguyen, N.T.H., Nguyen, D., Vo, N., Tuan, L.T., 2023. Fostering Public Sector Employees' Innovative Behavior: The Roles of Servant Leadership, Public Service Motivation, and Learning Goal Orientation. Adm. Soc. 55, 30–63.
- Nguyen, T.M., Nham, P.T., Hoang, V.N., 2019. The theory of planned behavior and knowledge sharing: A systematic review and meta-analytic structural equation Modeling. VINE J. Inf. Knowl. Manag. Syst. 49, 76–94.
- Nguyen, T.M., Prentice, C., 2022. Reverse relationship between reward, knowledge sharing and performance. Knowl. Manag. Res. Pract. 20, 516–527.

- Nguyen, T.N., Shen, C.H., Le, P.B., 2022. Influence of transformational leadership and knowledge management on radical and incremental innovation: the moderating role of collaborative culture. Kybernetes 51, 2240–2258.
- Nguyen, T.P.L., Nguyen, K.N., Do, T.D., Nguyen, T.T.M., 2019. Knowledge sharing and innovative work behavior: The case of Vietnam. Uncertain Supply Chain Manag. 7, 619–634.
- Nguyen, T.P.L., Tran, N.M., Doan, X.H., Van Nguyen, H., 2020. The impact of knowledge sharing on innovative work behavior of Vietnam telecommunications enterprises employees. Manag. Sci. Lett. 10, 53–62.
- Nonaka, I., Takeuchi, H., 2001. Organizational knowledge creation. Creat. Manag. 64–82.
- O'Reilly, C., Tushman, M., 2008. Ambidexterity as a Dynamic Capability: Resolving the Innovator's Dilemma. Res. Organ. Behav. 28, 185–206.
- Obradović, T., Vlačić, B., Dabić, M., 2021. Open innovation in the manufacturing industry: A review and research agenda. Technovation 102.
- Odugbesan, J.A., Aghazadeh, S., Al Qaralleh, R.E., Sogeke, O.S., 2023. Green talent management and employees' innovative work behavior: the roles of artificial intelligence and transformational leadership. J. Knowl. Manag. 27, 696–716.
- Osakwe, J., Waiganjo, I.N., Tarzoor, T., Iyawa, G., Ujakpa, M., 2022. Determinants of Information Systems Resources for Business Organisations' Competitive

- Advantage: A Resource-Based View Approach. In: 2022 IST-Africa Conference (IST-Africa). IEEE, pp. 1–8.
- Paoloni, M., Coluccia, D., Fontana, S., Solimene, S., 2020. Knowledge management, intellectual capital and entrepreneurship: a structured literature review. J. Knowl. Manag. 24, 1797–1818.
- Paulin, D., Suneson, K., 2011. Knowledge transfer, knowledge sharing and knowledge barriers-three blurry terms in KM. Proc. Eur. Conf. Knowl. Manag. ECKM.
- Pawar, P., Ayarekar, S., 2022. Use of new technologies in Training process.
- PDDikti, 2022. Pangkalan Data Pendidikan Tinggi [WWW Document].

 https://pddikti.kemdikbud.go.id/.

 https://pddikti.kemdikbud.go.id/search_pt/-/280000 /-/23/-/-/0/
- Petrov, V., Ćelić, Đ., Uzelac, Z., Drašković, Z., 2020. Specific influence of knowledge intensive and capital intensive organizations on collaborative climate and knowledge sharing in SMEs. Strateg. Manag. 25, 3–11.
- Pham, Q.T., Pham-Nguyen, A.V., Misra, S., Damaševičius, R., 2020. Increasing innovative working behaviour of information technology employees in Vietnam by knowledge management approach. Computers 9, 1–12.
- Pham Thi, T.D., Duong, N.T., 2022. A Study on Knowledge Sharing Behavior among IT Engineers: An Extended Theory of Planned Behavior. Hum. Behav. Emerg. Technol. 2022.

- Philipson, S., Kjellström, E., 2020. When objects are talking: How tacit knowing becomes explicit knowledge. J. Small Bus. Strateg. 30, 68–82.
- Phong, L.B., Son, T.T., 2020. The Link between Transformational Leadership and Knowledge Sharing: Mediating Role of Distributive, Procedural and Interactional Justice. J. Inf. Knowl. Manag. 19.
- Phung, V.D., Hawryszkiewycz, I., Binsawad, M., 2018. Exploring how environmental and personal factors influence knowledge sharing behavior leads to innovative work behavior. Lect. Notes Inf. Syst. Organ.
- Phung, V.D., Hawryszkiewycz, I., Chandran, D., 2019. How knowledge sharing leads to innovative work behaviour: A moderating role of transformational leadership. J. Syst. Inf. Technol. 21, 277–303.
- Phung, V.D., Hawryszkiewycz, I., Chandran, D., Ha, B.M., 2019d. Promoting knowledge sharing amongst academics: A case study from Vietnam. J. Inf. Knowl. Manag.
- Phung, V.D., Hawryszkiewycz, I., Ha, B.M., 2017. The influence of knowledge sharing behavior and transactive memory systems on innovative work behavior: A conceptual model. Proc. 2017 9th Int. Conf. Knowl. Syst. Eng. KSE 2017.
- Plonsky, L., 2023. Sampling and generalizability in Lx research: A second-order synthesis. Languages 8, 75.
- Podsakoff, P.M., MacKenzie, S.B., Lee, J.Y., Podsakoff, N.P., 2003. Common

- Method Biases in Behavioral Research: A Critical Review of the Literature and Recommended Remedies. J. Appl. Psychol. 88, 879–903.
- Prameswari, M., Asbari, M., Purwanto, A., Ong, F., Kusumaningsih, S.W., Mustikasiwi, A., Chidir, G., Winanti, Sopa, A., 2020. The impacts of leadership and organizational culture on performance in indonesian public health: The mediating effects of innovative work behavior. Int. J. Control Autom. 13, 216–227.
- Preacher, K.J., Hayes, A.F., 2004. SPSS and SAS procedures for estimating indirect effects in simple mediation models. Behav. Res. Methods, Instruments, Comput. 36, 717–731.
- Przymus, S.D., Malin, K., 2023. DACA Funds of Knowledge: Testimonios of Access to and Success in Higher Education. J. Hispanic High. Educ. 22, 76–93.
- Purwanto, A., Asbari, M., Santoso, T.I., 2021. Analisis Data Penelitian Manajemen Pendidikan: Perbandingan Hasil antara Amos, SmartPLS, WarpPLS, dan SPSS untuk Jumlah Sampel Kecil. Int. J. Soc. Policy Law 01, 111–122.
- Qamari, I.N., Dewayani, J., Ferdinand, A.T., 2019. Strategic human resources roles and knowledge sharing: How do enhancing organizational innovation? Qual.- Access to Success 20, 86–92.
- Qi, L., Liu, B., Wei, X., Hu, Y., 2019. Impact of inclusive leadership on employee innovative behavior: Perceived organizational support as a mediator. PLoS One 14, 212091.

- Qiu, X., Holmen, E., Havenvid, M., De Boer, L., Hermundsdottir, F., 2022. Open for business: Towards an interactive view on dynamic capabilities. Ind. Mark. Manag. 107, 148–160.
- Quarchioni, S., Paternostro, S., Trovarelli, F., 2022. Knowledge management in higher education: a literature review and further research avenues. Knowl. Manag. Res. Pract. 20, 304–319.
- Queralta, J.P., Li, Q., Ferrer, E.C., Westerlund, T., 2022. Secure Encoded Instruction Graphs for End-to-End Data Validation in Autonomous Robots. IEEE Internet Things J. 9, 18028–18040.
- Rahman, M.S., Abdel Fattah, F.A.M., Hassan, H., Haque, T., 2021. An integrated understanding of academics knowledge sharing behaviour: A comparative study on HLIs. Glob. Knowledge, Mem. Commun. 70, 1–24.
- Raza, I., Awang, Z., 2020a. Knowledge-sharing practices in higher educational institutes of Islamabad, Pakistan: an empirical study based on theory of planned behavior. J. Appl. Res. High. Educ. 13, 466–484.
- Raza, I., Awang, Z., 2020b. Knowledge sharing in multicultural organizations: evidence from Pakistan. High. Educ. Ski. Work. Learn. 10, 497–517.
- Razmerita, L., Kirchner, K., Nielsen, P., 2016. What factors influence knowledge sharing in organizations? A social dilemma perspective of social media communication. J. Knowl. Manag. 20, 1225–1246.
- Razzaque, A., 2020. M-Learning Improves Knowledge Sharing Over e-Learning

- Platforms to Build Higher Education Students' Social Capital. SAGE Open 10, 1–8.
- Renkema, M., de Leede, J., Van Zyl, L.E., 2021. High-involvement HRM and innovative behaviour: The mediating roles of nursing staff's autonomy and affective commitment. J. Nurs. Manag. 29, 2499–2514.
- Riyanto S, H.A., 2020. Populasi dan sampel. Dalam: meetode riset penelitian kuantitatif. Penelitian di bidang manajemen, teknik, pendidikan dan eksperimen., Yogyakarta: Penerbit Deepublish. Deepublish, Jakarta.
- Robertson, J., Caruana, A., Ferreira, C., 2021. Innovation performance: The effect of knowledge-based dynamic capabilities in cross-country innovation ecosystems. Int. Bus. Rev. 101866.
- Rohman, A., Eliyana, A., Purwana, D., Hamidah, 2020. Individual and organizational factors' effect on knowledge sharing behavior. Entrep. Sustain. Issues 8, 38–48.
- Rosemann, M., Vom Brocke, J., 2015. The six core elements of business process management. Handb. Bus. Process Manag. 1 Introd. Methods, Inf. Syst.
- Ryu, J., Heo, J., 2022. Intergenerational service learning outcomes for event management undergraduates involved in organizing Pickleball events. J. Hosp. Leis. Sport Tour. Educ. 31, 100396.
- Sahibzada, U.F., Jianfeng, C., Latif, K.F., Shafait, Z., Sahibzada, H.F., 2020.

 Interpreting the impact of knowledge management processes on organizational

- performance in Chinese higher education: mediating role of knowledge worker productivity. Stud. High. Educ. 47, 1–18.
- Sahibzada, U.F., Xu, Y., Afshan, G., Khalid, R., 2021. Knowledge-oriented leadership towards organizational performance: symmetrical and asymmetrical approach. Bus. Process Manag. J.
- Samdani, H., Ali, B., Kamal, N., 2019. Knowledge Hiding and Creativity in Higher Education Institutes: Understanding the Contingent Role of Perceived Supervisory Support. Glob. Soc. Sci. Rev. IV, 341–349.
- Sanboskani, H., Srour, I., 2022. Using Advanced Statistical Methods to Identify the Drivers of Knowledge Sharing Intention among Construction Workers. J. Constr. Eng. Manag. 148.
- Sandhu, M.S., Jain, K.K., Ahmad, I.U.K. bte, 2011. Knowledge sharing among public sector employees: Evidence from Malaysia. Int. J. Public Sect. Manag. 24, 206–226.
- Santhose, S.S., Lawrence, L.N., 2023. Understanding the implementations and limitations in knowledge management and knowledge sharing using a systematic literature review. Curr. Psychol. 1–16.
- Santoro, G., Vrontis, D., Thrassou, A., Dezi, L., 2018. The Internet of Things: Building a knowledge management system for open innovation and knowledge management capacity. Technol. Forecast. Soc. Change 136, 347– 354.

- Santos, A., Duggan, G.P., Young, P., Frank, S., Hughes, A., Zimmerle, D., 2022.

 Harmonic cancellation within AC low voltage distribution for a realistic office environment. Int. J. Electr. Power Energy Syst. 134, 107325.
- Santoso, 2014. Konsep dasar dan aplikasi SEM dengan AMOS 22 / Singgih Santoso, Jakarta: Elex Media Komputindo. Elex Media Komputindo.
- Sari, D.R., Dirgahayu, T., 2018. Pengaruh Dimensi Budaya Terhadap Perilaku Penggunaan E-commerce: Daerah Istimewa Yogyakarta. INTENSIF J. Ilm. Penelit. dan Penerapan Teknol. Sist. Inf. 2, 1.
- Savari, M., Gharechaee, H., 2020. Application of the extended theory of planned behavior to predict Iranian farmers' intention for safe use of chemical fertilizers. J. Clean. Prod. 263.
- Schoemaker, P.J., Heaton, S., Teece, D., n.d. Innovation, dynamic capabilities, and leadership. Calif. Manage. Rev. 61, 15–42.
- Schumacker, E., Lomax, G., 2016. A Beginner's Guide to Structural Equation Modeling. 4th edtn.
- Scuotto, V., Beatrice, O., Valentina, C., Nicotra, M., Di Gioia, L., Farina Briamonte, M., 2020. Uncovering the micro-foundations of knowledge sharing in open innovation partnerships: An intention-based perspective of technology transfer. Technol. Forecast. Soc. Change 152, 119906.
- Shahraki, A.A., 2019. Sustainable regional development through knowledge networks: Review of case studies. Front. Archit. Res. 8, 471–482.

- Shanker, R., Bhanugopan, R., van der Heijden, B.I.J.M., Farrell, M., 2017.

 Organizational climate for innovation and organizational performance: The mediating effect of innovative work behavior. J. Vocat. Behav. 100, 67–77.
- Sharif, S., Albadry, O.M., Durrani, M.K., Shahbaz, M.H., 2023. Leadership, tacit and explicit knowledge sharing in Saudi Arabian non-profit organizations: the mediating role of organizational commitment. Glob. Knowledge, Mem. Commun.
- Shariq, S.M., Mukhtar, U., Anwar, S., 2019. Mediating and moderating impact of goal orientation and emotional intelligence on the relationship of knowledge oriented leadership and knowledge sharing. J. Knowl. Manag. 23, 332–350.
- Sharma, D., 2021. Knowledge Management and Knowledge Management Systems:

 Conceptual Foundations. J. Contemp. Issues Bus. Gov. 27.
- Shi, X., Sun, Q., Ji, Y., Xu, Q., Yang, X., Hao, X., 2022. Predictive control research for cement burning system using two-cycle coupling optimization. Expert Syst. Appl. 191, 116259.
- Shirahada, K., Zhang, Y., 2022. Counterproductive knowledge behavior in volunteer work: perspectives from the theory of planned behavior and well-being theory. J. Knowl. Manag. 26, 22–41.
- Shneor, R., Munim, Z.H., 2019. Reward crowdfunding contribution as planned behaviour: An extended framework. J. Bus. Res. 103, 56–70.
- Shujahat, M., Ali, B., Nawaz, F., Durst, S., Kianto, A., 2018. Translating the impact

- of knowledge management into knowledge-based innovation: The neglected and mediating role of knowledge-worker satisfaction. Hum. Factors Ergon. Manuf. 28, 200–212.
- Sihabudin, H.A., 2022. Komunikasi antarbudaya: Satu perspektif multidimensi. Bumi Aksara.
- Simeonova, B., 2018. Transactive memory systems and Web 2.0 in knowledge sharing: A conceptual model based on activity theory and critical realism. Inf. Syst. J. 28, 592–611.
- Singh, S.K., 2008. Role of leadership in knowledge management: a study. J. Knowl. Manag. 12, 3–15.
- Sofiyan, S., Sembiring, R., Danilwan, Y., Anggriani, R., Sudirman, A., 2022. Innovative Work Behavior and Its Impact on Teacher Performance: The Role of Organizational Culture and Self Efficacy as Predictors. J. Educ. Res. Eval. 6, 44–52.
- Soller, A., Wiebe, J., Lesgold, A., 2023. A machine learning approach to assessing knowledge sharing during collaborative learning activities. In: Computer Support for Collaborative Learning. Routledge, pp. 128–137.
- Spanellis, A., Dörfler, V., MacBryde, J., 2020. Investigating the potential for using gamification to empower knowledge workers. Expert Syst. Appl. 160, 113694.
- Stanca, L., Dabija, D.C., Păcurar, E., 2022. Community of practice: converting IT graduate students into specialists via professional knowledge sharing.

- Kybernetes 51, 557–581.
- Steiger, J.H., 2007. Understanding the limitations of global fit assessment in structural equation modeling. Pers. Individ. Dif. 42, 893–898.
- Stoffers, J.M.M., Van der Heijden, B.I.J.M., Jacobs, E.A.G.M., 2020. Employability and innovative work behaviour in small and medium-sized enterprises. Int. J. Hum. Resour. Manag. 31, 1439–1466.
- Sudibjo, N., Prameswari, R.K., 2021. The effects of knowledge sharing and personorganization fit on the relationship between transformational leadership on innovative work behavior. Heliyon 7.
- Suib, S.S.S.B., Van Engelen, J.M.L., Crul, M.R.M., 2020. Enhancing knowledge exchange and collaboration between craftspeople and designers using the concept of boundary objects. Int. J. Des. 14, 113–133.
- Sun, D., Li, Y., 2019. Effectiveness of Digital Note-Taking on Students' Performance in Declarative, Procedural and Conditional Knowledge Learning. Int. J. Emerg. Technol. Learn. 14, 108–119.
- Sun, Y., Shahzad, M., Razzaq, A., 2022. Sustainable organizational performance through blockchain technology adoption and knowledge management in China. J. Innov. Knowl. 7, 100247.
- SUN, Y. tao, ZHANG, C., WANG, J. min, 2022. How to Benefit from Balancing External Knowledge Acquisition? A Chinese EIT Industry Case. Technol. Forecast. Soc. Change 178, 121587.

- Susomrith, P., Amankwaa, A., 2020. Relationship between job embeddedness and innovative work behaviour. Manag. Decis. 58, 864–878.
- Swanson, E., Kim, S., Lee, S., Yang, J., Lee, Y., 2020a. Journal of Hospitality and Tourism Management The effect of leader competencies on knowledge sharing and job performance: Social capital theory. J. Hosp. Tour. Manag. 42, 88–96.
- Swanson, E., Kim, S., Lee, S.M., Yang, J.J., Lee, Y.K., 2020b. The effect of leader competencies on knowledge sharing and job performance: Social capital theory. J. Hosp. Tour. Manag. 42, 88–96.
- Syed, A., Gul, N., Khan, H.H., Danish, M., Ul Haq, S.M.N., Sarwar, B., Azhar, U., Ahmed, W., 2021. The Impact of Knowledge Management Processes on Knowledge Sharing Attitude: The Role of Subjective Norms. J. Asian Financ. Econ. Bus. 8, 1017–1030.
- Tabatabaei, M., Afrazeh, A., Seifi, A., 2019. A game theoretic analysis of knowledge sharing behavior of academics: Bi-level programming application. Comput. Ind. Eng. 131, 13–27.
- Taherdoost, H., 2022. What are different research approaches? Comprehensive Review of Qualitative, quantitative, and mixed method research, their applications, types, and limitations. J. Manag. Sci. Eng. Res. 5, 53–63.
- Tamala, J.K., Maramag, E.I., Simeon, K.A., Ignacio, J.J., 2022. A bibliometric analysis of sustainable oil and gas production research using VOSviewer. Clean. Eng. Technol. 7, 100437.

- Tamjidyamcholo, A., Bin Baba, M.S., Tamjid, H., Gholipour, R., 2013. Information security Professional perceptions of knowledge-sharing intention under self-efficacy, trust, reciprocity, and shared-language. Comput. Educ. 68, 223–232.
- Teece, D.J., 2018. Dynamic capabilities as (workable) management systems theory.

 J. Manag. Organ. 24, 359–368.
- Teece, D.J., 2023. The evolution of the dynamic capabilities framework. Artif. Sustain. Entrep. 113.
- Teece, D.J., Pisano, G., Shuen, A., 1997. Dynamic capabilities and strategic management. Strateg. Manag. J. 18, 509–533.
- Teixeira da Silva, J.A., 2021. How to shape academic freedom in the digital age? Are the retractions of opinionated papers a prelude to "cancel culture" in academia? Curr. Res. Behav. Sci. 2, 100035.
- Teodorovicz, T., Kun, A.L., Sadun, R., Shaer, O., 2022. Multitasking while driving:

 A time use study of commuting knowledge workers to assess current and
 future uses. Int. J. Hum. Comput. Stud. 162, 102789.
- Thakkar, J.J., 2020. Structural equation Modeling. Appl. Res. Pract.
- Thomas, A., Cillo, V., Caggiano, V., Vrontis, D., 2020. Drivers of social capital in enhancing team knowledge sharing and team performance: Moderator role of manager's cultural intelligence. Int. J. Manag. Financ. Account. 12, 284–303.
- Tirana, R.A., Tjakraatmadja, J.H., 2019. Factors Affecting Knowledge Sharing

 Intention of Expert in Group of Faculty Member Telkom Corporate

- University. Asian J. Technol. Manag. 12, 70–85.
- Torres de Oliveira, R., Gentile-Lüdecke, S., Figueira, S., 2022. Barriers to innovation and innovation performance: the mediating role of external knowledge search in emerging economies. Small Bus. Econ. 58, 1953–1974.
- Tran, K.T., Nguyen, P. V., Pham, N.H.T., Le, X.A., 2021. The roles of transformational leadership, innovation climate, creative self-efficacy, and knowledge sharing in fostering employee creativity in the public sector in Vietnam. Int. J. Bus. Contin. Risk Manag.
- Tripathi, M.N., 2021. Effect of Yoga Practices on Psychological Wellbeing and Academic Performance Among College Students. Think India J.
- Tsai, H.Y., 2023. Do you feel like being proactive day? How Daily Cyberloafing Influences Creativity and Proactive Behavior: The Moderating Roles of Work Environment. Comput. Human Behav. 138, 107470.
- Vaca, C.M., Reyes, M.V., Vaca, L.M., Andrade, L.P., 2018. Relationship of leadership styles and tacit and explicit knowledge sharing in technology companies. 2017 Congr. Int. Innov. y Tendencias en Ing. CONIITI 2017 -Conf. Proc. 2018-Janua, 1–7.
- Vanhala, M., 2020. Trust as an organizational knowledge sharing enabler validation of the impersonal trust scale. VINE J. Inf. Knowl. Manag. Syst. 50, 349–368.
- Veer-Ramjeawon, P., Rowley, J., 2019. Embedding knowledge management in

- higher education institutions (HEIs): a comparison between two countries.

 Stud. High. Educ.
- Vito, L. De, Brown, A., Bannister, B., Cianci, M., Mujtaba, B.G., 2018. Employee Motivation based on the Hierarchy of Needs, Expectancy and the Two-Factor Theories Applied with Higher Education Employees. Ijamee 0, 20.
- Wachelke, J., 2022. Semiosis, thought and codes: A theoretical framework for social knowledge. J. Theory Soc. Behav.
- Wallén Warner, H., 2023. Using direct and belief-based measures of the theory of planned behaviour to predict intention to cycle when mildly intoxicated.

 Transp. Res. Part F Traffic Psychol. Behav. 93, 133–142.
- Wang, J., Lai, J.-Y., 2020. Exploring innovation diffusion of two-sided mobile payment platforms: A system dynamics approach. Technol. Forecast. Soc. Change 157, 120088.
- Wang, L., Zeng, T., Li, C., 2022. Behavior decision of top management team and enterprise green technology innovation. J. Clean. Prod. 367, 133120.
- Wang, Y., Alpak, F., Gao, G., Chen, C., Vink, J., Wells, T., Saaf, F., 2022. An Efficient Bi-Objective Optimization Workflow Using the Distributed Quasi-Newton Method and Its Application to Well-Location Optimization. SPE J.
- Wang, Z., McNally, R., Lenihan, H., 2019. The role of social capital and culture on social decision-making constraints: A multilevel investigation. Eur. Manag. J. 37, 222–232.

- Warner, W.H., 2023. Using direct and belief-based measures of the theory of planned behaviour to predict intention to cycle when mildly intoxicated.

 Transp. Res. Part F Traffic Psychol. Behav. 93, 133–142.
- Weiss, L., Kanbach, D.K., 2022. Toward an integrated framework of corporate venturing for organizational ambidexterity as a dynamic capability, Management Review Quarterly. Springer International Publishing.
- West, R.F., Meserve, R.J., Stanovich, K.E., 2012. Cognitive sophistication does not attenuate the bias blind spot. J. Pers. Soc. Psychol. 103, 506–519.
- West, S.G., Finch, J.F., Curran, P.J., 1995. Structural equation models with nonnormal variables: Problems and remedies.
- Widmann, A., Mulder, R.H., König, C., 2019. Team learning behaviours as predictors of innovative work behaviour—a longitudinal study. Innov. Organ. Manag. 21, 298–316.
- Wiratna, S., 2014. Metodologi Penelitian. PT. Pustaka Baru.
- Wu, C., Huang, S., 2022. Twenty important theories and applications of empirical research on IS. Data Inf. Manag. 6, 100003.
- Wu, W., Yu, L., 2022. How does personal innovativeness in the domain of information technology promote knowledge workers' innovative work behavior? Inf. Manag. 59, 103688.
- Wu, W.L., Lee, Y.C., 2020. Do work engagement and transformational leadership facilitate knowledge sharing? A perspective of conservation of resources

- theory. Int. J. Environ. Res. Public Health 17.
- Xu, Z., Li, X., 2022. Knowledge territorial behavior congruence and innovation process: the moderating role of team territorial climate. J. Knowl. Manag. 26, 192–208.
- Yang, M., Al Mamun, A., Salameh, A.A., 2023. Leadership, capability and performance: A study among private higher education institutions in Indonesia. Heliyon 9, e13026.
- Yang, Y., Li, X., Pan, G., Cai, Y., Shi, W., 2022. The relationship between Machiavellianism and knowledge hoarding: a moderated mediation model. Knowl. Manag. Res. Pract. 00, 1–14.
- Ye, P., Liu, L., Tan, J., 2021. Influence of knowledge sharing, innovation passion and absorptive capacity on innovation behaviour in China. J. Organ. Chang. Manag. 34, 894–916.
- Yin, C., Gu, H., Zhang, S., 2020. Measuring technological collaborations on carbon capture and storage based on patents: A social network analysis approach. J. Clean. Prod. 274.
- Yin, J., Ma, Z., Yu, H., Jia, M., Liao, G., 2020. Transformational leadership and employee knowledge sharing: explore the mediating roles of psychological safety and team efficacy. J. Knowl. Manag. 24, 150–171.
- Younas, A., Fàbregues, S., Durante, A., Escalante, E.L., Inayat, S., Ali, P., 2023.

 Proposing the "MIRACLE" narrative framework for providing thick

- description in qualitative research. Int. J. Qual. Methods 22, 16094069221147162.
- Yuan, F., Woodman, R.W., 2010. Innovative behavior in the workplace: The role of performance and image outcome expectations. Acad. Manag. J. 53, 323–342.
- Zack, M.H., 1999. Developing a knowledge strategy. Calif. Manage. Rev. 41, 125–145.
- Zamrudi, Z., 2023. A Pathway to Counterproductive Knowledge Behaviour: Integrating Knowledge Hoarding, Knowledge Withholding, and Knowledge Hiding. J. Scientometr. Res. 12, 211–228.
- Zareie, B., Navimipour, N.J., 2016. The impact of electronic environmental knowledge on the environmental behaviors of people. Comput. Human Behav. 59, 1–8.
- Zeb, S., 2022. The role of knowledge economy in Asian business. Futur. Bus. J. 8, 1–13.
- Zeinali, Z., Bulc, B., Lal, A., van Daalen, K.R., Campbell-Lendru, D., Ezzine, T.,
 Fagan, L., Germann, S., Guinto, R., Lakhani, H., Neveux, M., Ngendahayo,
 C., Patil, P., Singh, S., Timilsina, S., Udeh, C., Whitmee, S., 2020. A roadmap
 for intergenerational leadership in planetary health. Lancet Planet. Heal. 4,
 e306–e308.
- Zhang, H., 2022. Does combining different types of innovation always improve

- SME performance? An analysis of innovation complementarity. J. Innov. Knowl. 7, 100192.
- Zhang, H., Liu, X., Pan, H., Ke, H., Ou, J., Fang, T., Song, Y., 2022. ASER: Towards large-scale commonsense knowledge acquisition via higher-order selectional preference over eventualities. Artif. Intell. 309, 103740.
- Zhang, X., Zhang, Y., Sun, Y., Lytras, M., Ordonez de Pablos, P., He, W., 2018.
 Exploring the effect of transformational leadership on individual creativity in e-learning: a perspective of social exchange theory. Stud. High. Educ. 43, 1964–1978.
- Zhang, Y., Zhang, M., Luo, N., Wang, Y., Niu, T., 2019. Understanding the formation mechanism of high-quality knowledge in social question and answer communities: A knowledge co-creation perspective. Int. J. Inf. Manage. 48, 72–84.
- Zhang, Z., Wang, X., Chun, D., 2022. The Effect of Knowledge Sharing on Ambidextrous Innovation: Triadic Intellectual Capital as a Mediator. J. Open Innov. Technol. Mark. Complex. 8, 25.
- Zhao, L., Wu, L., 2023. How does digital office affect overtime through job autonomy in China? A nonlinear mediating model for the autonomy paradox. Technol. Soc. 72, 102181.
- Zhong, J., Chen, Y., Yan, J., Luo, J., 2022. The mixed blessing of cyberloafing on innovation performance during the COVID-19 pandemic. Comput. Human Behav. 126, 106982.

Zutshi, A., Creed, A., Bhattacharya, A., Bavik, A., Sohal, A., Bavik, Y.L., 2021.

Demystifying knowledge hiding in academic roles in higher education. J. Bus.

Res. 137, 206–221.

