

DAFTAR PUSTAKA

- Abasilim, U. D., Gbervbie, D. E., & Osibanjo, O. A. (2019). Leadership styles and employees' commitment: empirical evidence from Nigeria. *SAGE Open*, 9(3). <https://doi.org/10.1177/2158244019866287>
- Abdulai S, I., & Kamara K., F. (2019). An effective employee retention policies as a way to boost organizational performance. *Journal of Human Resource Management*, 7(2), 41. <https://doi.org/10.11648/j.jhrm.20190702.12>
- Adu, J., & Nawangsari, L. C. (2022). Build organizational citizenship behavior toward environment through organizational culture, organizational commitment and mediated self-efficacy. *International Journal of Indonesian ...*, 1(1), 80–88. <https://journal.adpebi.com/index.php/ijibr/article/view/251>
- Afsar, B., Masood, M., & Umrani, W. A. (2019). The role of job crafting and knowledge sharing on the effect of transformational leadership on innovative work behavior. *Personnel Review*, 48(5), 1186–1208. <https://doi.org/10.1108/PR-04-2018-0133>
- Agu, O. L. (2016). Work engagement, organizational commitment, self efficacy and organizational growth: A literature review. *Information Impact: Journal of Information and Knowledge Management*, 6(1), 14–29. <https://www.ajol.info/index.php/ijikm/article/view/144583>
- Ahmad, F., & Karim, M. (2019). Impacts of knowledge sharing: a review and directions for future research. *Journal of Workplace Learning*, 31(3), 207–230. <https://doi.org/10.1108/JWL-07-2018-0096>
- Ahmad, N. (2014). Impact of Organizational Commitment and Employee Performance on the Employee Satisfaction. 1(1), 84–92.
- Akpa, V., Asikhia, O., & Nneji, N. (2021). Organizational culture and organizational performance: A review of literature. *International Journal of Advances in Engineering and Management*, 3(1), 361–372. <https://doi.org/10.35629/5252-0301361372>
- Akram, T., Lei, S., Haider, M. J., & Hussain, S. T. (2020). The impact of organizational justice on employee innovative work behavior: Mediating role of knowledge sharing. *Journal of Innovation and Knowledge*, 5(2), 117–129. <https://doi.org/10.1016/j.jik.2019.10.001>
- Alessa, S. G. (2021). The Dimensions of Transformational Leadership and Its Organizational Effects in Public Universities in Saudi Arabia: A Systematic Review. *Frontiers in Psychology*, 12(November), 1–16. <https://doi.org/10.3389/fpsyg.2021.682092>
- Al-Husseini, S., El Beltagi, I., & Moizer, J. (2021). Transformational leadership and innovation: the mediating role of knowledge sharing amongst higher education faculty. *International Journal of Leadership in Education*, 24(5), 670–693. <https://doi.org/10.1080/13603124.2019.1588381>
- Al-Kurdi, O. F., El-Haddadeh, R., & Eldabi, T. (2020). The role of organisational climate in managing knowledge sharing among academics in higher education.

International Journal of Information Management, 50 (November 2018), 217–227. <https://doi.org/10.1016/j.ijinfomgt.2019.05.018>

- Alrowwad, A., Abualoush, S. H., & Masa'deh, R. (2020). Innovation and intellectual capital as intermediary variables among transformational leadership, transactional leadership, and organizational performance. *Journal of Management Development*, 39(2), 196–222. <https://doi.org/10.1108/JMD-02-2019-0062>
- Al-Saffar, G. N. A., & Obeidat, A. M. (2020). The effect of total quality management practices on employee performance: The moderating role of knowledge sharing. *Management Science Letters*, 10(1), 77–90. <https://doi.org/10.5267/j.msl.2019.8.014>
- Alvarez-Torres, F. J., & Schiuma, G. (2024). Measuring the impact of remote working adaptation on employees' well-being during COVID-19: insights for innovation management environments. *European Journal of Innovation Management*, 27(2), 608–627. <https://doi.org/10.1108/EJIM-05-2022-0244>
- Anderson, M. H., & Sun, P. Y. T. (2015). The downside of transformational leadership when encouraging followers to network. *Leadership Quarterly*, 26(5), 790–801. <https://doi.org/10.1016/j.leaqua.2015.05.002>
- Anderson, J. C., & Gerbing, D. W. (1988). Structural equation modeling in practice: A review and recommended two-step approach. *Psychological Bulletin*, 103(3), 411–423.
- Ahyat, M., & Hamdi, N. (2024). The influence of employee engagement on work efficiency in the creative industry in Mataram City: Analysis of digital competence, dedication, and work environment dimensions. *Journal of Management*, 3(2), 748–760.
- Aranki, D. H., Suifan, T. S., & Sweis, R. J. (2019). The relationship between organizational culture and organizational commitment. *Modern Applied Science*, 13(4), 137–154. <https://doi.org/10.5539/mas.v13n4p137>
- Armanto, R., & Gunarto, M. (2020). Pengaruh komitmen dan kompensasi terhadap kinerja dosen pada Perguruan Tinggi Swasta (PTS). MBIA. <https://doi.org/10.33557/mbia.v19i2.993>
- Arsawan, I. W. E., Koval, V., Rajiani, I., Rustiarini, N. W., Supartha, W. G., & Suryantini, N. P. S. (2022). Leveraging knowledge sharing and innovation culture into SMEs sustainable competitive advantage. *International Journal of Productivity and Performance Management*, 71(2), 405–428. <https://doi.org/10.1108/IJPPM-04-2020-0192>
- Attard, C., Elliot, M., Grech, P., & McCormack, B. (2021). Adopting the Concept of ‘Ba’ and the “SECI” Model in Developing Person-Centered Practices in Child and Adolescent Mental Health Services.” *Frontiers in Rehabilitation Sciences*, 2(January), 1–11. <https://doi.org/10.3389/fresc.2021.744146>
- Azamat, X. (2023). International Journal of Law and Policy | Volume: 1 Issue: 5 2023. *International Journal of Law and Policy*, 1(5), 1–8.
- Azeem, M., Ahmed, M., Haider, S., & Sajjad, M. (2021). Expanding competitive

- advantage through organizational culture, knowledge sharing and organizational innovation. *Technology in Society*, 66(January), 101635. <https://doi.org/10.1016/j.techsoc.2021.101635>
- Bacigalupo, M. (2022). Competence frameworks as orienteering tools. *Revista Interuniversitaria de Investigación En Tecnología Educativa*, 12, 20–33. <https://doi.org/10.6018/riite.523261>
- Bai, A., & Vahedian, M. (2023). Beyond the Screen: Safeguarding Mental Health in the Digital Workplace Through Organizational Commitment and Ethical Environment. *SSRN Electronic Journal*. <https://doi.org/10.2139/ssrn.4623055>
- Bartolomé, J., Garaizar, P., & Larrucea, X. (2022). A Pragmatic Approach for Evaluating and Accrediting Digital Competence of Digital Profiles: A Case Study of Entrepreneurs and Remote Workers. In *Technology, Knowledge and Learning* (Vol. 27, Issue 3). Springer Netherlands. <https://doi.org/10.1007/s10758-021-09516-3>
- Baruch, Y., & Holtom, B. C. (2008). Survey response rate levels and trends in organizational research. *Human Relations*, 61(8), 1139–1160.
- Bass, B. M., & Riggio, R. E. (2006). *Transformational Leadership* (2nd ed.). Mahwah, NJ: Lawrence Erlbaum Associates. <https://www.taylorfrancis.com/books/9781135618896>
- Bass, B. M., & Avolio, B. J. (1994). Transformational leadership and organizational culture. *The International Journal of Public Administration*, 17(3–4), 541–554.
- Battistelli, A., Odoardi, C., &... (2019). Information sharing and innovative work behavior: The role of work-based learning, challenging tasks, and organizational commitment. *Human Resource* <https://doi.org/10.1002/hrdq.21344>
- Berberoglu, A. (2018). Impact of organizational climate on organizational commitment and perceived organizational performance: empirical evidence from public hospitals. In *BMC health services research*. Springer. <https://doi.org/Aysen Berberoglu>
- Berezhna, T., Zaiets, S., & Shybirina, S. (2022). Formation and Self-Development of the Students' Digital Competencies within the Lifelong Learning System. *CEUR Workshop Proceedings*, 3104(Icteri 2021), 31–42.
- Bernard, B. M. (1985). Leadership: Good, better, best. *Organizational Dynamics*, 13(3), 26–40.
- Bharadiya, P. J. (2023). A Comparative Study of Business Intelligence and Artificial Intelligence with Big Data Analytics. *American Journal of Artificial Intelligence*, June. <https://doi.org/10.11648/j.ajai.20230701.14>
- Bhatti, W. A., Glowik, M., & Arslan, A. (2020). Knowledge sharing motives and value co-creation behavior of the consumers in physiotherapy services: a cross-cultural study. *Journal of Knowledge Management*, 25(5), 1128–1145. <https://doi.org/10.1108/JKM-04-2020-0273>

- Bravo, M. C. M., Chalezquer, C. S., & Serrano-Puche, J. (2021). Meta-framework of digital literacy: Comparative analysis of 21st century skills frameworks. *Revista Latina de Comunicacion Social*, 2021(79), 76–110. <https://doi.org/10.4185/RLCS-2021-1508>
- Burns, J. M. (1978). *Leadership*. Harper & Row.
- Busari, A. H., Khan, S. N., Abdullah, S. M., & Mughal, Y. H. (2019). Transformational leadership style, followership, and factors of employees' reactions towards organizational change. *Journal of Asia Business Studies*, 14(2), 181–209. <https://doi.org/10.1108/JABS-03-2018-0083>
- Cabrera-Aguilar, E., Zevallos-Francia, M., Morales-García, M., Ramírez-Coronel, A., Morales-García, S., Sairitupa-Sanchez, L., & Morales-García, W. (2023). Resilience and stress as predictors of work engagement: the mediating role of self-efficacy in nurses. *Frontiers in Psychiatry*, 14. <https://doi.org/10.3389/fpsy.2023.1202048>
- Caena, F., & Redecker, C. (2019). Aligning teacher competence frameworks to 21st century challenges: The case for the European Digital Competence Framework for Educators (Digcompedu). *European Journal of Education*, 54(3), 356–369. <https://doi.org/10.1111/ejed.12345>
- Cahyono, Y., Novitasari, D., Sihotang, M., Aman, M., & Fahlevi, M. (2020). The Effect of Transformational Leadership Dimensions on Job Satisfaction and Organizational Commitment: Case Studies in Private University Lecturers.
- Cahen, F., & Borini, F. M. (2020). International digital competence. *Journal of International Management*, 26(1), 100691. <https://doi.org/10.1016/j.intman.2019.100691>
- Cai, W., Khapova, S., Bossink, B., Lysova, E., & Yuan, J. (2020). Optimizing employee creativity in the digital era: Uncovering the interactional effects of abilities, motivations, and opportunities. *International Journal of Environmental Research and Public Health*, 17(3). <https://doi.org/10.3390/ijerph17031038>
- Cakir, S. F., & Adiguzel, Z. (2020). Analysis of Leader Effectiveness in Organization and Knowledge Sharing Behavior on Employees and Organization. *SAGE Open*, 10(1). <https://doi.org/10.1177/2158244020914634>
- Caniëls, M. C. J., & Baaten, S. M. J. (2019). How a Learning-Oriented Organizational Climate is Linked to Different Proactive Behaviors: The Role of Employee Resilience. *Social Indicators Research*, 143(2), 561–577. <https://doi.org/10.1007/s11205-018-1996-y>
- Caputo, F., Cillo, V., Candelo, E., & Liu, Y. (2019). Innovating through digital revolution: The role of soft skills and Big Data in increasing firm performance. *Management Decision*, 57(8), 2032–2051. <https://doi.org/10.1108/MD-07-2018-0833>
- Chedid, M., Caldeira, A., Alvelos, H., & Teixeira, L. (2020). Knowledge-sharing and collaborative behaviour: An empirical study on a Portuguese higher

- education institution. *Journal of Information Science*, 46(5), 630–647. <https://doi.org/10.1177/0165551519860464>
- Chin, W. W. (1998). The Partial Least Squares Approach to Structural Equation Modeling. Dalam G. A. Marcoulides (Ed.), *Modern Methods for Business Research*. Lawrence Erlbaum Associates.
- Chin, Y. F., Sharif, S., & Yong, F. L. (2024). Influence Of Digital Leadership on Perceived Gender Equality, Collegiality, Wellbeing, And Organizational Commitment Among Academic Staff at Malaysian Tertiary Institutions. *Algae*, January, 40–48.
- Chua, J., & Ayoko, O. B. (2021). Employees' self-determined motivation, transformational leadership and work engagement. *Journal of Management and Organization*, 27(3), 523–543. <https://doi.org/10.1017/jmo.2018.74>
- Cinnioğlu, H. (2020). A Review of Modern Leadership Styles in Perspective of Industry 4.0. *Agile Business Leadership Methods for Industry 4.0*, 1–23. <https://doi.org/10.1108/978-1-80043-380-920201002>
- Coelho, D. R., & Pires, R. T. S. (2020). Impact of Organizational Climate. *Scientific Electronic Archives*, 14(1), 67. <https://doi.org/10.36560/14120211260>
- Cohen, J. (1988). *Statistical power analysis for the behavioral sciences* (2nd ed.). Lawrence Erlbaum Associates.
- Colquitt, J. A., LePine, J. A., & Wesson, M. J. (2022). *Organizational behavior: Improving performance and commitment in the workplace*. McGraw Hill
- Colquitt, J. A., LePine, J. A., & Wesson, M. J. (2022). *Organizational Behavior: Improving Performance and Commitment in the Workplace* (8th ed.). McGraw-Hill.
- Colquitt, J., Lepine, J., & Wesson, M. (2019). *Organizational Behavior Commitment in the Workplace*.
- Cortesi, S. C., Hasse, A., Lombana, A., Kim, S., & Gasser, U. (2020). Youth and Digital Citizenship+ (Plus): Understanding Skills for a Digital World. *SSRN Electronic Journal*, 7641. <https://doi.org/10.2139/ssrn.3557518>
- Curado, C., & Vieira, S. (2019). Trust, knowledge sharing and organizational commitment in SMEs. *Personnel Review*. <https://doi.org/10.1108/PR-03-2018-0094>
- Dabić, M., Lažnjak, J., Smallbone, D., & Švarc, J. (2019). Intellectual capital, organisational climate, innovation culture, and SME performance: Evidence from Croatia. *Journal of Small Business and Enterprise Development*, 26(4), 522–544. <https://doi.org/10.1108/JSBED-04-2018-0117>
- Dappa, K., Bhatti, F., & Aljarah, A. (2019). A study on the effect of transformational leadership on job satisfaction: The role of gender, perceived organizational politics and perceived organizational commitment. *Management Science Letters*, 9(6), 823–834. <https://doi.org/10.5267/j.msl.2019.3.006>
- Dawad, N. A., Yasin, S., Darus, A., Jamil, A. T., & Naing, N. N. (2024). Modification of the Revised National Institute for Occupational Safety and

- Health (NIOSH) Lifting Equation to Determine the Individual Manual Lifting Risk in Malaysia's Manufacturing Industry. *Cureus*, 16. <https://doi.org/10.7759/cureus.57747>
- De Jong, M., Joss, S., & Taeihagh, A. (2024). Smart city development as spatial manifestations of 21st century capitalism. *Technological Forecasting and Social Change*, 202(March), 123299. <https://doi.org/10.1016/j.techfore.2024.123299>
- Demir, S. (2020). The role of self-efficacy in job satisfaction, organizational commitment, motivation and job involvement*. *Eurasian Journal of Educational Research*, 2020(85), 205–224. <https://doi.org/10.14689/ejer.2020.85.10>
- Deng, H., Duan, S. X., & Wibowo, S. (2023). Digital technology driven knowledge sharing for job performance. *Journal of Knowledge Management*, 27(2), 404–425. <https://doi.org/10.1108/JKM-08-2021-0637>
- Dikotla, M. A. (2019). Knowledge sharing in selected municipalities of Limpopo Province. *South African Journal of Library and Information Science*, 85(01), 1–11. <https://doi.org/10.7553/85-1-1808>
- Dionne, S. D., Yammarino, F. J., Atwater, L. E., & Spangler, W. D. (2004). Transformational leadership and team performance. *Journal of Organizational Change Management*, 17(2), 177–193. <https://doi.org/10.1108/09534810410530601>
- Drobyazko, S., Hryhoruk, I., Pavlova, H., Volchanska, L., & Sergiychuk, S. (2019). Entrepreneurship innovation model for telecommunications enterprises. *Journal of Entrepreneurship Education*, 22(2), 1–6.
- Durrah, O., Chaudhary, M., & Gharib, M. (2019). Organizational cynicism and its impact on organizational pride in industrial organizations. *International Journal of Environmental Research and Public Health*, 16(7), 4–6. <https://doi.org/10.3390/ijerph16071203>
- Dwivedi, Y. K., Hughes, L., Kar, A. K., Baabdullah, A. M., Grover, P., Abbas, R., Andreini, D., Abumoghli, I., Barlette, Y., Bunker, D., Chandra Kruse, L., Constantiou, I., Davison, R. M., De, R., Dubey, R., Fenby-Taylor, H., Gupta, B., He, W., Kodama, M., ... Wade, M. (2022). Climate change and COP26: Are digital technologies and information management part of the problem or the solution? An editorial reflection and call to action. *International Journal of Information Management*, 63(November 2021). <https://doi.org/10.1016/j.ijinfomgt.2021.102456>
- Eguz, S. (2021). Digital Literacy Perspective: Reflections on Education. *The Eurasia Proceedings of Educational and Social Sciences*, 20, 58–63. <https://doi.org/10.55549/epess.1038710>
- Eliyana, A., Ma'arif, S., & Muzakki. (2019). Job satisfaction and organizational commitment effect in the transformational leadership towards employee performance. *European Research on Management and Business Economics*, 25(3), 144–150. <https://doi.org/10.1016/j.iedeen.2019.05.001>

- Eloy, L.-M., Fabrizio, M. S., Esteban, V.-C., & José M, R.-H. (2020). University students' digital competence in three areas of the DigCom 2.1 model: A comparative study at three European universities. *Australasian Journal of Educational Technology*, 2020(3), 36.
- Falloon, G. (2020). From digital literacy to digital competence: the teacher digital competency (TDC) framework. *Educational Technology Research and Development*, 68(5), 2449–2472. <https://doi.org/10.1007/s11423-020-09767-4>
- Feiz, D., Dehghani Soltani, M., & Farsizadeh, H. (2019). The effect of knowledge sharing on the psychological empowerment in higher education mediated by organizational memory. *Studies in Higher Education*, 44(1), 3–19. <https://doi.org/10.1080/03075079.2017.1328595>
- Fernández-Batanero, J. M., Montenegro-Rueda, M., Fernández-Cerero, J., & García-Martínez, I. (2022). Digital competences for teacher professional development. *Systematic review. European Journal of Teacher Education*, 45(4), 513–531. <https://doi.org/10.1080/02619768.2020.1827389>
- Ferrari, A. (2012). *Digital competence in practice: An analysis of frameworks*. Publications Office of the European Union. <https://doi.org/10.2791/82116>
- Fildansyah, R. dan Nailul, M. (2025). *Do Digital Competence and Learning Culture Drive Agility and Innovation Capability through Knowledge Sharing? West Science Interdisciplinary Studies*, 3(7), 1210–1219. <https://doi.org/10.58812/wsis.v3i07.2110>
- Fornell, C., & Larcker, D. F. (1981). Evaluating structural equation models with unobservable variables and measurement error. *Journal of Marketing Research*, 18 (1), 39–50.
- Freund, M. A. L., & Johan, L. (2019). Transformational Leadership & Ethical Values Bachelor Thesis Frankfurt School of Finance & Management Author: Lucas Freund. February, 0–71. <https://doi.org/10.13140/RG.2.2.28579.71205>
- Fullwood, R., Rowley, J., & McLean, J. (2019). Exploring the factors that influence knowledge sharing between academics. *Journal of Further and Higher Education*, 43(8), 1051–1063. <https://doi.org/10.1080/0309877X.2018.1448928>
- Förster, K. (2024). Extending the technology acceptance model and empirically testing the conceptualised consumer goods acceptance model. *Heliyon*, 10(6), e27823. <https://doi.org/10.1016/j.heliyon.2024.e27823>
- Gamji, M. B., Kara, N., Nasidi, Q. Y., & Abdul, A. I. (2022). The challenges of digital divide and the use of web 2.0 platforms as knowledge sharing tools among Nigerian academics. *Information Development*, 38(1), 149–159. <https://doi.org/10.1177/0266666920981669>
- Gamji, M. B., Kara, N., Nasidi, Q., & Abdul, A. (2021). The challenges of digital divide and the use of web 2.0 platforms as knowledge sharing tools among Nigerian academics. *Information Development*, 38, 149–159. <https://doi.org/10.1177/0266666920981669>

- Geisler, M., Berthelsen, H., & Muhonen, T. (2019). Retaining Social Workers: The Role of Quality of Work and Psychosocial Safety Climate for Work Engagement, Job Satisfaction, and Organizational Commitment. *Human Service Organizations Management, Leadership and Governance*, 43(1), 1–15. <https://doi.org/10.1080/23303131.2019.1569574>
- Ghomi, M., & Redecker, C. (2019). Digital competence of educators (DigCompedu): Development and evaluation of a self-assessment instrument for teachers' digital competence. *CSEDU 2019 - Proceedings of the 11th International Conference on Computer Supported Education*, 1(Csedu), 541–548. <https://doi.org/10.5220/0007679005410548>
- Ghozali, I., & Latan, H. (2015). Partial Least Squares: Konsep, Teknik, dan Aplikasi Menggunakan SmartPLS 3.0. Badan Penerbit Universitas Diponegoro.
- Goede, M. (2022). Society 5.0 is a new social contract. A Human-Centred University: DigitalTransformation, the Future of Work and Society 5.0, March, 0–23.
- Gonfa, B. D. (2019). Review on Components of Transformational Leadership. *Arabian Journal of Business and Management Review*, 9(3), 1–5. <https://www.hilarispublisher.com/open-access/review-on-components-of-transformational-leadership.pdf>
- Gunawan, A., Yuniarsih, T., Sobandi, A., & Muhidin, S. A. (2023). Digital Leadership towards Performance Through Mediation of Organizational Commitment to E-commerce in Indonesia. *APTISI Transactions on Technopreneurship*, 5(1SP), 68–76. <https://doi.org/10.34306/att.v5i1Sp.325>
- Hadi, N., Aulia, A., & Sari, E. Y. D. (2021). Iklim organisasi, motivasi kerja, dan kepuasan upah terhadap komitmen organisasi pada karyawan. *Jurnal Muara Ilmu Sosial, Humaniora, Dan Seni*. <https://doi.org/10.24912/jmishumsen.v5i2.12103.2021>
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2017). *A primer on partial least squares structural equation modeling (PLS-SEM)* (2nd ed.). SAGE Publications.
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2022). *A primer on partial least squares structural equation modeling (PLS-SEM)* (3rd ed.). SAGE Publications
- Hair, J. F., Sarstedt, M., Ringle, C. M., & Gudergan, S. P. (2024). *Advanced issues in partial least squares structural equation modeling* (2nd ed.). SAGE Publications.
- Hair, J. F., Sarstedt, M., Ringle, C. M., Sharma, P. N., & Liengaard, B. D. (2024). Going beyond the untold facts in PLS–SEM and moving forward. *European Journal of Marketing*, 58(13), 81–106. <https://doi.org/10.1108/EJM-08-2023-0645>
- Hameli, K., & Ordun, G. (2022). The mediating role of self-efficacy in the relationship between emotional intelligence and organizational commitment.

European Journal of Management Studies, 27(1), 75–97.
<https://doi.org/10.1108/ejms-05-2021-0033>

- Hari, M., Astuti, H. J., Tubastuvi, N., & Fakhrudin, I. (2024). The impact of organizational climate and perceived organizational support on organizational commitment: The mediating role of job satisfaction. *Indonesian Interdisciplinary Journal of Sharia Economics*, 7(2), 3259–3275.
- Henseler, J., Ringle, C. M., & Sarstedt, M. (2015). A New Criterion for Assessing Discriminant Validity in Variance-Based Structural Equation Modeling. *Journal of the Academy of Marketing Science*, 43(1), 115–135.
- Hermawan, F., Purnomo, H., Kusumastuti, D., Fitriana, R., Octaleny, E., Ie, M., & Sudadi. (2024). The role of transformational leadership, job satisfaction and organizational commitment on organizational citizenship behavior (OCB) of SMEs employees in the digital era. *Journal of Infrastructure, Policy and Development*, 8(7), 1–16. <https://doi.org/10.24294/jipd.v8i7.5194>
- Hislop, D. (2005). Knowledge Management in Organizations: A critical introduction. <https://consensus.app/papers/knowledge-management-in-organizations-a-critical-hislop/28ff55f1d61c56f1b1d60e8f9245b7ea/>
- Huie, C. P., Cassaberry, T., & Rivera, A. K. (2020). The Impact of Tacit Knowledge Sharing on Job Performance. *International Journal on Social and Education Sciences*, 2(1), 34–40.
- Hung, L. M., Lee, Y. S., & Lee, D. C. (2018). The moderating effects of salary satisfaction and working pressure on the organizational climate, organizational commitment to turnover intention. *International Journal of Business and Society*, 19(1), 103–116.
- Imamoglu, S., Ince, H., Turkcan, H., & Atakay, B. (2019). The Effect of Organizational Justice and Organizational Commitment on Knowledge Sharing and Firm Performance. *Procedia Computer Science*. <https://doi.org/10.1016/j.procs.2019.09.129>
- Iqbal, K., Fatima, T., & Naveed, M. (2020). El impacto del liderazgo transformacional en el compromiso organizacional de las enfermeras: un modelo de mediación múltiple. *European Journal of Investigation in Health, Psychology and Education*, 10(1), 262–275.
- Islam, T., Khan, M., & Bukhari, F. H. (2016). The Role of Organizational Learning Culture and Psychological Empowerment in Reducing Turnover Intention and Enhancing Citizenship Behavior. *The Learning Organization*, 23, 156–169. <https://doi.org/10.1108/tlo-10-2015-0057>
- Ivancevich, J. M., Konopaske, R., & Matteson, M. T. (2007). *Organizational behavior and management* (8th ed.). McGraw-Hill/Irwin.
- Jannah, M., & Sutrisno, H. (2024). Study of the students' curiosity relationship, interest and motivation in chemistry learning: A systematic literature review. *Frontiers in Industrial and Applied Mathematics: FIAM2022*. <https://doi.org/10.1063/5.0133608>

- Jardim, J. (2021). Entrepreneurial skills to be successful in the global and digital world: Proposal for a frame of reference for entrepreneurial education. *Education Sciences*, 11(7). <https://doi.org/10.3390/educsci11070356>
- Jiatong, W., Wang, Z., Alam, M., Murad, M., Gul, F., &... (2022). The impact of transformational leadership on affective organizational commitment and job performance: the mediating role of employee engagement. In *Frontiers in ...*. [frontiersin.org. https://doi.org/10.3389/fpsyg.2022.831060](https://doi.org/10.3389/fpsyg.2022.831060)
- Jing, Z., Zheng, Y., & Guo, H. (2023). A Study of the Impact of Digital Competence and Organizational Agility on Green Innovation Performance of Manufacturing Firms—The Moderating Effect Based on Knowledge Inertia. *Administrative Sciences*, 13(12). <https://doi.org/10.3390/admsci13120250>
- Joshi, D., & Joshi, M. (2009). Organizational Behavior. In *Hospital Administration*. https://doi.org/10.5005/jp/books/10358_23
- Kankaraš, M., & Suarez-Alvarez, J. (2019). Assessment Framework of the OECD Study on Social and Emotional Skills. OECD Education Working Papers No. 207. OECD Publishing, 207, 1–109.
- Karimi, S., Ahmadi Malek, F., Yaghoubi Farani, A., & Liobikienė, G. (2023). The Role of Transformational Leadership in Developing Innovative Work Behaviors: The Mediating Role of Employees' Psychological Capital. *Sustainability (Switzerland)*, 15(2). <https://doi.org/10.3390/su15021267>
- Keskes, I., Sallan, J. M., Simo, P., & Fernandez, V. (2018). Transformational leadership and organizational commitment: Mediating role of leader-member exchange. *Journal of Management Development*, 37(3), 271–284. <https://doi.org/10.1108/JMD-04-2017-0132>
- Kessel, M., Kratzer, J., & Schultz, C. (2012). Psychological safety, knowledge sharing, and creative performance in healthcare teams. *Creativity and Innovation Management*, 21(2), 147–157. <https://doi.org/10.1111/j.1467-8691.2012.00635.x>
- Khairiah, H. J. (2017). Pengaruh Struktur Organisasi (Organizational Structure), Kepuasan Kerja (Job Satisfaction) Terhadap Komitmen Organisasi (Organizational Komitmen) Pada Institut Agama Islam Negeri (IAIN) Bengkulu. *Nuansa*, X(1), 49–60.
- Khan, A. G., Li, Y., Akram, Z., & Akram, U. (2022). Why and how targets' negative workplace gossip exhort knowledge hiding? Shedding light on organizational justice. *Journal of Knowledge Management*, 27, 1458–1482. <https://doi.org/10.1108/jkm-12-2020-0930>
- Khan, N. A., & Khan, A. N. (2019). What followers are saying about transformational leaders fostering employee innovation via organisational learning, knowledge sharing and social media use in public organisations? *Government Information Quarterly*, 36(4), 101391. <https://doi.org/10.1016/j.giq.2019.07.003>
- Kim, E. J., & Park, S. (2020). Transformational leadership, knowledge sharing, organizational climate and learning: an empirical study. *Leadership and*

- Kligfield, P., Badilini, F., Denjoy, I., Babaeizadeh, S., Clark, E., De Bie, J., Devine, B., Extramiana, F., Generali, G., Gregg, R. E., Helfenbein, E. D., Kors, J. A., Leber, R., Macfarlane, P. W., Maison-Blanche, P., Rowlandson, I., Schmid, R., Vaglio, M., van Herpen, G., Xue, J., Young, B., & Green, C. L. (2018). Comparison of automated interval measurements by widely used algorithms in digital electrocardiographs. *American Heart Journal*, 200, 1–10. <https://doi.org/10.1016/j.ahj.2018.02.014>
- Kock, N. (2015). Common method bias in PLS-SEM: A full collinearity assessment approach. *International Journal of e-Collaboration*, 11(4), 1–10. <https://doi.org/10.4018/ijec.2015100101>
- Kuenzi, M., Mayer, D. M., & Greenbaum, R. L. (2020). Creating an ethical organizational environment: The relationship between ethical leadership, ethical organizational climate, and unethical behavior. *Personnel Psychology*, 73(1), 43–71. <https://doi.org/10.1111/peps.12356>
- Kuncoro, M. (2018). *Metode riset untuk bisnis & ekonomi: Bagaimana meneliti dan menulis tesis?* Erlangga.
- Kustianto, F., & Iskhak, A. A. (2015). Pengaruh iklim organisasi terhadap komitmen karyawan dengan kepuasan kerja sebagai variabel intervening pada PT Garam (Persero). *Jurnal Ilmu Manajemen MAGISTRA*, 1(1), 42–55.
- Laitinen, K., & Sivunen, A. (2021). Enablers of and constraints on employees' information sharing on enterprise social media. *Information Technology and People*, 34(2), 642–665. <https://doi.org/10.1108/ITP-04-2019-0186>
- Lam, L., Nguyen, P., Le, N., & Tran, K. (2021). The relation among organizational culture, knowledge management, and innovation capability: Its implication for open innovation. *Journal of Open Innovation: Technology, Market, and Complexity*, 7(1), 1–16. <https://doi.org/10.3390/joitmc7010066>
- Lan, Y. L., Huang, W. T., Kao, C. L., & Wang, H. J. (2020). The relationship between organizational climate, job stress, workplace burnout, and retention of pharmacists. *Journal of Occupational Health*, 62(1), 1–9. <https://doi.org/10.1002/1348-9585.12079>
- Le, P. B., & Lei, H. (2017). How transformational leadership supports knowledge sharing: Evidence from Chinese manufacturing and service firms. *Chinese Management Studies*, 11(3), 479–497. <https://doi.org/10.1108/CMS-02-2017-0039>
- Le, P. B., & Lei, H. (2019). Determinants of innovation capability: the roles of transformational leadership, knowledge sharing and perceived organizational support. *Journal of Knowledge Management*, 23(3), 527–547. <https://doi.org/10.1108/JKM-09-2018-0568>
- Leithwood, K., Sun, J., & Schumacker, R. (2020). How School Leadership Influences Student Learning: A Test of “The Four Paths Model.” *Educational*

Administration Quarterly, 56(4), 570–599.
<https://doi.org/10.1177/0013161X19878772>

- Li, D., Fast-Berglund, Å., & Paulin, D. (2019). Current and future Industry 4.0 capabilities for information and knowledge sharing: Case of two Swedish SMEs. *International Journal of Advanced Manufacturing Technology*, 105(9), 3951–3963. <https://doi.org/10.1007/s00170-019-03942-5>
- Lin, H.-F. (2007). Effects of extrinsic and intrinsic motivation on employee knowledge sharing intentions. *Journal of Information Science*, 33, 135–149. <https://doi.org/10.1177/0165551506068174>
- Linajati, A., & Dwityanto, S. A. (2019). Hubungan Iklim Organisasi dengan Komitmen Organisasi pada Karyawan. <https://consensus.app/papers/hubungan-iklim-organisasi-dengan-komitmen-organisasi-linajati-dwityanto/12f57a4475ca5a2e93e0bc6e12fbf485/>
- Litwin, G. H., & Stringer, R. A., Jr. (1968). *Motivation and organizational climate*. Division of Research, Graduate School of Business Administration, Harvard University.
- Loan, L. T. M. (2020). The influence of organizational commitment on employees' job performance: The mediating role of job satisfaction. *Management Science Letters*, 10(14), 3307–3312. <https://doi.org/10.5267/j.msl.2020.6.007> Oleh karena itu, rahasia suksesnya terletak pada peningkatan kepuasan kerja melalui solusi untuk meningkatkan komitmen organisasi, sehingga meningkatkan prestasi kerja.
- López-Meneses, E., Sirignano, F. M., Vázquez-Cano, E., & Ramírez-Hurtado, J. M. (2020). University students' digital competence in three areas of the DigCom 2.1 model: A comparative study at three European universities. *Australasian Journal of Educational Technology*, 36(3), 69–88. <https://doi.org/10.14742/ajet.5583>
- Luic, L., Martincevic, I., & Sesa, V. (2022). Economic and Social Development (Book of Proceedings), 78th International Scientific Conference on Economic and Social Development. Economic and Social Development, 1–307. <http://www.esd-conference.com>
- Luthans, F. (2011). *Organizational behavior: An evidence-based approach* (12th ed.). McGraw-Hill/Irwin.
- Malau, H. (2008). The relationship between working climate and quality of performance in organization. *Jurnal Ekonomis*, 2(2), 149–159. <https://doi.org/10.58303/jeko.v2i2.537> (Jurnal Universitas Advent Indonesia)
- Manesh, F. M., Pellegrini, M. M., Marzi, G., & Dabic, M. (2021). Knowledge Management in the Fourth Industrial Revolution: Mapping the Literature and Scoping Future Avenues. *IEEE Transactions on Engineering Management*, 68(1), 289–300. <https://doi.org/10.1109/TEM.2019.2963489>
- Mansaray, H. (2019). The Role of Leadership Style in Organisational Change Management: A Literature Review. *Journal of Human Resource Management*, 7(1), 18. <https://doi.org/10.11648/j.jhrm.20190701.1>

- Martzoukou, K., Fulton, C., Kostagiolas, P., & Lavranos, C. (2020). A study of higher education students' self-perceived digital competences for learning and everyday life online participation. *Journal of Documentation*, 76(6), 1413–1458. <https://doi.org/10.1108/JD-03-2020-0041>
- Mat, N., & Alias, J. (2023). Gender Differences in Knowledge Sharing Practices Among Malaysian University Academicians. *International Journal of Academic Research in Business and Social Sciences*, 13(12), 563–576. <https://doi.org/10.6007/ijarbss/v13-i12/19866>
- Matsunaga, M. (2024). Transformational Leadership in a Digital Era (Issue January). https://doi.org/10.1007/978-981-99-8409-1_3
- Matzler, K., Renzl, B., Müller, J., Herting, S., & Mooradian, T. A. (2008). Personality traits and knowledge sharing. *Journal of Economic Psychology*, 29(3), 301–313. <https://doi.org/10.1016/j.joep.2007.06.004>
- McKinsey & Company. (2019). Otomasi dan masa depan pekerjaan di Indonesia. Pekerjaan yang hilang, muncul dan berubah, 1–5.
- McLaren, P. G., Mills, A. J., & Durepos, G. (2009). Disseminating Drucker: Knowledge, tropes and the North American management textbook. *Journal of Management History*, 15(4), 388–403. <https://doi.org/10.1108/17511340910987310>
- Melati, B. A., Moeins, A., & Tukiran, M. (2021). the International Journal of Social Policy and Law (Ijospl) the Relationship Between the Organizational Climate and Work Motivation With the Commitment To the Organization in Pt. Citra Abadi Sejati *International Journal of Social Policy and Law (Ijospl)*. *International Journal of Social Policy and Law (Ijospl)*, 02(2), 2774–2245. <http://www.ijospl.org>
- Mellinger, C. D., & Hanson, T. A. (2020). Methodological considerations for survey research: Validity, reliability, and quantitative analysis. *Linguistica Antverpiensia, New Series – Themes in Translation Studies*, 19, 172–190. <https://doi.org/10.52034/lanstts.v19i0.549>
- Memon, S. B., Qureshi, J. A., & Jokhio, I. A. (2020). The role of organizational culture in knowledge sharing and transfer in Pakistani banks: A qualitative study. *Global Business and Organizational Excellence*, 39(3), 45–54. <https://doi.org/10.1002/joe.21997>
- Meyer, J. P., & Allen, N. J. (1991). A three-component conceptualization of organizational commitment. *Human Resource Management Review*, 1(1), 61–89. [https://doi.org/10.1016/1053-4822\(91\)90011-Z](https://doi.org/10.1016/1053-4822(91)90011-Z)
- Miceli, A., Hagen, B., Riccardi, M. P., Sotti, F., & Settembre-Blundo, D. (2021). Thriving, not just surviving in changing times: How sustainability, agility and digitalization intertwine with organizational resilience. *Sustainability (Switzerland)*, 13(4), 1–17. <https://doi.org/10.3390/su13042052>
- Michael, R. (2006). Transformational leadership: Learning to share the vision. *Acorn*, 19(3), 4–6.

- Monti, A., Giuliani, A., Scapolan, A., & Montanari, F. (2024). From Physical to Digital: Investigating the Offline Drivers of the Online Use and Quality of Knowledge Exchange of an Intraorganizational Digital Collaborative Technology. *IEEE Transactions on Engineering Management*, 71, 13697–13710. <https://doi.org/10.1109/tem.2023.3317949>
- Moreira, A., Tomás, C., & Antunes, A. (2024). The Mediating Effect of Affective Commitment on the Relationship between Competence Development and Turnover Intentions: Does This Relationship Depend on the Employee's Generation? *Administrative Sciences*, 14(5). <https://doi.org/10.3390/admsci14050097>
- Mousa, M., & Puhakka, V. (2019). Inspiring organizational commitment: Responsible leadership and organizational inclusion in the Egyptian health care sector. *Journal of Management Development*, 38(3), 208–224. <https://doi.org/10.1108/JMD-11-2018-0338>
- Muizu, W. O. Z., Titisari, A., & Sule, E. T. (2018). Peran Knowledge Sharing Terhadap Kinerja Pegawai Perusahaan Telekomunikasi. *INOBISS: Jurnal Inovasi Bisnis Dan Manajemen Indonesia*, 1(3), 397–406. <https://doi.org/10.31842/jurnal-inobis.v1i3.45>
- Mukhtar, N., Kamin, Y. B., & Saud, M. S. B. (2022). Quantitative validation of a proposed technical sustainability competency model: A PLS-SEM approach. *Frontiers in Sustainability*, 3, 841643. <https://doi.org/10.3389/frsus.2022.841643> (Frontiers)
- 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>
- Murmu, A. (2025). “Unequal Access and Unequal Outcomes: Digital inequalities and the Knowledge Divide in India.” *International Journal For Multidisciplinary Research*. <https://doi.org/10.36948/ijfmr.2025.v07i05.53000>
- Mustapa, M. N., Hamid, S., & Md Nasaruddin, F. H. (2022). Factors influencing open government data post-adoption in the public sector: The perspective of data providers. *PLOS ONE*, 17(11), e0276860. <https://doi.org/10.1371/journal.pone.0276860> (PLOS)
- Mutonyi, B. R., Slåtten, T., & Lien, G. (2020). Organizational climate and creative performance in the public sector. *European Business Review*, 32(4), 615–631. <https://doi.org/10.1108/EBR-02-2019-0021>
- Myint, S. N., Kunaviktikul, W., & Stark, A. (2021). A contemporary understanding of organizational climate in healthcare setting: A concept analysis. *Nursing Forum*, 56(1), 172–180. <https://doi.org/10.1111/nuf.12513>
- Nabella, S. D., Rivaldo, Y., Kurniawan, R., Nurmayunita, Sari, D. P., Luran, M. F., Amirullah, Saputra, E. K., Rizki, M., Sova, M., Sidik, M., Nurhayati, & Wulandari, K. (2022). The Influence of Leadership and Organizational Culture Mediated by Organizational Climate on Governance at Senior High School in

- Batam City. *Journal of Educational and Social Research*, 12(5), 119–130. <https://doi.org/10.36941/jesr-2022-0127>
- Nagel, I. (2021). Digital Competence in Teacher Education Curricula. *Nordic Journal of Comparative and International Education (NJCIE)*, 5(4), 104–122. <https://doi.org/10.7577/njcie.4228>
- Natasha, N., Ac, A., & Anggoro, Y. A. R. (2025). Strengthening Digital Competence, Digital Leadership, and Employee Resilience in Improving Human Resource Performance in the Digital Era of Public Services. *Golden Ratio of Human Resource Management*. <https://doi.org/10.52970/grhrm.v5i2.1219>
- Natu, S., & Aparicio, M. (2022). Analyzing knowledge sharing behaviors in virtual teams: Practical evidence from digitalized workplaces. *Journal of Innovation & Knowledge*, 7(4), 100248. <https://doi.org/10.1016/j.jik.2022.100248>
- Naz, S., Li, C., Nisar, Q. A., Khan, M. A. S., Ahmad, N., & Anwar, F. (2020). A Study in the Relationship Between Supportive Work Environment and Employee Retention: Role of Organizational Commitment and Person–Organization Fit as Mediators. *SAGE Open*, 10(2). <https://doi.org/10.1177/2158244020924694>
- Nazir, M. (2017). *Metode penelitian* (Cetakan ke-11). Ghalia Indonesia.
- Newman, D. A., & Sin, H. P. (2020). Within-Group Agreement (rWG): Two Theoretical Parameters and their Estimators. *Organizational Research Methods*, 23(1), 30–64. <https://doi.org/10.1177/1094428118809504>
- Nguyen, H. N., & Mohamed, S. (2011). *Leadership behaviors, organizational culture and knowledge management practices: An empirical investigation*. *Journal of Management Development*, 30(2), 206–221. <https://doi.org/10.1108/026217111111105786>
- Nonaka, I., & Takeuchi, H. (1996). The Knowledge-Creating Company: How. [https://doi.org/10.1016/0024-6301\(96\)81509-3](https://doi.org/10.1016/0024-6301(96)81509-3)
- Nugroho, F. A., & Astuty, I. (2024). Deviant Behavior, Its Effects On Job Stress and Organizational Climate with Job Satisfaction as A Intervening Variable. <https://doi.org/10.4108/eai.2-8-2023.2341458>
- Nurhayati, N. (2024). Pengaruh komitmen organisasi terhadap kepuasan kerja karyawan pada PT Indojaya Agrinusa Kabupaten Kampar. *Jurnal Daya Saing*. <https://doi.org/10.35446/dayasaing.v10i1.1643>
- Nurshinta, Vira Deyana Cindy, & Osly Usman. (2024). The Influence of Digital Leadership on Organizational Performance in Jakarta. *International Student Conference on Business, Education, Economics, Accounting, and Management (ISC-BEAM)*, 1(1), 621–642. <https://doi.org/10.21009/isc-beam.011.44>
- Nurhayati, L. (2023). *Penerapan e-government dan kompetensi digital terhadap kinerja pegawai melalui komitmen organisasi pada Sekretariat Daerah Kabupaten Gresik* [Master's thesis, Universitas Pembangunan Nasional “Veteran” Jawa Timur].

- Nwangwu, N. I., Etodike, C. E., Okeke, H. C., & Nnaebue, C. I. (2021). Organizational Climate Factors in Job Creativity among Public University Librarians in Anambra State. *South Asian Journal of Social Studies and Economics*, 14(2), 34–44. <https://doi.org/10.9734/sajsse/2021/v10i130254>
- Olan, F., Liu, S., Neaga, I., Chen, H., & Nakpodia, F. (2019). How cultural impact on knowledge sharing contributes to organizational performance: Using the fsQCA approach. *Journal of Business Research*, 94(August 2017), 313–319. <https://doi.org/10.1016/j.jbusres.2018.02.027>
- Olofsson, A. D., Fransson, G., & Lindberg, J. O. (2020). A study of the use of digital technology and its conditions with a view to understanding what ‘adequate digital competence’ may mean in a national policy initiative. *Educational Studies*, 46(6), 727–743. <https://doi.org/10.1080/03055698.2019.1651694>
- Olsson, A., Karla, K. M., Johansson, U., Olander Roese, M., & Ritzén, S. (2019). Organizational climate for innovation and creativity—a study in Swedish retail organizations. *International Review of Retail, Distribution and Consumer Research*, 29(3), 243–261. <https://doi.org/10.1080/09593969.2019.1598470>
- Ong, A., & ... (2024). Effects of digital readiness on digital competence of AEC companies: A dual-stage PLS-SEM-ANN analysis. *Building Research & Information*. (Taylor & Francis Online)
- Otoo, F. N. K. (2019). Human resource management (HRM) practices and organizational performance: The mediating role of employee competencies. *Employee Relations*, 41(5), 949–970. <https://doi.org/10.1108/ER-02-2018-0053>
- Owens, R. G. (1995). *Organizational behavior in education* (5th ed.). Allyn and Bacon.
- Owunna, R., Abd Aziz, M. F. Bin, Musa, S. N. S., & Ajobi, A. O. (2023). Impact of Working Conditions and Interpersonal Relationships on Performance of Non-Academic Staff. *International Journal of Academic Research in Business and Social Sciences*, 13(12), 4552–4560. <https://doi.org/10.6007/ijarbss/v13-i12/20344>
- Pecino, V., Mañas, M. A., Díaz-Fúnez, P. A., Aguilar-Parra, J. M., Padilla-Góngora, D., & López-Liria, R. (2019). Organisational climate, role stress, and public employees’ job satisfaction. *International Journal of Environmental Research and Public Health*, 16(10). <https://doi.org/10.3390/ijerph16101792>
- Peng, S., Liao, Y., & Sun, R. (2020). The Influence of Transformational Leadership on Employees’ Affective Organizational Commitment in Public and Nonprofit Organizations: A Moderated Mediation Model. *Public Personnel Management*, 49(1), 29–56. <https://doi.org/10.1177/0091026019835233>
- Perkasa, I. G. T. D., & Rahyuda, A. G. (2024). How Knowledge Sharing Mediates the Effect of Authentic Leadership on Organizational Commitment. *International Research Journal of Business Studies*, 17(2), 171–184. <https://doi.org/10.21632/irjbs.17.2.171-184>

- Permarupan, P., Al-Mamun, A., Saufi, R. B. A., & Zainol, N. (2013). Organizational Climate on Employees' Work Passion: A Review. *Canadian Social Science*, 9, 63–68. <https://doi.org/10.3968/j.css.1923669720130904.2612>
- Picazo Rodríguez, B., Verdú-Jover, A. J., Estrada-Cruz, M., & Gomez-Gras, J. M. (2024). Does digital transformation increase firms' productivity perception? The role of technostress and work engagement. *European Journal of Management and Business Economics*, 33(2), 137–156. <https://doi.org/10.1108/EJMBE-06-2022-0177>
- 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., Moorman, R. H., & Fetter, R. (1990). Transformational leader behaviors and their effects on followers' trust in leader, satisfaction, and organizational citizenship behaviors. *The Leadership Quarterly*, 1(2), 107–142. [https://doi.org/10.1016/1048-9843\(90\)90009-7](https://doi.org/10.1016/1048-9843(90)90009-7)
- Polat, D. D., & İskender, M. (2018). Exploring teachers' resilience in relation to job satisfaction, burnout, organizational commitment and perception of organizational climate. *International Journal of Psychology and* <https://dergipark.org.tr/en/pub/pes/issue/57230/808391>
- Prabie, R., & Elliyana, E. (2019). Human capital and economic growth in Indonesia. *Journal of Contemporary Economic Studies*, 4(01), 169–176.
- Prasetyaningtyas, W. S., Raharjo, K., & Afrianty, T. W. (2020). Pengaruh kepemimpinan transformasional dan budaya organisasi terhadap knowledge sharing dan kepuasan kerja. *Jurnal Ekonomi dan Bisnis*, 23(2), 379–399. <https://doi.org/10.24914/jeb.v23i2.3049>
- Punie, Y., & Bre, B. N. (2013). DIGCOMP: A Framework for Developing and Understanding Digital Competence in Europe. <https://doi.org/10.2788/52966>
- Purwanto, A., Purba, J. T., Bernarto, I., & Sijabat, R. (2021). Effect of Management Innovation, Transformational Leadership, and Knowledge Sharing on Market Performance of Indonesian Consumer Goods Company. *Jurnal Aplikasi Manajemen*, 19(2), 424–434. <https://doi.org/10.21776/ub.jam.2021.019.02.18>
- Putra, R. F., & Nailul, M. (2024). Do Digital Competence and Learning Culture Drive Agility and Innovation Capability through Knowledge Sharing? *West Science Interdisciplinary Studies*, 3(7). <https://doi.org/10.58812/wsis.v3i07.2110>
- Qiao, G., Li, Y., & Hong, A. (2024). The Strategic Role of Digital Transformation: Leveraging Digital Leadership to Enhance Employee Performance and Organizational Commitment in the Digital Era. *Systems*, 12(11). <https://doi.org/10.3390/systems12110457>
- Rafferty, A. E., & Griffin, M. A. (2004). Dimensions of transformational leadership: Conceptual and empirical extensions. *Leadership Quarterly*, 15(3), 329–354. <https://doi.org/10.1016/j.leaqua.2004.02.009>

- Rajakumar, C. S. C., Usman, S. A., Micheal, M. P. S. S., & Parayitam, S. (2024). Knowledge sharing and organizational commitment: Psychological capital as a mediator and self-actualization as moderator. *Information*, 15(8), 459. <https://doi.org/10.3390/info15080459>
- Ramadan, S., & Amalia, A. (2023). Pengaruh Empowering Leadership Terhadap Affective Organizational Commitment Dan Knowledge Sharing Pada Innovative Work Behavior. *Journal Economic, Business and Engineering*, 1(17), 1–10.
- Razak, N. A., Pangil, F., Mohd Zin, M. L., Mohamed Yunus, N. A., & Asnawi, N. H. (2016). Theories of knowledge sharing behavior in business strategy. *Procedia Economics and Finance*, 37, 545–553. [https://doi.org/10.1016/S2212-5671\(16\)30163-0](https://doi.org/10.1016/S2212-5671(16)30163-0)
- Razmerita, L., Kirchner, K., & Nielsen, P. (2016). What factors influence knowledge sharing in organizations? A social dilemma perspective of social media communication. *J. Knowl. Manag.*, 20, 1225–1246. <https://doi.org/10.1108/jkm-03-2016-0112>
- Rees, E. (2001). Seven principles of transformational leadership: creating a synergy of energy. New York: Sage. (UNY Journal)
- Reese, S. (2020). Taking the learning organization mainstream and beyond the organizational level: An interview with Peter Senge. *Learning Organization*, 27(1), 6–16. <https://doi.org/10.1108/TLO-09-2019-0136>
- Ribeiro, N., Yucel, I., & Gomes, D. (2018). How Transformational Leadership predicts Employees' Affective Commitment and Performance", *International Journal of Productivity and Performance Management*. *International Journal of Productivity and Performance Management*, 67(9), 1901–1917.
- Ringle, C. M., Wende, S., & Becker, J.-M. (2022). SmartPLS 4. Oststeinbek: SmartPLS GmbH.
- Rivai, Mursalim, U. G., & Moh, Z. M. (2019). Cultura Organizacional y Clima Organizacional como Determinante de la Motivación y el Desempeño Docente. *Advances in Social Sciences Research Journal*, 6(2), 555–566.
- Robbins, S. P., & Judge, T. A. (2015). *Organizational behavior* (16th ed.). Pearson.
- Roberge, M.-élène, Xu, Q. J., & Aydin, A. L. (2021). An Inclusive Organizational Climate: Conceptualization, Antecedents, and Multi-Level Consequences. *American Journal of Management*, 21(5), 97–115. <https://doi.org/10.33423/ajm.v21i5.4760>
- Rohmah, T. N. (2020). *Kelincahan komunikasi dan kualitas kerja sama menuju efisiensi kinerja sumber daya manusia di masa new normal berbasis kompetensi digital*. *Stability: Journal of Management & Business*, 3(1), 70–89. DOI: 10.26877/sta.v3i1.6432. (ResearchGate)
- Roswandi, D. A., Rosyidi, U., Sujanto, B., & Samosir, J. (2021). The Influence of Job Involvement, Self-Efficacy, and Job Satisfaction towards the Organizational Commitment of the Family Planning Field Workers at the

National Population and Family Planning Board West Java Provincial Office. 25(6), 6451–6462.

- Sabir, S., & Bhutta, Z. M. (2018). Leader motivating language as predictor of organizational commitment among generation Y teachers: The mediating role of organizational climate. *NUML International Journal of Business & Management*, 13(1), 118–133. https://www.researchgate.net/profile/Sara-Bucha-publication/336740440_Leader_Motivating_Language_as_Predictor_of_Organizational_Commitment_among_Generation_Y_Teachers_The_Mediating_Role_of_Organizational_Climate/links/5db04543299bf111d4bffb7/L-eader-Mot
- Sabuhari, R., Sudiro, A., Irawanto, D. W., & Rahayu, M. (2020). The effects of human resource flexibility, employee competency, organizational culture adaptation and job satisfaction on employee performance. *Management Science Letters*, 10(8), 1777–1786. <https://doi.org/10.5267/j.msl.2020.1.001>
- Samuel, L., & Haeba Ramli, A. (2024). Pengaruh Kepemimpinan Digital dan Pemberdayaan Karyawan Terhadap Kinerja Karyawan Dimediasi Oleh Komitmen Organisasi pada Industri Manufaktur. *Journal of Economics and Business UBS*, 13(1), 282–295. <https://doi.org/10.52644/joeb.v13i1.1501>
- Sang, L., Xia, D., Ni, G., Cui, Q., Wang, J., & Wang, W. (2020). Influence mechanism of job satisfaction and positive affect on knowledge sharing among project members: Moderator role of organizational commitment. *Engineering, Construction and Architectural Management*, 27(1), 245–269. <https://doi.org/10.1108/ECAM-10-2018-0463>
- Saulnier, J. L. (2024). Scholarship @ Western Creating a Culture of Knowledge-Sharing within the Public Sector: A Collaborative Approach.
- Scales, A. N., & Quincy Brown, H. (2020). The effects of organizational commitment and harmonious passion on voluntary turnover among social workers: A mixed methods study. *Children and Youth Services Review*, 110(January), 104782. <https://doi.org/10.1016/j.childyouth.2020.104782>
- Scuotto, V., Beatrice, O., Valentina, C., Nicotra, M., Di Gioia, L., & Farina Briamonte, M. (2020). Uncovering the micro-foundations of knowledge sharing in open innovation partnerships: An intention-based perspective of technology transfer. *Technological Forecasting and Social Change*, 152(December 2019), 119906. <https://doi.org/10.1016/j.techfore.2019.119906>
- Senjaya, V., & Anindita, R. (2018). The Role of Transformational Leadership and Organizational Culture Towards Satisfaction among Mining Industry. 30, 767–782.
- Seyyedmoharrami, I., Dehaghi, B. F., Abbaspour, S., Zandi, A., Tatari, M., Teimori, G., & Torbati, A. G. (2019). The Relationship Between Organizational Climate, Organizational Commitment and Job Burnout: Case Study Among Employees of the University of Medical Sciences. *The Open Public Health Journal*, 12(1), 94–100. <https://doi.org/10.2174/1874944501912010094>
- Siagian, M., Tanuwijaya, J., & Gunawan, A. W. (2024). Influence of Authentic Leadership on Innovation Performance: The Role of Knowledge Sharing and

- Organizational Commitment. *Jurnal Manajemen Bisnis*, 11(1), 135–150.
<https://doi.org/10.33096/jmb.v11i1.689>
- Silitonga, N., Novitasari, D., Sutardi, D., Sopa, A., Asbari, M., Yulia, Y., Supono, J., & Fauji, A. (2020). the Relationship Of transformational Leadership, Organizational Justice and Organizational Commitment: a Mediation Effect of Job Satisfaction. *Journal of Critical Reviews*, 7(19), 108–119.
- Sims Jr, H. P., & LaFollette, W. (1975). An assessment of the Litwin and Stringer organization climate questionnaire. *Personnel Psychology*, 28(1).
- Siswanto, A. (2023). The Impact of Employee Training, Job Satisfaction, and Organizational Commitment on Employee Performance in the Tech Industry. *Interdisciplinary Journal of Islamic Education Vol*, 4(3), 473–485.
- Soelton, M., Nurullah, T. M. F., Yuliantini, T., Anah, S., Paijan, & Kuswibowo, C. (2024). Conceptualizing organizational commitment and knowledge sharing on organizational citizenship behavior: Property industries case. *Journal of Sustainable Economic and Business*, 1(1), 23–36.
<https://doi.org/10.70550/joseb.v1i1.2>
- Solihin, O., & Mogot, Y. (2021). Digital Literacy Competencies of Students in Bandung. *Proceeding of International Conference on Business, Economics, Social Sciences, and Humanities*, 2(112), 78–84.
<https://doi.org/10.34010/icobest.v2i.259>
- Sorenson, G. (2016). Theory and practice: James MacGregor Burns. *Politics, Ethics and Change: The Legacy of James Macgregor Burns*, 3(1), 164–175.
<https://doi.org/10.4337/lath.2015.01.02>
- Soto, H. R., Ortega, G. M., & Avi, R. B. (2021). Key factors in knowledge sharing behavior in virtual communities of practice: A systematic review. *Education in the Knowledge Society*, 22, 1–14. <https://doi.org/10.14201/eks.22715>
- Spante, M., Hashemi, S. S., Lundin, M., & Algers, A. (2018). Digital competence and digital literacy in higher education research: Systematic review of concept use. *Cogent Education*, 5(1), 1–21.
<https://doi.org/10.1080/2331186X.2018.1519143>
- Stewart, J. (2006). Instructional and Transformational Leadership: Burns, Bass and Leithwood. *Journal of Educational Administration*, 1–29.
- Stone, A. G., Russell, R. F., & Patterson, K. (2004). *Transformational versus servant leadership: A difference in leader focus*. *Leadership & Organization Development Journal*, 25(4), 349–361.
<https://doi.org/10.1108/01437730410538671>
- Sudibjo, N., & Prameswari, R. K. (2021). The effects of knowledge sharing and person–organization fit on the relationship between transformational leadership on innovative work behavior. *Heliyon*, 7(6), e07334.
<https://doi.org/10.1016/j.heliyon.2021.e07334>
- Sugiyono. (2013). *Metode penelitian kuantitatif, kualitatif, dan R&D*. Alfabeta.
- Sugiyono. (2018). *Metode penelitian kuantitatif, kualitatif, dan R&D*. Alfabeta.

- Sugiyono. (2022). *Metode penelitian kuantitatif, kualitatif, dan R&D* (Ed. 2). Alfabeta.
- Sunarsi, D., Paramarta, V., Munawaroh, Rozi, A., Bagaskoro, Nugroho, J., Evalina, & Jamalul. (2021). Effect of Transformational, Transactional Leadership and Job Satisfaction: Evidence from Information Technology Industries. *Information Technology in Industry*. <https://doi.org/10.17762/itii.v9i1.232>
- Sungu, L. J., Weng, Q., & Xu, X. (2019). Organizational commitment and job performance: Examining the moderating roles of occupational commitment and transformational leadership. *International Journal of Selection* <https://doi.org/10.1111/ijsa.12256>
- Sylvyani, N. R., & Ramli, A. H. (2023). Transformational Leadership, Knowledge Sharing Dan Organizational Commitment Terhadap Job Satisfaction. *Jurnal Ilmiah Manajemen Kesatuan*, 11(2), 339–352. <https://doi.org/10.37641/jimkes.v11i2.2001>
- This, P. (2019). The influence of IT competency dimensions on job satisfaction, knowledge sharing, and performance. <https://doi.org/10.1108/VJIKMS-06-2019-0098/full/html>
- Thompson, G., Buch, R., &... (2021). The impact of transformational leadership and interactional justice on follower performance and organizational commitment in a business context. *Journal of General* <https://doi.org/10.1177/0306307020984579>
- Tito, I. G., Perkasa, D., Rahyuda, A. G., Ayu, I. G., Dewi, M., Studi, P., Manajemen, M., Ekonomi, F., & Udayana, U. (n.d.). Pengaruh Authentic Leadership terhadap Organizational Commitment yang Dimediasi oleh Knowledge Sharing Komitmen seorang karyawan dapat meningkat karena adanya rasa berbagi pengetahuan di antara mereka yang merangsang keinginan menjadi bagian dari perusahaan. 7, 201–209.
- Tomczyk, Ł. (2020). Skills in the area of digital safety as a key component of digital literacy among teachers. *Education and Information Technologies*, 25(1), 471–486. <https://doi.org/10.1007/s10639-019-09980-6>
- Tomczyk, L., & Fedeli, L. (2021). Digital Literacy among Teachers – Mapping Theoretical Frameworks: TPACK, DigCompEdu, UNESCO, NETS-T, DigiLit Leicester. *Proceedings of the 38th International Business Information Management Association (IBIMA)*, November, 244–252.
- 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 (December 2020). <https://doi.org/10.1016/j.techfore.2021.120866>
- Torres-Hernández, N., & Gallego-Arrufat, M.-J. (2022). Indicators to assess preservice teachers' digital competence in security: A systematic review. *Education and Information Technologies*, 27(6), 8583–8602. <https://doi.org/10.1007/s10639-022-10978-w>

- Udin, U., & Daniel, V. (2020). Transformational Leadership and Organizational Commitment: A Review of Literature Reviewed By: Dr. 7(2), 2623–2626. <https://doi.org/10.15520/jro.v7i2.49>
- Umoru, T. (2013). Aim and objective of the Study The aim of the study is to investigate the role of organisational climate and locus of control on workplace dishonest behaviour. Specific objective of the study is to: i. Determine the influences of organisational climate. 1995, 174–183.
- Valk, R., & Planojevic, G. (2021). Addressing the knowledge divide: digital knowledge sharing and social learning of geographically dispersed employees during the COVID-19 pandemic. *Journal of Global Mobility: The Home of Expatriate Management Research*. <https://doi.org/10.1108/jgm-02-2021-0019>
- Vasilescu, M. D., Serban, A. C., Dimian, G. C., Aceleanu, M. I., & Picatoste, X. (2020). Digital divide, skills and perceptions on digitalisation in the European Union - Towards a smart labour market. In *PLoS ONE* (Vol. 15, Issue 4). <https://doi.org/10.1371/journal.pone.0232032>
- Vickovic, S. G., & Morrow, W. J. (2020). Examining the Influence of Work–Family Conflict on Job Stress, Job Satisfaction, and Organizational Commitment Among Correctional Officers. *Criminal Justice Review*, 45(1), 5–25. <https://doi.org/10.1177/0734016819863099>
- Victoriia, P. (2020). Psychology the Psychological Role of Ethnic Identity. 3(March), 31–34. <https://doi.org/10.31435/rsglobal>
- Vuorikari, R., Kluzer, S., & Punie, Y. (2022). *DigComp 2.2: The digital competence framework for citizens: With new examples of knowledge, skills and attitudes*. Publications Office of the European Union
- Wong, K. (2013). Partial least squares structural equation modeling (PLS-SEM) techniques using SmartPLS. *Marketing Bulletin*, 24(1), 1–32.
- Yin, J., Ma, Z., Yu, H., Jia, M., & Liao, G. (2020). Transformational leadership and employee knowledge sharing: explore the mediating roles of psychological safety and team efficacy. *Journal of Knowledge Management*, 24(2), 150–171. <https://doi.org/10.1108/JKM-12-2018-0776>
- Yusnita, N. (2021). Peran Keterlibatan Kerja dalam Pengaruh Iklim Organisasi pada Komitmen terhadap Profesi. *Jurnal Inspirasi Bisnis Dan Manajemen*, 5(1), 41. <https://doi.org/10.33603/jibm.v5i1.4405>
- Yusuf, R. M., & Syarif, D. (2018). Komitmen Organisasi. In Makassar: Nas Media Pustaka.\
- Zamiri, M., & Esmaeili, A. (2024). Methods and Technologies for Supporting Knowledge Sharing within Learning Communities: A Systematic Literature Review. *Administrative Sciences*, 14(1). <https://doi.org/10.3390/admsci14010017>
- Zhang, W., Sun, S. L., Jiang, Y., & Zhang, W. (2019). Openness to Experience and Team Creativity: Effects of Knowledge Sharing and Transformational Leadership. *Creativity Research Journal*, 31(1), 62–73. <https://doi.org/10.1080/10400419.2019.1577649>

- Zhao, Y., Pinto Llorente, A. M., & Sánchez Gómez, M. C. (2021). Digital competence in higher education research: A systematic literature review. *Computers and Education*, 168 (August 2020). <https://doi.org/10.1016/j.compedu.2021.104212>
- Zhestkova, Y. A., Maklaeva, E. V., Filippova, L. V., Fomina, N. I., & Fedorova, S. V. (2020). *Digital competence of a teacher as a means of education process managing in a high school*. *Advances in Social Science, Education and Humanities Research*, 437, 586–592. <https://doi.org/10.2991/assehr.k.200509.107>. (Atlantis Press)

