DAFTAR PUSTAKA

Abele, A. E., Hagmaier, T., & Spurk, D. (2016). Does Career Success Make You Happy? The Mediating Role of Multiple Subjective Success Evaluations. *Journal of Happiness Studies*, *17*(4), 1615–1633. https://doi.org/10.1007/s10902-015-9662-4

Abele, A. E., & Spurk, D. (2009). The longitudinal impact of self-efficacy and career goals on objective and subjective career success. *Journal of Vocational Behavior*, *74*(1), 53–62. https://doi.org/10.1016/j.jvb.2008.10.005

Ajzen, I. (1991). The Theory of Planned Behavior. *Organizational Behavior and Human Decision Processes*, *50*, 179. https://doi.org/https://doi.org/10.1016/0749-5978(91)90020-T

Bakker, A. B., & Demerouti, E. (2007). The Job Demands-Resources model: State of the art. In *Journal of Managerial Psychology* (Vol. 22, Issue 3, pp. 309–328). https://doi.org/10.1108/02683940710733115

Baron, R. M., & Kenny, D. A. (1986). The Moderator-Mediator Variable Distinction in Social Psychological Research: Conceptual, Strategic, and Statistical Considerations. In *Journal of Personality and Social Psychology* (Vol. 51, Issue 6).

Bourdieu, P. (1986). THE FORMS OF CAPITAL. In J. Richardson (Ed.), *Handbook of Theory and Research for the Sociology of Education* (pp. 241–258). Greenwood.

Cai, F., & Wen, N. (2018). *The Influence of Individual Goal Orientation on Innovation Behavior from the Perspective of Knowledge Hiding*. *182*.

Cellar, D. F., Stuhlmacher, A. F., Young, S. K., Fisher, D. M., Adair, C. K., Haynes, S., Twichell, E., Arnold, K. A., Royer, K., Denning, B. L., & Riester, D. (2011). Trait Goal Orientation, Self-Regulation, and Performance: A Meta-Analysis. *Journal of Business and Psychology*, *26*(4), 467–483. https://doi.org/10.1007/s10869-010-9201-6

Černe, M., Nerstad, C. G. L., Dysvik, A., & Škerlavaj, M. (2014). What goes around comes around: Knowledge hiding, perceived motivational climate, and creativity. *Academy of Management Journal*, *57*(1), 172–192. https://doi.org/10.5465/amj.2012.0122

Chatterjee, S., Chaudhuri, R., Thrassou, A., & Vrontis, D. (2021). Antecedents and consequences of knowledge hiding: The moderating role of knowledge hiders and knowledge seekers in organizations. *Journal of Business Research*, *128*, 303–313. https://doi.org/10.1016/j.jbusres.2021.02.033

Chavali, K., Mavuri, S., Jayawardena, N., & Gupta, M. (2024). What is the impact of knowledge hiding behavior on subjective career success? The role of career

barriers for finance professionals in modifying their career prospects. *International Studies of Management and Organization*, *54*(1), 1–24. https://doi.org/10.1080/00208825.2023.2268482

Choi, B. K., & Nae, E. Y. (2022). When career success enhances employees' life satisfaction: different effects of two types of goal orientations. *Personnel Review*, *51*(1), 335–352. https://doi.org/10.1108/PR-04-2020-0218

Choi, W., & Yun, S. (2018). *Support, Goal Orientation, and Knowledge Sharing*.

Chughtai, A. A., & Buckley, F. (2011). Work engagement: Antecedents, the mediating role of learning goal orientation and job performance. *Career Development International*, *16*(7), 684–705. https://doi.org/10.1108/13620431111187290

Connelly, C. E., Černe, M., Dysvik, A., & Škerlavaj, M. (2019). Understanding knowledge hiding in organizations. *Journal of Organizational Behavior*, *40*(7), 779–782. https://doi.org/10.1002/job.2407

Connelly, C. E., Zweig, D., Webster, J., & Trougakos, J. P. (2012). Knowledge hiding in organizations. *Journal of Organizational Behavior*, *33*(1), 64–88. https://doi.org/10.1002/job.737

DeShon, R. P., & Gillespie, J. Z. (2005). A motivated action theory account of goal orientation. In *Journal of Applied Psychology* (Vol. 90, Issue 6, pp. 1096–1127). https://doi.org/10.1037/0021-9010.90.6.1096

Dragoni, L., Tesluk, P. E., Russell, J. E. A., & Oh, I.-S. (2009). UNDERSTANDING MANAGERIAL DEVELOPMENT: INTEGRATING DEVELOPMENTAL ASSIGNMENTS, LEARNING ORIENTATION, AND ACCESS TO DEVELOPMENTAL OPPORTUNITIES IN PREDICTING MANAGERIAL COMPETENCIES. *Academy of Management Journal*, *52*(4), 731–743.

Dweck, C. S. (1986). *Motivational Processes Affecting Learning*. *41*(10), 1040–1048. https://doi.org/doi:10.1037/0003-066x.41.10.1040

Elliot, A. J., & Mcgregor, H. A. (2001). A 2 X 2 Achievement Goal Framework. *Journal of Personality and Social Psychology*, *80*(3), 50–519. https://doi.org/10.1O37//OO22-3514.80.3.501

Enache, M., Sallan, J. M., Simo, P., & Fernandez, V. (2011). Career attitudes and subjective career success: Tackling gender differences. *Gender in Management*, *26*(3), 234–250. https://doi.org/10.1108/17542411111130990

Fatima, T., Bilal, A. R., Imran, M. K., Sarwar, A., & Shabeer, S. (2024). The hidden cost of cronyism! A nexus of knowledge hiding, moral disengagement and egoistic climate in higher educational institutions. *Journal of Applied Research in Higher Education*. https://doi.org/10.1108/JARHE-10-2023-0482

Futaki, Y., Purnomo, R., & Laksana, R. D. (2019). Analysis of the Three-Dimensional Effect of Goal Orientation on Job Crafting. *International Conference on Rural Development and Enterpreneurship*, *5*(1).

Garcia, S. M., Tor, A., & Schiff, T. M. (2013). The Psychology of Competition: A Social Comparison Perspective. *Perspectives on Psychological Science*, *8*(6), 634–650. https://doi.org/10.1177/1745691613504114

Ghozali, I. (2021). *Structural Equation Modeling: Metode Alternatif dengan Partial Least Squares (PLS)*. Badan Penerbit Universitas Dipenogoro.

Greenhaus, J. H., & Kossek, E. E. (2014). The Contemporary Career: A WorkHome Perspective. In *Annual Review of Organizational Psychology and Organizational Behavior* (Vol. 1, pp. 361–388). Annual Reviews Inc. https://doi.org/10.1146/annurev-orgpsych-031413-091324

Greenhaus, J. H., Parasuraman, S., & Wormley, W. M. (1990). Effects of Race on Organizational Experiences, Job Performance Evaluations, and Career. In *Source: The Academy of Management Journal* (Vol. 33, Issue 1).

Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2019). *MULTIVARIATE DATA ANALYSIS EIGHTH EDITION* (8th ed.). Annabel Ainscow. www.cengage.com/highered

He, P., Jiang, C., Xu, Z., & Shen, C. (2021). Knowledge Hiding: Current Research Status and Future Research Directions. In *Frontiers in Psychology* (Vol. 12). Frontiers Media S.A. https://doi.org/10.3389/fpsyg.2021.748237

Hernaus, T., Cerne, M., Connelly, C., Poloski Vokic, N., & Škerlavaj, M. (2018). Evasive knowledge hiding in academia: when competitive individuals are asked to collaborate. *Journal of Knowledge Management*, *23*(4), 597–618. https://doi.org/10.1108/JKM-11-2017-0531

Hirst, G., & Zhou, J. (2009). A CROSS-LEVEL PERSPECTIVE ON EMPLOYEE CREATIVITY: GOAL ORIENTATION, TEAM LEARNING BEHAVIOR, AND INDIVIDUAL CREATIVITY. *Academy of Management Journal*, *52*(2), 280–293.

Hobfoll, S. E. (2001). The Influence of Culture, Community, and the Nested-Self in the Stress Process: Advancing Conservation of Resources Theory. *APPLIED PSYCHOLOGY: AN INTERNATIONAL REVIEW*, *50*(3), 337–421. https://doi.org/https://doi.org/10.1111/1464-0597.00062

Hobfoll, S. E. (2012). Conservation of Resources Theory: Its Implication for Stress, Health, and Resilience. In *The Oxford Handbook of Stress, Health, and Coping*. Oxford University Press. https://doi.org/10.1093/oxfordhb/9780195375343.013.0007

Janke, S., Nitsche, S., & Dickhäuser, O. (2015). The role of perceived need satisfaction at work for teachers' work-related learning goal orientation.

Teaching and Teacher Education, *47*, 184–194. https://doi.org/10.1016/j.tate.2015.01.009

Jiang, Z., Hu, X., Wang, Z., & Jiang, X. (2019). Knowledge hiding as a barrier to thriving: The mediating role of psychological safety and moderating role of organizational cynicism. *Journal of Organizational Behavior*, *40*(7), 800–818. https://doi.org/10.1002/job.2358

Johnson, R. E., Chang, C. H., Meyer, T., Lanaj, K., & Way, J. (2013). Approaching success or avoiding failure? Approach and avoidance motives in the work domain. *European Journal of Personality*, *27*(5), 424–441. https://doi.org/10.1002/per.1883

Joo, B. K. (Brian), & Ready, K. J. (2012). Career satisfaction: The influences of proactive personality, performance goal orientation, organizational learning culture, and leader-member exchange quality. *Career Development International*, *17*(3), 276–295. https://doi.org/10.1108/13620431211241090

Khoreva, V., & Wechtler, H. (2020). Exploring the consequences of knowledge hiding: an agency theory perspective. *Journal of Managerial Psychology*, *35*(2), 71–84. https://doi.org/10.1108/JMP-11-2018-0514

Kuo, C.-C., & Wu, C.-Y. (2022). Workplace ostracism and job performance: the moderated mediation model of organization-based self-esteem and performance goal orientation. *Career Development International*, *27*(2), 260–273. https://doi.org/10.1108/CDI-02-2021-0035

Kusumastuti, A., Khoiron, Ahmad. M., & Achmadi, Taofan. A. (2020). *Metode Penelitian Kuantitatif*. Deepublish.

Lin, N. (2001). *Social Capital*. Cambridge University Press. https://doi.org/10.1017/CBO9780511815447

Lin, Y. C. (2015). Are you a protean talent? The influence of protean career attitude, learning-goal orientation and perceived internal and external employability. *Career Development International*, *20*(7), 753–772. https://doi.org/10.1108/CDI-04-2015-0056

Locke, E. A., & Latham, G. P. (1991). A Theory of Goal Setting and Task Performance. *The Academy of Management Review*, *16*(2), 480. https://doi.org/10.2307/258875

Locke, E. A., & Latham, G. P. (2015). Breaking the Rules: A Historical Overview of Goal-Setting Theory. *Advances in Motivation Science*, *2*, 99–126. https://doi.org/10.1016/bs.adms.2015.05.001

Long, Y., Cheng, X., & Chen, J. (2024). Influence of study climate and trust on knowledge sharing and knowledge hiding among Chinese medical students. *BMC Medical Education*, *24*(1), 1370. https://doi.org/10.1186/s12909-024-06364-4

Matsuo, M. (2024). The relationships among workplace role modeling, learning goal orientation and proactive behavior. *Personnel Review*, *53*(2), 420–434. https://doi.org/10.1108/PR-06-2022-0431

Modem, R., Lakshminarayanan, S., Pattusamy, M., Pillai K., R., & Prabhu, N. (2023). Is knowledge hiding in higher education a political phenomenon? An explanatory sequential approach to explore non-linear and three-way interaction effects. *Journal of Knowledge Management*, *27*(3), 655–695. https://doi.org/10.1108/JKM-10-2021-0748

Nadeem, M. A., Liu, Z., Ghani, U., Younis, A., & Xu, Y. (2020). Impact of shared goals on knowledge hiding behavior: the moderating role of trust. *Management Decision*, *59*(6), 1312–1332. https://doi.org/10.1108/MD-09-2019-1197

Nahapiet, J. (1998). *Zander & Kogut, 1995) and several other authors (Boisot* (Vol. 23, Issue 2). Spender.

Ng, T. W. H., & Feldman, D. C. (2014). Subjective career success: A meta-analytic review. *Journal of Vocational Behavior*, *85*(2), 169–179. https://doi.org/10.1016/j.jvb.2014.06.001

Omotayo, F. O., & Akintibubo, A. O. (2024). Knowledge hiding in the academia: Individual and social factors predicting knowledge hiding behaviour of undergraduates of a Nigerian university. *Journal of Librarianship and Information Science*, *56*(1), 145–163. https://doi.org/10.1177/09610006221133564

Peng, H. (2013). Why and when do people hide knowledge? *Journal of Knowledge Management*, *17*(3), 398–415. https://doi.org/10.1108/JKM-12-2012-0380

Podile, Dr. V., Mullapudi, S. S., Udbhav Naidu, V., Kumar Jha, S., & Kalyani, M. (2024). The Dark Side of Knowledge Sharing and Knowledge Hiding. *Journal of Research in Business and Management*, *12*(10), 116–118. https://doi.org/10.35629/3002-1210116118

Preenen, P., van Vianen, A. E. M., & de Pater, I. (2014). Challenging tasks: The role of employees' and supervisors' goal orientations. *European Journal of Work and Organizational Psychology*, *23*(1), 48–61. https://doi.org/10.1080/1359432X.2012.702420

Restrepo-Gil, D., Suárez-Castellanos, Ó., & Arias-Pérez, J. (2024). The paradox of knowledge hiding among academics: Implications for intellectual capital-driven knowledge transfer. *Industry and Higher Education*. https://doi.org/10.1177/09504222241299670

Rezwan, R. B., & Takahashi, Y. (2021). The psychology behind knowledge hiding in an organization. In *Administrative Sciences* (Vol. 11, Issue 2). MDPI AG. https://doi.org/10.3390/admsci11020057

Rhee, Y. W., & Choi, J. N. (2017). Knowledge management behavior and individual creativity: Goal orientations as antecedents and in-group social status as moderating contingency. *Journal of Organizational Behavior*, *38*(6), 813–832. https://doi.org/10.1002/job.2168

Runhaar, P., Bouwmans, M., & Vermeulen, M. (2019). Exploring teachers' career self-management. Considering the roles of organizational career management, occupational self-efficacy, and learning goal orientation. *Human Resource Development International*, *22*(4), 364–384. https://doi.org/10.1080/13678868.2019.1607675

Sarwono, J., & Narimawati, U. (2018). *Membuat Skripsi, Tesis, dan Disertasi dengan Partial Least Square SEM (PLS-SEM)* (1st ed.). Andi.

Seibert, S. E., Kraimer, M. L., & Liden, R. C. (2001). A social capital theory of career success. *Academy of Management Journal*, *44*(2), 219–237. https://doi.org/10.2307/3069452

Serenko, A., & Bontis, N. (2016). Understanding counterproductive knowledge behavior: antecedents and consequences of intra-organizational knowledge hiding. *Journal of Knowledge Management*, *20*(6), 1199–1224. https://doi.org/10.1108/JKM-05-2016-0203

Shockley, K. M., Ureksoy, H., Rodopman, O. B., Poteat, L. F., & Dullaghan, T. R. (2016). Development of a new scale to measure subjective career success: A mixed-methods study. *Journal of Organizational Behavior*, *37*(1), 128–153. https://doi.org/10.1002/job.2046

Silva de Garcia, P., Oliveira, M., & Brohman, K. (2022). Knowledge sharing, hiding and hoarding: how are they related? *Knowledge Management Research and Practice*, *20*(3), 339–351. https://doi.org/10.1080/14778238.2020.1774434

Sims, R. L., & Boytell, J. J. (2015). The relation between goal orientation and occupational withdrawal. *Leadership and Organization Development Journal*, *36*(7), 816–832. https://doi.org/10.1108/LODJ-01-2014-0005

Škerlavaj, M., Connelly, C. E., Cerne, M., & Dysvik, A. (2018). Tell me if you can: time pressure, prosocial motivation, perspective taking, and knowledge hiding. *Journal of Knowledge Management*, *22*(7), 1489–1509. https://doi.org/10.1108/JKM-05-2017-0179

Spychala, A., & Sonnentag, S. (2011). The dark and the bright sides of proactive work behaviour and situational constraints: Longitudinal relationships with task conflicts. *European Journal of Work and Organizational Psychology*, *20*(5), 654–680. https://doi.org/10.1080/1359432X.2010.487646

Sugiyono. (2017). *Metode Penelitian Kuantitatif Kualitatuf dan R&D*. Alfabeta.

Swift, M., Balkin, D. B., & Matusik, S. F. (2010). Goal orientations and the motivation to share knowledge. *Journal of Knowledge Management*, *14*(3), 378–393. https://doi.org/10.1108/13673271011050111

Theis, L., & Bipp, T. (2020). Workplace Goal Orientation. *European Journal of Psychological Assessment*, *36*(2), 399–409. https://doi.org/10.1027/1015-5759/a000522

VandeWalle, D. (1997). Development and validation of a work domain goal orientation instrument. *Educational and Psychological Measurement*, *57*(6), 995–1015. https://doi.org/10.1177/0013164497057006009

Vandewalle, D., Nerstad, C. G. L., & Dysvik, A. (2019). *Goal Orientation: A Review of the Miles Traveled and the Miles to Go*. *6*, 17–18. https://doi.org/10.1146/annurev-orgpsych-041015

Wang, S., & Noe, R. A. (2010). Knowledge sharing: A review and directions for future research. *Human Resource Management Review*, *20*(2), 115–131. https://doi.org/10.1016/j.hrmr.2009.10.001

Wu, Q., Saqib, S., Sun, J., Xiao, Y., & Ma, W. (2022). Incivility and Knowledge Hiding in Academia: Mediating Role of Interpersonal Distrust and Rumination. *Frontiers in Psychology*, *12*. https://doi.org/10.3389/fpsyg.2021.769282

Yusuf, Muri. A. (2017). *Metode Penelitian: Kuantitatif, Kualitatif, dan Penelitian Gabungan*. Kencana.

Zacher, H. (2014). Career adaptability predicts subjective career success above and beyond personality traits and core self-evaluations. *Journal of Vocational Behavior*, *84*(1), 21–30. https://doi.org/10.1016/j.jvb.2013.10.002

Zhang, Y., & Li, J. (2023). How does a leader's extrinsic relative to intrinsic goal orientation affect subordinates' subjective career success? A moderated mediation model regarding leader-member exchanges and subordinate genders. *Current Psychology*, *42*(20), 16776–16788. https://doi.org/10.1007/s12144-022-02894-6