

## Daftar Pustaka

- Ancok, D. (2012). *Psikologi Kepemimpinan & Inovasi*. Erlangga.
- Anugerah, R., Abdillah, M. R., & Anita, R. (2019). Authentic leadership and internal whistleblowing intention: The mediating role of psychological safety. *Journal of Financial Crime*, 26(2), 556–567. <https://doi.org/10.1108/JFC-04-2018-0045>
- Avolio, B. J., & Gardner, W. L. (2005). Authentic leadership development: Getting to the root of positive forms of leadership. *Leadership Quarterly*, 16(3), 315–338. <https://doi.org/10.1016/j.leaqua.2005.03.001>
- Bai, Y., Wang, Z., Alam, M., Gul, F., & Wang, Y. (2022). The Impact of Authentic Leadership on Innovative Work Behavior: Mediating Roles of Proactive Personality and Employee Engagement. *Frontiers in Psychology*, 13(June), 1–12. <https://doi.org/10.3389/fpsyg.2022.879176>
- Baldegger, U., & Gast, J. (2016). On the emergence of leadership in new ventures. *International Journal of Entrepreneurial Behaviour and Research*, 22(6), 933–957. <https://doi.org/10.1108/IJEBR-11-2015-0242>
- Bar Am, J., Furstenenthal, L., & Roth, E. (2020). *Innovation in a crisis: Why it is more critical than ever* | McKinsey. <https://www.mckinsey.com/business-functions/strategy-and-corporate-finance/our-insights/innovation-in-a-crisis-why-it-is-more-critical-than-ever>
- Barhydt, J. (2023). *Pepperdine Digital Commons Psychological Safety in Startup Organizations*.
- Beaton, D. E., Bombardier, C., Guillemin, F., & Ferraz, M. B. (2000). Guidelines for the process of cross-cultural adaptation of self-report measures. *Spine*, 25(24), 3186–3191. <https://doi.org/10.1097/00007632-200012150-00014>
- Blank, S., & Dorf, B. (2020). *The startup owner's manual: The step-by-step guide for building a great company*. books.google.com.
- Cao, F., & Zhang, H. (2020). Workplace friendship, psychological safety and innovative behavior in China: A moderated-mediation model. *Chinese Management Studies*, 14(3), 661–676. <https://doi.org/10.1108/CMS-09-2019-0334>
- Cauwelier, P., Ribière, V. M., & Bennet, A. (2016). *Team psychological safety and team learning : a cultural perspective*. 1994. <https://doi.org/10.1108/TLO-05-2016-0029>
- Černe, M., Jaklic, M., & Skerlavaj, M. (2013). Authentic leadership, creativity, and innovation: A multilevel perspective. *Leadership*, 9(May 2014), 63–85. <https://doi.org/10.1177/1742715012455130>
- Chesbrough and Garman, A. R., H. W. (2009). Use open innovation to cope in a downturn. *Harvard Business Review*, June(July), 1–9.
- Creswell, J. W. (2012). *Educational Research: planning, conducting, and evaluating quantitative and qualitative research* (4th ed.). Pearson Education, Inc.
- De Jong, J. P. J., & 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>
- Devece, C., Peris-Ortiz, M., & Rueda-Armengot, C. (2016). Entrepreneurship during economic crisis: Success factors and paths to failure. *Journal of Business Research*, 69(11), 5366–5370. <https://doi.org/10.1016/j.jbusres.2016.04.139>
- Donaldson, R. (2024). an Examination of the Relationship Between. In *ProQuest Dissertations & Theses*. Indiana Wesleyan University.
- Edmondson, A. C. (2019). *The fearless organization : creating psychological safety in the workplace*

*for learning, innovation, and growth.* John Wiley & Sons.

- Eggers, J. T. (2011). Psychological Safety Influences Relationship Behavior. In *Corrections Today* (Vol. 73, Issue 1).
- Etikariena, A., & Muluk, J. (2014). *Correlation between Organizational Memory and Innovative Work Behavior*. 18(2), 77–88. <https://doi.org/10.7454/mssh.v18i2.3463>
- Field, A. (2018). *Discovering Statistics Using IBM SPSS Statistics 5th Edition* (5ed.). In SAGE Publications, Inc.
- Fiorentino, R., Longobardi, S., & Scaletti, A. (2020). The early growth of start-ups: innovation matters. Evidence from Italy. *European Journal of Innovation Management*, 24(5), 1525–1546. <https://doi.org/10.1108/EJIM-02-2020-0057>
- Frazier, M. L., Fainshmidt, S., Klinger, R. L., Pezeshkan, A., & Vracheva, V. (2017). Psychological Safety: A Meta-Analytic Review and Extension. *Personnel Psychology*, 70(1), 113–165. <https://doi.org/10.1111/peps.12183>
- Getz, I., & Robinson, A. G. (2003). *Innovate or Die : Is that a Fact ?* 1. 12(3), 130–137.
- Grošelj, M., Černe, M., Penger, S., & Grah, B. (2020). Authentic and transformational leadership and innovative work behaviour: the moderating role of psychological empowerment. *European Journal of Innovation Management*, 24(3), 677–706. <https://doi.org/10.1108/EJIM-10-2019-0294>
- Hammond, M. M., Neff, N. L., Farr, J. L., Schwall, A. R., & Zhao, X. (2011). Predictors of Individual-Level Innovation at Work: A Meta-Analysis. *Psychology of Aesthetics, Creativity, and the Arts*, 5(1), 90–105. <https://doi.org/10.1037/a0018556>
- Hayes, A. F. (2013). *Introduction to mediation, moderation, and conditional process analysis : a regression-based approach*. The Guilford Press.
- Hayuningtyas, D. R. I. (2014). *Peran Kepemimpinan Otentik terhadap Work Engagement Dosen dengan Efikasi Diri sebagai Mediator*. Universitas Gadjah Mada.
- Hughes, D. J., Lee, A., Tian, A. W., Newman, A., & Legood, A. (2018). Leadership, creativity, and innovation: A critical review and practical recommendations. *Leadership Quarterly*, 29(5), 549–569. <https://doi.org/10.1016/j.leaqua.2018.03.001>
- Innocenti, N., & Zampi, V. (2019). What does a start-up need to grow? An empirical approach for Italian innovative start-ups. *International Journal of Entrepreneurial Behaviour and Research*, 25(2), 376–393. <https://doi.org/10.1108/IJEBR-04-2018-0194>
- International Monetary Fund. (2022). *World Economic Outlook: Countering the Cost-of-Living Crisis*. [www.imfbookstore.org](http://www.imfbookstore.org)
- Jankelová, N., Joniaková, Z., & Mišún, J. (2021). Innovative Work Behavior—A Key Factor in Business Performance? The Role of Team Cognitive Diversity and Teamwork Climate in This Relationship. *Journal of Risk and Financial Management*, 14(4), 185. <https://doi.org/10.3390/jrfm14040185>
- 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., Naqvi, S. M. M. R., Khan, A. K., Arjoon, S., & Tayyeb, H. H. (2019). Impact of inclusive leadership on innovative work behavior: The role of psychological safety. *Journal of Management and Organization*, 25(1), 117–136. <https://doi.org/10.1017/jmo.2017.3>
- Jensen, S. M., & Luthans, F. (2006). Entrepreneurs as authentic leaders: Impact on employees' attitudes. *Leadership and Organization Development Journal*, 27(8), 646–666. <https://doi.org/10.1108/01437730610709273>

- Katadata.co.id. (2020, July 16). Strategi Bertahan Startup Digital di Tengah Pandemi Covid-19. *Katadata*.  
<https://katadata.co.id/katadatainsightscenter/analisisdata/5f1a622e0cc46/strategi-bertahan-startup-digital-di-tengah-pandemi-covid-19>
- Klotz, A. C., Hmieleski, K. M., Bradley, B. H., & Busenitz, L. W. (2014). New Venture Teams: A Review of the Literature and Roadmap for Future Research. *Journal of Management*, 40(1), 226–255. <https://doi.org/10.1177/0149206313493325>
- Kusmargono, C. A., Jaya, W. K., Hadna, A. H., & Sumaryono. (2023). *The Effect of Authentic Leadership on Innovative Work Behavior Mediated by Work Meaningfulness*. 1–7.  
<https://doi.org/10.32996/jpbs>
- Laguna, M., Walachowska, K., Gorgievski-Duijvesteijn, M. J., & Moriano, J. A. (2019). Authentic leadership and employees' innovative behaviour: A multilevel investigation in three countries. *International Journal of Environmental Research and Public Health*, 16(21). <https://doi.org/10.3390/ijerph16214201>
- Leroy, H., Dierynck, B., Anseel, F., Simons, T., Halbesleben, J. R. B., McCaughey, D., Savage, G. T., & Sels, L. (2012). Behavioral integrity for safety, priority of safety, psychological safety, and patient safety: A team-level study. *Journal of Applied Psychology*, 97(6), 1273–1281. <https://doi.org/10.1037/a0030076>
- Liu, F., Chow, I. H. S., Zhang, J. C., & Huang, M. (2019). Organizational innovation climate and individual innovative behavior: exploring the moderating effects of psychological ownership and psychological empowerment. *Review of Managerial Science*, 13(4), 771–789. <https://doi.org/10.1007/s11846-017-0263-y>
- Liu, S. min, Liao, J. qiao, & Wei, H. (2015). Authentic Leadership and Whistleblowing: Mediating Roles of Psychological Safety and Personal Identification. *Journal of Business Ethics*, 131(1), 107–119. <https://doi.org/10.1007/s10551-014-2271-z>
- Luthans, F., & Avolio, B. (2003). Authentic Leadership Development. In K. S. Cameron, J. E. Dutton, & R. E. Quinn (Eds.), *Positive Organizational Scholarship* (pp. 241–261).
- Maloky, D. M. (2023). *Peran Leader Member Exchange terhadap Perilaku Kerja Inovatif Dimediasi oleh Psychological Empowerment*. Universitas Gadjah Mada.
- Maximo, N., Stander, M. W., & Coxen, L. (2019). Authentic leadership and work engagement: The indirect effects of psychological safety and trust in supervisors. *SA Journal of Industrial Psychology*, 45, 1–12. <https://doi.org/10.4102/sajip.v45i0.1612>
- Milic, T. (2013). Innovation Management in Times of Economic Crisis. *Management - Journal for Theory and Practice of Management*, 18(66), 81–88.  
<https://doi.org/10.7595/management.fon.2013.0001>
- PwC. (2021). Global Crisis Survey 2021. *Pwc*, March, 16.  
<https://www.pwc.com/gx/en/issues/crisis-solutions/global-crisis-survey.html>
- Respati, A. R., & Ika, A. (2022, December 10). Daftar PHK Massal Startup Bertambah Panjang, Kini Ada 19 Perusahaan Sepanjang 2022. *Kompas.Com*.  
<https://money.kompas.com/read/2022/12/10/070000726/daftar-phk-massal-startup-bertambah-panjang-kini-ada-19-perusahaan-sepanjang?page=4>
- Riswan, K. K. (2024, February 24). Kominfo : startup RI perlu kerja keras tingkatkan kemampuan inovasi - ANTARA News. *ANTARA*.  
<https://www.antaranews.com/berita/3984693/kominfo-startup-ri-perlu-kerja-keras-tingkatkan-kemampuan-inovasi>
- Robbins, S. P., & Judge, T. A. (2013). *Organizational behavior* (15th ed.). Pearson Education.
- 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>
- Scott, S. G., & Bruce, R. A. (1994). Determinants of Innovative Behavior: A Path Model of Individual Innovation in the Workplace. *Academy of Management Journal*, 37(3), 580–607.  
<https://doi.org/10.5465/256701>
- Sengupta, S., Bajaj, B., Singh, A., Sharma, S., Patel, P., & Prikshat, V. (2023). Innovative work behavior driving Indian startups go global – the role of authentic leadership and readiness for change. *Journal of Organizational Change Management*, 36(1), 162–179.  
<https://doi.org/10.1108/JOCM-05-2022-0156>
- Sengupta, S., Sharma, S., & Singh, A. (2021). Authentic Leadership Fostering Creativity in Start-ups: Mediating Role of Work Engagement and Employee Task Proactivity. *Business Perspectives and Research*, 9(2), 235–251.  
<https://doi.org/10.1177/2278533720964298>
- Setyowati, D. (2024, February 29). Riset: Startup RI Kurang Inovasi, Andalkan Teknologi Negara Lain - Startup Katadata.co.id. *Katadata*.  
<https://katadata.co.id/digital/startup/65e0127a29a55/riset-startup-ri-kurang-inovasi-andalkan-teknologi-negara-lain>
- 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>
- Startupranking.com. (2022). *Countries - With the top startups worldwide | Startup Ranking*.  
<https://www.startupranking.com/countries>
- Sun, Y., & Huang, J. (2020). Psychological capital and innovative behavior: Mediating effect of psychological safety. *Social Behavior and Personality*, 47(9).  
<https://doi.org/10.2224/SBP.8204>
- Tkalich, A., Smite, D., Andersen, N. H., & Moe, N. B. (2024). What Happens to Psychological Safety When Going Remote? *IEEE Software*, 41(1), 113–122.  
<https://doi.org/10.1109/MS.2022.3225579>
- Walumbwa, F. O., Avolio, B. J., Gardner, W. L., Wernsing, T. S., & Peterson, S. J. (2008). Authentic leadership: Development and validation of a theory-based measure. *Journal of Management*, 34(1), 89–126. <https://doi.org/10.1177/0149206307308913>
- World Economic Forum. (2023). *The Global Risks Report 2023 18th Edition*.
- Yusuf, M. P., & Etikariena, A. (2023). *Innovative Work Behavior at Startup : Role of Inclusive Leadership , Psychological Safety , and Psychological Empowerment*. 9, 123–144.  
<https://doi.org/10.22146/gamajop.78672>
- Zhou, J., Cheng, W., & Xia, B. (2014). *Mediating Role of Employee Emotions in the Relationship Between Authentic Leadership and Employee Innovation*. 42(8), 1267–1278.