

## BIBLIOGRAPHY

- Argyris, C. (1958). Some problems in conceptualizing organizational climate: A case study of a bank. *Administrative Science Quarterly*, 2(4), 501. <https://doi.org/10.2307/2390797>
- Avilés Almeida, P. A., & Campos Vera, R. J. (2020). The effects of organizational communication: Does it influence the productivity of an SME?. *Ed*, vol. 2, no. 7, pp. 48-66.
- Barnes, D. E. (2018). *Modern Project Teams: Effects of Workplace Isolation on Engagement*. Creativity and Loneliness.
- Boss, S. (2020). *The future of the workplace with a focus on user demand and value delivery*. doi:10.34726/HSS.2020.85803
- Campillo, L. O., Ospino, L. E. O., Cuadrado, R. D. C., Madrid, K. H. and Acosta, E. O. (2019). Incidence of organizational climate on labor productivity in health care provider institutions (IPS): A correlational study," *Revista Latinoamericana De Hipertension*, vol. 14, no. 2, pp. 187–197.
- Canales-Farah, A. M., López-Gómez, J. A., & Napán-Yactayo, A. C. (2021). Clima organizacional y el desempeño Laboral Durante El covid-19. *Revista Arbitrada Interdisciplinaria Koinonía*, 6(1), 124. <https://doi.org/10.35381/r.k.v6i1.1217>
- Cardona Echeverri, D. R., & Zambrano Cruz, R. (2014). Revisión de instrumentos de Evaluación de Clima organizacional. *Estudios Gerenciales*, 30(131), 184–189. <https://doi.org/10.1016/j.estger.2014.04.007>
- Carlucci, D., & Schiuma, G. (2014). Organizational climate as Performance Driver. *Journal of Health Management*, 16(4), 583–594. <https://doi.org/10.1177/0972063414548561>
- Falcione, R., Sussman, L., & Herden, R. (1987). Communication Climate in Organizations, in Handbook disciplinary Perspective, Frederic M. Jablin et al., eds., Newbury Park, Calif: Sage Publications, Inc.

Frey, J. J., Pompe, J., Sharar, D., Imboden, R., & Bloom, L. (2018). *Experiences of internal and hybrid employee assistance program managers: Factors associated with successful, at-risk, and eliminated programs.*

<https://doi.org/10.1080/15555240.2017.1416293>

doi:10.1080/15555240.2017.1416293

Juárez Adauta, S. (2012). Clima organizacional y satisfacción laboral. *Revista Medica Del Instituto Mexicano Del Seguro Social*, vol. 50, no. 3, pp. 307-314.

Katzell, R. A., & Likert, R. (1963). New Patterns of Management. *Administrative Science Quarterly*, 8(2), 273. <https://doi.org/10.2307/2390905>

Levy, D. (2017). Online, Blended And Technology-Enhanced Learning: Tools To Facilitate Community College Student Success. In *The Digitally-Driven Workplace*. Publications and Research.

Marvel Cequeda, M., Rodriguez Monroy, C. & Nuñez Bottini, M. A. (2011). Productivity from a human perspective: Dimensions and factors. *Intangible Capital*, vol. 7, no. 2, pp. 549-584.

Mendoza, E. G. E. (2022). Clima organizacional. Universidad Nacional Autónoma de Nicaragua, Managua.

Morales Guardo, M. P., & Blanco Gómez, K. J. (2020). Motivation as a facilitating strategy for increasing productivity. *Gerencia Libre*, vol. 7, pp. 191–201.

Moreno Briceño, F. & Godoy, E. (2012). El talento humano: Un capital intangible que otorga valor en las organizaciones. *Daena: International Journal of Good Conscience*, vol. 7, no. 1, pp. 57-67.

Paco, R., & Matas, J. (2015). Clima organizacional y desempeño laboral docente en Instituciones Educativas de Nivel Primario y Secundario. *Apuntes De Ciencia & Sociedad*, 05(02). <https://doi.org/10.18259/acs.2015048>

Palacios Molina, D. L. (2019). Clima organizacional y su influencia en el desempeño laboral del personal Administrativo de los Distritos de Salud Pública de la

Provincia de Manabí-Ecuador. *ECA Sinergia*, 10(1), 70.  
[https://doi.org/10.33936/eca\\_sinergia.v10i1.1196](https://doi.org/10.33936/eca_sinergia.v10i1.1196)

- Piedra-Mayorga, V. M., Granillo Macias, R., González-Romero, R. E., Rodríguez-Moreno, R., & Vázquez-Alamilla, M. A. (2022). La Comunicación organizacional: Un factor para elevar La Productividad en las organizaciones. *Ingenio y Conciencia Boletín Científico De La Escuela Superior Ciudad Sahagún*, 9(17), 23–29. <https://doi.org/10.29057/escs.v9i17.7886>
- Rahaman, M. S., Kudo, S., Rawling, T., Ren, Y., & Salim, F. D. (2020). *Seating preference analysis for hybrid workplaces*. Academic Press.
- Rajae Harandi, S., & Abdolvand, N. (2018). Investigating the Effect of Online and Offline Workplace Communication Networks on Employees' Job Performance: Considering the Role of Culture. *Journal of Global Information Technology Management*, 21(1), 26–44. doi:10.1080/1097198X.2018.1423839
- Sanchez Silvera, N., Betancur García, M. E., & Falcón Rodríguez, M. C. (2012). Organizational climate indicator system to enhance job performance. *People and Technology Management Journal*, vol. 5, no. 15, pp. 39–45.
- Silva Huamantumba, E. J., Silva Huamantumba, G., & Bautista Fasabi, J. (2018). Influencia del Clima organizacional en el desempeño laboral de los trabajadores de la municipalidad de morales, Región Sanmartín. *TZHOECOEN*, 10(1), 56–63. <https://doi.org/10.26495/rtzh1810.124842>
- Smith, E. F., Gilmer, D. O., & Stockdale, M. S. (2019). The importance of culture and support for workplace flexibility: An ecological framework for understanding flexibility support structures. *Business Horizons*, 62(5), 557–566. doi:10.1016/j.bushor.2019.04.002
- Thorpe, M., & Gordon, J. (2012). Online learning in the workplace: A hybrid model of participation in networked, professional learning. *Australasian Journal of Educational Technology*, 28(8), 1267–1282. doi:10.14742/ajet.763

- Torres Pachecho, E. & Zegarra Ugarte, S. J. (2015). Clima organizacional y desempeño laboral en las instituciones educativas bolivarianas de la ciudad Puno-2014-Perú. *Comuniaccion*, vol. 6, no. 2, pp. 5- 14.
- Urbano Broncano, S. (2018). Clima organizacional Y desempeño laboral de los trabajadores de la administración local de Agua Huaraz. *APORTE SANTIAGUINO*, 11(1), 167. <https://doi.org/10.32911/as.2018.v11.n1.465>
- Van De Voorde, K., Van Veldhoven, M., & Paauwe, J. (2012). Relationships between work unit climate and labour productivity in the financial sector: A longitudinal test of the mediating role of work satisfaction. *European Journal of Work and Organizational Psychology*, 23(2), 295–309. <https://doi.org/10.1080/1359432x.2012.729312>
- Wijngaarden, Y., Hitters, E., & Bhansing, P. V. (2020). Cultivating fertile learning grounds: Collegiality, tacit knowledge and innovation in creative co-working spaces. *Geoforum*, 109, 86–94. doi:10.1016/j. Geoforum.2020.01.005
- Yu, C. T. Y., & Hafner, C. A. (2020). Hybridity in a specialized genre: Training log book entries in professional construction engineering. In *Approaches to Specialized Genres* (pp. 283–298). Routledge. doi:10.4324/9780429053351-20
- Adler, P., & Adler, P. (1994). Observational techniques. In N. K. Denzin & Y. S. Lincoln (Eds.), *Handbook of qualitative research*(pp. 377–392). Sage Publications, Inc.
- Agostoni, L. (2020). *Remote Working: Advices to Reduce Risks and Boost Productivity*. Academic Press.
- Azuma K., Ikeda K., Kagi N., Yanagi U., Osawa H. Prevalence and risk factors associated with nonspecific building-related symptoms in office employees in Japan: Relationships between work environment, Indoor Air Quality, and occupational stress. *Indoor Air*. 2015;25:499–511. doi: 10.1111/ina.12158.

- Balanagalakshmi, B., & Kumari, S. (2019). Employees' perception on diversity in management. *International Journal of Recent Technology and Engineering*, 8(1), 7-11.
- Bauer, W., Schlund, S., & Vocke, C. (2018). Working life within a hybrid world – How digital transformation and agile structures affect human functions and increase quality of work and business performance. *Advances in Intelligent Systems and Computing*, 594, 3–10. doi:10.1007/978-3-319-60372-8\_1
- Bowen, T., & Pennaforte, A. (2017). The impact of digital communication technologies & new remote-working cultures on the socialization and work-readiness of individuals in wil programs. In *International Perspectives on Education and Society* (Vol. 32, pp. 99–112). Emerald Group Publishing Ltd. doi:10.1108/S1479-367920170000032006
- Chernyak-Hai, L., & Rabenu, E. (2018). The New Era Workplace Relationships: Is Social Exchange Theory Still Relevant? In *Industrial and Organizational Psychology* (Vol. 11, Issue 3, pp. 456–481). Cambridge University Press. doi:10.1017/iop.2018.5
- Cook, J., Mor, Y., & Santos, P. (2020). Three cases of hybridity in learning spaces: Towards a design for a Zone of Possibility. *British Journal of Educational Technology*, 51(4), 1155–1167. doi:10.1111/bjet.12945
- Dennis, H. (1975). The construction of a managerial communication climate inventory for use in complex organizations. In the annual *convention of the International Communication Association, Chicago*.
- Falcione, R., Sussman, L., & Herden, R. (1987). Communication Climate in Organizations, in *Handbook disciplinary Perspective*, Frederic M. Jablin et al., eds., Newbury Park, Calif :Sage Publications, Inc.
- Hardy, P., Soriano Marcolino, L., & Fontanari, J. F. (2021). The paradox of productivity during quarantine: An agent-based simulation. *The European Physical Journal B*, 94(1), 40. doi:10.1140/epjb10051-020-00016-4 PMID:33531876

- Hasanah, H. (2017). Teknik-teknik observasi (sebuah alternatif metode pengumpulan data kualitatif ilmu-ilmu sosial). *At-Taqaddum*, 8(1), 21-46,
- Horváthová, P., Kashi, K., Štverková, H., & Mikušová, M. (2020). Wellbeing as a core area of line managers' work in cross-border organizations [Satisfaction as the main area of work for line managers in cross-border organizations]. *Polish Journal of Management Studies*, 22(1), 186-199.
- Husserl, E (1970) trans D Carr Logical investigations New York, Humanities Press
- Iqbal, K. M. J., Khalid, F., & Barykin, S. Y. (2021). Hybrid workplace: The future of work. In *Handbook of Research on Future Opportunities for Technology Management Education* (pp. 28-48), IGI Global.
- Kniffin, K. M., Narayanan, J., Anseel, F., Antonakis, J., Ashford, S. P., Bakker, A. B., Bamberger, P., Bapuji, H., Bhawe, D. P., Choi, V. K., Creary, S. J., Demerouti, E., Flynn, F. J., Gelfand, M. J., Greer, L. L., Johns, G., Kesebir, S., Klein, P. G., Lee, S. Y., ... Vugt, M. (2021). COVID-19 and the workplace: Implications, issues, and insights for future research and action. *The American Psychologist*, 76(1), 63–77. doi:10.1037/amp0000716 PMID:32772537
- Lahti, M., & Nenonen, S. (2021). Design science and co-designing of hybrid workplaces. *Buildings*, 11(3), 129. doi:10.3390/buildings11030129
- Leclercq-Vandelannoitte, A. (2021). The new paternalism? The workplace as a place to work—And to live. *Organization*. Advance online publication. doi:10.1177/13505084211015374
- Lingwall, A., & Moriarty, S. (2009). *Instructor's manual [for] Advertising* (8th ed.). Pearson/Prentice Hall.
- Litwin, G., & Stringer, R. (1968). *Motivation and organizational climate*. Division of Research, Graduate School of Business Administration, Harvard University, Boston.

Newman, S. A., & Ford, R. C. (2021). Five Steps to Leading Your Team in the Virtual COVID-19 Workplace. *Organizational Dynamics*, 50(1), 100802. doi:10.1016/j.orgdyn.2020.100802

*Olrange: Company Profile*. (2020). Retrieved from LinkedIn: <https://www.linkedin.com/company/olrange/?originalSubdomain=id>

Pace, R. W., and Faules, D. F., 2013, *Komunikasi Organisasi*, Edisi ke-8 Diterjemahkan oleh: Mulyana, D., M. A., Ph.D, dkk, Remaja Rosdakarya, Bandung.

Pace, R., & Faules, D. (2001). *Organizational Communication*. Prentice Hall.

Poole, M. (1985). Communication and organizational climates: review, critique, and a new perspective. *Organizational Communication: Traditional Themes and New Directions*, 13, 79-108.

Rahardjo, M. (2017). Studi kasus dalam penelitian kualitatif: konsep dan prosedurnya.

Samma M., Zhao Y., Rasool S.F., Han X., Ali S. Exploring the Relationship between Innovative Work Behavior, Job Anxiety, Workplace Ostracism, and Workplace Incivility: Empirical Evidence from Small and Medium Sized Enterprises (SMEs) Healthcare. 2020;8:508. DOI: 10.3390/healthcare8040508.

Siviani, Irene. 2020. *Komunikasi Organisasi*. Surabaya: Scopindo Media Pustaka.

Sukmadinata, N. (2007). *Metode Penelitian Pendidikan*. Bandung: Rosdakarya

Teebken, M., & Hess, T. (2021, January). Privacy in a Digitized Workplace: Towards an Understanding of Employee Privacy Concerns. *Proceedings of the 54th Hawaii International Conference on System Sciences*. 10.24251/HICSS.2021.800

Trede, F., Markauskaite, L., McEwen, C., & Macfarlane, S. (2019a). *Education for Practice in a Hybrid Space*. Springer Singapore., doi:10.1007/978-981-13-7410-4

Trede, F., Markauskaite, L., McEwen, C., & Macfarlane, S. (2019b). Workplace Learning as a Hybrid Space. In *Education for Practice in a Hybrid Space* (pp. 19–31). Springer. doi:10.1007/978-981-13-7410-4\_2

Uno, S. (2021). Webinar Finding Success as Creative Millennial Entrepreneurs in The Digital Economy Era. Fakultas Ekonomi dan Bisnis Universitas UNS. <https://feb.uns.ac.id/feb/menparekraf-dorong-generasi-milenial-menjadiwirausahawan/#%0A%0A>

Wilson, R. (2013). Skills anticipation-The future of work and education. *International Journal of Educational Research*, 61, 101–110. doi:10.1016/j.ijer.2013.03.013

Yang, E., Bisson, C., & Sanborn, B. E. (2019). Coworking space as a third-fourth place: changing models of a hybrid space in corporate real estate. In *Journal of Corporate Real Estate* (Vol. 21, Issue 4, pp. 324–345). Emerald Group Holdings Ltd. doi:10.1108/JCRE-12-2018-0051

Yin, R. K. (1989). *Case Study Research Design and Methods*. Washington: COSMOS Corporation

Yin, R. K. (2009). *Case study research: Design and methods* (Vol. 5). Sage

Yu, C. T. Y., & Hafner, C. A. (2020). Hybridity in a specialized genre: Training log book entries in professional construction engineering. In *Approaches to Specialized Genres* (pp. 283–298). Routledge. doi:10.4324/9780429053351-20