

## DAFTAR PUSTAKA

- Abbas, S. M., Latif, M., & Sarwar, F. (2024). Digital Leadership and Innovative Work Behavior in IT Sector: The Mediating Role of Digital Entrepreneurial Orientation and Digital Organizational Culture. *Employee Responsibilities and Rights Journal*. <https://doi.org/10.1007/s10672-024-09503-7>
- Abd-Elmoghith, N. G. A., Mahmoud, A. S., & Abdel-Azeem, A. M. (2024). Relation between innovative work behavior and ethical climate perceptions among nursing personnel. *BMC Nursing*, 23(1), 112. <https://doi.org/10.1186/s12912-024-01703-8>
- Abid, G., Arya, B., Arshad, A., Ahmed, S., & Farooqi, S. (2021). Positive personality traits and self-leadership in sustainable organizations: Mediating influence of thriving and moderating role of proactive personality. *Sustainable Production and Consumption*, 25, 299–311. <https://doi.org/10.1016/j.spc.2020.09.005>
- Aboramadan, M. (2022). The effect of green HRM on employee green behaviors in higher education: the mediating mechanism of green work engagement. *International Journal of Organizational Analysis*, 30(1), 7–23. <https://doi.org/10.1108/IJOA-05-2020-2190>
- Abuzaid, A. N., Ghadi, M. Y., Madadha, S. M., & Alateeq, M. M. (2024). The Effect of Ethical Leadership on Innovative Work Behaviors: A Mediating–Moderating Model of Psychological Empowerment, Job Crafting, Proactive Personality, and Person–Organization Fit. *Administrative Sciences*, 14(9), 191. <https://doi.org/10.3390/admsci14090191>
- Ackermann, L., Käppel, M., Marcus, L., Moder, L., Dunzer, S., Hornsteiner, M., Liessmann, A., Zisgen, Y., Empl, P., Herm, L.-V., Neis, N., Neuberger, J., Poss, L., Schaschek, M., Weinzierl, S., Wördehoff, N., Jablonski, S., Koschmider, A., Kratsch, W., ... Winkelmann, A. (2024). *Recent Advances in Data-Driven Business Process Management*. <http://arxiv.org/abs/2406.01786>
- Agnovita, F., & Rojuaniah. (2023a). *The Role Of Individual Innovative Behavior As Mediator In Achieving Sustainable Competitive Advantage At Mental Hospitals* (pp. 566–573). [https://doi.org/10.2991/978-2-38476-176-0\\_82](https://doi.org/10.2991/978-2-38476-176-0_82)
- Ahmad, I. (2019). *Panduan Penulisan Tesis dan Disertasi Pascasarjana UNJ* (T. PENYUSUN, Ed.; 2019th ed., p. 65).
- Aidara, S., Mamun, A. Al, Nasir, N. A. M., Mohiuddin, M., Nawi, N. C., & Zainol, N. R. (2021). Competitive Advantages of the Relationship between Entrepreneurial Competencies and Economic Sustainable Performance. *Sustainable*, 13(2), 864. <https://doi.org/10.3390/su13020864>
- Akhtar, S., Shaima, S., Rita, G., Rashid, A., & Rashed, A. J. (2024). Navigating the Global Environmental Agenda: A Comprehensive Analysis of COP Conferences, with a Spotlight on COP28 and Key Environmental Challenges. *Nature*

*Environment and Pollution Technology*, 23(3), 1849–1856.  
<https://doi.org/10.46488/nept.2024.v23i03.057>

- Al Daboub, R. S., Al-Madadha, A., & Al-Adwan, A. S. (2024a). Fostering firm innovativeness: Understanding the sequential relationships between human resource practices, psychological empowerment, innovative work behavior, and firm innovative capability. *International Journal of Innovation Studies*, 8(1), 76–91. <https://doi.org/10.1016/j.ijis.2023.12.001>
- Al Daboub, R. S., Al-Madadha, A., & Al-Adwan, A. S. (2024b). Fostering firm innovativeness: Understanding the sequential relationships between human resource practices, psychological empowerment, innovative work behavior, and firm innovative capability. *International Journal of Innovation Studies*, 8(1), 76–91. <https://doi.org/10.1016/j.ijis.2023.12.001>
- Al Otaibi, S. M., Amin, M., Winterton, J., Bolt, E. E. T., & Cafferkey, K. (2023a). The role of empowering leadership and psychological empowerment on nurses' work engagement and affective commitment. *International Journal of Organizational Analysis*, 31(6), 2536–2560. <https://doi.org/10.1108/IJOA-11-2021-3049>
- Al Otaibi, S. M., Amin, M., Winterton, J., Bolt, E. E. T., & Cafferkey, K. (2023b). The role of empowering leadership and psychological empowerment on nurses' work engagement and affective commitment. *International Journal of Organizational Analysis*, 31(6), 2536–2560. <https://doi.org/10.1108/IJOA-11-2021-3049>
- Al Wali, J., Muthuveloo, R., & Teoh, A. P. (2022). Unravelling the nexus between creative self-efficacy, humble leadership, innovative work behaviour and job performance amongst physicians in public hospitals. *Asia-Pacific Journal of Business Administration*, 14(4), 706–726. <https://doi.org/10.1108/APJBA-05-2021-0205>
- Al Wali, J., Muthuveloo, R., Teoh, A. P., & Al Wali, W. (2023). Disentangling the relationship between employees' dynamic capabilities, innovative work behavior and job performance in public hospitals. *International Journal of Innovation Science*, 15(2), 368–384. <https://doi.org/10.1108/IJIS-01-2022-0012>
- Alauddin, M. (2022). The effect of strategic green marketing orientation on customer satisfaction: The mediating role of green corporate image. *IIUC Business Review*, 11(1), 71–94. <https://doi.org/10.3329/iiucbr.v11i1.69012>
- Albasal, N. A., Eshah, N., Minyaw, H. E., Albashtawy, M., & Alkhawaldeh, A. (2022). Structural and psychological empowerment and organizational commitment among staff nurses in Jordan. *Nursing Forum*, 57(4), 624–631. <https://doi.org/10.1111/nuf.12721>
- Alfawaire, F., & Atan, T. (2021). The Effect of Strategic Human Resource and Knowledge Management on Sustainable Competitive Advantages at Jordanian Universities: The Mediating Role of Organizational Innovation. *Sustainable*, 13(15), 8445. <https://doi.org/10.3390/su13158445>

- Ali, M., Zhang, L., Shah, S. J., Khan, S., & Shah, A. M. (2020). Impact of humble leadership on project success: the mediating role of psychological empowerment and innovative work behavior. *Leadership and Organization Development Journal*, 41(3), 349–367. <https://doi.org/10.1108/LODJ-05-2019-0230>
- Almotawteh, M. J. (2021). Impact of Employee Empowerment on Competitive Advantage: Mediating Role of Ethical Leadership. *International Journal of Management (IJM)*, 12(3), 89–104. <https://doi.org/10.34218/IJM.12.3.2021.008>
- Alqadhi, S., Mallick, J., & Hang, H. T. (2025). Assessing drought trends and vegetation health in arid regions using advanced remote sensing techniques: a case study in Saudi Arabia. *Theoretical and Applied Climatology*, 156(1), 33. <https://doi.org/10.1007/s00704-024-05301-1>
- Al\_Rihaymee, M. K. J., Safari, M., Yahyazadehfar, M., & Sani, M. A. (2024). A Model towards Achieving Sustainable Competitive Advantage through Human Resource Empowerment in the Banking Industry in Iraq: Explaining Antecedents and Consequences. *Pakistan Journal of Life and Social Sciences (PJLSS)*, 22(2). <https://doi.org/10.57239/PJLSS-2024-22.2.00312>
- Al-Taie, M., & Khattak, M. N. (2024). The impact of perceived organizational support and human resources practices on innovative work behavior: does gender matter? *Frontiers in Psychology*, 15. <https://doi.org/10.3389/fpsyg.2024.1401916>
- Andrieiev, I., Trehub, D., Khatsko, K., Sokolovska, I., & Ganzhiy, I. (2023). Strategic decisions in healthcare: Impact on goals and enhancing service quality for organizational success. *Revista Amazonia Investiga*, 12(69), 325–335. <https://doi.org/10.34069/AI/2023.69.09.29>
- Anjum, T., & Sarwar Affiliation, F. (2024). Understanding Proactive Personality, Knowledge Sharing, and Innovative Work Behavior in Knowledge-Intensive Firms History. *Journal of Applied Research and Multidisciplinary Studies (JARMS)*, 5(1). <https://doi.org/10.32350/jarms.51.02>
- Armstrong, J. S., & Overton, T. S. (1977). Estimating Nonresponse Bias in Mail Surveys. *Journal of Marketing Research*, 14(3), 396–402. <https://doi.org/10.1177/002224377701400320>
- Arsawan, I., Kariati, N. M., Shchokina, Y., Prayustika, P. A., Rustiarini, N. W., & Koval, V. (2022). Invigorating employee's innovative work behavior: Exploring the sequential mediating role of organizational commitment and knowledge sharing. *Business Theory & Practice*, 23(1), 117–130.
- Athota, V. S., & Malik, A. (2019a). Theoretical Foundations of Resilience, Well-being and Innovation. In *Managing Employee Well-being and Resilience for Innovation* (pp. 15–54). Springer International Publishing. [https://doi.org/10.1007/978-3-030-06188-3\\_2](https://doi.org/10.1007/978-3-030-06188-3_2)

- Athota, V. S., & Malik, A. (2019b). Theoretical Foundations of Resilience, Well-being and Innovation. In *Managing Employee Well-being and Resilience for Innovation* (pp. 15–54). Springer International Publishing. [https://doi.org/10.1007/978-3-030-06188-3\\_2](https://doi.org/10.1007/978-3-030-06188-3_2)
- Awad, J. A. R., & Martín-Rojas, R. (2024). Digital transformation influence on organisational resilience through organisational learning and innovation. *Journal of Innovation and Entrepreneurship*, *13*(1). <https://doi.org/10.1186/s13731-024-00405-4>
- Bag, S., Gupta, S., Choi, T. M., & Kumar, A. (2024). Roles of Innovation Leadership on Using Big Data Analytics to Establish Resilient Healthcare Supply Chains to Combat the COVID-19 Pandemic: A Multimethodological Study. *IEEE Transactions on Engineering Management*, *71*, 13213–13226. <https://doi.org/10.1109/TEM.2021.3101590>
- Bai, Y., Wang, Z., Alam, M., Gul, F., & Wang, Y. (2022a). The Impact of Authentic Leadership on Innovative Work Behavior: Mediating Roles of Proactive Personality and Employee Engagement. *Frontiers in Psychology*, *13*. <https://doi.org/10.3389/fpsyg.2022.879176>
- Bai, Y., Wang, Z., Alam, M., Gul, F., & Wang, Y. (2022b). The Impact of Authentic Leadership on Innovative Work Behavior: Mediating Roles of Proactive Personality and Employee Engagement. *Frontiers in Psychology*, *13*. <https://doi.org/10.3389/fpsyg.2022.879176>
- Bai, Y., Wang, Z., Alam, M., Gul, F., & Wang, Y. (2022c). The Impact of Authentic Leadership on Innovative Work Behavior: Mediating Roles of Proactive Personality and Employee Engagement. *Frontiers in Psychology*, *13*. <https://doi.org/10.3389/fpsyg.2022.879176>
- Bakidamteh, S. A., Teye-Kwadjo, E., & Abdul-Nasiru, I. (2022). Understanding the Role of Proactive Personality in Occupational Health and Safety at Oil and Gas Service Stations in Accra. *SAGE Open*, *12*(2). <https://doi.org/10.1177/21582440221089949>
- Banmairuroy, W., Kritjaroen, T., & Homsombat, W. (2022). The effect of knowledge-oriented leadership and human resource development on sustainable competitive advantage through organizational innovation's component factors: Evidence from Thailand's new S-curve industries. *Asia Pacific Management Review*, *27*(3), 200–209. <https://doi.org/10.1016/j.apmr.2021.09.001>
- Barbash, I. J., & Kahn, J. M. (2021). Fostering Hospital Resilience—Lessons From COVID-19. *JAMA*, *326*(8), 693. <https://doi.org/10.1001/jama.2021.12484>
- Barney, J. B., & Clark, D. N. (2007). *Resource-Based Theory: Creating and Sustaining Competitive Advantage*. OUP Oxford. <https://books.google.co.id/books?id=pGYTDAAAQBAJ>

- Barney, J. B., & Hesterly, W. S. (2015). *Strategic Management and Competitive Advantage: Concepts and Cases*. Pearson.  
<https://books.google.co.id/books?id=fZdAngEACAAJ>
- Barney, J. B., Ketchen, D. J., & Wright, M. (2021). Resource-Based Theory and the Value Creation Framework. *Journal of Management*, 47(7), 1936–1955.  
<https://doi.org/10.1177/01492063211021655>
- Baron, R.M. & Kenny, D. A. (1986). The Moderator-Mediator Variable Distinction in Social Psychological Research: Conceptual, Strategic, and Statistical Considerations. *Journal of Personality and Social Psychology*, 51, 1173–1182.
- Begum, S., Xia, E., Mehmood, K., Iftikhar, Y., & Li, Y. (2020). The impact of ceos' transformational leadership on sustainable organizational innovation in smes: A three-wave mediating role of organizational learning and psychological empowerment. *Sustainable (Switzerland)*, 12(20), 1–16.  
<https://doi.org/10.3390/su12208620>
- Beuren, I. M., dos Santos, V., & Bernd, D. C. (2020). Effects of the management control system on empowerment and organizational resilience. In *Brazilian Business Review* (Vol. 17, Issue 2, pp. 211–232). FUCAPE Business School.  
<https://doi.org/10.15728/BBR.2020.17.2.5>
- Borges de Oliveira, K., & de Oliveira, O. J. (2022). Making Hospitals Sustainable: Towards Greener, Fairer and More Prosperous Services. *Sustainable*, 14(15), 9730.  
<https://doi.org/10.3390/su14159730>
- Buchelt, B., Frączkiewicz-Wronka, A., & Dobrowolska, M. (2020). The Organizational Aspect of Human Resource Management as a Determinant of the Potential of Polish Hospitals to Manage Medical Professionals in Healthcare 4.0. *Sustainable*, 12(12), 5118. <https://doi.org/10.3390/su12125118>
- Castro, M., & González-Masip, J. (2020). *Knowledge management for corporate social responsibility*. IGI Global.
- Cavaco, N. M., & Cruz-Machado, V. A. (2014). How to create sustainable competitiveness through resilience and innovation: A practical model based on an integrated approach. *Advances in Intelligent Systems and Computing*, 281, 1435–1444.  
[https://doi.org/10.1007/978-3-642-55122-2\\_123](https://doi.org/10.1007/978-3-642-55122-2_123)
- Chae, H., & Park, J. (2022). The Effect of Proactive Personality on Creativity: The Mediating Role of Feedback-Seeking Behavior. *Sustainable*, 14(3), 1495.  
<https://doi.org/10.3390/su14031495>
- Chatzittofis, A., Constantinidou, A., Artemiadis, A., Michailidou, K., & Karanikola, M. N. K. (2021). The Role of Perceived Organizational Support in Mental Health of Healthcare Workers During the COVID-19 Pandemic: A Cross-Sectional Study. *Frontiers in Psychiatry*, 12. <https://doi.org/10.3389/fpsy.2021.707293>

- Chen, S. T., & Haga, K. Y. A. (2022). The influence of differential leadership and proactive personality on employee in-role performance: An integrated model. *Frontiers in Psychology, 13*. <https://doi.org/10.3389/fpsyg.2022.978495>
- Cheung, K. L., Ten Klooster, P. M., Smit, C., De Vries, H., & Pieterse, M. E. (2017). The impact of non-response bias due to sampling in public health studies: A comparison of voluntary versus mandatory recruitment in a Dutch national survey on adolescent health. *BMC Public Health, 17*(1). <https://doi.org/10.1186/s12889-017-4189-8>
- Chillakuri, B., & Vanka, S. (2022). Understanding the effects of perceived organizational support and high-performance work systems on health harm through sustainable HRM lens: a moderated mediated examination. *Employee Relations: The International Journal, 44*(3), 629–649. <https://doi.org/10.1108/ER-01-2019-0046>
- Chishamba, J., & Dzingirai, C. (2024). An Integrative Approach to Operationalizing Strategic Leadership in Banking Institutions. *ACTA Universitatis Danubius, 20*(5), 2024.
- Cobo-Cuenca, A. I., Fernández-Fernández, B., Carmona-Torres, J. M., Pozuelo-Carrascosa, D. P., Laredo-Aguilera, J. A., Romero-Gómez, B., Rodríguez-Cañamero, S., Barroso-Corroto, E., & Santacruz-Salas, E. (2022). Longitudinal Study of the Mental Health, Resilience, and Post-Traumatic Stress of Senior Nursing Students to Nursing Graduates during the COVID-19 Pandemic. *International Journal of Environmental Research and Public Health, 19*(20), 13100. <https://doi.org/10.3390/ijerph192013100>
- Copeland, S., Hinrichs-Krapels, S., Fecondo, F., Santizo, E. R., Bal, R., & Comes, T. (2023a). A resilience view on health system resilience: a scoping review of empirical studies and reviews. *BMC Health Services Research, 23*(1), 1297. <https://doi.org/10.1186/s12913-023-10022-8>
- Copeland, S., Hinrichs-Krapels, S., Fecondo, F., Santizo, E. R., Bal, R., & Comes, T. (2023b). A resilience view on health system resilience: a scoping review of empirical studies and reviews. *BMC Health Services Research, 23*(1), 1297. <https://doi.org/10.1186/s12913-023-10022-8>
- Costa, P., & Rodrigues, H. (2024). The ever-changing business of e-commerce-net benefits while designing a new platform for small companies. *Review of Managerial Science, 18*(9), 2507–2545. <https://doi.org/10.1007/s11846-023-00681-6>
- Cotel, A., Golu, F., Stoian, A. P., Dimitriu, M., Socea, B., Cirstoveanu, C., Davitoiu, A. M., Alexe, F. J., & Oprea, B. (2021). Predictors of burnout in healthcare workers during the covid-19 pandemic. *Healthcare (Switzerland), 9*(3), 304. <https://doi.org/10.3390/healthcare9030304>
- Cougot, B., Gillet, N., Gauvin, J., Caillet, P., Fleury-Bahi, G., Ollierou, F., Armant, A., Peltier, A., Getz, I., Bach-Ngohou, K., Tripodi, D., & Moret, L. (2022). Impact of empowering leadership on emotional exhaustion: A controlled interventional study

- in a large French university hospital complex. *Journal of Nursing Management*, 30(8), 4234–4250. <https://doi.org/10.1111/jonm.13829>
- Crane, A., & Matten, D. (2021). COVID-19 and the Future of CSR Research. *Journal of Management Studies*, 58(1), 280–284. <https://doi.org/10.1111/joms.12642>
- Creswell, J. W., & Clark, V. L. P. (2017). *Designing and Conducting Mixed Methods Research*. SAGE Publications. <https://books.google.co.id/books?id=eTwmDwAAQBAJ>
- Cuesta-Valiño, P., Gutiérrez-Rodríguez, P., & Ravina Ripoll, R. (2024). Guest editorial: Happiness and corporate social responsibility: the role of organizational culture and consumers in a sustainable economy. In *Management Decision* (Vol. 62, Issue 2, pp. 373–380). Emerald Publishing. <https://doi.org/10.1108/MD-02-2024-216>
- D'Adamo, I., & Lupi, G. (2021). Sustainable and resilience after COVID-19: A circular premium in the fashion industry. *Sustainable (Switzerland)*, 13(4), 1–5. <https://doi.org/10.3390/su13041861>
- Dagkinis, I. K., Spyrou, S., Georgantis, G. K., Psomas, P. M., Platis, A. N., & Tsoulfas, G. (2024). Impact of innovative technologies on quality and safety in surgery. *Journal of Robotic Surgery*, 19(1), 31. <https://doi.org/10.1007/s11701-024-02192-2>
- Dani, M. V., & Gandhi, A. V. (2022). Understanding the drivers of innovation in an organization: a literature review. *International Journal of Innovation Science*, 14(3/4), 476–505. <https://doi.org/10.1108/IJIS-10-2020-0201>
- Debono, D., Aquilina, R., & Brincat, J. P. (2024). *The Perceived Dynamics of Distributed Leadership and Organizational Culture: The Context of the Small Enterprise*. <https://doi.org/10.20944/preprints202405.0861.v4>
- Dedahanov, A. T., Bozorov, F., & Sung, S. (2019). Paternalistic leadership and innovative behavior: Psychological empowerment as a mediator. *Sustainable (Switzerland)*, 11(6). <https://doi.org/10.3390/su11061770>
- Dekoulou, P., Anastasopoulou, A., & Trivellas, P. (2023). Employee Performance Implications of CSR for Organizational Resilience in the Banking Industry: The Mediation Role of Psychological Empowerment. *Sustainable (Switzerland)*, 15(15). <https://doi.org/10.3390/su151511946>
- Devi, S., Yadav, B., Goel, D., Kaur, S., & Bhoyar, S. (2024). Embracing green HRM: Propelling organizational sustainable forward. *Environment and Social Psychology*, 9(4). <https://doi.org/10.54517/esp.v9i4.2202>
- 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/10.1016/j.paid.2022.112066>

- Ding, J., & Wu, Y. (2023). The mediating effect of job satisfaction and emotional exhaustion on the relationship between psychological empowerment and turnover intention among Chinese nurses during the COVID-19 pandemic: a cross-sectional study. *BMC Nursing*, 22(1). <https://doi.org/10.1186/s12912-023-01357-y>
- Dirik, H. F., & Seren Intepeler, S. (2023). An authentic leadership training programme to increase nurse empowerment and patient safety: A quasi-experimental study. *Journal of Advanced Nursing*. <https://doi.org/10.1111/jan.15926>
- Dovbischuk, I. (2022). Innovation-oriented dynamic capabilities of logistics service providers, dynamic resilience and firm performance during the COVID-19 pandemic. *International Journal of Logistics Management*, 33(2), 499–519. <https://doi.org/10.1108/IJLM-01-2021-0059>
- Duplessis Vanbreda, A. (2001). *Resilience Theory: A Literature Review with special chapters on deployment resilience in military families & resilience theory in social work*.
- Eisenberger, R., Rhoades Shanock, L., & Wen, X. (2020). Perceived Organizational Support: Why Caring About Employees Counts. *Annual Review of Organizational Psychology and Organizational Behavior*, 7(1), 101–124. <https://doi.org/10.1146/annurev-orgpsych-012119-044917>
- Eisenberger, R., Shanock, L. R., & Wen, X. (2020). Annual Review of Organizational Psychology and Organizational Behavior Perceived Organizational Support: Why Caring About Employees Counts. *Annu. Rev. Organ. Psychol. Organ. Behav.* 2020, 7, 175. <https://doi.org/10.1146/annurev-orgpsych-012119>
- Ekmekcioglu, E. B., & Öner, K. (2024). Servant leadership, innovative work behavior and innovative organizational culture: the mediating role of perceived organizational support. *European Journal of Management and Business Economics*, 33(3), 272–288. <https://doi.org/10.1108/EJMBE-08-2022-0251>
- El-Gazar, H. E., Zoromba, M. A., Zakaria, A. M., Abualruz, H., & Abousoliman, A. D. (2022). Effect of humble leadership on proactive work behaviour: The mediating role of psychological empowerment among nurses. *Journal of Nursing Management*, 30(7), 2689–2698. <https://doi.org/10.1111/jonm.13692>
- Elidemir, S. N., Ozturen, A., & Bayighomog, S. W. (2020). Innovative behaviors, employee creativity, and sustainable competitive advantage: A moderated mediation. *Sustainable (Switzerland)*, 12(8). <https://doi.org/10.3390/SU12083295>
- El-Kassar, A.-N., Dagher, G. K., Lythreathis, S., & Azakir, M. (2022). Antecedents and consequences of knowledge hiding: The roles of HR practices, organizational support for creativity, creativity, innovative work behavior, and task performance. *Journal of Business Research*, 140, 1–10. <https://doi.org/10.1016/j.jbusres.2021.11.079>

- Elsawah, E. E., Salem, S. M., & Ageiz, M. (2024). Proactive Personality and Entrepreneurial Intention among Internship Nursing Students: A Mediating Role of Individual Improvisation. *Assiut Scientific Nursing Journal*, 0(0), 0–0. <https://doi.org/10.21608/asnj.2024.317133.1898>
- Ercantan, K., Eyupoglu, Ş. Z., & Ercantan, Ö. (2024). The Entrepreneurial Leadership, Innovative Behaviour, and Competitive Advantage Relationship in Manufacturing Companies: A Key to Manufacturing Development and Sustainable Business. *Sustainable*, 16(6), 2407. <https://doi.org/10.3390/su16062407>
- Ergun, E., Tunca, S., Cetinkaya, G., & Balcioğlu, Y. S. (2025). Exploring the Roles of Work Engagement, Psychological Empowerment, and Perceived Organizational Support in Innovative Work Behavior: A Latent Class Analysis for Sustainable Organizational Practices. *Sustainable*, 17(4), 1663. <https://doi.org/10.3390/su17041663>
- Fa-Kaji, N. M., Silver, E. R., Hebl, M. R., King, D. D., King, E. B., Corrington, A., & Bilotta, I. (2023). Worrying About Finances During COVID-19: Resiliency Enhances the Effect of Worrying on Both Proactive Behavior and Stress. *Occupational Health Science*, 7(1), 111–142. <https://doi.org/10.1007/s41542-022-00130-y>
- Fatoki, O. (2021). Innovative Behavior and Firm Competitive Advantage: The Moderating Effect of Environmental Dynamism. *Foundations of Management*, 13(1), 159–170. <https://doi.org/10.2478/fman-2021-0012>
- Firdaus, A., & Sakinah, S. (2023). Relationship Between Innovative Work Behavior, Competitive Advantage and Business Performance. *J-MAS (Jurnal Manajemen Dan Sains)*, 7(2), 1386. <https://doi.org/10.33087/jmas.v7i2.982>
- Firth, A. M., Goodrich, J., Gaczowska, I., Harding, R., Murtagh, F. E., & Evans, C. J. (2025). Community out-of-hours palliative care – ‘It’s a patchwork of services’: A qualitative study exploring care provision. *Palliative Medicine*, 39(2), 245–255. <https://doi.org/10.1177/02692163241302671>
- Foroughi, Z., Ebrahimi, P., Aryankhesal, A., Maleki, M., & Yazdani, S. (2022). Toward a theory-led meta-framework for implementing health system resilience analysis studies: a systematic review and critical interpretive synthesis. *BMC Public Health*, 22(1). <https://doi.org/10.1186/s12889-022-12496-3>
- Gemeda, H. K., & Lee, J. (2020). Leadership styles, work engagement and outcomes among information and communications technology professionals: A cross-national study. *Heliyon*, 6(4). <https://doi.org/10.1016/j.heliyon.2020.e03699>
- Gkontelos, A., Vaiopoulou, J., & Stamovlasis, D. (2022). Teachers’ Innovative Work Behavior Scale: Psychometric Properties of the Greek Version and Measurement Invariance across Genders. *Social Sciences*, 11(7), 306. <https://doi.org/10.3390/socsci11070306>

- Grailey, K., Lound, A., Murray, E., & Brett, S. J. (2023). The influence of personality on psychological safety, the presence of stress and chosen professional roles in the healthcare environment. *PLoS ONE*, *18*(6 June). <https://doi.org/10.1371/journal.pone.0286796>
- Grošelj, M., Černe, M., Penger, S., & Grah, B. (2020). Authentic and transformational leadership and innovative work behaviour: the moderating role of psychological empowerment. *European Journal of Innovation Management*, *24*(3), 677–706. <https://doi.org/10.1108/EJIM-10-2019-0294>
- Hair, J. F., Black, W., Babin, B., & Anderson, R. (2019). *Multivariate Data Analysis* (Eight). Pearson Education Limited.
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2022). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)* (Third). SAGE Publications, Inc.
- Hamdan, Z., & Issa, H. (2021). The role of organizational support and self-efficacy on work engagement among registered nurses in Jordan: A descriptive study. *Journal of Nursing Management*. <https://doi.org/10.1111/jonm.13456>
- Hateftabar, F., & Rasoolimanesh, S. M. (2023). Crisis-driven shifts in resident pro-tourism behaviour. *Current Issues in Tourism*. <https://doi.org/10.1080/13683500.2023.2277905>
- Helfat, C. E. (2022). Strategic organization, dynamic capabilities, and the external environment. *Strategic Organization*, *20*(4), 734–742. <https://doi.org/10.1177/14761270221115377>
- Hillman, A. J., & Hitt, M. A. (1999). Corporate Political Strategy Formulation: A Model of Approach, Participation, and Strategy Decisions. *Academy of Management Review*, *24*(4), 825–842. <https://doi.org/10.5465/amr.1999.2553256>
- Holling, C. S. (1973). Resilience and Stability of Ecological Systems. In *Source: Annual Review of Ecology and Systematics* (Vol. 4). <https://www.jstor.org/stable/2096802?seq=1&cid=pdf->
- Hu, K., Liu, J., Zhu, L., & Zhou, Y. (2022). Clinical nurses' moral courage and related factors: an empowerment perspective. *BMC Nursing*, *21*(1). <https://doi.org/10.1186/s12912-022-01093-9>
- Huang, Y. F., Lin, H. C., & Lee, H. M. (2023). Innovation in manufacturing SMEs during the COVID-19 pandemic: How does environmental dynamism reinforce employee proactive behavior? *Technological Forecasting and Social Change*, *187*. <https://doi.org/10.1016/j.techfore.2022.122247>
- Husain, Z., Dayan, B., & Chaudhry, I. S. (2024). Roles of organizational flexibility and organizational support on service innovation via organizational learning – A moderated mediation model. *Journal of Open Innovation: Technology, Market, and Complexity*, *10*(3). <https://doi.org/10.1016/j.joitmc.2024.100367>

- Iqbal, Q., Ahmad, N. H., Nasim, A., & Khan, S. A. R. (2020). A moderated-mediation analysis of psychological empowerment: Sustainable leadership and sustainable performance. *Journal of Cleaner Production*, 262. <https://doi.org/10.1016/j.jclepro.2020.121429>
- Jackson, A. A. G. (2024). *A Quantitative Study Of The Relationship Between Leader-Member Exchange And Resistance To Change Among Healthcare Workers In Florida*.
- Jordan, P. J., & Troth, A. C. (2019). Common method bias in applied settings: The dilemma of researching in organizations. *Australian Journal of Management*, 45(1), 3–14. <https://doi.org/10.1177/0312896219871976>
- Kaplan, H. B. (1996). *Understanding the Concept of Resilience*.
- Karatepe, O. M., Aboramadan, M., & Dahleez, K. A. (2020). Does climate for creativity mediate the impact of servant leadership on management innovation and innovative behavior in the hotel industry? *International Journal of Contemporary Hospitality Management*, 32(8), 2497–2517. <https://doi.org/10.1108/IJCHM-03-2020-0219>
- Karimi, S., Ahmadi Malek, F., Yaghoubi Farani, A., & Liobikienė, G. (2023a). The Role of Transformational Leadership in Developing Innovative Work Behaviors: The Mediating Role of Employees' Psychological Capital. *Sustainable (Switzerland)*, 15(2). <https://doi.org/10.3390/su15021267>
- Karimi, S., Ahmadi Malek, F., Yaghoubi Farani, A., & Liobikienė, G. (2023b). The Role of Transformational Leadership in Developing Innovative Work Behaviors: The Mediating Role of Employees' Psychological Capital. *Sustainable*, 15(2), 1267. <https://doi.org/10.3390/su15021267>
- Khan, M. M., Mubarik, M. S., Islam, T., Rehman, A., Ahmed, S. S., Khan, E., & Sohail, F. (2022a). How servant leadership triggers innovative work behavior: exploring the sequential mediating role of psychological empowerment and job crafting. *European Journal of Innovation Management*, 25(4), 1037–1055. <https://doi.org/10.1108/EJIM-09-2020-0367>
- Khan, M. M., Mubarik, M. S., Islam, T., Rehman, A., Ahmed, S. S., Khan, E., & Sohail, F. (2022b). How servant leadership triggers innovative work behavior: exploring the sequential mediating role of psychological empowerment and job crafting. *European Journal of Innovation Management*, 25(4), 1037–1055. <https://doi.org/10.1108/EJIM-09-2020-0367>
- Kickbusch, I., Piselli, D., Agrawal, A., Balicer, R., Banner, O., Adelhardt, M., Capobianco, E., Fabian, C., Singh Gill, A., Lupton, D., Medhora, R. P., Ndili, N., Ryś, A., Sambuli, N., Settle, D., Swaminathan, S., Morales, J. V., Wolpert, M., Wyckoff, A. W., ... Wong, B. L. H. (2021). The Lancet and Financial Times Commission on governing health futures 2030: growing up in a digital world. *The Lancet*, 398(10312), 1727–1776. [https://doi.org/10.1016/S0140-6736\(21\)01824-9](https://doi.org/10.1016/S0140-6736(21)01824-9)

- Kim, M., & Oh, J. (2024a). Proactive personality and turnover intentions of nurses: the roles of professional recognition and their supervisor's proactive personality. *Career Development International*, 29(1), 141–154. <https://doi.org/10.1108/CDI-08-2023-0256>
- Kim, M., & Oh, J. (2024b). Proactive personality and turnover intentions of nurses: the roles of professional recognition and their supervisor's proactive personality. *Career Development International*, 29(1), 141–154. <https://doi.org/10.1108/CDI-08-2023-0256>
- Kmieciak, R. (2020). Trust, knowledge sharing, and innovative work behavior: empirical evidence from Poland. *European Journal of Innovation Management*. <https://doi.org/10.1108/EJIM-04-2020-0134>
- Korayim, D., Chotia, V., Jain, G., Hassan, S., & Paolone, F. (2024). How big data analytics can create competitive advantage in high-stake decision forecasting? The mediating role of organizational innovation. *Technological Forecasting and Social Change*, 199, 123040. <https://doi.org/10.1016/j.techfore.2023.123040>
- Kraus, P., Stokes, P., Tarba, S. Y., Rodgers, P., Dekel-Dachs, O., Britzelmaier, B., & Moore, N. (2022). The ambidextrous interaction of RBV-KBV and regional social capital and their impact on SME management. *Journal of Business Research*, 142, 762–774. <https://doi.org/10.1016/j.jbusres.2021.12.047>
- Kumar, P., Polonsky, M., Dwivedi, Y. K., & Kar, A. (2021). Green information quality and green brand evaluation: the moderating effects of eco-label credibility and consumer knowledge. *European Journal of Marketing*, 55(7), 2037–2071. <https://doi.org/10.1108/EJM-10-2019-0808>
- Kumar, R., & Shukla, S. (2022). 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>
- Kuo, F.-I., Fang, W.-T., & LePage, B. A. (2022). Proactive environmental strategies in the hotel industry: eco-innovation, green competitive advantage, and green core competence. *Journal of Sustainable Tourism*, 30(6), 1240–1261. <https://doi.org/10.1080/09669582.2021.1931254>
- Kusi, M., Zhao, F., & Sukamani, D. (2021). Impact of perceived organizational support and green transformational leadership on sustainable organizational performance: a SEM approach. *Business Process Management Journal*, 27(5), 1373–1390. <https://doi.org/10.1108/BPMJ-09-2020-0419>
- Lang, J. W., Reber, B., & Aldori, H. (2021). How Tesla created advantages in the ev automotive paradigm, through an integrated business model of value capture and value creation. *Business & Management Studies: An International Journal*, 9(1), 385–404. <https://doi.org/10.15295/bmij.v9i1.1790>

- Lasisi, T. T., Enea, C., Eluwole, K. K., & Egeli, S. (2024). A Parallel Mediation Study of Hospitality Employee's Innovative Work Behavior and Proactivity Using Self-Determination Theory. *SAGE Open*, 14(3). <https://doi.org/10.1177/21582440241251933>
- Le, T. T. (2023). Corporate social responsibility and SMEs' performance: mediating role of corporate image, corporate reputation and customer loyalty. *International Journal of Emerging Markets*, 18(10), 4565–4590. <https://doi.org/10.1108/IJOEM-07-2021-1164>
- Li, L., Zhu, H., & Li, H. (2022). School Leadership Enhances Secondary Students' Achievement in Rural China Through Teacher Commitment and Collaborative Culture. *Frontiers in Psychology*, 13(May), 1–11. <https://doi.org/10.3389/fpsyg.2022.894688>
- Li, W., Gill, S. A., Wang, Y., Safdar, M. A., & Sheikh, M. R. (2022a). Proactive Personality and Innovative Work Behavior: Through the Juxtapose of Schumpeter's Theory of Innovation and Broaden-And-Build Theory. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.927458>
- Li, W., Gill, S. A., Wang, Y., Safdar, M. A., & Sheikh, M. R. (2022b). Proactive Personality and Innovative Work Behavior: Through the Juxtapose of Schumpeter's Theory of Innovation and Broaden-And-Build Theory. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.927458>
- Li, W., Gill, S. A., Wang, Y., Safdar, M. A., & Sheikh, M. R. (2022c). Proactive Personality and Innovative Work Behavior: Through the Juxtapose of Schumpeter's Theory of Innovation and Broaden-And-Build Theory. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.927458>
- Li, W., Gill, S. A., Wang, Y., Safdar, M. A., & Sheikh, M. R. (2022d). Proactive Personality and Innovative Work Behavior: Through the Juxtapose of Schumpeter's Theory of Innovation and Broaden-And-Build Theory. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.927458>
- Li Zongxi, M. (2023). *Dissertation Research On Physical Education Management In Chinese Colleges And Universities*.
- Liao, L., Bai, X., He, X., Tan, L., Yang, L., Long, H., Huang, S., Li, X., Han, Y., Peng, X., Chen, H., Yang, X., Li, H., Wang, S., & Liu, Y. (2024). Identification of formation mechanism and key elements of quality geriatric care behavior of nursing assistants in nursing homes: a grounded theory study. *Frontiers in Public Health*, 12. <https://doi.org/10.3389/fpubh.2024.1425883>
- Lisbet, Z. T., Arafah, W., & Aseanty, D. (2023). *The Influence Of Employee Well-Being And Employee Resilience On Innovation Work Behavior Mediated By Work Climate In The Insurance Industry In DKI Jakarta*. <https://ifg.id/>; <https://doi.org/10.38142/ijesss.v4i3.414>

- Liu, X., & Zhang, D. (2024). Research on Impact Mechanism of Organizational Resilience on Sustainable Competitive Advantage of Enterprises. *Sustainable (Switzerland)*, 16(16). <https://doi.org/10.3390/su16166954>
- Liu, Y., Zhang, Y., & Jin, J. (2022). The relationships of ethical climate, physician–nurse collaboration and psychological empowerment with critical care nurses’ ethical conflict in China: A structural equation model. *Journal of Nursing Management*, 30(7), 2434–2441. <https://doi.org/10.1111/jonm.13848>
- Luthans, F., Luthans, B. C., & Luthans, K. W. (2021). *Organizational Behavior: An Evidence-Based Approach Fourteenth Edition*. Information Age Publishing, Incorporated. <https://books.google.co.id/books?id=59QeEAAAQBAJ>
- Ma, L., Yu, P., Zhang, X., Wang, G., & Hao, F. (2024). How AI use in organizations contributes to employee competitive advantage: The moderating role of perceived organization support. *Technological Forecasting and Social Change*, 209. <https://doi.org/10.1016/j.techfore.2024.123801>
- Maan, A. T., Abid, G., Butt, T. H., Ashfaq, F., & Ahmed, S. (2020). Perceived organizational support and job satisfaction: a moderated mediation model of proactive personality and psychological empowerment. *Future Business Journal*, 6(1). <https://doi.org/10.1186/s43093-020-00027-8>
- Mahmoud, H. A. H., & Rashed, A. (2025). The Role of Transformational Leadership in Fostering Innovative Work Behavior: The Mediating Role of Organizational Resilience., 6(1), 973–1017. <https://doi.org/10.21608/cfdj.2024.338057.2101>
- Mahmoud, M. A., Ahmad, S., & Poespowidjojo, D. A. L. (2022). Psychological empowerment and individual performance: the mediating effect of intrapreneurial behaviour. *European Journal of Innovation Management*, 25(5), 1388–1408. <https://doi.org/10.1108/EJIM-12-2020-0517>
- Malhotra, N. K., & Birks, D. F. (2007). *Marketing Research: An Applied Approach*. Prentice Hall.
- Malik, P. (2022). Measuring the impact of learning organization on proactive work behavior: mediating role of employee resilience. *Asia-Pacific Journal of Business Administration*. <https://doi.org/10.1108/APJBA-10-2020-0379>
- Malik, S. Y., Cao, Y., Mughal, Y. H., Kundi, G. M., Mughal, M. H., & Ramayah, T. (2020). Pathways towards Sustainable in Organizations: Empirical Evidence on the Role of Green Human Resource Management Practices and Green Intellectual Capital. *Sustainable*, 12(8), 3228. <https://doi.org/10.3390/su12083228>
- Mansour, S., & Mohanna, D. (2024). How does organizational support for innovation influence job crafting and knowledge sharing behaviors? A comparison between teleworkers and office workers. *International Journal of Manpower*. <https://doi.org/10.1108/IJM-02-2024-0106>

- Marampa, A. M., Pongtuluran, A. K., & Pariyanti, E. (2025). From sharing to success: enhancing innovative work behavior through psychological empowerment and kinship employee engagement. *Industrial and Commercial Training*, 57(1), 99–117. <https://doi.org/10.1108/ICT-07-2024-0064>
- Marín-García, A., Gil-Saura, I., Ruiz-Molina, M. E., & Berenguer-Contrí, G. (2023). Capturing consumer loyalty through technological innovation and sustainable: the moderating effect of the grocery commercial format. *British Food Journal*, 125(8), 2764–2784. <https://doi.org/10.1108/BFJ-12-2021-1317>
- Mascareño, J., Rietzschel, E. F., & Wisse, B. (2021). Ambidextrous leadership: opening and closing leader behaviours to facilitate idea generation, idea promotion and idea realization. *European Journal of Work and Organizational Psychology*, 30(4), 530–540. <https://doi.org/10.1080/1359432X.2021.1872544>
- Meyer, J. W., Rowan, B., Acland, H., Bergesen, A., Boli-Bennett, J., Deal, T., Freeman, J., Hirsch, P., March, J. G., Scott, W. R., & Starbuck, W. (2016). made helpful suggestions. In *AJS* (Vol. 340). <http://www.journals.uchicago.edu/t-and-c>
- Mohammed, A. A., & Al-Abrow, H. (2024a). The impact of empowering and transformational leadership on innovative behaviour: the mediating role of psychological empowerment in health-care sector. *Leadership in Health Services*, 37(2), 231–246. <https://doi.org/10.1108/LHS-05-2023-0036>
- Mohammed, A. A., & Al-Abrow, H. (2024b). The impact of empowering and transformational leadership on innovative behaviour: the mediating role of psychological empowerment in health-care sector. *Leadership in Health Services*, 37(2), 231–246. <https://doi.org/10.1108/LHS-05-2023-0036>
- Molin, M., Pizzol, L., Pesce, M., Maura, A., Civiero, M., Gritti, E., Giotto, S., Ferri, A., Liguoro, L., Bagnoli, C., & Semenzin, E. (2023). An integrated decision-making framework for corporate sustainable. *Corporate Social Responsibility and Environmental Management*, 30(3), 1145–1160. <https://doi.org/10.1002/csr.2410>
- Montani, F., Vandenberghe, C., Khedhaouria, A., & Courcy, F. (2020). Examining the inverted U-shaped relationship between workload and innovative work behavior: The role of work engagement and mindfulness. *Human Relations*, 73(1), 59–93. <https://doi.org/10.1177/0018726718819055>
- Mubarak, N., Khan, J., Yasmin, R., & Osmadi, A. (2021). The impact of a proactive personality on innovative work behavior: the role of work engagement and transformational leadership. *Leadership & Organization Development Journal*, 42(7), 989–1003. <https://doi.org/10.1108/LODJ-11-2020-0518>
- Mukhty, S., Upadhyay, A., & Rothwell, H. (2022). Strategic sustainable development of Industry 4.0 through the lens of social responsibility: The role of human resource practices. *Business Strategy and the Environment*, 31(5), 2068–2081. <https://doi.org/10.1002/bse.3008>

- Muneer, S., Singh, A., Choudhary, M. H., & Alshammari, A. S. (2025). The Mediating Role of Psychological Empowerment on the Relationship Between Digital Transformation, Innovative Work Behavior, and Organizational Financial Performance. *Behavioral Sciences*, *15*(1). <https://doi.org/10.3390/bs15010005>
- Mutonyi, B. R., Slåtten, T., & Lien, G. (2020). Empowering leadership, work group cohesiveness, individual learning orientation and individual innovative behaviour in the public sector: empirical evidence .... In ... *Journal of Public Leadership*. emerald.com. <https://doi.org/10.1108/IJPL-07-2019-0045>
- Mutonyi, B. R., Slåtten, T., Lien, G., & González-Piñero, M. (2022). The impact of organizational culture and leadership climate on organizational attractiveness and innovative behavior: a study of Norwegian hospital employees. *BMC Health Services Research*, *22*(1). <https://doi.org/10.1186/s12913-022-08042-x>
- Myaskovetsky, V., & Shmueli, L. (2023). Transformational leadership vs. proactive personality: Contributing factors to physiotherapists proactive behaviors and burnout during the SARS-COV-2 pandemic. *Physiotherapy Research International*, *28*(4). <https://doi.org/10.1002/pri.2011>
- Narenji Thani, F., Mazari, E., Asadi, S., & Mashayekhikhi, M. (2022). The impact of self-development on the tendency toward organizational innovation in higher education institutions with the mediating role of human resource agility. *Journal of Applied Research in Higher Education*, *14*(2), 852–873. <https://doi.org/10.1108/JARHE-05-2020-0151>
- Nassani, A. A., Al-Aiban, K. M., Rosak-Szyrocka, J., Yousaf, Z., Isac, N., & Badshah, W. (2024). Knowledge management infrastructure capabilities towards innovative work behavior: Employee's resilience and role of functional flexibility. *Heliyon*, *10*(20). <https://doi.org/10.1016/j.heliyon.2024.e38742>
- 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), 1–21. <https://doi.org/10.3390/joitmc6040166>
- Nwanzu, C. L., & Babalola, S. S. (2024). Psychological empowerment as moderator of the relationship between core self-evaluation and proactive work behaviour. *Cogent Business and Management*, *11*(1). <https://doi.org/10.1080/23311975.2023.2297461>
- Okřęglicka, M., Mittal, P., & Navickas, V. (2023). Exploring the Mechanisms Linking Perceived Organizational Support, Autonomy, Risk Taking, Competitive Aggressiveness and Corporate Sustainable: The Mediating Role of Innovativeness. *Sustainable*, *15*(7), 5648. <https://doi.org/10.3390/su15075648>
- Olaleye, B. R., Lekunze, J. N., Sekhampu, T. J., Khumalo, N., & Ayeni, A. A. W. (2024). Leveraging Innovation Capability and Organizational Resilience for Business

- Sustainable Among Small and Medium Enterprises: A PLS-SEM Approach. *Sustainable*, 16(21), 9201. <https://doi.org/10.3390/su16219201>
- Oliveira, M., Andrade, J. R., Ratten, V., & Santos, E. (2023). Psychological empowerment for the future of work: Evidence from Portugal. *Global Business and Organizational Excellence*, 42(5), 65–78. <https://doi.org/10.1002/joe.22194>
- Özbezek, b. D., sezer, b., & Gül, m. (2024). Proaktif Kişiliğin Yararlı Performans Üzerindeki Etkisinde Psikolojik Güçlendirme Aracılık Rolü. *Süleyman Demirel Üniversitesi Vizyoner Dergisi*, 15(41), 1–13. <https://doi.org/10.21076/vizyoner.1298714>
- Pan, B., Song, Z., & Wang, Y. (2021). The Relationship Between Preschool Teachers' Proactive Personality and Innovative Behavior: The Chain-Mediated Role of Error Management Climate and Self-Efficacy. *Frontiers in Psychology*, 12. <https://doi.org/10.3389/fpsyg.2021.734484>
- Perera, R. (2020). *Understanding Porter's Five Forces Analysis*. Independently Published. <https://books.google.co.id/books?id=PXvvzgEACAAJ>
- Pierre, L., Cangialosi, N., & Déprez, G. R. M. (2024). Nurse middle managers' proactive work behavior: antecedents and consequences on innovative work behavior and job performance. *Journal of Health Organization and Management*, 38(5), 682–704. <https://doi.org/10.1108/JHOM-03-2023-0087>
- Piprani, A. Z., Mohezar, S., & Jaafar, N. I. (2020). Supply chain integration and supply chain performance: The mediating role of supply chain resilience. *International Journal of Supply Chain Management*, 9(3), 58–73.
- Podsakoff, P. M., MacKenzie, S. B., Lee, J. Y., & Podsakoff, N. P. (2003). Common Method Biases in Behavioral Research: A Critical Review of the Literature and Recommended Remedies. *Journal of Applied Psychology*, 88(5), 879–903. <https://doi.org/10.1037/0021-9010.88.5.879>
- Podsakoff, P. M., MacKenzie, S. B., & Podsakoff, N. P. (2012). Sources of method bias in social science research and recommendations on how to control it. *Annual Review of Psychology*, 63, 539–569. <https://doi.org/10.1146/annurev-psych-120710-100452>
- Porter, M. E. (2008a). *Competitive Advantage: Creating and Sustaining Superior Performance*. Free Press. [https://books.google.co.id/books?id=7UqQXsQ\\_dj4C](https://books.google.co.id/books?id=7UqQXsQ_dj4C)
- Porter, M. E. (2008b). *The Five Competitive Forces That Shape Strategy*. www.hbr.org
- Porter, M. E. (2017). *Competitive Strategy: Techniques for Analyzing Industries and Competitors*. CreateSpace Independent Publishing Platform. <https://books.google.co.id/books?id=BZT1swEACAAJ>

- Porter, M. E., & Kramer, M. R. (2019). Creating Shared Value. In *Managing Sustainable Business* (pp. 323–346). Springer Netherlands. [https://doi.org/10.1007/978-94-024-1144-7\\_16](https://doi.org/10.1007/978-94-024-1144-7_16)
- Powell, W. W., & DiMaggio, P. J. (2012). *The New Institutionalism in Organizational Analysis*. University of Chicago Press. <https://books.google.co.id/books?id=jbTbAgAAQBAJ>
- Pu, G., Li, S., & Bai, J. (2023a). Effect of supply chain resilience on firm's sustainable competitive advantage: a dynamic capability perspective. *Environmental Science and Pollution Research*, 30(2), 4881–4898. <https://doi.org/10.1007/s11356-022-22483-1>
- Pu, G., Li, S., & Bai, J. (2023b). Effect of supply chain resilience on firm's sustainable competitive advantage: a dynamic capability perspective. *Environmental Science and Pollution Research*, 30(2), 4881–4898. <https://doi.org/10.1007/s11356-022-22483-1>
- Pu, G., Li, S., & Bai, J. (2023c). Effect of supply chain resilience on firm's sustainable competitive advantage: a dynamic capability perspective. *Environmental Science and Pollution Research*, 30(2), 4881–4898. <https://doi.org/10.1007/s11356-022-22483-1>
- Pu, G., Li, S., & Bai, J. (2023d). Effect of supply chain resilience on firm's sustainable competitive advantage: a dynamic capability perspective. *Environmental Science and Pollution Research*, 30(2), 4881–4898. <https://doi.org/10.1007/s11356-022-22483-1>
- Punnakitikashem, P., & Hallinger, P. (2020). Bibliometric Review of the Knowledge Base on Healthcare Management for Sustainable, 1994–2018. *Sustainable*, 12(1), 205. <https://doi.org/10.3390/su12010205>
- Purwohedi, U. (2022). *Metode Penelitian Prinsip dan Praktek*. Raih Asa Sukses.
- Qawasmeh, E., & Abd Wahab, N. (2022). Achieving Competitive Advantage (CA) Through the Role of Training and Compensations Practices on Innovative Work Behavior (IWB): A Study in Jordan Islamic Banks. *International Journal of Academic Research in Economics and Management Sciences*, 11(2). <https://doi.org/10.6007/ijarems/v11-i2/13335>
- Qheshlaq, S. E., & Prof, A. (2024). *Designing a Model for Recruiting Employees of Creative Industries (Study of the Museum of the Islamic Revolution and Holy Defense) Seyed Mehdi Sharifi (Corresponding Author)*. <https://doi.org/>
- Ren, L., & Kim, H. (2023). Serial multiple mediation of psychological empowerment and job burnout in the relationship between workplace bullying and turnover intention among Chinese novice nurses. *Nursing Open*, 10(6), 3687–3695. <https://doi.org/10.1002/nop2.1621>

- Riani, H. E., & Harsono, M. (2024). The Impact of Ethical Leadership on Innovative Work Behavior: The Role of Perceived Organizational Support, Proactive Personality and Psychological Safety. *American Journal of Economic and Management Business (AJEMB)*, 3(5), 1–8. <https://doi.org/10.58631/ajemb.v3i5.83>
- Robbins, S. P., & Judge, T. A. (2021). *Essentials of Organizational Behaviour, Global Edition*. Pearson Education. <https://books.google.co.id/books?id=HUQyEAAAQBAJ>
- Safari, A., Adelpnah, A., Soleimani, R., Heidari Aqagoli, P., Eidizadeh, R., & Salehzadeh, R. (2020). The effect of psychological empowerment on job burnout and competitive advantage: The mediating role of organizational commitment and creativity. *Management Research*, 18(1), 47–71. <https://doi.org/10.1108/MRJIAM-06-2019-0935>
- Saleem, S., Tourigny, L., Raziq, M. M., Shaheen, S., & Goher, A. (2022). Servant leadership and performance of public hospitals: Trust in the leader and psychological empowerment of nurses. *Journal of Nursing Management*, 30(5), 1206–1214. <https://doi.org/10.1111/jonm.13622>
- Saleh, M. O., Eshah, N. F., & Rayan, A. H. (2022a). Empowerment Predicting Nurses' Work Motivation and Occupational Mental Health. *SAGE Open Nursing*, 8. <https://doi.org/10.1177/237796082211076811>
- Sam, T. H., Isa, K., & Palpanadan, S. T. (2024). Perspectives Of Perceived Organizational Support (Pos) Theory Towards Individual Happiness. *Revista de Gestao Social e Ambiental*, 18(9). <https://doi.org/10.24857/rgsa.v18n9-035>
- Schaltegger, S. (2021). Sustainable learnings from the COVID-19 crisis. Opportunities for resilient industry and business development. *Sustainable Accounting, Management and Policy Journal*, 12(5), 889–897. <https://doi.org/10.1108/SAMPJ-08-2020-0296>
- Scott, S. G., & Bruce, R. A. (1994). Determinants Of Innovative Behavior: A Path Model Of Individual Innovation In The Workplace. *Academy of Management Journal*, 37(3), 580–607. <https://doi.org/10.2307/256701>
- Sedgwick, P. (2014). Non-response bias versus response bias. *BMJ (Online)*, 348. <https://doi.org/10.1136/bmj.g2573>
- Sekaran, U., & Bougie, R. (2019). *Research Methods for Business: A Skill-Building Approach*. Wiley.
- Setyaningrum, R. P., Kholid, M. N., & Susilo, P. (2023). Sustainable SMEs Performance and Green Competitive Advantage: The Role of Green Creativity, Business Independence and Green IT Empowerment. *Sustainable (Switzerland)*, 15(15). <https://doi.org/10.3390/su151512096>
- Shafait, Z., & Huang, J. (2023). Exploring the Nexus of Emotional Intelligence and University Performance: An Investigation Through Perceived Organizational

Support and Innovative Work Behavior. *Psychology Research and Behavior Management*, 16, 4295–4313. <https://doi.org/10.2147/PRBM.S422194>

Shahri Bin Basri, B., & Author, C. (2024). The Effect Of Ulu Al-Albab-Driven Competitive Intelligence (Ci) On The Organisational Performance Of The Institutions Of Higher Learning (Hlis) In Malaysia: Moderated By Organisational Factors. In *Online Journal Of Islamic Management And Finance* (Vol. 4, Issue 2).

Sharma, S., Durand, R. M., & Gur-Arie, O. (1981). Identification and Analysis of Moderator Variables. *Journal of Marketing Research*, 18(3), 291. <https://doi.org/10.2307/3150970>

Shi, Y., Zhou, J. xin, Shi, J. lin, Pan, J. F., Dai, J. yang, & Gao, Q. (2023). Association between proactive personality and professional identity of nursing undergraduates: The mediating role of resilience and irrational belief. *Nurse Education in Practice*, 71. <https://doi.org/10.1016/j.nepr.2023.103729>

Singh, A. (2022). Linking empowerment, engagement, communication and organizational health: moderated mediation model. *Management Research Review*, 45(2), 261–280. <https://doi.org/10.1108/MRR-03-2021-0220>

Singh, H., Dey, A. K., & Sahay, A. (2020). Exploring sustainable competitive advantage of multispecialty hospitals in dynamic environment. *Competitiveness Review: An International Business Journal*, 30(5), 595–609. <https://doi.org/10.1108/CR-12-2018-0091>

Singh, M., & Sarkar, A. (2019). Role of psychological empowerment in the relationship between structural empowerment and innovative behavior. *Management Research Review*, 42(4), 521–538. <https://doi.org/10.1108/MRR-04-2018-0158>

Solimun, Fernandes, A. Ahmad., & Nurjannah. (2017). *Metode Statistika Multivariat Pemodelan Persamaan Struktural (SEM)* (Kedua). Universitas Brawijaya Press.

Spreitzer, G. M. (1995). Psychological Empowerment in the Workplace: Dimensions, Measurement, and Validation. *Academy of Management Journal*, 38(5), 1442–1465. <https://doi.org/10.5465/256865>

Stanescu, D. F., Zbucnea, A., & Pinzaru, F. (2021). Transformational leadership and innovative work behaviour: the mediating role of psychological empowerment. *Kybernetes*, 50(5), 1041–1057. <https://doi.org/10.1108/K-07-2019-0491>

Stefan, S. C., Popa, I., & Dobrin, C. O. (2016). Towards a model of sustainable competitiveness of health organizations. *Sustainable (Switzerland)*, 8(5). <https://doi.org/10.3390/su8050464>

Stević, Ž., Pamučar, D., Puška, A., & Chatterjee, P. (2020). Sustainable supplier selection in healthcare industries using a new MCDM method: Measurement of alternatives and ranking according to COMPromise solution (MARCOS). *Computers & Industrial Engineering*, 140, 106231. <https://doi.org/10.1016/j.cie.2019.106231>

- Sun, W., Chen, K., & Mei, J. (2024). Integrating the resource-based view and dynamic capabilities: a comprehensive framework for sustaining competitive advantage in dynamic markets. *EPRA International Journal of Economic and Business Review*, 12(9), 1–8.
- Tambouratzis, T., Canellidis, V., & Chalikias, M. (2021). Realizable and adaptive maximization of environmental sustainable at the country level using evolutionary strategies. *Communications in Statistics: Case Studies, Data Analysis and Applications*, 7(4), 590–623. <https://doi.org/10.1080/23737484.2021.1942326>
- Tarigan, Z. J. H., Siagian, H., & Jie, F. (2021a). Impact of Internal Integration, Supply Chain Partnership, Supply Chain Agility, and Supply Chain Resilience on Sustainable Advantage. *Sustainable*, 13(10), 5460. <https://doi.org/10.3390/su13105460>
- Tarigan, Z. J. H., Siagian, H., & Jie, F. (2021b). Impact of internal integration, supply chain partnership, supply chain agility, and supply chain resilience on sustainable advantage. *Sustainable (Switzerland)*, 13(10). <https://doi.org/10.3390/su13105460>
- Tarigan, Z. J. H., Siagian, H., & Jie, F. (2021c). Impact of Internal Integration, Supply Chain Partnership, Supply Chain Agility, and Supply Chain Resilience on Sustainable Advantage. *Sustainable*, 13(10), 5460. <https://doi.org/10.3390/su13105460>
- Tarsuslu, S., & Bas, M. (2024). Does psychological empowerment of healthcare workers trigger innovative work behaviors? A moderated mediation study. *Gazi Journal of Economics and Business*, 10(2). <https://doi.org/10.30855/gjeb.2024.10.2.006>
- Teece, D. J. (2019). A capability theory of the firm: an economics and (Strategic) management perspective. *New Zealand Economic Papers*, 53(1), 1–43. <https://doi.org/10.1080/00779954.2017.1371208>
- Teixeira, E. de O., & Werther, W. B. (2013a). Resilience: Continuous renewal of competitive advantages. *Business Horizons*, 56(3), 333–342. <https://doi.org/10.1016/j.bushor.2013.01.009>
- Teixeira, E. de O., & Werther, W. B. (2013b). Resilience: Continuous renewal of competitive advantages. *Business Horizons*, 56(3), 333–342. <https://doi.org/10.1016/j.bushor.2013.01.009>
- Teixeira, E. de O., & Werther, W. B. (2013c). Resilience: Continuous renewal of competitive advantages. *Business Horizons*, 56(3), 333–342. <https://doi.org/10.1016/j.bushor.2013.01.009>
- Thomas, A., & Suresh, M. (2023). Readiness for agility adaptability and alignment in healthcare organizations. *IISE Transactions on Healthcare Systems Engineering*, 13(2), 161–174. <https://doi.org/10.1080/24725579.2022.2144966>

- Thomas Hatzichronoglou. (1996). *Globalisation and Competitiveness: Vol. 1996/05* (OECD Science, Technology and Industry Working Papers). <https://doi.org/10.1787/885511061376>
- Trendowski, J., & Judge, B. (1959). Management Faculty Publications. 8. Original Publication Citation Nair, A. In *Academy of Management Review* (Vol. 33, Issue 4). [http://digitalcommons.odu.edu/management\\_fac\\_pubs/8](http://digitalcommons.odu.edu/management_fac_pubs/8)
- 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*. <https://doi.org/10.1108/EJIM-01-2022-0022>
- Utomo, H. J. N., Irwantoro, I., Wasesa, S., Purwati, T., Sembiring, R., & Purwanto, A. (2023). Investigating The Role of Innovative Work Behavior, Organizational Trust, Perceived Organizational Support: An Empirical Study on SMEs Performance. *Journal of Law and Sustainable Development*, 11(2), e417. <https://doi.org/10.55908/sdgs.v11i2.417>
- 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>
- Vrontis, D., El Charani, H., El Abiad, Z., El Nemar, S., & Yassine Haddad, A. (2022a). Managerial innovative capabilities, competitive advantage and performance of healthcare sector during Covid-19 pandemic period. *Foresight*, 24(3/4), 504–526. <https://doi.org/10.1108/FS-02-2021-0045>
- Vrontis, D., El Charani, H., El Abiad, Z., El Nemar, S., & Yassine Haddad, A. (2022b). Managerial innovative capabilities, competitive advantage and performance of healthcare sector during Covid-19 pandemic period. *Foresight*, 24(3/4), 504–526. <https://doi.org/10.1108/FS-02-2021-0045>
- Walsh, G., Evanschitzky, H., & Wunderlich, M. (2008). Identification and analysis of moderator variables: Investigating the customer satisfaction-loyalty link. *European Journal of Marketing*, 42(9–10), 977–1004. <https://doi.org/10.1108/03090560810891109>
- Wang, C. J., & Yang, I. H. (2021). Why and how does empowering leadership promote proactive work behavior? An examination with a serial mediation model among hotel employees. *International Journal of Environmental Research and Public Health*, 18(5), 1–18. <https://doi.org/10.3390/ijerph18052386>
- Wang, C.-J., & Yang, I.-H. (2021). Why and How Does Empowering Leadership Promote Proactive Work Behavior? An Examination with a Serial Mediation Model among Hotel Employees. *International Journal of Environmental Research and Public Health*, 18(5), 2386. <https://doi.org/10.3390/ijerph18052386>

- Wang, G., Li, Y., Zuo, J., Hu, W., Nie, Q., & Lei, H. (2021). Who drives green innovations? Characteristics and policy implications for green building collaborative innovation networks in China. *Renewable and Sustainable Energy Reviews*, *143*, 110875. <https://doi.org/10.1016/j.rser.2021.110875>
- Wei, F., Abbas, J., Alarifi, G., Zhang, Z., Adam, N. A., & Queiroz, M. J. de. (2023). Role of green intellectual capital and top management commitment in organizational environmental performance and reputation: Moderating role of pro-environmental behavior. *Journal of Cleaner Production*, *405*, 136847. <https://doi.org/10.1016/j.jclepro.2023.136847>
- Weng, Q., Rasheed, M. I., & Yue, Z. (2020). Proactive Personality and Organizational Career Growth: When and Why Proactive Individuals Stand Out. *Academy of Management Proceedings*, *2020(1)*, 10132. <https://doi.org/10.5465/AMBPP.2020.10132abstract>
- Wernerfelt, B. (2016). *Adaptation, Specialization, and the Theory of the Firm: Foundations of the Resource-Based View*. Cambridge University Press. <https://books.google.co.id/books?id=pLctDQAAQBAJ>
- Williams, S. J., & Radnor, Z. J. (2022). Moving from service to sustainable services: a healthcare case study. *International Journal of Productivity and Performance Management*, *71(4)*, 1126–1148. <https://doi.org/10.1108/IJPPM-12-2019-0583>
- Xie, X., Tan, J., He, J., Du, J., He, C., Li, Z., Liu, Y., & Chen, Y. (2024). The moderating role of work environment in the relationship between proactive personality and personal growth initiative among nurses: a cross-sectional study. *BMC Nursing*, *23(1)*, 364. <https://doi.org/10.1186/s12912-024-02040-6>
- Xu, Y., Liu, D., & Tang, D. S. (2022). Decent work and innovative work behaviour: Mediating roles of work engagement, intrinsic motivation and job self-efficacy. *Creativity and Innovation Management*, *31(1)*, 49–63. <https://doi.org/10.1111/caim.12480>
- Yaghoubpour, M., Hamid, S., Hosseini, K., Janatifar, H., Prof, A., & Fard, R. S. (2024). *Designing a Digital Marketing Excellence Model (A Case Study of Commercial Banking)*. <https://doi.org/10.22059/JIBM.2024.376605.4785>
- Yamak, O. U., & Eyupoglu, S. Z. (2021). Authentic Leadership and Service Innovative Behavior: Mediating Role of Proactive Personality. *SAGE Open*, *11(1)*. <https://doi.org/10.1177/2158244021989629>
- Yang, W., & Lee, P. C. (2023). Retaining hospitality talent during COVID-19: the joint impacts of employee resilience, work social support and proactive personality on career change intentions. *International Journal of Contemporary Hospitality Management*, *35(10)*, 3389–3409. <https://doi.org/10.1108/IJCHM-07-2020-0761>
- Yasir, M., Majid, A., Yousaf, Z., Nassani, A. A., & Haffar, M. (2023a). An integrative framework of innovative work behavior for employees in SMEs linking knowledge

sharing, functional flexibility and psychological empowerment. *European Journal of Innovation Management*, 26(2), 289–308. <https://doi.org/10.1108/EJIM-02-2021-0091>

Yasir, M., Majid, A., Yousaf, Z., Nassani, A. A., & Haffar, M. (2023b). An integrative framework of innovative work behavior for employees in SMEs linking knowledge sharing, functional flexibility and psychological empowerment. *European Journal of Innovation Management*, 26(2), 289–308. <https://doi.org/10.1108/EJIM-02-2021-0091>

Yasir, N., Babar, M., Mehmood, H. S., Xie, R., & Guo, G. (2023). The environmental values play a role in the development of green entrepreneurship to achieve sustainable entrepreneurial intention. *Sustainable*, 15(8), 6451. <https://doi.org/https://doi.org/10.3390/su15086451>

Yi-Feng Chen, N., Crant, J. M., Wang, N., Kou, Y., Qin, Y., Yu, J., & Sun, R. (2021). When there is a will there is a way: The role of proactive personality in combating COVID-19. *Journal of Applied Psychology*, 106(2), 199–213. <https://doi.org/10.1037/apl0000865>

Yong, J. Y., Yusliza, M.-Y., Jabbour, C. J. C., & Ahmad, N. H. (2019). Exploratory cases on the interplay between green human resource management and advanced green manufacturing in light of the Ability-Motivation-Opportunity theory. *Journal of Management Development*, 39(1), 31–49. <https://doi.org/10.1108/JMD-12-2018-0355>

Zhai, X., Zhu, C. J., & Zhang, M. M. (2023). Mapping promoting factors and mechanisms of resilience for performance improvement: The role of strategic human resource management systems and psychological empowerment. *Applied Psychology*, 72(3), 915–936. <https://doi.org/10.1111/apps.12411>

Zhang, N., Li, J., Bu, X., & Gong, Z.-X. (2021). The relationship between ethical climate and nursing service behavior in public and private hospitals: a cross-sectional study in China. *BMC Nursing*, 20(1), 136. <https://doi.org/10.1186/s12912-021-00655-7>

Zhao, L., Li, W., & Zhang, H. (2022). Career Adaptability as a Strategy to Improve Sustainable Employment: A Proactive Personality Perspective. *Sustainable*, 14(19), 12889. <https://doi.org/10.3390/su141912889>

Zhao, M., Fang, G., Liang, H., Li, Q., & Chen, R. (2024). Nonexecutive Employee Compensation and Firm Labor Productivity. *Finance Research Letters*, 106678. <https://doi.org/10.1016/j.frl.2024.106678>

Zhao, X., Lynch, J. G., & Chen, Q. (2010). Reconsidering Baron and Kenny: Myths and Truths about Mediation Analysis. *Journal of Consumer Research*, 37, 197 – 206.

Zuberi, M. A., & Khattak, A. (2021a). Impact of proactive personality and leader member exchange on innovative work behavior: a job design perspective.

*International Journal of Innovation Science*, 13(5), 664–683.  
<https://doi.org/10.1108/IJIS-11-2020-0251>

Zuberi, M. A., & Khattak, A. (2021b). Impact of proactive personality and leader member exchange on innovative work behavior: a job design perspective. *International Journal of Innovation Science*, 13(5), 664–683.  
<https://doi.org/10.1108/IJIS-11-2020-0251>

