

DAFTAR PUSTAKA

- Aboramadan, M., Albashiti, B., Alharazin, H., & Zaidoune, S. (2020). Organizational Culture, Innovation and Performance: A Study From a Non-Western Context. *Journal of Management Development*, 39(4), 437–451. <https://doi.org/10.1108/JMD-06-2019-0253>
- Abu-Bader, S., & Jones, T. V. (2021). Statistical Mediation Analysis Using the Sobel Test and Hayes SPSS Process Macro. *International Journal of Quantitative and Qualitative Research Methods*, 9(1), 42–61.
- Abu-Jarad, I. Y., Yusof, N., & Nikbin, D. (2010). A Review Paper on Organizational Culture and Organizational Performance. *International Journal of Business and Social Science*, 1(3), 26–46.
- Agler, R., & Boeck, P. De. (2017). On the Interpretation and Use of Mediation: Multiple Perspectives on Mediation Analysis. *Frontiers in Psychology*, 8(November), 1–11. <https://doi.org/10.3389/fpsyg.2017.01984>
- Ahmed, M., & Shafiq, S. (2014). The Impact of Organizational Culture on Organizational Performance: A Case Study of Telecom Sector. *Global Journal of Management and Business Research*, 14(3), 1–11.
- Al-kalouti, J., Kumar, V., Kumar, N., Garza-Reyes, J. A., Upadhyay, A., & Zwiegelhaar, J. B. (2020). Investigating Innovation Capability and Organizational Performance in Service Firms. *Strategic Change*, 29(1), 103–113. <https://doi.org/10.1002/jsc.2314>
- Al-Tit, A. (2016). The Impact of Lean Supply Chain on Productivity of Saudi Manufacturing Firms in Al-Qassim. *Poliash Journal of Management Studies*, 14(1), 18–27. <https://doi.org/10.17512/pjms.2016.14.1.02>
- Andreeva, T., & Kianto, A. (2012). Does Knowledge Management Really Matter? Linking Knowledge Management Practices, Competitiveness and Economic Performance. *Journal of Knowledge Management*, 16(4), 617–636. <https://doi.org/10.1108/13673271211246185>
- Apiwit, T., & Tuntrabundit, K. (2018). Adhocracy Culture, Organizational Innovation and Performance: A Study of Thai Small and Medium Enterprises. *Veridian E-Journal, Silpakorn University*, 11(4), 314–330.
- Arachchige, C. N. P. G., Prendergast, L. A., & Staudte, R. G. (2020). Robust Analogs to the Coefficient of Variation. *Journal of Applied Statistics*, 1–23. <https://doi.org/10.1080/02664763.2020.1808599>

- Balloun, J. L., Barrett, H., & Weinstein, A. (2011). One Is Not Enough: The Need For Multiple Respondents In Survey Research Of Organizations. *Journal of Modern Applied Statistical Methods*, 10(1), 287–299. <https://doi.org/10.22237/jmasm/1304223900>
- 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>
- Benitez, J., Henseler, J., Castillo, A., & Schuberth, F. (2020). How to Perform and Report an Impactful Analysis Using Partial Least Squares: Guidelines for Confirmatory and Explanatory IS Research. *Information & Management*, 57(2), 1–16. <https://doi.org/10.1016/j.im.2019.05.003>
- Bernardini Papalia, R., Calia, P., & Filippucci, C. (2015). Information Theoretic Competitiveness Composite Indicator at Micro Level. *Social Indicators Research*, 123(2), 349–370. <https://doi.org/10.1007/s11205-014-0745-0>
- Beus, J. M., Solomon, S. J., Taylor, E. C., & Esken, C. A. (2020). Making Sense of Climate: A Meta-Analytic Extension of The Competing Values Framework. *Organizational Psychology Review*, 10(3–4), 136–168. <https://doi.org/10.1177/2041386620914707>
- Bhansing, P. V, Leenders, M. A. A. M., & Wijnberg, N. M. (2016). Selection System Orientations as an Explanation for the Differences between Dual Leaders of the Same Organization in Their Perception of Organizational Performance. *Journal of Management and Governance*, 20(4), 907–933. <https://doi.org/10.1007/s10997-015-9330-4>
- Bianchini, S., Pellegrino, G., & Tamagni, F. (2016). Innovation Strategies and Firm Growth. *SSRN Electronic Journal*. <https://doi.org/10.2139/ssrn.2745980>
- Bortoluzzi, G., Kadic-Magljalic, S., Arslanagic-Kalajdzic, M., & Balboni, B. (2018). Innovativeness as a Driver of The International Expansion of Developing Markets' Firms: Evidence of Curvilinear Effects. *International Marketing Review*, 35(2), 215–235. <https://doi.org/10.1108/IMR-11-2015-0258>
- Boyce, A. S., Nieminen, L. R. G., Gillespie, M. A., Ryan, A. M., & Denison, D. R. (2015). Which Comes First, Organizational Culture or Performance? A Longitudinal Study of Causal Priority with Automobile Dealerships. *Journal of Organizational Behavior*, 36, 339–359. <https://doi.org/10.1002/job.1985>
- Buldyrev, S. V, Pammolli, F., Riccaboni, M., & Stanley, H. E. (2020). *The Rise and Fall of Business Firms: A Stochastic Framework on Innovation, Creative Destruction and Growth*. Cambridge University Press.

<https://doi.org/10.1017/9781316798539>

- Calandro, J., & Paharia, V. (2019). Disruptive technologies, “Black Swans” and corporate innovation strategy. In *Strategy and Leadership* (Vol. 48, Issue 1, pp. 29–35). <https://doi.org/10.1108/SL-10-2019-0148>
- Calik, E., Calisir, F., & Cetinguc, B. (2017). A Scale Development for Innovation Capability Measurement. *Journal of Advanced Management Science*, 5(2), 69–76. <https://doi.org/10.18178/joams.5.2.69-76>
- Cameron, K. S., & Quinn, R. E. (2011). *Diagnosing and Changing Organizational Culture: Based on the Competing Values Framework* (3rd ed.). John Wiley & Sons, Inc.
- Chatzoglou, P., & Chatzoudes, D. (2018). The Role of Innovation in Building Competitive Advantages: An Empirical Investigation. *European Journal of Innovation Management*, 21(1), 44–69. <https://doi.org/10.1108/EJIM-02-2017-0015>
- Cheah, J. H., Thurasamy, R., Memon, M. A., Chuah, F., & Ting, H. (2020). Multigroup Analysis Using SmartPLS: Step-by-Step Guidelines for Business Research. *Asian Journal of Business Research*, 10(3), 1–19. <https://doi.org/10.14707/ajbr.200087>
- Cho, G., Hwang, H., Sarstedt, M., & Ringle, C. M. (2020). Cutoff Criteria for Overall Model Fit Indexes in Generalized Structured Component Analysis. *Journal of Marketing Analytics*, 8(4), 189–202. <https://doi.org/10.1057/s41270-020-00089-1>
- Chong, A. Y. L., Chan, F. T. S., Ooi, K. B., & Sim, J. J. (2011). Can Malaysian Firms Improve Organizational/ Innovation Performance via SCM? *Industrial Management and Data Systems*, 111(3), 410–431. <https://doi.org/10.1108/02635571111118288>
- Clauss, T. (2017). Measuring Business Model Innovation: Conceptualization, Scale Development, and Proof of Performance. *R and D Management*, 47(3), 385–403. <https://doi.org/10.1111/radm.12186>
- Courbe, J., Garvey, J., Engel, M. von, Lyons, J., & O’Hara, C. (2016). *Financial Services Technology 2020 and Beyond: Embracing Disruption*.
- Cvetkovic-Vega, Maguiña, J. L., Soto, A., Lama-Valdivia, J., & López, L. E. C. (2021). Cross-Sectional Studies. *Rev. Fac. Med. Hum*, 21(1), 179–185. <https://doi.org/10.25176/RFMH.v21i1.3069>
- Damanpour, F., & Gopalakrishnan, S. (1998). Theories of Organizational Structure and Innovation Adoption: The Role of Environmental Change. *Journal of Engineering and Technology Management*, 15(1), 1–24.

[https://doi.org/10.1016/S0923-4748\(97\)00029-5](https://doi.org/10.1016/S0923-4748(97)00029-5)

- Damanpour, F., & Gopalakrishnan, S. (2001). The Dynamics of the Adoption of Product and Process Innovations in Organizations. *Journal of Management Studies*, 38(1), 45–65. <https://doi.org/10.1111/1467-6486.00227>
- DeGraff, J., & DeGraff, S. (2017). *The Innovation Code: The Creative Power of Constructive Conflict* (1st ed.). Berrett-Koehler Publishers, Inc.
- Demming, C. L., Jahn, S., & Boztug, Y. (2017). Conducting Mediation Analysis in Marketing Research. *Marketing ZFP*, 39(3), 76–93. <https://doi.org/10.15358/0344-1369-2017-3-76>
- Droge, C., Calantone, R., & Harmancioglu, N. (2008). New Product Success: Is It Really Controllable by Managers in Highly Turbulent Environments? *Journal of Product Innovation Management*, 25(3), 272–286. <https://doi.org/10.1111/j.1540-5885.2008.00300.x>
- Dudic, Z., Dudic, B., Gregus, M., Novackova, D., & Djakovic, I. (2020). The Innovativeness and Usage of the Balanced Scorecard Model in SMEs. *Sustainability*, 12(8), 1–22. <https://doi.org/10.3390/su12083221>
- Ebrahimi, P., Moosavi, S. M., & Chirani, E. (2016). Relationship Between Leadership Styles and Organizational Performance by Considering Innovation in Manufacturing Companies of Guilan Province. *Procedia - Social and Behavioral Sciences*, 230, 351–358. <https://doi.org/10.1016/j.sbspro.2016.09.044>
- Fariñas, J. C., & Moreno, L. (2000). Firms' Growth, Size and Age: A Nonparametric Approach. *Review of Industrial Organization*, 17(3), 249–265. <https://doi.org/10.1023/A:1007834210622>
- Guzmán, G. M., Del, M., Serna, C. M., Citlalli, G., Torres, L., & García Ramirez, R. (2012). Competitiveness in Manufacturing SMEs: A Perspective of México. *International Journal of Arts and Commerce*, 1(4), 60–75.
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2019). *Multivariate Data Analysis* (8th ed.). Cengage Learning EMEA.
- 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, Inc.
- Hair, J. F., Hult, G. T. M., Ringle, C. M., Sarstedt, M., & Thiele, K. O. (2017). Mirror, Mirror on the Wall: A Comparative Evaluation of Composite-Based Structural Equation Modeling Methods. *Journal of the Academy Marketing Science*, 1–17. <https://doi.org/10.1007/s11747-017-0517-x>

- Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2019). When to Use and How to Report the Results of PLS-SEM. *European Business Review*, 31(1), 2–24. <https://doi.org/10.1108/EBR-11-2018-0203>
- Han, J. K., Kim, N., & Srivastava, R. K. (1998). Market Orientation and Organizational Performance: Is Innovation a Missing Link? *Journal of Marketing*, 62(4), 30–45. <https://doi.org/10.1177/002224299806200403>
- Hartnell, C. A., Ou, A. Y., & Kinicki, A. (2011). Organizational Culture and Organizational Effectiveness: A Meta-Analytic Investigation of the Competing Values Framework's Theoretical Suppositions. *Journal of Applied Psychology*, 96(4), 677–694. <https://doi.org/10.1037/a0021987>
- Hartnell, C. A., Ou, A. Y., Kinicki, A. J., Choi, D., & Karam, E. P. (2019). A Meta-Analytic Test of Organizational Culture's Association with Elements of an Organization's System and Its Relative Predictive Validity on Organizational Outcomes. *Journal of Applied Psychology*, 104(6), 832–850. <https://doi.org/10.1037/apl0000380>
- Hax, A. C., & Majluf, N. S. (1996). *The Strategy Concept and Process: A Pragmatic Approach* (2nd ed.). Prentice Hall.
- Hayes, A. F. (2018). *Introduction to Mediation, Moderation, and Conditional Process Analysis: A Regression-Based Approach* (2nd ed.). The Guilford Press.
- Healy, M., Cleary, P., & Walsh, E. (2018). Innovativeness and Accounting Practices: An Empirical Investigation. *Qualitative Research in Accounting and Management*, 15(2), 231–250. <https://doi.org/10.1108/QRAM-06-2017-0047>
- Henseler, J., & Sarstedt, M. (2013). Goodness-of-Fit Indices for Partial Least Squares Path Modeling. *Computational Statistics*, 28, 565–580. <https://doi.org/10.1007/s00180-012-0317-1>
- Hosono, K., Takizawa, M., & Yamanouchi, K. (2020). Firm Age, Productivity, and Intangible Capital. *RIETI Discussion Paper Series*, 1–32.
- Huergo, E., & Jaumandreu, J. (2004). How Does Probability of Innovation Change with Firm Age? *Small Business Economics*, 22(3–4), 193–207. <https://doi.org/10.1023/b:sbej.0000022220.07366.b5>
- Imran, M., Ismail, F., Arshad, I., Zeb, F., & Zahid, H. (2021). The Mediating Role of Innovation in the Relationship between Organizational Culture and Organizational Performance in Pakistan's Banking Sector. *Journal of Public Affairs*, 1–15. <https://doi.org/10.1002/pa.2717>

- Ismail, A. I., Rose, R. C., Abdullah, H., & Uli, J. (2010). The Relationship Between Organisational Competitive Advantage and Performance Moderated by the Age and Size of Firms. *Asian Academy of Management Journal*, 15(2), 157–173.
- Jin, S. H., & Choi, S. O. (2019). The Effect of Innovation Capability on Business Performance: A Focus on It and Business Service Companies. *Sustainability*, 11(19), 1–15. <https://doi.org/10.3390/su11195246>
- Joseph, O. O., & Kibera, F. (2019). Organizational Culture and Performance: Evidence from Microfinance Institutions in Kenya. *SAGE and Open Access*, 9(1), 1–11. <https://doi.org/10.1177/2158244019835934>
- Joubert, R. J. O., Garg, A. K., & Pellissier, R. (2004). Measuring Business Performance: A Case Study. *Southern African Business Review*, 8(1), 7–21.
- Jung, K., Lee, J., Gupta, V., & Cho, G. (2019). Comparison of Bootstrap Confidence Interval Methods for GSCA Using a Monte Carlo Simulation. *Frontiers in Psychology*, 10, 1–11. <https://doi.org/10.3389/fpsyg.2019.02215>
- Keller, S., & Price, C. (2011). *Beyond Performance: How Great Organizations Build Ultimate Competitive Advantage*. John Wiley & Sons, Inc.
- Khan, W. A., Hassan, R. A., Arshad, M. Z., Arshad, M. A., Kashif, U., Aslam, F., & Wafa, S. A. (2020). The Effect of Entrepreneurial Orientation and Organisational Culture on Firm Performance: The Mediating Role of Innovation. *International Journal of Innovation, Creativity and Change*, 13(3), 652–677.
- Khan, W. A., Wafa, S. A., Hassan, R. A., & Kashif, U. (2019). The Mediating Effect of Innovation on the Relationship between Organisational Culture and Performance of Large Manufacturing Firm in Pakistan. *Malaysian Journal of Business and Economics*, 6(2), 1–15.
- Kock, N. (2018). Should Bootstrapping be Used in PLS-SEM? Toward Stable p-Value Calculation Methods. *Journal of Applied Structural Equation Modeling*, 1(2), 1–12.
- Koller, M. R. T. (2016). Exploring Adaptability in Organizations: Where Adaptive Advantage Comes from and What It is Based Upon. *Journal of Organizational Change Management*, 29(6), 837–854. <https://doi.org/10.1108/JOCM-01-2016-0008>
- Lee, S. K. J., & Yu, K. (2004). Corporate Culture and Organizational Performance. *Journal of Managerial Psychology*, 19(4), 340–359. <https://doi.org/10.1108/02683940410537927>

- Maldonado-Guzmán, G., Garza-Reyes, J. A., Pinzón-Castro, S. Y., & Kumar, V. (2019). Innovation Capabilities and Performance: Are They Truly Linked in SMEs? *International Journal of Innovation Science*, 11(1), 48–62. <https://doi.org/10.1108/IJIS-12-2017-0139>
- Mallinguh, E., Wasike, C., & Zoltan, Z. (2020). The Business Sector, Firm Age, and Performance: The Mediating Role of Foreign Ownership and Financial Leverage. *International Journal of Financial Studies*, 8(79), 1–16. <https://doi.org/10.3390/ijfs8040079>
- Memon, M. A., Ramayah, T., Cheah, J.-H., Ting, H., Chuah, F., & Cham, T. H. (2021). PLS-SEM Statistical Programs: A Review. *Journal of Applied Structural Equation Modeling*, 5(1), 1–14. [https://doi.org/10.47263/JASEM.5\(1\)06](https://doi.org/10.47263/JASEM.5(1)06)
- Misigo, G. K., Were, S., & Odhiambo, R. (2019). Influence of Adhocracy Culture on Performance of Public Water Companies in Kenya. *International Academic Journal of Human Resource and Business Administration*, 3(5), 84–103.
- Naranjo-Valencia, J. C., & Calderon-Hernández, G. (2018). Model of Culture for Innovation. *Organizational Culture*, 13–34. <https://doi.org/10.5772/intechopen.81002>
- Naranjo-Valencia, J. C., Jiménez-Jiménez, D., & Sanz-Valle, R. (2016). Studying the Links Between Organizational Culture, Innovation, and Performance in Spanish Companies. *Revista Latinoamericana de Psicología*, 48(1), 30–41. <https://doi.org/10.1016/j.rlp.2015.09.009>
- Nitzl, C., Roldan, J. L., & Cepeda, G. (2016). Mediation Analysis in Partial Least Squares Path Modelling: Helping Researchers Discuss More Sophisticated Models. *Industrial Management and Data Systems*, 116(9), 1849–1864. <https://doi.org/10.1108/IMDS-07-2015-0302>
- Nnodim, I. O., Onuoha, & Needorn, R. S. (2020). The Effect of Product and Process Innovation Capabilities on The Competitiveness of Nigerian Quoted Banks. *International Academy Journal of Management, Marketing and Entrepreneurial Studies*, 8(1), 1–10.
- O'Rourke, H. P., & MacKinnon, D. P. (2015). When the Test of Mediation is More Powerful than the Test of the Total Effect. *Behavior Research Methods*, 47(2), 424–442. <https://doi.org/10.3758/s13428-014-0481-z>
- OECD/Eurostat. (2018). *Oslo Manual 2018: Guidelines for Collecting, Reporting and Using Data on Innovation* (4th ed.). The Measurement of Scientific, Technological and Innovation Activities, OECD Publishing.

- Panayides, P. (2006). Enhancing Innovation Capability Through Relationship Management and Implications for Performance. *European Journal of Innovation Management*, 9(4), 466–483. <https://doi.org/10.1108/14601060610707876>
- Phan, T. T. A. (2019). Does Organizational Innovation Always Lead to Better Performance? A Study of Firms in Vietnam. *Journal of Economics and Development*, 21(1), 71–82. <https://doi.org/10.1108/JED-06-2019-0003>
- Polychroniou, P., & Trivellas, P. (2018). The Impact of Strong and Balanced Organizational Cultures on Firm Performance: Assessing Moderated Effects. *International Journal of Quality and Service Sciences*, 10(1), 16–35. <https://doi.org/10.1108/IJQSS-09-2016-0065>
- Rajagopal. (2020). Convergence of Local Enterprises with Large Corporations: Bridging Industry 4.0 Functions on Broader Business Canvass. In Rajagopal & R. Behl (Eds.), *Innovation, Technology, and Market Ecosystems: Managing Industrial Growth in Emerging Markets* (pp. 1–28). Springer Nature. <https://doi.org/10.1007/978-3-030-23010-4>
- Rajapathirana, R. P. J., & Hui, Y. (2018). Relationship Between Innovation Capability, Innovation Type, and Firm Performance. *Journal of Innovation and Knowledge*, 3(1), 44–55. <https://doi.org/10.1016/j.jik.2017.06.002>
- Ramadista, R. M. P., & Kismono, G. (2020). The Effect of the Degree of Misfit Between Human Resources Management Practices and the Types of Organizational Culture on Organizational Performance. *Gadjah Mada International Journal of Business*, 22(3), 301–322. <https://doi.org/10.22146/gamaijb.56583>
- Ramanathan, A., & Rajagopalan, K. (2020). *Digital Disruption in Retail*. Deloitte.
- Reino, A., Rõigas, K., & Mürsepp, M. (2020). Connections Between Organisational Culture and Financial Performance in Estonian Service and Production Companies. *Baltic Journal of Management*, 15(3), 375–393. <https://doi.org/10.1108/BJM-01-2019-0017>
- Rezaei, J. (2012). *SMEs and Supply Chain Management: A Functional Perspective*. Delft University of Technology.
- Riel, A. C. Van, Henseler, J., Kemény, I., & Sasovova, Z. (2017). Estimating Hierarchical Constructs Using Consistent Partial Least Squares: The Case Of Second-Order Composites of Common Factors. *Industrial Management & Data Systems*, 117(3), 459–477. <https://doi.org/10.1108/IMDS-07-2016-0286>
- Rigdon, E. E., Sarstedt, M., & Ringle, C. M. (2017). On Comparing Results from CB-SEM and PLS-SEM: Five Perspectives and Five Recommendations.

Marketing ZFP Journal Of Research And Management, 39(3), 4–16.
<https://doi.org/10.15358/0344-1369-2017-3-4>

Ringel, M., Baeza, R., Grassl, F., Panandiker, R., & Harnoss, J. (2020). The Most Innovative Companies 2020: The Serial Innovation Imperative. In *BCG - Boston Consulting Group*. <https://www.bcg.com/publications/2020/most-innovative-companies/overview>

Ringle, C. M., Sarstedt, M., Mitchell, R., & Gudergan, S. P. (2020). Partial Least Squares Structural Equation Modeling in HRM Research. *International Journal of Human Resource Management*, 31(12), 1617–1643.
<https://doi.org/10.1080/09585192.2017.1416655>

Ringle, C. M., Sarstedt, M., & Straub, D. W. (2012). Editor's Comments: A Critical Look at the Use of PLS-SEM in MIS Quarterly. *MIS Quarterly*, 36(1), 3–14.
<https://doi.org/10.2307/41410402>

Robbins, S. P., & Coulter, M. (2018). *Management* (14th ed.). Pearson Education Limited.

Rucker, D. D., Preacher, K. J., Tormala, Z. L., & Petty, R. E. (2011). Mediation Analysis in Social Psychology: Current Practices and New Recommendations. *Journal of the Japan Society for Aeronautical and Space Sciences*, 5(6), 359–371. <https://doi.org/10.1111/j.1751-9004.2011.00355.x>

Russo, D., & Stol, K.-J. (2021). PLS-SEM for Software Engineering Research: An Introduction and Survey. *ACM Computing Surveys*, 54(4), 1–38.
<https://doi.org/10.1145/3447580>

Sánchez-Báez, E. A., Fernández-Serrano, J., & Romero, I. (2019). Organizational Culture and Innovation in Small Businesses in Paraguay. *Regional Science Policy and Practice*, 12(2), 1–15. <https://doi.org/10.1111/rsp3.12203>

Santos, J. B., & Brito, L. A. L. (2012). Toward a Subjective Measurement Model for Firm Performance. *BAR - Brazilian Administration Review*, 9(6), 95–117.
<https://doi.org/10.1590/S1807-76922012000500007>

Sarstedt, M., Hair Jr, J. F., Cheah, J., Becker, J.-M., & Ringle, C. M. (2019). How to Specify, Estimate, and Validate Higher-Order Constructs in PLS-SEM. *Australasian Marketing Journal*, 27(3), 197–211.
<https://doi.org/10.1016/j.ausmj.2019.05.003>

Saunders, M. N. K., Lewis, P., & Thornhill, A. (2019). *Research Methods for Business Students* (8th ed.). Pearson Education Limited.

Saunila, M., Pekkola, S., & Ukko, J. (2014). The Relationship Between Innovation Capability and Performance: The Moderating Effect of Measurement. *International Journal of Productivity and Performance Management*, 63(2),

234–249. <https://doi.org/10.1108/IJPPM-04-2013-0065>

- Schindler, P. S. (2019). *Business Research Methods* (13th ed.). McGraw-Hill.
- Schneider, B., Ehrhart, M. G., & MacEy, W. H. (2013). Organizational Climate and Culture. *Annual Review of Psychology*, 64(9), 361–388. <https://doi.org/10.1146/annurev-psych-113011-143809>
- Segarra, A., & Teruel, M. (2014). High-Growth Firms and Innovation: An Empirical Analysis for Spanish Firms. *Small Business Economics*, 43(4), 805–821. <https://doi.org/10.1007/s11187-014-9563-7>
- Shahzad, F., Xiu, G. Y., & Shahbaz, M. (2017). Organizational Culture and Innovation Performance in Pakistan's Software Industry. *Technology in Society*, 51, 66–73. <https://doi.org/10.1016/j.techsoc.2017.08.002>
- Shibia, A. G., & Barako, D. G. (2017). Determinants of Micro and Small Enterprises Growth in Kenya. *Journal of Small Business and Enterprise Development*, 24(1), 105–118. <https://doi.org/10.1108/JSBED-07-2016-0118>
- Singh, S., Darwish, T. K., & Potočník, K. (2016). Measuring Organizational Performance: A Case for Subjective Measures. *British Journal of Management*, 27(1), 214–224. <https://doi.org/10.1111/1467-8551.12126>
- Spangenberg, H. H., & Theron, C. (2004). Development of a Questionnaire for Assessing Work Unit Performance. *SA Journal of Industrial Psychology*, 30(1), 19–28. <https://doi.org/10.4102/sajip.v30i1.134>
- Streukens, S., & Leroi-werelds, S. (2016). Bootstrapping and PLS-SEM: A Step-by-Step Guide to Get More Out of Your Bootstrap Results. *European Management Journal*, 34(6), 618–632. <https://doi.org/10.1016/j.emj.2016.06.003>
- Suifan, T. (2021). How Innovativeness Mediates the Effects of Organizational Culture and Leadership on Performance. *International Journal of Innovation Management*, 25(2), 1–32. <https://doi.org/10.1142/S136391962150016X>
- Tan, B.-S. (2019). In Search of the Link Between Organizational Culture and Performance: A Review from the Conclusion Validity Perspective. *Leadership and Organization Development Journal*, 40(3), 356–368. <https://doi.org/10.1108/LODJ-06-2018-0238>
- Tan, Q., & Sousa, C. M. P. (2015). Leveraging Marketing Capabilities Into Competitive Advantage and Export Performance. *International Marketing Review*, 32(1), 78–102. <https://doi.org/10.1108/IMR-12-2013-0279>
- Thakor, A. V. (2011). *The Four Colors of Business Growth*. Elsevier Inc. <https://doi.org/10.1016/C2010-0-66298-5>

- Tseng, S. M. (2010). The Correlation between Organizational Culture and Knowledge Conversion on Corporate Performance. *Journal of Knowledge Management*, 14(2), 269–284. <https://doi.org/10.1108/13673271011032409>
- Tuan, N., Nhan, N., Giang, P., & Ngoc, N. (2016). The Effects of Innovation on Firm Performance of Supporting Industries in Hanoi-Vietnam. *Journal of Industrial Engineering and Management*, 9(2), 413–431. <https://doi.org/10.3926/jiem.1564>
- Tucker, R. B. (2008). *Driving Growth Through Innovation: How Leading Firms are Transforming Their Futures* (2nd ed.). Berrett-Koehler Publishers, Inc.
- Vij, S., & Bedi, H. S. (2016). Are Subjective Business Performance Measures Justified? *International Journal of Productivity and Performance Management*, 65(5), 603–621. <https://doi.org/10.1108/IJPPM-12-2014-0196>
- Wallach, E. J. (1983). Individuals and Organizations: The Cultural Match. *Training & Development Journal*, 37(2), 28–36.
- Wang, Z., Cai, S., Liang, H., Wang, N., & Xiang, E. (2021). Intellectual Capital and Firm Performance: The Mediating Role of Innovation Speed and Quality. *International Journal of Human Resource Management*, 32(6), 1222–1250. <https://doi.org/10.1080/09585192.2018.1511611>
- Wennberg, K. (2013). Managing High-Growth Firms: A Literature Review. In *International Workshop on "Management and Leadership Skills in High-Growth Firms."*
- Wilson, B., & Henseler, J. (2007). Modeling Reflective Higher-Order Constructs Using Three Approaches with PLS Path Modeling: A Monte Carlo Comparison. *Conference Proceedings ANZMAC 2007*, 791–800.
- Yesil, S., & Kaya, A. (2013). The Effect of Organizational Culture on Firm Financial Performance: Evidence From a Developing Country. *Procedia - Social and Behavioral Sciences*, 81, 428–437. <https://doi.org/10.1016/j.sbspro.2013.06.455>
- Yildiz, E. (2014). A Study on the Relationship Between Organizational Culture and Organizational Performance and a Model Suggestion. *International Journal of Research in Business and Social Science*, 3(4), 52–67. <https://doi.org/10.20525/ijrbs.v3i4.117>
- Yıldız, S., Baştürk, F., & Boz, İ. T. (2014). The Effect of Leadership and Innovativeness on Business Performance. *Procedia - Social and Behavioral Sciences*, 150, 785–793. <https://doi.org/10.1016/j.sbspro.2014.09.064>
- Yu, W., Chavez, R., Jacobs, M., & Wong, C. Y. (2020). Innovativeness and Lean Practices for Triple Bottom Line: Testing of Fit-As-Mediation Versus Fit-As-

Moderation Models. *International Journal of Operations and Production Management*, 40(10), 1623–1647. <https://doi.org/10.1108/IJOPM-07-2019-0550>

YuSheng, K., & Ibrahim, M. (2020). Innovation Capabilities, Innovation Types, and Firm Performance: Evidence from the Banking Sector of Ghana. *SAGE Open*, 10(2), 1–12. <https://doi.org/10.1177/2158244020920892>

Zafar, H., & Mehmood, K. K. (2019). Innovation as a Mediator between Innovative Culture, Transformational Leadership, Knowledge Management, Learning Orientation, and Performance. *Journal of Independent Studies and Research-Management, Social Sciences and Economics*, 17(1), 149–163. <https://doi.org/10.31384/jisrmsse/2019.17.1.9>

Zahra, S. A., & Garvis, D. M. (2000). International Corporate Entrepreneurship and Firm Performance. *Journal of Business Venturing*, 15(5–6), 469–492. [https://doi.org/10.1016/s0883-9026\(99\)00036-1](https://doi.org/10.1016/s0883-9026(99)00036-1)

Zairi, M. (1994). Measuring Performance for Business Results. In *Measuring Performance for Business Results*. Springer Science, Business Media. <https://doi.org/10.1007/978-94-011-1302-1>

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>

Zhang, Y., Khan, U., Lee, S., & Salik, M. (2019). The Influence of Management Innovation and Technological Innovation on Organization Performance. A Mediating Role of Sustainability. *Sustainability (Switzerland)*, 11(2), 1–21. <https://doi.org/10.3390/su11020495>

Zhao, X., Lynch Jr, J. G., & Chen, Q. (2010). Reconsidering Baron and Kenny: Myths and Truths about Mediation Analysis. *Journal of Consumer Research, Inc*, 37(2), 197–206. <https://doi.org/10.1086/651257>

Zheng, W., Yang, B., & McLean, G. N. (2010). Linking Organizational Culture, Structure, Strategy, and Organizational Effectiveness: Mediating Role of Knowledge Management. *Journal of Business Research*, 63(7), 763–771. <https://doi.org/10.1016/j.jbusres.2009.06.005>