

DAFTAR PUSTAKA

- PwC Indonesia (2021) 'Program Transformasi Bisnis & Operasional Perusahaan PT LEN Industri : *operational diagnostic report*.
- Ab Wahab, M. and Tatoglu, E. (2020) 'Chasing productivity demands, worker well-being, and firm performance', *Personnel Review*. Emerald Publishing Limited, 49(9), pp. 1823–1843. doi: 10.1108/PR-01-2019-0026.
- Austin-Egole, I. S., Iheriohanma, E. B. J. and Chinedu, N. (2020) 'Flexible Working Arrangements and Organizational Performance: An Overview Outsourcing and employment trends: An exploratory discourse View project', *IOSR Journal Of Humanities And Social Science*, 25(May).
- Chatterjee, S., Chaudhuri, R. and Vrontis, D. (2022) 'Does remote work flexibility enhance organization performance? Moderating role of organization policy and top management support', *Journal of Business Research*. Elsevier Inc., 139, pp. 1501–1512. doi: 10.1016/j.jbusres.2021.10.069.
- Chen, J. and Li, W. (2015) 'The Relationship between Flexible Human Resource Management and Enterprise Innovation Performance: A Study from Organizational Learning Capability Perspective', in Liu, K. et al. (eds) *Information and Knowledge Management in Complex Systems*. Cham: Springer International Publishing, pp. 204–213.
- Cocchiara, C. M. *et al.* (2024) 'Project and knowledge management at European public space agencies: The need for a three-dimensional project management office', *Space Policy*. Elsevier Ltd, (August 2023), p. 101639. doi: 10.1016/j.spacepol.2024.101639.
- Dekoulou, P. and Trivellas, P. (2014) 'Learning Organization in Greek Advertising and Media Industry: A Way to Face Crisis and Gain Sustainable Competitive Advantage', *Procedia - Social and Behavioral Sciences*, 148, pp. 338–347. doi: <https://doi.org/10.1016/j.sbspro.2014.07.051>.
- Do, T. T. and Mai, N. K. (2022) 'Organizational learning and firm performance: a systematic review', *International Journal of Productivity and Performance Management*. Emerald Publishing Limited, 71(4), pp. 1230–1253. doi: 10.1108/IJPPM-02-2020-0051.
- Fernández-Mesa, A. and Alegre, J. (2015) 'Entrepreneurial orientation and export intensity:

Examining the interplay of organizational learning and innovation', *International Business Review*, 24(1), pp. 148–156. doi: <https://doi.org/10.1016/j.ibusrev.2014.07.004>.

Goh, S.C., Elliott, C. and Quon, T. K. (2012) 'The relationship between learning capability and organizational performance: a meta-analytic examination', *The Learning Organization*, Vol. 19 No, pp. 92–108.

Gomes, G. *et al.* (2022) 'The role of entrepreneurial orientation, organizational learning capability and service innovation in organizational performance', *Revista de Gestao*, 29(1). doi: 10.1108/REGE-11-2020-0103.

Gomes, G., Seman, L. O. and De Montreuil Carmona, L. J. (2022) 'Industry does matter: Analysing innovation, firm performance and organisational learning heterogeneities on Brazilian manufacturing sectors', *Structural Change and Economic Dynamics*. North-Holland, 63, pp. 544–555. doi: 10.1016/j.strueco.2022.08.001.

Inthavong, P. *et al.* (2023) 'Impact of organizational learning on sustainable firm performance: Intervening effect of organizational networking and innovation', *Heliyon*, 9(5), p. e16177. doi: 10.1016/j.heliyon.2023.e16177.

Lee, M. D., McDermid, S. M., & Buck, M. L. (2000). *Organizational paradigms of reduced-load work: Accommodations, elaboration and transformation*. *Academy of Management Journal*, 43(6), 1211–1226.

irma susanty, A. and Salwa, M. (2017) 'Knowledge Management Practices and Organizational Learning Have Positive Impacts on Organizational Performance of State-Owned Enterprises in Indonesia', *Mediterranean Journal of Social Sciences*, 8. doi: 10.5901/mjss.2017.v8n3p281.

Jain, A. and Moreno, A. (2015) 'Organizational learning, knowledge management practices and firm's performance', *The Learning Organization*, 22, pp. 14–39. doi: 10.1108/TLO-05-2013-0024.

Jerez-Gómez, P., Céspedes-Lorente, J. and Valle-Cabrera, R. (2005) 'Organizational learning capability: A proposal of measurement', *Journal of Business Research*. Elsevier, 58(6), pp. 715–725. doi: 10.1016/j.jbusres.2003.11.002.

Ju, B. *et al.* (2021) 'A Meta-Analytic Review of the Relationship Between Learning Organization and Organizational Performance and Employee Attitudes: Using the Dimensions of Learning Organization Questionnaire', *Human Resource Development Review*. doi:

10.1177/1534484320987363.

Klindžić, M. and Marić, M. (2019) 'Flexible work arrangements and organizational performance – The difference between employee and employer--driven practices', *Drustvena Istrazivanja*. Institute of Social Sciences Ivo Pilar, 28(1), pp. 89–108. doi: 10.5559/di.28.1.05.

Mahura, A. and Birollo, G. (2021) 'Organizational practices that enable and disable knowledge transfer: The case of a public sector project-based organization', *International Journal of Project Management*. Elsevier Ltd, 39(3), pp. 270–281. doi: 10.1016/j.ijproman.2020.12.002.

Margono (2004) *Metodologi Penelitian Pendidikan*. Jakarta: Rineka Cipta.

Mariani, M. M., Ek Styven, M. and Teulon, F. (2021) 'Explaining the intention to use digital personal data stores: An empirical study', *Technological Forecasting and Social Change*. North-Holland, 166, p. 120657. doi: 10.1016/J.TECHFORE.2021.120657.

Migdadi, M. M. (2021) 'Organizational learning capability, innovation and organizational performance', *European Journal of Innovation Management*. Emerald Publishing Limited, 24(1), pp. 151–172. doi: 10.1108/EJIM-11-2018-0246.

Onağ, A. O., Tepeci, M. and Başalp, A. A. (2014) 'Organizational Learning Capability and its Impact on Firm Innovativeness', *Procedia - Social and Behavioral Sciences*, 150, pp. 708–717. doi: 10.1016/j.sbspro.2014.09.029.

Pérez López, S., Manuel Montes Peón, J. and José Vazquez Ordás, C. (2005) 'Organizational learning as a determining factor in business performance', *The Learning Organization*. Emerald Group Publishing Limited, 12(3), pp. 227–245. doi: 10.1108/09696470510592494.

Sarstedt, M., Ringle, C. and Hair, J. (2017) 'Partial Least Squares Structural Equation Modeling', in. doi: 10.1007/978-3-319-05542-8_15-1.

Sinaga, O., Hasibuan, A. and Batbutar, M. (2020) *Manajemen Kinerja dalam Organisasi*. Yayasan Kita Menulis.

Sugiyono (2014) *Metode Penelitian Kuantitatif Kualitatif & R&D*. Bandung: Alfabeta.

Sutanto, E. M. (2017) 'The influence of organizational learning capability and organizational creativity on organizational innovation of Universities in East Java, Indonesia', *Asia Pacific Management Review*. Elsevier, 22(3), pp. 128–135. doi: 10.1016/J.APMRV.2016.11.002.

Taibah, D. and Ho, T. C. F. (2023) 'The Moderating Effect of Flexible Work Option on

Structural Empowerment and Generation Z Contextual Performance.’, *Behavioral sciences (Basel, Switzerland)*. Switzerland, 13(3). doi: 10.3390/bs13030266.

Tan, F. Z. and Olaore, G. O. (2022) ‘Effect of organizational learning and effectiveness on the operations, employees productivity and management performance’, *Vilakshan - XIMB Journal of Management*. Emerald Publishing Limited, 19(2), pp. 110–127. doi: 10.1108/XJM-09-2020-0122.

Hair, J. F., Hult, G. T., Ringle, C. M., Danks, N. P., & Ray, S. (2023). Partial Least Squares Structural Equation Modeling (PLS-SEM) Using R. In *Structural Equation Modeling: A Multidisciplinary Journal*

Vidal, J. and Chiva, R. (2013) ‘Linking Entrepreneurial Orientation and Firm Performance: The Role of Organizational Learning Capability and Innovation Performance’, *Journal of Small Business Management*, 51. doi: 10.1111/jsbm.12005.

Yang, B., Watkins, K. and Marsick, V. (2004) ‘The Construct of the Learning Organization: Dimensions, Measurement, and Validation’, *Human Resource Development Quarterly*, 15, pp. 31–55. doi: 10.1002/hrdq.1086.

Zhang, Y. *et al.* (2019) ‘The influence of management innovation and technological innovation on organization performance. a mediating role of sustainability’, *Sustainability (Switzerland)*, 11(2). doi: 10.3390/su11020495.

Becker, J. M., Klein, K., & Wetzels, M. (2012). Hierarchical Latent Variable Models in PLS-SEM: Guidelines for Using Reflective-Formative Type Models. *Long Range Planning*, 45(5–6), 359–394. <https://doi.org/10.1016/j.lrp.2012.10.001>

Swee G. Goh. (2003). Improving Organizational Learning Capability: Lesson from two case studies. *The learning Organization, Volume 10*, 096–647.