

DAFTAR PUSTAKA

- Abdullah, M. F. (2012). The role of Islam in human capital development: a juristic analysis. *Humanomics Vol. 28 No. 1, Emerald*, 64-75.
- Al-Atwi, A., & Al-Hassani, K. (2021). Inclusive leadership: scale validation and potential consequences. *Leadership & Organization Development Journal Vol. 42 No. 8, Emerald*, 1222-1240.
- Annamalah, S., Paraman, P., Ahmed, Ahmed, S., Pertheban, T., Marimuthu, A., . . . T, R. (2023). Exploitation, exploration and ambidextrous strategies of SMES in accelerating organisational effectiveness. *Journal of Global Operations and Strategic Sourcing Emerald*.
- Babaita, I., Ahmed, N., & Olowookere, M. (2023). Effect of Inclusive Leadership on Organizational Performance of University College Hospital, Ibadan. *African Journal of Management and Business Research Vol. 13, No. 1*, 237-247.
- Bao, P., Xiao, Z., Bao, G., & Noorderhaven, N. (2022). Inclusive leadership and employee work engagement: a moderated mediation model. *Baltic Journal of Management Vol. 17 No. 1 Emerald*, 124-139.
- Chaudhry, N., & Roomi, M. (2010). Accounting for the development of human capital in manufacturing organizations A study of the Pakistani textile sector. *Journal of Human Resource Costing & Accounting Vol. 14 No. 3, Emerald*, 178-195.
- Chiu, W., Won, D., & Bae, J.-s. (2020). Internal marketing, organizational commitment, and job performance in sport and leisure services. *Sport, Business and Management: An International Journal Vol. 10 No. 2 Emerald*, 105-123.
- Coffie, R., Gyimah, R., Boateng, K., & Sardiya, A. (2023). Employee engagement and performance of MSMEs during COVID-19: the moderating effect of job demands and job resources. *African Journal of Economic and Management Studies Vol. 14 No. 2 Emerald*, 238-251.
- Djaali, H. (2022). *Metode Penelitian Kuantitatif*. Jakarta: Bumi Aksara.
- Dolphina, E., Mukhtar, A., Kalsum, E., Malihah, L., & Iswanto⁵. (2023). Analisis Bibliometrik Kepemimpinan Inklusif dan Diversitas: Menilai Dampaknya pada Efektivitas Organisasi dan Inovasi. *Jurnal Bisnis dan Manajemen West Science Vol. 2, No. 03*, 272-282.

- Douglas, S., Merritt, D., Roberts, R., & Watkins, D. (2022). Systemic leadership development: impact on organizational effectiveness. *International Journal of Organizational Analysis Vol. 30 No. 2 Emerald*, 568-588.
- Dudija, N., Wulansari, P., Sary, F., Putri, R., Ayuningtias, H., & Wahyuningtyas, R. (2023). *Perilaku Organisasi*. Bandung: Tel-U Press.
- Frare, A., & Akroyd, C. (2023). Performance management and open innovation: evidence from Brazilian startups. *Management Decision Emerald*.
- Gencer, G., Atay, H., Gurdogan, A., & Colakoglu, U. (2023). The relationship between organizational culture, organizational silence and job performance in hotels: the case of Kusadasi. *Journal of Hospitality and Tourism Insights Vol. 6 No. 1 Emerald*, 70-89.
- Ghozali, H., & Kusumadewi, K. (2023). *Partial Least Square Konsep, Teknik dan Aplikasi Menggunakan Program Smart PLS 4.0 Untuk Penelitian Empiris*. Semarang: Yoga Pratama.
- Groenewald, C., Riaz, S., Alam, M., Ali, A., Naz, Z., Muhammad, N., Iqbal, S. (2024). THE IMPACT OF INCLUSIVE LEADERSHIP ON EMPLOYEE JOB PERFORMANCE: A MODERATED MEDIATION MODEL. *Remittances Review Volume: 9, No: 1, 2215-2226*.
- Hamouche, S., & Parent-Lamarche, A. (2023). Teleworkers' job performance: a study examining the role of age as an important diversity component of companies' workforce. *Journal of Organizational Effectiveness: People and Performance Vol. 10 No. 2, Emerald*, 293-311.
- Harris, C., Brown, L., & Spence, M. (2024). Managing human capital in major league soccer: an empirical study of internal development and external acquisition. *Employee Relations: The International Journal Vol. 46 No. 2 Emerald*, 473-492.
- Hery, A. (2023). *Perilaku Organisasi*. Depok: Paps Sinar Sinanti.
- Islam, M., & Amin, M. (2022). A systematic review of human capital and employee well-being: putting human capital back on the track. *European Journal of Training and Development Vol. 46 No. 5/6 Emerald*, 504-543.
- Kahya, E. (2009). The effects of job performance on effectiveness. *International Journal of Industrial Ergonomics 39*, 96–104.
- Kivipold, K., Turk, K., & Kivipold, L. (2021). Performance appraisal, justice and organizational effectiveness: a comparison between two universities.

International Journal of Productivity and Performance Management Vol. 70 No. 1 Emerald, 87-108.

- Korkmaz, A., Engen, M., Knappert, L., & Schalk, R. (2022). About and beyond leading uniqueness and belongingness: A systematic review of inclusive leadership research. *Human Resource Management Review Science Direct Elsevier*, 1-20.
- Lanre-Babalola, F., Oginni, B., Ajibola, K., Olowu, A., Balogun, R., Tewogbade, S., Gbotosho, A. (2023). HUMAN CAPITAL DEVELOPMENT AND EMPLOYEE PERFORMANCE: EVIDENCE FROM OSUN STATE MINISTRY OF HUMAN RESOURCE AND CAPACITY BUILDING, NIGERIA. *Journal of Behavioural Studies, Vol. 4, No. 2, 1-18.*
- Lekan-Akomolafe, C. (2023). HUMAN CAPITAL DEVELOPMENT AND ORGANIZATIONAL EFFECTIVENESS OF MANUFACTURING FIRMS IN SOUTH-EAST NIGERIA. *Nigerian Journal of Management Sciences Vol. 24, Issue 2a, 202-206.*
- Liu, C.-H., Chang, A.-P., & Fang, Y.-P. (2020). Network activities as critical sources of creating capability and competitive advantage: The mediating role of innovation capability and human capital. *Management Decision Vol. 58 No. 3 Emerald, 544-568.*
- Liu, X., Zheng, X., Y. Lee, B., Yu, Y., & Zhang, M. (2023). COVID-19 and employee job performance trajectories: The moderating effect of different sources of status. *Journal of Vocational Behavior ScienceDirect Elsevier*, 1-17.
- Malik, S. (2023). What it takes to be an inclusive leader? Developing six signature traits to master inclusive leadership. *STRATEGIC HR REVIEW VOL. 22 NO. 3 Emerald, 98-101.*
- Nasurdin, A., Tan, C., & Khan, S. (2020). Can high performance work practices and satisfaction predict job performance? An examination of the Malaysian private health-care sector. *International Journal of Quality and Service Sciences Vol. 12 No. 4 Emerald, 521-540.*
- Nugraha, M. E. (2020). PENGARUH KINERJA PEGAWAI TERHADAP EFEKTIVITAS ORGANISASI PADA KANTOR KECAMATAN DUSUN SELATAN KABUPATEN BARITO SELATAN. *Restorica: Jurnal Ilmiah Ilmu Administrasi Negara dan Ilmu Komunikasi, Volume 6 Issue 2, 82-90.*
- Perry, E., Block, C., & Noumair, D. (2023). Leading in: inclusive leadership,

inclusive climates and sexual harassment. *Equality, Diversity and Inclusion: An International Journal* Vol. 40 No. 4 Emerald, 430-447.

- Purnamaningtyas, S., & Rahardja, E. (2021). PENGARUH KEPEMIMPINAN INKLUSIF DAN BUDAYA ORGANISASI TERHADAP KINERJA PEGAWAI DENGAN PERILAKU INOVATIF SEBAGAI VARIABEL MEDIASI. *DIPONEGORO JOURNAL OF MANAGEMENT* Volume 10, Nomor 3, 1-12.
- Shaaban, S. (2022). The impact of women as human capital on perceiving sustainable development in Egyptian industry. *Management & Sustainability: An Arab Review* Vol. 1 No. 2 Emerald, 139-154.
- Shahzad, F. (2014). Impact of organizational culture on employees' job performance An empirical study of software houses in Pakistan. *International Journal of Commerce and Management* Vol. 24 No. 3, Emerald, 219-227.
- Sharma, N., & Singh, R. (2019). A unified model of organizational effectiveness. *Journal of Organizational Effectiveness: People and Performance* Vol. 6 No. 2, Emerald, 114-128.
- Sinambela, L., & Sinambela, S. (2021). *Metodologi Penelitian Kuantitatif Teoretik dan Praktik*. Depok: RajaGrafindo Persada.
- Srimulyani, V., Rustiyaningsih, S., Farida, F., & Hermanto , Y. (2023). Mediation of "AKHLAK" corporate culture and affective commitment on the effect of inclusive leadership on employee performance. *Sustainable Futures Science Direct Elsevier*.
- Surucu, L., Maslakçı, A., & Sesen, H. (2023). Inclusive leadership and innovative work behaviors: a moderated mediation model. *Leadership & Organization Development Journal* Vol. 44 No. 1, Emerald, 87-102.
- Suyanti, D., Muljono, P., & Hubeis, A. (2023). Pengaruh Modal Manusia dan Pengembangannya terhadap Kinerja Auditor Kementerian Kelautan dan Perikanan. *Jurnal Manajemen dan Organisasi (JMO)* Vol. 14 No. 4, 343-360.
- Tarigan, J., Susanto, A., Hatane, S., Jie, F., & Foedjiawati, F. (2021). Corporate social responsibility, job pursuit intention, quality of work life and employee performance: case study from Indonesia controversial industry. *Asia-Pacific Journal of Business Administration* Vol. 13 No. 2 Emerald, 141-158.

- Wang , C.-H., & Chen , H.-T. (2020). Relationships among workplace incivility, work engagement and job performance. *Journal of Hospitality and Tourism Insights Vol. 3 No. 4 Emerald*, 415-429.
- Wardhana, A. (2023). *Manajemen Sumber Daya Manusia di Era Digital 4.0*. Purbalingga: Eureka Media Aksara.
- Yadav, A., Pandita, D., & Singh, S. (2022). Work-life integration, job contentment, employee engagement and its impact on organizational effectiveness: a systematic literature review. *Industrial and Commercial Training Vol. 54 No. 3 Emerald*, 509-527.
- Yasin, R., Jan, G., Huseynova, A., & Atif, M. (2023). Inclusive leadership and turnover intention: the role of follower– leader goal congruence and organizational commitment. *Management Decision Vol. 61 No. 3 Emerald*, 589-609.
- Yoo, S., Joo, B.-K., & Noh, J. (2022). Team emergent states and team effectiveness: the roles of inclusive leadership and knowledge sharing. *Journal of Organizational Effectiveness: People and Performance Vol. 9 No. 3 Emerald*, 353-371.
- Yulistiyono, A., Wardana, D., & Anindita, R. (2021). PENGARUH PENGEMBANGAN SDM TERHADAP KOMPETENSI KARYAWAN YANG BERDAMPAK PADA EFEKTIVITAS ORGANISASI DI INDUSTRI AIR MINUM. *Jurnal Manajemen Bisnis Vol. 11 I No.1*, 29-38.