

## DAFTAR PUSTAKA

- Abbu, H., Mugge, P., & Gudergan, G. (2021). *TRUST: The Winning Formula for Digital Leaders. A Practical Guide for Companies Engaged in Digital Transformation*.
- Abbu, H., Mugge, P., Gudergan, G., Hoeborn, G., & Kwiatkowski, A. (2022). Measuring the Human Dimensions of Digital Leadership for Successful Digital Transformation. *Research-Technology Management*, 65(3), 39–49. <https://doi.org/10.1080/08956308.2022.2048588>
- Adiningsih, S. (2019). *Transformasi Ekonomi Berbasis Digital di Indonesia*. PT. Gramedia Pustaka Utama, Jakarta.
- Agostino, D., & Costantini, C. (2022). A measurement framework for assessing the digital transformation of cultural institutions: The Italian case. *Meditari Accountancy Research*, 30(4), 1141–1168. <https://doi.org/10.1108/MEDAR-02-2021-1207>
- Alblooshi, M., Shamsuzzaman, M., & Haridy, S. (2021). The relationship between leadership styles and organisational innovation: A systematic literature review and narrative synthesis. *European Journal of Innovation Management*, 24(2), 338–370. <https://doi.org/10.1108/EJIM-11-2019-0339>
- Ali, S. (2022). Digital Transformation for Micro-Small-Medium Enterprises (MSMEs): Indonesia Readiness among ASEAN and G20 Countries. *Gadjah Mada University Press, IKAPI Member*.
- Al-Musadieq, M., Nurjannah, N., Raharjo, K., Solimun, S., & Achmad Rinaldo Fernandes, A. (2018). The mediating effect of work motivation on the influence of job design and organizational culture against HR performance. *Journal of Management Development*, 37(6), 452–469. <https://doi.org/10.1108/JMD-07-2017-0239>
- Antara News. (2022). *Smart Province Sulawesi Utara*. <https://www.antaranews.com/berita/3157885/bni-bsg-sinergi-perluas-ekosistem-smart-province-di-sulawesi-utara>
- Avolio, B. J., Kahai, S., & Dodge, G. E. (2000). *E-Leadership: Implication for Theory, Research, and Practice*. 11(4).
- Barclay, D., Thompson, R., & Higgins, C. (1995). The Partial Least Squares (PLS) Approach to Causal Modeling: Personal Computer Use as an Illustration. *Technology Studies*, 2.
- Basyari, N. M., Yatim, U., Kumajas, J., & Lontaan, V. (2013). Sulawesi Utara Pintu Gerbang Asia Pasifik: Inisiatif DR SH Sarundajang Merevitalisasi

Pemikiran Futuristik Sam Ratulangi. *Media Madina Nusantara Press, Jakarta.*

Bawany, S. (2019). Leadership 4.0: How Ready are You to be a digital leader? *Leadership Excellence.*

Berman, S., & Korsten, P. (2014). Leading in the connected era. *Strategy & Leadership*, 42(1), 37–46. <https://doi.org/10.1108/SL-10-2013-0078>

Bernstein, E. S. (2017). Making Transparency Transparent: The Evolution of Observation in Management Theory. *Academy of Management Annals*, 11(1), 217–266. <https://doi.org/10.5465/annals.2014.0076>

Bhattacharyya, S. S., & Nair, S. (2019). Explicating the future of work: Perspectives from India. *Journal of Management Development*, 38(3), 175–194. <https://doi.org/10.1108/JMD-01-2019-0032>

Bisson, P., Hall, B., McCarthy, B., & Rifai, K. (2018). Breaking away: The secrets to scaling analytics. *McKinsey & Company.*

Boe, O., & Torgersen, G.-E. (2018). Norwegian “Digital Border Defense” and Competence for the Unforeseen: A Grounded Theory Approach. *Frontiers in Psychology*, 9, 555. <https://doi.org/10.3389/fpsyg.2018.00555>

Borowska, G. (2019). Digital Leadership for Digital Transformation. *Electronic Scientific Journal*, 10(4). <https://doi.org/10.26881/wg.2019.4.02>

Braun, F. C., Avital, M., & Martz, B. (2012). Action-centered team leadership influences more than performance. *Team Performance Management: An International Journal*, 18(3/4), 176–195. <https://doi.org/10.1108/13527591211241015>

Brown, M. E., Treviño, L. K., & Harrison, D. A. (2005). Ethical leadership: A social learning perspective for construct development and testing. *Organizational Behavior and Human Decision Processes*, 97(2), 117–134. <https://doi.org/10.1016/j.obhdp.2005.03.002>

Brunner, T. J. J., Schuster, T., & Lehmann, C. (2023). Leadership’s long arm: The positive influence of digital leadership on managing technology-driven change over a strengthened service innovation capacity. *Frontiers in Psychology*, 14, 988808. <https://doi.org/10.3389/fpsyg.2023.988808>

Cahyarini, F. D. (2021). Implementasi Digital Leadership dalam Pengembangan Kompetensi Digital pada Pelayanan Publik. *Jurnal Studi Komunikasi dan Media*, 25(1), 47. <https://doi.org/10.31445/jskm.2021.3780>

Carpenter, M. T. H. (2012). Cheerleader, Opportunity Seeker, and Master Strategist: ARL Directors as Entrepreneurial Leaders. *College & Research*

*Libraries*, 73(1), 11–32. <https://doi.org/10.5860/crl-192>

Convey, S. M. R. (2006). *The Speed of Trust: The One thing that Changes Everything*. Free Press and colophon are trademarks of Simon & Schuster, Inc.

Cooper, D. R., & Schindler, P. S. (2013). *Business Research Methods*, 12th Edition by Donald R. Cooper, Pamela S. Schindler. 2013.

Cortellazzo, L., Bruni, E., & Zampieri, R. (2019a). The Role of Leadership in a Digitalized World: A Review. *Frontiers in Psychology*, 10, 1938. <https://doi.org/10.3389/fpsyg.2019.01938>

Cortellazzo, L., Bruni, E., & Zampieri, R. (2019b). The Role of Leadership in a Digitalized World: A Review. *Frontiers in Psychology*, 10, 1938. <https://doi.org/10.3389/fpsyg.2019.01938>

Creusen, U., Eschemann, N.-R., & Johann, T. (2010). *Positive Leadership: Psychologie erfolgreicher Führung ; erweiterte Strategien zur Anwendung des Grid-Modells* (1. Aufl). Gabler.

DeBrusk, C. (2018, Maret 26). *The risk of machine learning bias (and how to prevent it)*. <https://sloanreview.mit.edu/article/the-risk-of-machine-learning-bias-and-how-to-prevent-it/>

Djunaedi, A. (2022). *Digital Transformation and Local Governance*. Gadjah Mada University Press, IKAPI Member.

DPMPTSPD Sult. (2022). *Pemerintah Provinsi Sulawesi Utara Mendapatkan Peringkat Pertama Predikat Kepatuhan Standar Pelayanan Publik*. <https://dpmptspd.sulutprov.go.id/detailpost/pemerintah-provinsi-sulawesi-utara-mendapatkan-peringkat-pertama-predikat-kepatuhan-standar-pelayanan-publik>

DTO Kemenkes. (2022). *Transform Healthcare Delivery in Indonesia*. Digital Transformation office Kemenkes. <https://id.linkedin.com/company/dtokemkes>

Eberl, J. K., & Drews, P. (2021). Digital Leadership – Mountain or Molehill? A Literature Review. Dalam F. Ahlemann, R. Schütte, & S. Stieglitz (Ed.), *Innovation Through Information Systems* (Vol. 48, hlm. 223–237). Springer International Publishing. [https://doi.org/10.1007/978-3-030-86800-0\\_17](https://doi.org/10.1007/978-3-030-86800-0_17)

Eryeşil, K. (2021a). Digital Leadership, Leadership Paradigm of the Digital Age: A Conceptual Framework. *Equinox Journal of Economics Business and Political Studies*. <https://doi.org/10.48064/equinox.885320>

- Eryeşil, K. (2021b). Digital Leadership, Leadership Paradigm of the Digital Age: A Conceptual Framework. *Equinox Journal of Economics Business and Political Studies*. <https://doi.org/10.48064/equinox.885320>
- Fisk, P. (2002). The Making of a Digital Leader. *Business Strategy Review*, 13(1), 43–50. <https://doi.org/10.1111/1467-8616.00201>
- Gundergan, G., Mugge, P., Kwiatkowski, A., Abbu, H., Hoeborn, G., & Conrad, R. (2021). Digital Leadership—Which leadership dimensions contribute to digital transformation success? *IEEE*. <https://doi.org/10.1109/ICE/ITMC52061.2021.9570231>
- Hair, J. F., Hult, G. T. M., Ringle, C. M., Sarstedt, M., Danks, N. P., & Ray, S. (2017). *Partial Least Squares Structural Equation Modeling (PLS-SEM) Using R: A Workbook*. Springer International Publishing. <https://doi.org/10.1007/978-3-030-80519-7>
- Hening, P., & Kumara, G. H. (2019). Public Sector Transformation in the Digital Age: Obstacles and Challenges for the Government of Indonesia. *Iapa Proceedings Conference*, 75. <https://doi.org/10.30589/proceedings.2019.223>
- Hensellek, S. (2022). Digital Leadership: A Framework for Successful Leadership in the Digital Age. *Journal of Media Management and Entrepreneurship*, 2(1), 1–15. <https://doi.org/10.4018/JMME.2020010104>
- <http://kompas.id>. (2022). *Primaniyarta 2022, Mendag: Pejuang Ekspor Jadikan Indonesia Negara Maju*.
- i-scoop, i-scoop. (t.t.). *The state of digital transformation in government and the public sector*. Diambil 11 April 2023, dari <https://www.i-scoop.eu/digital-transformation/digital-transformation-government-public-sector/>
- Jäckli, U., & Meier, C. (2020). Leadership in the digital age: Its dimensions and actual state in Swiss companies. *Inderscience Enterprises Ltd.*, 19(4). <https://doi.org/10.1504/IJMED.2020.110815>
- Kelleher, J. (2017, Oktober 27). *Digital Transformation Office focuses on Improving Online Service Delivery*. OpenGov. <https://opengovasia.com/digital-transformation-office-focuses-on-improving-online-service-delivery/>
- Khaw, T. Y., Teoh, A. P., Abdul Khalid, S. N., & Letchmunan, S. (2022). The impact of digital leadership on sustainable performance: A systematic literature review. *Journal of Management Development*, 41(9/10), 514–534. <https://doi.org/10.1108/JMD-03-2022-0070>
- Klein, M. (2020). Leadership Characteristic in the Era of digital transformation.

*Business & Management Studies: An International Journal*, 8(1), 883–902. <https://doi.org/10.15295/bmij.v8i1.1441>

Langlois, S. (2017). *This chart plots how all the countries in the world are evolving in the digital economy*. <https://www.marketwatch.com/story/the-us-is-on-the-verge-of-stalling-out-in-the-evolving-digital-economy-2017-07-13>

Li, J., Jin, J., & Liang, X. (2020). Digital leadership in the era of Industry 4.0: A systematic review. *Elsevier*, 161.

Liu, J., Siu, O., & Shi, K. (2010). Transformational Leadership and Employee Well-Being: The Mediating Role of Trust in the Leader and Self-Efficacy. *Applied Psychology*, 59(3), 454–479. <https://doi.org/10.1111/j.1464-0597.2009.00407.x>

Matzler, K., Friedrich von den Eichen, S., Anschöber, M., & Kohler, T. (2018). The crusade of digital disruption. *Journal of Business Strategy*, 39. <https://doi.org/10.1108/JBS-12-2017-0187>

Mayer, R. C., & Gavin, M. B. (2005). Trust in Management and Performance: Who Minds the Shop While the Employees Watch the Boss? *Academy of Management Journal*, 48(5), 874–888. <https://doi.org/10.5465/amj.2005.18803928>

Mergel, I., Edelmann, N., & Haug, N. (2019). Defining digital transformation: Results from expert interviews. *Government Information Quarterly*, 36(4), 101385. <https://doi.org/10.1016/j.giq.2019.06.002>

Mugge, P., Gudergan, G., & Kwiatkowski, A. (2020). Digital Leadership—Character and Competency Differentiates Digitally Mature Organizations. *2020 IEEE International Conference on Engineering, Technology and Innovation (ICE/ITMC)*, 1–9. <https://doi.org/10.1109/ICE/ITMC49519.2020.9198576>

Mwesigwa, R., Tusiime, I., & Ssekiziyivu, B. (2020). Leadership styles, job satisfaction and organizational commitment among academic staff in public universities. *Journal of Management Development*, 39(2), 253–268. <https://doi.org/10.1108/JMD-02-2018-0055>

Nirmala, D. Y. (2023). *Tinjauan Kritis Tempat Kerja Digital dan Kinerja Organisasi melalui Pengaruh Moderat dari Kompetensi Kepemimpinan Digital*. 1(2).

Northouse, P. G. (2019). *Leadership: Theory and Practice*. SAGE Publication, Inc, 204.

Oberer, B., & Erkollar, A. (2018). Leadership 4.0: Digital Leaders in the Age of Industry 4.0. *International Journal of Organizational Leadership*, 7(4),

404–412. <https://doi.org/10.33844/ijol.2018.60332>

- Paulin, S. (2014). Leadership 4.0 From Ego-system to Eco-system:Framing a New Form of Adaptive Leadership as an Individual and Co-creative Process. *AI Practitioner*, 16(1), 54–58. <https://doi.org/10.12781/978-1-907549-18-2-11>
- Peng, B. (2022). Digital leadership: State governance in the era of digital technology. *Cultures of Science*, 5(4), 210–225. <https://doi.org/10.1177/2096608321989835>
- Peng, D. X., & Lai, F. (2012). Using Partial Least Squares in Operations Management Research: A Practical Guideline and Summary of Past Research. *Journal of Operation Management* 30 (2012) 467-480. <https://doi.org/10.1016/j.jom.2012.06.002>
- Prince, K. A. (2018). *Digital leadership: Transitioning into the digital age* [James Cook University]. <https://doi.org/10.25903/5D2BDD672C0E5>
- Promsri, D. C. (2019). *Developing Model of Digital Leadership for a Successful Digital Transformation*. 02(08).
- Ready, D., Cohen, C., Kiron, D., & Pring, B. (2020). The New Leadership Playbook for the Digital Age. *MIT SLOAN MANAGEMENT REVIEW*. <https://sloanreview.mit.edu/projects/the-new-leadership-playbook-for-the-digital-age/>
- Sagbas, M., & Erdogan, F. A. (2022). Digital Leadership: A Systematic Conceptual Literature Review. *İstanbul Kent Üniversitesi*.
- Santosa, P. I. (2018). *Metode Penelitian Kuantitatif—Pengembangan Hipotesis dan Pengujiannya Menggunakan SmartPLS*. ANDI.
- Scheaffer, R. L., Mendenhall III, W., Ott, R. L., & Gerow, K. G. (2012). *Elementary Survey Sampling* (7 ed.). BROOKS/COLE CENGAGE Learning.
- Setiadi, A. (2021). *Analisis Digital Leadership dan Transforamsi Digital dalam Peningkatan Pelayan Publik*. 6(12).
- Syed, R., Bandara, W., & Eden, R. (2023). Public sector digital transformation barriers: A developing country experience. *Information Polity*, 28(1), 5–27. <https://doi.org/10.3233/IP-220017>
- Tigre, F. B., Curado, C., & Henriques, P. L. (2023). Digital Leadership: A Bibliometric Analysis. *Journal of Leadership & Organizational Studies*, 30(1), 40–70. <https://doi.org/10.1177/15480518221123132>
- UNESCO. (2018). *Digital skills critical for jobs and social inclusion*.



<https://en.unesco.org/news/digital-skills-critical-jobsand-social-inclusion>

United Nations Department of Economic and Social Affairs. (2022). *United Nation E-Government Survey 2022: The Future of Digital Government*. UNITED NATIONS.

Valentine, E., & Stewart, G. (2015). Enterprise Business Technology Governance: Three Competencies to Build Board Digital Leadership Capability. *2015 48th Hawaii International Conference on System Sciences*, 4513–4522. <https://doi.org/10.1109/HICSS.2015.539>

Verina, N., & Titko, J. (2019, Mei 9). Digital transformation: Conceptual framework. *Proceedings of 6th International Scientific Conference Contemporary Issues in Business, Management and Economics Engineering '2019*. Contemporary Issues in Business, Management and Economics Engineering, Vilnius Gediminas Technical University. <https://doi.org/10.3846/cibmee.2019.073>

Vial, G. (2019). Understanding digital transformation: A review and a research agenda. *The Journal of Strategic Information Systems*, 28(2), 118–144. <https://doi.org/10.1016/j.jsis.2019.01.003>

Wagner, A.-S. (2014). *Das Modell moderner Organisationsentwicklung: Theoriegeleitete Strukturgleichungsmodellierung ausgewählter Modellbestandteile*. Springer Fachmedien Wiesbaden. <https://doi.org/10.1007/978-3-658-02126-9>

Weinberg, S. L., & Abramowitz, S. K. (2002). Data Analysis for the Behavioral Sciences Using SPSS. *Cambridge University Press*.

World Bank. (2016). *World development Report 2016: Digital Dividends*. World Bank Groups.

Wujarso, R., Pitoyo, B. S., & Prakoso, R. (2023). *Peran Kepemimpinan Digital Dalam Era Digital*. 7.

Yuksel, M., & Genc, K. Y. (2018). Endüstri 4.0 ve Liderlik. *SETSCI Conference Indexing System*, 3.