

DAFTAR PUSTAKA

- Abbas, W., & Wu, W. (2019). The moderating role of intrapreneurial personality in relation between leader humility and innovative behavior. *Human Systems Management*, 38(4), 329–337. <https://doi.org/10.3233/HSM-190548>
- Abdullah, I., Omar, R., & Panatik, S. A. (2016). A literature review on personality, creativity and innovative behavior. *International Review of Management and Marketing*, 6(1), 177–182.
- Abualoush, S., Obeidat, A. M., Aljawarneh, N. M., Alqudah, S., & Bataineh, K. (2022). The effect of knowledge sharing on the relationship between empowerment, service innovative behavior and entrepreneurship. *International Journal of Data and Network Science*, 6(2), 419–428. <https://doi.org/10.5267/j.ijdns.2021.12.012>
- Abukhait, R. M., Bani-Melhem, S., & Zeffane, R. (2019). Empowerment, knowledge sharing and innovative behaviours: Exploring gender differences. *International Journal of Innovation Management*, 23(1). <https://doi.org/10.1142/S1363919619500063>
- Afsar, B., & Umrani, W. A. (2020). Does thriving and trust in the leader explain the link between transformational leadership and innovative work behaviour? A cross-sectional survey. *Journal of Research in Nursing*, 25(1), 37–51. <https://doi.org/10.1177/1744987119880583>
- Afsar, B., & Umrani, W. A. (2023). Retraction Notice: Does thriving and trust in the leader explain the link between transformational leadership and innovative work behaviour? A cross-sectional survey. *Journal of Research in Nursing*, 28(2), 171. <https://doi.org/10.1177/17449871221117332>
- Agbejule, A., Rapo, J., & Saarikoski, L. (2021). Vertical and horizontal trust and team learning: The role of organizational climate. *International Journal of Managing Projects in Business*, 14(7), 1425–1443. <https://doi.org/10.1108/IJMPB-05-2020-0155>
- Ahmed, Y. A., Ahmad, M. N., Ahmada, N., & Zakaria, N. H. (2018). Social media for knowledge-sharing: A systematic literature review. *Telematics and Informatics*, January. <https://doi.org/10.1016/j.tele.2018.01.015>
- Al-Kurdi, O. F., El-Haddadeh, R., & Eldabi, T. (2020). The role of organisational climate in managing knowledge sharing among academics in higher education. *International Journal of Information Management*, 50, 217–227. <https://doi.org/10.1016/j.ijinfomgt.2019.05.018>
- Alonso-Tapia, J., Quijada, A., Ruiz, M., Huertas, J. A., Ulateb, M. A., & Biehl, C.

- M. L. (2020). A Cross-cultural study of the validity of a battery of questionnaires for assessing school climate quality. *Psicología Educativa*, 26, 109–119. <https://doi.org/10.5093/psed2020a2>
- Alsalem, R. M. (2023). Developing the performance of academic leaders in emerging universities in the light of innovative leadership. *Review of Economics and Finance*, 21, 1048–1053. <https://doi.org/10.55365/1923.x2023.21.116>
- Alshahrani, I., Al-Jayyousi, O., Aldhmour, F., & Alderaan, T. (2024). Towards understanding the influence of innovative work behavior on healthcare organizations' performance: the mediating role of transformational leaders. *Arab Gulf Journal of Scientific Research*, 42(1), 198–216. <https://doi.org/10.1108/AGJSR-09-2022-0167>
- Alshebami, A. S. (2021). The influence of psychological capital on employees' innovative behavior: Mediating role of employees' innovative intention and employees' job satisfaction. *SAGE Open*, 1–14. <https://doi.org/10.1177/21582440211040809>
- Anderson, N., Potocnik, K., & Zhou, J. (2014). Innovation and creativity in organizations: A state-of-the-science review and prospective commentary and guiding framework. *Journal of Management*, 40(5), 1297–1333. <https://doi.org/10.1177/0149206314527128>
- Ariratana, W., Ngangb, T. K., & Sirisooksilpa, S. (2019). The effect of innovative leadership on competency creating high performance organization. *Kasetsart Journal of Social Sciences*, 40(2), 311–318.
- Armstrong, M. (2014). *Armstrong's handbook of human resource management practice*. Kogan Page.
- Armstrong, M., & Murlis, H. (2014). *Reward management: A handbook of remuneration strategy and practice*. Kogan Page.
- Asrar-ul-Haq, M., & Anwar, S. (2016). A systematic review of knowledge management and knowledge sharing: Trends, issues, and challenges. *Cogent Business and Management*, 3(1), 1–17. <https://doi.org/10.1080/23311975.2015.1127744>
- Avsec, S. (2021). Predictive modelling of pre-service science and technology teachers' innovative behaviour. *Journal of Baltic Science Education*, 20(2), 171–183. <https://doi.org/10.33225/jbse/21.20.171>
- Baig, L. D., Azeem, M. F., & Paracha, A. (2022). Cultivating innovative work behavior of nurses through diversity climate: The mediating role of job crafting. *SAGE Open Nursing*, 8, 1–13. <https://doi.org/10.1177/23779608221095432>

- Bandura, A. (1977a). Self-efficacy: Toward a unifying theory of behavioral change. *Psychological Review*, 84(2), 191–215.
- Bandura, A. (1977b). *Social learning theory*. Prentice Hall.
- Bandura, A. (1982). Self-efficacy mechanism in human agency. *American Psychologist*, 37(2), 122–147.
- Bandura, A. (2009). *Self-efficacy in changing societies*. Cambridge University Press.
- Bauer, T., & Erdogan, B. (2015). *Organizational behavior*. Flat World Knowledge, Inc.
- Bawuro, F. A. (2020a). Motivational mechanisms on Teachers' innovative behaviour - A systematic review approach. In *Journal of Critical Reviews* (Vol. 7, Issue 6, pp. 239–245). <https://doi.org/10.31838/jcr.07.06.44>
- Bawuro, F. A. (2020b). The linkage between motivational mechanisms and teachers' innovative behavior: A multiple regression analysis. *Journal of Critical Reviews*, 7(11), 729–737. <https://doi.org/10.31838/jcr.07.11.130>
- Bergeron, B. (2003). *Essentials of knowledge management*. John Wiley & Sons, Inc.
- Bos-Nehles, A., Renkema, M., & Janssen, M. (2017). HRM and innovative work behaviour: A systematic literature review. *Personnel Review*, 46(7), 1228–1253. <https://doi.org/10.1108/PR-09-2016-0257>
- Bosworth, K., Garcia, R., Judkins, M., & Saliba, M. (2018). The impact of leadership involvement in enhancing high school climate and reducing bullying: An exploratory study. *Journal of School Violence*, 17(3), 354–366. <https://doi.org/10.1080/15388220.2017.1376208>
- Bradshaw, C. P., Waasdorp, T. E., Debnam, K. J., & Johnson, S. L. (2014). Measuring school climate in high schools: A focus on safety, engagement, and the environment. *Journal of School Health*, 84(9), 593–604. <https://doi.org/10.1111/josh.12186>
- Brauckmann, S., Pashardis, P., & Ärlestig, H. (2023). Bringing context and educational leadership together: fostering the professional development of school principals. *Professional Development in Education*, 49(1), 4–15. <https://doi.org/10.1080/19415257.2020.1747105>
- Bush, T. (2007). Educational leadership and management: Theory, policy, and practice. *South African Journal of Education*, 27(3), 391–406. <https://doi.org/10.24234/miopap.v3i3.255>

- Cai, Y., & Shi, W. (2020). The influence of the community climate on users' knowledge-sharing intention: the social cognitive theory perspective. *Behaviour & Information Technology*, 41(2), 307–323. <https://doi.org/10.1080/0144929X.2020.1808704>
- Chang, P. C., Zhang, M. J., & Wu, T. (2021). Developmental human resource configuration, unique human capital, and employee innovative work behavior: A multilevel moderated mediation model. *SAGE Open*, 11(2). <https://doi.org/10.1177/21582440211027964>
- Collings, D. G., Wood, G. T., & Szamosi, L. T. (2019). *Human resource management: A critical approach*. Routledge.
- Colquitt, J. A., LePine, J. A., & Wesson, M. J. (2019). *Organizational behavior: Improving performance and commitment in the workplace*. McGraw-Hill Education.
- Cooper, C. D., Hellriegel, D., & Slocum, J. W. (2018). *Mastering organizational behavior*. FlatWorld.
- Da'as, R. (2020). Teacher's withdrawal behavior: examining the impact of principals' innovative behavior and climate of organizational learning. *International Journal of Educational Management*, 34(8), 1339–1355. <https://doi.org/10.1108/IJEM-12-2019-0449>
- Da'as, R., Watted, A., & Barak, M. (2020). Teacher ' s withdrawal behavior: Examining the impact of principals ' innovative behavior and climate of organizational learning. *International Journal of Educational Management*, 34(8), 1339–1355. <https://doi.org/10.1108/IJEM-12-2019-0449>
- Datta, S., Budhwar, P., Agarwal, U. A., & Bhargava, S. (2023). Impact of HRM practices on innovative behaviour: mediating role of talent development climate in Indian firms. *International Journal of Human Resource Management*, 34(6), 1071–1096. <https://doi.org/10.1080/09585192.2021.1973063>
- Demircioglu, M. A., Hameduddin, T., & Knox, C. (2021). Innovative work behaviors and networking across government. *International Review of Administrative Sciences*, 1–20. <https://doi.org/10.1177/00208523211017654>
- Ding, H. (2021). How and when does follower's strengths-based leadership relate to follower innovative behavior: The roles of self-efficacy and emotional exhaustion. *Journal of Creative Behavior*, 55(3), 591–603. <https://doi.org/10.1002/jocb.473>
- DuBrin, A. J. (2019). *Fundamentals of organizational behavior*. Academic Media Solutions.

- Dyer, J., Gregersen, H., & Christensen, C. M. (2019). *The innovator's DNA: Mastering the five skills of disruptive innovators*. Harvard Business School Publishing.
- Elidemir, S. N., Ozturen, A., & Bayighomog, S. W. (2020). Innovative behaviors, employee creativity, and sustainable competitive advantage: A moderated mediation. *Sustainability (Switzerland)*, 12, 1–18.
<https://doi.org/10.3390/SU12083295>
- English, F. W. (2015). *Educational leadership and management*. SAGE Publications.
- Eren, Z. (2019). Investigation of safety and supportive school climate in schools according to various variables. *European Journal of Education Studies*, 5(11), 56–80. <https://doi.org/10.5281/zenodo.2580545>
- Everard, K. B., Morris, G., & Wilson, I. (2004). *Effective school management*. SAGE Publications.
- Evers, A. T., Messmann, G., & Kreijns, K. (2023). Distributed leadership, leader-member exchange and innovative work behavior: the mediating role of basic psychological needs satisfaction. *Current Psychology*.
<https://doi.org/10.1007/s12144-023-05048-4>
- Fadul, A. (2021). Does organizational justice influence employee innovative behavior in an Arabic context? Evidence from the Libyan oil industry. *SAGE Open*, 1–13. <https://doi.org/10.1177/21582440211043931>
- Farahian, M., & Parhamnia, F. (2021). Collaborative climate and knowledge sharing among ESP teachers: A mixed method study. *Journal of Language and Education*, 7(2), 124–139. <https://doi.org/10.17323/JLE.2021.11921>
- Fatoki, O. (2023). The role of perceived organisational support and leader humor in participative leadership and innovative work behaviour in small firms. *International Journal of Management and Sustainability*, 12(3), 474–487.
<https://doi.org/10.18488/11.v12i3.3524>
- Fiernaningsih, N., Herijanto, P., & Maskur. (2021). Effect of relational trust and job autonomy on self-efficacy and innovative behavior. *Academy of Strategic Management Journal*, 20, 1–12.
https://api.elsevier.com/content/abstract/scopus_id/85109924036
- Finkbeiner, P. (2017). *Social media for knowledge sharing in automotive repair*. Springer International Publishing. <https://doi.org/10.1007/978-3-319-48544-7>
- George, J. M., & Jones, G. R. (2012). *Understanding and managing organizational behavior*. Prentice Hall.

- Giebels, E., de Reuver, R. S. M., Rispens, S., & Ufkes, E. G. (2016). The critical roles of task conflict and job autonomy in the relationship between proactive personalities and innovative employee behavior. *Journal of Applied Behavioral Science*, 52(3), 320–341.
<https://doi.org/10.1177/0021886316648774>
- Griffin, R. W., & Moorhead, G. (2014). *Organizational behavior: managing people and organizations*. Cengage Learning.
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2019). *Multivariate Data Analysis*. Cengage Learning.
- Hansen, J. A., & Pihl-Thingvad, S. (2019). Managing employee innovative behaviour through transformational and transactional leadership styles. *Public Management Review*, 21(6), 918–944.
<https://doi.org/10.1080/14719037.2018.1544272>
- Hanum, L., Sefnedi, & Yuliviona, R. (2023). The effect of organizational climate on team performance: The role of knowledge sharing as mediator. *International Journal of Management Studies and Social Science Research*, 05(05), 369–378. <https://doi.org/10.56293/ijmssr.2022.4733>
- Hartinah, S., Suharso, P., Umam, R., Syazali, M., Lestari, B. D., Roslina, R., & Jermsittiparsert, K. (2020). Teacher's performance management: The role of principal's leadership, work environment and motivation in Tegal City, Indonesia. *Management Science Letters*, 10(1), 235–246.
<https://doi.org/10.5267/j.msl.2019.7.038>
- Hashim, N. H., Yaakob, M. F. M., Yusof, M. R., & Ibrahim, M. Y. (2019). Innovative behavior among teachers: Empirical evidence from high-performance schools. *International Journal of Innovative Technology and Exploring Engineering*, 8(10), 1695–1699.
<https://doi.org/10.35940/ijitee.J9015.0881019>
- Helmy, I., Adawiyah, W. R., & Banani, A. (2019). Linking psychological empowerment, knowledge sharing, and employees' innovative behavior in Indonesian SMEs. *Journal of Behavioral Science*, 14(2), 66–79.
- Hidayat, N., & Wulandari, F. (2020). The impact of leadership behavior on school performance. *Cakrawala Pendidikan*, 39(3), 493–506.
<https://doi.org/10.21831/cp.v39i3.31005>
- Hodges, C. B. (2018). *Self-efficacy in instructional technology contexts*. Springer.
<https://doi.org/10.1007/978-3-319-99858-9>
- Howell, J. M., Shea, C. M., & Higgins, C. A. (2017). Champions of product innovations: Defining , developing, and validating a measure of champion behavior. *Journal of Business Venturing*, 20.

- <https://doi.org/10.1016/j.jbusvent.2004.06.001>
- Hoy, W. K., & Miskel, C. G. (2013). *Educational administration*. McGraw-Hill Companies.
- Hu, B. Y., Li, Y., Wang, C., Reynolds, B. L., & ... (2019). The relation between school climate and preschool teacher stress: The mediating role of teachers' self-efficacy. *Journal of Educational* <https://doi.org/10.1108/JEA-08-2018-0146>
- Hui, L. S., & Singh, G. S. B. (2020). The influence of instructional leadership on learning organisation at high performing primary schools in Malaysia. *Asian Journal of University Education*, 16(2), 70–76.
- Ishrat, R., & Rahman, W. (2020). Knowledge of the situation, social network and knowledge sharing in Peshawar University: an empirical study. *Economic Research-Ekonomska Istrazivanja* , 33(1), 752–768.
<https://doi.org/10.1080/1331677X.2020.1718521>
- Islam, T., & Asad, M. (2021). Enhancing employees' creativity through entrepreneurial leadership: can knowledge sharing and creative self-efficacy matter? *VINE Journal of Information and Knowledge Management Systems*. <https://doi.org/10.1108/VJIKMS-07-2021-0121>
- Islam, T., Zahra, I., Rehman, S. U., & Jamil, S. (2024). How knowledge sharing encourages innovative work behavior through occupational self-efficacy? The moderating role of entrepreneurial leadership. *Global Knowledge, Memory and Communication*, 73(1–2), 67–83.
<https://doi.org/10.1108/GKMC-02-2022-0041>
- Ismail, A., Ahmad, N. S., & Aman, R. C. (2021). Gender of transformational school principals and teachers' innovative behavior. *International Journal of Evaluation and Research in Education*, 10(3), 747–752.
<https://doi.org/10.11591/ijere.v10i3.21448>
- Jalil, M. F., Ullah, W., & Ahmed, Z. (2021). Training perception and innovative behavior of sme employees: Examining the mediating effects of firm commitment. *SAGE Open*, 1–17.
<https://doi.org/10.1177/21582440211067250>
- Janssen, O. (2000). Job demands, perceptions of effort-reward fairness and innovative work behaviour. *Journal of Occupational and Organizational Psychology*, 73(3), 287–302. <https://doi.org/10.1348/096317900167038>
- Javed, A. (2021). Sustainable leadership and employee innovative behavior: Discussing the mediating role of creative self-efficacy. In *Journal of Public Affairs* (Vol. 21, Issue 3). <https://doi.org/10.1002/pa.2547>

- Jennex, M. (2007). *Knowledge management in modern organizations*. Idea Group Publishing.
- Ji, Y., & Yoon, H. J. (2021a). The effect of servant leadership on self-efficacy and innovative behaviour: Verification of the moderated mediating effect of vocational calling. *Administrative Sciences*, 11(2). <https://doi.org/10.3390/admsci11020039>
- Ji, Y., & Yoon, H. J. (2021b). The effect of servant leadership on self-efficacy and innovative behaviour: Verification of the moderated mediating effect of vocational calling. *Administrative Sciences*, 11(2), 2–14. <https://doi.org/10.3390/admsci11020039>
- Jnaneswar, K., & Ranjit, G. (2021). Organizational justice and organizational citizenship behaviour: the mediating role of psychological ownership. *Journal of Organizational Effectiveness* <https://doi.org/10.1108/JOEPP-01-2021-0012>
- Jong, J. De, & Hartog, D. Den. (2010). Measuring innovative work Behavior. *Creativity and Innovation Management*, 19(1), 23–36. <https://doi.org/10.1111/j.1467-8691.2010.00547.x>
- Kaffashan, K. M., Hadadian, A., Namdar, J. E., & Malakooti, A. N. (2020). Understanding librarians' knowledge sharing behavior: The role of organizational climate, motivational drives and leadership empowerment. *Library and Information Science Research*, 42(1), 1–7. <https://doi.org/10.1016/j.lisr.2019.100998>
- Kaleem, S. (2021). Impact of principals 'leadership style on schools climate, teachers performance and academic achievement of the students in Southern Districts of Khyber Pakhtunkhwa. *Elementary Education Online*, 20(6), 518–527. <https://doi.org/10.17051/ilkonline.2021.06.055>
- Kang, J H. (2016). Interactive effects of multiple organizational climates on employee innovative behavior in entrepreneurial firms: A cross-level investigation. *Journal of Business Venturing*, 31(6), 628–642. <https://doi.org/10.1016/j.jbusvent.2016.08.002>
- Kang, Jae Hyeung, Solomon, G. T., & Choi, D. Y. (2015). CEOs' leadership styles and managers' innovative behaviour: Investigation of intervening effects in an entrepreneurial context. *Journal of Management Studies*, 52(4), 531–554. <https://doi.org/10.1111/joms.12125>
- Kang, M., & Lee, M.-J. (2017). Absorptive capacity, knowledge sharing, and innovative behaviour of R&D employees. *Technology Analysis and Strategic Management*, 29(2), 219–232. <https://doi.org/10.1080/09537325.2016.1211265>

- Karacabey, M. F., Bellibaş, M. Ş., & Adams, D. (2020). Principal leadership and teacher professional learning in Turkish schools: Examining the mediating effects of collective teacher efficacy and teacher trust. *Educational Studies*, 48(2), 253–272. <https://doi.org/10.1080/03055698.2020.1749835>
- Kemdikbud. (2017). *Panduan kerja kepala sekolah*. Kementerian Pendidikan dan Kebudayaan.
- Kemdikbudristek. (2020a). *Inovasi pendidikan di masa pandemi* (W. Astuti, U. Wismoyo, D. Permatasari, & A. Supriyatna (eds.)). Direktorat SMA, Direktorat Jenderal Pendidikan Anak Usia Dini, Dasar dan Menengah, Kementerian Pendidikan dan Kebudayaan.
- Kemdikbudristek. (2020b). *Inovasi sekolah untuk peningkatan kualitas belajar siswa* (Suherman, Sulistiyawati, E. Nurlatifah, I. Prasetya, W. Heriyanto, A. Salim, A. Supriyatna, & Y. Sarwedi (eds.)). Direktorat SMA, Direktorat Jenderal Pendidikan Anak Usia Dini, Dasar dan Menengah, Kementerian Pendidikan dan Kebudayaan.
- Kemdikbudristek. (2020c). *Karya inovatif kepala sekolah SD dan SMP* (Istiqlomah (ed.)). Direktorat Guru dan Tenaga Kependidikan Pendidikan Dasar, Kementerian Pendidikan dan Kebudayaan.
- Kemdikbudristek. (2020d). *Kebijakan Kemendikbud terkait kepala sekolah dan pengawas sekolah*. Kemendikburistik.
- Kemdikbudristek. (2023). *Pedoman apresiasi guru dan tenaga kependidikan tahun 2023*. Kemendikbudristek.
- Kemendikbudristek. (2020). *Peta Jalan Pendidikan Indonesia 2020-2035*. Kemendikbudristek.
- Khan, H. S., Li, P., Chughtai, M. S., Mushtaq, M. T., & Zeng, X. (2023). The role of knowledge sharing and creative self-efficacy on the self-leadership and innovative work behavior relationship. *Journal of Innovation and Knowledge*, 8(4), 100441. <https://doi.org/10.1016/j.jik.2023.100441>
- Khattak, S. I., Khan, M. A., Ali, M. I., Khan, H. G. A., & Saeed, I. (2023). Relationship between servant leadership, leader-member-exchange, organization learning and innovative work behavior: Evidence from high-tech firms. *SAGE Open*, 13(4). <https://doi.org/10.1177/21582440231212267>
- Kim, E. J., & Park, S. (2020). Transformational leadership, knowledge sharing, organizational climate and learning: an empirical study. *Leadership and Organization Development Journal*, 41, 761–775. <https://doi.org/10.1108/LODJ-12-2018-0455>
- Kinicki, A. (2021). *Organizational behavior: A practical, problem-solving*

- approach.* McGraw-Hill Education.
- Kleebua, C., & Lindratanasirikul, K. (2021). Learning climate for enhancing innovative behavior in Thai higher education. *The Journal of Behavioral Science*, 16(1), 45–57.
- Kong, Y., & Li, M. (2018). Proactive personality and innovative behavior: The mediating roles of job-related affect and work engagement. *Social Behavior and Personality*, 46(3), 431–446. <https://doi.org/10.2224/sbp.6618>
- Kör, B., Wakkeea, I., & Sijdeb, P. van der. (2021). How to promote managers' innovative behavior at work: Individual factors and perceptions. *Technovation*, 99. <https://doi.org/10.1016/j.technovation.2020.102127>
- Landa, E., Zhu, C., Sesabo, J., & Machumu, H. (2023). Leader support and the integration of innovative teaching–learning technologies: The mediating role of technological level of knowledge. *Education and Information Technologies*, 28(12), 15523–15541. <https://doi.org/10.1007/s10639-023-11776-8>
- Langton, N., Robbins, S. P., Judge, T. A., & Breward, K. (2016). *Organizational behaviour: Concepts, controversies, applications*. Pearson.
- Laycock, M. (2015). Collaborating to compete: Achieving effective knowledge sharing in organizations. *The Learning Organization*, 12(6), 523–538. <https://doi.org/10.1108/09696470510626739>
- Leistner, F. (2010). *Mastering organizational knowledge flow: How to make knowledge sharing work*. John Wiley & Sons, Inc.
- Lin, Z., & Shin, H. (2021). Structural relationship between organizational justice, organizational trust, and knowledge sharing and innovative behavior: Focus on professors from Chinese sport universities. *Journal of Physical Education and Sport*, 21(2), 882–893. <https://doi.org/10.7752/jpes.2021.02110>
- Liu, F., & Chow, I. H. (2017). Organizational innovation climate and individual innovative behavior: Exploring the moderating effects of psychological ownership and empowerment. *Review of Managerial Science*. <https://doi.org/10.1007/s11846-017-0263-y>
- Locke, E. A. (2009). *Handbook of principles of organizational behavior*. John Wiley & Sons, Ltd.
- Luo, Y., Cao, Z., Yin, L., Zhang, H., & Wang, Z. (2018). Relationship between extraversion and employees' innovative behavior and moderating effect of organizational innovative climate. *NeuroQuantology*, 16(6), 186–194. <https://doi.org/10.14704/nq.2018.16.6.1604>

- Luthans, F. (2011). *Organizational behavior*. McGraw-Hill/Irwin.
- Luthans, F., Luthans, B. C., & Luthans, K. W. (2021). *Organizational Behavior: An evidenced based approach*. Information Age Publishing, Inc.
- Luu, T. T. (2019). Can diversity climate shape service innovative behavior in Vietnamese and Brazilian tour companies? The role of work passion. *Tourism Management*, 72, 326–339. <https://doi.org/10.1016/j.tourman.2018.12.011>
- Ma, Y., Chen, M., Guo, H., Fan, W., & Lai, L. (2023). The influence of transformational tutor style on postgraduate students' innovative behavior: The mediating role of creative self-efficacy. *International Journal of Digital Multimedia Broadcasting*, 2023. <https://doi.org/10.1155/2023/9775338>
- Mamula, T., & Perić, N. (2019). The contribution of innovative leadership style as an answer to global and business changes. *Quality - Access to Success*, 20(170), 9–14.
- MBS Resource Center. (2020). *Mengembangkan kompetensi kepala sekolah di masa pandemi*. <http://mbscenter.or.id/site/page/id/649/title/Mengembangkan Kompetensi Kepala Sekolah di Masa Pandemi>
- McInerney, C. R., & Koenig, M. E. D. (2011). *Knowledge management processes in organizations: Theoretical foundations and practice*. Morgan & Claypool.
- Mckenna, E. (2020). *Business psychology and organisational behavior*. Routledge.
- McShane, S. L., & Glinow, M. A. Von. (2018). *Organizational behavior: Emerging knowledge, global reality*.
- Meyer, A., Hartung-Beck, V., Gronostaj, A., Krüger, S., & Richter, D. (2023). Correction to: How can principal leadership practices promote teacher collaboration and organizational change? A longitudinal multiple case study of three school improvement initiatives. *Journal of Educational Change*, 24(3), 659–660. <https://doi.org/10.1007/s10833-022-09454-6>
- Mustika, H., Eliyana, A., Agustina, T. S., & Ratnasari, R. T. (2020). Knowledge sharing behavior between self-leadership and innovative behavior. *Journal of Security and Sustainability Issues*, 9(M), 148–157. [https://doi.org/10.9770/jssi.2020.9.M\(12\)](https://doi.org/10.9770/jssi.2020.9.M(12))
- Mutonyi, B. R., Slåtten, T., & Lien, G. (2020). Organizational climate and creative performance in the public sector. *European Business Review*, 32(4), 615–631. <https://doi.org/10.1108/EBR-02-2019-0021>
- Nasaj, M. (2021). Proactive personality and employees' innovative behaviours:

- The role of network building ability. *International Journal of Innovation Management*, 25(8). <https://doi.org/10.1142/S1363919621500869>
- Navaridas-Nalda, F., Clavel-San Emeterio, M., Fernández-Ortiz, R., & Arias-Oliva, M. (2020). The strategic influence of school principal leadership in the digital transformation of schools. *Computers in Human Behavior*, 112, 106481. <https://doi.org/10.1016/j.chb.2020.106481>
- Nazim, M., & Mukherjee, B. (2016). *Knowledge management in libraries*. Chandos Publishing.
- Neck, C. P., Houghton, J. D., & Murray, E. L. (2017). *Organizational behavior: A critical-thinking approach*. SAGE Publications.
- Ngibe, M., & Lekhanya, L. M. (2019). Critical factors influencing innovative leadership in attaining business innovation: A case of manufacturing SMEs in Kwazulu-Natal. *International Journal of Entrepreneurship*, 23(2).
- Nguyen, T. (2020). Four-dimensional model: A literature review in online organisational knowledge sharing. *Griffith Research Online*. <https://doi.org/10.1108/VJIKMS-05-2019-0077>
- Niedergassel, B. (2011). *Knowledge sharing in research collaborations*. Springer Gabler. <https://doi.org/10.1007/978-3-8349-6217-1>
- Nonaka, I. (1994). A dynamic theory knowledge of organizational creation. *Organization Science*, 5(1), 14–37. <https://doi.org/10.1287/orsc.5.1.14>
- OECD. (2003). *Measuring knowledge management in the business sector*. OECD (Organisation for Economic Co-operation and Development). <https://doi.org/10.1787/9789264100282-en>
- OECD. (2004). *Innovation in the knowledge economy: Implications for education and learning*. OECD (Organisation for Economic Co-operation and Development).
- OECD. (2016). *School leadership for learning: Insights from TALIS 2013*. OECD Publishing.
- Pan, B., Song, Z., & Wang, Y. (2021). The relationship between preschool teachers' proactive personality and innovative behavior: The chain-mediated role of error management climate and self-efficacy. *Frontiers in Psychology*, 12. <https://doi.org/10.3389/fpsyg.2021.734484>
- Pardosi, J., & Utari, T. I. (2022). Effective principal leadership behaviors to improve the teacher performance and the student achievement. *F1000Research*, 10, 1–29. <https://doi.org/10.12688/f1000research.51549.2>

- Park, S., & Kim, E.-J. (2021). Employees' citizenship behavior and workplace climate in promoting knowledge sharing. *International Journal of Knowledge Managementen*, 14(3). <https://doi.org/10.1002/kpm.1686>
- Pasher, E., & Ronen, T. (2011). *The complete guide to knowledge management: A strategic plan to leverage your company's intellectual capital*. John Wiley & Sons, Inc.
- Pian, Q. Y., Jin, H., & Li, H. (2019). Linking knowledge sharing to innovative behavior: The moderating role of collectivism. *Journal of Knowledge Management*, 23(8), 1652–1672. <https://doi.org/10.1108/JKM-12-2018-0753>
- Pinkas, G. (2021). Perception of school climate as a mediating factor in relation between teacher motivation and the perceived school principal leadership style. *DHS*, 6(3(16)), 411–434. <https://doi.org/10.51558/2490-3647.2021.6.3.411>
- Raihan, T., & Uddin, M. A. (2023). The influence of creative self-efficacy, creative self-identity, and creative process engagement on innovative behaviour. *International Journal of Business Innovation and Research*, 30(1), 18–35. <https://doi.org/10.1504/IJBIR.2020.10036364>
- Rezapour, M. (2020). Construct validity of Maryland safe and supportive schools climate survey in Iran : A validation study. *International Journal of School Health*, 7(2).
- Robbins, S. P., & Coulter, M. (2018). *Management*. Pearson Education.
- Robbins, S. P., Coulter, M. A., & Cenzo, D. A. De. (2020). *Fundamentals of Management*. Pearson Education.
- Robbins, S. P., & Judge, T. A. (2013). *Organizational Behavior*. Pearson.
- Robbins, S. P., & Judge, T. A. (2022a). *Essentials of organizational behavior*. Pearson.
- Robbins, S. P., & Judge, T. A. (2022b). *Organizational behavior*. Pearson Education.
- Rogers, E. M. (2003). *Diffusion of innovations*. Macmillan Publishing.
- Rony, Z. T. (2019). Generation Y challenges in becoming innovative leaders at organization in the 21st Century. *International Journal of Recent Technology and Engineering (IJRTE)*, 8(2), 789–794. <https://doi.org/10.35940/ijrte.B1164.0982S919>
- Rothmann, I., & Cooper, C. (2008). *Organizational and work psychology*. Hodder Education.

- Sahin, I. (2006). Detailed review of Rogers' diffusion of innovations theory and educational technology-related studies based on Rogers' theory. *The Turkish Online Journal of Educational Technology*, 5(2).
- Samal, A., Koshta, N., Tripathy, A., Roopak, R., & Mangla, S. K. (2023). Identifying the drivers of commitment to organizational sustainability in SMEs: the role of entrepreneurial orientation, organization climate and innovative workplace behavior. *Production Planning & Control: The Management of Operations*. <https://doi.org/10.1080/09537287.2023.2291376>
- Sarafidou, J. O., & Xafakos, E. (2015). Transformational leadership and principals' innovativeness: Are they the "keys" for the research and innovation oriented school? In K. Beycioglu & P. Pashiardis (Eds.), *Multidimensional Perspectives on Principal Leadership Effectiveness* (pp. 324–348). IGI Global. <https://doi.org/10.4018/978-1-4666-6591-0.ch015>
- Saripin, M. S. Bin, & Kassim, E. S. (2019). Factors of innovative behavior in Malaysia. *Academy of Strategic Management Journal*, 18(6), 1–5.
- Scandura, T. A. (2018). Essentials of Organizational Behavior : An Evidence-Base Approach. In *Sage Publication*. SAGE Publications.
- Schermerhorn, J. R., Davidson, P., Factor, A., Poole, D., Woods, P., Simon, A., & McBarron, E. (2017). *Management*. John Wiley & Sons, Ltd.
- Schermerhorn, J. R., Hunt, J. G., & Osborn, R. N. (2002). *Organizational Behavior*. John Wiley & Sons, Inc.
- Scott, S. G., & Bruce, R. A. (1994). Determinants of innovative behavior: A path model of individual innovation in the workplace. *The Academy of Management Journal*, 37(03), 580–607. <https://doi.org/10.5860/choice.32-1325>
- Sebastian, J., & Allensworth, E. (2019). Linking principal leadership to organizational growth and student achievement: A moderation mediation analysis. *Teachers College Record*, 121(9).
- Setyawan, D., & Santosa, A. B. (2021). Kompetensi kepala sekolah dan guru sebagai basis pencapaian mutu pendidikan. *Edukatif : Jurnal Ilmu Pendidikan*, 3(5), 3269–3276. <https://doi.org/10.31004/edukatif.v3i5.1261>
- Sharif, S., Tongkachok, K., Akbar, M., Iqbal, K., & Lodhi, R. N. (2024). Transformational leadership and innovative work behavior in three-star hotels: mediating role of leader-member exchange, knowledge sharing and voice behavior. *VINE Journal of Information and Knowledge Management Systems*, 54(1), 1–21. <https://doi.org/10.1108/VJIKMS-07-2021-0122>
- Shehab, S., Al-Bsheish, M., Meri, A., Dauwed, M., Aldhmadi, B. K., Kareem, H.

- M., Alsyouf, A., Al-Mugheed, K., & Jarrar, M. (2023). Knowledge sharing behaviour among head nurses in online health communities: The moderating role of knowledge self-efficacy. *PLoS ONE*, 18(1 January), 1–16. <https://doi.org/10.1371/journal.pone.0278721>
- Shehab, S., Eladwiah, R., Rahim, A., & Daud, S. (2018). A review of individual factors on knowledge sharing: Evidence from the empirical literature. *International Journal of Engineering & Technology*, 7(4.15), 186–194.
- Som, M. H. M., & Suradi, N. R. M. (2019). The effects of personality traits on innovative behaviour: A preliminary study amongst engineering students. In *AIP Conference Proceedings* (Vol. 2111). <https://doi.org/10.1063/1.5111216>
- Su, F., & Zhang, J. (2020). Proactive personality and innovative behavior: A moderated mediation model. *Social Behavior and Personality*, 48(3). <https://doi.org/10.2224/SBP.8622>
- Sulkowski, M., Sussman, K., Preast, J., Von Der Embse, N., & La Salle, T. (2019). *Guidance for measuring and using school climate data*. NASP (National Association of School Psychologists).
- Swart, C., Pottas, L., & Maree, D. (2021). Servant school leadership and organisational climate in South African private schools. *Education Research International*, 2021, 1–13. <https://doi.org/10.1155/2021/8568889>
- Syahril, I., Pratama, P., Chodidjah, I., Tirtowalijo, I., & Muhammad, B. S. (2020). *Kajian model kompetensi kepemimpinan sekolah Indonesia: Naskah akademik*. <https://inspirasifoundation.org/wp-content/uploads/2021/05/Makalah-Kerja-Naskah-Akademik-Model-Kompetensi-Kepemimpinan-Sekolah.pdf>
- Uhl-Bien, M., Schermerhorn, J. R., & Osborn, R. N. (2014). *Organizational behavior*. John Wiley & Sons, Inc.
- Usher, M., & Barak, M. (2020). Team diversity as a predictor of innovation in team projects of face-to-face and online learners. *Computers and Education*, 144. <https://doi.org/10.1016/j.compedu.2019.103702>
- Uzunidis, D., Kasmi, F., & Adatto, L. (2021). *Innovation economics, engineering and management handbook*. John Wiley & Sons, Inc.
- Vandavasi, R. K. K., McConville, D. C., Uen, J.-F., & Yepuru, P. (2020). Knowledge sharing, shared leadership and innovative behaviour: A cross-level analysis. *International Journal of Manpower*, 41(8), 1221–1233. <https://doi.org/10.1108/IJM-04-2019-0180>
- Vanka, S., Rao, M. B., Singh, S., & Pulaparthi, M. R. (2020). *Sustainable human resource management*. Springer.

- Veletić, J., & Olsen, R. V. (2021). Developing a shared cluster construct of instructional leadership in TALIS. *Studies in Educational Evaluation*, 68. <https://doi.org/10.1016/j.stueduc.2020.100942>
- Wan, X., He, R., Zhang, G., & Zhou, J. (2022). Employee engagement and open service innovation: The roles of creative self-efficacy and employee innovative behaviour. *Frontiers in Psychology*, 13(September), 1–13. <https://doi.org/10.3389/fpsyg.2022.921687>
- Wang, W., Kang, S. W., & Choi, S. B. (2021). Effects of employee well-being and self-efficacy on the relationship between coaching leadership and knowledge sharing intention: A study of uk and us employees. *International Journal of Environmental Research and Public Health*, 18(20). <https://doi.org/10.3390/ijerph182010638>
- Widén-Wulff, G. (2007). *The challenges of knowledge sharing in practice*. Chandos Publishing.
- Widodo, W. (2020). Teacher's innovative behavior in Indonesian school: The role of knowledge management, creativity and OCB. *Universal Journal of Educational Research*, 8(10), 4784–4791. <https://doi.org/10.13189/ujer.2020.081050>
- Wu, D. (2022). Integrating technology into teaching: Factors influencing rural teachers' innovative behavior. *Education and Information Technologies*. <https://doi.org/10.1007/s10639-021-10815-6>
- Xiong, L., & Zhang, H. (2023). Effects of leader perfectionism on employee innovative behavior: Chain mediating role of perceived control and emotional exhaustion. *Social Behavior and Personality*, 51(5). <https://doi.org/10.2224/sbp.12248>
- Xu, J., & Wei, W. (2023). A theoretical review on the role of knowledge sharing and intellectual capital in employees' innovative behaviors at work. *Heliyon*, 9(10), e20256. <https://doi.org/10.1016/j.heliyon.2023.e20256>
- Yamak, O. U. (2021). Authentic Leadership and Service Innovative Behavior: Mediating Role of Proactive Personality. *SAGE Open*, 11(1). <https://doi.org/10.1177/2158244021989629>
- Yu, C., Yu, T., & Yu, C. (2013). Knowledge sharing, organizational climate, and innovative behavior: A cross-level analysis of effects. *Social Behavior and Personality: An International Journal*, 41(8), 143–156.
- Zainal, M. A., & Matore, M. E. E. M. (2021). The influence of teachers' self-efficacy and school leaders' transformational leadership practices on teachers' innovative behaviour. *International Journal of Environmental Research and Public Health*, 18(12). <https://doi.org/10.3390/ijerph18126423>

Zhu, Y., Nong, M., Mei, W., Zheng, L., & Wang, Y. (2023). Co-frequency resonance: the effect of leader-follower psychological capital congruence on employee innovative behaviour. *Innovation: Organization and Management*. <https://doi.org/10.1080/14479338.2023.2259380>

