

DAFTAR PUSTAKA

- Abbu, H., Mugge, P., Gudergan, G., Hoeborn, G., & Kwiatkowski, A. (2022). Measuring the Human Dimensions of Digital Leadership for Successful Digital Transformation. *Research-Technology Management*, 65(3), 39–49. <https://doi.org/10.1080/08956308.2022.2048588>
- Abidin, A. Z. (2021). The Influence Of Digital Leadership And Digital Collaboration On The Digital Skill Of Manufacturing Managers In Tangerang. *International Journal of Artificial Intelligence Research*, 6(1). <https://doi.org/10.29099/ijair.v6i1.330>
- Adhiatma, A., Fachrunnisa, O., Nurhidayati, N., & Rahayu, T. (2023). Creating digital ecosystem for small and medium enterprises: The role of dynamic capability, agile leadership and change readiness. *Journal of Science and Technology Policy Management*, 14(5), 941–959. <https://doi.org/10.1108/JSTPM-12-2020-0171>
- Adriantoni, A., Alfiyandri, A., & Kenedi, G. (2024). PENGARUH KEPEMIMPINAN DIGITAL TERHADAP DISRUPSI INOVASI PEMBELAJARAN DALAM IMPLEMENTASI MERDEKA BELAJAR. *Edukasi: Jurnal Pendidikan*, 21(2), 345–359. <https://doi.org/10.31571/edukasi.v21i2.6519>
- Ainurrofiq, I., & Amir, M. T. (2022). Penerapan hybrid working model terhadap perubahan budaya kerja dan nilai organisasi. *Fair Value: Jurnal Ilmiah Akuntansi Dan Keuangan*, 4(8), 3355–3368. <https://doi.org/10.32670/fairvalue.v4i8.1387>
- Albahri, O. S., Alamoodi, A. H., Deveci, M., Albahri, A. S., Mahmoud, M. A., Al-Quraishi, T., Moslem, S., & Mohamad Sharaf, I. (2023). Evaluation of organizational culture in companies for fostering a digital innovation using q-rung picture fuzzy based decision-making model. *Advanced Engineering Informatics*, 58, 102191. <https://doi.org/10.1016/j.aei.2023.102191>

- Alblas, A., & Notten, M. (2021). Speed is Significant in Short-Loop Experimental Learning: Iterating and Debugging in High-Tech Product Innovation. *Decision Sciences*, 52(6), 1364–1402. <https://doi.org/10.1111/dec.12477>
- 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. *Sustainability*, 13(15), 8445. <https://doi.org/10.3390/su13158445>
- AlNuaimi, B. K., Kumar Singh, S., Ren, S., Budhwar, P., & Vorobyev, D. (2022). Mastering digital transformation: The nexus between leadership, agility, and digital strategy. *Journal of Business Research*, 145, 636–648. <https://doi.org/10.1016/j.jbusres.2022.03.038>
- Al-Omouh, K. S., Ribeiro-Navarrete, S., Lassala, C., & Skare, M. (2022). Networking and knowledge creation: Social capital and collaborative innovation in responding to the COVID-19 crisis. *Journal of Innovation & Knowledge*, 7(2), 100181. <https://doi.org/10.1016/j.jik.2022.100181>
- Anfara, V., & Mertz, N. (2006). *Theoretical Frameworks in Qualitative Research*. SAGE Publications, Inc. <https://doi.org/10.4135/9781412986335>
- Anning-Dorson, T. (2021). Organizational culture and leadership as antecedents to organizational flexibility: Implications for SME competitiveness. *Journal of Entrepreneurship in Emerging Economies*, 13(5), 1309–1325. <https://doi.org/10.1108/JEEE-08-2020-0288>
- Antonopoulou, H., Halkiopoulos, C., Barlou, O., & Beligiannis, G. N. (2021a). Associations between Traditional and Digital Leadership in Academic Environment: During the COVID-19 Pandemic. *Emerging Science Journal*, 5(4), 405–428. <https://doi.org/10.28991/esj-2021-01286>
- Antonopoulou, H., Halkiopoulos, C., Barlou, O., & Beligiannis, G. N. (2021b). Transformational Leadership and Digital Skills in Higher Education Institutes: During the COVID-19 Pandemic. *Emerging Science Journal*, 5(1), 1–15. <https://doi.org/10.28991/esj-2021-01252>
- Araujo, L. M. de, Priadana, S., Paramarta, V., & Sunarsi, D. (2021). Digital leadership in business organizations. *International Journal of Educational*

- Administration, Management, and Leadership*, 5–16.
<https://doi.org/10.51629/ijeamal.v2i1.18>
- Ateeq, K. (2022). Hybrid Working Method: An Integrative Review. *2022 International Conference on Business Analytics for Technology and Security (ICBATS)*, 1–8. <https://doi.org/10.1109/ICBATS54253.2022.9759041>
- Awe, O. A., & Church, E. M. (2021). Project flexibility and creativity: The moderating role of training utility. *Management Decision*, 59(9), 2077–2100. <https://doi.org/10.1108/MD-02-2020-0226>
- Azeem, M., Ahmed, M., Haider, S., & Sajjad, M. (2021). Expanding competitive advantage through organizational culture, knowledge sharing and organizational innovation. *Technology in Society*, 66, 101635. <https://doi.org/10.1016/j.techsoc.2021.101635>
- Bach, R. (2024). A phenomenological learning approach to leading digitalization. *Business Horizons*, 67(4), 345–355. <https://doi.org/10.1016/j.bushor.2024.04.001>
- 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(6), 1173–1182. <https://doi.org/10.1037/0022-3514.51.6.1173>
- Batool, S., Izwar Ibrahim, H., & Adeel, A. (2024). How responsible leadership pays off: Role of organizational identification and organizational culture for creative idea sharing. *Sustainable Technology and Entrepreneurship*, 3(2), 100057. <https://doi.org/10.1016/j.stae.2023.100057>
- BCG. (2023, September 13). Five Ways to Beat the Odds on Digital Transformation. *Australian Financial Review*. <https://www.bcg.com/news/13september2023-five-ways-to-beat-odds-on-digital-transformation>
- Behl, A., Gaur, J., Pereira, V., Yadav, R., & Laker, B. (2022). Role of big data analytics capabilities to improve sustainable competitive advantage of MSME service firms during COVID-19 – A multi-theoretical approach.

- Journal of Business Research*, 148, 378–389.
<https://doi.org/10.1016/j.jbusres.2022.05.009>
- Bellis, P., Cunial, M., & Trabucchi, D. (2024). Mastering hybrid worlds through digital leadership: The role of agility in fostering innovation. *Business Horizons*, 67(4), 369–380. <https://doi.org/10.1016/j.bushor.2024.04.002>
- Benitez, J., Arenas, A., Castillo, A., & Esteves, J. (2022). Impact of digital leadership capability on innovation performance: The role of platform digitization capability. *Information & Management*, 59(2), 103590. <https://doi.org/10.1016/j.im.2022.103590>
- Bergefurt, L., Boogert, P. F., Appel-Meulenbroek, R., & Kemperman, A. (2024). The interplay of workplace satisfaction, activity support, and productivity support in the hybrid work context. *Building and Environment*, 261, 111729. <https://doi.org/10.1016/j.buildenv.2024.111729>
- Blichfeldt, H., & Faullant, R. (2021). Performance effects of digital technology adoption and product & service innovation – A process-industry perspective. *Technovation*, 105, 102275. <https://doi.org/10.1016/j.technovation.2021.102275>
- Borah, P. S., Iqbal, S., & Akhtar, S. (2022). Linking social media usage and SME's sustainable performance: The role of digital leadership and innovation capabilities. *Technology in Society*, 68, 101900. <https://doi.org/10.1016/j.techsoc.2022.101900>
- Bresciani, S., Huarng, K.-H., Malhotra, A., & Ferraris, A. (2021). Digital transformation as a springboard for product, process and business model innovation. *Journal of Business Research*, 128, 204–210. <https://doi.org/10.1016/j.jbusres.2021.02.003>
- Cahyarini, F. D. (2021). Implementasi Digital Leadership dalam Pengembangan Kompetensi Digital pada Pelayanan Publik. *Jurnal Studi Komunikasi Dan Media*, 25(1), 47. <https://doi.org/10.31445/jskm.2021.3780>
- Cameron, K. S., & Quinn, R. D. (1999). *Diagnosing and Changing Organizational Culture. Based on the Competing Values Framework*. Addison-Wesley.

- Caro-Gonzalez, A. (2024). *Establishing a Culture of Innovation and Risk-Taking* (pp. 47–56). https://doi.org/10.1007/978-3-031-43132-6_4
- Castillo, A. E., Pacheco, G. V., Manotas, E. N., & Guzmán, J. E. (2022). Interaction between dimensions of innovation on micro, small, and medium-sized export enterprises. *Procedia Computer Science*, *198*, 584–589. <https://doi.org/10.1016/j.procs.2021.12.290>
- Castillo-Vergara, M., & García-Pérez-de-Lema, D. (2021). Product innovation and performance in SME's: The role of the creative process and risk taking. *Innovation*, *23*(4), 470–488. <https://doi.org/10.1080/14479338.2020.1811097>
- Cavallo, A., Burgers, H., Ghezzi, A., & Vrande, V. (2022). The evolving nature of open innovation governance: A study of a digital platform development in collaboration with a big science centre. *Technovation*, *116*, 102370. <https://doi.org/10.1016/j.technovation.2021.102370>
- Chen, A., Li, L., & Shahid, W. (2024). Digital transformation as the driving force for sustainable business performance: A moderated mediation model of market-driven business model innovation and digital leadership capabilities. *Heliyon*, *10*(8), 29509. <https://doi.org/10.1016/j.heliyon.2024.e29509>
- Cichosz, M., Wallenburg, C. M., & Knemeyer, A. M. (2020). Digital transformation at logistics service providers: Barriers, success factors and leading practices. *The International Journal of Logistics Management*, *31*(2), 209–238. <https://doi.org/10.1108/IJLM-08-2019-0229>
- Cisco. (2024). *Insights from Webex's Global Hybrid Work Study*. <https://blog.webex.com/innovation/global-hybrid-work-study/>
- Clauss, T., Kraus, S., Kallinger, F. L., Bican, P. M., Brem, A., & Kailer, N. (2021). Organizational ambidexterity and competitive advantage: The role of strategic agility in the exploration-exploitation paradox. *Journal of Innovation & Knowledge*, *6*(4), 203–213. <https://doi.org/10.1016/j.jik.2020.07.003>
- Cohen, J. (2013). *Statistical Power Analysis for the Behavioral Sciences* (0 ed.). Routledge. <https://doi.org/10.4324/9780203771587>

- Coskun-Setirek, A., & Tanrikulu, Z. (2021). Digital innovations-driven business model regeneration: A process model. *Technology in Society*, 64, 101461. <https://doi.org/10.1016/j.techsoc.2020.101461>
- Creswell, J. W., & Creswell, J. D. (2023). *Research design: Qualitative, quantitative, and mixed methods approaches*. SAGE Publications.
- Dale, G., Wilson, H., & Tucker, M. (2024). What is healthy hybrid work? Exploring employee perceptions on well-being and hybrid work arrangements. *International Journal of Workplace Health Management*, 17(4), 335–352. <https://doi.org/10.1108/IJWHM-03-2024-0041>
- 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>
- Darpin, T., & Fikran, M. (2023). ANALISIS PENERAPAN HYBRID WORKING DALAM MENINGKATKAN PRODUKTIVITAS KERJA PEGAWAI PADA DINAS KOPERASI & UMKM PROVINSI SULAWESI TENGGARA. *Journal Publicuho*, 5(4), 1415–1426. <https://doi.org/10.35817/publicuho.v5i4.75>
- Deloitte. (2022). *Hybrid work challenges | Deloitte Insights*. <https://www2.deloitte.com/us/en/insights/industry/telecommunications/connectivity-mobile-trends-survey/2023/hybrid-work-challenges-statistics.html>
- Deloitte. (2023). *Digital Consumer Trends 2023*. https://www2.deloitte.com/content/dam/Deloitte/se/Documents/technology-media-telecommunications/DigitalConsumerTrends2023_KeyHighlights.pdf
- Deloitte. (2024). *Deloitte's Hybrid Workplace Model*. <https://www2.deloitte.com/us/en/pages/careers/articles/join-deloitte-hybrid-workplace.html>
- Do, H., Budhwar, P., Shipton, H., Nguyen, H.-D., & Nguyen, B. (2022). Building organizational resilience, innovation through resource-based management initiatives, organizational learning and environmental dynamism. *Journal of*

- Business Research*, 141, 808–821.
<https://doi.org/10.1016/j.jbusres.2021.11.090>
- Douglas, B. D., Ewell, P. J., & Brauer, M. (2023). Data quality in online human-subjects research: Comparisons between MTurk, Prolific, CloudResearch, Qualtrics, and SONA. *PLOS ONE*, 18(3), 0279720.
<https://doi.org/10.1371/journal.pone.0279720>
- Dybro Lienggaard, B. (2024). Measurement invariance testing in partial least squares structural equation modeling. *Journal of Business Research*, 177, 114581.
<https://doi.org/10.1016/j.jbusres.2024.114581>
- Elsayed, A. M., Zhao, B., Goda, A. E., & Elsetouhi, A. M. (2023). The role of error risk taking and perceived organizational innovation climate in the relationship between perceived psychological safety and innovative work behavior: A moderated mediation model. *Frontiers in Psychology*, 14.
<https://doi.org/10.3389/fpsyg.2023.1042911>
- Erhan, T., Uzunbacak, H. H., & Aydin, E. (2022). From conventional to digital leadership: Exploring digitalization of leadership and innovative work behavior. *Management Research Review*, 45(11), 1524–1543.
<https://doi.org/10.1108/MRR-05-2021-0338>
- ETHRWorld. (2021, November 29). *UOB reveals permanent hybrid working policy*. <https://hr.economicstimes.indiatimes.com/news/industry/uob-reveals-permanent-hybrid-working-policy/87984782>
- Evenseth, L. L., Sydnes, M., & Gausdal, A. H. (2022). Building Organizational Resilience Through Organizational Learning: A Systematic Review. *Frontiers in Communication*, 7.
<https://doi.org/10.3389/fcomm.2022.837386>
- Farhikhteh, S., & Farhikhteh, F. (2023). *The Dimensions of Competitiveness and Their Effects on Competitive Advantage*.
<https://doi.org/10.5772/intechopen.113391>
- Farida, I., & Setiawan, D. (2022). Business Strategies and Competitive Advantage: The Role of Performance and Innovation. *Journal of Open Innovation:*

- Technology, Market, and Complexity*, 8(3), 163.
<https://doi.org/10.3390/joitmc8030163>
- Fortune Indonesia. (2023). *Ada 70% Perusahaan Gagal Bertransformasi Digital, Ini Penyebabnya*. <https://www.fortuneidn.com/tech/suheriadi/ada-70-perusahaan-gagal-bertransformasi-digital-ini-penyebabnya?page=all>
- Gardner, D. G., Pierce, J. L., & Lv, F. (2022). An Empirical Examination of the Genesis of Psychological Ownership. *Merits*, 3(1), 37–50.
<https://doi.org/10.3390/merits3010003>
- Gaspar, T., Jesus, S., Farias, A. R., & Matos, M. G. (2024). Healthy Work Environment Ecosystems for Teleworking and Hybrid Working. *Procedia Computer Science*, 239, 1132–1140.
<https://doi.org/10.1016/j.procs.2024.06.279>
- Giang, H. T. T., & Dung, L. T. (2021). Transformational leadership and non-family employee intrapreneurial behaviour in family-owned firms: The mediating role of adaptive culture and psychological empowerment. *Leadership & Organization Development Journal*, 42(8), 1185–1205.
<https://doi.org/10.1108/LODJ-03-2021-0116>
- Gilli, K., Lettner, N., & Guettel, W. (2024). The future of leadership: New digital skills or old analog virtues? *Journal of Business Strategy*, 45(1), 10–16.
<https://doi.org/10.1108/JBS-06-2022-0093>
- Giovanni, P., & Cariola, A. (2021). Process innovation through industry 4.0 technologies, lean practices and green supply chains. *Research in Transportation Economics*, 90, 100869.
<https://doi.org/10.1016/j.retrec.2020.100869>
- González-González, T., & García-Almeida, D. J. (2021). Frontline employee-driven innovation through suggestions in hospitality firms: The role of the employee's creativity, knowledge, and motivation. *International Journal of Hospitality Management*, 94, 102877.
<https://doi.org/10.1016/j.ijhm.2021.102877>
- Grobelny, J. (2023). Factors Driving the Workplace Well-Being of Individuals from Co-Located, Hybrid, and Virtual Teams: The Role of Team Type as an

- Environmental Factor in the Job Demand–Resources Model. *International Journal of Environmental Research and Public Health*, 20(4), 3685. <https://doi.org/10.3390/ijerph20043685>
- Gupta, A. K. (2021). Innovation dimensions and firm performance synergy in the emerging market: A perspective from Dynamic Capability Theory & Signaling Theory. *Technology in Society*, 64, 101512. <https://doi.org/10.1016/j.techsoc.2020.101512>
- Gyamerah, S., He, Z., Asante, D., Ampaw, E. M., & Gyamerah, E. E. D. (2022). Paternalistic leadership, employee creativity, and retention: The role of psychological empowerment. *International Journal of Cross Cultural Management*, 22(1), 83–104. <https://doi.org/10.1177/14705958221081636>
- 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 Publishing.
- Hancock, D. R., & Algozzine, R. (2021). *Doing case study research: A practical guide for beginning researchers* (4th ed.). Teachers College Press.
- Handke, L., Aldana, A., Costa, P. L., & O’Neill, T. A. (2024). Hybrid Teamwork: What We Know and Where We Can Go From Here. *Small Group Research*, 55(5), 805–835. <https://doi.org/10.1177/10464964241279078>
- Hanelt, A., Bohnsack, R., Marz, D., & Antunes Marante, C. (2021). A Systematic Review of the Literature on Digital Transformation: Insights and Implications for Strategy and Organizational Change. *Journal of Management Studies*, 58(5), 1159–1197. <https://doi.org/10.1111/joms.12639>
- Hardcopf, R., Liu, G., & Shah, R. (2021). Lean production and operational performance: The influence of organizational culture. *International Journal of Production Economics*, 235, 108060. <https://doi.org/10.1016/j.ijpe.2021.108060>
- Henderikx, M., & Stoffers, J. (2022). An Exploratory Literature Study into Digital Transformation and Leadership: Toward Future-Proof Middle Managers. *Sustainability*, 14(2), 687. <https://doi.org/10.3390/su14020687>

- 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. <https://doi.org/10.1007/s11747-014-0403-8>
- Höcker, M. C., Bachtal, Y., Voll, K., & Pfnür, A. (2024). Healthy, healthier, hybrid work: The burnout-reducing potential of remote work and the mediating effect of work autonomy. *International Journal of Workplace Health Management*, *17*(4), 319–334. <https://doi.org/10.1108/IJWHM-02-2024-0036>
- Hopkins, J., & Bardoel, A. (2023). The Future Is Hybrid: How Organisations Are Designing and Supporting Sustainable Hybrid Work Models in Post-Pandemic Australia. *Sustainability*, *15*(4), 3086. <https://doi.org/10.3390/su15043086>
- Hou, Y., Ge, X., & Wang, P. (2024). Supervisor-subordinate guanxi and innovative behavior: The roles of psychological ownership and emotional uncertainty. *Current Psychology*, *43*(11), 9877–9888. <https://doi.org/10.1007/s12144-023-05161-4>
- IDN Times. (2023). *Luncurkan UOB Infinity, Bank UOB Sasar Nasabah Korporasi dan UMKM*. <https://www.idntimes.com/business/economy/triyan-pangastuti/luncurkan-uob-infinity-bank-uob-sasar-nasabah-korporasi-dan-umkm>
- Infobanknews. (2023). *Ini 4 Jurusan Bank BCA Hadapi Perkembangan Teknologi yang Makin Masif*. <https://infobanknews.com/ini-4-jurus-bank-bca-hadapi-perkembangan-teknologi-yang-makin-masif/>
- Iqbal, K. M. J., Khalid, F., & Barykin, S. Y. (2021). *Hybrid Workplace* (pp. 28–48). <https://doi.org/10.4018/978-1-7998-8327-2.ch003>
- JPNN. (2023). *70 Persen Transformasi Perusahaan Dinilai Gagal, Ini Penyebabnya*. https://www.jpnn.com/news/70-persen-transformasi-perusahaan-dinilai-gagal-ini-penyebabnya?utm_source=chatgpt.com
- Kane, G. C., Phillips, A. N., Copulsky, J., & Andrus, G. (2019). How digital leadership is(n't) different. *MIT Sloan Management Review*, *60*(3), 34–39.

- <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85071363336&partnerID=40&md5=486a0dc3ee1afab6c363d5371a699d8f>
- Kantabutra, S., & Ketprapakorn, N. (2021). Toward an Organizational Theory of Resilience: An Interim Struggle. *Sustainability*, *13*(23), 13137. <https://doi.org/10.3390/su132313137>
- Katadata. (2022). *Five Bold Moves, Strategi Utama Telkom Meningkatkan Daya Saing*. <https://katadata.co.id/berita/nasional/63969d04e7747/five-bold-moves-strategi-utama-telkom-meningkatkan-daya-saing>
- Kaur Bagga, S., Gera, S., & Haque, S. N. (2023). The mediating role of organizational culture: Transformational leadership and change management in virtual teams. *Asia Pacific Management Review*, *28*(2), 120–131. <https://doi.org/10.1016/j.apmrv.2022.07.003>
- Kontan. (2024). *Telkom (TLKM) Cetak Laba Bersih Rp 11,76 Triliun di Semester I-2024*. <https://investasi.kontan.co.id/news/telkom-tlkm-cetak-laba-bersih-rp-1176-triliun-di-semester-i-2024>
- Krajčič, M., Schmidt, D. A., & Baráth, M. (2023). Hybrid Work Model: An Approach to Work–Life Flexibility in a Changing Environment. *Administrative Sciences*, *13*(6), 150. <https://doi.org/10.3390/admsci13060150>
- Kraus, S., Ferraris, A., & Bertello, A. (2023). The future of work: How innovation and digitalization re-shape the workplace. *Journal of Innovation & Knowledge*, *8*(4), 100438. <https://doi.org/10.1016/j.jik.2023.100438>
- Krosnick, J. A., & Presser, S. (2010). Question and Questionnaire Design. In P. V. Marsden & J. D. Wright (Eds.), *Handbook of Survey Research* (2nd ed., pp. 264–313).
- Kucharska, W., & Rebelo, T. (2022). Transformational leadership for researcher’s innovativeness in the context of tacit knowledge and change adaptability. *International Journal of Leadership in Education*, *1*–22. <https://doi.org/10.1080/13603124.2022.2068189>

- Kupiek, M. (2021). *Digital Leadership, Agile Change and the Emotional Organization*. Springer Fachmedien Wiesbaden. <https://doi.org/10.1007/978-3-658-33489-5>
- 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), 66. <https://doi.org/10.3390/joitmc7010066>
- Lamovšek, A., Radević, I., Mohammed, S. S., & Černe, M. (2024). Beyond the office walls: Work design configurations for task performance across on-site, hybrid and remote forms of work. *Information Systems Journal*. <https://doi.org/10.1111/isj.12542>
- Lawshe, C. H. (1975). A QUANTITATIVE APPROACH TO CONTENT VALIDITY 1. *Personnel Psychology*, 28(4), 563–575. <https://doi.org/10.1111/j.1744-6570.1975.tb01393.x>
- Lee, C., Wu, C., & Jong, D. (2022). Understanding the Impact of Competitive Advantage and Core Competency on Regional Tourism Revitalization: Empirical Evidence in Taiwan. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.922211>
- Lee, I.-T., Choi, J., & Kim, S. (2022). Effect of benefits and risks on customer's psychological ownership in the service industry. *Asia Pacific Journal of Marketing and Logistics*, 34(2), 401–417. <https://doi.org/10.1108/APJML-08-2020-0608>
- Lee, W. R., Choi, S. B., & Kang, S.-W. (2021). How Leaders' Positive Feedback Influences Employees' Innovative Behavior: The Mediating Role of Voice Behavior and Job Autonomy. *Sustainability*, 13(4). <https://doi.org/10.3390/su13041901>
- Lee, Y., Tao, W., Li, J.-Y. Q., & Sun, R. (2021). Enhancing employees' knowledge sharing through diversity-oriented leadership and strategic internal communication during the COVID-19 outbreak. *Journal of Knowledge Management*, 25(6), 1526–1549. <https://doi.org/10.1108/JKM-06-2020-0483>

- Leso, B. H., Cortimiglia, M. N., & Ghezzi, A. (2023). The contribution of organizational culture, structure, and leadership factors in the digital transformation of SMEs: A mixed-methods approach. *Cognition, Technology & Work*, 25(1), 151–179. <https://doi.org/10.1007/s10111-022-00714-2>
- Likert, R. (1932). *A technique for the measurement of attitudes*. Columbia University.
- Lua, E., Liu, D., & Shalley, C. E. (2024). Multilevel outcomes of creativity in organizations: An integrative review and agenda for future research. *Journal of Organizational Behavior*, 45(2), 209–233. <https://doi.org/10.1002/job.2690>
- Luca, L. M., Herhausen, D., Troilo, G., & Rossi, A. (2021). How and when do big data investments pay off? The role of marketing affordances and service innovation. *Journal of the Academy of Marketing Science*, 49(4), 790–810. <https://doi.org/10.1007/s11747-020-00739-x>
- Ma, X., Rui, Z., & Zhong, G. (2023). How large entrepreneurial-oriented companies breed innovation: The roles of interdepartmental collaboration and organizational culture. *Chinese Management Studies*, 17(1), 64–88. <https://doi.org/10.1108/CMS-06-2021-0247>
- Madiawati, P. N., & Pardede, N. L. K. (2023). The Customer Satisfaction as an Antecedent of Purchase Decision in the Post Pandemic Era. *MIX: JURNAL ILMIAH MANAJEMEN*, 13(2), 404. https://doi.org/10.22441/jurnal_mix.2023.v13i2.010
- Malik, M., Raziq, M. M., Sarwar, N., & Tariq, A. (2024). Digital leadership, business model innovation and organizational change: Role of leader in steering digital transformation. *Benchmarking: An International Journal*. <https://doi.org/10.1108/BIJ-04-2023-0283>
- Martínez-Caro, E., Cegarra-Navarro, J. G., & Alfonso-Ruiz, F. J. (2020). Digital technologies and firm performance: The role of digital organisational culture. *Technological Forecasting and Social Change*, 154, 119962. <https://doi.org/10.1016/j.techfore.2020.119962>

- Maryati, S., & Siregar, M. I. (2022). Kepemimpinan Digital dalam meningkatkan kinerja organisasi peran Teknologi Informasi dan Komunikasi. *Owner*, 6(4), 3616–3624. <https://doi.org/10.33395/owner.v6i4.1176>
- McCarthy, P., Sammon, D., & Alhassan, I. (2022). Digital Transformation Leadership Characteristics: A Literature Analysis. *Journal of Decision Systems*, 32(1), 79–109. <https://doi.org/10.1080/12460125.2021.1908934>
- McClean, S., Shortt, H., Bülow, C., & Pike, G. (2024). Curating salutogenic spaces in post-pandemic hybrid work environments: A photo-elicitation qualitative study. *Wellbeing, Space and Society*, 6, 100204. <https://doi.org/10.1016/j.wss.2024.100204>
- McKinsey. (2022, March 22). Common pitfalls in transformations: A conversation with Jon Garcia. *Common Pitfalls in Transformations*. <https://www.mckinsey.com/capabilities/transformation/our-insights/common-pitfalls-in-transformations-a-conversation-with-jon-garcia>
- Migdadi, M. M. (2022). Knowledge management processes, innovation capability and organizational performance. *International Journal of Productivity and Performance Management*, 71(1), 182–210. <https://doi.org/10.1108/IJPPM-04-2020-0154>
- Mikkelsen, A., Sloan, D., Walter, R., & Hinnenkamp, C. (2024). Supervisor Communication Competence and Employee Outcomes: Predictive Effects in Remote, Hybrid, and In-Person Workplaces. *Business and Professional Communication Quarterly*, 87(3), 462–487. <https://doi.org/10.1177/23294906231167176>
- Miles, M. B., & Huberman, A. M. (1994). *Qualitative data analysis: An expanded sourcebook* (2nd ed.). SAGE Publications, Inc.
- Mingaleva, Z., Shironina, E., Lobova, E., Olenov, V., Plyusnina, L., & Oborina, A. (2022). Organizational Culture Management as an Element of Innovative and Sustainable Development of Enterprises. *Sustainability*, 14(10), 6289. <https://doi.org/10.3390/su14106289>

- Moglia, M., Hopkins, J., & Bardoel, A. (2021). Telework, Hybrid Work and the United Nation's Sustainable Development Goals: Towards Policy Coherence. *Sustainability*, 13(16), 9222. <https://doi.org/10.3390/su13169222>
- Mordor Intelligence. (2024). *Indonesia Digital Transformation Market Size & Share Analysis—Growth Trends & Forecasts (2024—2029)*. <https://www.mordorintelligence.com/industry-reports/indonesia-digital-transformation-market>.
- Moreira, A., Navaia, E., & Ribau, C. (2024). Innovation capabilities and their dimensions: A systematic literature review. *International Journal of Innovation Studies*, 8(3), 313–333. <https://doi.org/10.1016/j.ijis.2024.07.001>
- 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), 637. <https://doi.org/10.1186/s12913-022-08042-x>
- Nassani, A. A., & Aldakhil, A. M. (2023). Tackling organizational innovativeness through strategic orientation: Strategic alignment and moderating role of strategic flexibility. *European Journal of Innovation Management*, 26(3), 847–861. <https://doi.org/10.1108/EJIM-04-2021-0198>
- Naveed, R. T., Alhaidan, H., Halbusi, H. A., & Al-Swidi, A. K. (2022). Do organizations really evolve? The critical link between organizational culture and organizational innovation toward organizational effectiveness: Pivotal role of organizational resistance. *Journal of Innovation & Knowledge*, 7(2), 100178. <https://doi.org/10.1016/j.jik.2022.100178>
- Niu, S., Park, B. I., & Jung, J. S. (2022). The Effects of Digital Leadership and ESG Management on Organizational Innovation and Sustainability. *Sustainability*, 14(23), 15639. <https://doi.org/10.3390/su142315639>

- Ober, J., & Kochmańska, A. (2021). Adaptation of Innovations in the IT Industry in Poland: The Impact of Selected Internal Communication Factors. *Sustainability*, *14*(1), 140. <https://doi.org/10.3390/su14010140>
- Ogbu, A. D., Ozowe, W., & Ikevuje, A. H. (2024). Remote work in the oil and gas sector: An organizational culture perspective. *GSC Advanced Research and Reviews*, *20*(1), 188–207. <https://doi.org/10.30574/gscarr.2024.20.1.0261>
- Olazo, D. B. (2023). Marketing competency, marketing innovation and sustainable competitive advantage of small and medium enterprises (SMEs): A mixed-method analysis. *Asia Pacific Journal of Marketing and Logistics*, *35*(4), 890–907. <https://doi.org/10.1108/APJML-01-2022-0050>
- Olckers, C., & Koekemoer, E. (2021). Exploring the Grit-Performance and Grit-Career Success Relationship: The Role of Psychological Ownership. In *Multidisciplinary Perspectives on Grit* (pp. 219–237). Springer International Publishing. https://doi.org/10.1007/978-3-030-57389-8_12
- One GML Consulting. (2022, June 24). *Penerapan Hybrid Working ala BCA*. <https://cdhx.gmlperformance.com/articles/penerapan-hybrid-working-ala-bca>
- Pangarso, A., Astuti, E. S., Raharjo, K., & Afrianty, T. W. (2024). Enhancing Sustained Competitive Advantage in Indonesian Non-vocation Private Tertiary Education Institutions. *Sage Open*, *14*(2). <https://doi.org/10.1177/21582440241256316>
- Pass, S., & Ridgway, M. (2022). An informed discussion on the impact of COVID-19 and ‘enforced’ remote working on employee engagement. *Human Resource Development International*, *25*(2), 254–270. <https://doi.org/10.1080/13678868.2022.2048605>
- Porfírio, J. A., Carrilho, T., Felício, J. A., & Jardim, J. (2021). Leadership characteristics and digital transformation. *Journal of Business Research*, *124*, 610–619. <https://doi.org/10.1016/j.jbusres.2020.10.058>
- Pradana, M., Silvianita, A., Syarifuddin, S., & Renaldi, R. (2022). The Implication of Digital Organisational Culture on Firm Performance. *Frontiers in Psychology*, *13*. <https://doi.org/10.3389/fpsyg.2022.840699>

- PwC US. (2022). *Share of employees preferring remote, hybrid, or in-person work in the Asia-Pacific region in 2022, by country or territory*. Statista. <https://www.statista.com/statistics/1332610/apac-share-of-employees-wanting-to-do-hybrid-work-by-country/>
- Quaquebeke, N. V., & Gerpott, F. H. (2023). The Now, New, and Next of Digital Leadership: How Artificial Intelligence (AI) Will Take Over and Change Leadership as We Know It. *Journal of Leadership & Organizational Studies*, 30(3), 265–275. <https://doi.org/10.1177/15480518231181731>
- Ramadan, M., Bou Zakhem, N., Baydoun, H., Daouk, A., Youssef, S., El Fawal, A., Elia, J., & Ashaal, A. (2023). Toward Digital Transformation and Business Model Innovation: The Nexus between Leadership. *Organizational Agility, and Knowledge Transfer. Administrative Sciences*, 13(8), 185. <https://doi.org/10.3390/admsci13080185>
- Ringle, C. M., Wende, S., & Becker, J.-M. (2024). *SmartPLS 4*. SmartPLS. <https://www.smartpls.com>
- Ronquillo, J. C., Popa, A., & Willems, J. (2021). Toward an Understanding of the Role of Human Resources in Cultivating a Climate for Innovation in Nonprofit and Public Organizations. *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations*, 32(5), 1126–1138. <https://doi.org/10.1007/s11266-021-00325-x>
- Saarikko, T., Westergren, U. H., & Blomquist, T. (2020). Digital transformation: Five recommendations for the digitally conscious firm. *Business Horizons*, 63(6), 825–839. <https://doi.org/10.1016/j.bushor.2020.07.005>
- Saleh Al-Omoush, K., Orero-Blat, M., & Ribeiro-Soriano, D. (2021). The role of sense of community in harnessing the wisdom of crowds and creating collaborative knowledge during the COVID-19 pandemic. *Journal of Business Research*, 132, 765–774. <https://doi.org/10.1016/j.jbusres.2020.10.056>
- Salmela, H., Baiyere, A., Tapanainen, T., & Galliers, R. D. (2022). Digital Agility: Conceptualizing Agility for the Digital Era. *Journal of the Association for*

- Information Systems*, 23(5), 1080–1101.
<https://doi.org/10.17705/1jais.00767>
- Sampat, B., Raj, S., Behl, A., & Schöbel, S. (2022). An empirical analysis of facilitators and barriers to the hybrid work model: A cross-cultural and multi-theoretical approach. *Personnel Review*, 51(8), 1990–2020.
<https://doi.org/10.1108/PR-02-2022-0176>
- Sánchez-Monge, Á., Schilke, P., Ginsburg, A., Cesaroni, R., & Schmiedeke, A. (2018). STATCONT: A statistical continuum level determination method for line-rich sources. *Astronomy & Astrophysics*, 609, A101.
<https://doi.org/10.1051/0004-6361/201730425>
- Santa, R., Sanz, C. M., Tegethoff, T., & Cayon, E. (2023). The impact of emotional intelligence, cross-functional teams and interorganizational networks on operational effectiveness. *Journal of Organizational Effectiveness: People and Performance*, 10(3), 313–329. <https://doi.org/10.1108/JOEPP-03-2022-0069>
- Sarabipour, S., Khan, A., Seah, Y. F. S., Mwakilili, A. D., Mumoki, F. N., Sáez, P. J., Schwessinger, B., Debat, H. J., & Mestrovic, T. (2021). Changing scientific meetings for the better. *Nature Human Behaviour*. *Changing Scientific Meetings for the Better. Nature Human Behaviour*, 5(3), 296–300.
<https://doi.org/10.1038/s41562-021-01067-y>
- Sarstedt, M., Ringle, C. M., Smith, D., Reams, R., & Hair, J. F. (2014). Partial least squares structural equation modeling (PLS-SEM): A useful tool for family business researchers. *Journal of Family Business Strategy*, 5(1), 105–115.
<https://doi.org/10.1016/j.jfbs.2014.01.002>
- Schiuma, G., Schettini, E., Santarsiero, F., & Carlucci, D. (2022). The transformative leadership compass: Six competencies for digital transformation entrepreneurship. *International Journal of Entrepreneurial Behavior & Research*, 28(5), 1273–1291. <https://doi.org/10.1108/IJEBR-01-2021-0087>
- Schmidt, D. H., Dierendonck, D., & Weber, U. (2023). The data-driven leader: Developing a big data analytics leadership competency framework. *Journal*

of Management Development, 42(4), 297–326.
<https://doi.org/10.1108/JMD-12-2022-0306>

Schuster, T., Brunner, T. J. J., Schneider, M. H. G., Lehmann, C., & Kanbach, D. K. (2023). LEADING IN THE DIGITAL AGE: CONCEPTUALISING DIGITAL LEADERSHIP AND ITS INFLUENCE ON SERVICE INNOVATION PERFORMANCE. *International Journal of Innovation Management*, 27(06). <https://doi.org/10.1142/S1363919623500317>

Schweizer, L., & Koscher, E. M. K. (2022). Competitive Advantage. In *Encyclopedia of Sustainable Management* (pp. 1–3). Springer International Publishing. https://doi.org/10.1007/978-3-030-02006-4_365-1

Selular. (2021). Riset Dell Technologies: 62% Perusahaan di Indonesia Belum Capai Tujuan Transformasi Digital Artikel ini telah tayang di Selular.id Riset Dell Technologies: 62%. *Perusahaan di Indonesia Belum Capai Tujuan Transformasi Digital*. https://selular.id/2021/08/riset-dell-technologies-62-perusahaan-di-indonesia-belum-capai-tujuan-transformasi-digital/?utm_source=chatgpt.com

Senabre Hidalgo, E., Perelló, J., Becker, F., Bonhoure, I., Legris, M., & Cigarini, A. (2021). Participation and Co-creation in Citizen Science. In *The Science of Citizen Science* (pp. 199–218). Springer International Publishing. https://doi.org/10.1007/978-3-030-58278-4_11

Shiri, R., Turunen, J., Kausto, J., Leino-Arjas, P., Varje, P., Väänänen, A., & Ervasti, J. (2022). The Effect of Employee-Oriented Flexible Work on Mental Health: A Systematic Review. *Healthcare*, 10(5), 883. <https://doi.org/10.3390/healthcare10050883>

Silva, A. B., Castelló-Sirvent, F., & Canós-Darós, L. (2022). Sensible Leaders and Hybrid Working: Challenges for Talent Management. *Sustainability*, 14(24), 16883. <https://doi.org/10.3390/su142416883>

Siyal, S., Xin, C., Umrani, W. A., Fatima, S., & Pal, D. (2021). How Do Leaders Influence Innovation and Creativity in Employees? The Mediating Role of Intrinsic Motivation. *Administration & Society*, 53(9), 1337–1361. <https://doi.org/10.1177/0095399721997427>

- Škrinjarić, B. (2022). Competence-based approaches in organizational and individual context. *Humanities and Social Sciences Communications*, 9(1), 28. <https://doi.org/10.1057/s41599-022-01047-1>
- Sofyan, P., & Elmi, F. (2024). Pengaruh Fleksibilitas Kerja dan Work Life Balance dengan Pelatihan Kerja Sebagai Variabel Moderasi terhadap Kepuasan Kerja Konsultan di DKI Jakarta. *Jurnal Akuntansi, Manajemen, Dan Perencanaan Kebijakan*, 2(1), 21. <https://doi.org/10.47134/jampk.v2i1.416>
- Souto, J. E. (2022). Organizational creativity and sustainability-oriented innovation as drivers of sustainable development: Overcoming firms' economic, environmental and social sustainability challenges. *Journal of Manufacturing Technology Management*, 33(4), 805–826. <https://doi.org/10.1108/JMTM-01-2021-0018>
- Stanescu, D. F., Zbucea, 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>
- Sugiyono. (2021). *Metode penelitian kuantitatif, kualitatif, dan R&D* (3rd ed.). Alfabeta.
- Tadesse Bogale, A., & Debela, K. L. (2024). Organizational culture: A systematic review. *Cogent Business & Management*, 11(1). <https://doi.org/10.1080/23311975.2024.2340129>
- Tagscherer, F., & Carbon, C.-C. (2023). Leadership for successful digitalization: A literature review on companies' internal and external aspects of digitalization. *Sustainable Technology and Entrepreneurship*, 2(2), 100039. <https://doi.org/10.1016/j.stae.2023.100039>
- Taormina, F., & Baraldi, S. B. (2022). Museums and digital technology: A literature review on organizational issues. *European Planning Studies*, 30(9), 1676–1694. <https://doi.org/10.1080/09654313.2021.2023110>
- Teichert, R. (2019). Digital Transformation Maturity: A Systematic Review of Literature. *Acta Universitatis Agriculturae et Silviculturae Mendelianae*

Brunensis, 67(6), 1673–1687.
<https://doi.org/10.11118/actaun201967061673>

Telkom. (2022). *Leap Hadir Sebagai Komitmen Telkom Percepat Transformasi Digital Indonesia*. https://www.telkom.co.id/sites/berita/id_ID/news/leap-hadir-sebagai-komitmen-telkom-percepat-transformasi-digital-indonesia-1551?utm_source=chatgpt.com

Thi Ngoc Ha, N., Dyke, N., Spittle, M., Watt, A., & Smallridge, A. (2024). Micro-credentials through the eyes of employers: Benefits, challenges and enablers of effectiveness. *Education + Training*, 66(7), 948–963.
<https://doi.org/10.1108/ET-08-2023-0340>

Thomran, M., Alshallaqi, M., Al-Mamary, Y. H., & Abdulrab, M. (2022). The key enablers of competitive advantage formation in small and medium enterprises: The case of the Ha'il region. *Frontiers in Psychology*, 13.
<https://doi.org/10.3389/fpsyg.2022.1030405>

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, 120866.
<https://doi.org/10.1016/j.techfore.2021.120866>

Torring, J., Ferlie, E., Jukić, T., & Ongaro, E. (2021). A theoretical framework for studying the co-creation of innovative solutions and public value. *Policy & Politics*, 49(2), 189–209.
<https://doi.org/10.1332/030557321X16108172803520>

Trenerry, B., Chng, S., Wang, Y., Suhaila, Z. S., Lim, S. S., Lu, H. Y., & Oh, P. H. (2021). Preparing Workplaces for Digital Transformation: An Integrative Review and Framework of Multi-Level Factors. *Frontiers in Psychology*, 12. <https://doi.org/10.3389/fpsyg.2021.620766>

Türk, A. (2023). Digital leadership role in developing business strategy suitable for digital transformation. *Frontiers in Psychology*, 13.
<https://doi.org/10.3389/fpsyg.2022.1066180>

- Tyagi, S., Sibal, R., & Suri, B. (2022). Empirically developed framework for building trust in distributed agile teams. *Information and Software Technology, 145*, 106828. <https://doi.org/10.1016/j.infsof.2022.106828>
- Varadarajan, R., Welden, R. B., Arunachalam, S., Haenlein, M., & Gupta, S. (2022). Digital product innovations for the greater good and digital marketing innovations in communications and channels: Evolution, emerging issues, and future research directions. *International Journal of Research in Marketing, 39*(2), 482–501. <https://doi.org/10.1016/j.ijresmar.2021.09.002>
- Velyako, V., & Musa, S. (2023). The Relationship Between Digital Organizational Culture, Digital Capability, Digital Innovation, Organizational Resilience, and Competitive Advantage. *Journal of the Knowledge Economy*. <https://doi.org/10.1007/s13132-023-01575-4>
- Vuong, B. N., Tushar, H., & Hossain, S. F. A. (2023). The effect of social support on job performance through organizational commitment and innovative work behavior: Does innovative climate matter? *Asia-Pacific Journal of Business Administration, 15*(5), 832–854. <https://doi.org/10.1108/APJBA-06-2021-0256>
- Wang, G., Mansor, Z. D., & Leong, Y. C. (2024). Linking digital leadership and employee digital performance in SMEs in China: The chain-mediating role of high-involvement human resource management practice and employee dynamic capability. *Heliyon, 10*(16), 36026. <https://doi.org/10.1016/j.heliyon.2024.e36026>
- Wang, T., Lin, X., & Sheng, F. (2022). Digital leadership and exploratory innovation: From the dual perspectives of strategic orientation and organizational culture. *Frontiers in Psychology, 13*. <https://doi.org/10.3389/fpsyg.2022.902693>
- Weber, E., Krehl, E., & Büttgen, M. (2022). The Digital Transformation Leadership Framework: Conceptual and Empirical Insights into Leadership Roles in Technology-Driven Business Environments. *Journal of Leadership Studies, 16*(1), 6–22. <https://doi.org/10.1002/jls.21810>

- Wicaksono, D. Y. S., & Brahmasari, I. A. (2021). PENGARUH BUDAYA ORGANISASI, EMPLOYEE ENGAGEMENT, DAN QUALITY OF WORK LIFE TERHADAP KINERJA KARYAWAN PT PLN (PERSERO) UNIT INDUK DISTRIBUSI JAWA TIMUR. *JEM17: Jurnal Ekonomi Manajemen*, 6(2). <https://doi.org/10.30996/jem17.v6i2.5811>
- Williams, S., & Shaw, N. (2024). Hybrid working – Benefits and challenges for productivity and performance. *International Journal of Productivity and Performance Management*. <https://doi.org/10.1108/IJPPM-05-2023-0230>
- Wongsansukcharoen, J., & Thaweepaiboonwong, J. (2023). Effect of innovations in human resource practices, innovation capabilities, and competitive advantage on small and medium enterprises' performance in Thailand. *European Research on Management and Business Economics*, 29(1), 100210. <https://doi.org/10.1016/j.iedeen.2022.100210>
- Wontorczyk, A., & Rożnowski, B. (2022). Remote, Hybrid, and On-Site Work during the SARS-CoV-2 Pandemic and the Consequences for Stress and Work Engagement. *International Journal of Environmental Research and Public Health*, 19(4), 2400. <https://doi.org/10.3390/ijerph19042400>
- Wulandari, N. T., Ismail, A. N., Anandita, S. R., & Musthofa, M. B. (2021). Model Kepemimpinan Digital Dalam Membentuk Budaya Organisasi Di BMT. *Jurnal Manajemen Dan Inovasi (MANOVA)*, 4(2), 1–17. <https://doi.org/10.15642/manova.v4i2.516>
- Xu, Z., & Suntrayuth, S. (2022). Innovative work behavior in high-tech enterprises: Chain intermediary effect of psychological safety and knowledge sharing. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.1017121>
- Xu, Z., Wang, H., & Suntrayuth, S. (2022). Organizational Climate, Innovation Orientation, and Innovative Work Behavior: The Mediating Role of Psychological Safety and Intrinsic Motivation. *Discrete Dynamics in Nature and Society*, 2022(1). <https://doi.org/10.1155/2022/9067136>
- Zahreni, S., Simarmata, R., & Nainggolan, Y. (2021). Pengaruh Budaya Organisasi terhadap Keterikatan Kerja dan Organizational Citizenship Behavior (OCB).

- Analitika: Jurnal Magister Psikologi UMA*, 13(1).
<https://doi.org/10.31289/analitika.v13i1.4683>
- Zatia, Z., Kumalasari, F., & Wonua, A. R. (2023). Pengaruh Kapabilitas Dinamis Dan Kapabilitas Inovasi Terhadap Keunggulan Kompetitif. *Manajemen Kreatif Jurnal*, 1(4), 176–188. <https://doi.org/10.55606/makreju.v1i4.2168>
- Zeb, A., Akbar, F., Hussain, K., Safi, A., Rabnawaz, M., & Zeb, F. (2021). The competing value framework model of organizational culture, innovation and performance. *Business Process Management Journal*, 27(2), 658–683. <https://doi.org/10.1108/BPMJ-11-2019-0464>
- Zeike, S., Bradbury, K., Lindert, L., & Pfaff, H. (2019). Digital Leadership Skills and Associations with Psychological Well-Being. *International Journal of Environmental Research and Public Health*, 16(14), 2628. <https://doi.org/10.3390/ijerph16142628>
- Zhang, J., & Chen, Z. (2024). Exploring Human Resource Management Digital Transformation in the Digital Age. *Journal of the Knowledge Economy*, 15(1), 1482–1498. <https://doi.org/10.1007/s13132-023-01214-y>
- Zhen, Z., Yousaf, Z., Radulescu, M., & Yasir, M. (2021). Nexus of Digital Organizational Culture, Capabilities, Organizational Readiness, and Innovation: Investigation of SMEs Operating in the Digital Economy. *Sustainability*, 13(2), 720. <https://doi.org/10.3390/su13020720>
- Zhu, X., & Li, Y. (2023). The use of data-driven insight in ambidextrous digital transformation: How do resource orchestration, organizational strategic decision-making, and organizational agility matter? *Technological Forecasting and Social Change*, 196, 122851. <https://doi.org/10.1016/j.techfore.2023.122851>
- Ziegel, E. R., Lemeshow, S., Hosmer, D., Klar, J., & Luanga, S. (1994). Adequacy of Sample Size in Health Studies. *Technometrics*, 36(2), 232. <https://doi.org/10.2307/1270261>