

REFERENSI

- Adnan, J., & Kiswanto, K. (2017). Determinant of Auditor Ability to Detect Fraud with Professional Scepticism as A Mediator Variable. *Accounting Analysis Journal*, 6(3), 313–325.
- Agbi, R. O. (2018). *Leadership communications strategies for enhancing virtual team performance*. Walden University.
- Agbozo, G. K., Owusu, I. S., Hoedoafia, M. A., & Atakorah, Y. B. (2017). The effect of work environment on job satisfaction: Evidence from the banking sector in Ghana. *Journal of Human Resource Management*, 5(1), 12–18.
- Akkaya, B., Gunsel, A., & Yikilmaz, I. (2021). Digital Management Towards Society 5.0: A Review of the Framework for Kurt Lewin Theory During COVID-19 Pandemic. *Emerging Challenges, Solutions, and Best Practices for Digital Enterprise Transformation*, 120–137.
- Akpor-Robaro, M. O. (2018). *Organizational Behaviour, Management Theory and Organizational Structure: An Overview of The Inter-Relationship*.
- Al-Hajji, M., Alhebsi, R., Wadi, R., & Sakhrieh, A. (2021). Virtual Leadership as a New Influential Concept. *Indian Journal of Economics and Business*, 20. <https://doi.org/10.5281/zenodo.5409956>
- Ali, A. Z. F., Saad, E. S. S., & Alshammari, F. T. (2020). Effect of Authentic Leadership Educational Program for Head Nurses on Staff Nurses' Organizational Commitment. *Evidence-Based Nursing Research*, 1(2), 12. <https://doi.org/10.47104/ebnrojs3.v1i2.88>
- Ali, M., Lodhi, S. A., Raza, B., & Ali, W. (2018). Examining the impact of managerial coaching on employee job performance: Mediating role of work engagement, leader-member-exchange quality, job satisfaction, and turnover intentions. *Pakistan Journal of Commerce and Social Sciences (PJCSS)*, 12(1), 253–282.
- Ali, W. (2016). Understanding the concept of job satisfaction, measurements, theories and its significance in the recent organizational environment: A theoretical framework. *Archives of Business Research*, 4(1).
- Alonderiene, R., & Majauskaite, M. (2016). Leadership style and job satisfaction in higher education institutions. *International Journal of Educational*

Management.

- Altunoğlu, A. E., Şahin, F., & Babacan, S. (2019). Transformational leadership, trust, and follower outcomes: a moderated mediation model. *Management Research Review*.
- Anyaegbunam, C. E., & Anekwe, E. A. (2021). *Investigate the Effect of Leadership Style on Employee's Performance*.
- Asencio, H. (2016). Leadership, trust, and job satisfaction in the public sector: A study of US federal employees. *International Review of Public Administration*, 21(3), 250–267.
- Avolio, B. J., & Kahai, S. S. (2003). Adding the “E” to E-Leadership:: How it May Impact Your Leadership. *Organizational Dynamics*, 31(4), 325–338. [https://doi.org/https://doi.org/10.1016/S0090-2616\(02\)00133-X](https://doi.org/10.1016/S0090-2616(02)00133-X)
- Babalola, S. S. (2016). The effect of leadership style, job satisfaction and employee-supervisor relationship on job performance and organizational commitment. *Journal of Applied Business Research (JABR)*, 32(3), 935–946.
- Barnett, D. E. (2018). Online adjunct faculty: A quantitative examination of the predictive relationship between leadership and job satisfaction. *International Journal of Research in Education and Science*, 4(1), 226–236.
- Basnet, B., Eyaa, S., & Okhawere, N. E. (2022). Determinants of Employee Motivation: A Comparison of Operational and Non-Operational Staff. In *Ergonomics and Business Policies for the Promotion of Well-Being in the Workplace* (pp. 130–149). IGI Global.
- Bass, B. M., & Bass, R. (2008). *Handbook of leadership: Theory, research, and application*. Free Press.
- Bauer, P. C. (2019). *Conceptualizing trust and trustworthiness*.
- Ben Sedrine, S., Bouderbala, A., & Nasraoui, H. (2020). Leadership style effect on virtual team efficiency: trust, operational cohesion and media richness roles. *Journal of Management Development*. <https://doi.org/10.1108/JMD-10-2018-0289>
- Bhardwaj, A., Mishra, S., & Jain, T. K. (2021). An analysis to understanding the job satisfaction of employees in banking industry. *Materials Today: Proceedings*, 37, 170–174.

- Blunch, N. (2012). *Introduction to structural equation modeling using IBM SPSS statistics and AMOS*. Sage.
- Bond-Barnard, T. J., Fletcher, L., & Steyn, H. (2018). Linking trust and collaboration in project teams to project management success. *International Journal of Managing Projects in Business*, 11(2), 432–457. <https://doi.org/10.1108/IJMPB-06-2017-0068>
- Boon, S. D., & Holmes, J. G. (1991). The dynamics of interpersonal trust: Resolving uncertainty in the face of risk. *Cooperation and Prosocial Behavior*, 190–211.
- Bratton, J. (2020). *Work and organizational behaviour*. Bloomsbury Publishing.
- Breuer, C., Hüffmeier, J., Hibben, F., & Hertel, G. (2020). Trust in teams: A taxonomy of perceived trustworthiness factors and risk-taking behaviors in face-to-face and virtual teams. *Human Relations*, 73(1), 3–34.
- Buchanan, D. A., & Huczynski, A. A. (2019). *Organizational behaviour*. Pearson UK.
- Campbell, S., Greenwood, M., Prior, S., Shearer, T., Walkem, K., Young, S., Bywaters, D., & Walker, K. (2020). Purposive sampling: complex or simple? Research case examples. *Journal of Research in Nursing*, 25(8), 652–661.
- Chan, S. C. H. (2019). Participative leadership and job satisfaction: The mediating role of work engagement and the moderating role of fun experienced at work. *Leadership & Organization Development Journal*.
- Chua, Y. P., & Chua, Y. P. (2017). How are e-leadership practices in implementing a school virtual learning environment enhanced? A grounded model study. *Computers & Education*, 109, 109–121.
- Clegg, S. R., Pitsis, T. S., & Mount, M. (2021). *Managing and organizations: An introduction to theory and practice*. Sage.
- Collier, J. E. (2020). *Applied structural equation modeling using AMOS: Basic to advanced techniques*. Routledge.
- Colquitt, J., Lepine, J. A., & Wesson, M. J. (2018). *Organizational Behavior: Improving Performance and Commitment in the Workplace (4e)*. New York, NY, USA: McGraw-Hill.
- Contreras, F., Baykal, E., & Abid, G. (2020). E-leadership and teleworking in times

- of COVID-19 and beyond: what we know and where do we go. *Frontiers in Psychology*, 3484.
- Cook, K. S., Cheshire, C., & Gerbasi, A. (2020). Power, dependence, and social exchange theory. In *Contemporary social psychological theories* (pp. 166–193). Stanford University Press.
- Cook, K. S., & Emerson, R. M. (1987). *Social exchange theory*.
- Coover, M. D., & Miller, E. E. P. (2017). Assessing trust and effectiveness in virtual teams: latent growth curve and latent change score models. *Social Sciences*, 6(3), 87.
- Costa, A. C., Fulmer, C. A., & Anderson, N. R. (2018). Trust in work teams: An integrative review, multilevel model, and future directions. *Journal of Organizational Behavior*, 39(2), 169–184.
- Cronbach, L. J. (1951). Coefficient alpha and the internal structure of tests. *Psychometrika*, 16(3), 297–334.
- Cropanzano, R., Anthony, E. L., Daniels, S. R., & Hall, A. V. (2017). Social exchange theory: A critical review with theoretical remedies. *Academy of Management Annals*, 11(1), 479–516.
- Cui, Y., & Jiao, H. (2019). Organizational justice and management trustworthiness during organizational Change: Interactions of Benevolence, Integrity, and managerial approaches. *Information Processing & Management*, 56(4), 1526–1542.
- Dale, E. (1965). *Management: theory and practice*. Rex Bookstore, Inc.
- Dar, O. L. (2010). Trust in co-workers and employee behaviours at work. *International Review of Business Research Papers*, 6(1), 194–204.
- Davidaviciene, V., & Al Majzoub, K. (2022). The Effect of Cultural Intelligence, Conflict, and Transformational Leadership on Decision-Making Processes in Virtual Teams. *Social Sciences*, 11(2), 64.
- Demetriou, C., Özer, B., & Essau, C. (2015). *Self-Report Questionnaires*. <https://doi.org/10.1002/9781118625392.wbecp507>
- DeRosa, D. M., Hantula, D. A., Kock, N., & D'Arcy, J. (2004). Trust and leadership in virtual teamwork: A media naturalness perspective. *Human Resource Management: Published in Cooperation with the School of Business*

Administration, The University of Michigan and in Alliance with the Society of Human Resources Management, 43(2-3), 219–232.

- Draganovic, D. (2017). *Job Satisfaction in Virtual Management: Personality traits in a virtual management team based on trust and technology communication.*
- Ejiwale, J. A. (2008). E-leadership in virtual workforce. *Proceedings of the 2008 Midwest Section Conference of the American Society for Engineering Education, Jackson State University, 101.*
- Erikson, E. (1995). *Dialogue with Erik Erikson.* Jason Aronson, Incorporated.
- Farrukh, M., Kalimuthuan, R., & Farrukh, S. (2019). Impact of job satisfaction and mutual trust on employee loyalty in Saudi hospitality industry: A mediating analysis of leader support. *Int. J. Bus. Psychol, 1, 30–52.*
- Fernandes, A. A. F., & Solimun, P. E. (2005). Kajian Korelasi Antar Measurement Error pada Analisis Struktural Equation Model. *FMIPA UB.*
- Ferreira, R., Pereira, R., Bianchi, I. S., & da Silva, M. M. (2021). Decision Factors for Remote Work Adoption: Advantages, Disadvantages, Driving Forces and Challenges. *Journal of Open Innovation: Technology, Market, and Complexity, 7(1), 70.*
- Flavian, C., Guinalíu, M., & Jordan, P. (2019). Antecedents and consequences of trust on a virtual team leader. *European Journal of Management and Business Economics.*
- Fogel, J., & Nehmad, E. (2009). Internet social network communities: Risk taking, trust, and privacy concerns. *Computers in Human Behavior, 25(1), 153–160.*
- Ford, R. C., Piccolo, R. F., & Ford, L. R. (2017). Strategies for building effective virtual teams: Trust is key. *Business Horizons, 60(1), 25–34.*
- Fraboulet, D. (2021). *Effective leadership for teams that become virtual during crisis times.*
- Furumo, K. (2018). Leadership, Trust, and Participation in Virtual. *Journal of Organizational Psychology, 18(3).*
- Garg, K., Dar, I. A., & Mishra, M. (2018). Job satisfaction and work engagement: A study using private sector bank managers. *Advances in Developing Human Resources, 20(1), 58–71.*
- Gaviria-Rivera, J. I., & López-Zapata, E. (2019). *Transformational leadership,*

organizational climate and job satisfaction in work teams.

- Goldstein, D. K., & Rockart, J. F. (1984). An examination of work-related correlates of job satisfaction in programmer/analysts. *MiS Quarterly*, 103–115.
- Greenberg, P. S., Greenberg, R. H., & Antonucci, Y. L. (2007). Creating and sustaining trust in virtual teams. *Business Horizons*, 50(4), 325–333.
- Griffin, M., Neal, A., & Neale, M. (2000). The contribution of task performance and contextual performance to effectiveness: Investigating the role of situational constraints. *Applied Psychology*, 49(3), 517–533.
- Guan, X., & Frenkel, S. (2018). How HR practice, work engagement and job crafting influence employee performance. *Chinese Management Studies*, 12(3), 591–607. <https://doi.org/10.1108/CMS-11-2017-0328>
- Hacker, J. V., Johnson, M., Saunders, C., & Thayer, A. L. (2019). Trust in virtual teams: A multidisciplinary review and integration. *Australasian Journal of Information Systems*, 23.
- Hair, J. F., Gabriel, M., & Patel, V. (2014). AMOS covariance-based structural equation modeling (CB-SEM): Guidelines on its application as a marketing research tool. *Brazilian Journal of Marketing*, 13(2).
- Hambley, L. A., O'Neill, T. A., & Kline, T. J. B. (2007). Virtual team leadership: The effects of leadership style and communication medium on team interaction styles and outcomes. *Organizational Behavior and Human Decision Processes*, 103(1), 1–20.
- Hansen, J. A., & Pihl-Thingvad, S. (2019). Managing employee innovative behaviour through transformational and transactional leadership styles. *Public Management Review*, 21(6), 918–944.
- Haselhuhn, M. P., Kennedy, J. A., Kray, L. J., Van Zant, A. B., & Schweitzer, M. E. (2015). Gender differences in trust dynamics: Women trust more than men following a trust violation. *Journal of Experimental Social Psychology*, 56, 104–109.
- Helmold, M. (2021). New Work, Transformational and Virtual Leadership. *Management for Professionals*.
- Hill, A. (2020). *Manufacturing Operations Strategy: Texts and Cases*. Bloomsbury

Publishing.

- Hoppock, R. (1935). *Job satisfaction*.
- Hoppock, R., & Robinson, H. A. (1951). Job satisfaction researches of 1950. *Occupations: The Vocational Guidance Journal*, 29(8), 572–578.
- Hoyt, C. L., & Blascovich, J. (2003). Transformational and transactional leadership in virtual and physical environments. *Small Group Research*, 34(6), 678–715.
- Hsieh, J. Y. (2016). Spurious or true? An exploration of antecedents and simultaneity of job performance and job satisfaction across the sectors. *Public Personnel Management*, 45(1), 90–118.
- Hussain, S., Shujahat, M., Malik, M. I., Iqbal, S., & Mir, F. N. (2018a). Contradictory results on the mediating roles of two dimensions of trust between transformational leadership and employee outcomes. *Journal of Organizational Effectiveness*, 5(1), 39–63. <https://doi.org/10.1108/JOEPP-11-2016-0063>
- Hussain, S., Shujahat, M., Malik, M. I., Iqbal, S., & Mir, F. N. (2018b). Contradictory results on the mediating roles of two dimensions of trust between transformational leadership and employee outcomes. *Journal of Organizational Effectiveness: People and Performance*, 5(1), 39–63. <https://doi.org/10.1108/JOEPP-11-2016-0063>
- Hutajulu, R. S. (2021). Sociological Analysis of the Impact of Work From Home Policy on Job Performance (Study Case in Indonesia). *KOMUNITAS: International Journal of Indonesian Society and Culture*, 13(1).
- Idiegbeyan-Ose, J. (2018). An Investigation on the Nexus Between Leadership Style and Job Satisfaction of Library Staff in Private University Libraries South-West, Nigeria. *Library Philosophy and Practice*.
- Jaakson, K., Reino, A., & McClenaghan, P. B. (2018). The space between—linking trust with individual and team performance in virtual teams. *Team Performance Management: An International Journal*.
- Jarvenpaa, S. L., Shaw, T. R., & Staples, D. S. (2004). Toward contextualized theories of trust: The role of trust in global virtual teams. *Information Systems Research*, 15(3), 250–267.
- Jensen, U. T., Andersen, L. B., Bro, L. L., Bøllingtoft, A., Eriksen, T. L. M., Holten,

- A.-L., Jacobsen, C. B., Ladenburg, J., Nielsen, P. A., & Salomonsen, H. H. (2019). Conceptualizing and measuring transformational and transactional leadership. *Administration & Society*, 51(1), 3–33.
- Jimenez, A., Boehe, D. M., Taras, V., & Caprar, D. V. (2017). Working across boundaries: Current and future perspectives on global virtual teams. *Journal of International Management*, 23(4), 341–349.
- Judge, T. A., & Robbins, S. P. (2017). *Essentials of organizational behavior*. Pearson Education (us).
- Kaminski, J. (2011). Diffusion of innovation theory. *Canadian Journal of Nursing Informatics*, 6(2), 1–6.
- Kandil, M. A., & Moustafa, M. A.-E. (2021). The Effect of Virtual Leadership Practices on Work Engagement During Covid-19. *Delta University Scientific Journal*, 4(1), 44–53.
- Kayaalp, A., Page, K. J., & Gumus, O. (2021). Job Satisfaction and Transformational Leadership as the Antecedents of OCB Role Definitions: The Moderating Role of Justice Perceptions. *Int. Journal of Business Science and Applied Management*, 16(2).
- Keow Ngang, T. (2021). *Leadership and Change Management*.
- Kerfoot, K. M. (2010). Listening to see: The key to virtual leadership. *Nursing Economics*, 28(2), 114.
- Khan, A. N., Ali, A., Khan, N. A., & Jehan, N. (2019). A study of relationship between transformational leadership and task performance: The role of social media and affective organisational commitment. *International Journal of Business Information Systems*, 31(4), 499–516.
- Kim, W. H., Ra, Y.-A., Park, J. G., & Kwon, B. (2017). Role of burnout on job level, job satisfaction, and task performance. *Leadership & Organization Development Journal*.
- King, D., & Lawley, S. (2016). *Organizational behaviour*. Oxford University Press.
- Kuang, R., & Sumara, S. (2021). *Perception of Leadership in Virtual Teams*.
- Kulshreshtha, K., & Sharma, G. (2021). Understanding e-leadership: Please mind the gap. *Technological Forecasting and Social Change*, 168, 120750. <https://doi.org/https://doi.org/10.1016/j.techfore.2021.120750>

- Kunze, F., & Brahm, T. (2012). *Increasing the Performance of Virtual Teams: The Context Role of Trust Climate*.
- Lai, F.-Y., Tang, H.-C., Lu, S.-C., Lee, Y.-C., & Lin, C.-C. (2020). Transformational leadership and job performance: the mediating role of work engagement. *SAGE Open*, *10*(1), 2158244019899085.
- Lauring, J., & Jonasson, C. (2018). Can leadership compensate for deficient inclusiveness in global virtual teams? *Human Resource Management Journal*, *28*(3), 392–409.
- Lee, S., Cheong, M., Kim, M., & Yun, S. (2017). Never too much? The curvilinear relationship between empowering leadership and task performance. *Group & Organization Management*, *42*(1), 11–38.
- Leppäkoski, M. (2021). *The role of leadership in building trust in multilingual virtual teams*.
- Lester, C. N. (1975). leadership styler-e key to effectivener. *Journal of Extension*.
- Li, M., Pérez-Díaz, P. A., Mao, Y., & Petrides, K. V. (2018). A multilevel model of teachers' job performance: Understanding the effects of trait emotional intelligence, job satisfaction, and organizational trust. *Frontiers in Psychology*, *9*, 2420.
- Liang, T., Chan, L.-C., Lin, C.-W., & Huang, Y. (2011). Relationship between leadership behaviors and task performance: The mediation role of job satisfaction and the moderation role of social distance. *African Journal of Business Management*, *5*(14), 5920–5928.
- Liu, C., Ready, D., Roman, A., Van Wart, M., Wang, X., McCarthy, A., & Kim, S. (2018). E-leadership: an empirical study of organizational leaders' virtual communication adoption. *Leadership & Organization Development Journal*.
- Locke, E. A. (1970). Job satisfaction and job performance: A theoretical analysis. *Organizational Behavior and Human Performance*, *5*(5), 484–500. [https://doi.org/https://doi.org/10.1016/0030-5073\(70\)90036-X](https://doi.org/https://doi.org/10.1016/0030-5073(70)90036-X)
- Lunenburg, F. C. (2011). Understanding organizational culture: A key leadership asset. *National Forum of Educational Administration and Supervision Journal*, *29*(4), 1–12.
- Luz, C. M. D. R., de Paula, S. L., & de Oliveira, L. M. B. (2018). Organizational

commitment, job satisfaction and their possible influences on intent to turnover. *Revista de Gestão*.

- Lyu, S. C., & Ferrin, D. L. (2018). *Determinants, consequences, and functions of interpersonal trust: What is the empirical evidence?*
- Macey, J. R. (2001). Cynicism and trust in politics and constitutional theory. *Cornell L. Rev.*, 87, 280.
- Maduka, N. S., Edwards, H., Greenwood, D., Osborne, A., & Babatunde, S. O. (2018). Analysis of competencies for effective virtual team leadership in building successful organisations. *Benchmarking: An International Journal*.
- Marion, T. J., & Fixson, S. K. (2021). The Transformation of the Innovation Process: How Digital Tools are Changing Work, Collaboration, and Organizations in New Product Development. *Journal of Product Innovation Management*, 38(1), 192–215.
- Mather, K. (2011). Employee relations and the illusion of trust. In *Trust and human resource management*. Edward Elgar Publishing.
- Matthews, B., Daigle, J., & Houston, M. (2018). A dyadic of employee readiness and job satisfaction. *International Journal of Organizational Analysis*, 26(5), 842–857. <https://doi.org/10.1108/IJOA-01-2018-1320>
- Mburu, D. K. (2017). *Influence of transformational leadership role on performance of virtual project teams in Safaricom Limited*.
- Mccann, J., College, U., & Kohntopp, T. (2017). *Virtu a l Leadership in Organizations : Potential Competitive Advantage ? 84*.
- Meluso, J., Johnson, S., & Bagrow, J. (2022). Flexible Environments for Hybrid Collaboration: Redesigning Virtual Work Through the Four Orders of Design. *Design Issues*, 38(1), 55–69.
- Meng, J., & Berger, B. K. (2019). The impact of organizational culture and leadership performance on PR professionals' job satisfaction: Testing the joint mediating effects of engagement and trust. *Public Relations Review*, 45(1), 64–75.
- Miao, C., Humphrey, R. H., & Qian, S. (2018). A cross-cultural meta-analysis of how leader emotional intelligence influences subordinate task performance and organizational citizenship behavior. *Journal of World Business*, 53(4),

463–474.

- Miller, A. (2020). *Relationship Between Transformational Leadership, Employee Satisfaction and Job Performance of Virtual Workers*. Walden University.
- Mohajan, H. K. (2017). Two Criteria for Good Measurements in Research: Validity and Reliability. *Annals of Spuru Haret University. Economic Series*, 17(4), 59–82. <https://doi.org/10.26458/1746>
- Mohite, M. D., & Kulkarni, R. V. (2019). Job Satisfaction factors of Employee in Virtual Workplace. *International Journal of Trend in Scientific Research and Development*, 38–42.
- Motowidlo, S., & Kell, H. (2012). Job Performance. In *Appetite* (pp. 82–103). <https://doi.org/10.1002/0471264385.wei1203>
- Mustajab, D., Azies, B., IRAWAN, A., RASYID, A., AKBAR, M. A., & HAMID, M. A. (2020). Covid-19 Pandemic: What are the Challenges and Opportunities for e-Leadership? *Fiscaoeconomia*, 4(2), 483–497.
- Mutha, P., & Srivastava, M. (2021). Engaging Virtual Teams: Do Leadership & Trust Matter? *Indian Journal of Industrial Relations*, 56(4).
- Mysirlaki, S., & Paraskeva, F. (2020). Emotional intelligence and transformational leadership in virtual teams: lessons from MMOGs. *Leadership and Organization Development Journal*, 41(4). <https://doi.org/10.1108/LODJ-01-2019-0035>
- Nazim, F., & Mahmood, A. (2018). A study of relationship between leadership style and job satisfaction. *Journal of Research in Social Sciences*, 6(1), 165–181.
- Nazir, N. A. (1998). Perceived importance of job facets and overall job satisfaction of bank employees. *Indian Journal of Industrial Relations*, 479–496.
- Neigel, A. R., Caylor, J. P., Kase, S. E., Vanni, M. T., & Hoye, J. (2018). The role of trust and automation in an intelligence analyst decisional guidance paradigm. *Journal of Cognitive Engineering and Decision Making*, 12(4), 239–247.
- Niebuhr, F., Borle, P., Börner-Zobel, F., & Voelter-Mahlknecht, S. (2022). Healthy and happy working from home? Effects of working from home on employee health and job satisfaction. *International Journal of Environmental Research and Public Health*, 19(3), 1122.

- Norman, S. M., Avey, J., Larson, M., & Hughes, L. (2019). The development of trust in virtual leader–follower relationships. *Qualitative Research in Organizations and Management: An International Journal*.
- Northouse, P. G. (2021). *Leadership: Theory and practice*. Sage publications.
- Olckers, C., & Koekemoer, E. (2022). The COVID-19 Pandemic: Managing Unplanned Change as the New Normal in the Workplace. In *Managing Human Resources* (pp. 31–52). Springer.
- Paracha, M. U., Qamar, A., Mirza, A., Hassan, I., & Waqas, H. (2012). Impact of leadership style (transformational & transactional leadership) on employee performance & mediating role of job satisfaction. Study of private school (educator) in Pakistan. *Global Journal of Management and Business Research*, 12(4), 55–64.
- Park, A., & Popescu, L. (2014). E-leadership for project managers: Virtual leadership and trust-building for perceived project success. *Unpublished Master Thesis, Jonkoping University, Sweden*.
- Pérez-Vicente, S., & Ruiz, M. E. (2009). Descriptive statistics. *Allergologia et Immunopathologia*, 37(6), 314–320.
- Poon, J. M. L. (2013). Effects of benevolence, integrity, and ability on trust-in-supervisor. *Employee Relations*.
- Porter, C. M. (2018). Long live social exchange theory. *Industrial and Organizational Psychology*, 11(3), 498–504.
- Presbitero, A. (2019). Task performance in global virtual team: Examining the roles of perceived cultural dissimilarity and cultural intelligence of member and leader. *Personnel Review*.
- Pullan, P. (2016). Virtual Leadership. *ITNOW*, 58, 58–59. <https://doi.org/10.1093/itnow/bww085>
- Purvanova, R. K., & Bono, J. E. (2009). Transformational leadership in context: Face-to-face and virtual teams. *The Leadership Quarterly*, 20(3), 343–357.
- Putrawan, I. M. (2019). *Pengujian hipotesis dalam penelitian-penelitian*.
- Pynes, J. E. (2008). *Human resources management for public and nonprofit organizations: A strategic approach* (Vol. 30). John Wiley & Sons.
- Qiu, J., Kesebir, S., Günaydin, G., Selçuk, E., & Wasti, S. A. (2022). Gender

- differences in interpersonal trust: Disclosure behavior, benevolence sensitivity and workplace implications. *Organizational Behavior and Human Decision Processes*, 169, 104119.
- Rainbolt, J. R. (2019). *Leaders of global virtual teams: Implications for the identification and training of successful e-leaders*.
- Rains, S. A., & Bonito, J. A. (2017). Adaptive structuration theory. *The International Encyclopedia of Organizational Communication*, 1–9.
- Robbins, S. P., & Judge, T. A. (2017). *Organizational Behavior (Eighteenth)*. Pearson Education Inc.
- Robert Jr, L. P., & You, S. (2018). Are you satisfied yet? Shared leadership, individual trust, autonomy, and satisfaction in virtual teams. *Journal of the Association for Information Science and Technology*, 69(4), 503–513.
- Rodrigues, N., & Rebelo, T. (2021). Unfolding the impact of trait emotional intelligence facets and co-worker trust on task performance. *Revista Brasileira de Gestão de Negócios*, 23, 470–487.
- Rogers, E. M. (2003). *Diffusion of Innovations* Fifth edition Free Press. New York.
- Roman, A. V., Van Wart, M., Wang, X. H., Liu, C., Kim, S., & McCarthy, A. (2019). Defining E-leadership as Competence in ICT-Mediated Communications: An Exploratory Assessment. *Public Administration Review*, 79(6), 853–866. <https://doi.org/10.1111/puar.12980>
- Romeike, P. D., Nienaber, A.-M., & Schewe, G. (2016). How differences in perceptions of own and team performance impact trust and job satisfaction in virtual teams. *Human Performance*, 29(4), 291–309.
- Saleem, F., Zhang, Y. Z., Gopinath, C., & Adeel, A. (2020). Impact of Servant Leadership on Performance: The Mediating Role of Affective and Cognitive Trust. *SAGE Open*, 10(1). <https://doi.org/10.1177/2158244019900562>
- Saputra, N., Hayat, H., Ardyansyah, F., Palupiningtyas, D., Khusna, K., & Karneli, O. (2021). WORK-FROM-HOME PRODUCTIVITY IN INDONESIA: FIRST TIME EXPERIENCE OF VIRTUAL WORKING DURING COVID-19 TIME. *Jurnal Masyarakat Dan Budaya*, 23(1).
- Sekaran, U., & Bougie, R. (2016). *Research methods for business: A skill building approach*. John Wiley & sons.

- Sessa, V. I., & Bowling, N. A. (2020). *Essentials of job attitudes and other workplace psychological constructs*. Routledge.
- Shafique, I., N Kalyar, M., & Ahmad, B. (2018). The nexus of ethical leadership, job performance, and turnover intention: The mediating role of job satisfaction. *Interdisciplinary Description of Complex Systems: INDECS*, 16(1), 71–87.
- Sinani, F. (2016). *The effects of participative leadership practices on job satisfaction for highly skilled virtual teams*. Walden University.
- Sonnentag, S., Volmer, J., & Spsychala, A. (2008). Job performance. *The Sage Handbook of Organizational Behavior*, 1, 427–447.
- Spector, P. E. (2022). *Job Satisfaction: From Assessment to Intervention*. Routledge.
- Steele, J. (2020). What is (perception of) effort? Objective and subjective effort during task performance. *PsyArXiv*.
- Stevenson, B., & Wolfers, J. (2011). Trust in public institutions over the business cycle. *American Economic Review*, 101(3), 281–287.
- Syptak, J. M., Marsland, D. W., & Ulmer, D. (1999). Job satisfaction: Putting theory into practice. *Family Practice Management*, 6(9), 26.
- Tan, C. K., Ramayah, T., Teoh, A. P., & Cheah, J.-H. (2019). Factors influencing virtual team performance in Malaysia. *Kybernetes*.
- Tan, H. H., & Tan, C. S. F. (2000). Toward the differentiation of trust in supervisor and trust in organization. *Genetic, Social, and General Psychology Monographs*, 126(2), 241.
- Torlak, N. G., & Kuzey, C. (2019). Leadership, job satisfaction and performance links in private education institutes of Pakistan. *International Journal of Productivity and Performance Management*.
- Trafimow, D., & Rice, S. (2009). Potential performance theory (PPT): Describing a methodology for analyzing task performance. *Behavior Research Methods*, 41(2), 359–371.
- Trivedi, A., & Desai, D. (2012). *A review of literature on e-leadership*.
- Văcar, A., & Miricescu, D. (2013). Leadership—A Key Factor to a Successful Organization—Part II. *Procedia Economics and Finance*, 6, 430–435.

- Van Scotter, J., Motowidlo, S. J., & Cross, T. C. (2000). Effects of task performance and contextual performance on systemic rewards. *Journal of Applied Psychology, 85*(4), 526.
- Varma, A., & Malhotra, G. (2020). Psychological empowerment and job satisfaction of accountants: the mediating effect of task performance. *International Journal of Organizational Analysis*.
- Verburg, R. M., Nienaber, A.-M., Searle, R. H., Weibel, A., Den Hartog, D. N., & Rupp, D. E. (2018). The role of organizational control systems in employees' organizational trust and performance outcomes. *Group & Organization Management, 43*(2), 179–206.
- Volberda, H. W., Khanagha, S., Baden-Fuller, C., Mihalache, O. R., & Birkinshaw, J. (2021). Strategizing in a digital world: Overcoming cognitive barriers, reconfiguring routines and introducing new organizational forms. In *Long Range Planning* (p. 102110). Elsevier.
- Vought, W. X. (2017). *E-leadership in practice: The components of transformational leadership in virtual business environments*.
- Vroom, V. H. (1964). *Work and motivation*. New York: John Wiley & Sons, Inc. *Vroom Work and Motivation 1964*.
- Walker, R. C., Cardon, P. W., & Aritz, J. (2018). Enhancing Global Virtual Small Group Communication Skills. *Journal of Intercultural Communication Research, 47*(5), 421–433. <https://doi.org/10.1080/17475759.2018.1475292>
- Yang, Q., & Wei, H. (2017). Ethical leadership and employee task performance: Examining moderated mediation process. *Management Decision*.
- Yao, C., & Huang, P. (2018). Effects of leadership style on job satisfaction and intention to stay in shipping industry. *Journal of Coastal Research, 83* (10083), 796–801.
- Yu, J., & Wu, Y. (2021). The Impact of Enforced Working from Home on Employee Job Satisfaction during COVID-19: An Event System Perspective. *International Journal of Environmental Research and Public Health, 18*(24), 13207.
- Zhu, X., & Lee, K. S. (2017). Global virtual team performance, shared leadership, and trust: proposing a conceptual framework. *The Business & Management*

Review, 8(4), 31.

Zhu, Y., & Smith, S. A. (2019). Information and communication technology support for contextualization, polychronic values, and job satisfaction: Evidence from virtual teams. *International Journal of Business Communication*, 2329488419832075.

Zoghbi-Manrique-de-Lara, P., & Ting-Ding, J.-M. (2017). Task and contextual performance as reactions of hotel staff to labor outsourcing: The role of procedural justice. *Journal of Hospitality and Tourism Management*, 33, 51–61.

