

DAFTAR PUSTAKA

- Abiyasa, A., & Utama, L. (2023). The Effect of Entrepreneurial Leadership on MSME Performance in Pasar Lama with Intermediate Variables of Innovation Management and Learning Orientation. *International Journal of Application on Economics and Business*, 1(1), 172–180. <https://doi.org/10.24912/ijaeb.v1i1.172-180>
- Adler, P. S., & Kwon, S. (2002). *Social Capital : Prospects for a New Concept Author (s) : Paul S . Adler and Seok-Woo Kwon Source : The Academy of Management Review , Jan . , 2002 , Vol . 27 , No . 1 (Jan . , 2002) , pp . Published by : Academy of Management Stable URL : https://www.jst. 27(1), 17–40.*
- Al Harbi, J. A., Alarifi, S., & Mosbah, A. (2019). Transformation leadership and creativity: Effects of employees psychological empowerment and intrinsic motivation. *Personnel Review*, 48(5), 1082–1099. <https://doi.org/10.1108/PR-11-2017-0354>
- Alvarez, S. A., & Busenitz, L. W. (2001). The entrepreneurship of resource-based theory. *Journal of Management*, 27(6), 755–775. <https://doi.org/10.1177/014920630102700609>
- Alves, R. B. C., & Pinheiro, P. (2022). Factors Influencing Tacit Knowledge Sharing in Research Groups in Higher Education Institutions. *Administrative Sciences*, 12(3). <https://doi.org/10.3390/admsci12030089>
- Amabile, T.M. and Mueller, J. S. (2008). *Studying Creativity, Its Processes, and Its Antecedents: An Exploration of the Componential Theory of Creativity* (pp. 33–64). In Zhou, J. and Shalley, C.E., Eds., *Handbook of Organizational Creativity*, Lawrence Erlbaum Associates.
- Amabile, B. Y. T. M. (1998). How to kill creativity. In *Harvard Business School Publishing*.
- Amabile, T. M. (1983). The social psychology of creativity: A componential conceptualization. *Journal of Personality and Social Psychology*, 45(2), 357–376. <https://doi.org/10.1037/0022-3514.45.2.357>
- Amabile, T. M. (1988). AMABILE-Teresa-A-model-of-creativity-and-innovation-in-organizations.pdf. In *Research in Organizational behavior* (Vol. 10, pp. 123–167).
- Amabile, T. M. (1993). Motivational synergy: Toward new conceptualizations of intrinsic and extrinsic motivation in the workplace. *Human Resource Management Review*, 3(3), 185–201. [https://doi.org/10.1016/1053-4822\(93\)90012-S](https://doi.org/10.1016/1053-4822(93)90012-S)
- Amabile, T. M., Conti, R., Coon, H., Lazenby, J., & Herron, M. (1996). Assessing the work environment for creativity. *Academy of Management Journal*, 39(5), 1154–1184. <https://doi.org/10.2307/256995>

- Amabile, T. M., & Gryskiewicz, N. D. (1989). The Creative Environment Scales: Work Environment Inventory. *Creativity Research Journal*, 2(4), 231–253. <https://doi.org/10.1080/10400418909534321>
- Amabile, T. M., & Pratt, M. G. (2016). The dynamic componential model of creativity and innovation in organizations: Making progress, making meaning. *Research in Organizational Behavior*, 36, 157–183. <https://doi.org/10.1016/j.riob.2016.10.001>
- Amabile, T. M., Schatzel, E. A., Moneta, G. B., & Kramer, S. J. (2004). Leader behaviors and the work environment for creativity: Perceived leader support. *Leadership Quarterly*, 15(1), 5–32. <https://doi.org/10.1016/j.leaqua.2003.12.003>
- Andrew H . Van de Ven. (1986). Central Problems in the Management of Innovation. *Management Science*, 32(5), 590–607. <http://www.jstor.org/stable/2631848>
- Arikunto, S. (2010). *Metode Penelitian*. Rineka Cipta.
- Arsanti, T. A., Rupidara, N., & Bondarouk, T. (2024). Managing knowledge flows within open innovation: knowledge sharing and absorption mechanisms in collaborative innovation. *Cogent Business and Management*, 11(1). <https://doi.org/10.1080/23311975.2024.2351832>
- Avey, J. B., Reichard, R. J., Luthans, F., & Mhatre, K. H. (2011). Meta-analysis of the impact of positive psychological capital on employee attitudes, behaviors, and performance. *Human Resource Development Quarterly*, 22(2), 127–152. <https://doi.org/10.1002/hrdq.20070>
- Bagheri, A. (2017). The impact of entrepreneurial leadership on innovation work behavior and opportunity recognition in high-technology SMEs. *Journal of High Technology Management Research*, 28(2), 159–166. <https://doi.org/10.1016/j.hitech.2017.10.003>
- Bakker, A. B., & Demerouti, E. (2008). Towards a model of work engagement. *Career Development International*, 13(3), 209–223. <https://doi.org/10.1108/13620430810870476>
- Balzac, S. R. (2011). *Organizational Development*. USA :The McGraw-Hill,.
- Bandura, A., Barbaranelli, C., Caprara, G. V., & Pastorelli, C. (2001). Self-efficacy beliefs as shapers of children's aspirations and career trajectories. *Child Development*, 72(1), 187–206. <https://doi.org/10.1111/1467-8624.00273>
- Barney, J. B. (1991). *Special Theory Forum The Resource-Based Model of the Firm: Origins, Implications, and Prospects* (pp. 17(1), 97–98). *Journal of Management*. <https://doi.org/https://doi.org/10.1177/014920639101700107>
- Barney, J. B., & Wright, P. M. (1998). On becoming a strategic partner: The role of human resources in gaining competitive advantage. *Human Resource Management*, 37(1), 31–46. [https://doi.org/10.1002/\(SICI\)1099-050X\(199821\)37:1<31::AID-HRM4>3.0.CO;2-W](https://doi.org/10.1002/(SICI)1099-050X(199821)37:1<31::AID-HRM4>3.0.CO;2-W)

- Baskoro, B. D. (2021). Work Value, Knowledge Sharing, and Creative Performance among Construction Employees in Jakarta. *RUDN Journal of Public Administration*, 8(2), 200–215. <https://doi.org/10.22363/2312-8313-2021-8-2-200-215>
- Bavik, Y. L., Tang, P. M., Shao, R., & Lam, L. W. (2018). Ethical leadership and employee knowledge sharing: Exploring dual-mediation paths. *Leadership Quarterly*, 29(2), 322–332. <https://doi.org/10.1016/j.leaqua.2017.05.006>
- Bock, G.-W., Zmud, R. W., Kim, Y., & Lee, J. (2005). Behavioural intention formation Knowledge Sharing : Examining the roles of extrinsic motivators , socioc-psychological forces, and organizational. *Special Issue on Information Technologies and Knowledge Management*, 29(1), 87–111.
- Bock, G. W., & Kim, Y. G. (2002). Breaking the Myths of Rewards: An Exploratory Study of Attitudes about Knowledge Sharing. *Information Resources Management Journal (IRMJ)*, 15(2), 14–21. <https://doi.org/10.4018/irmj.2002040102>
- Boer, N.I. & van Baalen, P.J. & Kumar, K. (2002). The Importance of Sociality for Understanding Knowledge Sharing Processes in Organizational Contexts. *ERIM Report Series Research in Management ERS-2002-05-LIS*, Erasmus Research Institute of Management (ERIM), ERIM Is the Joint Research Institute of the Rotterdam School of Management, Erasmus University and the Erasmus School of Economics (ESE) at Erasmus.
- Bouzari, M., & Karatepe, O. M. (2020). Does optimism mediate the influence of work-life balance on hotel salespeople's life satisfaction and creative performance? *Journal of Human Resources in Hospitality and Tourism*, 19(1), 82–101. <https://doi.org/10.1080/15332845.2020.1672250>
- Brunetto, Y., Saheli, N., Dick, T., & Nelson, S. (2022). Psychosocial Safety Climate, Psychological Capital, Healthcare SLBs' Wellbeing and Innovative Behaviour During the COVID 19 Pandemic. *Public Performance and Management Review*, 45(4), 751–772. <https://doi.org/10.1080/15309576.2021.1918189>
- Cai, B., Shafait, Z., & Chen, L. (2022). Teachers' Adoption of Emotions-Based Learning Outcomes: Significance of Teachers' Competence, Creative Performance, and University Performance. *Frontiers in Psychology*, 13(June), 1–12. <https://doi.org/10.3389/fpsyg.2022.812447>
- Cai, W., Lysova, E. I., Bossink, B. A. G., Khapova, S. N., & Wang, W. (2019). Psychological capital and self-reported employee creativity: The moderating role of supervisor support and job characteristics. *Creativity and Innovation Management*, 28(1), 30–41. <https://doi.org/10.1111/caim.12277>
- Carmeli, A., Gelbard, R., & Reiter-Palmon, R. (2013). Leadership, Creative Problem-Solving Capacity, and creative Performance: The Importance of Knowledge Sharing. *Human Resource Management*, 52(1), 95–121. <https://doi.org/10.1002/hrm>

- Chatzoglou, P., & Chatzoudes, D. (2018). The role of innovation in building competitive advantages: an empirical investigation. *European Journal of Innovation Management*, 21(1), 44–69. <https://doi.org/10.1108/EJIM-02-2017-0015>
- Chen, M. H. (2007). Entrepreneurial leadership and new ventures: Creativity in entrepreneurial teams. *Creativity and Innovation Management*, 16(3), 239–249. <https://doi.org/10.1111/j.1467-8691.2007.00439.x>
- Chen, Q., Wen, Z., Kong, Y., Niu, J., & Hau, K. T. (2017). Influence of leaders' psychological capital on their followers: Multilevel mediation effect of organizational identification. *Frontiers in Psychology*, 8(OCT), 1–12. <https://doi.org/10.3389/fpsyg.2017.01776>
- Chen, W., Zhu, X., Sun, S., Liao, S., & Guo, Z. (2021). The Impact of Employees' Psychological Capital on Innovative Work Behavior: The Chain Mediating Effect of Knowledge Donating and Knowledge Collecting. *Frontiers in Psychology*, 12(December). <https://doi.org/10.3389/fpsyg.2021.761399>
- Chiang, H. L., Lien, Y. C., Lin, A. P., & Chuang, Y. T. (2022). How Followership Boosts Creative Performance as Mediated by Work Autonomy and Creative Self-Efficacy in Higher Education Administrative Jobs. *Frontiers in Psychology*, 13(May), 1–10. <https://doi.org/10.3389/fpsyg.2022.853311>
- Chiu, C. K., Lin, C. P., Tsai, Y. H., & Teh, S. F. (2018). Enhancing knowledge sharing in high-tech firms: The moderating role of collectivism and power distance. *Cross Cultural and Strategic Management*, 25(3), 468–491. <https://doi.org/10.1108/CCSM-03-2017-0034>
- Chiu, C. Y. C., Owens, B. P., & Tesluk, P. E. (2016). Initiating and utilizing shared leadership in teams: The role of leader humility, team proactive personality, and team performance capability. *Journal of Applied Psychology*, 101(12), 1705–1720. <https://doi.org/10.1037/apl0000159>
- Chow, I. H. S. (2018). The mechanism underlying the empowering leadership-creativity relationship. *Leadership and Organization Development Journal*, 39(2), 202–217. <https://doi.org/10.1108/LODJ-03-2016-0060>
- Christyani, N. A., & Sudibjo, N. (2022). Teacher Creative Performance Berdasarkan Competence Based Trust, Explicit Knowledge Contribution dan Digital Knowledge Sharing. *JlIP - Jurnal Ilmiah Ilmu Pendidikan*, 5(10), 4177–4186. <https://doi.org/10.54371/jiip.v5i10.986>
- Cogliser, C. C., & Brigham, K. H. (2004). The intersection of leadership and entrepreneurship: Mutual lessons to be learned. *Leadership Quarterly*, 15(6), 771–799. <https://doi.org/10.1016/j.leaqua.2004.09.004>
- Collins, C. J., & Smith, K. G. (2006). Knowledge exchange and combination: The role of human resource practices in the performance of high-technology firms. *Academy of Management Journal*, 49(3), 544–560. <https://doi.org/10.5465/AMJ.2006.21794671>

- Covin, Jeffrey, G., & Slevin, Dennis, P. (1989). Strategic Management of Small Firms in Hostile and Benign Environments. *Strategic Management Journal*, 10(March 1987), 75–87.
- Covin, J. G., & Slevin, D. P. (2002). The Entrepreneurial Imperatives of Strategic Leadership. *Strategic Entrepreneurship: Creating a New Mindset*, 309–327. <https://doi.org/10.1002/9781405164085.ch14>
- Csikszentmihalyi, M. (1996). Creativity: Flow and the Psychology of Discovery and Invention. *HarperCollins*, 28(5), 714–716.
- Csikszentmihalyi, M. (1999). If we are so rich, why aren't we happy? *American Psychologist*, 54(10), 821–827. <https://doi.org/10.1037//0003-066x.54.10.821>
- De Vries, R. E., Van Den Hooff, B., & De Ridder, J. A. (2006). Explaining knowledge sharing: The role of team communication styles, job satisfaction, and performance beliefs. *Communication Research*, 33(2), 115–135. <https://doi.org/10.1177/0093650205285366>
- Dr. Ume Sumayya, Dr. Ume Amen, & Ramsha Imran. (2021). Workplace Fun and Creative Performance of Employees. *Reviews of Management Sciences*, 3(1), 37–48. <https://doi.org/10.53909/rms.03.01.069>
- Drucker, P. (1986). *Innovation and entrepreneurship: Practice and principles*. Harper & Row.
- Dysvik, Anders; Buch, Robert; Kuvaas, B. (2015). Knowledge donating and knowledge collecting. *Leadership & Organization Development Journal*, 34(1), 35–53. <https://doi.org/doi:10.1108/LODJ-11-2012-0145>
- Eisenhardt, K. M., & Martin, J. A. (2000). Dynamic capabilities: What are they? *Strategic Management Journal*, 21(10–11), 1105–1121. [https://doi.org/10.1002/1097-0266\(200010/11\)21:10/11<1105::AID-SMJ133>3.0.CO;2-E](https://doi.org/10.1002/1097-0266(200010/11)21:10/11<1105::AID-SMJ133>3.0.CO;2-E)
- Ellegaard, O., & Wallin, J. A. (2015). The bibliometric analysis of scholarly production: How great is the impact? *Scientometrics*, 105(3), 1809–1831. <https://doi.org/10.1007/s11192-015-1645-z>
- Endres, M. L., Endres, S. P., Chowdhury, S. K., & Intakhab, A. (2007). Tacit knowledge sharing, self-efficacy theory, and application to the Open Source community. *Journal of Knowledge Management*, 11(3), 92–103. <https://doi.org/10.1108/13673270710752135>
- Enhancing Creativity When Solving Contradictory*. (1996). April, 78–82.
- Ettlie, J. E., & O'Keefe, R. D. (1982). Innovative Attitudes, Values, and Intentions in Organizations [1]. *Journal of Management Studies*, 19(2), 163–182. <https://doi.org/10.1111/j.1467-6486.1982.tb00066.x>
- Fang, Y. C., Chen, J. Y., Wang, M. J., & Chen, C. Y. (2019). The impact of inclusive leadership on employees' innovative behaviors: The mediation of psychological capital. *Frontiers in Psychology*, 10(AUG). <https://doi.org/10.3389/fpsyg.2019.01803>

- Farazmand, A. (2004). Innovation in Strategic Human Resource Management: Building Capacity in the Age of Globalization. *Public Organization Review*, 4(1), 3–24. <https://doi.org/10.1023/b:porj.0000015649.54219.b7>
- Ferdinand, A. (2014). *Metode penelitian manajemen: Pedoman penelitian untuk penulisan skripsi tesis dan disertasi ilmu manajemen*. Univ. Diponegoro Press.
- Ford, C. M., Sharfman, M. P., & Dean, J. W. (2008). Factors associated with creative strategic decisions. *Creativity and Innovation Management*, 17(3), 171–185. <https://doi.org/10.1111/j.1467-8691.2008.00486.x>
- Gao, Q., Wu, C., Wang, L., & Zhao, X. (2020). The Entrepreneur's Psychological Capital, Creative Innovation Behavior, and Enterprise Performance. *Frontiers in Psychology*, 11(July), 1–12. <https://doi.org/10.3389/fpsyg.2020.01651>
- Garson, G. D. (2016). Partial least squares. Regression and structural equation models. In *Multi-Label Dimensionality Reduction*. G. David Garson and Statistical Associates Publishing. https://doi.org/https://doi.org/10.1007/978-3-319-05542-8_15-1
- Gartner, W. B. (1988). “Who is an entrepreneur?” is the wrong question (pp. 12(4), 11-32.). *American Journal of Small Business*.
- George, J. M., & Zhou, J. (2001). When openness to experience and conscientiousness are related to creative behavior: An interactional approach. *Journal of Applied Psychology*, 86(3), 513–524. <https://doi.org/10.1037/0021-9010.86.3.513>
- Ghozali, I. (2014). *Structural Equation Modeling, Metode Alternatif dengan Partial Least Square (PLS)*. Badan Penerbit Universitas Diponegoro.
- Goh, S. K., Jayaraman, K., Mostafiz, I., & Leow, Y. M. (2020). The effect of organisational climate on employees' creative performance through knowledge sharing behaviour. *Electronic Journal of Knowledge Management*, 18(1), 1–14. <https://doi.org/10.34190/EJKM.18.01.001>
- Gong, Y. (2010). Employee learning orientation, transformational leadership, and employee creativity: The mediating role of employee creative self-efficacy. *Development and Learning in Organizations: An International Journal*, 24(2), 366–372. <https://doi.org/10.1108/dlo.2010.08124bad.003>
- Goodall, A. H., McDowell, J. M., & Singell, L. D. (2021). Leadership and the Research Productivity of University Departments. *SSRN Electronic Journal*, 7903. <https://doi.org/10.2139/ssrn.2385160>
- Gough, H. G. (1979). A creative personality scale for the Adjective Check List. *Journal of Personality and Social Psychology*, 37(8), 1398–1405. <https://doi.org/10.1037/0022-3514.37.8.1398>
- Grant, R. M. (1991). The resource-based theory of competitive advantage: Implications for strategy formulation. *California Management Review*, 33(3), 114–135. <https://doi.org/10.1016/b978-0-7506-7088-3.50004-8>

- Grant, R. M. (1996). Toward a Knowledge-Based Theory of the Firm Author (s): Robert M . Grant Source : Strategic Management Journal , Winter , 1996 , Vol . 17 , Special Issue : Knowledge and the Firm (Winter , 1996), pp . 109-122 Published by : Wiley Stable URL : <https://doi.org/10.1002/jocb.135>
- Gu, J., Chen, Z., Huang, Q., Liu, H., & Huang, S. (2018). A Multilevel Analysis of the Relationship between Shared Leadership and Creativity in Inter-Organizational Teams. *Journal of Creative Behavior*, 52(2), 109–126. <https://doi.org/10.1002/jocb.135>
- Gupta, V., MacMillan, I. C., & Surie, G. (2004). Entrepreneurial leadership: Developing and measuring a cross-cultural construct. *Journal of Business Venturing*, 19(2), 241–260. [https://doi.org/10.1016/S0883-9026\(03\)00040-5](https://doi.org/10.1016/S0883-9026(03)00040-5)
- Hair, J. F., Hult, G. T. M., Ringle, C. M., Sarstedt, M., Danks, N. P., & Ray, S. (2021). *Evaluation of Formative Measurement Models*. https://doi.org/10.1007/978-3-030-80519-7_5
- Hair, J. F., Ringle, C. M., & Sarstedt, M. (2011). PLS-SEM: Indeed a silver bullet. *Journal of Marketing Theory and Practice*, 19(2), 139–152. <https://doi.org/10.2753/MTP1069-6679190202>
- Hair, J. F., Ringle, C. M., & Sarstedt, M. (2013). Partial Least Squares Structural Equation Modeling: Rigorous Applications, Better Results and Higher Acceptance. *Long Range Planning*, 46(1–2), 1–12. <https://doi.org/10.1016/j.lrp.2013.01.001>
- 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>
- Harrison, C., Burnard, K., & Paul, S. (2018). Entrepreneurial leadership in a developing economy: a skill-based analysis. *Journal of Small Business and Enterprise Development*, 25(3), 521–548. <https://doi.org/10.1108/JSBED-05-2017-0160>
- Hau, Y. S., & Kim, Y. G. (2011). Why would online gamers share their innovation-conducive knowledge in the online game user community? Integrating individual motivations and social capital perspectives. *Computers in Human Behavior*, 27(2), 956–970. <https://doi.org/10.1016/j.chb.2010.11.022>
- Hou, F., Su, Y., Qi, M. De, Dong, B. bao, & Jia, Y. ling. (2024). A multilevel investigation of the cascading effect of entrepreneurial leadership on employee creativity: Evidence from Chinese hospitality and tourism firms. *Tourism Management*, 100(December 2022). <https://doi.org/10.1016/j.tourman.2023.104816>
- Hou, F., Su, Y., Qi, M., Wang, L., & Wang, Q. (2021). Entrepreneurial Team Knowledge Diversity and Creativity: A Multilevel Analysis of Knowledge Sharing, Individual Creativity, and Team Creativity. *Frontiers in Psychology*, 12(September). <https://doi.org/10.3389/fpsyg.2021.717756>

- Hu, R., Li, Y., Huang, J., Zhang, Y., Jiang, R., & Dunlop, E. (2023). Psychological capital and breakthrough innovation: The role of tacit knowledge sharing and task interdependence. *Frontiers in Psychology*, 14(February), 1–13. <https://doi.org/10.3389/fpsyg.2023.1097936>
- Huang, L., & Luthans, F. (2015). Toward better understanding of the learning goal orientation-creativity relationship: The role of positive psychological capital. *Applied Psychology*, 64(2), 444–472. <https://doi.org/10.1111/apps.12028>
- Huang, S., Ding, D., & Chen, Z. (2014). Entrepreneurial leadership and performance in chinese new ventures: A moderated mediation model of exploratory innovation, exploitative innovation and environmental dynamism. *Creativity and Innovation Management*, 23(4), 453–471. <https://doi.org/10.1111/caim.12085>
- Hubner, S. (2020). When entrepreneurs become leaders: How entrepreneurs deal with people management. *International Journal of Entrepreneurial Venturing*, 12(2), 161–182. <https://doi.org/10.1504/IJEV.2020.105571>
- Hunter, S. T., Bedell, K. E., & Mumford, M. D. (2007). Climate for creativity: A quantitative review. *Creativity Research Journal*, 19(1), 69–90. <https://doi.org/10.1080/10400410709336883>
- Hussain, N., & Li, B. (2022). Entrepreneurial Leadership and Entrepreneurial Success: The Role of Knowledge Management Processes and Knowledge Entrepreneurship. *Frontiers in Psychology*, 13(March). <https://doi.org/10.3389/fpsyg.2022.829959>
- Indriartiningtias, R., Subagyo, & Hartono, B. (2019). Creativity of small firms in creative industry: Initial evidence from Indonesia. *International Journal of Engineering Business Management*, 11, 1–13. <https://doi.org/10.1177/1847979019849135>
- Jeffrey G. Covin, D. P. S. (1991). A Conceptual Model of Entrepreneurship as Firm Behavior. *Entrepreneurship Theory and Practice*, 16(1), 7–257.
- Jia, L., Shaw, J. D., Tsui, A. S., & Park, T. Y. (2014). A social–structural perspective on employee–organization relationships and team creativity. *Academy of Management Journal*, 57 (3)(2014), 869–891. <https://doi.org/10.5465/amj.2011.0147>
- Jiang, B., Kumar, T., Rehman, N., Hameed, R., Kiziloglu, M., & Israr, A. (2022). Role of Psychological Contracts in Enhancing Employee Creativity Through Knowledge Sharing: Do Boundary Conditions of Organization’s Socialization and Work-Related Curiosity Matter? *Frontiers in Psychology*, 13(June). <https://doi.org/10.3389/fpsyg.2022.834041>
- Jogiyanto, H. (2018). *tode Pengumpulan Data dan Teknik Analisis Data*. Andi.

- Judge, T. A., & Bono, J. E. (2001). Relationship of core self-evaluations traits - Self-esteem, generalized self-efficacy, locus of control, and emotional stability - With job satisfaction and job performance: A meta-analysis. *Journal of Applied Psychology*, 86(1), 80–92. <https://doi.org/10.1037/0021-9010.86.1.80>
- Kanter, R. M. (2000). *When a Thousand Flowers Bloom: Structural, Collective, and Social Conditions for Innovation in Organizations*. In Research in Organizational Behavior. Vol. 22, edited by B. Staw and R. Sutton.
- Kawalya, C., Munene, J. C., Ntayi, J., Kagaari, J., Mafabi, S., & Kasekende, F. (2019). Psychological capital and happiness at the workplace: The mediating role of flow experience. *Cogent Business and Management*, 6(1). <https://doi.org/10.1080/23311975.2019.1685060>
- Khan, G. F., Sarstedt, M., Shiau, W. L., Hair, J. F., Ringle, C. M., & Fritze, M. P. (2019). Methodological research on partial least squares structural equation modeling (PLS-SEM): An analysis based on social network approaches. *Internet Research*, 29(3), 407–429. <https://doi.org/10.1108/IntR-12-2017-0509>
- Landau, L. (2009). Humanan Capital Development and Its Impact on Firm Performance: Evidence From Developmental Economics. *Journal of International Social Research*, 2(8). <http://scholar.google.com/scholar?hl=en&btnG=Search&q=intitle:No+Titl e#0>
- Le, P. B., & Lei, H. (2018). The mediating role of trust in stimulating the relationship between transformational leadership and knowledge sharing processes. *Journal of Knowledge Management*, 22(3), 521–537. <https://doi.org/10.1108/JKM-10-2016-0463>
- Lerner, J., & Tirole, J. (2005). The Simple Economics of Open Source. *SSRN Electronic Journal*. <https://doi.org/10.2139/ssrn.224008>
- Li, C., Makhdoom, H. U. R., & Asim, S. (2020). Impact of entrepreneurial leadership on innovative work behavior: Examining mediation and moderation mechanisms. *Psychology Research and Behavior Management*, 13, 105–118. <https://doi.org/10.2147/PRBM.S236876>
- Li, N., Yan, Y., Yang, Y., & Gu, A. (2022). Artificial Intelligence Capability and Organizational Creativity: The Role of Knowledge Sharing and Organizational Cohesion. *Frontiers in Psychology*, 13(March), 1–10. <https://doi.org/10.3389/fpsyg.2022.845277>
- Liao, S. H., & Chen, C. C. (2018). Leader-member exchange and employee creativity: Knowledge sharing: the moderated mediating role of psychological contract. *Leadership and Organization Development Journal*, 39(3), 419–435. <https://doi.org/10.1108/LODJ-05-2017-0129>
- Lin, S.-W., & Lo, L. Y.-S. (2015). Integrating the reward systems and social network perspectives. *Journal of Knowledge Management*.

- Lu, L., Leung, K., & Koch, P. T. (2006). Managerial Knowledge Sharing: The Role of Individual, Interpersonal, and Organizational Factors. *Management and Organization Review*, 2(1), 15–41. <https://doi.org/10.1111/j.1740-8784.2006.00029.x>
- Lucas, B. (2016). A Five-Dimensional Model of Creativity and its Assessment in Schools. *Applied Measurement in Education*, 29(4), 278–290. <https://doi.org/10.1080/08957347.2016.1209206>
- Luthans, F., Avolio, B. J., Avey, J. B., & Norman, S. M. (2007). Positive psychological capital: Measurement and relationship with performance and satisfaction. *Personnel Psychology*, 60(3), 541–572. <https://doi.org/10.1111/j.1744-6570.2007.00083.x>
- Luthans, F., Avey, J. B., & Patera, J. L. (2008). Experimental analysis of a web-based training intervention to develop positive psychological capital. *Academy of Management Learning and Education*, 7(2), 209–221. <https://doi.org/10.5465/AMLE.2008.32712618>
- Lyles, R. V. W. J. J. P. J. M. A. (2008). Inter- and Intra-Organizational Knowledge Transfer: A Meta-Analytic Review and Assessment of its Antecedents and Consequences. *Journal of Management Studies*, June, 45:4. <https://doi.org/10.1109/RSETE.2011.5964192>
- M. L, E., & Alencar, S. de. (2001). Obstacles To Creativity. *Gifted Education International*, 15(2), 133–140.
- Mahmood, L., Abrams, D., Meleady, R., Hopthrow, T., Lalot, F., Swift, H., & Van de Vyver, J. (2019). Intentions, efficacy, and norms: The impact of different self-regulatory cues on reducing engine idling at long wait stops. *Journal of Environmental Psychology*, 66. <https://doi.org/10.1016/j.jenvp.2019.101368>
- Maitlo, A. A., Memon, S. B., & Syed, S. (2017). Influence of Psychological Capital on Knowledge Sharing Behaviour in Research Fellows of Public Sector Universities. *Journal of Business Strategies*, 11(2), 1–20. <https://search.proquest.com/docview/2033626046?accountid=17242>
- Malibari, M. A., & Bajaba, S. (2022). Entrepreneurial leadership and employees' innovative behavior: A sequential mediation analysis of innovation climate and employees' intellectual agility. *Journal of Innovation and Knowledge*, 7(4), 100255. <https://doi.org/10.1016/j.jik.2022.100255>
- Mascitelli R. (2000). From experience: Harnessing tacit knowledge to achieve breakthrough innovation. In *Journal of Product Innovation Management: Vol. 17(3)* (pp. 179–193). Journal of Product Innovation Management: an International Publication of the Product Development & Management Association. <https://doi.org/10.1111/1540-5885.1730179>
- Mathisen, G. E., & Einarsen, S. (2004). A Review of Instruments Assessing Creative and Innovative Environments Within Organizations. *Creativity Research Journal*, 16(1), 119–140. https://doi.org/10.1207/s15326934crj1601_12

- Mayo, A. (2000). The role of employee development in the growth of intellectual capital. *Personnel Review*, 29(4), 521–533. <https://doi.org/10.1108/00483480010296311>
- Mayo, A. (2001). The Human Value of the Enterprise Is There a Problem to Be Solved ? *QFinance*, 1–5.
- McClelland, D. C. (1961). *The achieving society*. NJ: Van Norstrand Co.
- Mehmood, M.S., Jian, Z., Akram, U. and Tariq, A. (2021). *Entrepreneurial leadership: the key to develop creativity in organizations*. *Leadership & Organization Development Journal* Vol. 42 No. 3, pp. 434-452. <https://doi.org/https://doi.org/10.1108/LODJ-01-2020-0008>
- Mehmood, M. S., Jian, Z., & Akram, U. (2020). Be so creative they can't ignore you! How can entrepreneurial leader enhance the employee creativity? *Thinking Skills and Creativity*, 38(August), 100721. <https://doi.org/10.1016/j.tsc.2020.100721>
- Miao, R., & Cao, Y. (2019). High-performance work system, work well-being, and employee creativity: Cross-level moderating role of transformational leadership. *International Journal of Environmental Research and Public Health*, 16(9), 1–24. <https://doi.org/10.3390/ijerph16091640>
- Mukti, A. P., Berliyanti, D. O., Adawiyah, W. R., Trisakti, U., Online, I., & Sharing, K. (2022). *Internal Online Knowledge Sharing for Bank Employees*. 11, 1542–1547.
- Mumford, M. D., & Gustafson, S. B. (1988). Creativity Syndrome: Integration, Application, and Innovation. *Psychological Bulletin*, 103(1), 27–43. <https://doi.org/10.1037/0033-2909.103.1.27>
- Mura, M., Lettieri, E., Spiller, N., & Radaelli, G. (2012). Intellectual capital and innovative work behaviour: Opening the black box. *International Journal of Engineering Business Management*, 4(1), 1–10. <https://doi.org/10.5772/54976>
- Nahapiet, J., & Sumantra, G. (1998). Social Capital , Intellectual Capital , and the Organizational Advantage Author (s): Janine Nahapiet and Sumantra Ghoshal Source : The Academy of Management Review , Vol . 23 , No . 2 (Apr ., 1998), pp . 242-266 Published by : Academy of Management St. *The Academy of Management Review*, 23(2), 242–266.
- Naila, D. L. (2025). *Measuring the uptake of process innovation by SMEs in food industry : a resource-based view perspective*. 3(1), 87–108. <https://doi.org/10.1108/IJSBI-08-2024-0040>
- Newman, A., Round, H., Wang, S., & Mount, M. (2020). Innovation climate: A systematic review of the literature and agenda for future research. *Journal of Occupational and Organizational Psychology*, 93(1), 73–109. <https://doi.org/10.1111/joop.12283>

- Nguyen Kim, N., & Nguyen Thi Hang, N. (2024). Rewards, knowledge sharing and individual work performance: an empirical study. *Cogent Business and Management*, 11(1). <https://doi.org/10.1080/23311975.2024.2359372>
- Nonaka, I., & Takeuchi, H. (1995). A theory of organizational knowledge creation Ikujiro Nonaka and Hirotaka Takeuchi Katsu hiro Umemoto. *IJTM, Special Publication on Unlearning and Learning*, 11(7/8), 833–845.
- Nursyirwan, V. I., Purwana, D., Suhud, U., Harahap, I. L. P., & Hasan, D. (2023). Knowledge Self-Efficacy, Rewards, and Knowledge Sharing Behavior in Indonesia. *Journal of Law and Sustainable Development*, 11(12), e1149. <https://doi.org/10.55908/sdgs.v11i12.1149>
- Nwanzu, C. L., & Babalola, S. S. (2022). The Influence of Psychological Ownership and Creative Self-Efficacy on Employee Creative Performance. *Pakistan Journal of Commerce and Social Sciences*, 16(1), 34–49.
- Oldham, G. R., & Cummings, A. (1996). Employee creativity: Personal and contextual factors at work. *Academy of Management Journal*, 39(3), 607–634. <https://doi.org/10.2307/256657>
- Panahi, S., Watson, J., & Partridge, H. (2016). Information encountering on social media and tacit knowledge sharing. *Journal of Information Science*, 42(4), 539–550. <https://doi.org/10.1177/0165551515598883>
- Pauceanu, A. M., Rabie, N., Moustafa, A., & Jiroveanu, D. C. (2021). Entrepreneurial leadership and sustainable development—a systematic literature review. *Sustainability (Switzerland)*, 13(21). <https://doi.org/10.3390/su132111695>
- Penrose, E. T. (1959). The Theory of the Growth of the Firm. *Oxford: Blackwell*,.
- Permatasari, M., Purwana, D., & Akbar, M. (2020). Private university lecturer's professional commitment in Jakarta. *IJHCM (International Journal of Human Capital Management)*, 4(2), 64–77. <https://doi.org/10.21009/ijhcm.04.02.07>
- Peterson, S. J., Luthans, F., Avolio, B. J., Walumbwa, F. O., & Zhang, Z. (2011). Psychological capital and employee performance: A latent growth modeling approach. *Personnel Psychology*, 64(2), 427–450. <https://doi.org/10.1111/j.1744-6570.2011.01215.x>
- Pickles, M., O'Reilly Duffy, P., & Stewart, J. (2025). Addressing global labour challenges: An integrative model for sustainable hospitality workplaces, informed by resource-based view theory and the kaleidoscope career model. *International Journal of Hospitality Management*, 131(April), 104258. <https://doi.org/10.1016/j.ijhm.2025.104258>
- Pisanu, F., & Menapace, P. (2014). Creativity & Innovation: Four Key Issues from a Literature Review. *Creative Education*, 05(03), 145–154. <https://doi.org/10.4236/ce.2014.53023>
- Pu, B., Sang, W., Yang, J., Ji, S., & Tang, Z. (2022). The Effect of Entrepreneurial Leadership on Employees' Tacit Knowledge Sharing in Start-Ups: A

- Moderated Mediation Model. *Psychology Research and Behavior Management*, 15, 137–149. <https://doi.org/10.2147/PRBM.S347523>
- Qu, R., Janssen, O., & Shi, K. (2015). Transformational leadership and follower creativity: The mediating role of follower relational identification and the moderating role of leader creativity expectations. *Leadership Quarterly*, 26(2), 286–299. <https://doi.org/10.1016/j.leaqua.2014.12.004>
- Quigley, N. R., Tesluk, P. E., Locke, E. A., & Bartol, K. M. (2007). A multilevel investigation of the motivational mechanisms underlying knowledge sharing and performance. *Organization Science*, 18(1), 71–88. <https://doi.org/10.1287/orsc.1060.0223>
- Renko, M., El Tarabishy, A., Carsrud, A. L., & Brännback, M. (2015). Understanding and measuring entrepreneurial leadership style. *Journal of Small Business Management*, 53(1), 54–74. <https://doi.org/10.1111/jsbm.12086>
- Ribeiro, N., Duarte, A. P., Filipe, R., & Torres de Oliveira, R. (2020). How Authentic Leadership Promotes Individual Creativity: The Mediating Role of Affective Commitment. *Journal of Leadership and Organizational Studies*, 27(2), 189–202. <https://doi.org/10.1177/1548051819842796>
- Richard W. Woodman, J. E. S. and R. W. G. (1954). Toward a theory of creativity. *ETC: A Review of General Semantics*, 11(2), 249–260.
- Riege, A. (2005). Three-dozen knowledge-sharing barriers managers must consider. *Journal of Knowledge Management*, 9(3), 18–35. <https://doi.org/10.1108/13673270510602746>
- Rodan, S., & Galunic, C. (2004). More than network structure: How knowledge heterogeneity influences managerial performance and innovativeness. *Strategic Management Journal*, 25(6), 541–562. <https://doi.org/10.1002/smj.398>
- Rohman, A., Eliyana, A., & Purwana, D. (2020). Knowledge-Sharing Enablers and Barriers in Research Centers: A Literature Review. *KnE Social Sciences*, 2020, 142–151. <https://doi.org/10.18502/kss.v4i14.7867>
- Runco, M. A. (2007). *Creativity_ Theories and Themes_ Research, Development, and Practice*. Academic Press.
- Rupčić, N. (2020). Context related learning opportunities for individual and organizational improvement in learning organizations. *Learning Organization*, 27(2), 173–180. <https://doi.org/10.1108/TLO-02-2020-250>
- Salerno, F. F., & Maçada, A. C. G. (2025). Data-driven culture and orchestrated data ecosystems: a conceptual model based on the resource-based view. *Revista de Gestao*, 32(2), 123–135. <https://doi.org/10.1108/REGE-12-2024-0184>
- Sarasvathy, S. D. (2001). *Causation and effectuation: Toward a theoretical shift from economic inevitability to entrepreneurial contingency* (pp. 26(2), 243–263.). Academy of management Review.

- Sarstedt, M., & Christian M. Ringle, and J. F. H. (2017). Partial least squares structural equation modeling with R. In *Practical Assessment, Research and Evaluation* (Vol. 21, Issue 1).
- Sawyer, R. K. (2006). Educating for innovation. *Thinking Skills and Creativity*, 1(1), 41–48. <https://doi.org/10.1016/j.tsc.2005.08.001>
- Schermelleh-Engel, K., Moosbrugger, H., & Müller, H. (2003). *Evaluating the fit of structural equation models: Tests of significance and descriptive goodness-of-fit measures*. 8(2), 23–74.
- Scott, S. G., Bruce, R. A., Scott, S. G., & Bruce, R. A. (1994). The birth of a century: early color photographs of America. *Choice Reviews Online*, 32(03), 32-1325-32–1325. <https://doi.org/10.5860/choice.32-1325>
- Setiawan, R., & Triyono, D. (2022). Penerapan Kepemimpinan Transformasional Untuk Meningkatkan Kreativitas Dosen. *Jurnal Pengabdian Masyarakat : BAKTI KITA*, 3(2), 37–40. <https://doi.org/10.52166/baktikita.v3i2.3636>
- Shaheen, K., Waheed, A., & H. Hashmi, W. (2020). Extrinsic rewards and creative performance syndrome: The mediating mechanism and interacting effects. *Thinking Skills and Creativity*, 38(August), 100713. <https://doi.org/10.1016/j.tsc.2020.100713>
- Shalley, C. E., & Gilson, L. L. (2004). What leaders need to know: A review of social and contextual factors that can foster or hinder creativity. *Leadership Quarterly*, 15(1), 33–53. <https://doi.org/10.1016/j.leaqua.2003.12.004>
- Shane, S., & Venkataraman, S. (2000). *The promise of entrepreneurship as a field of research*. (pp. 25(1), 217-226.). Academy of management review.
- Shao, Y., Nijstad, B. A., & Täuber, S. (2019). Creativity under workload pressure and integrative complexity: The double-edged sword of paradoxical leadership. *Organizational Behavior and Human Decision Processes*, 155(February 2018), 7–19. <https://doi.org/10.1016/j.obhdp.2019.01.008>
- Shavinina, L. V., & Seeratan, K. L. (2003). On the Nature of Individual Innovation BT - The International Handbook on Innovation. In *The International Handbook on Innovation* (Issue 4). Elsevier Ltd. <https://doi.org/10.1016/B978-0-08-044198-6.50004-8>
- Shin, S. K., Ishman, M., & Sanders, G. L. (2007). An empirical investigation of socio-cultural factors of information sharing in China. *Information and Management*, 44(2), 165–174. <https://doi.org/10.1016/j.im.2006.11.004>
- Shukri Bakar, M., & Mahmood, R. (2014). Linking Transformational Leadership and Corporate Entrepreneurship to Performance in the Public Higher Education Institutions in Malaysia. *Advances in Management & Applied Economics*, 4(3), 109–122.
- Simonton, D. K. (2003). Scientific Creativity as Constrained Stochastic Behavior: The Integration of Product, Person, and Process Perspectives. *Psychological Bulletin*, 129(4), 475–494. <https://doi.org/10.1037/0033-2909.129.4.475>

- Slåtten, T., Mutonyi, B. R., & Lien, G. (2020). The impact of individual creativity, psychological capital, and leadership autonomy support on hospital employees' innovative behaviour. *BMC Health Services Research*, 20(1), 1–17. <https://doi.org/10.1186/s12913-020-05954-4>
- Soriano De Alencar, E. M. L., & De Fátima Bruno-Faria, M. (1997). Characteristics of an organizational environment which stimulate and inhibit creativity. *Journal of Creative Behavior*, 31(4), 271–281. <https://doi.org/10.1002/j.2162-6057.1997.tb00799.x>
- Sternberg, R. J. (2003). Creative thinking in the classroom. *International Journal of Phytoremediation*, 47(3), 325–338. <https://doi.org/10.1080/00313830308595>
- Sternberg, R. J., & Lubart, T. I. (2014). The Concept of Creativity: Prospects and Paradigms. *Handbook of Creativity*, 3–15. <https://doi.org/10.1017/cbo9780511807916.003>
- Stevenson, H. H., & Gumpert, D. E. (1985). *The heart of entrepreneurship* (pp. 63(2), 85–94). Harvard Business Review.
- Strobl, A., Bauer, F., & Matzler, K. (2020). The impact of industry-wide and target market environmental hostility on entrepreneurial leadership in mergers and acquisitions. *Journal of World Business*, 55(2), 0–1. <https://doi.org/10.1016/j.jwb.2018.03.002>
- Subramaniam, M., & Youndt, M. A. (2005). The influence of intellectual capital on the types of innovative capabilities. *Academy of Management Journal*, 48(3), 450–463. <https://doi.org/10.5465/AMJ.2005.17407911>
- Sudaryono. (2017). Metodologi Penelitian. In *Athar Journal* (Vol. 8, Issue 1). Rajawali Pers.
- Sugiyono. (2015). *Metode Penelitian Pendidikan*. Alfabeta.
- Sun, Y., & Huang, J. (2020). Psychological capital and innovative behavior: Mediating effect of psychological safety. *Social Behavior and Personality*, 47(9). <https://doi.org/10.2224/SBP.8204>
- Surie, G., & Ashley, A. (2008). Integrating pragmatism and ethics in entrepreneurial leadership for sustainable value creation. *Journal of Business Ethics*, 81(1), 235–246. <https://doi.org/10.1007/s10551-007-9491-4>
- Sweetman, D., Luthans, F., Avey, J. B., & Luthans, B. C. (2011). Relationship between positive psychological capital and creative performance. *Canadian Journal of Administrative Sciences*, 28(1), 4–13. <https://doi.org/10.1002/cjas.175>
- Tang, J. J. (2020). Psychological Capital and Entrepreneurship Sustainability. *Frontiers in Psychology*, 11(May), 1–7. <https://doi.org/10.3389/fpsyg.2020.00866>
- Thi Chung, D., & Thi Tram Anh, P. (2022). Factors affecting knowledge sharing behaviour in public higher education institutions: An empirical study of

- Vietnam. *Cogent Business and Management*, 9(1). <https://doi.org/10.1080/23311975.2022.2155002>
- Tian, X., Peng, X., & Peng, X. (2021). Influence of Prosocial Motivation on Employee Creativity: The Moderating Role of Regulatory Focus and the Mediating Role of Knowledge Sharing. *Frontiers in Psychology*, 12(September), 1–17. <https://doi.org/10.3389/fpsyg.2021.704630>
- Tierney, P., Farmer, S. M., & Graen, G. B. (1999). An examination of leadership and employee creativity: The relevance of traits and relationships. *Personnel Psychology*, 52(3), 591–620. <https://doi.org/10.1111/j.1744-6570.1999.tb00173.x>
- Tierney, W. G., & Lanford, M. (2016). *Conceptualizing Innovation in Higher Education*. In: Paulsen, M. (eds) *Higher Education: Handbook of Theory and Research*. Higher Education: Handbook of Theory and Research (31st ed.). Springer, Cham. https://doi.org/10.1007/978-3-319-26829-3_1
- Tønnessen, Ø., Dhir, A., & Flåten, B. T. (2021). Digital knowledge sharing and creative performance: Work from home during the COVID-19 pandemic. *Technological Forecasting and Social Change*, 170(April). <https://doi.org/10.1016/j.techfore.2021.120866>
- Trougakos, C. E. C. D. Z. J. W. J. P. (2012). *Knowledge hiding in organizations* (pp. 33(1), 64–88). *Journal of Organizational Behavior*. <https://doi.org/doi:10.1002/job.737>
- Usman, S. A., Kowalski, K. B., Andiappan, V. S., & Parayitam, S. (2022). Effect of Knowledge Sharing and Interpersonal Trust on Psychological Capital and Emotional Intelligence in Higher-educational Institutions in India: Gender as a Moderator. *FIIIB Business Review*, 11(3), 315–335. <https://doi.org/10.1177/23197145211011571>
- Van Den Hooff, B., & Ridder, J. A. (2004). Knowledge sharing in context: The influence of organizational commitment, communication climate and CMC use on knowledge sharing. *Journal of Knowledge Management*, 8(6), 117–130. <https://doi.org/10.1108/13673270410567675>
- Vera, D., & Crossan, M. (2004). Strategic Leadership and Organizational Learning. *The Academy of Management Review*, 29(2), 222. <https://doi.org/10.2307/20159030>
- Von Hippel, E. (2001). Perspective: User Toolkits for Innovation. *Journal of Product Innovation Management*. In *The Journal of Product Innovation Management* (Vol. 18, Issue 4, pp. 247–257).
- Vuori, V., & Okkonen, J. (2012). Knowledge sharing motivational factors of using an intra-organizational social media platform. *Journal of Knowledge Management*, 16(4), 592–603. <https://doi.org/10.1108/13673271211246167>
- Wahab, A., & Tyasari, I. (2020). Entrepreneurial leadership for university leaders: A futuristic approach for Pakistani HEIs. *Asia Pacific Management Review*, 25(1), 54–63. <https://doi.org/10.1016/j.apmr.2019.09.002>

- Wang, S., & Noe, R. A. (2010). Knowledge sharing: A review and directions for future research. *Human Resource Management Review*, 20(2), 115–131. <https://doi.org/10.1016/j.hrmr.2009.10.001>
- Wang, Y., Liu, J., & Zhu, Y. (2018). Humble leadership, psychological safety, knowledge sharing, and follower creativity: A cross-level investigation. *Frontiers in Psychology*, 9(SEP), 1–9. <https://doi.org/10.3389/fpsyg.2018.01727>
- Wang, Y., Zheng, Y., & Zhu, Y. (2018). How transformational leadership influences employee voice behavior: The roles of psychological capital and organizational identification. *Social Behavior and Personality*, 46(2), 313–321. <https://doi.org/10.2224/sbp.6619>
- Wernerfelt, B. (1984). A Resource-based View of the Firm. *Strategic Management Journal*, 5(2), 171–180. <https://doi.org/10.1177/1056492611436225>
- Wibowo. (2011). Manajemen Kinerja. In *Jurnal Agroindustri Halal*. PT. Raja Grafindo Persada.
- Wibowo, V., Gautama, I., Bandur, A., & Furinto, A. (2024). Enhancing Creative Performance in Indonesian Universities: Exploring the Impact of Distributed Leadership, Organizational Citizenship Behavior, and Supportive Creative Working Environment on Lecturers' Creative Performance. *Journal of System and Management Sciences*, 14(1), 249–274. <https://doi.org/10.33168/JSMS.2024.0115>
- Woodman, R. W., Sawyer, J. E., & Griffin, R. W. (1993). TOWARD A THEORY OF ORGANIZATIONAL CREATIVITY. 18, 293–322.
- Wu, Y., Hutagalung, F. D., & Saad, M. R. (2019). the Level of Psychological Capital in Chinese University Efl Lecturers. *International Journal of Education, Psychology and Counseling*, 4(33), 223–237. <https://doi.org/10.35631/ijepc.4330018>
- Yeboah, A. (2023). Knowledge sharing in organization: A systematic review. *Cogent Business and Management*, 10(1). <https://doi.org/10.1080/23311975.2023.2195027>
- Yildiz, H. (2019). The Interactive Effect of Positive Psychological Capital and Organizational Trust on Organizational Citizenship Behavior. *SAGE Open*, 9(3). <https://doi.org/10.1177/2158244019862661>
- Yuhertiana, I., Izaak, W. C., Rahmawati, A., & Sucahyati, D. (2024). Creative performance of lecturers in post-pandemic COVID 19: evidence from Indonesia. *Cogent Education*, 11(1). <https://doi.org/10.1080/2331186X.2024.2369974>
- Yusoff, R. M., Khan, F., Mubeen, A., & Azam, K. (2013). A study about factors influencing the university performance. *Jurnal Teknologi (Sciences and Engineering)*, 64(2), 145–149. <https://doi.org/10.11113/jt.v64.2252>
- Zeng, N., Liu, Y., Gong, P., Hertogh, M., & König, M. (2021). Do right PLS and do PLS right: A critical review of the application of PLS-SEM in

construction management research. *Frontiers of Engineering Management*, 8(3), 356–369. <https://doi.org/10.1007/s42524-021-0153-5>

Zhou, J. (2003). When the presence of creative coworkers is related to creativity: Role of supervisor close monitoring, developmental feedback, and creative personality. *Journal of Applied Psychology*, 88(3), 413–422. <https://doi.org/10.1037/0021-9010.88.3.413>

Zhou, J., & Oldham, G. R. (2001). Enhancing creative performance: Effects of expected developmental assessment strategies and creative personality. *Journal of Creative Behavior*, 35(3), 151–167. <https://doi.org/10.1002/j.2162-6057.2001.tb01044.x>

Zhou, X., Jin, L., Wang, Y., Liao, W., Yang, H., & Li, L. (2022). The Influence of Family Supportive Supervisor Behavior on Employee Creativity: The Mediating Roles of Psychological Capital and Positive Emotion. *Frontiers in Psychology*, 13(May). <https://doi.org/10.3389/fpsyg.2022.824840>

Ziyae, B., Mobaraki, M. H., & Saeediyoun, M. (2015). The Effect of Psychological Capital on Innovation in Information Technology. *Journal of Global Entrepreneurship Research*, 5(1). <https://doi.org/10.1186/s40497-015-0024-9>

