

DAFTAR PUSTAKA

- Afsar, B., Badir, Y. F., Saeed, B. bin, & Hafeez, S. (2017). Transformational and transactional leadership and employee's entrepreneurial behavior in knowledge-intensive industries. *International Journal of Human Resource Management*, 28(2), 307–332. <https://doi.org/10.1080/09585192.2016.1244893>
- Afsar, B., Masood, M., & Umrani, W. A. (2019). The role of job crafting and knowledge sharing on the effect of transformational leadership on innovative work behavior. *Personnel Review*, 48(5), 1186–1208. <https://doi.org/10.1108/PR-04-2018-0133>
- Akhavan, P., Hosseini, S. M., Abbasi, M., & Manteghi, M. (2015). Knowledge-sharing determinants, behaviors, and innovative work behaviors. *Aslib Journal of Information Management*, 67(5), 562–591. <https://doi.org/10.1108/AJIM-02-2015-0018>
- Alpkan, L., Bulut, C., Gunday, G., Ulusoy, G., & Kilic, K. (2010). Organizational support for intrapreneurship and its interaction with human capital to enhance innovative performance. *Management Decision*, 48(5), 732–755. <https://doi.org/10.1108/00251741011043902>
- Bammens, Y. P. M. (2016). Employees' Innovative Behavior in Social Context: A Closer Examination of the Role of Organizational Care. *Journal of Product Innovation Management*, 33(3), 244–259. <https://doi.org/10.1111/jpim.12267>
- Bao, G., Xu, B., & Zhang, Z. (2016). Employees' trust and their knowledge sharing and integration: the mediating roles of organizational identification and organization-based self-esteem. *Knowledge Management Research & Practice*, 14(3), 362–375. <https://doi.org/10.1057/kmrp.2015.1>
- Batistič, S., & Kenda, R. (2018). Toward a model of socializing project team members: An integrative approach. *International Journal of Project Management*, 36(5), 687–700. <https://doi.org/10.1016/j.ijproman.2018.03.003>
- BeritaSatu. (2021, May). *Startup Jadi Pilihan Karier Milenial Dan Generasi Z*. <https://www.beritasatu.com/ekonomi/772413/startup-jadi-pilihan-karier-milenial-dan-generasi-z>
- Bou Reslan, F. Y., Garanti, Z., & Emeagwali, O. L. (2021). The effect of servant leadership on innovative work behavior and employee knowledge sharing in the

- Latvian ICT sector. *Baltic Journal of Management*, 16(5), 729–744. <https://doi.org/10.1108/BJM-09-2020-0321>
- Choi, Y., Yoon, D., & Kim, D. (2020). Leader Behavioral Integrity and Employee In-Role Performance: The Roles of Coworker Support and Job Autonomy. *International Journal of Environmental Research and Public Health*, 17(12), 4303. <https://doi.org/10.3390/ijerph17124303>
- Duchek, S. (2020). Organizational resilience: a capability-based conceptualization. *Business Research*, 13(1), 215–246. <https://doi.org/10.1007/s40685-019-0085-7>
- Erkutlu, H., & Chafra, J. (2015). The Effects of Empowerment Role Identity and Creative Role Identity on Servant Leadership and Employees' Innovation Implementation Behavior. *Procedia - Social and Behavioral Sciences*, 181, 3–11. <https://doi.org/10.1016/j.sbspro.2015.04.860>
- F. Hair Jr, J., Sarstedt, M., Hopkins, L., & G. Kuppelwieser, V. (2014). Partial least squares structural equation modeling (PLS-SEM). *European Business Review*, 26(2), 106–121. <https://doi.org/10.1108/EBR-10-2013-0128>
- Fay, D., Shipton, H., West, M. A., & Patterson, M. (2015). Teamwork and Organizational Innovation: The Moderating Role of the HRM Context. *Creativity and Innovation Management*, 24(2), 261–277. <https://doi.org/10.1111/caim.12100>
- Garg, S., & Dhar, R. (2017). Employee service innovative behavior. *International Journal of Manpower*, 38(2), 242–258. <https://doi.org/10.1108/IJM-04-2015-0060>
- Gkorezis, P. (2016). Principal empowering leadership and teacher innovative behavior: a moderated mediation model. *International Journal of Educational Management*, 30(6), 1030–1044. <https://doi.org/10.1108/IJEM-08-2015-0113>
- Hernaus, T., & Mikulić, J. (2014). Work characteristics and work performance of knowledge workers. *EuroMed Journal of Business*, 9(3), 268–292. <https://doi.org/10.1108/EMJB-11-2013-0054>
- Hu, J., & Liden, R. C. (2011). Antecedents of team potency and team effectiveness: An examination of goal and process clarity and servant leadership. *Journal of Applied Psychology*, 96(4), 851–862. <https://doi.org/10.1037/a0022465>
- Iqbal, A., Latif, K. F., & Ahmad, M. S. (2020). Servant leadership and employee innovative behaviour: exploring psychological pathways. *Leadership &*

Organization Development Journal, 41(6), 813–827.
<https://doi.org/10.1108/LODJ-11-2019-0474>

Janssen, O. (2000). Job demands, perceptions of effort-reward fairness and innovative work behaviour. *Journal of Occupational and Organizational Psychology*, 73(3), 287–302. <https://doi.org/10.1348/096317900167038>

Javed, B., Raza Naqvi, S. M. M., Khan, A. K., Arjoon, S., & Tayyeb, H. H. (2017). Impact of inclusive leadership on innovative work behavior: The role of psychological safety – CORRIGENDUM. *Journal of Management & Organization*, 23(3), 472–472. <https://doi.org/10.1017/jmo.2017.17>

Kominfo. (2019, March). *Peran Penting startup digital dalam Perekonomian Indonesia*. https://www.kominfo.go.id/content/detail/17230/peran-penting-startup-digital-dalam-perekonomian-indonesia/0/sorotan_media

Kompas. (2020a, May). *3 Faktor Pentingnya Inovasi untuk Keberlangsungan Bisnis*. <https://money.kompas.com/read/2020/05/14/160300826/3-faktor-pentingnya-inovasi-untuk-keberlangsungan-bisnis>

Kompas. (2020b, October). *APA ITU startup Dan Perbedaanya dengan Perusahaan Konvensional?* <https://money.kompas.com/read/2020/10/21/093719826/apa-itu-startup-dan-perbedaanya-dengan-perusahaan-konvensional?page=all>

Kuckertz, A., Brändle, L., Gaudig, A., Hinderer, S., Morales Reyes, C. A., Prochotta, A., Steinbrink, K. M., & Berger, E. S. C. (2020). Startups in times of crisis – A rapid response to the COVID-19 pandemic. *Journal of Business Venturing Insights*, 13, e00169. <https://doi.org/10.1016/j.jbvi.2020.e00169>

Kuo, Y.-K., Kuo, T.-H., & Ho, L.-A. (2014). Enabling innovative ability: knowledge sharing as a mediator. *Industrial Management & Data Systems*, 114(5), 696–710. <https://doi.org/10.1108/IMDS-10-2013-0434>

Li, H., Sajjad, N., Wang, Q., Muhammad Ali, A., Khaqan, Z., & Amina, S. (2019). Influence of Transformational Leadership on Employees' Innovative Work Behavior in Sustainable Organizations: Test of Mediation and Moderation Processes. *Sustainability*, 11(6), 1594. <https://doi.org/10.3390/su11061594>

Liu, Y., Zhu, J. N. Y., & Lam, L. W. (2020). Obligations and feeling envied: a study of workplace status and knowledge hiding. *Journal of Managerial Psychology*, 35(5), 347–359. <https://doi.org/10.1108/JMP-05-2019-0276>

- Monzani, L., Ripoll, P., & Peiró, J. M. (2015). Winning the hearts and minds of followers: The interactive effects of followers' emotional competencies and goal setting types on trust in leadership. *Revista Latinoamericana de Psicología*, 47(1), 1–15. [https://doi.org/10.1016/S0120-0534\(15\)30001-7](https://doi.org/10.1016/S0120-0534(15)30001-7)
- Morgeson, F. P., Delaney-Klinger, K., & Hemingway, M. A. (2005). The Importance of Job Autonomy, Cognitive Ability, and Job-Related Skill for Predicting Role Breadth and Job Performance. *Journal of Applied Psychology*, 90(2), 399–406. <https://doi.org/10.1037/0021-9010.90.2.399>
- Morgeson, F. P., & Humphrey, S. E. (2006). The Work Design Questionnaire (WDQ): Developing and validating a comprehensive measure for assessing job design and the nature of work. *Journal of Applied Psychology*, 91(6), 1321–1339. <https://doi.org/10.1037/0021-9010.91.6.1321>
- Newman, A., Tse, H. H. M., Schwarz, G., & Nielsen, I. (2018). The effects of employees' creative self-efficacy on innovative behavior: The role of entrepreneurial leadership. *Journal of Business Research*, 89, 1–9. <https://doi.org/10.1016/j.jbusres.2018.04.001>
- Patel, N. (2015). *Forbes*. <https://www.forbes.com/sites/neilpatel/2015/01/16/90-of-startups-will-fail-heres-what-you-need-to-know-about-the-10/?sh=634cb42a3f9b>
- Pham, Q. T., Pham-Nguyen, A.-V., Misra, S., & Damaševičius, R. (2020). Increasing Innovative Working Behaviour of Information Technology Employees in Vietnam by Knowledge Management Approach. *Computers*, 9(3), 61. <https://doi.org/10.3390/computers9030061>
- Razmerita, L., Kirchner, K., & Nielsen, P. (2016). What factors influence knowledge sharing in organizations? A social dilemma perspective of social media communication. *Journal of Knowledge Management*, 20(6), 1225–1246. <https://doi.org/10.1108/JKM-03-2016-0112>
- Riege, A. (2005). Three-dozen knowledge-sharing barriers managers must consider. *Journal of Knowledge Management*, 9(3), 18–35. <https://doi.org/10.1108/13673270510602746>
- Sauermann, H. (2018). Fire in the belly? Employee motives and innovative performance in start-ups versus established firms. *Strategic Entrepreneurship Journal*, 12(4), 423–454. <https://doi.org/10.1002/sej.1267>

- Shanker, R., Bhanugopan, R., van der Heijden, B. I. J. M., & Farrell, M. (2017). Organizational climate for innovation and organizational performance: The mediating effect of innovative work behavior. *Journal of Vocational Behavior*, 100, 67–77. <https://doi.org/10.1016/j.jvb.2017.02.004>
- Siaw, C.-L., & Rani, N. S. A. (2012). A Critical Review on the Regulatory and Legislation Challenges Faced by Halal Start-up SMEs Food Manufacturers in Malaysia. *Procedia - Social and Behavioral Sciences*, 57, 541–548. <https://doi.org/10.1016/j.sbspro.2012.09.1222>
- Srivastava, A., Bartol, K. M., & Locke, E. A. (n.d.). *EMPOWERING LEADERSHIP IN MANAGEMENT TEAMS: EFFECTS ON KNOWLEDGE SHARING, EFFICACY, AND PERFORMANCE*.
- Trong Tuan, L. (2017). Knowledge Sharing in Public Organizations: The Roles of Servant Leadership and Organizational Citizenship Behavior. *International Journal of Public Administration*, 40(4), 361–373. <https://doi.org/10.1080/01900692.2015.1113550>
- van den Hooff, B., & de Ridder, J. A. (2004). Knowledge sharing in context: the influence of organizational commitment, communication climate and CMC use on knowledge sharing. *Journal of Knowledge Management*, 8(6), 117–130. <https://doi.org/10.1108/13673270410567675>
- van Dierendonck, D. (2011). Servant Leadership: A Review and Synthesis. *Journal of Management*, 37(4), 1228–1261. <https://doi.org/10.1177/0149206310380462>
- Walumbwa, F. O., Muchiri, M. K., Misati, E., Wu, C., & Meiliani, M. (2018). Inspired to perform: A multilevel investigation of antecedents and consequences of thriving at work. *Journal of Organizational Behavior*, 39(3), 249–261. <https://doi.org/10.1002/job.2216>
- Williams, W. A., Brandon, R.-S., Hayek, M., Haden, S. P., & Atinc, G. (2017). Servant leadership and followership creativity. *Leadership & Organization Development Journal*, 38(2), 178–193. <https://doi.org/10.1108/LODJ-02-2015-0019>
- Wu, W.-L., & Lee, Y.-C. (2016). Do employees share knowledge when encountering abusive supervision? *Journal of Managerial Psychology*, 31(1), 154–168. <https://doi.org/10.1108/JMP-12-2013-0410>

- Xu, J., Quaddus, M., & Gao, X. (n.d.). *Towards a Knowledge Sharing Model for Small Businesses*.
- Yagil, D., & Oren, R. (2021). Servant Leadership, Engagement, and Employee Outcomes: The Moderating Roles of Proactivity and Job Autonomy. *Revista de Psicología Del Trabajo y de Las Organizaciones*, 37(1), 58–67. <https://doi.org/10.5093/jwop2021a1>
- Yoshida, D. T., Sendjaya, S., Hirst, G., & Cooper, B. (2014). Does servant leadership foster creativity and innovation? A multi-level mediation study of identification and prototypicality. *Journal of Business Research*, 67(7), 1395–1404. <https://doi.org/10.1016/j.jbusres.2013.08.013>
- Zhang, X., & Jiang, J. Y. (2015). With whom shall I share my knowledge? A recipient perspective of knowledge sharing. *Journal of Knowledge Management*, 19(2), 277–295. <https://doi.org/10.1108/JKM-05-2014-0184>