

DAFTAR PUSTAKA

- Aldiansyah, Muhammad Fikri. (2022). Analisis Niat Perilaku Konsumen Batik UMKM Di Yogyakarta Dalam Menggunakan Social Commerce: Pengembangan Model UTAUT 2. (Skripsi Sarjana, Universitas Islam Indonesia)
- Amabile, Teresa M. (1996). Creativity and Innovation in Organizations. Harvard Business School Background Note 396-239.
- Astuti, W. S., Sjahrudin, H., dan Purnomo, S. (2018). Pengaruh Reward Dan Punishment Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Intervening. *Organisasi Dan Manajemen*, 1(1), 31–46.
- Cheung, M. F. Y. dan Wu, W-P. (2013). Leader-Member Exchange dan Employee Work Outcomes In Chinese Firms: The Mediating Role Of Job Satisfaction. *Asia Pacific Business Review* 18(1): h: 65 – 81.
- Cooper, and Schindler. (2014). *Business Research Method* (12 ed.). New York: McGrawHill.
- De Jong, J. P. J., and Den Hartog, D. N. (2007). How leaders influence employees' innovative behaviour. *European Journal of Innovation Management*, 10(1), 41–64. <https://doi.org/10.1108/14601060710720546>
- De Spiegelaere, S., Van Gyes, G. and Van Hootegem, G. (2018), “Innovative work behaviour and performance-related pay: rewarding the individual or the collective?”, *The International Journal of Human Resource Management*, Vol. 29 No. 12, pp. 1900-1919.
- Dörner, N. (2012). Innovative work behavior: The roles of employee expectations and effects on job performance (University of St. Gallen). Diakses dari <https://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.993.4081danrep=rep1dantype=pdf>
- Edirisooriya, W. A. (2014). Impact of Reward on Employee Performance: With Special Reference to ElectricCo. *Proceedings of the 3rd International Conference on Management and Economics*. 26-27 February 2014: pp 311-318
- Efron, B. (1979). Bootstrap Methods: Another Look at the Jackknife. *The Annals of Statistics*, 7(1), 1–26. <https://doi.org/10.1214/aos/1176344552>
- Eisenberger, R., Armeli, S. and Pretz, J. (1998), “Can the promise of reward increase creativity?”, *Journal of Personality and Social Psychology*, Vol. 74 No. 3, pp. 704-14.
- Eisenberger, R., Huntington, R., Hutchison, S., and Sowa, D. (1986). Perceived Organizational Support. *Journal of Applied Psychology*. 71, 500-507.
- Eisenberger, R.; Stinglhamber, F; Vandenberghe, C.; Sucharski, I.L.; dan Rhoades, L. (2002). Perceived Supervisor Support: Contributions to Perceived Organizational Support and Employee Retention. *Journal of Applied Psychology*, 87(3): h: 565-571
- Eisenberger, R., dan Rhoades, L. (2001). Incremental effects of reward on creativity. *Journal of Personality and Social Psychology*, 81, 728–741.
- Etikariena, A. (2018). Perbedaan perilaku kerja inovatif berdasarkan karakteristik individu karyawan. *Jurnal Psikologi*, 17(2), 107. <https://doi.org/10.14710/jp.17.2.107-118>
- Everett M. Rogers. (1983). *Diffusion of Innovations*. London: The Free Press
- Fischer C, Malycha CP and Schafmann E (2019) The Influence of Intrinsic Motivation and Synergistic Extrinsic Motivators on Creativity and Innovation. *Front. Psychol.* 10:137. doi: 10.3389/fpsyg.2019.00137

- Gagne, M. and Deci, E.L. (2005), "Self-determination theory and work motivation", *Journal of Organizational Behavior*, Vol. 26 No. 4, pp. 331-362.
- Gaynor, G.H. (2002). *Innovation by design*. New York, American Management Association
- Gerber, E. M., Olson, J. M., and Komarek, R. L. D. (2012). Extracurricular design-based learning: Preparing students for careers in innovation. *International Journal of Engineering Education*, 28(2), 317–324. Diakses dari https://www.researchgate.net/publication/289689632_Extracurricular_DesignBased_Learning_Preparing_Students_for_Careers_in_Innovation
- Getz, I., and Robinson, A. G. (2003). Innovate or die: Is that a fact? *Creativity and Innovation Management*, 12(3), 130–136. <https://doi.org/10.1111/1467-8691.00276>
- Gupta, V. (2020), "Relationships between leadership, motivation and employee-level innovation:evidence from India", *Personnel Review*, Vol. 49 No. 7, pp. 1363-1379.
- Hair Jr, J., Hult, G., Ringle, C., dan Sarstedt, M. (2017). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)* (2nd Edition ed.). Los Angeles: Sage.
- Hair, J. F., Babin, B. J., Anderson, R. E., and Black, W. C. (2010). *Multivariate Data Analysis* (7 ed.). New Jersey: Pearson Prentice Hall.
- Hair, et al, (2014), *Multivariate Data Analysis*, New International Edition., New Jersey : Pearson.
- Hair, J. F., Risher, J. J., Sarstedt, M., and Ringle, C. M. (2018). When to use and how t report the result of PLS-SEM. *European Business Review*, 31(1), 2–24.
- Hatice, O. (2012). The Influence of Intrinsic and Extrinsic Rewards on Employee Results: An Empirical Analysis in Turkish Manufacturing Industry. *Business and Economic research Journal* Vol. 3(3).
- Hernaus, T., Maric, M., dan Černe, M. (2019). Age-sensitive job design antecedents of innovative work behavior: The role of cognitive job demands. *Journal of Managerial Psychology*, 34(5), 368–382. <https://doi.org/10.1108/JMP-10-2018-0478>
- Ismainar, Herty. (2018). *Manajemen Unit Kerja*. Yogyakarta: CV. Budi Utama.
- Ivancevich, Jhon M. (2010). *Human Resource*. 8th Edition. The Mc Graw-Hill Companies, Inc.
- 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>
- Janssen, O., Van De Vliert, E., and West, M. (2004). The bright and dark sides of individual and group innovation: A Special Issue introduction. *Journal of Organizational Behavior*, 25(2), 129–145. <https://doi.org/10.1002/job.242>
- Kambu, (2012). Pengaruh Keadilan Organisasional terhadap kepuasan kerja dan dampaknya terhadap komitmen, Dan Intensi Keluar di PT Indonesia Power UPB Bali. *E-Jurnal Ekonomi dan Bisnis Universitas Udayana*, 3(06): h: 308-329.
- Kawulur, T. K., Areros, W. A., dan Pio, R. . (2018). Pengaruh Reward and Punishment Terhadap Loyalitas Karyawan di. *Adiminstrasi Bisnis*, 6(2), 68–76.
- KBBI (Kamus Besar Bahasa Indonesia). Kamus versi online/daring (Dalam Jaringan). Diakses pada 28 Maret 2023 <https://kbbi.web.id/inovatif>.
- Khalili, A. (2016), "Linking transformational leadership, creativity, innovation, and innovationsupportive climate", *Management Decision*, Vol. 54 No. 9, pp. 2277-2293.

- Laursen, K. and Foss, N.J. (2003), "New human resource management practices, complementarities and the impact on innovation performance", *Cambridge Journal of Economics*, Vol. 27 No. 2, pp. 243-63.
- Lecat, A., Beusaert, S., and Raemdonck, I. (2018). On the relation between teachers' (in)formal learning and innovative working behavior: the mediating role of employability. *Vocations and Learning*, 11(3), 529–554. <https://doi.org/10.1007/s12186-018-9199-x>
- Listiani, Ni Nyoman Irawati Aryada. (2022). *Pengaruh Pengalaman Pemagangan Terhadap Intensi Bergabung Dengan Kepuasan Pemagangan Sebagai Variabel Pemediasi*. (Skripsi Sarjana, Universitas Gadjah Mada).
- Malhotra, N. K. (2012). *Basic Marketing Research* (4 ed.). Pearson.
- Malik, M.A.R., Butt, A.N. and Choi, J.N. (2015), "Rewards and employee creative performance: moderating effects of creative self-efficacy, reward importance, and locus of control", *Journal of Organizational Behavior*, Vol. 36 No. 1, pp. 59-74.
- Matear, S., Osborne, P., Garrett, T., and Gray, B. J. (2002). How does market orientation contribute to service firm performance? *European Journal of Marketing*, 36(9/10), 1058–1075. <https://doi.org/10.1108/03090560210437334>
- Nijenhuis, K. (2015). Impact factors for innovative work behavior in the public sector: the case of the Dutch Fire Department. *Personality and Individual Differences*, 5(1), 208–230. https://essay.utwente.nl/67809/1/Nijenhuis_MA_MB.pdf
<http://dx.doi.org/10.1016/j.paid.2015.03.020>
<http://www.iiste.org>
<https://doi.org/10.1080/23311975.2018.1471770>
<https://www.bertelsmannstiftung.de/fileadmin/files/BSt/Publikationen/GrauePublikationen/>
- Nnaji-Ihedinmah, Chijioke, Nnadozie., Egbunike, Francis, Chinedu. (2015). Effect of Rewards on Employee Performance in Organizations: A Study of Selected Commercial Banks in Awka Metropolis.
- Olsen, D. S. (2016). Adult learning in innovative organisations. *European Journal of Education*, 51(2), 210–226. <https://doi.org/10.1111/ejed.12170>
- Onne Janssen. (2000). Job demands, perceptions of effort-reward fairness and innovative work behavior. *Journal of Occupational and Organizational Psychology*, 287–302.
- Pertamina. (2020). Refinery Unit IV Cilacap. Diakses pada 13 Maret 2023 dari <https://pertamina.com/id/refinery-unit-iv-cilacap>
- Porter. (1990). *The Competitive Advantage of Nations*. <http://dx.doi.org/10.1002/cir.3880010112>
- Ringle, C., Wende, S., dan Becker, J. (2015). SmartPLS3.
- Robbins. P.S, (2002). *Prinsip-prinsip perilaku organisasi*. (5th Ed.). Jakarta: Erlangga.
- Robbins, Stephen P. dan Timothy A. Judge. (2014). *Perilaku Organisasi*. (Organizational Behavior). Edisi 12. Jakarta: Salemba Empat.
- Roscoe, J. T. (1975). *Fundamental Research Statistics for the Behavioral Sciences* (2nd ed.). New York: Holt, Rinehart and Winston. Diambil kembali dari *Research Methods for Business*.
- Rosyiana, Iffah. (2019). *Innovative Behavior At Work*. Yogyakarta: CV. Budi Utama
- Ruan, A., Hong, W., and Jin, J. (2010). The impact of motivation on employee innovative behavior and the disparity analysis: An empirical study of Zhejiang Province in China. 5th IEEE International Conference on Management of Innovation and Technology, ICMIT2010, (December), 652–657. <https://doi.org/10.1109/ICMIT.2010.5492741>

- Ryan, R. M., and Deci, E. L. (2000). Intrinsic and extrinsic motivations: classic definitions and new directions. *Contemp. Educ. Psychol.* 25, 54–67. doi: 10.1006/ceps.1999.1020
- Saether, E.A. (2019), “Motivational antecedents to high-tech R&D employees’ innovative work behavior: self-determined motivation, person-organization fit, organization support of creativity, and pay justice”, *The Journal of High Technology Management Research*, Vol. 30 No. 2, 100350, doi: 10.1016/j.hitech.2019.100350.
- Safiullah, Ayeesha Binte. (2014). Impact of Rewards on Employee Motivation of the Telecommunication Industry of Bangladesh: An Empirical Study. *IOSR Journal of Business and Management*. DOI:10.9790/487X-161222230
- Scott, S.G. and Bruce, R.A. (1994), “Determinants of innovative behavior: a path model of individual innovation in the workplace”, *Academy of Management Journal*, Vol. 37 No. 3, pp. 580-607.
- Sekaran, U., and Bougie, R. (2016). *Research Methods for Business: A SkillBuilding Approach*, 7th Edition. West Sussex: John Wiley dan Sons Ltd.
- Shaheen, K., Waheed, A., dan H. Hashmi, W. (2020). Extrinsic rewards and creative performance syndrome: The mediating mechanism and interacting effects. *Thinking Skills and Creativity*, 38, 100713. <https://doi.org/10.1016/j.tsc.2020.100713>
- Shanker, R., Bhanugopan, R., van der Heijden, B. I. J. M., dan 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>
- Simamora, Henri. (2004). *Manajemen Sumber Daya manusia Edisi III*. Jakarta: STIE YKPN.
- SmartPLS: Ringle, C. M., Wende, S., and Becker, J.-M. (2022). "SmartPLS 4." Oststeinbek: SmartPLS GmbH, <http://www.smartpls.com>.
- Snell, Scott, and George W. Bohlander. (2013). *Managing Human Resources*. Mason, OH: South-Western.
- Soebardi, R. (2012). Perilaku inovatif. *Jurnal Psikologi Ulayat*, 1(1), 57-74
- Sunarto, A., Rusilowati, U., dan Sari Eka, M. (2017). Pengaruh Reward (Penghargaan), Punishment (hukuman) dan kepuasan kerja terhadap kinerja karyawan pada PT. Asuransi Sinarmas Jakarta Pusat. 392–411.
- Suryadilaga, R. M., Musadieq, M. Al, dan Nurtjahjono, G. E. (2016). Pengaruh Reward dan Punishment Terhadap Kinerja (Studi pada Karyawan PT Telkom Indonesia Witel Jatim Selatan Malang). *Administrasi Bisnis*, 39(156–163).
- Susanto, Eko. (2022). Pengaruh Motivasi Intrinsik dan Penghargaan Eksternal dengan Fleksibilitas Kognitif sebagai Variabel Pemeditasi Terhadap Kinerja Karyawan. (Tesis Magister, Universitas Gadjah Mada)
- Susanto, E. (2021), "Does love of money matter for innovative work behavior in public sector organizations? Evidence from Indonesia", *International Journal of Public Sector Management*, Vol. 34 No. 1, pp. 71-85 <https://doi.org/10.1108/IJPSM-01-2020-0028>
- Susilo, Elisabeth Vialliarvin. (2021). Pengaruh Kesesuaian Individu-Organisasi Terhadap Perilaku Kerja Inovatif Karyawan Perusahaan Startup : Peran Perilaku Berbagi Pengerahuan sebagai Variabel Pemeditasi. (Skripsi Sarjana, Universitas Gadjah Mada)
- Suwatno dan Donni Juni Priansa. (2016). *Manajemen SDM dalam Organisasi Publik dan Bisnis*. Bandung: Alfabeta.

- Isai, S.P. (2018), "Innovative behaviour of knowledge workers and social exchange attributes of financial incentive: implications for knowledge management", *Journal of Knowledge Management*, Vol. 22 No. 8, pp. 1712-1735.
- Uma Sekaran. (2017). *Metode Penelitian untuk Bisnis*. Jakarta: Salemba Empat.
- Vinzi, V.E, et al. (2010). *Handbook of Partial Least Square: Concepts Methods and Application Germany*: Springer.
- Venketsamy, Aveshan and Lew, Charlen.(2022). *Intrinsic and Extrinsic Reward Synergies For Innovative Work Behavior among South African Knowledge Workers*. Personnel Review Emerald Publishing Limited.
- West, M. A., and Farr, J. L. (1990). *Innovation and Creativity at Work: Psychological and Organizational Strategies*. Wiley.
- Wijaya, Ludfi Ferry. (2021). *Sistem Reward dan Punishment sebagai Pemicu dalam Meningkatkan Kinerja Karyawan*. Diakses dari <https://ummaspul.e-journal.id/JKM/article/download/2371/763>
- Yuan, F. and Woodman, R.W. (2010), "Innovative behavior in the workplace: the role of performance and image outcome expectations", *Academy of Management Journal*, Vol. 53 No. 2, pp. 323-342.
- Zhou, Y., Zhang, Y. and Montoro-Sanchez, A. (2011), "Utilitarianism or romanticism: the effect of rewards on employees' innovative behaviour", *International Journal of Manpower*, Vol. 32 No. 1, pp. 81-98.