DAFTAR PUSTAKA

Abdul Malik, K. A., & Ahmad, A. (2019). The Effect of Use of Social Media on Prosocial Behavior. *Open Journal of Science and Technology*, *2*(1), 14–20. https://doi.org/10.31580/ojst.v2i1.909

Adegbuyi, O. A., Akinyele, F. A., & Akinyele, S. T. (2015). Effect of Social Media Marketing on Small Scale Business Performance in Ota-Metropolis, Nigeria. *International Journal of Social Sciences and Management*, *2*(3), 275–283. https://doi.org/10.3126/ijssm.v2i3.12721

Adler, P. S., & Chen, C. X. (2011). Combining creativity and control: Understanding individual motivation in large-scale collaborative creativity. *Accounting, Organizations and Society*, *36*(2), 63–85. https://doi.org/https://doi.org/10.1016/j.aos.2011.02.002

Ahmed, M., & Shafiq, S. (2014). The Impact of Organizational Culture on Organizational Performance: A Case Study of Telecom Sector. *Global Journal of Management and Business Research*, *14*(3). https://journalofbusiness.org/index.php/GJMBR/article/view/1254/1164

Alassaf, D., Dabić, M., Shifrer, D., & Daim, T. (2020). The impact of open-border organization culture and employees' knowledge, attitudes, and rewards with regards to open innovation: an empirical study. *Journal of Knowledge Management*, *24*(9), 2273–2297. https://doi.org/10.1108/JKM-02-2020-0122

Amabile, T. M., & Pratt, M. G. (2016). The dynamic componential model of creativity and innovation in organizations: Making progress, making meaning. *Research in Organizational Behavior*, *36*, 157–183. https://doi.org/https://doi.org/10.1016/j.riob.2016.10.001

Amtu, O., Souisa, S. L., Joseph, L. S., & Lumamuly, P. C. (2021). Contribution of leadership, organizational commitment and organizational culture to improve the quality of higher education. *International Journal of Innovation*, *9*(1), 131–157. https://doi.org/10.5585/iji.v9i1.18582

Anitha, J. (2014). Determinants of employee engagement and their impact on employee performance. *International Journal of Productivity and Performance Management*, *63*(3), 308–323. https://doi.org/10.1108/IJPPM-01-2013-0008

Arianty, N. (2014). Pengaruh Budaya Organisasi Terhadap Kinerja Pegawai. *Jurnal Manajemen & Bisnis*, *14*(2), 144–150. https://jurnal.umsu.ac.id/index.php/mbisnis/article/view/189/129

Arikunto, S. (2013). *Prosedur Penelitian Suatu Pendekatan Praktik* (3rd ed.). Rineka Cipta.

Aritonang, M., Adolfina, & Jan, A. H. (2018). Analisis Pengaruh Gaya Kepemimpinan, Budaya Organisasi, Lingkungan Kerja, Kompensasi Terhadap Motivasi Kerja Polisi Lalu Lintas Polresta Manado. *Jurnal Riset Bisnis Dan Manajemen*, *6*(4), 389–400. https://ejournal.unsrat.ac.id/index.php/jrbm/article/view/21080

Armstrong, M., & Taylor, S. (2020). *Armstrong's Handbook of Human Resource Management Practice* (15th ed.). Kogan Page. https://books.google.co.id/books?hl=en&lr=&id=g7zEDwAAQBAJ&oi=fnd&pg=PR3&dq=the+influence+of+organizational+culture+and+digital+leadership+on+improving+the+performance+of+introductory+employees+through+the+development+of+human+resources&ots=wLXpjxmusZ&si

Aryani, N. K. Y., Sapta, I. K. S., & Sujana, I. W. (2021). The Influence of Organizational Culture and Competence on Employee Performance Mediated by Organizational Commitments in the Procurement of Goods and Services Secretariat Regency of Karangasem. *Asia Pacific Journal of Management and Education*, *4*(3), 76–86. https://doi.org/10.32535/apjme.v4i3.1270

Asbari, M., Purwanto, A., Maesaroh, S., Hutagalung, D., Mustikasiwi, A., Ong, F., & Andriyani, Y. (2020). Impact of Hard Skills, Soft Skills and Organizational Culture : Lecturer Innovation Competencies As Mediating. *EduPsyCouns: Journal of Education, Psychology and Counseling*, *2*(1), 142–155. https://ummaspul.e-journal.id/Edupsycouns/article/view/419

Bashar, A., Ahmad, I., & Wasiq, M. (2012). Effectiveness of Social Media As a Marketing Tool: an Empirical Study. *International Journal of Marketing, Financial Services & Management Research*, *1*(September 2015), 3622. www.indianresearchjournals.com

Bengtson, E., & Connors, S. P. (2016). Contrary Socializations: Organizational Influence on the Teaching Approaches of Two Beginning Teachers in an

External Threat Environment. *Journal of School Leadership*, 26(4), 607–632. https://doi.org/10.1177/105268461602600403

Berman, E. M., Bowman, J. S., West, J. P., & Wart, M. R. Van. (2021). *Human Resource Management in Public Service: Paradoxes, Processes, and Problems* (7th ed.). Sage Publication Inc. https://www.researchgate.net/publication/260554908_Human_Resource_Management_in_Public_Service_Paradoxes_Processes_and_Problems/citation/download

Brynjolfsson, E., & McAfee, A. P. (2011). *Race against the machine : how the digital revolution is accelerating innovation, driving productivity, and irreversibly transforming employment and the economy*. https://www.semanticscholar.org/paper/Race-against-the-machine-%3A-how-the-digital-is-and-Brynjolfsson-McAfee/03a7a46c0ac38f1409a85c60e4395dabfef35f57

Chan, Y. F., Mukhtar, N. A., & Noordin, N. M. (2021). Predictive Model of the Influence of Leadership Styles on Attitudes Towards Organizational Change Among Secondary School Teachers in Selangor. In *Research Anthology on Digital Transformation, Organizational Change, and the Impact of Remote Work* (Management, pp. 130–151). IGI Global bookstore. https://doi.org/https://doi.org/10.4018/978-1-7998-7297-9.ch008

Choi, J. N. (2017). Change-oriented organizational citizenship behavior: effects of work environment characteristics and intervening psychological

processes. *Journal of Organizational Behavior*, *28*(4), 467–484. https://doi.org/https://doi.org/10.1002/job.433

Chong, M. P. M. (2014). Influence behaviors and organizational commitment: A comparative study. *Leadership and Organization Development Journal*, *35*(1), 54–78. https://doi.org/10.1108/LODJ-03-2012-0035

Chou, P. (2021). Transformational Leadership and Attitude Toward Enterprise Resource Planning System: A Perspective of Organizational Change. In *Research Anthology on Digital Transformation, Organizational Change, and the Impact of Remote Work* (In I. Mana, pp. 803–822). IGI Global bookstore. https://doi.org/10.4018/978-1-7998-7297-9.ch040

Chuang, S.-F. (2013). Essential Skills for Leadership Effectiveness in Diverse Workplace Development. *Online Journal for Workforce Education and Development*, *6*(1), 1–24. https://opensiuc.lib.siu.edu/cgi/viewcontent.cgi?article=1133&context=oj wed

Colquitt, J. A., & Zipay, K. P. (2015). *Justice, Fairness, and Employee Reactions, Annual Review of Organizational Psychology and Organizational Behavior*. https://doi.org/https://doi.org/10.1146/annurev-orgpsych-032414-111457

Colquitt, J., Lepine, J., & Wesson, M. (2019). *Organizational behavior : improving performance and commitment in the workplace , 6e chapter by chapter changes* (6th ed.). McGraw-Hill.

Cooper, B., Wang, J., Bartram, T., & Cooke, F. L. (2018). Well-being-oriented human resource management practices and employee performance in the Chinese banking sector: The role of social climate and resilience. In *Human Resource Management: Advancing Human Resource Research and Practice*. John Wiley & Sons, Inc. https://doi.org/https://doi.org/10.1002/hrm.21934

Damota, M. D. (2019). The Effect of Social Media on Society. *New Media and Mass Communication*, *78*(January 2019). https://doi.org/10.7176/NMMC

De Waal, B., Van Outvorst, F., & Ravesteyn, P. (2016). The Objective-Subjective Dichotomy of Technology Revisited. *12 Th European Conference on Management, Leadership and Governance*, *November*, 52–61. https://www.proquest.com/openview/9ecd5c9b23d1acd61decc696487cf0ef/1?pq-origsite=gscholar&cbl=1796418

Desi, J. (2020). Pengaruh Budaya Organisasi Terhadap Kinerja Pegawai Melalui Kompensasi Sebagai Variabel Intervening Di Dinas Pendidikan Dan …. *JIMMU (Jurnal Ilmu Manajemen)*, *IV*(September). http://www.riset.unisma.ac.id/index.php/jimmu/article/view/3896

Ferdinand, A. (2019). *Structural Equation Modeling: Dalam Penelitian Manajemen "Struktural Modelling Dalam Penelitian Manajemen Aplikasi Model-model Rumit Dalam Penelitian Untuk Tesis Magister dan Disertasi Doktor"* (2nd ed.). BP Undip.

Foerster-Metz, U. S., Marquardt, K., Golowko, N., Kompalla, A., & Hell, C. (2018). Digital Transformation and its Implications on Organizational Behavior. *Journal of EU Research in Business*, *2018*, 1–14. https://doi.org/10.5171/2018.340873

Ghozali, I., & Latan, H. (2015). *Partial least squares konsep, teknik dan aplikasi menggunakan program SmartPLS 3.0 untuk penelitian empiris*. BP Undip.

Gibson, J., Ivancevich, J., & Konopaske, R. (2019). *Organizations: Behavior, Structure, Processes* (14th ed.). McGraw-Hill.

Hidayah, N., Utari, W., & Mardi W., N. (2020). Pengaruh Budaya Organisasi, Kepemimpinan Situasional, Dan Pola Komunikasi Terhadap Disiplin Kerja Dan Kinerja Pegawai Negeri Sipil Dinas Perumahan, Kawasan Permukiman Dan Cipta Karya Kabupaten Bojonegoro. *Jurnal Mitra Manajemen*, *4*(4), 664–678. https://doi.org/10.52160/ejmm.v4i4.380

Hoirunnisak, & Izzati, U. A. (2022). Hubungan antara Gaya Kepemimpinan Transformasional dengan Perilaku Inovatif pada Karyawan. *Jurnal Penelitian Psikologi Karyawan*, *9*(9), 142–156.

Jufrizen, J., & Rahmadhani, K. N. (2020). Pengaruh Budaya Organisasi Terhadap Kinerja Pegawai Dengan Lingkungan Kerja Sebagai Variabel Moderasi. *JMD : Jurnal Riset Manajemen & Bisnis Dewantara*, *3*(1), 66–79. https://doi.org/10.26533/jmd.v3i1.561

Kalshoven, K., & Boon, C. T. (2012). Ethical leadership, employee well-being, and helping. *Journal of Personnel Psychology*. https://econtent.hogrefe.com/doi/epdf/10.1027/1866-5888/a000056

Kasińska-Metryka, A. (2020). *The Future of Political Leadership in the Digital Age; Neoleadership paradigm* (1st ed.). Routledge. https://doi.org/https://doi.org/10.4324/9781003137924-1

Khan, M. A., Ismail, F. B., Hussain, A., & Alghazali, B. (2020). The Interplay of Leadership Styles, Innovative Work Behavior, Organizational Culture, and Organizational Citizenship Behavior. *SAGE Open*, *10*(1). https://doi.org/10.1177/2158244019898264

Kim, T., & Chang, J. (2019). Organizational culture and performance: a macro-level longitudinal study. *Leadership and Organization Development Journal*, *40*(1), 65–84. https://doi.org/10.1108/LODJ-08-2018-0291

Kinicki, A. (2021). *Organizational Behavior : A Practical , Problem-Solving 3rd Edition It All Starts with You New In Connect :* (3rd ed.). McGraw Hill.

Klein, M. (2020). Leadership Characteristics in the Era of Digital Transformation. *Business & Management Studies: An International Journal*, *8*(1), 883–902. https://doi.org/10.15295/bmij.v8i1.1441

Komisi Nasional Hak Asasi Manusia. (2021). *Laporan Tahunan Komnas HAM Tahun 2020 "Pemajuan dan Penegakan HAM di Era Pandemi Covid 19."* https://www.komnasham.go.id/index.php/news/2021/9/8/1889/laporan-

tahunan-komnas-ham-tahun-2020-quot-pemajuan-dan-penegakan-ham-di-era-pandemi-covid-19-quot.html

Kouzes, J. M., & Posner, B. (2017). *The Leadership Challenge Sixth Edition: How to Make Extraordinary Things Happen in Organizations* (6th ed.). Wiley Publishing, Inc.

Kumolo, T. (2022). *Digital Leader*. https://www.menpan.go.id/site/ ; diunduh pada tanggal 10 Desember 2022

Kurniawan, I. S., & Pratiwi, Y. I. (2021). Memperkuat Kinerja Inovasi: Peran Budaya Organisasi, Motivasi Intrinsik, Dan Berbagi Pengetahuan. *Ekonomi & Bisnis*, *20*(1), 21–30. https://doi.org/10.32722/eb.v20i1.4056

L. Parmer, L., & E. Dillard Jr, J. (2019). The way employees are treated predict power feelings. *Leadership and Organization Development Journal*, *40*(1), 2–16. https://doi.org/10.1108/LODJ-08-2018-0312

Larjovuori, R.-L., Bordi, L., & Heikkilä-Tammi, K. (2018). Leadership in the digital business transformation. *Proceedings of the 22nd International Academic Mindtrek Conference*, 212–221. https://doi.org/https://doi.org/10.1145/3275116.3275122

Lathifah, I., & Kurniawati, A. F. (2021). Dampak Pengembangan Sumber Daya Manusia, Budaya Organisasi Dan Perilaku Kerja Inovatif Terhadap Kinerja Pegawai Sekolah Tinggi Manajemen Informatika Dan Komputer (STMIK) AUB Surakarta. *Journal of Marketing and Commerce*, *6*(1). https://e-journal.stie-aub.ac.id/index.php/bhirawa/article/view/893

Limaye, S., & Thadathil, R. J. (2018). Influence Of Social Media On Behavior Patterns. *International Journal of Health Sciences*, *June*, 1–5. https://doi.org/10.53730/ijhs.v6ns3.6609

Lee Choong Y. (2012). Korean Culture And Its Influence on Business Practice in South Korea. Journal of International Management Studies, 7(2), 184.

Liliweri, A. (2007). Makna Budaya dalam Komunikasi Antar Budaya. Bantul: Penerbit LKIS.

Liu, S. M., & Liau, J. Q. (2013). Transformational Leadership and Speaking Up: Power Distance and Structural Distanceas Moderators. Social Behavior And Personality, 41 (10), 1747–1756

Manuaba, I. B. A. A. B., & Lestari, N. P. N. E. (2021). Faktor-Faktor Yang Mempengaruhi Kinerja Pegawai Dimediasi Oleh Variabel Kepuasan Kerja Pada Era New Normal Di Dinas Perindustrian Dan Tenaga Kerja Kabupaten Badung. *JMBI UNSRAT (Jurnal Ilmiah Manajemen Bisnis Dan Inovasi Universitas Sam Ratulangi).*, *8*(1), 177–198. https://doi.org/10.35794/jmbi.v8i1.31835

Manullang, A. K. (2020). Pengaruh Kompetensi Dan Penempatan Kerja Terhadap Kinerja Pegawai Negeri Sipil Di Kabupaten Tapanuli Tengah. *Jurnal Manajemen Dan Kewirausahaan*, *5*(2). http://ejournal.unira.ac.id/index.php/jurnal_makro_manajemen/article/view/923

Manullang, A. K., Puspa, T., & Wardini, A. K. (2020). Pengaruh Efektivitas kerja dan Penempatan Kerja Terhadap Kinerja Pegawai Negeri Sipil Di Kab.Tapanuli Tengah. *Jurnal Makro Manajemen*, *5*(2).

Maulana, M. I. (2021). Seleksi Merit Sistem PNS Pratama Aparatur Sipil Negara di Pemerintah Provinsi. *Jurnal Sosial Teknologi*, *1*(9), 3–20. https://sostech.greenvest.co.id/index.php/sostech/article/view/200%0Ahttps://sostech.greenvest.co.id/index.php/sostech/article/download/200/238

Mulfhiani, D. W., Idris, M., & Maryadi, M. (2021). Pengaruh Sarana Prasarana, Keterampilan, Kepuasan Kerja Terhadap Kinerja Asn Pada Badan Kepegawaian Dan Pengembangan …. *Jurnal Magister Manajemen …*, *2*(1), 483–494. http://e-jurnal.nobel.ac.id/index.php/JMMNI/article/view/1716

Nguyen, V. T., Siengthai, S., Swierczek, F., & Bamel, U. K. (2019). The effects of organizational culture and commitment on employee innovation: evidence from Vietnam's IT industry. *Journal of Asia Business Studies*, *13*(4), 719–742. https://doi.org/10.1108/JABS-09-2018-0253

Nkohkwo, Q. N., & Islam, M. S. (2013). Challenges to the Successful Implementation of e-Government Initiatives in Sub-Saharan Africa : A Literature Review. *Electronic Journal of E-Government*, *11*(2), 253–267. https://academic-publishing.org/index.php/ejeg/article/view/585

Okeke, N. U., & Anierobi, E. I. (2021). The Influence Of Social Media On Aggressive Behaviours Of In-School Adolescents In Anambra State. *Journal of the Nigerian Academy of Education*, *16*(1), 279–292.

Paais, M., & Pattiruhu, J. R. (2020). Effect of Motivation, Leadership, and Organizational Culture on Satisfaction and Employee Performance. *Journal of Asian Finance, Economics and Business*, *7*(8), 577–588. https://doi.org/10.13106/JAFEB.2020.VOL7.NO8.577

Parameswar, N., & Prasad, R. (2016). Humanistic leadership, organizational culture and corporate citizenship behaviour. *Purushartha*, *9*(2), 46–53. https://doi.org/10.21844/pajmes.v9i2.6940

Pemerintah Indonesia. (1999). *Undang-Undang Republik Indonesia Nomor 43 Tahun 1999 tentang Perubahan Atas Undang-Undang Nomor 8 Tahun 1974 tentang Pokok-Pokok Kepegawaian. Lembaran Negara Republik Indonesia Tahun 1999 Nomor 169*. https://peraturan.bpk.go.id/Home/Details/45377/uu-no-43-tahun-1999

Pemerintah Indonesia. (2014). *Undang-Undang Republik Indonesia Nomor 5 Tahun 2014 tentang Aparatur Sipil Negara. Lembaran Negara Republik Indonesia Tahun 2014 Nomor 6*. https://jdih.kemnaker.go.id/katalog-503-Undang-undang.html

Purwanto, A., Asbari, M., Prameswari, M., Ramdan, M., & Setiawan, S. (2020). Dampak Kepemimpinan, Budaya Organisasi dan Perilaku Kerja Inovatif

Terhadap Kinerja Pegawai Puskesmas. *Jurnal Ilmu Kesehatan Masyarakat*, *9*(01), 19–27. https://doi.org/10.33221/jikm.v9i01.473

Quddus, A., Nugroho, B. S., Hakim, L., Ritaudin, M. S., Nurhasanah, E., Suarsa, A., Karyanto, U. B., Tanjung, R., Hendar, Pratama, V. Y., Awali, H., Mufid, A., Purwanto, A., Fahlevi, M., & Sudargini, Y. (2020). Effect of ecological, servant dan *Digital Leadership* style influence university performance? evidence from indonesian universities. *Systematic Reviews in Pharmacy*, *11*(10), 408–417. https://doi.org/10.31838/srp.2020.10.64

Quinn, R. E., Clair, L. S. St., Faerman, S. R., Thompson, M. P., & McGrath, M. R. (2020). *Becoming a Master Manager: A Competing Values Approach* (7th ed.). Wiley.

Reisyan, G. D. (2016). *Management of Organizational Culture BT - Neuro-Organizational Culture: A new approach to understanding human behavior and interaction in the workplace* (G. D. Reisyan (ed.); pp. 245–286). Springer International Publishing. https://doi.org/10.1007/978-3-319-22147-2_5

Robbins, S. P., & Judge, T. A. (2018). *Organizational Behavior* (14th ed.). Prentice Hall.

Rudolph, C. W., Allan, B., Clark, M., Hertel, G., Hirschi, A., Kunze, F., Shockley, K., Shoss, M., Sonnentag, S., & Zacher, H. (2021). *Pandemics: Implications for research and practice in industrial and organizational psychology*. Cambridge University Press.

Schuler, R., & Jackson, S. (2014). Human resource management and organizational effectiveness: Yesterday and today. *Journal of Organizational Effectiveness: People and Performance*, *1*, 35–55. https://doi.org/10.1108/JOEPP-01-2014-0003

Sena, A., Cahyono, Y., & Purwanto, A. (2020). The Influence of Organizational Culture, Job Satisfaction, and Professional Commitment on Innovative Behavior of Flight Instructors at the Civil Flight School in Indonesia. *Systematic Reviews in Pharmacy*, *11*(9), 938–952. https://doi.org/10.31838/srp.2020.9.137

Shanker, R., Bhanugopan, R., van der Heijden, B. I. J. M., & Farrell, M. (2017). Organizational climate for innovation and organizational performance: The mediating effect of innovative work behavior. *Journal of Vocational Behavior*, *100*, 67–77. https://doi.org/https://doi.org/10.1016/j.jvb.2017.02.004

Sheninger, E. (2019). *Digital Leadership*: Changing Paradigms for Changing Times. In *INTED2019 Proceedings* (Vol. 1, pp. 10029–10029). https://doi.org/10.21125/inted.2019.2528

Soewadji, J. (2014). *Pengantar Metodologi Penelitian*. Mitra Wacana Media.

Sousa, M. J., & Rocha, Á. (2019). Skills for disruptive digital business. *Journal of Business Research*, *94*, 257–263. https://doi.org/https://doi.org/10.1016/j.jbusres.2017.12.051

Sugiono, E., & Prastowo, H. (2021). The Influence of Organizational Culture, Competence and Motivation on Employee Performance and Its Impact on Organizational Performance in Information and Communication Technology Security Services. *Influence: International Journal of Science Review*, *3*(3), 17–33. https://doi.org/https://doi.org/10.54783/influence.v3i3.153

Sugiyono. (2022). *Metode Penelitian Kuantitatif Kualitatif dan R&D* (2nd ed.). Alfabeta, CV.

Sukadana, K., & Mahyuni, L. P. (2021). Teknologi Informasi, Perilaku Inovatif, Kompetensi, Kepuasan Kerja, Dan Kinerja Manajemen Pendidikan 4.0. *Jurnal Administrasi Dan Manajemen Pendidikan*, *4*(1), 10. https://doi.org/10.17977/um027v4i12021p10

Sulaeman, M. (2018). The Influence Of Organizational Culture And Leadership To Job Satisfaction And Its Impact On Employee Performance Of Office Of Religious Affairs In Cilacap District. *JBMI (Jurnal Bisnis, Manajemen, Dan Informatika)*, *15*(2), 163–189. https://doi.org/https://doi.org/10.26487/jbmi.v15i2.3676

Sulaksono, H. (2015). Budaya Organisasi Dan Kinerja - Hari Sulaksono - Google Buku. In *Google Book*. Deepublish. https://books.google.co.id/books?id=kDiRDwAAQBAJ&printsec=frontcover&hl=id&source=gbs_ge_summary_r&cad=0#v=onepage&q&f=false%0Ahttps://books.google.co.id/books?id=kDiRDwAAQBAJ&printsec=fron

tcover&dq=pengertian+kinerja&hl=id&sa=X&ved=0ahUKEwjc1NP22_T

oAhUEh

Sulistyaningsih, S. (2019). Analisis Pengaruh Budaya Organisasi Dan Kejelasan

Peran Terhadap Kinerja Pegawai. *Surat Pengantar Akreditasi S1 Akuntansi

STIE SEMARANG*, *1*(2), 1. http://www.stiesemarang.ac.id

Sumarhadi. (2021). Analisis Pengaruh Nilai-Nilai Budaya Organisasi Terhadap

Kinerja Pegawai Negeri Sipil. *Scientific Journal of Reflection : Economic,

Accounting, Management and Business*, *4*(1), 170–179.

https://doi.org/10.37481/sjr.v4i1.260

Suprapti, Asbari, M., Cahyono, Y., & Mufid, A. (2020). Leadership Style,

Organizational Culture and Innovative Behavior on Public Health Center

Performance During Pandemic Covid-19. *Journal of Industrial

Engineering & Management Research*, *1*(2).

https://doi.org/https://doi.org/10.7777/jiemar.v1i2

Sweeney, J., & Imaretska, E. (2015). *The Innovative Mindset; In European

University Institute*. Wiley, Publishing, Inc.

https://www.oreilly.com/library/view/the-innovative-

mindset/9781119161288/

Tencer, A. (2012). Swipe-Technology's Influence in Born Digital Culture:

Redesigning Pedagogy in Early Childhood Education. *European University

Institute*, *2*, 2–5. https://eur-lex.europa.eu/legal-

content/PT/TXT/PDF/?uri=CELEX:32016R0679&from=PT%0Ahttp://eu

r-

lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:52012PC0011:pt:

NOT

Teruna, D., & Ardiansyah, T. (2021). Model Gaya Kepemimpinan Pada
Perusahaan Di Indonesia. *Jurnal Teknologi Dan Manajemen*, *19*(1), 17–26.
https://doi.org/10.52330/jtm.v19i1.18

Tim Peneliti UI-CSGAR. (2019). *Laporan Akhir Survei Indeks Persepsi
Masyarakat terhadap Profesionalitas dan Rebranding ASN*.

Tulungen, E. E. W., Saerang, D. P. E., & Maramis, J. B. (2022). Transformasi
Digital : Peran Kepemimpinan Digital. *Jurnal EMBA : Jurnal Riset
Ekonomi, Manajemen, Bisnis Dan Akuntansi*, *10*(2), 1116–1123.
https://doi.org/10.35794/emba.v10i2.41399

Virgana, & Suradika, A. (2022). School Management Effectiveness : The
Analysis Of Organizational Culture , Leadership Style , Work Environment
, And Satisfaction. *International Journal of Educational Management and
Innovation*, *3*(3), 263~278. https://doi.org/10.12928/ijemi.v3i3.6056

Wahyuni, D., & Purba, C. B. (2021). The Influence of Organizational Culture,
Leadership Style, and Work Discipline on Employee Performance.
European Journal of Business and Management Research, *6*(4), 209–214.
https://doi.org/10.24018/ejbmr.2021.6.4.978

Walumbwa, F. O., Mayer, D. M., Wang, P., Wang, H., Workman, K., &
Christensen, A. L. (2011). Linking ethical leadership to employee

performance: The roles of leader-member exchange, self-efficacy, and organizational identification. *Organizational Behavior and Human Decision Processes*, *115*(2), 204–213. https://doi.org/10.1016/j.obhdp.2010.11.002

Waruwu, H., Asbari, M., Purwanto, A., Nugroho, Y. A., Fikri, M. A. A., Fauji, A., Shobihi, A. W. I., Hulu, P., Sudiyono, R. N., Agistiawati, E., & Dewi, W. R. (2020). The Role of Transformational Leadership, Organizational Learning and Structure on Innovation Capacity: Evidence from Indonesian Private Schools. *EduPsyCouns: Journal of Education, Psychology and Counseling*, *2*(1), 378–397. https://ummaspul.e-journal.id/Edupsycouns/article/view/499

Wicaksono, P. B., & Muafi. (2021). The Effect of Transformational Leadership and Organizational Culture on Organizational Commitment in Mediating Organizational Cynicism. *Jurnal Bisnis, Manajemen Dan Perbankan*, *7*(2), 1–32. https://doi.org/10.21070/jbmp.v7vi2.1525

Wulandari, N. T., Ismail, A. N., Anandita, S. R., & M. Bahri Musthofa. (2021). Kepemimpinan Digital Dalam Membentuk Budaya Organisasi Di Baitul Mall Wa Tamwil (Bmt). *Jurnal MANOVA*, *Vol.4*(No.2), 2685–4716.

Wulandari, U., & Simon, H. J. (2019). Pengaruh Efektivitas Kerja Pegawai Terhadap Kualitas Pelayanan Publik Di Kelurahan Sidorame Barat I Kecamatan Medan Perjuangan. *Jurnal Publik Reform UNDHAR MEDAN*, *5*, 1–8.

Yanti, S., & Dahlan, J. A. (2018). the Effects of Organizational Culture, Leadership Behavior, and Job Satisfaction on Employee Organizational Commitment. *Journal of Positive Management*, *8*(4), 80. https://doi.org/10.12775/jpm.2017.132

Yu, M. C., Mai, Q., Tsai, S. B., & Dai, Y. (2018). An empirical study on the organizational trust, employee-organization relationship and innovative behavior from the integrated perspective of social exchange and organizational sustainability. *Sustainability (Switzerland)*, *10*(3). https://doi.org/10.3390/su10030864

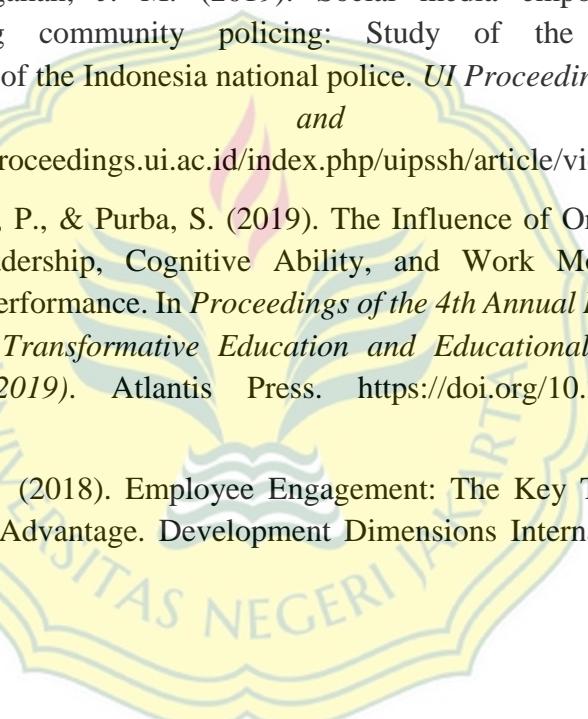Adityawarman, & Rachmawati, R. (2019). *How internal and organizational factors influence employees' innovative behavior. In Understanding Digital Industry* (1st ed.). Routledge. https://doi.org/https://doi.org/10.1201/9780367814557-23

Guerin, R. J., Toland, M. D., Okun, A. H., Rojas-Guyler, L., & Bernard, A. L. (2018). Using a Modified Theory of Planned Behavior to Examine Adolescents' Workplace Safety and Health Knowledge, Perceptions, and Behavioral Intention: A Structural Equation Modeling Approach. *Journal of Youth and Adolescence*. https://doi.org/10.1007/s10964-018-0847-0

H, H., Azizu, A. M., & Sari, W. O. D. P. (2020). The Influence of Competence, Organizational Culture, Spiritual Leadership on Organizational Behavior and Its Impact on Lecturer Performance at Higher Education in Baubau City. In *International Journal of Management Progress* (Vol. 1, Issue 2, pp. 50–72). Universitas Muhammadiyah Buton. https://doi.org/10.35326/ijmp.v1i2.784

Jenssen, J. I. (2020). How Church Leadership May Influence Growth by Applying an Organizational Life Cycle Perspective on Church Development. In *Scandinavian Journal for Leadership and Theology* (Vol. 7). Ansgar University College. https://doi.org/10.53311/sjlt.v7.48

Prof. Intan Ahmad, P. D. tim. (2019). *Panduan Penulisan Tesis Dan Disertasi Pascasarjana Unj* (T. Penyusun (ed.); 2019th ed., p. 65).

Schein, E. H. (2010). *Organizational culture and leadership*. books.google.com. https://books.google.com/books?hl=en&lr=&id=Mnres2PlFLMC&oi=fnd&pg=PR9&dq=the+influence+of+organizational+culture+organizational+communication+and+work+life+balance+on+employee+engagement&ots=opexLb5oMn&sig=lJWujyI8VDKlNtaJePoSDvreBOE

Shinta, O., & Logahan, J. M. (2019). Social media empowerment in implementing community policing: Study of the cybercrime investigation of the Indonesia national police. *UI Proceedings on Social Science and ....* http://www.proceedings.ui.ac.id/index.php/uipssh/article/view/209

Sinaga, R., Siburian, P., & Purba, S. (2019). The Influence of Organizational Culture, Leadership, Cognitive Ability, and Work Motivation on Employees Performance. In *Proceedings of the 4th Annual International Seminar on Transformative Education and Educational Leadership (AISTEEL 2019)*. Atlantis Press. https://doi.org/10.2991/aisteel-19.2019.141

Wellins, R. S.,et.al. (2018). Employee Engagement: The Key To Realizing Competitive Advantage. Development Dimensions International, Inc., MMV., 1-30