

REFERENCES

- Ansari, A., & Riasi, A. (2016). Modelling and evaluating customer loyalty using neural networks: Evidence from startup insurance companies. *Future Business Journal*, 2(1), 15–30. <https://doi.org/10.1016/j.fbj.2015.12.002>
- Aryuni, E., & Rachmawati, R. (2019). Influence of socialization tactics towards employee commitment through relational mechanisms in start-up companies. *International Conference on Family Business and Entrepreneurship*, 13-26.
- Baltes, B. B., Bauer, C. C., Bajdo, L. M., & Parker, C. P. (2002). The Use of Multitrait-Multimethod Data for Detecting Nonlinear Relationships: The Case of Psychological Climate and Job Satisfaction. *Journal of Business & Psychology*, 17, 3-17. <https://doi.org/10.1023/A:1016231816394>
- BarNir, A. (2012). Starting technologically innovative ventures: Reasons, human capital, and gender. *Management Decision*, 50(3), 399–419. <https://doi.org/10.1108/00251741211216205>
- Berg, V., Birkeland, J., Nguyen-Duc, A., Pappas, I. O., & Jaccheri, L. (2018). Software startup engineering: A systematic mapping study. *Journal of Systems and Software*, 144, 255–274. <https://doi.org/10.1016/j.jss.2018.06.043>
- Bortolini, R. F., Nogueira Cortimiglia, M., Danilevicz, . M. F., & Ghezzi, A. (2018). Lean startup: A comprehensive historical review. *Management Decision*, 56(8), 1602-1618. <https://doi.org/10.1108/MD-07-2017-0663>
- Breaugh, J. A. (1985). The measurement of work autonomy. *Human Relations*, 38(6), 551–570. <https://doi.org/10.1177/001872678503800604>
- Breaugh, J. A., & Colihan, J. P. (1994). Measuring facets of job ambiguity: Construct validity evidence. *Journal of Applied Psychology*, 79(2), 191–202. <https://doi.org/10.1037/0021-9010.79.2.191>
- Brislin, R. W., & Kim, E. S. (2003). Cultural diversity in people’s understanding and uses of time. *Applied Psychology*, 52, 363–382. <https://doi.org/10.1111/1464-0597.00140>
- Cakir, F. S., & Adiguzel, Z. (2020). Analysis of leader effectiveness in organization and knowledge sharing behavior on employees and organization. *SAGE Open*, 10(1). <https://doi.org/10.1177/2158244020914634>
- Caseiro, N., & Coelho, A. (2018). The influence of business intelligence capacity, network learning and innovativeness on startups performance. *Journal of Innovation & Knowledge*, 3(1), 1–7. <https://doi.org/10.1016/j.jik.2017.08.002>
- Chanin, G. D., Sales, A. A., Pompermaier, F. M., & Prikladnicki, R. (2018). Agile methods in software startups: A systematic mapping study. *International Journal of Software Engineering and Knowledge Engineering*, 28(9), 1267-1282. <https://doi.org/10.1142/S0218194018500481>
- Choi, J. N., & Moran, S. V. (2009). Why not procrastinate? Development and validation of a new active procrastination scale. *The Journal of Social Psychology*, 149(2), 195–211. <https://doi.org/10.3200/SOCP.149.2.195-212>
- Clausen, T., Burr, H., & Borg, V. (2014). Do psychosocial job demands and job resources predict long-term sickness absence? An analysis of register-based outcomes using pooled data on 39,408 individuals in four occupational groups. *International Archives of Occupational*

- and Environmental Health, 87(8), 909–917. <https://doi.org/https://doi.org/10.1007/s00420-014-0936-7>
- Clausen, T., Pedersen, L. R. M., Andersen, M. F., Theorell, T., & Madsen, I. E. (2021). Job autonomy and psychological well-being: A linear or a non-linear association? *European Journal of Work and Organizational Psychology*, 31(3), 395–405. <https://doi.org/10.1080/1359432x.2021.1972973>
- Dettmers, J., & Bredehoeft, F. (2020). The Ambivalence of Job Autonomy and the Role of Job Design Demands. *Scandinavian Journal of Work and Organizational Psychology*, 5(1), 1–13. <https://doi.org/https://doi.org/10.16993/sjwop.81>
- Fadilla, Z., & Rachmawati, R. (2019). The influence of work schedule flexibility to enhance employee work-life balance at start-up companies in Indonesia. *International Conference on Family Business and Entrepreneurship*, 27–39.
- Ferrari, J. R., & Dovidio, J. F. (2000). Examining Behavioral processes in indecision: Decisional procrastination and Decision-Making style. *Journal of Research in Personality*, 34(1), 127–137. <https://doi.org/10.1006/jrpe.1999.2247>
- Ferrari, J. R. (2001). Procrastination as self-regulation failure of performance: Effects of cognitive load, self-awareness, and time limits on “working best under pressure.” *European Journal of Personality*, 15, 391–406. <https://doi.org/10.1002/per.413>
- Ferrie, J. E., Virtanen, M., Jokela, M., Madsen, I. E. H., Heikkilä, K., Alfredsson, L., Batty, G. D., Bjorner, J. B., Borritz, M., Burr, H., Dragano, N., Elovainio, M., Fransson, E. I., Knutsson, A., Koskenvuo, M., Koskinen, A., Kouvonen, A., Kumari, M., Nielsen, M. L., . . . Kivimäki, M. (2016). Job insecurity and risk of diabetes: a meta-analysis of individual participant data. *Canadian Medical Association Journal*, 188(17–18), E447–E455. <https://doi.org/10.1503/cmaj.150942>
- Habelrih, E. A., & Hicks, R. E. (2015). Psychological Well-Being and Its Relationships with Active and Passive Procrastination. *International Journal of Psychological Studies*, 7(3). <https://doi.org/10.5539/ijps.v7n3p25>
- Hackman, J., & Oldham, G. R. (1976). Motivation through the design of work: test of a theory. *Organizational Behavior and Human Performance*, 16(2), 250–279. [https://doi.org/10.1016/0030-5073\(76\)90016-7](https://doi.org/10.1016/0030-5073(76)90016-7)
- Hayes, L. J., O'Brien-Pallas, L., Duffield, C., Shamian, J., Buchan, J., Hughes, F., ... North, N. (2012). Nurse turnover: A literature review - An update. *International Journal of Nursing Studies*, 49(7), 887–905. <https://doi.org/https://doi.org/10.1016/j.ijnurstu.2011.10.001>
- Hofäcker, D., & König, S. (2013). Flexibility and work-life conflict in times of crisis: A gender perspective. *International Journal of Sociology and Social Policy*, 33(9/10), 613–635. <https://doi.org/10.1108/IJSSP-04-2013-0042>
- Jeong, Y. H., Healy, L. C., & McEwan, D. (2021). The application of Goal Setting Theory to goal setting interventions in sport: a systematic review. *International Review of Sport and Exercise Psychology*, 16(1), 474–499. <https://doi.org/10.1080/1750984x.2021.1901298>
- Jyoti, J., & Bhau, S. (2015). Impact of transformational leadership on job performance. *SAGE Open*, 5(4), 215824401561251. <https://doi.org/10.1177/2158244015612518>

- Kelliher, C., & Anderson, D. (2010). Doing More with Less? Flexible Working Practices and the Intensification of Work. *Human Relations*, 63, 83-106. <https://doi.org/10.1177/0018726709349199>
- Klingsieck, K. (2013). Procrastination: When good things don't come to those who wait. *European Psychologist*, 18, 24-34. <https://doi.org/10.1027/1016-9040/a000138>
- Knardahl, S., Johannessen, H., Sterud, T., Härmä, M., Rugulies, R., Seitsamo, J., & Borg, V. (2017). The contribution from psychological, social and organizational work factors to risk of disability retirement: A systematic review with meta-analyses. *BMC Public Health*, 17(1), 176. <https://doi.org/https://doi.org/10.1186/s12889-017-4059-4>.
- Knaus, W. J. (2000). Procrastination, blame, and change. *Journal of Social Behavior and Personality*, 15, 153-166.
- Kubicek, B., Paškván, M., & Bunner, J. (2017). The bright and dark sides of job autonomy. In *Springer eBooks* (pp. 45-63). https://doi.org/10.1007/978-3-319-54678-0_4
- Leach, D. J., Wall, T. D., & Jackson, P. R. (2003). The effect of empowerment on job knowledge: An empirical test involving operators of complex technology. *Journal of Occupational and Organizational Psychology*, 76(1), 27-52. <https://doi.org/10.1348/096317903321208871>
- Lu, J. G., Brockner, J., Vardi, Y., & Weitz, E. (2017). A Dark Side of Experiencing Job Autonomy: Unethical Behavior. *Journal of Experimental Social Psychology*, 73, 222-234. <https://doi.org/10.1016/j.jesp.2017.05.007>
- Madsen, I. E. H., Nyberg, S. T., Hanson, L. L. M., Ferrie, J. E., Ahola, K., Alfredsson, L., Batty, G. D., Bjorner, J. B., Borritz, M., Burr, H., Chastang, J., De Graaf, R., Dragano, N., Hamer, M., Jokela, M., Knutsson, A., Koskenvuo, M., Koskinen, A., Leineweber, C., . . . Kivimäki, M. (2017). Job strain as a risk factor for clinical depression: systematic review and meta-analysis with additional individual participant data. *Psychological Medicine*, 47(8), 1342-1356. <https://doi.org/10.1017/s003329171600355x>
- Mazmanian, M., Orlikowski, W. J., & Yates, J. (2013). The autonomy Paradox: The implications of mobile email devices for knowledge professionals. *Organization Science*, 24(5), 1337-1357. <https://doi.org/10.1287/orsc.1120.0806>
- Melgaard, J., Monir, R., Lasrado, L. A., & Fagerstrøm, A. (2021). Academic procrastination and online learning during the COVID-19 pandemic. *Procedia Computer Science*, 196, 117-124. <https://doi.org/10.1016/j.procs.2021.11.080>
- Mercandetti, P., Larbig, C., TuoZZo, V., & Steiner, T. (2017). Innovation by collaboration between startups and SMEs in Switzerland. *The Journal of Technology Transfer*, 42(4), 485-504. <https://doi.org/10.1007/s10961-016-9492-9>
- Metin, U. B., Taris, T. W., & Peeters, M. C. (2016). Measuring procrastination at work and its associated workplace aspects. *Personality and Individual Differences*, 101, 254-263. <https://doi.org/10.1016/j.paid.2016.06.006>
- Moroni, I., Arruda, A., & Araujo, K. (2015). The design and technological innovation: How to understand the growth of startups companies in a competitive business environment. *Procedia Manufacturing*, 3, 2199-2204. <https://doi.org/10.1016/j.promfg.2015.07.361>
- Nie, T., Tian, M., Cai, M., & Yan, Q. (2023). Job Autonomy and work Meaning: drivers of employee Job-Crafting Behaviors in the VUCA Times. *Behavioral Sciences*, 13(6), 493. <https://doi.org/10.3390/bs13060493>

- Pertiwi, G. A. (2020). Effect of academic stress and time management on academic procrastination. *Psikoborneo: Jurnal Ilmiah Psikologi*, 8(4), 738. <https://doi.org/10.30872/psikoborneo.v8i4.5578>
- Purwanto, C. V., & Natalya, L. (2019). Tomorrow Will Always Come, I am a Last-Minute Person: Validation of the Active Procrastination Scale-Bahasa Indonesia. *Makara Human Behavior Studies in Asia*, 23(1), 46. <https://doi.org/10.7454/hubs.asia.1130118>
- Rahimi, S., & Vallerand, R. J. (2021). The role of passion and emotions in academic procrastination during a pandemic (COVID-19). *Personality and Individual Differences*, 179, 110852. <https://doi.org/10.1016/j.paid.2021.110852>
- Ryan, R. M., & Deci, E. L. (2020). Intrinsic and extrinsic motivation from a self-determination theory perspective: Definitions, theory, practices, and future directions. *Contemporary Educational Psychology*, 61, 101860. <https://doi.org/10.1016/j.cedpsych.2020.101860>
- Saini, S., & Plowman, K. (2007). Effective communications in growing pre-IPO start-ups. *Journal of Promotion Management*, 13(3–4), 203–232. <https://doi.org/10.1080/10496490802308547>
- Salguero-Pazos, M. R., & Reyes-De-Cózar, S. (2023). Interventions to reduce academic procrastination: A systematic review. *International Journal of Educational Research*, 121, 102228. <https://doi.org/10.1016/j.ijer.2023.102228>
- Sharma, A., & Gupta, P. (2017). Agile methodologies in software development: A comparative analysis. *Journal of Computer Science Applications and Information Technology*, 1(1), 1–8. <https://doi.org/10.15226/2577-6772/1/1/00102>
- Shi, J. (2024). Management by Objectives Theory--- still effective for current business management? *Advances in Economics Management and Political Sciences*, 69(1), 207–212. <https://doi.org/10.54254/2754-1169/69/20231413>
- Sirois, F. M. (2013). Procrastination and Stress: Exploring the role of Self-compassion. *Self and Identity*, 13(2), 128–145. <https://doi.org/10.1080/15298868.2013.763404>
- Skinner, N., & Pocock, B. (2011). Flexibility and work-life interference in Australia. *Journal of Industrial Relations*, 53(1), 65–82. <https://doi.org/10.1177/0022185610390297>
- Solomon, L. J., & Rothblum, E. D. (1984). Academic procrastination: Frequency and cognitive-behavioral correlates. *Journal of Counseling Psychology*, 31(4), 503–509. <https://doi.org/10.1037/0022-0167.31.4.503>
- Steel, P. (2007). The nature of procrastination: A meta-analytic and theoretical review and quintessential self-regulatory failure. *Psychological Bulletin*, 133(1), 65–94. <https://doi.org/10.1037/0033-2909.133.1.65>
- Steel, P. (2010). Arousal, avoidant and decisional procrastinators: Do they exist? *Personality and Individual Differences*, 48(8), 926–934. <https://doi.org/10.1016/j.paid.2010.02.025>
- Sung, M., Yoon, D., & Han, C. S. (2022). Does job autonomy affect job engagement? Psychological meaningfulness as a mediator. *Social Behavior and Personality an International Journal*, 50(5), 1–10. <https://doi.org/10.2224/sbp.11275>
- Taber, K. S. (2017). The use of Cronbach's Alpha when developing and reporting research instruments in science education. *Research in Science Education*, 48(6), 1273–1296. <https://doi.org/10.1007/s11165-016-9602-2>

- Teare, G., & Teare, G. (2024, January 10). Global startup funding in 2023 clocks in at its lowest level in 5 years. Crunchbase News. <https://news.crunchbase.com/venture/global-funding-data-analysis-ai-eoy-2023/>
- Theorell, T., Jood, K., Järholm, L. S., Vingård, E., Perk, J., Östergren, P. O., & Hall, C. (2016). A systematic review of studies in the contributions of the work environment to ischaemic heart disease development. *European Journal of Public Health*, 26(3), 470–477. <https://doi.org/10.1093/eurpub/ckw025>
- Tice, D., & Baumeister, R. F. (1997). Longitudinal study of procrastination, performance, stress, and health: The cost and benefits of dawdling. *Psychological Science*, 8, 454–458. <https://doi.org/10.1111/j.1467-9280.1997.tb00460.x>
- Timmons, J. A., & Spinelli, S. (2008). *New Venture Creation*. In *New Venture Creation* (8th Edition). New York: McGraw-Hill. Retrieved from <http://www.lem.ep.usp.br/0300021/NewVentureCreationChapter3.pdf>
- Van Yperen, N. W., Rietzschel, E. F., & De Jonge, K. M. M. (2014). Blended working: For whom it may (Not) work. *PLoS ONE*, 9(7), e102921. <https://doi.org/10.1371/journal.pone.0102921>
- Vincent, N., & Paul, A. (2018). Employee motivation and retention: Issues and challenges in startup. *IJCRT*, 6(1), 2050–2056. <https://doi.org/10.1729/IJCRT.17290>
- Zhou, E. (2020). The “Too-Much-of-a-Good-Thing” Effect of Job Autonomy and Its Explanation Mechanism. *Psychology*, 11(02), 299–313. <https://doi.org/10.4236/psych.2020.112019>
- Zhu, F. (2023). The positive and negative aspects of procrastination in college students. *Journal of Education Humanities and Social Sciences*, 10, 203–208. <https://doi.org/10.54097/ehss.v10i.6920>
- Zimbardo, P. G., & Boyd, N. (1999). Putting time in perspective: A valid, reliable, individual-differences metric. *Journal of Personality and Social Psychology*, 77(6), 1271–1288. <https://doi.org/10.1037/0022-3514.77.6.1271>