UNIVERSITAS
GADJAH MADA
Orientasi pada Solusi: Strategi Efektif pada Tim Virtual
Tri Astuti, Prof. Dr. Avin Fadilla Helmi, M.Si.; Dr. Bagus Riyono, M.A.
Universitas Gadjah Mada, 2023 | Diunduh dari http://etd.repository.ugm.ac.id/

DAFTAR PUSTAKA

Adler, N. J. (1983). Cross-cultural management research: The ostrich and the trend. The Academy of Management Review, 8(2), 226. https://doi.org/10.2307/257749

Akyar, I. (2012). Standard operating procedures (what they are good for?). (Akyar, I Ed.). Latest research into quality control. Rijeka, Croatia: IntechOpen.

Alammar, F.M., Intezari, A., Cardow, A., & Pauleen, D.J. (2018). Grounded theory in practice: Novice researchers' choice between Straussian and Glaserian. Journal of Management Inquiry,1-8.

Alshamrani, M. (2017). The relationship between leader member exchange, job satisfaction and affective commitment, gender-similarity roles in the segregated work environment in the kingdom of Saudi Arabia (KSA). International Journal of Business and Management, 12(5), 1. https://doi.org/10.5539/ijbm.v12n5p1

Amabile, T. M. (1997a). Motivating creativity in organizations: On doing what you love and loving what you do. California Management Review, 40(1), 39–58. https://doi.org/10.2307/41165921

Anzalone, C. (2012). Differences between task-oriented leaders & relational-oriented leaders. http://smallbusiness.chron.com/ differences-between-taskoriented-leaders-relationaloriented -leaders-35998.html

Aon Consulting. (2009).The Reality of Virtual Work: Is Your Organization Ready ?. https://www.aon.com/attachments/virtual_worker_whitepaper.pdf

Astuti, T., Helmi, A., Haq, A., & Al Farauqi, M. (2020). The dynamic of performing social relations amongst managers and supervisors: A thematic analysis. The Qualitative Report, 25(3), 700-720. https://doi.org/10.46743/2160-3715/2020.3935

Balliet, D., Tybur, J. M., & Van Lange, P. A. M. (2017). Functional interdependence theory: An evolutionary account of social situations. Personality and Social Psychology Review, 21(4), 361–388. https://doi.org/10.1177/1088868316657965

Baron, R. A. (2002). OB and entrepreneurship: The reciprocal benefits of closer conceptual links. Research in Organizational Behavior, 24, 225–269. https://doi.org/10.1016/S0191-3085(02)24007-1

Barry, P., & Kane, B. (2023). Global virtual team working during the Covid-19 pandemic. Interacting with Computers. https://doi.org/10.1093/iwc/iwad029

Bass, B.M. (1990). Bass & Stogdill's handbook of leadership: Theory, research, and managerial applications (3rd ed.). Free Press.

Bell, B. S., & Kozlowski, S. W. J. (2002). A typology of virtual teams. Group & Organization Management, 27(1), 14–49. https://doi.org/10.1177/1059601102027001003

Bell, N. S., & Narz, M. 2007. meeting the challenges of age diversity in the workplace. The CPA Journal, 77(2), 56-59.

Bernerth, J. B., Armenakis, A. A., Feild, H. S., Giles, W. F., & Walker, H. J. (2008). The influence of personality differences between subordinates and supervisors

UNIVERSITAS
GADJAH MADA
Orientasi pada Solusi: Strategi Efektif pada Tim Virtual
Tri Astuti, Prof. Dr. Avin Fadilla Helmi, M.Si.; Dr. Bagus Riyono, M.A.
Universitas Gadjah Mada, 2023 | Diunduh dari http://etd.repository.ugm.ac.id/

on perceptions of lmx. Group & Organization Management, 33(2), 216–240. https://doi.org/10.1177/1059601106293858

Bhal, K. T. (2006). LMX-citizenship behavior relationship: Justice as a mediator. Leadership & Organization Development Journal, 27(2), 106–117. https://doi.org/10.1108/01437730610646615

Bhide, A. (1992). Bootstrap finance: The art of start-ups. Harvard Business Review, 70(6), 109-117.

Blau, P. M. (1972). Interdependence and hierarchy in organizations. Social Science Research, 1(1), 1–24. https://doi.org/10.1016/0049-089X(72)90055-5

Bligh, M. (2011). Followership and follower-centered approaches. In A. Bryman, D. Collinson, K. Grint, B. Jackson, & M. Uhl-Bien (Eds.). The Sage Handbook of Leadership. Sage.

Bond-Barnard, T.J., Fletcher, L., & Steyn, H. (2018). Linking trust and collaboration in project teams to project management success. International Journal of Managing Projects Business, 11(2), 432-457. https://doi.org/10.1108/IJMPB-06-2017-0068

Brattström, A. (2019). Working with startups? These are the three things you ought to know about startup teams. Technology Innovation Management Review, 9(11), 5–14. https://doi.org/10.22215/timreview/1279

Brattström, A., & Richtnér, A. (2014). Good cop-bad cop: Trust, control, and the lure of integration. Journal of Product Innovation Management, 31(3), 584–598. https://doi.org/10.1111/jpim.12115

Brattström, A., Löfsten, H., & Richtnér, A. (2012). Creativity, trust and systematic processes in product development. Research Policy, 41(4), 743–755. https://doi.org/10.1016/j.respol.2011.12.003

Breugst, N., Patzelt, H., & Rathgeber, P. (2015). How should we divide the pie? Equity distribution and its impact on entrepreneurial teams. Journal of Business Venturing, 30(1), 66–94. https://doi.org/10.1016/j.jbusvent.2014.07.006

Brixy, U., Kohaut, S., & Schnabel, C. (2007). Do newly founded firms pay lower wages? First evidence from Germany. Small Business Economics, 29(1–2), 161–171. https://doi.org/10.1007/s11187-006-0015-x

Brooks, S. K., Webster, R. K., Smith, L. E., Woodland, L., Wessely, S., Greenberg, N., & Rubin, G. J. (2020). The psychological impact of quarantine and how to reduce it: Rapid review of the evidence. The Lancet, 395(10227), 912–920. https://doi.org/10.1016/S0140-6736(20)30460-8

Brush, C. G., Carter, N. M., Gatewood, E. J., Greene, P. G., & Hart, M. M. (2006). The use of bootstrapping by women entrepreneurs in positioning for growth. Venture Capital, 8(1), 15–31. https://doi.org/10.1080/13691060500433975

Brynjolfsson, E., Horton, J., Ozimek, A., Rock., D., Sharma, G., & Yi Tuye, H. (2020). COVID-19 and remote work: An early look at US data. NBER Working Papers, National Bureau of Economic Research, Inc.

Burke, C. S., Stagl, K. C., Klein, C., Goodwin, G. F., Salas, E., & Halpin, S. M. (2006). What type of leadership behaviors are functional in teams? A meta-analysis. The Leadership Quarterly, 17(3), 288–307. https://doi.org/10.1016/j.leaqua.2006.02.007

UNIVERSITAS
GADJAH MADA
Orientasi pada Solusi: Strategi Efektif pada Tim Virtual
Tri Astuti, Prof. Dr. Avin Fadilla Helmi, M.Si.; Dr. Bagus Riyono, M.A.
Universitas Gadjah Mada, 2023 | Diunduh dari http://etd.repository.ugm.ac.id/

Burton, M. D., Dahl, M. S., & Sorenson, O. (2018). Do start-ups pay less?. ILR Review, 71(5), 1179–1200. https://doi.org/10.1177/0019793917747240

Calvo, G., & Wellisz, S. (1979). Hierarchy, ability and income distribution. Journal of Political Economy, 86, 991-1010.

Cameron, K., & Sine, W. (1999). A framework for organizational quality culture. Quality Management Journal, 6(4), 7–25. https://doi.org/10.1080/10686967.1999.11919208

Carsten, M. K., Uhl-Bien, M., West, B. J., Patera, J. L., & McGregor, R. (2010). Exploring social constructs of followership: A qualitative study. The Leadership Quarterly, 21(3), 543–562.

Cascio, W. F., & Shurygailo, S. (2003). E-leadership and virtual teams. Organizational Dynamics, 31(4), 362–376. https://doi.org/10.1016/S0090-2616(02)00130-4

CB Insights. (2016). The top 20 reasons start-ups fail.. https://www.cbinsights.com/research-reports/The-20-Reasons-Startups-Fail.pdf.

Charmaz, K. (2000). Grounded theory: Objectivist and constructivist methods. In N. K. Denzin, & Y. S. Lincoln (Eds.), Handbook of qualitative research (2nd ed., 509–536). Thousand Oaks, CA: SAGE Publications.

Charmaz, K. (2005). Grounded theory in the 21st century: Applications for advancing social justice studies. In N. K. Lincoln & Y. S. Denzin (Eds.), The SAGE Handbook of Qualitative Research. London: Sage Publications. https://doi.org/10.1177/1468794107071408

Charmaz, K. (2006). Constructing grounded theory a practical guide through qualitative analysis. London: Sage Publications.

Charmaz, K. (2014). Constructing grounded theory (2nd ed.). Thousand Oaks, CA: SAGE Publications.

Chelladurai, P., & Carron, A. V. (1983). Athletic maturity and preferred leadership. Journal of Sport Psychology, 5(4), 371–380. https://doi.org/10.1123/jsp.5.4.371

Chen Yifeng, N., & Tjosvold, D. (2008). Goal interdependence and leader-member relationship for cross-cultural leadership in foreign ventures in China. Leadership & Organization Development Journal, 29(2), 144–166. https://doi.org/10.1108/01437730810852498

Chen, X., & Mak, B. (2020). Understanding Chinese girlfriend getaways: An interdependence perspective. Annals of Tourism Research, 81, 102878. https://doi.org/https://doi.org/10.1016/j.annals.2020.102878

Cheng, Y., Sun, F., Zhang, Y., & Tao, F. (2019). Task allocation in manufacturing: A review. Journal of Industrial Information Integration, 15, 207–218. https://doi.org/10.1016/j.jii.2018.08.001

Cheung, M. F., Wu, W.-P., & Wong, M. L. (2013). Supervisor–subordinate kankei , job satisfaction and work outcomes in Japanese firms. International Journal of Cross Cultural Management, 13(3), 265–278. https://doi.org/10.1177/1470595813501477

Chivotti, R.F., & Piran. N. (2003). Rigour and grounded theory research. Journal of Advanced Nursing, 44(4), 427-435.

UNIVERSITAS
GADJAH MADA

Orientasi pada Solusi: Strategi Efektif pada Tim Virtual
Tri Astuti, Prof. Dr. Avin Fadilla Helmi, M.Si.; Dr. Bagus Riyono, M.A.
Universitas Gadjah Mada, 2023 | Diunduh dari http://etd.repository.ugm.ac.id/

Choi OK., & Cho, E. (2019) The mechanism of trust affecting collaboration in virtual teams and the moderating roles of the culture of autonomy and task complexity. Computer Human Behavior, 91, 305–315.

Choudhury, P., Foroughi, C., & Larson, B. Z. (2020). Work-from-anywhere: The productivity effects of geographic flexibility. Academy of Management Proceedings, 2020(1), 21199. https://doi.org/10.5465/AMBPP.2020.225

Collinson, D. (2006). Rethinking followership: A post-structuralist analysis of follower identities. The Leadership Quarterly, 17(2), 179–189. https://doi.org/10.1016/j.leaqua.2005.12.005

Cooper, C. (1998). The 1996 research assessment exercise for business and management. British Journal of Management, 9(2), 73–89. https://doi.org/10.1111/1467-8551.00076

Corbin, J., & Strauss, A. (2008). Basics of qualitative research (3rd ed.): Techniques and procedures for developing grounded theory. SAGE Publications, Inc. https://doi.org/10.4135/9781452230153

Corbin, J., & Strauss, A. L. (2015). Basics of qualitative research: Techniques and procedures for developing grounded theory, 4th ed. SAGE Publications.

Cox, T. H., Lobel, S. A., & McLeod, P. L. (1991). Effects of ethnic group cultural differences on cooperative and competitive behavior on a group task. Academy of Management Journal, 34(4), 827–847. https://doi.org/10.2307/256391

Creswell, J. W. (2012). Educational research: Planning, conducting, and evaluating quantitative and qualitative research. Pearson.

Creswell, J.W. (2007). Qualitative inquiry & research design, choosing among five approaches, (2nd edition). Unites States of America: Sage Publications, Inc.

Dansereau, F., Graen, G., & Haga, W. J. (1975). A vertical dyad linkage approach to leadership within formal organizations. Organizational Behavior and Human Performance, 13(1), 46–78. https://doi.org/10.1016/0030-5073(75)90005-7

Davis, D.D., & Bryant, J. (2003). Leadership in a global virtual team: An action learning approach. Leadership & Organization Development Journal, 24, 3, 153-162. http://dx.doi.org/10.1108/01437730310469570

Deakins, D. & Whittam, G.(2000). Business start-up: theory, practice and policy. in enterprise and small business principles, practice and policy, eds. S.Carter & D. Jones-Evans, 115-131. UK: Prentice-Hall.

Deci, E. L., Olafsen, A. H., & Ryan, R. M. (2017). Self-determination theory in work organizations: The state of a science. Annual Review of Organizational Psychology and Organizational Behavior, 4(1), 19–43.

Delmar, F., & Shane, S. (2006). Does experience matter? The effect of founding team experience on the survival and sales of newly founded ventures. Strategic Organization, 4(3), 215–247. https://doi.org/10.1177/1476127006066596

Deloitte Global. (2022). Striving for balanca, advocationg for change. https://www2.deloitte.com/content/dam/insights/articles/glob175227_global-millennial-and-gen-z-survey/Gen%20Z%20and%20Millennial%20Survey%202022_Final.pdf

UNIVERSITAS
GADJAH MADA
Orientasi pada Solusi: Strategi Efektif pada Tim Virtual
Tri Astuti, Prof. Dr. Avin Fadilla Helmi, M.Si.; Dr. Bagus Riyono, M.A.
Universitas Gadjah Mada, 2023 | Diunduh dari http://etd.repository.ugm.ac.id/

Deluga, R. J. (1998). Leader-member exchange quality and effectiveness ratings. Group & Organization Management, 23(2), 189–216. https://doi.org/10.1177/1059601198232006

Deming, W. E. 1986. Out of the crisis. cambridge: Massachusetts Institute of Technology. Center for Advanced Engineering Study.

Denzin, N.K. (1978). Sociological methods: A sourcebook. New York, NY: McGraw-Hill.

DeRue, D. S., & Ashford, S. J. (2010). Who will lead and who will follow? A social process of leadership identity construction in organizations. Academy of Management Review, 35(4), 627–647. https://doi.org/10.5465/amr.35.4.zok627

Driskell, J. E., Radtke, P. H., & Salas, E. (2003). Virtual teams: Effects of technological mediation on team performance. Group Dynamics: Theory, Research, and Practice, 7(4), 297–323. https://doi.org/10.1037/1089-2699.7.4.297

Dulebohn, J. H., Bommer, W. H., Liden, R. C., Brouer, R. L., & Ferris, G. R. (2012). A meta-analysis of antecedents and consequences of leader-member exchange. Journal of Management, 38(6), 1715–1759. https://doi.org/10.1177/0149206311415280

Duncan, R. B. (1972). Characteristics of organizational environments and perceived environmental uncertainty. Administrative Science Quarterly, 17(3), 313–327.

Eisenhardt, K.M., Bourgeois III, L., Kahawajy, J. (2009). How management team can have a good fight. Harvard Business Press Book.

Evans, J. A., Kunda, G., & Barley, S. R. (2004). Beach time, bridge time, and billable hours: The temporal structure of technical contracting. Administrative Science Quarterly, 49(1), 1–38. https://doi.org/10.2307/4131454

Fairhurst, G. T., & Uhl-Bien, M. (2012). Organizational discourse analysis (ODA): Examining leadership as a relational process. The Leadership Quarterly, 23(6), 1043–1062. https://doi.org/10.1016/j.leaqua.2012.10.005

Fadillah, R., & Helmi, A. F. (2022). Mixed virtual supports startup survival during pandemic. ANIMA Indonesian Psychological Journal, 37(2), 268-304.

Fern, M. J., Cardinal, L. B., & O'Neill, H. M. (2012). The genesis of strategy in new ventures: Escaping the constraints of founder and team knowledge. Strategic Management Journal, 33(4), 427–447. https://doi.org/10.1002/smj.1944

Ferrazzi, K. (2012). How to build trust in a virtual workplace. Harvard Business Review.

Fiedler, Fred. E. (1964). A contingency model of leadership effectiveness. 149–190. https://doi.org/10.1016/S0065-2601(08)60051-9

Foley G., & Timonen V. (2015). Using grounded theory method to capture and analyze health care experiences. Health Services Research, 50(4), 1195–1210. https://doi.org/10.1111/1475-6773.12275

Forsyth, D.R. (2010). Group dynamics (5th ed.). Wadsworth Cengage Learning.

Freear, J., Sohl, J. E., & Wetzel, W. (2002). Angles on angels: Financing technology-based ventures - a historical perspective. Venture Capital, 4(4), 275–287. https://doi.org/10.1080/1369106022000024923

UNIVERSITAS
GADJAH MADA
Orientasi pada Solusi: Strategi Efektif pada Tim Virtual
Tri Astuti, Prof. Dr. Avin Fadilla Helmi, M.Si.; Dr. Bagus Riyono, M.A.
Universitas Gadjah Mada, 2023 | Diunduh dari http://etd.repository.ugm.ac.id/

Fuller, M. A., Hardin, A. M., & Davison, R. M. (2006). Efficacy in technology mediated distributed teams. Journal of Management Information Systems, 23(3), 209-235.

Galbraith, J. R. (1973). Addison-Wesley series on organization development. Designing Complex Organizations. Addison-Wesley.

Gareis, K., & Korte, W. B. (2000). Telework in Europe: Status quo and potential, good practiceand bad practice. In European Commission (Ed.), E-work 2000 (24 – 46). Luxembourg:Office for the Official Publications of the European Communities.

Gibson, C. B., & Cohen, S.G. (2003). Virtual teams that work : Creating conditions for virtual team effectiveness. John Willey & Sons. Inc.

Gibson, C. B., & Gibbs, J. L. (2006). Unpacking the concept of virtuality: The effects of geographic dispersion, electronic dependence, dynamic structure, and national diversity on team innovation. Administrative Science Quarterly, 51(3), 451–495. https://doi.org/10.2189/asqu.51.3.451

Glaser, B. (1978). Theoretical sensitivity advances in the methodology of grounded theory. Sociology Press.

Glaser, B. (1992). Basics of grounded theory analysis. Sociology Press.

Glaser, B., & Strauss, A. (1967). The discovery of grounded theory strategies for qualitative research. Sociology Press.

Global Entrepreneurship Research Association. (2018). Global entrepreneurship monitor 2017/2018. http://www.gemconsortium.org/report/50012

Gómez-Mejías, L. R., Balkin, D. B., & Cardy, R. (2008). Management: People, Performance, Change (3rd ed.). McGraw-Hill.

Graen, G. B., & Uhl-Bien, M. (1995). Relationship-based approach to leadership: Development of leader-member exchange (LMX) theory of leadership over 25 years: Applying a multi-level multi-domain perspective. The Leadership Quarterly, 6(2), 219–247. https://doi.org/10.1016/1048-9843(95)90036-5

Greenberg, J., & Baron, R, A. (1995). *Behavior in organizations understanding & managing the human side of work.*

Greenwood, R. G. (1981). Management by objectives: As developed by Peter Drucker, Assisted by Harold Smiddy. The Academy of Management Review, 6(2), 225. https://doi.org/10.2307/257878

Griffin, R. J., & Ebert, R. W. (2010). Business essentials (8th ed.). Prentice Hall.

Griffith, E. (2014). Why startups fail, according to their founders. Fortune.com.

Grossman, E. B., Yli-Renko, H., & Janakiraman, R. (2012). Resource search, interpersonal similarity, and network tie valuation in nascent entrepreneurs' emerging networks. Journal of Management, 38(6), 1760–1787. https://doi.org/10.1177/0149206310383693

Gulati, R., & DeSantola, A. (2019). Start-ups that last. Harvard Business Review.

Gundlach, M., Zivnuska, S., & Stoner, J. (2006). Understanding the relationship between individualism–collectivism and team performance through an integration of social identity theory and the social relations model. Human Relations, 59(12), 1603–1632. https://doi.org/10.1177/0018726706073193

Hackman, J. R. (2002). Leading Teams. Harvard Business School Press.

UNIVERSITAS
GADJAH MADA
Orientasi pada Solusi: Strategi Efektif pada Tim Virtual
Tri Astuti, Prof. Dr. Avin Fadilla Helmi, M.Si.; Dr. Bagus Riyono, M.A.
Universitas Gadjah Mada, 2023 | Diunduh dari http://etd.repository.ugm.ac.id/

Hackman, J. R., & Oldham, G. R. (1975). Development of the job diagnostic survey. Journal of Applied Psychology, 60(2), 159–170. https://doi.org/10.1037/h0076546

Håkansson, H., Ford, D., Gadde, L.-E., Snehota, I., & Waluszewski, A. (2009). Business in networks. John Wiley & Sons.

Hessels, J., & van Stel, A. (2011). Entrepreneurship, export orientation, and economic growth. Small Business Economics, 37(2), 255–268. https://doi.org/10.1007/s11187-009-9233-3

Hitt, M. A., Tihanyi, L., Miller, T., & Connelly, B. (2006). International diversification: Antecedents, outcomes, and moderators. Journal of Management, 32(6), 831–867. https://doi.org/10.1177/0149206306293575

Hoch, J. E., & Kozlowski, S. W. J. (2014). Leading virtual teams: Hierarchical leadership, structural supports, and shared team leadership. Journal of Applied Psychology, 99(3), 390–403. https://doi.org/10.1037/a0030264

Hofstede, G. (2001). Culture's consequences: Comparing values, behaviors, institutions, and organizations across nations. Sage.

Hofstede, G. & Hofstede, G. J. (2005). Cultures and organizations: Software of the mind (Rev. 2nd ed.). McGraw-Hill.

Homans, G. C. (1961). Social behavior: Its elementary forms. Harcourt, Brace.

Ilgen, D. R., Hollenbeck, J. R., Johnson, M., & Jundt, D. (2005). Teams in organizations: From input-process-output models to IMOI models. Annual Review of Psychology, 56(1), 517–543. https://doi.org/10.1146/annurev.psych.56.091103.070250

Industry. Retrieved 21 April 2023, from https://elearningindustry.com/virtual-classrooms-role-during-covid-19-pandemic

Jarrahi, M. H., & Sawyer, S. (2013). Social technologies, informal knowledge practices, and the enterprise. Journal of Organizational Computing and Electronic Commerce, 23(1–2), 110–137. https://doi.org/10.1080/10919392.2013.748613

Johannsen, M. (2012). The importance of choosing the right leadership style. Legacee.

Johnson, D. W., & Johnson, R. T. (2005). New developments in social interdependence theory. Genetic, Social, and General Psychology Monographs, 131(4), 285–358. https://doi.org/10.3200/MONO.131.4.285-358

Kaiser, P. R., Tullar, W. L., & McKowen, D. (2000). Student team projects by internet. Business Communication Quarterly, 63(4), 75–82. https://doi.org/10.1177/108056990006300407

Kang, D., & Stewart, J. (2007). Leader-member exchange (LMX) theory of leadership and HRD. Leadership & Organization Development Journal, 28(6), 531–551. https://doi.org/10.1108/01437730710780976

Katadata. (2020). Lima startup tutup layanan di indonesia akibat pandemi corona. https://katadata.co.id/desysetyowati/digital/5f2d07d4d9ae8/lima-startup-tutup-layanan-di-indonesia-akibat-pandemi-corona.

UNIVERSITAS
GADJAH MADA
Orientasi pada Solusi: Strategi Efektif pada Tim Virtual
Tri Astuti, Prof. Dr. Avin Fadilla Helmi, M.Si.; Dr. Bagus Riyono, M.A.
Universitas Gadjah Mada, 2023 | Diunduh dari http://etd.repository.ugm.ac.id/

Katz, D., & Kahn, R. L. (1978). The social psychology of organizations (2nd ed.). John Wiley & Sons.

Kelley, H. H., & Thibaut, J. (1978). Interpersonal relations: A theory of interdependence. Wiley.

Kelley, H. H., Holmes, J. G., Kerr, N. L., Reis, H. T., Rusbult, C. E., & Van Lange, P. A. M. (2001). An atlas of interpersonal situations. Cambridge University Press. https://doi.org/10.1017/CBO9780511499845

Kelley, R. E. (2008). Rethinking followership. In R. Riggio, I. Chaleff, & J. Lipman-Blumen (Eds.), The art of followership: How great followers create great leaders and organizations (5–16). Jossey-Bass

Kiesler, S., Siegel, J., & McGuire, T. W. (1984). Social psychological aspects of computer-mediated communication. American Psychologist, 39(10), 1123–1134. https://doi.org/10.1037/0003-066X.39.10.1123

Kim, P. H., & Longest, K. C. (2014). You can't leave your work behind: Employment experience and founding collaborations. Journal of Business Venturing, 29(6), 785–806. https://doi.org/10.1016/j.jbusvent.2013.10.002

Kim, U., Triandis, H. C., Kagitcibasi, C.. Choi, S., & Yoon, G. (1994). Individualism and collectivism: Theory, method, and applications. San Anselmo, California: Sage Press.

Kimble, C. (2011). Building effective virtual teams: How to overcome the problems of trust and identity in virtual teams. Global Business and Organizational Excellence, 30(2), 6–15. https://doi.org/10.1002/joe.20364

Kirkman, B. L., & Mathieu, J. E. (2005). The dimensions and antecedents of team virtuality. Journal of Management, 31(5), 700–718. https://doi.org/10.1177/0149206305279113

Kourteli, L. (2000). Scanning the business environment: Some conceptual issues. Benchmarking: An International Journal, 7(5), 406–413. https://doi.org/10.1108/14635770010694340

Kreitner, R., & Kinicki, A. (2013). Organizational behavior (10 ed.). McGraw Hill.

Kwan, V. S. Y., Bond, M. H., & Singelis, T. M. (1997). Pancultural explanations for life satisfaction: Adding relationship harmony to self-esteem. Journal of Personality and Social Psychology, 73(5), 1038–1051. https://doi.org/10.1037/0022-3514.73.5.1038

Larsson, M., & Lundholm, S. E. (2013). Talking work in a bank: A study of organizing properties of leadership in work interactions. Human Relations, 66(8), 1101–1129. https://doi.org/10.1177/0018726712465452

Liden, R. C., & Graen, G. (1980). Generalizability of the vertical dyad linkage model of leadership. Academy of Management Journal, 23(3), 451–465. https://doi.org/10.2307/255511

Liden, R. C., & Maslyn, J. M. (1998). Multidimensionafity of leader-member exchange: An empirical assessment through scale development. Journal of Management, 24(1), 43–72. https://doi.org/10.1177/014920639802400105

Lipnack, J., & Stamps, J. (1999). Virtual teams: The new way to work. Strategy & Leadership, 27(1), 14–19. https://doi.org/10.1108/eb054625

UNIVERSITAS
GADJAH MADA

Orientasi pada Solusi: Strategi Efektif pada Tim Virtual
Tri Astuti, Prof. Dr. Avin Fadilla Helmi, M.Si.; Dr. Bagus Riyono, M.A.
Universitas Gadjah Mada, 2023 | Diunduh dari http://etd.repository.ugm.ac.id/

Low, M. B., & MacMillan, I. C. (1988). Entrepreneurship: Past research and future challenges. Journal of Management, 14(2), 139–161. https://doi.org/10.1177/014920638801400202

Maier, F., Meyer, M., & Steinbereithner, M. (2014). Nonprofit organizations becoming business-like. Nonprofit and Voluntary Sector Quarterly, 45(1), 64–86. doi:10.1177/0899764014561796

Manghani, K. (2011). Quality assurance: Importance of systems and standard operating procedures. Perspectives in Clinical Research, 2(1), 34. https://doi.org/10.4103/2229-3485.76288

Märijärvi, J., Hokkanen, L., Komssi, M., Kiljander, H., Xu, Y., Raatikainen, M., . . . Järvinen, J. (2016). The cookbook for successful internal startups. DIGILE and N4S. Diunduh https://www.researchgate.net/publication/316582389_The_Cookbook_For_Successful_Internal_Startups

Markus, H. R., & Kitayama, S. (1991). Culture and the self: Implications of cognition, emotion, and motivation. Psychological Review, 98, 224–253.

Martínez-Moreno, E., Zornoza, A., González-Navarro, P., & Thompson, L. F. (2012). Investigating face-to-face and virtual teamwork over time: When does early task conflict trigger relationship conflict?. Group Dynamics: Theory, Research, and Practice, 16(3), 159–171. https://doi.org/10.1037/a0029569

Martins, L. L., Gilson, L. L., & Maynard, M. T. (2004). Virtual teams: What do we know and where do we go from here?. Journal of Management, 30(6), 805–835. https://doi.org/10.1016/j.jm.2004.05.002

Mathieu, J., Maynard, M. T., Rapp, T., & Gilson, L. (2008a). Team effectiveness 1997-2007: A review of recent advancements and a glimpse into the future. Journal of Management, 34(3), 410–476. https://doi.org/10.1177/0149206308316061

McCann, J. E., & Ferry, D. L. (1979). An approach for assessing and managing inter-unit interdependence. Academy of Management Review, 4(1), 113–119. https://doi.org/10.5465/amr.1979.4289199

Morrison-Smith, S., & Ruiz, J. (2020). Challenges and barriers in virtual teams: A literature review. SN Applied Sciences, 2(6), 1096. https://doi.org/10.1007/s42452-020-2801-5

Moser, K. S., & Axtell, C. M. (2013). The role of norms in virtual work. Journal of Personnel Psychology, 12(1), 1–6. https://doi.org/10.1027/1866-5888/a000079

Mulugeta, B., Williamson, S., Monks, R., Hack, T., & Beaver, K. (2017). Cancer through black eyes - the views of UK based black men towards cancer: A constructivist grounded theory study. European Journal of Oncology Nursing, 29, 8–16. https://doi.org/10.1016/j.ejon.2017.04.005

Muñoz-Bullon, F., Sanchez-Bueno, M. J., & Vos-Saz, A. (2015). Startup team contributions and new firm creation: The role of founding team experience. Entrepreneurship & Regional Development, 27(1–2), 80–105. https://doi.org/10.1080/08985626.2014.999719

Mysirlaki, S., & Paraskeva, F. (2020). Emotional intelligence and transformational leadership in virtual teams: Lessons from MMOGs. Leadership &

UNIVERSITAS
GADJAH MADA
Orientasi pada Solusi: Strategi Efektif pada Tim Virtual
Tri Astuti, Prof. Dr. Avin Fadilla Helmi, M.Si.; Dr. Bagus Riyono, M.A.
Universitas Gadjah Mada, 2023 | Diunduh dari http://etd.repository.ugm.ac.id/

Organization Development Journal, 41(4), 551–566. https://doi.org/10.1108/LODJ-01-2019-0035

Odiorne, G. S. (1979). MBO II, A System of Managerial Leadership for the 80s. Fearon Pitman Publishers.

Orlikowski, W. J. (2002). Knowing in Practice: Enacting a collective capability in distributed organizing. Organization Science, 13(3), 249–273. https://doi.org/10.1287/orsc.13.3.249.2776

Ouimet, P., & Zarutskie, R. (2014). Who works for startups? The relation between firm age, employee age, and growth. Journal of Financial Economics, 112(3), 386–407. https://doi.org/10.1016/j.jfineco.2014.03.003

Overell, S. (1996). HR must lead British firms on every front. People Management, 2(3), 14.

Pablo, C., & Rey, C. (2022). Management by missions connecting people to strategy through purpose (2nd edition). Palgrave Macmillan.

Patton, M.Q. (1999). Enhancing the quality and credibility of qualitative analysis. Health Service Research, 34(5), 1189-1208.

Pauleen, D. J. (2003). Leadership in a global virtual team: An action learning approach. Leadership & Organization Development Journal, 24(3), 153–162. https://doi.org/10.1108/01437730310469570

Pearce, J. L., Branyiczki, I., & Bakacsi, G. (1994). Person-based reward systems: A theory of organizational reward practices in reform-communist organizations. Journal of Organizational Behavior, 15(3), 261–282. https://doi.org/10.1002/job.4030150307

Pellegrino, J. W., & Hilton, M. L. (2012). Education for life and work: Developing transferable knowledge and skills in the 21stcentury. National Academies Press.

Perry, B. (2008). Virtual teams now a reality: Two out of three companies say they will rely more on virtual teams in the future. http://www.pr.com/press-release/103409. Diakses 20 Maret 2021.

Polzer, J. T., Crisp, C. B., Jarvenpaa, S. L., & Kim, J. W. (2006). Extending the faultline model to geographically dispersed teams: How colocated subgroups can impair group functioning. Academy of Management Journal, 49(4), 679–692. https://doi.org/10.5465/amj.2006.22083024

Powell, A., Piccoli, G., & Ives, B. (2004). Virtual teams. ACM SIGMIS Database: the DATABASE for Advances in Information Systems, 35(1), 6–36. https://doi.org/10.1145/968464.968467

Power Resource Center. (2020). Ground breaking virtual team survey. https://www.powersresourcecenter.com/groundbreaking-virtual-team-survey/

Puranam, P., Raveendran, M., & Knudsen, T. (2012). Organization design: The epistemic interdependence perspective. Academy of Management Review, 37(3), 419–440. https://doi.org/10.5465/amr.2010.0535

Qin, Z., Johnson, D. W., & Johnson, R. T. (1995). Cooperative versus competitive efforts and problem solving. Review of Educational Research, 65(2), 129–143. https://doi.org/10.3102/00346543065002129

Ramamoorthy, N., & Flood, P. C. (2002). Employee attitudes and behavioral intentions: A test of the main and moderating effects of individualism-

UNIVERSITAS
GADJAH MADA
Orientasi pada Solusi: Strategi Efektif pada Tim Virtual
Tri Astuti, Prof. Dr. Avin Fadilla Helmi, M.Si.; Dr. Bagus Riyono, M.A.
Universitas Gadjah Mada, 2023 | Diunduh dari http://etd.repository.ugm.ac.id/

collectivism orientations. Human Relations, 55(9), 1071–1096. https://doi.org/10.1177/0018726702055009020

Ries, E. (2011). The lean startup: how today's entrepreneurs use continuous innovation to create radically successful businesses. Crown Business.

Robehmed, N. (2013). What is startup?. https://www.forbes.com/sites/natalierobehmed/2013/12/16/what-is-startup/#63eaace54044. Diakses pada 26 Juli 2021

Robey, D., Huoy Min Khoo, & Powers, C. (2000). Situated learning in cross-functional virtual teams. IEEE Transactions on Professional Communication, 43(1), 51–66. https://doi.org/10.1109/47.826416

Rosen, S. (1978). Substitution and division of labor. Economica, 45, 235-250.

Ross, J. E. (2017). total quality management. Routledge. https://doi.org/10.1201/9780203735466

Ruef, M., Aldrich, H. E., & Carter, N. M. (2003). The structure of founding teams: Homophily, strong ties, and isolation among us entrepreneurs. American Sociological Review, 195-222.

Ruef, M., Bonikowski, B., & Aldrich, H. E. (2009). Business owner demography, human capital, and social networks new firm creation in the United States. Springer.

Rusbult, C. E. (1980). Commitment and satisfaction in romantic associations: A test of the investment model. Journal of Experimental Social Psychology, 16(2), 172–186. https://doi.org/10.1016/0022-1031(80)90007-4

Rusbult, C. E., & Buunk, B. P. (1993). Commitment processes in close relationships: An interdependence analysis. Journal of Social and Personal Relationships, 10(2), 175–204. https://doi.org/10.1177/026540759301000202

Ruzgar, N. (2018). The effect of leaders' adoption of task-oriented or relationship-oriented leadership style on leader-member exchange (lmx), In the organizations that are active in service sector: A research on tourism agencies. Journal of Business Administration Research, 7(1), 50. https://doi.org/10.5430/jbar.v7n1p50

RW^3 Culture Wizard (2020). Trends in global virtual work: metamorphosis of the global workplace. https://cdn2.hubspot.net/hubfs/466336/VTS-ExecutiveBrief-2020-FInal.pdf?_ga=2.192853610.1556005674.1601920431-1783803064.1601920431

Sabatelli, R. M. (1988). Exploring relationship satisfaction: A social exchange perspective on the interdependence between theory, research, and practice. Family Relations, 37(2), 217. https://doi.org/10.2307/584323

Salamzadeh, A., & Kawamorita Kesim, H. (2015). Startup companies: Life cycle and challenges. SSRN Electronic Journal. https://doi.org/10.2139/ssrn.2628861

Sarker, S., & Sahay, S. (2003). Understanding virtual team development: An interpretive study. Journal of the Association for Information Systems, 4(1), 1–38. https://doi.org/10.17705/1jais.00028

Schmitt, A. (2018). A dynamic model of entrepreneurial uncertainty and business opportunity identification: Exploration as a mediator and entrepreneurial self-

UNIVERSITAS
GADJAH MADA
Orientasi pada Solusi: Strategi Efektif pada Tim Virtual
Tri Astuti, Prof. Dr. Avin Fadilla Helmi, M.Si.; Dr. Bagus Riyono, M.A.
Universitas Gadjah Mada, 2023 | Diunduh dari http://etd.repository.ugm.ac.id/

efficacy as a moderator. Entrepreneurship Theory and Practice, 42(6), 835–859. doi:10.1177/1042258717721482.

Schmitt, A., Rosing, K., Zhang, S. X., & Leatherbee, M. (2018). A dynamic model of entrepreneurial uncertainty and business opportunity identification: Exploration as a mediator and entrepreneurial self-efficacy as a moderator. Entrepreneurship Theory and Practice, 42(6), 835–859. https://doi.org/10.1177/1042258717721482

Schriesheim, C. A., Neider, L. L., Scandura, T. A., & Tepper, B. J. (1992). Development and preliminary validation of a new scale (lmx-6) to measure leader-member exchange in organizations. Educational and Psychological Measurement, 52(1), 135–147. https://doi.org/10.1177/0013164492052001119

Schroter, W. (2018). How Long Will It Take To Have a Successful Startup?. https://www.startups.com/library/expert-advice/how-long-will-it-take-formy-startup-to-be-successful

Scigliano, J. A. (2000). Mastering virtual teams: Strategies, tools, and techniques that succeed. The Internet and Higher Education, 3(4), 299–303. https://doi.org/10.1016/S1096-7516(01)00040-9

Sedláček, P., & Sterk, V. (2017). The growth potential of startups over the business cycle. American Economic Review, 107(10), 3182–3210. https://doi.org/10.1257/aer.20141280

Shafer, W. E., Poon, M. C. C., & Tjosvold, D. (2013). Ethical climate, goal interdependence, and commitment among Asian auditors. Managerial Auditing Journal, 28(3), 217–244. https://doi.org/10.1108/02686901311304358

Shamir, B. (2007). From passive recipients to active co-producers: Followers' roles in the leadership process. In B. Shamir, R. Pillai, M. Bligh, & M. Uhl-Bien (Eds.), Follower-centered perspectives on leadership: A tribute to the memory of James R. Meindl. Information Age Publishers.

Shane, S., & Venkataraman, S. (2000). The promise of enterpreneurship as a field of research. The Academy of Management Review, 25(1), 217. https://doi.org/10.2307/259271

Shane. S.A. (2003). A General Theory of entrepreneurship: The individual-opportunity nexus. 1-327. 10.4337/9781781007990.00001.

Smith, N. R., & Miner, J. B. (1983). Type of entrepreneur, type of firm, and managerial motivation: Implications for organizational life cycle theory. Strategic Management Journal, 4(4), 325–340. https://doi.org/10.1002/smj.4250040404

Smith, P. B., Wasti, S. A., Grigoryan, L., Achoui, M., Bedford, O., Budhwar, P., Lebedeva, N., Leong, C. H., & Torres, C. (2014). Are guanxi -type supervisor–subordinate relationships culture-general? an eight-nation test of measurement invariance. Journal of Cross-Cultural Psychology, 45(6), 921–938. https://doi.org/10.1177/0022022114530496

Sommer, S. C., Loch, C. H., & Dong, J. (2009). Managing complexity and unforeseeable uncertainty in start-up companies: An empirical study. Organization Science, 20(1), 118-133.

UNIVERSITAS
GADJAH MADA

Orientasi pada Solusi: Strategi Efektif pada Tim Virtual
Tri Astuti, Prof. Dr. Avin Fadilla Helmi, M.Si.; Dr. Bagus Riyono, M.A.
Universitas Gadjah Mada, 2023 | Diunduh dari http://etd.repository.ugm.ac.id/

Spears, R., Lea, M., & Lee, S. (1990). De-individuation and group polarization in computer-mediated communication. British Journal of Social Psychology, 29(2), 121–134. https://doi.org/10.1111/j.2044-8309.1990.tb00893.x

Spreitzer, G. M. (1995). Psychological, empowerment in the workplace: Dimensions, measurement and validation. Academy of Management Journal, 38(5), 1442–1465. https://doi.org/10.2307/256865

Stafford, L., & Canary, D. J. (2006). Equity and interdependence as predictors of relational maintenance strategies. Journal of Family Communication, 6(4), 227–254. https://doi.org/10.1207/s15327698jfc0604_1

Starks, H. & Trinidad, S.B. (2007). Choose your method: A comparison of phenomenology, discourse analysis, and grounded theory. Qualitative health research, 17, 1372-1380. https://doi.org/10.1177/1049732307307031

Steffens, N. K., Haslam, S. A., Reicher, S. D., Platow, M. J., Fransen, K., Yang, J., Ryan, M. K., Jetten, J., Peters, K., & Boen, F. (2014). Leadership as social identity management: Introducing the identity leadership inventory (ILI) to assess and validate a four-dimensional model. The Leadership Quarterly, 25(5), 1001–1024. https://doi.org/10.1016/j.leaqua.2014.05.002

Storey, D. J. (2016). Understanding The Small Business Sector. Routledge. https://doi.org/10.4324/9781315544335

Sudjatmoko. (2015). Leader Transformasional. Sukoharjo: Panembahan Senoati.

Sy, T. (2010). What do you think of followers? Examining the content, structure, and consequences of implicit followership theories. Organizational Behavior and Human Decision Processes, 113(2), 73–84.

Szewc, J. (2014). Selected success factors of virtual teams: Literature review and suggestions for future research. International Journal of Management and Economics, 38(1), 67–83. https://doi.org/10.2478/ijme-2014-0015

Tabernero, C., Chambel, M. J., Curral, L., & Arana, J. M. (2009). The role of task-oriented versus relationship-oriented leadership on normative contract and group performance. Social Behavior and Personality: An international journal, 37(10), 1391–1404. https://doi.org/10.2224/sbp.2009.37.10.1391

Tajfel, H., & Turner, J. C. (1986). the social identity theory of intergroup behavior. Nelson-Hall.

Tarricone, P., & Luca, J. (2002). Employees, teamwork and social interdependence – a formula for successful business?. Team Performance Management: An International Journal, 8(3/4), 54–59. https://doi.org/10.1108/13527590210433348

Tayeb, M. (1995). The competitive advantage of nations: The role of HRM and its socio-cultural context. The International Journal of Human Resource Management, 6(3), 588–605. https://doi.org/10.1080/09585199500000037

Taylor, F. W. (1998). The principles of scientific management. Dover Publications.

Thibaut, J. W., & Kelley, H. H. (1959). The social psychology of groups (1 ed.). Wiley.

Thomas, K. W., & Velthouse, B. A. (1990). Cognitive elements of empowerment: An “interpretive” model of intrinsic task motivation. The Academy of Management Review, 15(4), 666. https://doi.org/10.2307/258687

Thompson, J. D. (1967). Organizations in action. McGraw-Hill.

UNIVERSITAS
GADJAH MADA
Orientasi pada Solusi: Strategi Efektif pada Tim Virtual
Tri Astuti, Prof. Dr. Avin Fadilla Helmi, M.Si.; Dr. Bagus Riyono, M.A.
Universitas Gadjah Mada, 2023 | Diunduh dari http://etd.repository.ugm.ac.id/

Timmons. J.A. (1999). New venture creation: Entrepreneurship for the 21st Century. Homewood: IL, Irwin.

Tjosvold, D. (1989). Interdependence and power between managers and employees: A study of the leader relationship. Journal of Management, 15(1), 49–62. https://doi.org/10.1177/014920638901500105

Tjosvold, D., Andrews, R., & Jones, H. (1983). Cooperative and competitive relationships between leaders and subordinates. Human Relations, 36(12), 1111–1124. https://doi.org/10.1177/001872678303601203

Triandis, H. C., McCusker, C., & Hui, C. H. (1990). Multimethod probes of individualism and collectivism. Journal of Personality and Social Psychology, 59(5), 1006–1020. https://doi.org/10.1037/0022-3514.59.5.1006

Triandis, H.C. (1995). Individualism & Collectivism. Westview Press.

Tuckman, B. W. (1965). Developmental sequence in small groups. Psychological Bulletin, 63(6), 384–399. https://doi.org/10.1037/h0022100

Turban. E., Aronson. J., Liang. E. T. P., &. Sharda. R. (2007). Decision support and business intelligence systems. Pearson Education Inc.

Uhl-Bien, M., Riggio, R. E., Lowe, K. B., & Carsten, M. K. (2014). Followership theory: A review and research agenda. The Leadership Quarterly, 25(1), 83–104. https://doi.org/10.1016/j.leaqua.2013.11.007

Usman, M., & Vanhaverbeke, W. (2017). How start-ups successfully organize and manage open innovation with large companies. European Journal of Innovation Management, 20(1), 171–186. https://doi.org/10.1108/EJIM-07-2016-0066

Van Ryssen, S., & Godar, S. H. (2000). Going international without going international. Journal of International Management, 6(1), 49–60. https://doi.org/10.1016/S1075-4253(00)00019-3

Velicia-Martin, F., Cabrera-Sanchez, J.-P., Gil-Cordero, E., & Palos-Sanchez, P. R. (2021). Researching COVID-19 tracing app acceptance: Incorporating theory from the technological acceptance model. PeerJ Computer Science, 7, e316. https://doi.org/10.7717/peerj-cs.316

Ven, A. H. Van De, Delbecq, A. L., & Koenig, R. (1976). Determinants of coordination modes within organizations. American Sociological Review, 41(2), 322. https://doi.org/10.2307/2094477

Victor, B., & Blackburn, R. S. (1987). Interdependence: An alternative conceptualization. The Academy of Management Review, 12(3), 486. https://doi.org/10.2307/258515

Vora, D., Martin, L., Fitzsimmons, S. R., Pekerti, A. A., Lakshman, C., & Raheem, S. (2019). Multiculturalism within individuals: A review, critique, and agenda for future research. Journal of International Business Studies, 50(4), 499–524. https://doi.org/10.1057/s41267-018-0191-3

de Vreede, G. J., Briggs, R. O., van Duin, R., & Enserink, B. (2000). Athletics in electronics brainstorming: asynchronous electronic brainstorming in very large groups. In Proceedings of the Hawaii International Conference on System Sciences IEEE.

Wageman, R. (1995). Interdependence and group effectiveness. Administrative Science Quarterly, 40(1), 145. https://doi.org/10.2307/2393703

UNIVERSITAS
GADJAH MADA
Orientasi pada Solusi: Strategi Efektif pada Tim Virtual
Tri Astuti, Prof. Dr. Avin Fadilla Helmi, M.Si.; Dr. Bagus Riyono, M.A.
Universitas Gadjah Mada, 2023 | Diunduh dari http://etd.repository.ugm.ac.id/

Wageman, R., & Baker, G. (1997). Incentives and cooperation: The joint effects of task and reward interdependence on group performance. Journal of Organizational Behavior, 18(2), 139–158. https://doi.org/10.1002/(SICI)1099-1379(199703)18:2<139::AID-JOB791>3.0.CO;2-R

Waldman, M. (1984). Worker allocation, hierarchies and the wage distribution. Review of Economic Studies, 51. 95-109.

Walsh, G. S., & Cunningham, J. A. (2016). Business failure and entrepreneurship: Emergence, evolution and future research. Foundations and Trends in Entrepreneurship, 12(3), 163–285. https://doi.org/10.1561/0300000063

Walton. M. 1986. The deming management method. Putnam.

Wärzner, A., Hartner-Tiefenthaler, M., & Koeszegi, S. T. (2017). Working anywhere and working anyhow?. https://doi.org/10.4018/978-1-5225-2328-4.ch004

Wasserman, N. (2008). The founder's dilemma. Harvard Business Review, 86(2), 102-109.

Wood, R. E. (1986). Task complexity: Definition of the construct. Organizational Behavior and Human Decision Processes, 37(1), 60–82. https://doi.org/10.1016/0749-5978(86)90044-0

World Economic Forum. (2019). ASEAN youth: Technology, skills and the future of work. https://www.weforum.org/reports/ asean-youth-technology-skills-and-the-future-of-work

Yoshida, K. 1989. Deming management philosophy: Does it work in the United States as well as in Japan?. Columbia Journal of World Business, 24(3), 10-17.

Yum, Y. (2003). The relationships among loneliness, self/partner constructive maintenance behavior, and relational satisfaction in two cultures. Communication Studies, 54(4), 451–467. https://doi.org/10.1080/10510970309363303

Yunanto, Y., Suhariadi, F., Yulianti, P., Triwidyati, E., Andarini, M., Novitasari, M., Indrasari, L.D., Mafazi, A., & Bahtiar, A.D.M. (2021). Dynamics of interdependency between irganizations. Review of International Geographical Education (RIGEO), 11(8), 1717-1733. doi: 10.48047/rigeo.11.08.148

Zaccaro, S. J., & Bader, P. (2003). E-leadership and the challenges of leading e-teams. Organizational Dynamics, 31(4), 377–387. https://doi.org/10.1016/S0090-2616(02)00129-8

Zenun, M.M.N., Loureiro, G., Araujo, C.S. (2007). The effects of teams' co-location on project performance. In: Loureiro, G., Curran, R. (eds) Complex Systems Concurrent Engineering. Springer. https://doi.org/10.1007/978-1-84628-976-7_79

Zigurs, I. (2003). Leadership in virtual teams. Organizational Dynamics, 31(4), 339–351. https://doi.org/10.1016/S0090-2616(02)00132-8