

DAFTAR PUSTAKA

- Abstein, A., & Spieth, P. (2014). Exploring HRM meta-features that foster employees' innovative work behaviour in times of increasing work-life conflict. *Creativity and Innovation Management*, 23(2), 211–225. <https://doi.org/10.1111/caim.12053>
- Afsar, B., Al-Ghazali, B. M., Cheema, S., & Javed, F. (2020). Cultural Intelligence and Innovative Work Behavior: The Role of Work Engagement and Interpersonal Trust. *European Journal of Innovation Management*, 24(4), 1082–1109. <https://doi.org/10.1108/EJIM-01-2020-0008>
- Ahriansyah, M., & Martdianty, F. (2024). How to Increase Employees' Innovative Behavior? A Study in A State-Owned Electricity Company. *Jurnal Manajemen Teori dan Terapan*, 17(1).
- Ajzen, I. (1991). The Theory of Planned Behavior. *Organizational behavior and human decision processes*, 50(2), 179–211.
- AlEsa, H. S., & Durugbo, C. M. (2022). Systematic review of innovative work behavior concepts and contributions. *Management Review Quarterly*, 72(4), 1171–1208. <https://doi.org/10.1007/s11301-021-00224-x>
- Almadana, A. V., Suharnomo, S., & Perdhana, M. S. (2021). *High-Performance Work Systems, Feeling Trusted, Dan Employee Engagement: Peran Mediasi Knowledge Sharing Behavior (Studi Empiris Pada Karyawan Perusahaan Pasca Akuisisi)* [Doctoral dissertation, Universitas Diponegoro, Fakultas Ekonomika dan Bisnis]. Repositori UNDIP. <https://repofeb.undip.ac.id/8808/>
- Aman Jatoi Scholar, S., Shafaq Shah Associate Professor, S., & Sattar Shah, A. (n.d.). Issue 2 (2023) High Performance Work System and Organizational In *Journal of Int'L Affairs* (Vol. 6).
- Anggreni, K. A., Riana, I. G., Ketut Surya, I. B., & Supartha, I. W. G. (2022). The Effect Of Psychological Empowerment On Psychological Capital And Innovative Work Behavior. *International Journal of Business Management and Economic Review*, 05(04), 11–22. <https://doi.org/10.35409/ijbmer.2022.3408>
- Appelbaum, E. (2000). *Manufacturing Advantage: Why High-Performance Work Systems Pay Off*. Cornell University Press.
- Arshad, B., Hassan, H., & Azam, A. (2024). The Impact Of Employees' Experience Of High-Performance Work Systems On Innovative Behavior In Professional Service Firms. *Frontiers in Psychology*, 14, 1324474.
- Avolio, B. J., Walumbwa, F. O., & Weber, T. J. (2009). Leadership: Current theories, research, and future directions. *Annual Review of Psychology* (Vol. 60, pp. 421–449). <https://doi.org/10.1146/annurev.psych.60.110707.163621>

- Ayatullah, K. P., & Nasution, M. I. (2023). Pengaruh Knowledge Sharing terhadap Organizational Citizenship Behavior dan Work Engagement yang dimediasi oleh Locus of Control. *Journal of Education, Humaniora and Social Sciences (JEHSS)*, 6(1), 543–556. <https://doi.org/10.34007/jehss.v6i1.1897>
- Bandura, A. (1977). Self-efficacy: Toward a Unifying Theory of Behavioral Change. In *Psychological Review* (Vol. 84, Issue 2).
- Bank Indonesia. (n.d.). *Survei Harga Properti Residensial (SHPR)*. Retrieved February 15, 2024, from https://www.bi.go.id/id/publikasi/ruang-media/news-release/Pages/sp_2513023.aspx
- Bhatti, S. H., Zakariya, R., Vrontis, D., Santoro, G., & Christofi, M. (2021). High-Performance Work Systems, Innovation And Knowledge Sharing: An Empirical Analysis In The Context Of Project-Based Organizations. *Employee Relations: The International Journal*, 43(2), 438-458.
- Blau, P. M. (1964). *Exchange and power in social life*. New York: Wiley.
- Bos-Nehles, A., Renkema, M., & Janssen, M. (2017). HRM and innovative work behaviour: a systematic literature review. In *Personnel Review* (Vol. 46, Issue 7, pp. 1228–1253). Emerald Publishing. <https://doi.org/10.1108/pr-09-2016-0257>
- Caniëls, M. C. J., & Veld, M. (2019). Employee ambidexterity, high performance work systems and innovative work behaviour: How much balance do we need? *International Journal of Human Resource Management*, 30(4), 565–585. <https://doi.org/10.1080/09585192.2016.1216881>
- Carmeli, A., Gelbard, R., & Reiter-Palmon, R. (2013). Leadership, Creative Problem-Solving Capacity, and Creative Performance: The Importance of Knowledge Sharing. *Human Resource Management*, 52(1), 95–121. <https://doi.org/10.1002/hrm.21514>
- Chiang, Y. H., Hsu, C. C., & Shih, H. A. (2015). Experienced high performance work system, extroversion personality, and creativity performance. *Asia Pacific Journal of Management*, 32(2), 531–549. <https://doi.org/10.1007/s10490-014-9403-y>
- Deci, E. L., & Ryan, R. M. (2000). The "What" And "Why" Of Goal Pursuits: Human Needs and The Self-Determination of Behavior. *Psychological Inquiry*, 11(4), 227-268.
- De Jong, J., & Den Hartog, D. (2010). Measuring innovative work behaviour. *Creativity and Innovation Management*, 19(1), 23–36. <https://doi.org/10.1111/j.1467-8691.2010.00547.x>
- De Vries, R. E., Van Den Hooff, B., & De Ridder, J. A. (2006). Explaining knowledge sharing: The role of team communication styles, job satisfaction, and performance beliefs. *Communication Research*, 33(2), 115–135. <https://doi.org/10.1177/0093650205285366>

- Escribá-Carda, N., Canet-Giner, T., & Balbastre-Benavent, F. (2023). The role of engagement and knowledge-sharing in the high-performance work systems–innovative behaviour relationship. *European Journal of Management and Business Economics*. <https://doi.org/10.1108/EJMBE-07-2022-0206>
- Fauzi, M. A., Tan, C. N. L., & Ramayah, T. (2018). Knowledge Sharing Intention at Malaysian Higher Learning Institutions: The Academics' Viewpoint. *Knowledge Management & E-Learning*, 10(2), 163-176.
- Fry, L. W. (2003). Toward A Theory Of Spiritual Leadership. *Leadership Quarterly*, 14(6), 693–727. <https://doi.org/10.1016/j.leaqua.2003.09.001>
- Fry, L. W., & Matherly, L. L. (2005). *Spiritual Leadership and Organizational Performance: An Exploratory Study* *Spiritual Leadership and Organizational*
- Fry, L. W., & Matherly, L. L. (2006). *Spiritual Leadership and Organizational Performance: An Exploratory Study* *Spiritual Leadership and Organizational*. *Academy of Management Meeting*.
- Fry, L. W., Latham, J. R., Clinebell, S. K., & Krahnke, K. (2017). Spiritual Leadership As a Model For Performance Excellence: A Study Of Baldrige Award Recipients. *Journal Of Management, Spirituality & Religion*, 14(1), 22-47.
- Fu, N., Flood, P. C., Bosak, J., Morris, T., & O'Regan, P. (2015). How Do High Performance Work Systems Influence Organizational Innovation In Professional Service Firms? *Employee Relations*, 37(2), 209–231. <https://doi.org/10.1108/ER-10-2013-0155>
- Gaertner, K. N., & Nollen, S. D. (1989). Career Experiences, Perceptions of Employment Practices, and Psychological Commitment to the Organization. *Human Relations*, 42(11), 975–991. <https://doi.org/10.1177/001872678904201102>
- Ghautama, H. (2019). Jurnal Ilmu Manajemen Volume 4 Nomor 2 – Jurusan Manajemen Fakultas Ekonomi Universitas Negeri Surabaya. *Jurnal Ilmu Manajemen*, 7(1), 162.
- Gotsis, G., & Grimani, K. (2017). The role of spiritual leadership in fostering inclusive workplaces. *Personnel Review*, 46(5), 908–935. <https://doi.org/10.1108/PR-11-2015-0286>
- Hassan, H. A., Asif, J., Waqar, N., & Abbas, S. K. (2018). The Impact Of Knowledge Sharing On Innovative Work Behavior. *Asian Journal of Multidisciplinary Studies*, 6(5).
- Helmy, I., Adawiyah, W. R., & Banani, A. (2019). Linking Psychological Empowerment, Knowledge Sharing, And Employees'innovative Behavior in Indonesian SMEs. *Journal of Behavioral Science*, 14(2), 66–79.

- Husin, N. H., Naha, N., Mansor, A., Widarman, B., & Kelana, Y. (n.d.). (2021). The Influence of High Performance Work Systems (HPWS) On Innovative Work Behaviour Through Work Engagement. *Journal of Contemporary Issues in Business and Government*, 27(2). <https://doi.org/10.47750/cibg.2021.27.02.548>
- Hutahaean, E. S. (2005). Kontribusi Pribadi Kreatif Dan Iklim Organisasi Terhadap Perilaku Inovatif. *Proceeding. Seminar Nasional PESAT*, 161.
- Jacobson, C. (2006). *Knowledge Sharing Between Individuals*. <https://doi.org/10.4018/9781591405733.ch066>
- Janssen, O. (2000). Job Demands, Perceptions of Effort-Reward Fairness and Innovative Work Behaviour. *Journal of Occupational and Organizational Psychology*, 73(3), 287–302. <https://doi.org/10.1348/096317900167038>
- Janssen, O. (2004). How Fairness Perceptions Make Innovative Behavior More or Less Stressful. *Journal of Organizational Behavior*, 25(2), 201-215.
- Jeong, I., & Shin, S. J. (2019). High-Performance Work Practices and Organizational Creativity During Organizational Change: A Collective Learning Perspective. *Journal of Management*, 45(3), 909–925. <https://doi.org/10.1177/0149206316685156>
- Jong, J. P. J. (2007). *UvA-DARE (Digital Academic Repository) Individual innovation: the connection between leadership and employees' innovative work behavior*. <https://dare.uva.nl>
- 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. *European Journal of Innovation Management*, 25(4), 1037–1055. <https://doi.org/10.1108/EJIM-09-2020-0367>
- Kuvaas, B., Buch, R., & Dysvik, A. (2012). Perceived training intensity and knowledge sharing: Sharing for intrinsic and prosocial reasons. *Human Resource Management*, 51(2), 167–187. <https://doi.org/10.1002/hrm.21464>
- Lin, H. (2007). Knowledge sharing and firm innovation capability: an empirical study. *International Journal of Manpower*, 28(3/4), 315–332. <https://doi.org/10.1108/01437720710755272>
- Miao, R., Lu, L., Cao, Y., & Du, Q. (2020). The high-performance work system, employee voice, and innovative behavior: The moderating role of psychological safety. *International Journal of Environmental Research and Public Health*, 17(4). <https://doi.org/10.3390/ijerph17041150>
- Mielke, J., De Geest, S., Beckmann, S., Leppla, L., Luta, X., Guerbaai, R. A., Hunziker, S., & Schwendimann, R. (2019). The German version of the high-performance work systems questionnaire (HPWS-G) in the context of patient

- safety: A validation study in a Swiss university hospital. *BMC Health Services Research*, 19(1). <https://doi.org/10.1186/s12913-019-4189-8>
- Mrisho, D. H., & Gwaltu, P. M. (2023). Cross-Level effects of High-Performance Work Systems on the Innovative Work Behaviours of Employees: The Role of Future Time Perspectives. *East African Journal of Business and Economics*, 6(1), 34–46. <https://doi.org/10.37284/eajbe.6.1.1076>
- Mutonyi, B. R., Slåtten, T., & Lien, G. (2020). Empowering Leadership, Work Group Cohesiveness, Individual Learning Orientation and Individual Innovative Behaviour In The Public Sector: Empirical Evidence From Norway. *International Journal of Public Leadership*, 16(2), 175–197. <https://doi.org/10.1108/IJPL-07-2019-0045>
- Neubert, M. J., Kacmar, K. M., Carlson, D. S., Chonko, L. B., & Roberts, J. A. (2008). Regulatory Focus as a Mediator of the Influence of Initiating Structure and Servant Leadership on Employee Behavior. *Journal of Applied Psychology*, 93(6), 1220–1233. <https://doi.org/10.1037/a0012695>
- 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 Management*, 7(4), 619-634.
- Nguyen, Mai & Tuan, Nham & Tran, Nam & Nguyen, Hao. (2020). Knowledge Sharing and Innovation Capability At Both Individual And Organizational Levels: An Empirical Study From Vietnam's Telecommunication Companies. Management & Marketing. *Challenges for the Knowledge Society*. 15. 275-301. 10.2478/mmcks-2020-0017.
- Nonaka, I., & Konno, N. (1998). The Concept Of “Ba”: Building a Foundation For Knowledge Creation. *California Management Review*, 40(3), 40-54.
- Petchsawang, Pawinee & Duchon, Dennis. (2012). Workplace Spirituality, Meditation, and Work Performance. *Journal of Management, Spirituality & Religion*. 9. 1-20. 10.1080/14766086.2012.688623.
- Phairat, P., & Potipiroon, W. (n.d.). High Performance Work Systems And Innovative Work Behavior Among Telecom Employees: The Mediating Roles Of Organizational Climate For Innovation And Psychological Empowerment. In *ABAC Journal* (Vol. 42, Issue 3).
- Prabowo, R., Mustika, M. D., & Sjabadhyni, B. (2018). How a Leader Transforms Employees' Psychological Empowerment Into Innovative Work Behavior. *Psychological Research on Urban Society*, 1(2), 90. <https://doi.org/10.7454/proust.v1i2.32>
- Said, M. F., & Ardiyanti, N. (2024). Developing Innovative Work Behavior in Retail E-Commerce Workers: Investigating the Effects of High-Performance Work Systems and Other Mediating Variables. *The Asian Journal of Technology Management*, 17(2), 73-92.

- Saleem, T., Rubbab, Dr. U., Shahab, Dr. H., & Irshad, Dr. M. (2023). High-Performance Work System and Innovative Work Behavior: The Mediating Role of Knowledge Sharing and Moderating Role of Inclusive Leadership. *International Journal of Business and Economic Affairs*, 8(1). <https://doi.org/10.24088/ijbea-2023-81005>
- 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. *Journal of Vocational Behavior*, 100, 67–77. <https://doi.org/10.1016/j.jvb.2017.02.004>
- Singh, S. K., Mazzucchelli, A., Vessal, S. R., and Solidoro, A. (2021). Knowledge-Based HRM Practices And Innovation Performance: Role Of Social Capital And Knowledge Sharing. *J. Int. Manag.* 27:100830. doi: 10.1016/J.INTMAN.2021.100830
- Sobel, M.E. (1982) Asymptotic Confidence Intervals for Indirect Effects in Structural Equation Models. *Sociological Methodology*, 13, 290-321. <https://doi.org/10.2307/270723>
- Spreitzer, G. M. (1995). Psychological Empowerment In The Workplace: Dimensions, Measurement, And Validation. In * *Academy of Management {nurnnl}* (Vol. 18, Issue 5).
- Sugiyono. (2013). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Penerbit Alfabeta.
- Sugiyono. (2015). *Metode Penelitian Pendidikan*. Penerbit Alfabeta.
- Suliyanto. (2018). *Metode Penelitian Bisnis: Untuk Skripsi, Tesis, dan Disertasi*. CV. Andi.
- Sun, L.-Y., Aryee, S., & Law, K. S. (n.d.). *High-Performance Human Resource Practices, Citizenship Behavior, And Organizational Performance: A Relational Perspective*.
- Tang, G., Yu, B., Cooke, F. L., & Chen, Y. (2016). High-Performance Work System And Employee Creativity: The Roles Of Perceived Organisational Support And Devolved Management. *Personnel Review*, 46(7), 1318–1334. <https://doi.org/10.1108/PR-09-2016-0235>
- Taradita, I. G. A. S., & Wibawa, I. M. A. (2019). Pengaruh Pemberdayaan Psikologis Dan Budaya Organisasi Terhadap Perilaku Inovatif. *E-Jurnal Manajemen Universitas Udayana*, 8(6), 3417. <https://doi.org/10.24843/ejmunud.2019.v08.i06.p05>
- Thneibat, M. M., Obeidat, A. M., Obeidat, Z. M., Al-Dweeri, R., & Thneibat, M. (2022). Promoting Radical Innovation Through Performance-Based Rewards: The Mediating Role of Knowledge Acquisition and Innovative Work Behavior. *International Journal of Innovation and Technology Management*, 19(2). <https://doi.org/10.1142/S0219877022500055>

- Thomas, K. W., & Velthouse, B. A. (1990). Cognitive Elements of Empowerment: An "Interpretive" Model of Intrinsic Task Motivation Naval Postgraduate School. In *Bennis & Nanus* (Vol. 15, Issue 4). Kanter.
- Usmanova, Kamila & Wang, Daoping & Sumarlia, Eli & Khan, Sher & Khan, Safeer & Younas, Amjad. (2021). Spiritual Leadership As A Pathway Toward Innovative Work Behavior Via Knowledge Sharing Self-Efficacy: Moderating Role Of Innovation Climate. *VINE Journal Of Information And Knowledge Management Systems*. Ahead-Of-Print. 10.1108/VJKMS-04-2021-0054.
- Van Den Hooff, B., & Ridder, J. A. (2004). Knowledge sharing in context: The influence of organizational commitment, communication climate and CMC use on knowledge sharing. *Journal of Knowledge Management*, 8(6), 117–130. <https://doi.org/10.1108/13673270410567675>
- Vandenberg, R. J., Richardson, H. A., & Eastman, L. J. (1999). The Impact of High Involvement Work Processes on Organizational Effectiveness: A Second-Order Latent Variable Approach. *Group and Organization Management*, 24(3), 300–339. <https://doi.org/10.1177/1059601199243004>
- Yang, J., Chang, M., Chen, Z., Zhou, L., & Zhang, J. (2021). The chain mediation effect of spiritual leadership on employees' innovative behavior. *Leadership and Organization Development Journal*, 42(1), 114–129. <https://doi.org/10.1108/LODJ-10-2019-0442>
- Yao, J., Crupi, A., Di Minin, A., & Zhang, X. (2020). Knowledge sharing and technological innovation capabilities of Chinese software SMEs. *Journal of Knowledge Management*, 24(3), 607–634. <https://doi.org/10.1108/JKM-08-2019-0445>
- Yidong, T., & Xinxin, L. (2013). How Ethical Leadership Influence Employees' Innovative Work Behavior: A Perspective of Intrinsic Motivation. *Journal of Business Ethics*, 116(2), 441–455. <https://doi.org/10.1007/s10551-012-1455-7>
- Yurika, E., Rosita, S., Bagian, S., Dan, U., Dinas, K., & Jambi, E. P. (2022). Pengaruh Servant Leadership Terhadap Perilaku Inovatif Dengan Pemberdayaan Psikologis Sebagai Variabel Intervening Pada Dinas Energi Dan Sumber Daya Mineral Provinsi Jambi. *Jurnal Manajemen Terapan Dan Keuangan (Mankeu)*, 11(03).
- Zhang, Y., & Yang, F. (2021). How and when spiritual leadership enhances employee innovative behavior. *Personnel Review*, 50(2), 596–609. <https://doi.org/10.1108/PR-07-2019-0346>
- Zhou, S., & Yang, S.-C. (2020). *Relationship between Spiritual Leadership and Innovative Behavior in Chinese Drone Companies: the Mediating Effect of Employee Engagement*. <https://rsucon.rsu.ac.th/proceedings>