

## DAFTAR PUSTAKA

- Alkhadra, W.A., Khawaldeh, S. and Aldehayyat, J. (2022), "Relationship of ethical leadership, organizational culture, corporate social responsibility and organizational performance: a test of two mediation models", International Journal of Ethics and Systems, 75(3), 48-55.
- Al Mamun, A., Che Nawi, N. B., Ibrahim, M. A. H., & Muniady, R. (2018). *Effect of Economic Vulnerability on Competitive Advantages*, Enterprise Performance, and Sustainability. Social Sciences, 7(4), 1-11.
- Armstrong, M. (2021). *Armstrong's Handbook of Management and Leadership: A Guide to Managing Results*. Kogan Page Publishers.
- Ayuningtias, H. G., Anggadwita, G., & Prasetia, A. Y. (2018). *Global talent program as determinants of employees' performance on telecommunication company in Indonesia*. International Journal of Learning and Intellectual Capital, 15(3), 242-257.
- Ayuningtias, H. G., Shabrina, D. N., Prasetyo, A. P., & Rahayu, S. (2019). *The effect of perceived organizational support and job satisfaction*. In Proceedings of the 1st International Conference on Economics, Business, Entrepreneurship, and Finance (ICEBEF 2018). Atlantis Press, 691-696.
- Balogun, A. G., Price, J. L., & O'Brien, K. (2021). *HR analytics capability: Examining the role of HR professionals' analytics tenure and organizational tenure*. Human Resource Management, 60(1).
- Bello, A. A., & Akinwale, O. (2019). *The mediating effect of job satisfaction on the relationship between job positions and organizational performance*. Journal of Management and Sustainability, 9(3)

Creswell, J. W. (2022). *Research design: qualitative, quantitative, and mixed methods approaches* (6th ed.). Sage Publications.

Davenport, T. H. (2018). *The rise of HR analytics*. Harvard Business Review, 96(5).

Delaney, J. T., & Huselid, M. A. (1996). *The impact of human resource management practices on perceptions of organizational performance*. Academy of management journal, 39(4), 949-969.

Dessler, G. (2020). Human Resource Management (16th ed.). Pearson.

Dhankhar, K. and Singh, A. (2022), "Employees' adoption of HR analytics – a theoretical framework based on career construction theory", Evidence-based HRM.

Diez, F., Bussin, M. and Lee, V. (2019), "HR Analytics Modelling", *Fundamentals of HR Analytics*. Emerald Publishing Limited. Bingley, 69-98.

Falah, A.M., dan Ayuningtyas, H.G. (2020), "Pengaruh Motivasi Kerja Terhadap Kinerja Karyawan Pt. Xyz". Jurnal Mitra Manajemen, 4(6), 990-1001.

Fasbender, U., Wang, M., & Wiese, B. S. (2020). Employees' age and work-related outcomes: A meta-analysis. Journal of Applied Psychology, 105(4)

Fernandez, V. and Gallardo-Gallardo, E. (2021), "Tackling the HR digitization challenge: key factors and barriers to HR analytics adoption", Competitiveness Review, 31(1), 162-187.

Forbes Insights. (2019). *The future of work: Employee experience management*.  
*Forbes Insights.*

Gould, R. (2020). *Simple Linear Regression: A Statistical Overview*. In *Introduction to Statistical Methods and Data Analysis*. Cengage Learning.

Guenole, N., Feinzig, S., Greene, D., & Zhang, H. (2018). *HR analytics readiness: How does Europe compare to the rest of the world?*. The International Journal of Human Resource Management, 29(5), 957-980.

Gügerçin, U. (2022). *How employees resist ICT-induced organizational change? Insights from "Up in the Air."* Leadership & Organization Development Journal, 43(5), 773-787.

Human Resource Management International Digest. (2021), "People analytics as a vehicle for shifting organizational culture: Unpacking data-driven value beneath the hype", Human Resource Management International Digest, 29 (1), 51-53.

Isson, J. P., & Harriott, J. S. (Eds.). (2016). *People Analytics in the Era of Big Data: Changing the Way You Attract, Acquire, Develop, and Retain Talent*. Wiley.

Jacobs, F. R., Chase, R. B., & Lummus, R. R. (2018). *Operations and supply chain management* (pp. 405-406). McGraw-Hill Education.

Jacobs, R. L., & Wang, Y. (2018). *The impact of HR analytics readiness on organizational performance: A global study*. Human Resource Management, 57(2), 437-450.

Kooij, D. T., Jansen, P. G., Dikkers, J. S., & De Lange, A. H. (2019). *The influence of age on the associations between HR practices and both affective commitment and job satisfaction: A meta-analysis*. Journal of Organizational Behavior, 40(8)

Lajili, K. (2022), "Human capital disclosure and the contingency view", Personnel Review, 52(1).

Li, X., Zhang, J., Li, Z., Gao, F., & Yu, C. (2021). *Action research: alternative paths for the transformation of management academic research to practice*. Nankai Business Review International, 13(3), 472-494.

Luturlean, R., Prasetyo, A. P., & Saragih. (2019). *The Effect of Human Resource Practice, Perceived Organizational Support and Work-Life Balance in Enhancing Employee's Affective Commitment*. Journal of Management and Marketing Review, 4(4), 242-253.

Mamun, A.A., Nawi, N.B.C., Permarupan, P.Y. and Muniady, R. (2018), "Sources of competitive advantage for Malaysian micro-enterprises", Journal of Entrepreneurship in Emerging Economies, 10(2), 191-216.

McCartney, S. and Fu, N. (2021), "Bridging the gap: why, how and when HR analytics can impact organizational performance", Management Decision, 60(13), 25-47.

Meyer, J. P., Stanley, D. J., Herscovitch, L., & Topolnytsky, L. (2020). *Employee commitment and well-being: A critical review, theoretical framework and research agenda*. Journal of Vocational Behavior, 119, 103436.

Nahrisah, E., & Imelda, S. (2019). Dimensi Organizational Citizenship Behavior (OCB) dalam Kinerja Organisasi. Jurnal Ilmiah Kohesi, 3(3).

Peeters, T., Paauwe, J. and Van De Voorde, K. (2020), "People analytics effectiveness: developing a framework", Journal of Organizational Effectiveness: People and Performance, 7(2), 203-219.

Permatasari, A., Amadea, C., Anggadwita, G., & Alamanda, D. T. (2019). *An Integrated Human Resources Model in Manufacturing Companies: A Case of Indonesia*. IOP Conference Series: Materials Science and Engineering, 505, 012029. doi:10.1088/1757-899X/505/1/012029

Prasetio, A.P., Luturlean, B.S., & Agathanisa, C. (2019). *Examining Employee's Compensation Satisfaction and Work Stress in A Retail Company and Its Effect to Increase Employee Job Satisfaction*. International Journal of Human Resource Studies, 9(2)

Rosenbaum, D., More, E., & Steane, P. (2018). *Planned organizational change management: Forward to the past? An exploratory literature review*. Journal of Organizational Change Management, 31(2), 286-303.

Sen, S. (2020). *Digital HR Strategy: Achieving Sustainable Transformation in the Digital Age*. Kogan Page.

Sekaran, U., & Bougie, R. (2017). *Research methods for business: A skill-building approach* (7th ed.). Wiley.

Shrivastava, S., Nagdev, K. and Rajesh, A. (2018), "Redefining HR using people analytics: the case of Google", Human Resource Management International Digest, 26(2), 3-6.

Sinambela, A.E., & Darmawan, D. (2021). Pengaruh Total Quality Management Dan Manajemen Pengetahuan Terhadap Kinerja Organisasi. Cemerlang : Jurnal Manajemen Dan Ekonomi Bisnis, 1(4), 01–12.

Sugiyono. (2014.). Metode Penelitian kuantitatif, kualitatif dan R&D. Sugiyono. Bandung. Alfabeta.,

Tarique, I., Briscoe, D.R., & Schuler, R.S. (2022). *International Human Resource Management: Policies and Practices for Multinational Enterprises* (6th ed.). Routledge.

Tursunbayeva, A. (2020), "People analytics research and practice: a review of international conferences", Strategic HR Review, 19(6), 267-272.

Van den Heuvel, S. and Bondarouk, T. (2017), "The rise (and fall?) of HR analytics: A study into the future application, value, structure, and system support", Journal of Organizational Effectiveness: People and Performance, 4(2), 157-178.

West, M. (2019). *People analytics for dummies*. John Wiley & Sons.

Zhao, Y., Zhang, X., & Zhang, X. (2020). *The impact of employee job positions on organizational performance: A systematic review and meta-analysis*. Journal of Business Research, 113.