

DAFTAR PUSTAKA

- Adil, A., & Kamal, A. (2020). Authentic leadership and psychological capital in job demands-resources model among Pakistani university teachers. *International Journal of Leadership in Education*, 23(6), 734–754. <https://doi.org/10.1080/13603124.2019.1580772>
- Adler, P. S., & Kwon, S. W. (2002). Social capital: Prospects for a new concept. *Academy of Management Review*, 27(1), 17–40. <https://doi.org/10.5465/AMR.2002.5922314>
- Agarwal, U. A. (2019). Examining links between abusive supervision, PsyCap, LMX and outcomes. *Management Decision*, 57(5), 1304–1334. <https://doi.org/10.1108/MD-02-2017-0103>
- Avey, J. B., Luthans, F., & Jensen, S. M. (2009). Psychological capital: A positive resource for combating employee stress and turnover. *Human Resource Management*, 48(5), 677–693. <https://doi.org/10.1002/hrm.20294>
- Baard, S. K., Rench, T. A., & Kozlowski, S. W. J. (2014). Performance Adaptation: A Theoretical Integration and Review. In *Journal of Management* (Vol. 40, Issue 1). <https://doi.org/10.1177/0149206313488210>
- Bakker, A. B. (2008). The work-related flow inventory: Construction and initial validation of the WOLF. *Journal of Vocational Behavior*, 72(3), 400–414. <https://doi.org/10.1016/j.jvb.2007.11.007>
- Bandura, A. (1997). The anatomy of stages of change. *American Journal of Health Promotion: AJHP*, 12(1), 8–10.
- Baumann, N., Lürig, C., & Engeser, S. (2016). Flow and enjoyment beyond skill-demand balance: The role of game pacing curves and personality. *Motivation and Emotion*, 40(4), 507–519. <https://doi.org/10.1007/s11031-016-9549-7>
- Beal III, L., Stavros, J. M., & Cole, M. L. (2013). Effect of psychological capital and resistance to change on organisational citizenship behaviour. *SA Journal of Industrial Psychology*, 39(2), 1–11.
- Bhatti, M. A., Alshagawi, M., & Syah Juhari, A. (2018). Mediating the role of work engagement between personal resources (self-efficacy, the big five model) and nurses' job performance. *International Journal of Human Rights in Healthcare*, 11(3), 176–191. <https://doi.org/10.1108/IJHRH-10-2017-0056>
- Blagov, P.S. (2020). Adaptive and dark personality in the COVID-19 pandemic: Predicting health-behavior endorsement and the appeal of public-health messages. *Social Psychological and Personality Science*. <https://doi.org/doi:10.1177/1948550620936439>
- Blagov, Pavel S. (2021). Adaptive and Dark Personality in the COVID-19 Pandemic: Predicting Health-Behavior Endorsement and the Appeal of Public-Health Messages. *Social Psychological and Personality Science*, 12(5), 697–707. <https://doi.org/10.1177/1948550620936439>
- Bockorny, K., & Youssef-Morgan, C. M. (2019). Entrepreneurs' courage, psychological capital, and life satisfaction. *Frontiers in Psychology*, 10(APR), 1–6. <https://doi.org/10.3389/fpsyg.2019.00789>
- Bouzari, M., & Karatepe, O. M. (2017). Test of a mediation model of psychological capital among hotel salespeople. *International Journal of Contemporary Hospitality Management*, 29(8), 2178–2197. <https://doi.org/10.1108/IJCHM-01-2016-0022>

- BPSDM, S. (2022). *Sistem Informasi Kepegawaian Kementerian Perhubungan*. <https://sik.dephub.go.id>
- Breaugh, J., Ritz, A., & Alfes, K. (2018). Work motivation and public service motivation: disentangling varieties of motivation and job satisfaction. *Public Management Review*, 20(10), 1423–1443. <https://doi.org/10.1080/14719037.2017.1400580>
- Buchko, A. A., Buscher, C., & Buchko, K. J. (2017). Why do good employees stay in bad organizations? *Business Horizons*, 60(5), 729–739. <https://doi.org/10.1016/j.bushor.2017.06.001>
- Burke, C. S., Pierce, L. G., & Salas, E. (Eds.). (2006). *Understanding adaptability: A prerequisite for effective performance within complex environments*. Elsevier.
- Carpenter, N. C., Whitman, D. S., Amrhein, R., Pletzer, J. L., Li, C., Murad, M., Shahzad, F., Khan, M. A. S., Ashraf, S. F., Gagné, M., Deci, E. L., O’Neill, T. A., Hastings, S. E., Lee, K., Ashton, M. C., Gagné, M., Forest, J., Vansteenkiste, M., Crevier-Braud, L., ... Lin, S. J. (2020). Unit-level counterproductive work behavior (CWB): A conceptual review and quantitative summary. *Personality and Individual Differences*, XX No. X(2), 90–107. <https://doi.org/10.1177/0149206320978812>
- Carver, C. S., & Scheier, M. F. (2003). *Three human strengths*. In L. G. Aspinwall & U. M. Staudinger (Eds.), *A psychology of human strengths: Fundamental questions and future directions for a positive psychology*. American Psychological Association Inc. <https://doi.org/https://doi.org/10.1037/10566-007>
- Casper, W. J., Eby, L. T., Bordeaux, C., Lockwood, A., & Lambert, D. (2007). A review of research methods in IO/OB work-family research. *Journal of Applied Psychology*, 92(1), 28–43. <https://doi.org/https://doi.org/10.1037/0021-9010.92.1.28>
- Cervone, D. C., & Pervin, L. A. (2013). Trait theory: the five-factor model; applications and evaluation of trait approaches to personality. *Personality: Theory and Research*, 261–300.
- Chen, C. X., Zhang, J., & Gilal, F. G. (2019). Composition of motivation profiles at work using latent analysis: Theory and evidence. *Psychology Research and Behavior Management*, 12, 811–824. <https://doi.org/10.2147/PRBM.S210830>
- Chua, J., & Ayoko, O. B. (2021). Employees’ self-determined motivation, transformational leadership and work engagement. *Journal of Management and Organization*, 27(3), 523–543. <https://doi.org/10.1017/jmo.2018.74>
- Cifuentes, F. R., Camacho, A. S., Ael, C. G., & Topa, G. (2020). The mediating role of psychological capital between motivational orientations and their organizational consequences. *International Journal of Environmental Research and Public Health*, 17(13), 1–20. <https://doi.org/10.3390/ijerph17134864>
- Ciobanu, A., Androniceanu, A., & Lazaroiu, G. (2019). An integrated psychosociological perspective on public employees’ motivation and performance. In *Frontiers in Psychology* (Vol. 10, Issue JAN). Frontiers Media S.A. <https://doi.org/10.3389/fpsyg.2019.00036>

- Colquitt, LePine, J. A., & Wesson, M. J. (2021). *Organizational behavior: improving performance and commitment in the workplace* (Seventh ed). McGraw-Hill Education.
- Creswell, J. W., & Creswell, J. David. (2017). *Research design: Qualitative, quantitative, and mixed methods approaches* (5th ed). SAGE Publications.
- Csikszentmihalyi, M. (2014). Flow and the foundations of positive psychology: The collected works of Mihaly Csikszentmihalyi. *Flow and the Foundations of Positive Psychology: The Collected Works of Mihaly Csikszentmihalyi*, 1–298. <https://doi.org/10.1007/978-94-017-9088-8>
- Dahyar Daraba, Wirawan, H., Salam, R., & Muhammad Faisal. (2021). Working from home during the corona pandemic: Investigating the role of authentic leadership, psychological capital, and gender on employee performance. *Cogent Business & Management*, 8:1(Issue 1). <https://doi.org/DOI:10.1080/23311975.2021.1885573>
- Darsana, M. (2013). The influence of personality and organizational culture on employee performance through organizational citizenship behavior. *The International Journal of Management*, 2(4), 35–42.
- Darvishmotevali, M., & Ali, F. (2020). Job insecurity, subjective well-being and job performance: The moderating role of psychological capital. *International Journal of Hospitality Management*, 87. <https://doi.org/10.1016/j.ijhm.2020.102462>
- Datu, J. A. D., King, R. B., & Valdez, J. P. M. (2018). Psychological capital bolsters motivation, engagement, and achievement: Cross-sectional and longitudinal studies. *The Journal of Positive Psychology*, 13(3), 260–270. <https://doi.org/10.1080/17439760.2016.1257056>
- Dewal, K., & Kumar, S. (2017). The mediating role of psychological capital in the relationship between big five personality traits and psychological well-being: A study of Indian entrepreneurs. *Indian Journal of Positive Psychology*, 8(4), 500–506.
- Diamantidis, A. D., & Chatzoglou, P. (2019). Factors affecting employee performance: an empirical approach. *International Journal of Productivity and Performance Management*, 68(1), 171–193. <https://doi.org/10.1108/IJPPM-01-2018-0012>
- Dingel, J. I., & Neiman, B. (2020). How many jobs can be done at home? *Journal of Public Economics*, 189, 104235. <https://doi.org/10.1016/j.jpubeco.2020.104235>
- Dorsey, D. W., Cortina, J. M., & Luchman, J. (2010). Adaptive and citizenship-related behaviors at work. In *Handbook of employee selection* (pp. 463–487). Routledge/Taylor & Francis Group. <https://psycnet.apa.org/record/2008-13470-022>
- Undang-Undang Republik Indonesia Nomor 5 Tahun 2014 Tentang Aparatur Sipil Negara, Undang-Undang Republik Indonesia Nomor 5 Tahun 2014 Tentang Aparatur Sipil Negara 1 (2014). [https://peraturan.bpk.go.id/Home/Download/27837/UU Nomor 05 Tahun 2014.pdf](https://peraturan.bpk.go.id/Home/Download/27837/UU%20Nomor%2005%20Tahun%202014.pdf)
- Fugate, M., & Kinicki, A. (2018). *Organizational Behavior: A Practical, Problem-Solving Approach*. (Second edi). McGraw-Hill Education.

- Furlong, N. E., Lovelace, E. A., & Lovelace, K. L. (2000). *Research methods and statistics*. Hartcourt college publishers.
- General Eri Radityawara Hidayat Captain Didon Permadi, B., & Triwahyuni, A. (n.d.). *The Use Of Millon Personality Type Inventory Indonesian Version (Mptii) For Screening Indonesian Army Soldiers*.
- Georgiou, K., Nikolaou, I., & Turban, D. B. (2021). The impact of a training intervention developing psychological capital on job search success. *Journal of Career Development*, 48(4), 369–384. <https://doi.org/https://doi.org/10.1177/0894845319852425>
- Gong, Z., Chen, Y., & Wang, Y. (2019a). The Influence of Emotional Intelligence on Job Burnout and Job Performance: Mediating Effect of Psychological Capital. *Frontiers in Psychology*, 10(December), 1–11. <https://doi.org/10.3389/fpsyg.2019.02707>
- Gong, Z., Chen, Y., & Wang, Y. (2019b). The Influence of Emotional Intelligence on Job Burnout and Job Performance: Mediating Effect of Psychological Capital. *Frontiers in Psychology*, 10. <https://doi.org/10.3389/fpsyg.2019.02707>
- Gong, Z., Chen, Y., & Wang, Y. (2019c). The Influence of Emotional Intelligence on Job Burnout and Job Performance: Mediating Effect of Psychological Capital. *Frontiers in Psychology*, 10. <https://doi.org/10.3389/fpsyg.2019.02707>
- Greenberg, J. (2010). *Behavior in Organizations*. Pearson Education.
- Griffin, B., & Hesketh, B. (2010). Adaptive Behaand Career Adjustment. *Australian Journal of Psychology*, 55(2), 65–73.
- Griffin, M. A., Neal, A., & Parker, S. K. (2007). A new model of work role performance: Positive behavior in uncertain and interdependent contexts. *Academy of Management Journal*, 50(2), 327–347. <https://doi.org/10.5465/AMJ.2007.24634438>
- Gupta, M., Shaheen, M., & Reddy, P. K. (2017). Impact of psychological capital on organizational citizenship behavior: Mediation by work engagement. *Journal of Management Development*. <https://doi.org/https://doi.org/10.1108/JMD-06-2016-0084>
- Han, J. H. (2020). The Effects of Personality Traits on Subjective Well-being and Behavioral Intention Associated with Serious Leisure Experiences. *Journal of Asian Finance, Economics and Business*, 7(5), 167–176. <https://doi.org/https://doi.org/10.13106/jafeb.2020.vol7.no5.167>
- Han, Y., Brooks, I., Kakabadse, N. K., Peng, Z., & Zhu, Y. (2012). A grounded investigation of Chinese employees' psychological capital. *Journal of Managerial Psychology*, 27(7), 669–695. <https://doi.org/10.1108/02683941211259511>
- He, C., Jia, G., McCabe, B., Chen, Y., & Sun, J. (2019). Impact of psychological capital on construction worker safety behavior: Communication competence as a mediator. *Journal of Safety Research*, 71(November), 231–241. <https://doi.org/10.1016/j.jsr.2019.09.007>
- Herbert, M. (2011). *An exploration of the relationships between psychological capital (hope, optimism, self-efficacy, resilience), occupational stress, burnout and employee engagement*. Stellenbosch University.

- Hiemstra, D., & Van Yperen, N. W. (2015). The effects of strength-based versus deficit-based self-regulated learning strategies on students' effort intentions. *Motivation and Emotion*, 39(5), 656–668. <https://doi.org/10.1007/s11031-015-9488-8>
- Hmieleski, K. M., & Carr, J. C. (2008). The relationship between entrepreneur psychological capital and new venture performance. *Frontiers of Entrepreneurship Research*.
- Howard, J. L., Gagné, M., & Bureau, J. S. (2017). Testing a continuum structure of self-determined motivation: A meta-analysis. *Psychological Bulletin*, 143(12), 1346–1377. <https://doi.org/https://doi.org/10.1037/bul0000125>
- Huang., Ryan, A. M., Zabel, K. L., & Palmer, A. (2014). Personality and adaptive performance at work: A meta-analytic investigation. *Journal of Applied Psychology*, 99(1), 162–179. <https://doi.org/10.1037/a0034285>
- Huang, R.-T., Sun, H.-S., Hsiao, C.-H., & Wang, C.-W. (2017). Minimizing counterproductive work behaviors: the roles of self-determined motivation and perceived job insecurity in organizational change. *Journal of Organizational Change Management*, Vol. 30(1).
- Hyo, S. J., & Hye, H. Y. (2015). The impact of employees' positive psychological capital on job satisfaction and organizational citizenship behaviors in the hotel. *International Journal of Contemporary Hospitality Management*, 27(6), 1135–1156.
- Ivancevich, J. M., Robert Konopaske, & Michael T. Matteson. (2018). *Organizational Behavior and Management* (11th editi). McGraw-Hill Irvin.
- Jamal, M.T., Anwar, I., Khan, N.A. and Saleem, I. (2021). Work during COVID-19: assessing the influence of job demands and resources on practical and psychological outcomes for employees. *Asia-Pacific Journal of Business Administration*, 13(3), 293–319. <https://doi.org/https://doi.org/10.1108/APJBA-05-2020-0149>
- Javed, B., Bashir, S., Rawwas, M. Y. A., & Arjoon, S. (2017). Islamic Work Ethic, innovative work behaviour, and adaptive performance: the mediating mechanism and an interacting effect. *Current Issues in Tourism*, 20(6), 647–663. <https://doi.org/10.1080/13683500.2016.1171830>
- Joseph F. Hair Jr, William C. Black, Barry J. Babin, & Rolph E. Anderson. (2019). *Multivariate Data Analysis* (Eight Edit). Annabel Ainscow.
- Kaltiainen, J., & Hakanen, J. (2020). Fostering task and adaptive performance through employee well-being: The role of servant leadership. *BRQ Business Research Quarterly*. <https://doi.org/10.1177/2340944420981599>
- Kang, H. J. (Annette), & Busser, J. A. (2018). Impact of service climate and psychological capital on employee engagement: The role of organizational hierarchy. *International Journal of Hospitality Management*, 75(January), 1–9. <https://doi.org/10.1016/j.ijhm.2018.03.003>
- Kawalya, C., Munene, J. C., Ntayi, J., Kagaari, J., Mafabi, S., & Kasekende, F. (2019). Psychological capital and happiness at the workplace: The mediating role of flow experience. *Cogent Business and Management*, 6(1). <https://doi.org/10.1080/23311975.2019.1685060>
- Kerlinger, F. N. (2000). *Foundations of Behavioral Research*. Harcourt College Publishers.

- Kim, M., Kim, A. C. H., Newman, J. I., Ferris, G. R., & Perrewé, P. L. (2019). The antecedents and consequences of positive organizational behavior: The role of psychological capital for promoting employee well-being in sport organizations. *Sport Management Review*, 22(1), 108–125. <https://doi.org/10.1016/j.smr.2018.04.003>
- Klynveld Peat Marwick Goerdeler. (2020). *Workplace transformation in the wake of Covid19*.
- Kumar, R. (2019). *Research methodology: A step-by-step guide for beginners*. (5th ed). Sage Publications Ltd.
- Kurt, N., & Demirbolat, A. O. (2018). Investigation of the Relationship Between Psychological Capital Perception, Psychological Well-Being and Job Satisfaction of Teachers. *Journal of Education and Learning*, 8(1), 87. <https://doi.org/10.5539/jel.v8n1p87>
- Lei, H., Leungkhamma, L., & Le, P. B. (2020). How transformational leadership facilitates innovation capability: the mediating role of employees' psychological capital. *Leadership and Organization Development Journal*, 41(4), 481–499. <https://doi.org/10.1108/LODJ-06-2019-0245>
- Liao, S. S., Hu, D. C., Chung, Y. C., & Chen, L. W. (2017). LMX and employee satisfaction: mediating effect of psychological capital. *Leadership and Organization Development Journal*, 38(3), 433–449. <https://doi.org/10.1108/LODJ-12-2015-0275>
- Luthans, Luthans, B. C., & Luthans, K. W. (2021). *Organizational Behavior* (14th ed.). Information Age Publishing. https://doi.org/10.5005/jp/books/10358_23
- Luthans, Youssef, C. M., & Avolio, B. J. (2007). *Psychological Capital: Developing the Human Competitive Edge*.
- Luthans, Youssef, C. M., & Avolio, B. J. (2015). *Psychological capital and beyond*. Oxford University Press. https://www.google.co.id/books/edition/Psychological_Capital_and_Beyond/jTQcBgAAQBAJ?hl=en&gbpv=0
- Lyu, Y. Z. H. Z. H. J. H. L. (2016). Abusive supervision and customer-oriented organizational citizenship behavior: The roles of hostile attribution bias and work engagement. *International Journal of Hospitality Management*, 53, 69–80. <https://doi.org/10.1016/j.ijhm.2015.12.001>
- Mäder, I. A., & Niessen, C. (2017). Nonlinear associations between job insecurity and adaptive performance: The mediating role of negative affect and negative work reflection. *Human Performance*, 30(5), 231–253. <https://doi.org/10.1080/08959285.2017.1364243>
- Madrid, H. P., Diaz, M. T., Leka, S., Leiva, P. I., & Barros, E. (2018). A Finer Grained Approach to Psychological Capital and Work Performance. *Journal of Business and Psychology*, 33(4), 461–477. <https://doi.org/10.1007/s10869-017-9503-z>
- Mageau, G. A., Sherman, A., Grusec, J. E., Koestner, R., & Bureau, J. S. (2017). Different ways of knowing a child and their relations to mother-reported autonomy support. *Social Development*, 26(3), 630–644. <https://doi.org/10.1111/sode.12212>

- Mahlamäki, T., Rintamäki, T., & Rajah, E. (2019). The role of personality and motivation on key account manager job performance. *Industrial Marketing Management*, 83(February), 174–184. <https://doi.org/10.1016/j.indmarman.2018.11.013>
- MARKS, M. L. (2006). Workplace Recovery after Mergers, Acquisitions, and Downsizings: Facilitating Individual Adaptation to Major Organizational Transitions. *Organizational Dynamics*, 35(4), 384–399. <https://doi.org/10.1016/j.orgdyn.2006.08.004>
- Masten, A. S. (2001). Ordinary magic: Resilience processes in development. *American Psychologist*, 56(3), 227–238. <https://doi.org/10.1037/0003-066X.56.3.227>
- Maynard, M. T., Kennedy, D. M., & Sommer, S. A. (2015). Team adaptation: A fifteen-year synthesis (1998–2013) and framework for how this literature needs to “adapt” going forward. *European Journal of Work and Organizational Psychology*, 24(5), 652–677. <https://doi.org/10.1080/1359432X.2014.1001376>
- Mihura, J. L., Roy, M., & Graceffo, R. A. (2017). Psychological Assessment Training in Clinical Psychology Doctoral Programs. *Journal of Personality Assessment*, 99(2), 153–164. <https://doi.org/10.1080/00223891.2016.1201978>
- Millon, Theodore, & Davis, R. (1996). *Disorders of personality: DSM IV and beyond*. John Wiley & Sons.
- Millon, Theodore. (1969). *Modern Psychopathology*. W.B Saunders Company.
- Montes, J. M. G., Elena, M. J. S., & Romera, M. V. (2020). The influence of coping and personality styles on satisfaction with life in patients with chronic kidney disease. *Psychologica Belgica*, 60(1), 73–85. <https://doi.org/10.5334/pb.518>
- Murthy, R. K. (2014). Psychological Capital, Work Engagement and Organizational Citizenship Behaviour. *Sinhgad Institute of Management and Computer Application*, 347–358.
- Mustajab, D., Bauw, A., Rasyid, A., Irawan, A., Akbar, M. A., & Hamid, M. A. (2020). Working From Home Phenomenon As an Effort to Prevent COVID-19 Attacks and Its Impacts on Work Productivity. *TIJAB (The International Journal of Applied Business)*, 4(1), 13. <https://doi.org/10.20473/tijab.v4.i1.2020.13-21>
- Nakamura, & Csikszentmihalyi. (2009). *Oxford Handbook of Positive Psychology* (2nd ed.). Oxford University Press.
- Nelson D, & Cooper, C. L. (2007). *Positive organizational behavior : Accentuating the positive at work*. SAGE.
- Niessen, C., & Jimmieson, N. L. (2016). Threat of resource loss: The role of self-regulation in adaptive task performance. *Journal of Applied Psychology*, 101(3), 450–462. <https://doi.org/https://doi.org/10.1037/apl0000049>
- Norman, S. M., Avey, J. B., Nimnicht, J. L., & Pigeon, N. G. (2010). The interactive effects of psychological capital and organizational identity on employee organizational citizenship and deviance behaviors. *Journal of Leadership and Organizational Studies*, 17(4), 380–391. <https://doi.org/10.1177/1548051809353764>

- Ozturk, A., & Karatepe, O. M. (2019). Frontline hotel employees' psychological capital, trust in organization, and their effects on nonattendance intentions, absenteeism, and creative performance. *Journal of Hospitality Marketing and Management*, 28(2), 217–239. <https://doi.org/10.1080/19368623.2018.1509250>
- Paleczek, D., Bergner, S., & Rybnicek, R. (2018). Predicting career success: is the dark side of personality worth considering? *Journal of Managerial Psychology*, 33(6), 437–456. <https://doi.org/10.1108/JMP-11-2017-0402>
- Pan, W., & Sun, L. Y. (2018a). A Self-Regulation Model of Zhong Yong Thinking and Employee Adaptive Performance. *Management and Organization Review*, 14(1), 135–159. <https://doi.org/10.1017/mor.2017.33>
- Pan, W., & Sun, L. Y. (2018b). A Self-Regulation Model of Zhong Yong Thinking and Employee Adaptive Performance. *Management and Organization Review*, 14(1), 135–159. <https://doi.org/10.1017/mor.2017.33>
- Parent, J. D., & Lovelace, K. J. (2018). Employee engagement, positive organizational culture and individual adaptability. *On the Horizon*, 26(3), 206–214. <https://doi.org/10.1108/OTH-01-2018-0003>
- Peraturan Pemerintah Republik Indonesia Nomor 11 Tahun 2017 Tentang Manajemen Pegawai Negeri Sipil, Peraturan Pemerintah Republik Indonesia Nomor 11 Tahun 2017 Tentang Manajemen Pegawai Negeri Sipil 1 (2017). <https://itjen.ristekdikti.go.id/wp-content/uploads/2015/11/SALINAN-PP-Nomor-11-Tahun-2017-PP-Nomor-11-Tahun-2017.pdf>
- Ployhart, R. ., & Bliese, P. . (2006). Individual adaptability (I-ADAPT) theory: Conceptualizing the antecedents, consequences, and measurement of individual differences in adaptability, Understanding Adaptability: A prerequisite for effective performance within complex environments. In & E. S. (Eds. . S. Burke, L. Pierce (Ed.), *Elsevier*. [https://doi.org/http://dx.doi.org/10.1016/S1479-3601\(05\)06001-7](https://doi.org/http://dx.doi.org/10.1016/S1479-3601(05)06001-7)
- Posch, L., Bleier, A., Lechner, C. M., Danner, D., Flöck, F., & Strohmaier, M. (2019). Measuring Motivations of Crowdworkers. *ACM Transactions on Social Computing*, 2(2), 1–34. <https://doi.org/10.1145/3335081>
- Poulsen, S., & Ipsen, C. (2017). In times of change: How distance managers can ensure employees' wellbeing and organizational performance. *Safety Science*, 100, 37–45. <https://doi.org/10.1016/j.ssci.2017.05.002>
- Pradhan, R. K., Jena, L. K., & Singh, S. K. (2017). Examining the role of emotional intelligence between organizational learning and adaptive performance in Indian manufacturing industries. *Journal of Workplace Learning*. <https://doi.org/http://dx.doi.org/10.1108/JWL-05-2016-0046>
- Pradhan, R. K., & Jena, L. K. (2017). Employee Performance at Workplace: Conceptual Model and Empirical Validation. *Business Perspectives and Research*, 5(1), 69–85. <https://doi.org/10.1177/2278533716671630>
- Prodanova, J. and Kocarev, L. (2021). Employees' dedication to working from home in times of COVID-19 crisis. *Management Decision*. <https://doi.org/https://doi.org/10.1108/MD-09-2020-1256>
- Pulakos, E. D., Arad, S., Donovan, M. A., & Plamondon, K. E. (2000). Adaptability in the workplace: Development of a taxonomy of adaptive performance. *Journal of Applied Psychology*, 85(4), 612–624. <https://doi.org/10.1037/0021-9010.85.4.612>

- Qian, X., Zhang, M., & Jiang, Q. (2020). Leader humility, and subordinates' organizational citizenship behavior and withdrawal behavior: Exploring the mediating mechanisms of subordinates' psychological capital. *International Journal of Environmental Research and Public Health*, 17(7), 2544. <https://doi.org/https://doi.org/10.3390/ijerph17072544>
- Quinteiro, P., Vargas, R., Eifler, N., & Cural, L. (2019). Employee adaptive performance and job satisfaction during organizational crisis: the role of self-leadership. *European Journal of Work and Organizational Psychology*, 28(1), 85–100. <https://doi.org/10.1080/1359432X.2018.1551882>
- Rego, A., Marques, C., Leal, S., Sousa, F., & Pina e Cunha, M. (2010). Psychological capital and performance of Portuguese civil servants: Exploring neutralizers in the context of an appraisal system. *International Journal of Human Resource Management*, 21(9), 1531–1552. <https://doi.org/10.1080/09585192.2010.488459>
- Rego, A., Sousa, F., Marques, C., & Pina e Cunha, M. (2014). Hope and positive affect mediating the authentic leadership and creativity relationship. *Journal of Business Research*, 67(2), 200–210. <https://doi.org/10.1016/j.jbusres.2012.10.003>
- Ribeiro, N., Gupta, M., Gomes, D., & Alexandre, N. (2021). Impact of psychological capital (PsyCap) on affective commitment: mediating role of affective well-being. *International Journal of Organizational Analysis*. <https://doi.org/https://doi.org/10.1108/IJOA-04-2020-2122>
- Robbins, S. P., & Judge, T. A. (2020). *Organizational Behaviour* (18th ed.). Pearson (Intl). <https://www.vitalsource.com/ie/products/organizational-behavior-global-edition-stephen-p-robbins-timothy-a-v9781292289151>
- Rodríguez-Cifuentes, F., Segura-Camacho, A., García-Ael, C., & Topa, G. (2020). The mediating role of psychological capital between motivational orientations and their organizational consequences. *International Journal of Environmental Research and Public Health*, 17(13), 1–20. <https://doi.org/10.3390/ijerph17134864>
- Ryan, R. M., & Deci, E. (2017). *Self-determination theory: Basic psychological needs in motivation, development, and wellness*. Guilford Publications.
- Ryan, R. M., & Deci, E. L. (2020). Intrinsic and extrinsic motivation from a self-determination theory perspective: Definitions, theory, practices, and future directions. *Contemporary Educational Psychology*, 61(xxxx), 101860. <https://doi.org/10.1016/j.cedpsych.2020.101860>
- Ryan, R. M., Soenens, B., & Vansteenkiste, M. (2019). Reflections on self-determination theory as an organizing framework for personality psychology: Interfaces, integrations, issues, and unfinished business. *Journal of Personality*, 87(1), 115–145. <https://doi.org/10.1111/jopy.12440>
- S.K., P. (1998). Enhancing role breadth self-efficacy: The roles of job enrichment and other organizational interventions. *Journal of Applied Psychology*, 83(6), 835.
- Saether, E. A. (2019). Motivational antecedents to high-tech R&D employees' innovative work behavior: Self-determined motivation, person-organization fit, organization support of creativity, and pay justice. *Journal of High Technology Management Research*, 30(2), 100350. <https://doi.org/10.1016/j.hitech.2019.100350>

- Safavi, H. P., & Bouzari, M. (2019). The association of psychological capital, career adaptability and career competency among hotel frontline employees. *Tourism Management Perspectives*, 30(December 2018), 65–74. <https://doi.org/10.1016/j.tmp.2019.02.001>
- Salanova, M., Bakker, A. B., & Llorens, S. (2006). Flow at work: Evidence for an upward spiral of personal and organizational resources. *Journal of Happiness Studies*, 7(1), 1–22. <https://doi.org/10.1007/s10902-005-8854-8>
- Scheier, M. F., & Carver, C. S. (1985). Optimism, coping, and health: assessment and implications of generalized outcome expectancies. *Health Psychology: Official Journal of the Division of Health Psychology, American Psychological Association*, 4(3), 219–247. <https://doi.org/10.1037/0278-6133.4.3.219>
- Sedikides, C., Ntoumanis, N., & Sheldon, K. M. (2019). I am the chosen one: Narcissism in the backdrop of self-determination theory. *Journal of Personality*, 87(1), 70–81. <https://doi.org/10.1111/jopy.12402>
- Sheldon, K. M., & Kasser, T. (1998). Pursuing personal goals: Skills enable progress, but not all progress is beneficial. *Personality and Social Psychology Bulletin*, 24(12), 1319–1331. <https://doi.org/10.1177/01461672982412006>
- Slåtten, T., Lien, G., Horn, C. M. F., & Pedersen, E. (2019). The links between psychological capital, social capital, and work-related performance—A study of service sales representatives. *Total Quality Management and Business Excellence*, 30(sup1), S195–S209. <https://doi.org/10.1080/14783363.2019.1665845>
- Snyder, C. R., Harris, C., Anderson, J. R., Holleran, S. A., Irving, L. M., Sigmon, S. X., \bshinobu, L., Gibb, J., Langelle, C., & Harney, P. (1996). The Will and the Ways: Development and Validation of an Individual-Differences Measure of Hope. *Journal of Personality and Social Psychology*, 60(4), 570–585.
- Snyder, C. R., Hoza, B., Pelham, W. E., Rapoff, M., Ware, L., Danovsky, M., Highberger, L., Rubinstein, H., & Stahl, K. J. (1997). The development and validation of the Children's Hope Scale. *Journal of Pediatric Psychology*, 22(3), 399–421. <https://doi.org/10.1093/jpepsy/22.3.399>
- Stasielowicz, L. (2020a). How important is cognitive ability when adapting to changes? A meta-analysis of the performance adaptation literature. *Personality and Individual Differences*, 166(May), 110178. <https://doi.org/10.1016/j.paid.2020.110178>
- Stasielowicz, L. (2020b). How important is cognitive ability when adapting to changes? A meta-analysis of the performance adaptation literature. In *Personality and Individual Differences* (Vol. 166). Elsevier Ltd. <https://doi.org/10.1016/j.paid.2020.110178>
- Tagkaloglou, S., & Kasser, T. (2018). Increasing collaborative, pro-environmental activism: The roles of Motivational Interviewing, self-determined motivation, and self-efficacy. *Journal of Environmental Psychology*, 58, 86–92. <https://doi.org/10.1016/j.jenvp.2018.06.004>
- Tran, P. T., Ngunyen, T. D., Pham, L. M., Phan, P. T., & Do, P. . (2021). The Role of Intrinsic Motivation in the Relationship Between Psychological Capital and Innovative Performance: Empirical Evidence from Vietnam. *The Journal of Asian Finance, Economics and Business*, 8(4), 1067–1078. <https://doi.org/https://doi.org/10.13106/jafeb.2021.vol8.no4.1067>

- Triwahyuni, A. (2013). *Tesis pengembangan instrumen kepribadian berdasarkan model teoritik dari theodore millon*. Universitas Padjajaran.
- Triwahyuni, A., Purwono, U., Sadarjoen, S. S., Eppy, D., & Sapri, R. (2019). Pengembangan Millon Personality Type Inventory (MPTI) sebagai Instrumen Pengukuran Kepribadian di Indonesia. *Journal Psychology of Science and Profession*, 3(2), 65–74.
- Triwahyuni, A., Purwono, U., Sadarjoen, S. S., Eppy, D., Sapri, R., Psikologi, F., Padjadjaran, U., Raya Bandung-Sumedang, J., & 21 Jatinangor -Sumedang, K. M. (2019). Pengembangan Millon Personality Type Inventory (MPTI) sebagai Instrumen Pengukuran Kepribadian di Indonesia. In *Journal Psychology of Science and Profession* (Vol. 3, Issue 2).
- Tsaur, S. H., Hsu, F. S., & Lin, H. (2019). Workplace fun and work engagement in tourism and hospitality: The role of psychological capital. *International Journal of Hospitality Management*, 81(May 2018), 131–140. <https://doi.org/10.1016/j.ijhm.2019.03.016>
- Udin, Udin., & Yuniawan, A. (2020). Psychological capital, personality traits of big-five, organizational citizenship behavior, and task performance: Testing their relationships. *The Journal of Asian Finance, Economics, and Business*, 7(9), 781–790. <https://doi.org/https://doi.org/10.13106/jafeb.2020.vol7.no9.781>
- Umar, H. (2006). *Riset Pemasaran dan Perilaku Konsumen* (B. R. C. (JBRC) (ed.)). PT Gramedia Pustaka Utama Kerjasama.
- Villagrasa, P. J. R., Fernández-del-Río, E., & Barrada, J. R. (2020). Does evil prevail? The “bright” and “dark” sides of personality as predictors of adaptive performance. *Sustainability (Switzerland)*, 12(2), 1–13. <https://doi.org/10.3390/su12020474>
- Villalobos, J., Chan, L. B., Chen, C., & Donaldson, S. I. (2020). Exploring adaptability and proactivity across cultural contexts. *International Journal of Cross Cultural Management*, 20(3), 345–360. <https://doi.org/10.1177/1470595820971011>
- Wagnild, G. M., & Young, H. M. (1993). Development and psychometric evaluation of the Resilience Scale. *Journal of Nursing Measuremen*, 1(2), 165–178.
- Wang, X., Liu, L., Zou, F., Hao, J., & Wu, H. (2017). Associations of Occupational Stressors, Perceived Organizational Support, and Psychological Capital with Work Engagement among Chinese Female Nurses. *BioMed Research International*, 2017. <https://doi.org/10.1155/2017/5284628>
- Wang, Z., Liu, H., Yu, H., Wu, Y., Chang, S., & Wang, L. (2017). Associations between occupational stress, burnout and well-being among manufacturing workers: Mediating roles of psychological capital and self-esteem. *BMC Psychiatry*, 17(1), 1–10. <https://doi.org/10.1186/s12888-017-1533-6>
- Weinstein, N., & Stone, D. N. (2018). Need depriving effects of financial insecurity: Implications for well-being and financial behaviors. *Journal of Experimental Psychology*, 147(10), 1503–1520. <https://doi.org/https://doi.org/10.1037/xge0000436>

- Wihler, A., Meurs, J. A., Wiesmann, D., Troll, L., & Blickle, G. (2017). Extraversion and adaptive performance: Integrating trait activation and socioanalytic personality theories at work. *Personality and Individual Differences, 116*, 133–138. <https://doi.org/10.1016/j.paid.2017.04.034>
- Wu, C. M., & Chen, T. J. (2018). Collective psychological capital: Linking shared leadership, organizational commitment, and creativity. *International Journal of Hospitality Management, 74*(October 2017), 75–84. <https://doi.org/10.1016/j.ijhm.2018.02.003>
- Wu, W. Y., & Nguyen, K. V. H. (2019). The antecedents and consequences of psychological capital: a meta-analytic approach. *Leadership and Organization Development Journal, 40*(4), 435–456. <https://doi.org/10.1108/LODJ-06-2018-0233>
- Xu, J., Liu, Y., & Chung, B. (2017). Leader psychological capital and employee work engagement: The roles of employee psychological capital and team collectivism. *Leadership and Organization Development Journal, 38*(7), 969–985. <https://doi.org/10.1108/LODJ-05-2016-0126>
- Yang, Y., Zhang, Y., & Sheldon, K. M. (2018). Self-determined motivation for studying abroad predicts lower culture shock and greater well-being among international students: The mediating role of basic psychological needs satisfaction. *International Journal of Intercultural Relations, 63*, 95–104. <https://doi.org/10.1016/j.ijintrel.2017.10.005>
- Yardley, K. (2012). *Psychological capital as a positive resource to assist with the organizational outcomes of work-family conflict*. Massey University, Albany New Zealand.
- Yildiz, H. (2019). The Interactive Effect of Positive Psychological Capital and Organizational Trust on Organizational Citizenship Behavior. *SAGE Open, 9*(3). <https://doi.org/10.1177/2158244019862661>
- Yu, X., Li, D., Tsai, C. H., & Wang, C. (2019). The role of psychological capital in employee creativity. *Career Development International, 24*(5), 420–437. <https://doi.org/10.1108/CDI-04-2018-0103>
- Yunlu, D. G., & Clapp-Smith, R. (2014). Metacognition, cultural psychological capital and motivational cultural intelligence. *Cross Cultural Management, 21*(4), 386–399. <https://doi.org/10.1108/CCM-07-2012-0055>
- Zeng, H., Zhao, L., & Ruan, S. (2020). How Does Mentoring Affect Protégés' Adaptive Performance in the Workplace: Roles of Thriving at Work and Promotion Focus. *Frontiers in Psychology, 11*(September), 1–13. <https://doi.org/10.3389/fpsyg.2020.546152>
- Zhang, Y., Zhang, S., & Hua, W. (2019). The Impact of Psychological Capital and Occupational Stress on Teacher Burnout: Mediating Role of Coping Styles. *Asia-Pacific Education Researcher, 28*(4), 339–349. <https://doi.org/10.1007/s40299-019-00446-4>
- Zhong, Y. Y., MacGregor-Das, A., Saunders, T., Whittle, M. C. M., Makohon-Moore, A. A., Kohutek, Z. A., Poling, J., Herbst, B. T., Javier, B. M., Cope, L., Leach, S. D., Hingorani, S. S. R., Iacobuzio-Donahue, C. C. A., Zeng, D. F., Ting, L., Yong, Z., Cheng, C., Xi, Z., Kong, P. Y., ... Li, Q. (2016). Discovery of a novel ERK inhibitor with activity in models of acquired resistance to BRAF and MEK inhibitors. *Cancer Research, 6*(3).