DAFTAR PUSTAKA

- Acree, L., Gibson, T., Mangum, N., Wolf, M.A., Kellogg, S., & Branon, S. (2017). Supporting school leaders in blended learning with blended learning. *Journal of Online Learning Research*, *3*(2), 105–143.
- Adair, J. (2007). Leadership for Innovation: How to organize team creativity and harvest ideas. Kogan Page.
- Aidukaite, J. (2013). Community mobilizations around housing and local environment: Insights into the case of Vilnius. *Sociologija: Mintis Ir Veiksmas*, 1(32), 136–151. http://search.proquest.com/docview/1504424089?accountid=14643%5Cnhttp://mlbsfx.sibi.usp.br:3410/sfxlcl41?url_ver=Z39.88-2004&rft_val_fmt=info:ofi/fmt:kev:mtx:journal&genre=article&sid=ProQ:ProQ:socabsshell&atitle=Community+Mobilizations+Around+Housing+and
- Alam, K., & Imran, S. (2015). The digital divide and social inclusion among refugee migrants: A case in regional Australia. *Information Technology and People*, 28(2), 344–365. https://doi.org/10.1108/ITP-04-2014-0083
- Antonakis, J., & Day, D.V. (2018). *The nature of leadership* (J. Antonakis & D.V. Day (Eds.); Third Edit). SAGE Publishing.
- Arends, R.l. (2012). Learning to teach (9th ed.). Mc. Graw Hill.
- Avolio, B.J. (2004). Leadership development in balance: MADE/born. In Leadership Development in Balance: MADE/Born. https://doi.org/10.4324/9781410611819
- Avolio, B.J., & Yammarino, F.J. (2013). Introduction to, and overview of, transformational and charismatic leadership. *Emerald Group Publishing Limited*. https://doi.org/10.1108/S1479-357120130000005005.
- Bandura, A. (1976). Social learning theory. Prentice-Hall, Inc.
- Bass, B.M., & Riggio, R.E. (2006). *Transformational leadership* (2nd ed.). Lawrence Erlbaum Associates.
- Bass, Bernard M. (1997). Does the transactional-transformational leadership paradigm transcend organizational and national boundaries? *American Psychologist*. https://doi.org/10.1037//0003-066x.52.2.130
- Bass, Bernard M., & Avolio, B.J. (1993). Transformational leadership and organizational culture. *International Journal of Public Administration Publication*, PAQ SPRING.
- Bass, Bernard M., & Steidlmeier, P. (1999). Ethics, character, and authentic transformational leadership behavior. *Leadership Quarterly*, 10(2), 181–217.

- https://doi.org/10.1016/S1048-9843(99)00016-8
- Bass, Bernard M, Avolio, B.J., & Binghamton, S. (1985). Transformational leadership and organizational culture. *International Journal of Public Administration Publication*.
- Beatty, B.J. (2007). Hybrid classes with flexible participation options—If you build it, how will they come. *Annual Convention of the AECT. Retrieved July*.
- Bénit-Gbaffou, C., & Katsaura, O. (2014). Community leadership and the construction of political legitimacy: Unpacking Bourdieu's "Political Capital" in Post-Apartheid Johannesburg. *International Journal of Urban and Regional Research*. https://doi.org/10.1111/1468-2427.12166
- Bonnici, C.a. (2011). Creating a Successful Leadership Style: Principles of Personal Strategic Planning. http://books.google.com/books?id=1rfkugvFxFoC&pgis=1
- Borregard, A.R. (2019). Grassroots leadership: Organizing for ethical change. *New Directions for Community Colleges*, 2019(185), 107–115. https://doi.org/10.1002/cc.20343
- Bosch, C., Mentz, E., & Reitsma, G.M. (2019). Integrating cooperative learning into the combined blended learning design model: Implications for students' intrinsic motivation. *International Journal of Mobile and Blended Learning*, 11(1), 58–73. https://doi.org/10.4018/IJMBL.2019010105
- Bose, D., Berry, L., Nyland, R., Saba, A., & Focarile, T. (2020). Flexible teaching for student success; A three-tiered initiative to prepare faculty for flexible teaching Flexible Teaching for Student Success: A Three-Tiered Initiative to Prepare Faculty for Flexible Teaching. *Journal on Centers for Teaching and Learning*, 12, 87–135.
- BPS. (2017). *Pendataan RW kumuh DKI Jakarta 2017* (Satriono (ed.)). BPS DKI Jakarta.
- Branch, R.M. (2010). Instructional design: The ADDIE approach. In *Instructional Design: The ADDIE Approach*. https://doi.org/10.1007/978-0-387-09506-6
- Branch, R.M., & Dousay, T.A. (2015). Survey of instructional design models. https://aect.org/survey_of_instructional_design.php
- Brodsky, M., Malo, L., & Soares, L. (2010). Building adaptive volunteer training models using the ADDIE framework. *Brandeis University*, 1–7.
- Brown, K.G., & Sitzmann, T. (2010). Training and employee development for improved performance. *APA Handbook of Industrial and Organizational Psychology, Vol 2: Selecting and Developing Members for the Organization.*, 469–503. https://doi.org/10.1037/12170-016

- Bryman, A., Gillingwater, D., & McGuinness, L. (1992). Leadership and organisational transformation. *Management Research News*, 15(5–6), 26–27. https://doi.org/10.1108/eb028221
- Buckley, R., & Caple, J. (2009). *The theory & practice of training* (Sixth ed.). Kogan Page.
- Calafiore, P., & Giudici, E. (2021). Hybrid versus hyflex instruction in an introductory finance course. *International Journal of Education Research*, 16(1), 40–52.
- Ching, C.C., & Hursh, A.W. (2014). Peer modeling and innovation adoption among teachers in online professional development. *Computers and Education*, 73, 72–82. https://doi.org/10.1016/j.compedu.2013.12.011
- Colfer, B.P., Johri, N., & Wagner, S.L. (2021). A case study of mha faculty and student experiences in adapting learning modality options to hybrid flexible (hyflex) during the Covid-19 pandemic. *Journal of Health Administration Education*, 38(1), 441–466. https://search.ebscohost.com/login.aspx?direct=true&db=ccm&AN=1506010 79&site=ehost-live
- Cortellazzo, L., Bruni, E., & Zampieri, R. (2019). The role of leadership in a digitalized world: A review. *Frontiers in Psychology*, 10(AUG), 1–21. https://doi.org/10.3389/fpsyg.2019.01938
- Cresswell, J. W. (2014). Research design: Qualitative, quantitative, and mixed methods approaches (4th ed.). SAGE Publications, Inc.
- Davidson, F. D., & Hughes, T. R. (2020). The palgrave handbook of educational leadership and management discourse. *The Palgrave Handbook of Educational Leadership and Management Discourse*, *February*. https://doi.org/10.1007/978-3-030-39666-4
- DeGraff, J., & Quinn, S. (2006). Leading innovation: How to jump start your organization's growth engine. http://www.amazon.com/Leading-Innovation-Organizations-Growth-Engine/dp/0071470182%3FSubscriptionId%3D0NM5T5X751JWT17C4GG 2%26tag%3Dsonnysoftware%26linkCode%3Dxm2%26camp%3D2025%26 creative%3D165953%26creativeASIN%3D0071470182
- DePree, M. (2002). Leading for innovation: And organizing for results. (1st ed.). Jossey-Bass.
- Dessler, G. (2020). Human resource management-Pearson.
- Dick, W., Carey, L., & Carey, J. O. (2015). The Systematic Design of Instruction The Eight Edition. In *Educational Technology Research and Development*.

- Drucker, P. F., & Noel, J. L. (1986). Innovation and entrepreneurship: Practices and principles. *Journal of Continuing Higher Education*. https://doi.org/10.1080/07377366.1986.10401060
- Dumesnil, K. (2020). Blended learning models: Finding the right "blend" for workplace learning. https://elearningindustry.com/blending-learning-models-finding-right-blend-workplace
- Dvir, T., Eden, D., Avolio, B.J., & Shamir, B. (2002). Impact of transformational leadership on follower development and performance: A field experiment. *Academy of Management Journal*. https://doi.org/10.2307/3069307
- Dwiyogo, W.D. (2018). Developing a blended learning-based method for problem-solving in capability learning. *Tojet The Turkish Online Journal of Educational Technology*.
- Elder, S. J. (2018). Multi-options: An innovative course delivery methodology. Nursing Education Perspectives. https://doi.org/10.1097/01.NEP.000000000000174
- Erdiaw-Kwasie, M.O., & Alam, K. (2016). Towards understanding digital divide in rural partnerships and development: A framework and evidence from rural Australia. *Journal of Rural Studies*, 43, 214–224. https://doi.org/10.1016/j.jrurstud.2015.12.002
- Evans, P. (2012). Embedded autonomy: States and industrial transformation. In *Embedded Autonomy: States and Industrial Transformation*. https://doi.org/10.2307/2077170
- Fisher, L. (2013). Transformational leadership among grassroots social service organizations. *Community Development*, 44(3), 292–304. https://doi.org/10.1080/15575330.2013.803490
- Fullan, M. (2010). All systems go: The change imperative for whole system reform. In *All Systems Go: The Change Imperative for Whole System Reform*. https://doi.org/10.4135/9781452219554
- Gall, M.D., Gall, J.P., & Borg, W.R. (2007). Educational research. Pearson.
- Gao, R. (Chuang R., Murphy, W.H., & Anderson, R.E. (2020). Transformational leadership effects on salespeople's attitudes, striving, and performance. *Journal of Business Research*, 110(June 2019), 237–245. https://doi.org/10.1016/j.jbusres.2020.01.023
- Goethals, G.R., Sorenson, G.J., & Burns, J.M. (2004). *Encyclopedia of Leadership* (Volume 1).
- Gould, S., & Malachowsky, J. (2013). Why invest in grassroots leadership development? Grassroots Leadership Development: A Guide for Grassroots Leaders, Support Organizations, and Funders, 8–11.

- Peraturan Gubernur Provinsi DKI Jakarta Nomor 1 Tahun 2016, Pub. L. No. 1 (2016).
- Gustafson, K.L., & Branch, R.M. (2002). Survey of instructional development models (Fourth ed.). Eric House on Information and Technology, Syracuse University.
- Ham, H., Teng, M.A., Wijaya, E., & Wikopratama, R.A. (2018). Integration citizen' suggestion system for the urban development: Tangerang city case. *Procedia Computer Science*, 135, 570–578. https://doi.org/10.1016/j.procs.2018.08.210
- Hart, L.B., & Waisman, C.S. (2005). The Leadership Training Activity Book. In Leader. http://search.ebscohost.com/login.aspx?direct=true&scope=site&db=nlebk&db=nlabk&AN=117786
- Heilporn, G., & Lakhal, S. (2021). Converting a graduate-level course into a HyFlex modality: What are effective engagement strategies? *International Journal of Management Education*, 19(1). https://doi.org/10.1016/j.ijme.2021.100454
- Helming, S., Ungermann, F., Hierath, N., Stricker, N., & Lanza, G. (2019). Development of a training concept for leadership 4.0 in production environments. *Procedia Manufacturing*. https://doi.org/10.1016/j.promfg.2019.03.007
- Hesselbein, F., Goldsmith, M., & Sommerville, I. (2002). *Leading for innovation:* and organizing for results. Jossey-Bass.
- Hew, K. F., & Cheung, W. S. (2015). Using blended learning: Evidence based practices. In *British Journal of Educational Technology* (Vol. 46, Issue 3).
- Hofmann, J. (2011). Top 10 challenges of blended learning. Soapbox, April, 12–13.
- Hogan, C. (2000). The impact of a peer led program on the peer leader's leadership-related skills.
- Horn, M.B., Staker, H., & Christensen, C.M. (2014). Blended: Using disruptive innovation to improve schools. 304.
- Horn, Michael B., & Staker, H. (2015). Blended: Using disruptive innovation to improve schools. Jossey-Bass.
- Hossain, M. (2016). Grassroots innovation: A systematic review of two decades of research. In *Journal of Cleaner Production*. https://doi.org/10.1016/j.jclepro.2016.07.140
- Houle, C.O. (1996). *The Design of Education* (2nd ed). The Jossey-Bass Publishers.

- Hunsinger, J. (2018). *Individual rotation and flex: Blended Learning Models*. https://blog.kiddom.co/individual-rotation-and-flex/.
- Igalla, M., Edelenbos, J., & van Meerkerk, I. (2020). What explains the performance of community-based initiatives? Testing the impact of leadership, social capital, organizational capacity, and government support. *Public Management Review*, 22(4), 602–632. https://doi.org/10.1080/14719037.2019.1604796
- Irvine, V. (2009). The emergence of choice in "multi-access" learning environments: Transferring locus of control of course access to the learner. *Proceedings of EdMedia: World Conference on Educational Media and Technology* 2009.
- Islam, M.R., Wahab, H.A., & Anggum, L.ak. (2020). The influence of leadership quality towards community cohesion in Iban community in Malaysia. *Heliyon*, 6(2), e03370. https://doi.org/10.1016/j.heliyon.2020.e03370
- Johnson, C.E., & Hackman, M.Z. (2018). *Leadership: A communication perspective*. Waveland Press, Inc.
- 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? *Government Information Quarterly*, 36(4), 101391. https://doi.org/10.1016/j.giq.2019.07.003
- Knowles, M.S., Holton, E. F., & Swanson, R.A. (2015). The Adult Learner: The definitive classic in adult education and human resource development Saskatchewan Polytechnic. In *The Adult Learner: The definitive classic in adult education and human resource development*.
- Korejan, M.M., & Shahbazi, H. (2016). An analysis of the transformational leadership theory. *Journal of Fundamental and Applied Scicence*, 8(3S), 452–461. http://dx.doi.org/10.4314/jfas.v8i3s.192
- Kouzes, J.M., & Posner, B.Z. (2007). The leadership challenge. 415. www.josseybass.com
- Kragt, D., & Guenter, H. (2018). Why and when leadership training predicts effectiveness: The role of leader identity and leadership experience. Leadership and Organization Development Journal. https://doi.org/10.1108/LODJ-11-2016-0298
- Lafortune, L. (2009). Professional accompaniment model for change: For innovative leadership. Presses de l'Université du Québec.
- Landis, J. R., & Koch, G. G. (1977). Landis amd Koch1977_agreement of categorical data. *Biometrics*, 33(1), 159–174.

- Lee, S.Y., Zusman, E., & Lee, S. (2017). Tracing sustainability transitions in seoul governance: Enabling and scaling grassroots innovations. *Procedia Engineering*. https://doi.org/10.1016/j.proeng.2017.07.162
- Lee, W.W., & Owens, D.L. (2004). Multimedia-based instructional design: Computer-based training, web-based training, distance broadcast training, performance-based solutions (2nd ed.). Pfeiffer.
- LeNoue, M.D., & Stammen, R. (2011). Blending in: Moving beyond categories in digitally-mediated learning. In *Blended Learning across Disciplines: Models for Implementation*. https://doi.org/10.4018/978-1-60960-479-0.ch012
- Leshin, C.B., Pollock, J., & Reigeluth, C.M. (1992). *Instructional design strategies and tactics*. Educational Technology Publications, Inc.
- Lieberman, M. (2018). *Introducing a New (-ish) Learning Mode: Blendflex/Hyflex*. https://www.insidehighered.com/digital-learning/article/2018/01/24/blendflex-lets-students-toggle-between-online-or-face-face.
- Liu, C.Y.A., & Rodriguez, R. C. (2019). Evaluation of the impact of the Hyflex learning model. *International Journal of Innovation and Learning*, 25(4), 393–411. https://doi.org/10.1504/IJIL.2019.099986
- Lowe, K.B., Kroeck, K.G., & Sivasubramaniam, N. (1996). Effectiveness correlates of transformational and transactional leadership: A meta-analytic review of the mlq literature. *Leadership Quarterly*. https://doi.org/10.1016/S1048-9843(96)90027-2
- Malczyk, B.R. (2019). Introducing social work to hyflex blended learning: A student-centered approach. *Journal of Teaching in Social Work*, 39(4–5), 414–428. https://doi.org/10.1080/08841233.2019.1652226
- Marquardt, M.J. (2004). Solving problems and building leaders in real time optimizing the power of action learning. *Action Learning*.
- Marquardt, M.J., & Berger, N.O. (2000). Global leaders for the twenty-first century (R.C. Morris & S. R. Morris (eds.)). State University of New York Press.
- Martiskainen, M. (2017). The role of community leadership in the development of grassroots innovations. *Environmental Innovation and Societal Transitions*. https://doi.org/10.1016/j.eist.2016.05.002
- Maxwell, C. (2016). A deeper look at the flex model. In *Blended Learning Universe*.
- McKendree, A.G. (2011). Synthesizing and integrating the crisis literature: A reflective practice. In *Review of Communication*.

- https://doi.org/10.1080/15358593.2011.565422
- Mi, L., Gan, X., Xu, T., Long, R., Qiao, L., & Zhu, H. (2019). A new perspective to promote organizational citizenship behaviour for the environment: The role of transformational leadership. *Journal of Cleaner Production*. https://doi.org/10.1016/j.jclepro.2019.118002
- Miller, W. (2011). Mode-neutral and the need to transform teaching. *Public Administration Quarterly*.
- Molenda, M., & Januszewski, A. (2008). Educational technology: A definition with commentary. Lawrence Erlbaum Associates.
- Mondy, R.W., & Martocchio, J.J. (2016). Human resource management. In *IOSR Journal of Business and Management Ver. I.*
- Morrison, G.R., Ross, S.M., Kalman, H.K., & Kemp, J.E. (2013). *Designing effective instruction* (7th ed.). John Wiley & Sons, Inc.
- Ng, L.T., & Rivera, J.P. R. (2018). Exploring transformational leadership and fellowship in a cultural context: The case of the Philippines. *Asia-Pacific Social Science Review*, 17(3), 136–141.
- Northouse, P.G. (2016). *Leadership: Theory and practice* (Seventh ed). SAGE Publications, Ltd.
- Ouellette, P. M., Lazear, K., & Chambers, K. (1999). Action leadership: The development of an approach to leadership enhancement for grassroots community leaders in children's mental health. *Journal of Behavioral Health Services and Research*, 26(2), 171–184. https://doi.org/10.1007/BF02287489
- Palloff, R.M., & Pratt, K. (2007). Building online learning communities: Effective strategies for the virtual classroom (2nd ed.). Jossey-Bass.
- Patnaik, J., & Bhowmick, B. (2020). Promise of inclusive innovation: A Re-look into the opportunities at the grassroots. *Journal of Cleaner Production*. https://doi.org/10.1016/j.jclepro.2020.121124
- Pattnaik, B.K., & Dhal, D. (2015). Mobilizing from appropriate technologies to sustainable technologies based on grassroots innovations. *Technology in Society*, 40, 93–110. https://doi.org/10.1016/j.techsoc.2014.09.002
- Peerasak, K., Chaiyot, R., & Sumalee, C. (2015). A development of a collaborative blended learning model to enhance learning achievement and thinking ability of undergraduate students at the Institute of Physical Education. *Educational Research* and Reviews, 10(15), 2168–2177. https://doi.org/10.5897/err2015.2350
- Polit, D. F., & Beck, C. T. (2006). The content validity index: Are you sure you know what's being reported? Critique and recommendations. *Research in*

- Nursing and Health. https://doi.org/10.1002/nur.20147
- Pratt, R., & Yongvanit, S. (2016). Reflections on leadership at the local level and the future of Laos. *Kasetsart Journal of Social Sciences*, 37(2), 67–72. https://doi.org/10.1016/j.kjss.2015.03.001
- Ramadhan, A., Fedryansyah, M., & Meilany, L. (2019). Peran local leader dalam penanggulangan bencana banjir di Kecamatan Jatinangor. *Focus: Jurnal Pekerjaan Sosial*. https://doi.org/10.24198/focus.v2i1.23114
- Rami, A.M., Aziz, F., Zaremohzzabieh, Z., & Ibrahim, A. (2021). Assessing the challenges of local leaders in rural community development: A qualitative study in Malaysia. *Pertanika Journal of Social Sciences and Humanities*, 29, 1–18. https://doi.org/10.47836/pjssh.29.s1.01
- Raza, S.A., & Sikandar, A. (2018). Impact of Leadership Style of Teacher on the Performance of Students: An Application of Hersey and Blanchard Situational Model. *Bulletin of Education & Research*, 40(3), 73–94. https://search.ebscohost.com/login.aspx?direct=true&db=eue&AN=1350984 23&authtype=sso&custid=deakin&site=eds-live&scope=site
- Richey, R.C., Klein, J.D., & Tracey, M.W. (2011). *The instructional design knowledge base: Theory, research, and practice*. Taylor & Francis.
- Riggio, B.M.B. & R.E. (2006). *Transformational leadership: Second edition*. Lawrence Erbaum Associates.
- Rogers, E.M. (2003). Diffusion of innovation (5th editio). Free Press.
- Rosen, D. (2021). BlendFlex and HyFlex models to increase student engagement and retention. *Adult Literacy Education: The International Journal of Literacy, Language, and Numeracy,* 73–73. https://doi.org/10.35847/drosen.3.2.73
- Rothwell, W.J., Benscoter, G.M.B., King, M., & King, S.B. (2015). Mastering the instructional design process: A systematic approach. In *Mastering the Instructional Design Process: A Systematic Approach*. https://doi.org/10.1002/9781119176589
- Salleh, F.I.M., Baharum, H.I., & Shamsudin, S. (2017). Comparative study between flipped learning and flex model in english as second language classroom. *Advanced Science Letters*. https://doi.org/10.1166/asl.2017.7611
- Sanchez, D.V.P., Kerzmann, T.L., Chouinard, C.P., & Kotchey, G.P. (2021). Assessing the effectiveness of a flex model for a sustainability course in the COVID-19 Learning Environment. 2021 ASEE ANNUAL CONFERENCE.
- Santrock, J.W. (2018). *Educational psychology* (6th Ed. (ed.)). McGraw Hill Education.

- Schein, E. (2017). Organizational culture and leadership organizational culture and leadership. *Wiley & Sons, Inc.*
- Schmitz, P. (2012). Everyone leads: Building leadership from the community up. Jossey-Bass.
- Schunk, D.H. (2012). *Learning theories: An educational perspective* (6th ed.). Pearson.
- Schwandt, D.R., & Marquardt, M.J. (2000). Organizational learning: From world-class theories to global best practices. Taylor & Francis Group.
- Schwatka, N.V., Goldenhar, L.M., Johnson, S.K., Beldon, M.A., Tessler, J., Dennerlein, J.T., Fullen, M., & Trieu, H. (2019). A training intervention to improve frontline construction leaders' safety leadership practices and overall jobsite safety climate. *Journal of Safety Research*. https://doi.org/10.1016/j.jsr.2019.04.010
- Seeger, M.W. (2002). Chaos and crisis: Propositions for a general theory of crisis communication. *Public Relations Review*. https://doi.org/10.1016/s0363-8111(02)00168-6
- Seels, B., & Glasgow, Z. (1998). *Making instructional design decisions* (Debra A. Stollenwerk (ed.); Second ed.). Prentice-Hall, Inc.
- Sendjaya, S. (2015). Personal and organizational excellence through servant leadership: learning to serve, serving to lead, leading to transform. *Personal and Organizational Excellence through Servant Leadership*.
- Senge, P.M. (1994). THE fifth discipline: The art and practice of the learning organization. DOUBLEDAY.
- Siangchokyoo, N., Klinger, R.L., & Campion, E.D. (2020). Follower transformation as the linchpin of transformational leadership theory: A systematic review and future research agenda. *Leadership Quarterly*. https://doi.org/10.1016/j.leaqua.2019.101341
- Smith, B., Reed, P., & Jones, C. (2008). 'Mode Neutral' pedagogy. European Journal of Open, Distance and E-Learning.
- SPECTA. (2019). *Piranti Indonesia software house, RT/RW-Online*. https://rtrwonline.id/RT-Online
- Staker, H., & Horn, M.B. (2012). Classifying K-12 blended learning. *Innosight Institute*, *May*, 22. http://eric.ed.gov/?id=ED535180%5Cnhttp://files.eric.ed.gov/fulltext/ED535180.pdf
- Stein, J., & Graham, C.R. (2014). Essentials for blended learning: A standards based guide (M. Vai (ed.)). Routledge.

- Suparman, M.A. (2014). Desain instruksional modern: Panduan para pengajar dan inovator pendidikan (N. I. Sallama (ed.); Edisi Keem). Penerbit Erlangga.
- Taylor, J.A., & Newton, D. (2013). Beyond blended learning: A case study of institutional change at an Australian regional university. *Internet and Higher Education*. https://doi.org/10.1016/j.iheduc.2012.10.003
- UU RI Nomor 20 Tahun 2003 Tentang Sistem Pendidikan Nasional, 49 Demographic Research 1. (2003).
- Utomo, T.W.W. (2016). *Inovasi harga mati: Sebuah pengantar inovasi administrasi negara* (1st ed.). PT RajaGrafindo Persada.
- Utomo, T.W.W., & Andalina, B.M. (2010). Pengembangan kapasitas rukun tetangga/rukun warga sebagai organisasi "akar rumput" dalam era desentralisasi luas. http://triwidodowutomo.blogspot.co.id/2010/09/pengembangan-kapasitas-rukun-tetangga.html.
- Vai, M., & Sosulski, K. (2011). Essentials of online course design: A standards-based guide. Routledge.
- Vellayati, N, Sarwoprasodjo, S, Wibowo, C. (2016). Efektivitas komunikasi kepemimpinan transformasional ketua rt terhadap partisipasi warga di kabupaten bogor. *Jurnal Komunikasi Pembangunan*, 14(2), 79–90.
- Velsor, E. Van, McCauley, C.D., & Ruderman, M.N. (2010). The center for creative leadership: Handbook of leadership development (third edit). John Wiley & Sons, Inc.
- Verrecchia, P., & McGlinchey, M.J. (2021). Teaching during Covid: The effectiveness of the hyflex classroom in a 300 level statistics class. *Journal of Education and Training Studies*, 9(3), 23. https://doi.org/10.11114/jets.v9i3.5146
- Walker, J., & Gray, B. (2010). Exploring the leadership behaviors of community leaders in northeastern North Carolina. *Journal of International Agricultural and Extension Education*, 17(1), 45–57. https://doi.org/10.5191/jiaee.2010.17105
- Waryanti, Istiatin, & Kustiyah, E. (2018). Analisa kepemimpinan transformasional, motivasi dan kompetensi terhadap kinerja aparat di Desa Ngabeyan, Kecamatan Sidoharjo, Kabupaten Wonogiri. 13(1), 122–131.
- White, B.J. (2007). The nature of leadership: Reptiles, mammals, and the challenge of becoming a great leader. AMACOM.
- Wigal, C.M. (2021). Teaching the design process in a hyflex environment. *Journal of Higher Education Theory and Practice*, 21(10), 226–235. https://doi.org/10.33423/jhetp.v21i10.4637

- Willis, C., & Stoecker, R. (2013). Grassroots organizations and leadership education. *Community Development*, 44(4), 441–455. https://doi.org/10.1080/15575330.2013.810295
- Wolfram, M. (2017). Grassroots niches in urban contexts: Exploring governance innovations for sustainable development in Seoul. *Procedia Engineering*. https://doi.org/10.1016/j.proeng.2017.07.116
- Woods, T.B. (2019). An examination of the suitability of transactional, transformational and situational leadership theories in evaluating the role of gender in determining the leadership style: A comparison and contrast of three leadership theories. *American Journal of Management Studies*, 4(1), 1–11. http://ivyunion.org/index.php/ajms/

