DAFTAR PUSTAKA

- Aderemi, T. J., Ángeles, P. R., Benjamin, E., & González H., C. A. (2022). Leadership for education. *Regions and Cohesion*, *12*(2), 48–78. https://doi.org/10.3167/reco.2022.120205
- Adil, A., Kausar, S., Ameer, S., Ghayas, S., & Shujja, S. (2023). Impact of organizational socialization on organizational citizenship behavior: mediating role of knowledge sharing and role clarity. *Current Psychology*, 42(7), 5685–5693. https://doi.org/10.1007/s12144-021-01899-x
- Aguirre-Urreta, M. I., & Rönkkö, M. (2018). Statistical inference with PLSc using bootstrap confidence intervals1. *MIS Quarterly: Management Information Systems*, 42(3), 1001–1020. https://doi.org/10.25300/MISQ/2018/13587
- Ahmad, M., Suryadi, S., Matin, M., & Sugiarto, S. (2023). Organizational climate and quality of work-life in the creativity of teachers. *International Journal of Evaluation and Research in Education* (*IJERE*), 12(2), 905. https://doi.org/10.11591/ijere.v12i2.22738
- Akram, H., Abdelrady, A. H., Al-Adwan, A. S., & Ramzan, M. (2022). Teachers' Perceptions of Technology Integration in Teaching-Learning Practices: A Systematic Review. *Frontiers in Psychology*, 13(June), 1–9. https://doi.org/10.3389/fpsyg.2022.920317
- Akrong, G. B., Shao, Y., & Owusu, E. (2022). Evaluation of organizational climate factors on tax administration enterprise resource planning (ERP) system. *Heliyon*, 8(6), e09642. https://doi.org/10.1016/j.heliyon.2022.e09642
- 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(May 2019), 217–227. https://doi.org/10.1016/j.ijinfomgt.2019.05.018
- Al-Mahdi, O. (2019). Action Research and Teachers' Professional Development: Examples and Reflections. *International Educational Research*, 2(3), p37. https://doi.org/10.30560/ier.v2n3p37
- Al Shbail, M. O., & Al Shbail, A. M. A. (2020). Organizational climate, organizational citizenship behaviour and turnover intention: Evidence from Jordan. *Management Science Letters*, 10(16), 3749–3756. https://doi.org/10.5267/j.msl.2020.7.037
- Albab, U., Nurkhamidi, A., Tarifin, A., & ... (2023). Kemampuan Professional Kepemimpinan Guru Pendidikan Islam Progressif. *Research Journal* ..., *1*(2), 121–134. https://journal.walisongo.ac.id/index.php/rjtpd/article/view/17999

- Amorati, R., & Hajek, J. (2021). Fostering motivation and creativity through self-publishing as project-based learning in the Italian L2 classroom. *Foreign Language Annals*, 54(4), 1003–1026. https://doi.org/https://doi.org/10.1111/flan.12568
- Anderson, R. C., Katz-Buonincontro, J., Livie, M., & ... (2022). Reinvigorating the desire to teach: Teacher professional development for creativity, agency, stress reduction, and wellbeing. In *Frontiers in* academia.edu. https://www.academia.edu/download/85205304/pdf.pdf
- Arghode, V., Heminger, S., & McLean, G. N. (2021). Career *self-efficacy* and education abroad: implications for future global workforce. *European Journal of Training and Development*, 45(1), 1–13. https://doi.org/10.1108/EJTD-02-2020-0034
- Astari, K., Kadiyono, A. L., & Ashriyana, R. (2023). Descriptive Study of Organizational Climate in Higher Education. *Jurnal Ilmiah Manajemen Dan Bisnis*, 9(1), 26. https://doi.org/10.22441/jimb.v9i1.12204
- Autin, K. L., Duffy, R. D., Jacobson, C. J., Dosani, K. M., Barker, D., & Bott, E. M. (2018). Career development among undocumented immigrant young adults: A psychology of working perspective. In *Journal of Counseling Psychology* (Vol. 65, Issue 5, pp. 605–617). American Psychological Association. https://doi.org/10.1037/cou0000280
- Baccarella, C. V, Maier, L., Meinel, M., Wagner, T. F., & Voigt, K.-I. (2022). The effect of organizational support for creativity on innovation and market performance: the moderating role of market dynamism. *Journal of Manufacturing Technology Management*, 33(4), 827–849. https://doi.org/10.1108/JMTM-10-2020-0423
- Bae, S. H., Song, J. H., Park, S., & Kim, H. K. (2013). Influential Factors for Teachers' Creativity: Mutual Impacts of Leadership, Work Engagement, and Knowledge Creation Practices. *Performance Improvement Quarterly*, 26(3), 33–58. https://doi.org/https://doi.org/10.1002/piq.21153
- Bandura, A. (1998). *Self-efficacy*: Toward a unifying theory of behavioral change. *Advances in Behaviour Research and Therapy*, 1(4), 139–161. https://doi.org/10.1016/0146-6402(78)90002-4
- Bandura, A. (2009). Cultivate Self effi cacy for Personal and Organizational Effectiveness.
- Barron, K., & Gravert, C. (2022). Confidence and career choices: an experiment*. *The Scandinavian Journal of Economics*, 124(1), 35–68. https://doi.org/10.1111/sjoe.12444
- Bateman, T. S., & Crant, J. M. (1993). The proactive component of organizational behavior. *Journal of Organizational Behavior*, *14*(2), 103–118.

- Beaulieu, D. F. (2022). Creativity in science, engineering, and the arts: A study of undergraduate students' perceptions. *Journal of Creativity*, 32(3), 100035. https://doi.org/10.1016/j.yjoc.2022.100035
- Bellò, B., Mattana, V., & Loi, M. (2018). The power of peers: A new look at the impact of creativity, social context and *self-efficacy* on entrepreneurial intentions. *International Journal of Entrepreneurial Behaviour and Research*, 24(1), 214–233. https://doi.org/10.1108/IJEBR-07-2016-0205
- Belwalkar, B. B., & Tobacyk, J. J. (2018). Toward a Tripartite Model and Measurement of Proactive Personality. *Journal of Personality Assessment*, 100(5), 529–538. https://doi.org/10.1080/00223891.2018.1480488
- Beni, S., Fletcher, T., & Ní Chróinín, D. (2021). Teachers' Engagement With Professional Development to Support Implementation of Meaningful Physical Education. *Journal of Teaching in Physical Education*, 1–10. https://doi.org/10.1123/jtpe.2021-0137
- Berberoglu, A. (2018). Impact of organizational climate on organizational commitment and perceived organizational performance: Empirical evidence from public hospitals. *BMC Health Services Research*, *18*(1), 1–9. https://doi.org/10.1186/s12913-018-3149-z
- Bettini, E., Jones, N., Brownell, M., Conroy, M., Park, Y., Leite, W., Crockett, J., & Benedict, A. (2017). Workload Manageability Among Novice Special and General Educators: Relationships With Emotional Exhaustion and Career Intentions. Remedial and Special Education, 18(4), 246–256. https://doi.org/10.1177/0741932517708327
- Bohórquez, E., Pérez, M., Benavides, A., & Pérez, E. (2023). Organizational Climate and Its Importance for Organizational Success: A Literature Review BT Perspectives and Trends in Education and Technology (A. Mesquita, A. Abreu, J. V. Carvalho, & C. H. P. de Mello (Eds.); pp. 441–450). Springer Nature Singapore.
- Börnfelt, P.-O. (2023). *The Bureaucratic Organisation BT Work Organisation in Practice: From Taylorism to Sustainable Work Organisations* (P.-O. Börnfelt (Ed.); pp. 39–48). Springer Nature Switzerland. https://doi.org/10.1007/978-3-031-21667-1_3
- Brezan, A. C., & Vartic, V. G. (2022). Stress, resilience, and creativity of teachers. *Review of Psychopedagogy*, 11(1), 24–30. https://doi.org/10.56663/rop.v11i1.38
- Burnette, J. L., Pollack, J. M., Forsyth, R. B., Hoyt, C. L., Babij, A. D., Thomas, F. N., & Coy, A. E. (2020). A Growth Mindset Intervention: Enhancing Students' Entrepreneurial *Self-efficacy* and Career Development. *Entrepreneurship: Theory and Practice*, 44(5), 878–908. https://doi.org/10.1177/1042258719864293
- Bustamante, S., Saltevo, E., Schmitz, M., & Martinovic, M. (2022). Shaping a

- Sustainable Future: Innovative Teaching Practices for Educating Responsible Leaders. 72. https://doi.org/10.5771/9783748933090
- Cai, H., Ocampo, A. C. G., Restubog, S. L. D., Kiazad, K., Deen, C. M., & Li, M. (2017). Career Commitment in STEM: A Moderated Mediation Model of Inducements, Expected Contributions, and Organizational Commitment. *Journal of Career Assessment*, 26(2), 359–376. https://doi.org/10.1177/1069072717695586
- Camargo, A., Çelik, P., & Storme, M. (2020). Cultural *self-efficacy* increases creativity in bicultural dyads: Evidence from two dyadic divergent thinking tasks. *Thinking Skills and Creativity*, *38*, 100725. https://doi.org/10.1016/j.tsc.2020.100725
- Caniëls, M. C. J., & Baaten, S. M. J. (2019). How a Learning-Oriented Organizational Climate is Linked to Different Proactive Behaviors: The Role of Employee Resilience. *Social Indicators Research*, 143(2), 561–577. https://doi.org/10.1007/s11205-018-1996-y
- Canli, S., & Özdemir, Y. (2022). The Impact of Organizational Climate on Organizational Creativity in Educational Institutions. Organizational Creativity in Educational Institutions. i.e.: Inquiry in Education, 14(1). https://digitalcommons.nl.edu/ie/
- Carpenter, J. P., Krutka, D. G., & Trust, T. (2022). Continuity and change in educators' professional learning networks. *Journal of Educational Change*, 23(1), 85–113. https://doi.org/10.1007/s10833-020-09411-1
- Carrillo, R. I. R., Miranda, V. H. T., Tataje, F. A. O., Fernandez, R. G., Shardin-Flores, L., & Martinez, J. U. (2020). The phenomenological confidence of the teacher in conducting learning projects. *International Journal of Higher Education*, 9(9), 1–10. https://doi.org/10.5430/ijhe.v9n9p1
- Chae, H., & Park, J. (2022). The Effect of Proactive Personality on Creativity: The Mediating Role of Feedback-Seeking Behavior. *Sustainability (Switzerland)*, 14(3), 1–14. https://doi.org/10.3390/su14031495
- Chai, H., Hu, T., & Niu, G. (2023). How proactive personality promotes online learning performance? Mediating role of multidimensional learning engagement. *Education and Information Technologies*, 28(4), 4795–4817. https://doi.org/10.1007/s10639-022-11319-7
- Chan, C. C. (2020). Social support, career beliefs, and career *self-efficacy* in determination of Taiwanese college athletes' career development. *Journal of Hospitality, Leisure, Sport and Tourism Education*, 26(September), 100232. https://doi.org/10.1016/j.jhlste.2019.100232
- Chang, C.-P., Chuang, H.-W., & Bennington, L. (2011). Organizational climate for innovation and creative teaching in urban and rural schools. *Quality & Quantity*,

- 45(4), 935–951. https://doi.org/10.1007/s11135-010-9405-x
- Chaubey, A., & Sahoo, C. K. (2018). Honing of employee creativity in Indian automobile industry. *Journal of Management Development*, *37*(7), 552–572. https://doi.org/10.1108/JMD-08-2017-0273
- Chaubey, A., Sahoo, C. K., & Das, K. C. (2022). Examining the effect of training and employee creativity on organizational innovation: a moderated mediation analysis. *International Journal of Organizational Analysis*, 30(2), 499–524. https://doi.org/10.1108/IJOA-06-2020-2271
- Chen, I. J., Lin, Y. K., Wey, T. M., Chang, Y. H., & Hung, M. K. (2020). Participation in-service teacher training-creativity cultivation program. *Systematic Reviews in Pharmacy*, *11*(9), 1014–1018. https://doi.org/10.31838/srp.2020.9.146
- Chen, T., Kim, T.-Y., Gong, Y., & Liang, Y. (2024). Competence Drives Interest or Vice Versa? Untangling the Bidirectional Relationships between Creative Selfefficacy and Intrinsic Motivation for Creativity in Shaping Employee Creativity.

 Journal of Management Studies, n/a(n/a). https://doi.org/https://doi.org/10.1111/joms.13072
- Chin. (1998). The Partial Least Squares Aproach to Structural Equation Modeling.

 Modern Methods for Business Research.
- Choi, Suk B, Ullah, S. M. E., & Kang, S.-W. (2021). Proactive Personality and Creative Performance: Mediating Roles of Creative Self-efficacy and Moderated Mediation Role of Psychological Safety. In Sustainability (Vol. 13, Issue 22). https://doi.org/10.3390/su132212517
- Choi, Suk Bong, Ullah, S. M. E., & Kang, S.-W. (2021a). Proactive Personality and Creative Performance: Mediating Roles of Creative *Self-efficacy* and Moderated Mediation Role of Psychological Safety. *Sustainability*, *13*(22), 12517. https://doi.org/10.3390/su132212517
- Choi, Suk Bong, Ullah, S. M. E., & Kang, S. W. (2021b). Proactive personality and creative performance: mediating roles of creative *self-efficacy* and moderated mediation role of psychological safety. *Sustainability (Switzerland)*, *13*(22). https://doi.org/10.3390/su132212517
- Clausen, J. M., Bunte, B. L., & Robertson, E. T. (2020). Professional Development to Improve Communication and Reduce the Homework Gap in Grades 7-12 During COVID-19 Transition to Remote Learning. *Jl. of Technology and Teacher Education*, 28(2), 443–451.
- Colquitt, J. A., Lepine, J. A., & Wesson, M. J. (2021). *Organizational Behavior: Improving Performance and Commitment in the Workplace*.
- Comings, J., Garner, B., & Smith, C. (2023). *Review of Adult Learning and Literacy, Volume 7: Connecting Research, Policy, and Practice*. Taylor & Francis. https://books.google.co.id/books?id=pV6-EAAAQBAJ

- Conger, S. (2002). Fostering a career development culture: reflections on the roles of managers, employees and supervisors. *Career Development International*, 7(6), 371–375. https://doi.org/10.1108/13620430210444394
- Conradty, C. (2020). STEAM teaching professional development works: effects on students' creativity and motivation. *Smart Learning Environments*, 7(1). https://doi.org/10.1186/s40561-020-00132-9
- Creely, E., Henderson, M., Henriksen, D., & Crawford, R. (2021). Leading change for creativity in schools: mobilizing creative risk-taking and productive failure. *International Journal of Leadership in Education*, 1–24. https://doi.org/10.1080/13603124.2021.1969040
- Cremin, T., & Arthur, J. (Eds.). (2014). *Learning to Teach in the Primary School*. Routledge. https://doi.org/10.4324/9781315812960
- Curnin, S., Owen, C., Paton, D., Trist, C., & Parsons, D. (2015). Role Clarity, Swift Trust and Multi-Agency Coordination. *Journal of Contingencies and Crisis Management*, 23(1), 29–35. https://doi.org/https://doi.org/10.1111/1468-5973.12072
- Da'as, R. (2023). The Missing Link: Principals' Ambidexterity and Teacher Creativity. Leadership and Policy in Schools, https://doi.org/10.1080/15700763.2021.1917621
- Damme, D. Van. (2022). Do higher education students acquire the skills that matter?
- Datta, A., & Singh, R. (2018). Determining the dimensions of organizational climate perceived by the hotel employees. *Journal of Hospitality and Tourism Management*, 36(July), 40–48. https://doi.org/10.1016/j.jhtm.2018.07.001
- De Vos, A., & Van der Heijden, B. I. J. M. (2017). Current thinking on contemporary careers: the key roles of sustainable HRM and sustainability of careers. *Current Opinion in Environmental Sustainability*, 28, 41–50. https://doi.org/https://doi.org/10.1016/j.cosust.2017.07.003
- Deed, C., Blake, D., Henriksen, J., Mooney, A., Prain, V., Tytler, R., Zitzlaff, T., Edwards, M., Emery, S., Muir, T., Swabey, K., Thomas, D., Farrelly, C., Lovejoy, V., Meyers, N., & Fingland, D. (2020). Teacher adaptation to flexible learning environments. *Learning Environments Research*, 23(2), 153–165. https://doi.org/10.1007/s10984-019-09302-0
- Deer, L. K., Gohn, K., & Kanaya, T. (2018). Anxiety and *self-efficacy* as sequential mediators in US college students' career preparation. *Education* + *Training*, 60(2), 185–197. https://doi.org/10.1108/ET-07-2017-0096
- Deng, X., Zeng, H., Liang, M., & Qiu, J. (2022). Relations between different career-development profiles, academic *self-efficacy* and academic motivation in adolescents. *Educational Psychology*, 42(2), 259–274. https://doi.org/10.1080/01443410.2021.2007853

- Dewi, R. T., Suhardi, E., & Hardhienata, S. (2023). Knowledge Sharing as Media of Proactive Personality to Influence Teachers' Innovative Work Behavior. *Journal of Innovation in Educational and Cultural Research*, 4(2), 288–293. https://doi.org/10.46843/jiecr.v4i2.556
- Din, S. U., Khan, M. A., Farid, H., & Rodrigo, P. (2023). Proactive personality: A bibliographic review of research trends and publications. *Personality and Individual Differences*, 205, 112066. https://doi.org/https://doi.org/10.1016/j.paid.2022.112066
- Doğanülkü, H. A., & Korkmaz, O. (2023). The role of proactive personality and general *self-efficacy* in proactive career behavior: a mediation model. *International Journal for Educational and Vocational Guidance*, 0123456789. https://doi.org/10.1007/s10775-023-09597-9
- Du, J., Ma, E., & Lin, X. (2021). Can proactivity translate to creativity? Examinations at individual and team levels. *International Journal of Hospitality Management*, 98, 103034. https://doi.org/https://doi.org/10.1016/j.ijhm.2021.103034
- Du, T., & Chang, Y.-C. (2023). Influence of Organizational Innovation Climate on Creativity and the Mediating Role of Feedback-Seeking Behavior—A Case Study of University Teachers in Hebei, China. *International Journal of Learning, Teaching and Educational Research*, 22(4), 87–103. https://doi.org/10.26803/ijlter.22.4.6
- Dudnichenko, N. V. (2022). Creative Climate in Methodical Work As One of Conditions for the Development of Creative Style Activities of Teacher. *Educational Dimension*, 11(SE-Problems of modernization of education in the practice of higher education), 271–279. https://doi.org/10.31812/educdim.5545
- Egido Gálvez, I., López-Martín, E., Manso Ayuso, J., & Valle López, J. M. (2018). Determining factors of teachers' *self-efficacy* in countries of the European Union. Results from TALIS 2013. *Educacion XX1*, 21(2), 225–248. https://doi.org/10.5944/educXX1.15875
- Elsaied, M. M. (2019). Supportive leadership, proactive personality and employee voice behavior. *American Journal of Business*, 34(1), 2–18. https://doi.org/10.1108/ajb-01-2017-0004
- Ersozlu, A., Karakus, M., Karakas, F., & Clouder, D. L. (2022). Nurturing a Climate of Innovation in a Didactic Educational System: A Case Study Exploring Leadership in Private Schools in Turkey. *Leadership and Policy in Schools*. https://doi.org/10.1080/15700763.2022.2129074
- Esmaeilzadeh, A., Irannezhad, P., Jahanian, R., & Ghasemzadeh, A. (2021). The Relationship between Organizational Knowledge and Alavi Meritocracy with the Mediating Role of Human Resource Management: Universities of the Eastern of Iran. *Iranian Journal of Educational Sociology*, *4*(1), 29–36.

- Fadhilah, Y., Salim, R. M. A., & Safitri, S. (2022). Teacher Efficacy and Teacher Social Perception in Creative Teaching for Elementary School Teachers. *Jurnal Ilmiah Sekolah Dasar*, 6(2), 212–219. https://doi.org/10.23887/jisd.v6i2.44760
- Farrokhnia, M., Baggen, Y., Biemans, H., & Noroozi, O. (2022). Bridging the fields of entrepreneurship and education: The role of philosophical perspectives in fostering opportunity identification. *The International Journal of Management Education*, 20(2), 100632. https://doi.org/https://doi.org/10.1016/j.ijme.2022.100632
- Februannisa, W. Z., & Anggraini, N. J. (2022). School-Based Management as an Innovation in Improving the Quality of Education. *Journal of Quality Assurance in Islamic Education (JQAIE)*, 2(1 SE-Articles), 21–27. https://doi.org/10.47945/jqaie.v2i1.610
- Fuertes-Camacho, M. T., Dulsat-Ortiz, C., & Álvarez-Cánovas, I. (2021). Reflective Practice in Times of Covid-19: A Tool to Improve Education for Sustainable Development in Pre-Service Teacher Training. *Sustainability*, *13*(11), 6261. https://doi.org/10.3390/su13116261
- García, A. F. A., Díaz, M. L. G., Santana, M. F. R., Flores, J. M. C., & Pesántez, C. V. B. (2024). Exploring the Evolution of Educational Methods: Perspectives from Imaginative Culture and Human Nature. *Evolutionary Studies in Imaginative Culture*, 8(1), 54–61. https://doi.org/10.56801/esic.v8.i1.5
- Ghozali, I., & Latan, H. (2014). Partial Least Squares Konsep, Metode dan Aplikasi Menggunakan Program WARPPLS 4.0.
- Gordon, D., Blundell, C., Mills, R., & Bourke, T. (2023). Teacher *self-efficacy* and reform: a systematic literature review. *The Australian Educational Researcher*, 50(3), 801–821. https://doi.org/10.1007/s13384-022-00526-3
- Gorse, C., Cozzens, R., Scott, L., & Dickinson, I. (2019). Higher Education in the Professions: Illustrations of Quality Practice in Teaching and Learning BT Ensuring Quality in Professional Education Volume I: Human Client Fields Pedagogy and Knowledge Structures (K. Trimmer, T. Newman, & F. F. Padró (Eds.); pp. 19–52). Springer International Publishing. https://doi.org/10.1007/978-3-030-01096-6_2
- Guo, X., Wang, Y., Kan, Y., Wu, M., Ball, L. J., & Duan, H. (2024). The HPA and SAM axis mediate the impairment of creativity under stress. *Psychophysiology*, 61(3), 1–21. https://doi.org/10.1111/psyp.14472
- Gustina, C., & Sweet, R. (2014). Creatives Teaching Creativity. *International Journal of Art & Design Education*, 33(1), 46–54. https://doi.org/10.1111/j.1476-8070.2014.01778.x
- Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2019). When to use and how to

- report the results of PLS-SEM. *European Business Review*, *31*(1), 2–24. https://doi.org/10.1108/EBR-11-2018-0203
- Hair Jr, J. F., Hult, G. T. M., Ringle, C. M., Sarstedt, M., Danks, N. P., & Ray, S. (2023). Partial Least Squares Structural Equation Modeling (PLS-SEM) Using R: A Workbook. In *Structural Equation Modeling: A Multidisciplinary Journal* (Vol. 30, Issue 1). Springer International Publishing. https://doi.org/10.1080/10705511.2022.2108813
- Hamid, M. (2022). Peningkatan Rofesionalisme Guru Melalui Sistem Kaderisasi. *Leadership:Jurnal Mahasiswa Manajemen Pendidikan Islam*, 3(1), 1–13. https://doi.org/10.32478/leadership.v3i1.871
- Han, S., Harold, C. M., & Cheong, M. (2019). Examining why employee proactive personality influences empowering leadership: The roles of cognition- and affect-based trust. *Journal of Occupational and Organizational Psychology*, 92(2), 352–383. https://doi.org/10.1111/joop.12252
- Han, W., & Abdrahim, N. A. (2023). The role of teachers' creativity in higher education: A systematic literature review and guidance for future research. *Thinking Skills and Creativity*, 48, 101302. https://doi.org/10.1016/j.tsc.2023.101302
- Handayani, N., Rahmawati, I., & Lestari, H. (2022). Pengaruh Efikasi Diri Terhadap Kreatifitas Kerja Guru Pegawai Negeri Sipil (PNS) Sekolah Dasar Negeri Se-Kecamatan Cibungbulang. *Primer Edukasi Journal*, 1(2), 60–67. https://doi.org/10.56406/jpe.v1i2.6
- Hayati, P. F. A., Mistima, M. S., & Sofwan, M. M. (2023). The Relationship between Teacher's *Self-efficacy* and Creative Teaching of Primary Mathematics Teachers. *Journal of Educational and Social Research*, 13(5), 340. https://doi.org/10.36941/jesr-2023-0141
- Heckhausen, J., Chang, E. S., Greenberger, E., & Chen, C. (2013). Striving for Educational and Career Goals During the Transition After High School: What is Beneficial? *Journal of Youth and Adolescence*, 42(9), 1385–1398. https://doi.org/10.1007/s10964-012-9812-5
- Henseler, J., Ringle, C. M., & Sarstedt, M. (2015). A new criterion for assessing discriminant validity in variance-based structural equation modeling. *Journal of the Academy of Marketing Science*, 43(1), 115–135. https://doi.org/10.1007/s11747-014-0403-8
- Hidayat, S., Febrianto, Z., Eliyana, A., Purwohedi, U., Anggraini, R. D., Emur, A. P., & Zahar, M. (2023). Proactive personality and organizational support in television industry: Their roles in creativity. *PLoS ONE*, *18*(1 January), 1–23. https://doi.org/10.1371/journal.pone.0280003

- Hlas, A. C., & Hlas, C. S. (2024). The creative abilities of preservice world language educators. *Foreign Language Annals*, *February*, 747–768. https://doi.org/10.1111/flan.12757
- Hong, E., Hartzell, S. A., & Greene, M. T. (2009). Fostering Creativity in the Classroom: Effects of Teachers' Epistemological Beliefs, Motivation, and Goal Orientation. *The Journal of Creative Behavior*, *43*(3), 192–208. https://doi.org/https://doi.org/10.1002/j.2162-6057.2009.tb01314.x
- Hsiao, C.-C. (2022). Effects of Creative *Self-efficacy* and Work Value on Creative Teaching: A Cross-Level Analysis of Professional Learning Communities and Teachers' Trust. *Journal of Research in Education Sciences*, 67(1), 255–289. https://doi.org/10.6209/JORIES.202203 67(1).0009
- Huang, B., Sardeshmukh, S., Benson, J., & Zhu, Y. (2023). High performance work systems, employee creativity and organizational performance in the education sector. *The International Journal of Human Resource Management*, *34*(9), 1876–1905. https://doi.org/10.1080/09585192.2022.2054283
- Huang, X., Chi-Kin Lee, J., & Yang, X. (2019a). What really counts? Investigating the effects of creative role identity and *self-efficacy* on teachers' attitudes towards the implementation of teaching for creativity. *Teaching and Teacher Education*, 84, 57–65. https://doi.org/10.1016/j.tate.2019.04.017
- Huang, X., Chi-Kin Lee, J., & Yang, X. (2019b). What really counts? Investigating the effects of creative role identity and *self-efficacy* on teachers' attitudes towards the implementation of teaching for creativity. *Teaching and Teacher Education*, 84, 57–65. https://doi.org/10.1016/j.tate.2019.04.017
- Hur, W. M., Moon, T. W., & Lee, J. H. (2021). The effect of *self-efficacy* on job performance through creativity: the moderating roles of customer incivility and service scripts. *Asia Pacific Journal of Marketing and Logistics*, *33*(3), 888–905. https://doi.org/10.1108/APJML-03-2019-0138
- Ifechi, A. N., Okoli, I. E. N., & Nwosu, K. C. (2022). Influence of Professional Career Development and Teamwork on Employee Job Satisfaction: Evidence From Private Universities in Nigeria. *Journal La Bisecoman*, *3*(3), 80–95. https://doi.org/10.37899/journallabisecoman.v3i3.649
- Irby, D. M., & O'Sullivan, P. S. (2018). Developing and rewarding teachers as educators and scholars: remarkable progress and daunting challenges. *Medical Education*, 52(1), 58–67. https://doi.org/10.1111/medu.13379
- Jaruszewicz, C., & White, M. J. (2009). The teachergarten: Creating an environment conducive to meaningful teacher growth. *Early Childhood Education Journal*, 37(3), 171–174. https://doi.org/10.1007/s10643-009-0344-x
- Jiang, Z., Wang, Y., Li, W., Peng, K. Z., & Wu, C. (2023). Career proactivity: A

- bibliometric literature review and a future research agenda. *Applied Psychology*, 72(1), 144–184. https://doi.org/10.1111/apps.12442
- Jones, K. (2017). Collaboration, creativity and capital in professional learning contexts. *Professional Development in Education*, 43(1), 1–5. https://doi.org/10.1080/19415257.2017.1254371
- Jörg, V., Hartmann, U., Philipp, A., & Kunter, M. (2024). Teachers' proactive behaviour: Interactions with job characteristics and professional competence in a longitudinal study. *British Journal of Educational Psychology*, *94*(1), 198–215. https://doi.org/https://doi.org/10.1111/bjep.12642
- Julpisit, A., & Esichaikul, V. (2018). A collaborative system to improve knowledge sharing in scientific research projects. *Information Development*, *35*(4), 624–638. https://doi.org/10.1177/0266666918779240
- Kamaruddin, I., Nurmalia Sari, M., Andriani, N., Negeri Makassar, U., P Pettarani, J. A., Rappocini, K., Makassar, K., Selatan, S., Muhamamdiyah Sungai Penuh, S., Martadinata No, J. R., Sungai Penuh, P., Sungai Penuh, K., Sungai Penuh, K., & Tinggi Ilmu Sosial Dan Politik Waskita Dharma Malang, sekolah. (2024). Evaluasi Kinerja Guru: Model dan Metode dalam Meningkatkan Mutu Pendidikan. *Journal on Education*, 06(02), 11349–11358.
- Kariippanon, K. E., Cliff, D. P., Okely, A. D., & Parrish, A.-M. (2020). The 'why' and 'how' of flexible learning spaces: A complex adaptive systems analysis. *Journal of Educational Change*, 21(4), 569–593. https://doi.org/10.1007/s10833-019-09364-0
- Karimi, S., Ahmadi Malek, F., & Yaghoubi Farani, A. (2022). The relationship between proactive personality and employees' creativity: the mediating role of intrinsic motivation and creative *self-efficacy*. *Economic Research-Ekonomska Istrazivanja*, 35(1), 4500–4519. https://doi.org/10.1080/1331677X.2021.2013913
- Karsono, B. (2023). Competence Quality Improvement through Professional Training and Education. *AKADEMIK: Jurnal Mahasiswa Ekonomi & Bisnis*, *3*(2), 86–95. https://doi.org/10.37481/jmeb.v3i2.591
- Kawa, S. H. (2019). Impact of Organisational Climate on Effectiveness in Teaching of Secondary School Teachers. *International Journal of Advanced Multidisciplinary Scientific Research*, 2(1), 72–78. https://doi.org/10.31426/ijamsr.2019.2.1.1121
- Khadijah, S., & Salim, R. M. A. (2024). Self-concept, self-esteem, dan *self-efficacy* mempengaruhi pengambilan risiko guru. *JPPI(Jurnal Penelitian Pendidikan Indonesia)*, 10(2), 50–61.
- Khattak, S. R., Batool, S., & Haider, M. (2017). Relationship of Leadership Styles and

- Employee Creativity: A Mediating Role of Creative Self-efficacy and Moderating Role of Organizational Climate. Pakistan Journal of Commerce and Social Sciences, 11(2), 698–719.
- Kim, S. L. (2019). The interaction effects of proactive personality and empowering leadership and close monitoring behaviour on creativity. *Creativity and Innovation Management*, 28(2), 230–239. https://doi.org/10.1111/caim.12304
- Kizi, R. N. A. (2022). Creativity in Primary School El Teaching. *American Journal Of Social Sciences And Humanity Research*, 02(12), 109–124. https://doi.org/10.37547/ajsshr/Volume02Issue12-17
- Kılıç, E., & Altuntaş, S. (2019). The effect of collegial solidarity among nurses on the organizational climate. *International Nursing Review*, 66(3), 356–365. https://doi.org/10.1111/inr.12509
- Krouwel, S. J. C., van Luijn, A., & Zweekhorst, M. B. M. (2019). Developing a processual employability model to provide education for career self-management. *Education* + *Training*, 62(2), 116–128. https://doi.org/10.1108/ET-10-2018-0227
- Kumar, R., & Shukla, S. (2019). Creativity, Proactive Personality and Entrepreneurial Intentions: Examining the Mediating Role of Entrepreneurial Self-efficacy. Global Business Review, 23(1), 101–118. https://doi.org/10.1177/0972150919844395
- Kundu, A., & Roy, D. D. (2023). How do teachers innovate? Role of efficacy for innovation and school climate perception. *Psychology in the Schools*, 60(12), 4885–4903. https://doi.org/10.1002/pits.22987
- Kundu, S. C., Kumar, S., & Lata, K. (2020). Effects of perceived role clarity on innovative work behavior: a multiple mediation model. *RAUSP Management Journal*, 55(4), 457–472. https://doi.org/10.1108/RAUSP-04-2019-0056
- Lachowicz, M. J., Preacher, K. J., & Kelley, K. (2018). A novel measure of effect size for mediation analysis. *Psychological Methods*, 23(2), 244–261. https://doi.org/10.1037/met0000165
- Lan, Y. (2022). The Role of Teachers' Grit and Motivation in Self-Directed Professional Development. *Frontiers in Psychology*, 13(June). https://doi.org/10.3389/fpsyg.2022.922693
- Le, S. (2023). Team-based learning in online education: the development of students' creative thinking skills in digital art. *Education and Information Technologies*, 28(11), 14967–14986. https://doi.org/10.1007/s10639-023-11808-3
- Li, Q., & Zhang, D. (2024). *Self-efficacy*-based change in educational administration style and public management model. *Applied Mathematics and Nonlinear Sciences*, 9(1), 1–14. https://doi.org/10.2478/amns.2023.2.00355

- Lin, Y. H., & Chen, C. C. (2023). Relationships among school principals' work values, organisational climate and organisational adaptation: Taiwan's 2018 TALIS data. *Journal of Educational Administration*, 61(6), 586–603. https://doi.org/10.1108/JEA-01-2023-0012
- Linde, I., Sarva, E., & Daniela, L. (2023). The Impact of an Online Professional Development Course on Teachers' Comprehension and *Self-efficacy* in Developing Students' Self-Regulated Learning Skills. *Sustainability* (*Switzerland*), 15(12). https://doi.org/10.3390/su15129408
- Lipovec, A., & Tekavc, J. (2023). Perspectives on Teacher Education and Development. In *Perspectives on Teacher Education and Development*. https://doi.org/10.18690/um.pef.1.2023
- Liu, H.-Y., & Wang, I.-T. (2019). Creative teaching behaviors of health care school teachers in Taiwan: mediating and moderating effects. *BMC Medical Education*, 19(1), 186. https://doi.org/10.1186/s12909-019-1641-8
- Liu, H.-Y., Wang, I.-T., Chen, N.-H., & Chao, C.-Y. (2020). Effect of creativity training on teaching for creativity for nursing faculty in Taiwan: A quasi-experimental study. *Nurse Education Today*, 85, 104231. https://doi.org/10.1016/j.nedt.2019.104231
- Liu, W., Li, X.-W., & Zou, Y. (2019). The Formation of Teachers' Intrinsic Motivation in Professional Development. *Integrative Psychological and Behavioral Science*, 53(3), 418–430. https://doi.org/10.1007/s12124-018-9465-3
- Locke, J., Lee, K., Cook, C. R., Frederick, L., Vázquez-Colón, C., Ehrhart, M. G., Aarons, G. A., Davis, C., & Lyon, A. R. (2019). Understanding the Organizational Implementation Context of Schools: A Qualitative Study of School District Administrators, Principals, and Teachers. *School Mental Health*, 11(3), 379–399. https://doi.org/10.1007/s12310-018-9292-1
- Lysberg, J., & Rusk, F. (2022). Teachers' decision-making processes during situated teamwork. *Education Inquiry*, 00(00), 1–19. https://doi.org/10.1080/20004508.2022.2151719
- Ma, Y. (2022). The Effect of Teachers' *Self-efficacy* and Creativity on English as a Foreign Language Learners' Academic Achievement. In *Frontiers in Psychology* (Vol. 13). https://doi.org/10.3389/fpsyg.2022.872147
- Ma, Yue, & Corter, J. E. (2019). The effect of manipulating group task orientation and support for innovation on collaborative creativity in an educational setting. *Thinking Skills and Creativity*, *33*, 100587. https://doi.org/https://doi.org/10.1016/j.tsc.2019.100587
- MacPhail, A., Ulvik, M., Guberman, A., Czerniawski, G., Oolbekkink-Marchand, H., & Bain, Y. (2019). The professional development of higher education-based teacher educators: needs and realities. *Professional Development in Education*,

- 45(5), 848–861. https://doi.org/10.1080/19415257.2018.1529610
- Madhura, B. (2020). The Impact of Organizational Climate on Organizational Commitment. *Asian Journal of Management*, 11(1), 11. https://doi.org/10.5958/2321-5763.2020.00003.7
- Mai, M. Y. M., & Hong, L. (2023). Primary Science Teachers' *Self-efficacy* Beliefs about Teaching in Malaysia. *Hong Kong Journal of Social Sciences*, 60(No. 60 Autumn/Winter 2022). https://doi.org/10.55463/hkjss.issn.1021-3619.60.19
- Makarius, E. E., Dachner, A. M., Paluch, R. M., & Pedde, J. (2024). Feel the churn: Exercising talent management practices to support a climate for career mobility. *Business Horizons*, 67(1), 55–69. https://doi.org/10.1016/j.bushor.2023.07.003
- Malloy, M., Acock, A., DuBois, D. L., Vuchinich, S., Silverthorn, N., Ji, P., & Flay, B. R. (2015). Teachers' Perceptions of School Organizational Climate as Predictors of Dosage and Quality of Implementation of a Social-Emotional and Character Development Program. *Prevention Science: The Official Journal of the Society for Prevention Research*, 16(8), 1086–1095. https://doi.org/10.1007/s11121-014-0534-7
- Manciaracina, A. (2022). *Towards Innovation* (A. Manciaracina (Ed.); pp. 1–9). Springer International Publishing. https://doi.org/10.1007/978-3-030-95274-7_1
- Margaliot, A., & Magid, N. (2020). The Role of Creative Thinking in the Process of Forming Teachers' Professional Identity. *Creative Education*, 11(07), 1026–1041. https://doi.org/10.4236/ce.2020.117074
- Maria, A. D., Yulianto, H., Palupiningtyas, D., & Usodo, H. (2022). Relationship between transformational leadership, proactive personality, creative *self-efficacy* and employee creativity at food processing SMEs in Indonesia. *Evidence-Based HRM:* A Global Forum for Empirical Scholarship, 10(3), 257–274. https://doi.org/10.1108/EBHRM-03-2021-0033
- Marie De Gulan, X. Z., & Aguiling, H. (2021). Developing a strategic career development model on organizational climate, career adaptability and career intentions. *International Journal of Research in Business and Social Science* (2147-4478), 10(2), 153–156. https://doi.org/10.20525/ijrbs.v10i2.1035
- Masschelein, J. (2023). Rejuvenating and regenerating on-campus education. Why particular forms of pedagogical life matter. *Ethics and Education*, *18*(1), 28–44. https://doi.org/10.1080/17449642.2023.2188715
- Matsuo, M. (2022). Influences of developmental job experience and learning goal orientation on employee creativity: mediating role of psychological empowerment. *Human Resource Development International*, 25(1), 4–18. https://doi.org/10.1080/13678868.2020.1824449
- McCormick, B. W., Guay, R. P., Colbert, A. E., & Stewart, G. L. (2019). Proactive personality and proactive behaviour: Perspectives on person–situation

- interactions. *Journal of Occupational and Organizational Psychology*, 92(1), 30–51. https://doi.org/10.1111/joop.12234
- McDonald, K. S., & Hite, L. M. (2023). Career Development: A Human Resource Development Perspective. Taylor \& Francis. https://books.google.co.id/books?id=JKCyEAAAQBAJ
- Melgarejo-Torralba, M., Parras-Burgos, D., & Fernández-Pacheco, D. G. (2022). Hand-developed creative prototyping. Methodological proposal and experimentation. *Thinking Skills and Creativity*, 44, 101025. https://doi.org/https://doi.org/10.1016/j.tsc.2022.101025
- Mohammadifar, F., & Tabatabaee-Yazdi, M. (2021). The Power of Continuing Professional Development on EFL Teachers' Creativity. *International Journal of Educational Studies*, 4(1), 1–9. https://doi.org/10.53935/2641-533x.v4i1.50
- Mohammed, I., N., A., & Adam, S. B. H. (2023). Inhibiters of Positive Interpersonal Relationships among Teachers. *South Asian Research Journal of Humanities and Social Sciences*, 5(03), 55–64. https://doi.org/10.36346/sarjhss.2023.v05i03.005
- Moos, L. (2015). Leadership for creativity. *International Journal of Leadership in Education*, 18(2), 178–196. https://doi.org/10.1080/13603124.2014.915060
- Munier, N., & Hontoria, E. (2021). *The Hierarchical Structure BT Uses and Limitations of the AHP Method: A Non-Mathematical and Rational Analysis* (N. Munier & E. Hontoria (Eds.); pp. 5–13). Springer International Publishing. https://doi.org/10.1007/978-3-030-60392-2_2
- 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
- Naz, S., Li, C., Zaman, U., & Rafiq, M. (2020). Linking Proactive Personality and Entrepreneurial Intentions: A Serial Mediation Model Involving Broader and Specific Self-efficacy. Journal of Open Innovation: Technology, Market, and Complexity, 6(4). https://doi.org/10.3390/joitmc6040166
- Ng, C. (2019). Teachers' professional selves and motivation for continuous professional learning amid education reforms. *Asia-Pacific Journal of Teacher Education*, 47(2), 118–136. https://doi.org/10.1080/1359866X.2018.1504278
- Normawati, M., & Kurniawati, F. (2023). Teaching for Fostering Creativity in Higher Education for Facing The Global Competition: A Systematic Literature Review. *Jurnal Kependidikan: Jurnal Hasil Penelitian Dan Kajian Kepustakaan Di Bidang Pendidikan, Pengajaran Dan Pembelajaran*, 9(2), 530. https://doi.org/10.33394/jk.v9i2.7780
- Öcal Dörterler, S., & Akay, D. (2022). The examination of the relationship between creative thinking tendencies and organizational creativities of preschool teachers. *Theory and Practice in Child Development*, 2(1), 64–75.

- https://doi.org/10.46303/tpicd.2022.10
- Okolie, U. C., Nwajiuba, C. A., Binuomote, M. O., Ehiobuche, C., Igu, N. C. N., & Ajoke, O. S. (2020). Career training with mentoring programs in higher education. *Education + Training*, 62(3), 214–234. https://doi.org/10.1108/ET-04-2019-0071
- Omotayo, A., Esther, A., & Ibiyinka, S. (2014). Career Development as a Determinant of Organizational Growth Modelling the. *American International Journal of Social Science*, 3(7), 67–76.
- Owusu-Agyeman, Y. (2021). Transformational leadership and innovation in higher education: a participative process approach. *International Journal of Leadership in Education*, 24(5), 694–716. https://doi.org/10.1080/13603124.2019.1623919
- Paaben, B., Dehne, J., Krishnaraja, S., Kovalkov, A., Gal, K., & Pinkwart, N. (2022). A conceptual graph-based model of creativity in learning. *Frontiers in Education*, 7. https://doi.org/10.3389/feduc.2022.1033682
- Paek, S. H., & Sumners, S. E. (2019a). The Indirect Effect of Teachers' Creative Mindsets on Teaching Creativity. *Journal of Creative Behavior*, 53(3), 298–311. https://doi.org/10.1002/jocb.180
- Paek, S. H., & Sumners, S. E. (2019b). The Indirect Effect of Teachers' Creative Mindsets on Teaching Creativity. *The Journal of Creative Behavior*, 53(3), 298–311. https://doi.org/10.1002/jocb.180
- Pajares, F. (2002). Gender and Perceived Self-efficacy. Theory Into Practice, 41(2), 116–125.
- Pan, J., Liu, S., Ma, B., & Qu, Z. (2018a). How does proactive personality promote creativity? A multilevel examination of the interplay between formal and informal leadership. *Journal of Occupational and Organizational Psychology*, 91(4), 852–874. https://doi.org/10.1111/joop.12221
- Pan, J., Liu, S., Ma, B., & Qu, Z. (2018b). How does proactive personality promote creativity? A multilevel examination of the interplay between formal and informal leadership. *Journal of Occupational and Organizational Psychology*, 91(4), 852–874. https://doi.org/https://doi.org/10.1111/joop.12221
- Parhamnia, F., Farahian, M., & Rajabi, Y. (2022). Knowledge sharing and *self-efficacy* in an EFL context: the mediating effect of creativity. *Global Knowledge, Memory and Communication*, 71(4/5), 293–321. https://doi.org/10.1108/GKMC-03-2021-0040
- Park, S.-H., & Park, E.-J. (2022). Mediating Effect of Creative *Self-efficacy* in the Relationship between Job Autonomy and Innovative Behavior of Hair workers. *Journal of the Korean Society of Cosmetology*, 28(5), 945–955. https://doi.org/10.52660/jksc.2022.28.5.945

- Parker, S. L., Jimmieson, N. L., & Johnson, K. M. (2013). General *self-efficacy* influences affective task reactions during a work simulation: The temporal effects of changes in workload at different levels of control. *Anxiety, Stress and Coping*, 26(2), 217–239. https://doi.org/10.1080/10615806.2011.651616
- Patall, E. A., & Zambrano, J. (2019). Facilitating Student Outcomes by Supporting Autonomy: Implications for Practice and Policy. *Policy Insights from the Behavioral and Brain Sciences*, 6(2), 115–122. https://doi.org/10.1177/2372732219862572
- Patterson, M. G., West, M. A., Dawson, J. F., Lawthom, R., Maitlis, S., Robinson, D. L., & Wallace, A. M. (2005). Validating the organizational climate measure: links to managerial practices, productivity and innovation. *IJournal of Organizational Behavior*, 26(September 2004), 379–408. https://doi.org/10.1163/ej.9789004155817.i-458.39
- Peña-suárez, E., Muñiz, J., Campillo-ályarez, Á., Fonseca-pedrero, E., & García-cueto, E. (2013). Assessing organizational climate: Psychometric properties of the CLIOR Scale. 25(1), 137–144. https://doi.org/10.7334/ps
- Peng, J., Chen, X., Nie, Q., & Wang, Z. (2020). Proactive personality congruence and creativity: a leader identification perspective. *Journal of Managerial Psychology*, 35(7–8), 543–558. https://doi.org/10.1108/JMP-10-2018-0444
- Penkina, Khachatryan, A. K., & Kitibayeva, A. (2022). Identifying leadership skills as a characteristic of successful educators. *Bulletin of the Karaganda University*. *Pedagogy Series*, 107(3), 7–13. https://doi.org/10.31489/2022ped3/7-13
- Picha, K. J., & Mills, K. (2023). Occupational therapists assessment of client self-efficacy for home exercise programs: A short report. *Musculoskeletal Care*, 21(2), 556–561. https://doi.org/10.1002/msc.1703
- Pinzón, A., Gómez, P., & González, M. J. (2024). Effects of a professional development programme on teachers' classroom practices in Colombia. *Oxford Review of Education*, 50(5), 607–625. https://doi.org/10.1080/03054985.2023.2265296
- Pollard, V., Hains-Wesson, R., & Young, K. (2018). Creative teaching in STEM. *Teaching in Higher Education*, 23(2), 178–193. https://doi.org/10.1080/13562517.2017.1379487
- Peraturan Kapolri Nomor 14 Tahun 2015 tentang Sistem Pendidikan Polri, Polri (2015).
- Puigmitja, I., Robledo, E., & Topa, G. (2019). Cross-cultural validity and psychometric properties of the ISC Intrapreneurial Self-Capital Scale in Spain. *Personality and Individual Differences*, 151(December 2018), 1–7. https://doi.org/10.1016/j.paid.2019.02.040
- Putri, K. A. H., & Etikariena, A. (2021). Proactive Personality & Employee Creativity:

- The Role of Organizational Learning Culture as Mediator. *Budapest International Research and Critics Institute-Journal (BIRCI-Journal)*, 4(4), 10601–10611.
- Quratulain, S., Khan, A. K., Sabharwal, M., & Javed, B. (2019). Effect of *Self-efficacy* and Instrumentality Beliefs on Training Implementation Behaviors: Testing the Moderating Effect of Organizational Climate. *Review of Public Personnel Administration*, *I*(24), 250–273. https://doi.org/10.1177/0734371X19876676
- Raduan, N. A., & Na, S. II. (2020). An integrative review of the models for teacher expertise and career development. *European Journal of Teacher Education*, 43(3), 428–451. https://doi.org/10.1080/02619768.2020.1728740
- Rais, S. (2022). Increasing Teacher Creativity through Strengthening Transformational Leadership, Teamwork, and Work Engagement. *Pegem Egitim ve Ogretim Dergisi*, 12(1), 232–241. https://doi.org/10.47750/pegegog.12.01.24
- Rigby, J. G., Woulfin, S. L., & März, V. (2016). Understanding How Structure and Agency Influence Education Policy Implementation and Organizational Change. *American Journal of Education*, 122(3), 295–302. https://doi.org/10.1086/685849
- Robbins, S. P., & Judge, T. (2022). *Organizational behavior* (19th ed.). Pearson. https://doi.org/LK https://worldcat.org/title/1269410924
- Robbins, S. P., & Judge, T. A. (2019). Organizational Behavior. Pearson education,
- Saadati, F., Chandia, E., Cerda, G., & Felmer, P. (2023). *Self-efficacy*, practices, and their relationships; the impact of a professional development program for mathematics teachers. *Journal of Mathematics Teacher Education*, 26(1), 103–124. https://doi.org/10.1007/s10857-021-09523-2
- Saerang, H. M., Lembong, J. M., Sumual, S. D. M., & Tuerah, R. M. S. (2023). Strategi Pengembangan Profesionalisme Guru di Era Digital: Tantangan dan Peluang. *El-Idare: Jurnal Manajemen Pendidikan Islam*, *9*(1), 65–75. https://doi.org/10.19109/elidare.v9i1.16555
- Saglam, M. H., Goktenturk, T., Demir, I., & Yazıcı, E. (2023). Environmental Factors for the Advancement of Teachers' *Self-efficacy* in Professional Development. *Journal of Intelligence*, *11*(2). https://doi.org/10.3390/jintelligence11020028
- SAĞLIK, D. (2016). the Effect of Career Management Applications on Employee Creativity: a Research in Konya, Turkey. *Journal of International Social Research*, 9(47), 917–917. https://doi.org/10.17719/jisr.2016.1439
- Sahito, Z., & Vaisanen, P. (2017). Effect of Time Management on the Job Satisfaction and Motivation of Teacher Educators: A Narrative Analysis. *International Journal of Higher Education*, 6(2), 213. https://doi.org/10.5430/ijhe.v6n2p213

- Sajovic, I., Tomc, H. G., & Podgornik, B. B. (2018). Bibliometric study and mapping of a journal in the field of visualization and computer graphics. *COLLNET Journal of Scientometrics and Information Management*, 12(2), 263–287. https://doi.org/10.1080/09737766.2018.1453677
- Sale, D. (2020). Creative Teaching Competence and EdTech: Total Pedagogy BT Creative Teachers: Self-directed Learners (D. Sale (Ed.); pp. 207–241). Springer Singapore. https://doi.org/10.1007/978-981-15-3469-0_6
- Salehudin, M., Zurqoni, Z., Robingatin, R., Syobah, S. N., Janah, F., Rorimpandey, W. H. F., & Subakti, H. (2023). Mobile Learning With Discord Application as Creative Teaching. *TEM Journal*, *12*(3), 1697–1705. https://doi.org/10.18421/TEM123-51
- Salisu, I., Hashim, N., Mashi, M. S., & Aliyu, H. G. (2020). Perseverance of effort and consistency of interest for entrepreneurial career success. *Journal of Entrepreneurship in Emerging Economies*, 12(2), 279–304. https://doi.org/10.1108/JEEE-02-2019-0025
- Sari, A. N., & Sari, D. K. (2022). The Influence of Leadership, Self Efficacy, and Career Development on Employee Performance. *Indonesian Journal of Law and Economics Review*, 16(0 SE-Human Resource Management). https://doi.org/10.21070/ijler.v15i0.777
- Sari, A. P., & Najmudin, N. (2021). Perceptions of Proactive Personality and Innovative Work Behavior During the Covid-19 Pandemic. *Journal of Contemporary Business*, 24(5), 162–170.
- Sarstedt, M., Ringle, C. M., & Hair, J. F. (2022). Partial Least Squares Structural Equation Modeling. In C. Homburg, M. Klarmann, & A. Vomberg (Eds.), *Handbook of Market Research* (pp. 587–632). Springer International Publishing. https://doi.org/10.1007/978-3-319-57413-4_15
- Sawyer, R. K. (2022). The Dialogue of Creativity: Teaching the Creative Process by Animating Student Work as a Collaborating Creative Agent. *Cognition and Instruction*, 40(4), 459–487. https://doi.org/10.1080/07370008.2021.1958219
- Schermelleh-Engel, K., Moosbrugger, H., & Müller, H. (2003). Evaluating the fit of structural equation models: Tests of significance and descriptive goodness-of-fit measures. *MPR-Online*, 8(May), 23–74.
- Schunk, D. H., & DiBenedetto, M. K. (2020). Motivation and social cognitive theory. *Contemporary Educational Psychology*, 60, 101832. https://doi.org/https://doi.org/10.1016/j.cedpsych.2019.101832
- Schunk, D. H., & DiBenedetto, M. K. (2021). Chapter Four *Self-efficacy* and human motivation. In A. J. B. T.-A. in M. S. Elliot (Ed.), *Advances in Motivation Science* (Vol. 8, pp. 153–179). Elsevier. https://doi.org/https://doi.org/10.1016/bs.adms.2020.10.001

- Setiawan, I. (2024). Madrasah Strategy in Improving Number of Students (Study at MAN 4 Pandeglang). *Cakrawala Pedagogik*, 8(April), 153–174. https://doi.org/https://doi.org/10.51499/cp.v8i1.630
- Sha, B.-L. (2020). Editor's Essay: Resilience and Perseverance. *Journal of Public Relations Research*, 32(5–6), 155–159. https://doi.org/10.1080/1062726X.2021.1922046
- Shah, N., Bano, S., Saraih, U. N., Abdelwahed, N. A. A., & Soomro, B. A. (2023). Leading towards the students' career development and career intentions through using multidimensional soft skills in the digital age. *Education and Training*, 65(6–7), 848–870. https://doi.org/10.1108/ET-12-2022-0470
- 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
- Sheoran, N., Goyal, R., & Sharma, H. (2023). Proactive Personality and Employee Engagement: The Mediating Role of Employee Voice. *FIIB Business Review*, 10(October 2019), 334–347. https://doi.org/10.1177/23197145231175744
- Shermukhammadov, B. (2022). Creativity of a Teacher in an Innovative Educational Environment. *Journal of Higher Education Theory and Practice*, 22(12). https://doi.org/10.33423/jhetp.v22i12.5468
- Sholeh, M. I. (2023). Pengakuan Dan Reward Dalam Manajemen SDM Untuk Meningkatkan Motivasi Guru. *COMPETITIVE: Journal of Education*, 2(4), 212–234. https://doi.org/10.58355/competitive.v2i4.41
- Shulman, S., Yonatan-Leus, R., & Silberberg, O. (2023). Understanding stability and change in depressive symptom trajectories across young adulthood through the lens of career development: A mixed-methods study. *International Journal of Behavioral Development*, 47(2), 169–179. https://doi.org/10.1177/01650254221146416
- Siswanto, A., Setiawan, Z., Iryanto, R. K., Afifah, Z., & Abdurohim, A. (2023). The Analysis of Role of Motivation, Career Development and Compensation on Performance of Vocational High School Teachers. *Journal on Education*, *5*(4), 15154–15159. https://doi.org/10.31004/joe.v5i4.2604
- Steele, K., Lambert, L., Soloman, R., Masani, S., & Wehrwein, E. (2023). Student *self-efficacy* scores improve on twelve career skills with weekly professional skills development assignments in a senior physiology laboratory course. *Physiology*, *38*(S1), 5731253. https://doi.org/10.1152/physiol.2023.38.S1.5731253
- Stockleben, B., Thayne, M., Jäminki, S., Haukijärvi, I., Mavengere, N. B., Demirbilek, M., & Ruohonen, M. (2017). Towards a framework for creative online collaboration: A research on challenges and context. *Education and Information*

- Technologies, 22(2), 575–597. https://doi.org/10.1007/s10639-016-9483-z
- Stumbrienė, D., Jevsikova, T., & Kontvainė, V. (2024). Key factors influencing teachers' motivation to transfer technology-enabled educational innovation. *Education and Information Technologies*, 29(2), 1697–1731. https://doi.org/10.1007/s10639-023-11891-6
- Su, X. (2023). Problem-oriented Method Selection: Approaches to Dealing with Ideological Problems among College Students. *Frontiers in Education Technology*, 6(2), p159. https://doi.org/10.22158/fet.v6n2p159
- Sutjonong, W. R., Salim, R. M. A., & Safitri, S. (2022). Teachers' *Self-efficacy* as a Mediator of Their Perception and Behavior regarding Creative Teaching for Elementary School Students. *Mimbar Sekolah Dasar*, 9(1), 161–173. https://doi.org/10.53400/mimbar-sd.v9i1.44253
- Suyudi, M., Suyatno, S., Rahmatullah, A. S., Rachmawati, Y., & Hariyati, N. (2022). The Effect of Instructional Leadership and Creative Teaching on Student Actualization: Student Satisfaction as a Mediator Variable. *International Journal of Instruction*, 15(1), 113–134. https://doi.org/10.29333/iji.2022.1517a
- Tamsah, H., Yusriadi, Y., Hasbi, H., Haris, A., & Ajanil, B. (2023). Training Management on Training Effectiveness and Teaching Creativity in the COVID-19 Pandemic. *Education Research International*, 2023, 1–15. https://doi.org/10.1155/2023/6588234
- Tang, C., Mao, S., Naumann, S. E., & Xing, Z. (2022). Improving student creativity through digital technology products: A literature review. *Thinking Skills and Creativity*, 44, 101032. https://doi.org/10.1016/j.tsc.2022.101032
- Tantawy, N. (2020). Investigating Teachers' Perceptions of the Influence of Professional Development on Teachers' Performance and Career Progression. Arab World English Journal, 11(1), 181–194. https://doi.org/10.24093/awej/vol11no1.15
- Thiagarajan, T., & Kumar, K. S. (2018). Organizational Climate for Innovation and Creativity. *BVIMSR's Journal of Management Research*, 10(1), 165–173.
- Thomas, J. (2022). Create Aspire Transform: How can Creative Professional Development (CPD) support Creative Cultural Learning in schools? *International Journal of Art and Design Education*, 41(1), 125–141. https://doi.org/10.1111/jade.12396
- Tierney, P., & Farmer, S. M. (2011). Creative *Self-efficacy* Development and Creative Performance Over Time. *Journal of Applied Psychology*, 96(2), 277–293. https://doi.org/10.1037/a0020952
- Tindan, T. N., Abubakari, M. A., Antwi, V., Dorsah, P., & Kwakye, D. O. (2023). Gender Perspective of Interpersonal Relationships in Pre-Tertiary Schools as a Teacher Motivator. *Mediterranean Journal of Social Sciences*, 14(1), 67.

- Trau, R. N. C. (2015). The Impact of Discriminatory Climate Perceptions on the Composition of Intraorganizational Developmental Networks, Psychosocial Support, and Job and Career Attitudes of Employees with an Invisible Stigma. *Human Resource Management*, 54(2), 345–366. https://doi.org/https://doi.org/10.1002/hrm.21630
- Tripathi, A., & Kalia, P. (2022). Examining the effects of supportive work environment and organisational learning culture on organisational performance in information technology companies: The mediating role of learning agility and organisational innovation. *Innovation: Organization and Management*, 26(2), 257–277. https://doi.org/10.1080/14479338.2022.2116640
- Uchenna, O. A., & Nwagbo, C. R. (2021). Impact of Teacher Creativity Fostering Behaviour on Students' Academic Achievement in Biology in Enugu State, Nigeria. International Journal of Mechanical and Production Engineering Research and Development, 11(3), 283–296. https://doi.org/10.24247/ijmperdjun202124
- Ullah, I., Hameed, R. M., & Mahmood, A. (2023). The impact of proactive personality and psychological capital on innovative work behavior: evidence from software houses of Pakistan. *European Journal of Innovation Management*, *ahead-of-p*(ahead-of-print). https://doi.org/10.1108/EJIM-01-2022-0022
- Usher, E. L., & Morris, D. B. (2023). *Self-efficacy* (H. S. Friedman & C. H. B. T.-E. of M. H. (Third E. Markey (Eds.); pp. 117–124). Academic Press. https://doi.org/https://doi.org/10.1016/B978-0-323-91497-0.00085-0
- UU Nomor 2 Tahun 2002 tentang Kepolisian Negara Republik Indonesia, (2002).
- Valdés Sánchez, V., & Gutiérrez-Esteban, P. (2023). Challenges and enablers in the advancement of educational innovation. The forces at work in the transformation of education. *Teaching and Teacher Education*, 135, 104359. https://doi.org/10.1016/j.tate.2023.104359
- van Eck, N. J., & Waltman, L. (2014). Visualizing Bibliometric Networks BT Measuring Scholarly Impact: Methods and Practice (Y. Ding, R. Rousseau, & D. Wolfram (Eds.); pp. 285–320). Springer International Publishing. https://doi.org/10.1007/978-3-319-10377-8_13
- Van Nguyen, T., Nguyen, H. T., Cao, C. D., & Vu, H. T. T. (2023). Activities of the practice teaching organization and vocational teaching facilities in collaboration between the vocational school and units employing. *Journal of Education and E-Learning Research*, 10(2), 243–249. https://doi.org/10.20448/jeelr.v10i2.4588
- Vanderhoof, M., & Miller, S. (2021). Utilizing innovative teaching methods to design a new geriatric pharmacy elective. *Currents in Pharmacy Teaching and Learning*, 13(7), 749–752. https://doi.org/10.1016/j.cptl.2021.03.022

- Velasco, D., Boni, A., & Chalela, S. (2021). Developing Transformative Innovation Through Policy Experimentation in Two Colombian Universities BT Science, Technology, and Higher Education: Governance Approaches on Social Inclusion and Sustainability in Latin America (L. A. Orozco, G. Ordóñez-Matamoros, J. H. Sierra-González, J. García-Estévez, & I. Bortagaray (Eds.); pp. 181–204). Springer International Publishing. https://doi.org/10.1007/978-3-030-80720-7_7
- Vičič Krabonja, M., Kustec, S., Skrbinjek, V., Aberšek, B., & Flogie, A. (2024). Innovative Professional Learning Communities and Sustainable Education Practices through Digital Transformation. *Sustainability*, *16*(14), 6250. https://doi.org/10.3390/su16146250
- Viđak, M., Tomić, V., Buljan, I., Tokalić, R., & Marušić, A. (2023). Perception of organizational climate by university staff and students in medicine and humanities: A qualitative study. *Accountability in Research*, 1–27. https://doi.org/10.1080/08989621.2023.2173586
- Volery, T., & Tarabashkina, L. (2021). The impact of organisational support, employee creativity and work centrality on innovative work behaviour. *Journal of Business Research*, 129, 295–303. https://doi.org/10.1016/j.jbusres.2021.02.049
- Volmer, J., Spurk, D., Orth, M., & Göritz, A. (2022). Reciprocal Effects of Career Adaptability and Occupational Self-efficacy: A Three-Wave Longitudinal Study With Varying Time Lags. Journal of Career Assessment, 31(4), 665–685. https://doi.org/10.1177/10690727221140050
- VOSviewer. (2023). Welcome to VOSviewer. https://www.vosviewer.com/
- Wadaani, M. (2023). The influence of preservice education and professional development in mathematics Teachers' attitudes toward nurturing creativity and supporting the gifted. *Journal of Creativity*, 33(1), 100043. https://doi.org/10.1016/j.yjoc.2023.100043
- Waheed, H., & Dastgeer, G. (2019). The impact of proactive personality on radical and incremental creativity: an interactionist perspective. *Amazonia Investiga*, 8, 706–718. https://amazoniainvestiga.info/index.php/amazonia/article/view/210
- Wang, M., & Wanberg, C. R. (2017). 100 years of applied psychology research on individual careers: From career management to retirement. *Journal of Applied Psychology*, 102(3), 546–563. https://doi.org/10.1037/apl0000143
- Wang, S., Wu, J., He, C., & Gu, J. (2022). The impact of authoritarian leadership on employee creativity: the joint moderating roles of benevolent leadership and power distance. *Journal of Managerial Psychology*, *37*(6), 527–544. https://doi.org/10.1108/JMP-01-2021-0046
- Wang, X., Wang, M., & Xu, F. (2022). The role of synergistic interplay among proactive personality, leader creativity expectations, and role clarity in

- stimulating employee creativity. *Frontiers in Psychology*, *13*(July), 1–13. https://doi.org/10.3389/fpsyg.2022.699411
- Wang, Z., Yu, K., Xi, R., & Zhang, X. (2019). Servant leadership and career success: the effects of career skills and proactive personality. *Career Development International*, 24(7), 717–730. https://doi.org/10.1108/CDI-03-2019-0088
- Wei, J.-H., Chuang, H.-H., & Smith, T. J. (2022). The Relationship between a School Culture's Openness to Creative Solutions and Inquiry-based Teaching Practices. *The Journal of Creative Behavior*, 56(3), 382–395. https://doi.org/https://doi.org/10.1002/jocb.535
- Wen, J., Deng, P., Zhang, Q., & Chang, C. P. (2021). Is higher government efficiency bringing about higher innovation? *Technological and Economic Development of Economy*, 27(3), 626–655. https://doi.org/10.3846/tede.2021.14269
- Wen, Y., Liu, F., Pang, L., & Chen, H. (2022). Proactive Personality and Career Adaptability of Chinese Female Pre-Service Teachers in Primary Schools: The Role of Calling. *Sustainability*, *14*(7). https://doi.org/10.3390/su14074188
- Widodo, W., & Gunawan, R. M. B. (2021). Effect of grit on the teaching creativity of Indonesian teachers: The mediating role of organizational commitment and knowledge management. Cogent Education, 8(1). https://doi.org/10.1080/2331186X.2021.2006111
- Wooltorton, S., Guenther, J., Poelina, A., Blaise, M., Collard, L., & White, P. (2022). Learning regenerative cultures: Indigenous nations in higher education renewal in Australia. *Asia Pacific Education Review*, https://doi.org/10.1007/s12564-022-09789-y
- Wujema, B. K., Rasdi, R. M., Zaremohzzabieh, Z., & Ahrari, S. (2022). The Role of *Self-efficacy* as a Mediating Variable in CareerEDGE Employability Model: The Context of Undergraduate Employability in the North-East Region of Nigeria. *Sustainability (Switzerland)*, 14(8). https://doi.org/10.3390/su14084660
- Xu, Q. J., Yunlu, D. G., & Kim, S. (2021). An examination of mediating processes of work and nonwork support for employee development. *Human Resource Development Quarterly*, 32(3), 301–318. https://doi.org/https://doi.org/10.1002/hrdq.21424
- Yan, Z. (2022). Enhancing Students' *Self-efficacy* in Creativity and Learning Performance in the Context of English Learning: The Use of Self-Assessment Mind Maps. *Frontiers in Psychology*, 13. https://doi.org/10.3389/fpsyg.2022.871781
- Yang, F., & Chau, R. (2016a). Proactive personality and career success. *Journal of Managerial Psychology*, 31(2), 467–482. https://doi.org/10.1108/JMP-04-2014-0139
- Yang, F., & Chau, R. (2016b). Proactive personality and career success. Journal of

- *Managerial Psychology*, *31*(2), 467–482. https://doi.org/10.1108/JMP-04-2014-0139
- Yeo, J., Steven, A., Pearson, P., & Price, C. (2010). Influences on self-evaluation during a clinical skills programme for nurses. *Advances in Health Sciences Education*, 15(2), 195–217. https://doi.org/10.1007/s10459-009-9192-0
- Yiming, Y., Kayani, S., Alghamdi, A., & Liu, J. (2023). Moderated Mediation Model for the Association of Educational Identity and Career Identity Development of Physical Education Students. *Psychology Research and Behavior Management*, *Volume 16*(August), 3573–3581. https://doi.org/10.2147/PRBM.S417532
- Yu, H., Dong, Z., Guan, X., Yan, C., Su, X., & Cheng, L. (2023). A Multiple Mediational Meta-Analysis of the Influence of Proactive Personality on Subjective Career Success at the Career Exploration Stage. *Journal of Career Assessment*, 31(2), 236–261. https://doi.org/10.1177/10690727221106069
- Yu, X., Luo, N., Liu, X., Li, H., Li, L., & Mei, Y. (2021). Effect of Proactive Personality on Career Decidedness: The Mediating Role of Career Exploration and the Moderating Role of Anticipated Regret. *Frontiers in Psychology*, 12(November). https://doi.org/10.3389/fpsyg.2021.763224
- Zakharov, D., & Ciobanu, G. (2022). Priority Factors of Innovation for the Development of Country. *Public Policy and Accounting*, *I*(1(5)), 15–22. https://doi.org/10.26642/ppa-2022-1(4)-15-22
- Zhang, J., Zhu, F., Liu, N., & Cai, Z. (2022). Be in Your Element: The Joint Effect of Human Resource Management Strength and Proactive Personality on Employee Creativity. Frontiers in Psychology, 13(March). https://doi.org/10.3389/fpsyg.2022.851539
- Zhang, W., & Xu, F. (2024). Proactive personality, transformational leadership and ethical standards: influences on radical creativity. *Management Decision*, 62(1), 25–49. https://doi.org/10.1108/MD-05-2022-0666
- Zimmermann, J., Preuß, J. S., & Jonkmann, K. (2024). Proactive personality and international student mobility: Patterns of self-selection and development. *Personality and Individual Differences*, 219(December 2023), 10–15. https://doi.org/10.1016/j.paid.2023.112501