

Daftar Pustaka

- Abdini, C. (2022). *Mengapa Peringkat Inovasi Indonesia Terendah diantara ASEAN-6*. Retrieved from The Conversation: <https://theconversation.com/mengapa-peringkat-inovasi-indonesia-terendah-di-antara-asean-6-176470>
- Abdullah, N., Shamsuddin, A., & Wahab, E. (2015). Organizational Culture, Creativity Climate and Organizational Innovativeness: Are They Linked? *International Journal of Research in Management, Science & Technology*, 106-110.
- Ainulisyany, M. A., & Radikun, T. B. (2022). Peran Iklim Organisasi Terhadap Perilaku Kerja Inovatif Dengan Perilaku Berbagi Pengetahuan Sebagai Mediasi (Studi Kasus Pada Industry Pariwisata). *Efektor*, 9(1), 87-100. doi:<https://doi.org/10.29407/e.v9i1.16971>
- Alhosani, M., & Ahmed, S. (2023). The Mediating Effect of Knowledge Sharing Between Organizational Climate and Individual Innovative Behavior in UAE Organizations. *International Journal of Research Publication and Reviews*, 4(7), 2283-2289.
- Andretto, L., Periotto, T. R., & Urpia, A. G. (2019). The Relevance of The Organizational Climate For Knowledge Sharing in Organizations. *International Journal of Development Research*, 9(10), 30915-30920.
- Azwar, S. (2017). *Metode Penelitian Psikologi*. Yogyakarta: Pustaka Pelajar.
- Azwar, S. (2019). *Reliabilitas dan Validitas*. Yogyakarta: Pustaka Pelajar.
- Bandura, A. (2001). Social Cognitive Theory: An Agentive Perspective. *Annual Review of Psychology*, 52, 1-26.
- Bucovetchi, O., Slusariuc, G. C., & Cincalova, S. (2019). Generation Z - Key Factor for Organizational Innovation. *Quality-Access to Success*, 20, 25-30.
- Carlucci, D., Mura, M., & Schiuma, G. (2020). Fostering Employees' Innovative Work Behaviour in Healthcare Organisations. *International Journal of Innovation*, 24(2). doi:10.1142/S1363919620500140
- Cerasi, C. C., & Balcioglu, Y. S. (2024). Bridging Generations and Values: Understanding Generation Z's Organizational Preferences and the Mediating Role of Sustainability and Innovation Attitudes in Turkey. *Administrative Sciences*, 14(229), 1-17.
- Christyanto, M. N. (2024). *EKSPLORASI PROTOTYPE GAYA KEPEMIMPINAN DAN BUDAYA ORGANISASI DI PERUSAHAAN SWASTA (SKRIPSI)*. Yogyakarta: Fakultas Psikologi UGM.
- Clarke, N., & Higgs, M. (2019). Political Skill and Role Overload as Antecedents of Innovative Work Behavior in the Public Sector. *Public Personnel Management*, 1-26. doi:<https://doi.org/10.1177/0091026019863450>
- Contreras, F., Espinosa, J. C., Dornberger, U., & Acosta, Y. A. (2017). Leadership and Employees' Innovative Work Behavior: Test of a Mediation and Moderation Model. *Asian Social Science*, 13(9), 9-28. Retrieved from <https://doi.org/10.5539/ass.v13n9p9>
- Cristina, M. (2016). Generation Z and Its Perception of Work (Case Study). *Cross Cultural Management Journal*, XVIII(1).

- de Vries, R. E., den Hooff, B. v., & de Ridder, J. A. (2006). Explaining Knowledge Sharing : The Role of Team Communication Styles, Job Satisfaction, and Performance Beliefs. *Communication Research*, 33(2), 115-135. doi:10.1177/0093650205285366
- Dewantara, D., Asmony, T., & Nurmayanti, S. (2023). The Effect of Organizational Climate on Innovative Work Behaviour with Organizational Learning Behaviour as an Intervening Variable in Employees of the West Nusa Tenggara Provincial Industry Office. *International Journal of Multicultural and Multireligious Understanding*, 10(5), 459-470.
- Dimock, M. (2019). Defining generations: Where Millennials end and Generation Z begins. *Pew Research Center*, 17(1), 1-7.
- Erwan, & Yuliharsi. (2024). PENGARUH KOMPETENSI DAN KETERLIBATAN KERJA TERHADAP PERILAKU KERJA INOVATIF DIMEDIASI OLEH KEPUASAN. *Journal Publicuho*, 7(3), 1190-1205.
- Etikariena, A. (2018). Perbedaan Perilaku Kerja Inovatif Berdasarkan Karakteristik Individu Karyawan. *Jurnal Psikologi*, 17(2), 107-118.
- Etikariena, A., & Muluk, H. (2014). Correlation between Organizational Memory and Innovative Work Behavior. *Hubs-Asia*, 18(2), 77-88. doi:10.7454/mssh.v18i2.3463
- Fadila, F., & Sawitri, H. S. (2023). A Conceptual Model: The Mediating Role of Creativity Climate in Empowering Leadership on Management Innovation and Innovative Behavior. *European Journal of Business and Management Research*, 316-319. doi:10.24018/ejbmr.2023.8.3.1989
- Fritz, M., & MacKinnon, D. (2007). Required Sample Size to Detect the Mediated Effect. *Psychological Science*, 18, 233-239. doi:10.1111/j.1467-9280.2007.01882.x
- Fuller, C. M., Simmering, M. J., Atinc, G., Atinc, Y., & Babin, B. J. (2016). Common methods variance detection in business research. *Journal of Business Research*, 69(8), 3192-3198. Retrieved from <https://doi.org/10.1016/j.jbusres.2015.12.008>.
- Hammouri, Q., & Altaher, A. (2020). The Impact of Knowledge Sharing on Employees Satisfaction: Review. *International Journal of Psychosocial Rehabilitation*, 2357-2366. doi:10.37200/IJPR/V24I10/PR300249
- Hardanti, N. F., & Riyono, B. (2022). Peran Anchor Virtues, Leader Member Exchange, dan Iklim Kreatif terhadap Perilaku Kerja Inovatif. *ANALITIKA : Jurnal Magister Psikologi UMA*, 14(2). doi:http://doi.org/10.31289/analitika.v14i1.6760
- Hayes, A. F. (2018). *Introduction to Mediation, Moderation, and Conditional Process Analysis*. New York: The Guilford Press.
- Hendratmoko, & Mutiawati, E. (2024). The Significant Impact of Workplace Environment on Gen Z Performance in Indonesia. *Jurnal Manajemen*, 28-41.
- Isaksen, S. G., & Ekvall, G. (2010). Managing for Innovation: The Two Faces of Tension in Creative Climates. *Creativity and Innovation Management*, 19(2), 73-88.

- Isaksen, S. G., Lauer, K. J., Ekvall, G., & Britz, A. (2001). Perceptions of the Best and Worst Climates for Creativity: Preliminary Validation Evidence for the Situational Outlook Questionnaire. *Creativity Research Journal*, 13(2), 171-184. doi:10.1207/S15326934CRJ1302_5
- Ismail, D., Nugroho, J., & Rohayati, T. (2023). Literature Review: Soft Skill Needed by Gen Z in the Era RI 4.0 and Society 5.0. *Majalah Ilmiah Bijak*, 20(1), 119-131.
- Janssen, O. (2000). Job Demands, Perceptions of Effort–Reward Fairness and Innovation Work Behavior. *Journal of Occupational and Organizational Psychology*, 287-302.
- Kim, E.-J., & Park, S. (2020). Transformational leadership, knowledge sharing, organizational climate and learning: an empirical study. *Leadership & Organization Development Journal*, 41(6), 761-775. doi:10.1108/LODJ-12-2018-0455
- Kumalasari, W. (2018). *Perilaku Pengambilan Risiko dan Iklim Kreatif sebagai Prediktor Terhadap Perilaku Inovatif di UKM DIY (Tesis)*. Yogyakarta: Fakultas Psikologi Universitas Gadjah Mada.
- Lazar, M. A. (2023). Adapting to VUCA: An Exploratory Study on Talent Resilience in the IT Industry and Generation Z Workforce. *Review of International Comparative Management*, 24(5), 792-815.
- Le, C. T., Phan, T. K., & Nguyen, T. N. (2024). Online knowledge sharing and employee innovation: the role of job self-efficacy and innovative climate. *Journal of Workplace Learning*, 36(4), 253-266.
- Lee, C.-C., Yeh, W.-C., Yu, Z., & Luo, Y.-C. (2023). Knowledge sharing and innovation performance: a case study on the impact of organizational culture, structural capital, human resource management practices, and relational capital of real estate agents. *Humanities & Social Sciences Communications*, 1-17. Retrieved from <https://doi.org/10.1057/s41599-023-02185-w>
- Lin, C. Y.-Y., & Liu, F. C. (2012). A cross-level analysis of organizational creativity climate and perceived innovation: The mediating effect of work motivation. *European Journal of Innovation Management*, 15(1), 55-76. Retrieved from <https://doi.org/10.1108/14601061211192834>
- Mafabi, S., Munene, J. C., & Ahiauzu, A. (2015). Creative climate and organisational resilience: the mediating role of innovation. *International Journal of Organizational Analysis*, 23(4), 564-587. Retrieved from <http://dx.doi.org/10.1108/IJOA-07-2012-0596>
- Middleton, L. (2020). *Exploring the development of innovative work behaviour of employees in multiple workplace contexts (Thesis)*. Scotland: Edinburgh Napier University.
- Nguyen, P. L., Nguyen, K., Do, T. D., & Nguyen, T. T. (2019). Knowledge Sharing and Innovative Work Behavior: The Case of Vietnam. *Uncertain Supply Chain Management*, 7, 619-634. doi:10.5267/j.uscm.2019.5.001
- Nguyen, T. P., Tran, N. M., Doan, X. H., & Nguyen, V. H. (2020). The impact of knowledge sharing on innovative work behavior of Vietnam

- telecommunications. *Management Science Letters*, 10, 53-62. doi:10.5267/j.msl.2019.8.016
- Otieno, J. O., & Nyambegera, S. M. (2019). Millennials and Generation Z Employees are here: Is your Organization ready? *Journal of Language, Technology & Entrepreneurship in Africa Vol. 10 No. 2 December 31, 2019*, 10(2).
- Ozturk, U., & Yildirim, E. (2023). The Evaluation of Generation Z in Innovation of Career Success: Comparative Analysis with Generation Y. *Marketing and Management of Innovations*, 115–126.
- Park, H. H., Zhou, Y., & Choi, M. (2018). When are individuals innovative? Three-way interaction among openness to experience, innovative climate, and job complexity. *Journal of Personnel Psychology*, 17(1), 1–11.
- Patras, Y. E., Hidayat, R., & Billah, M. A. (2021). Contribution and Priority Action of the Self-Efficacy and Organizational Climate to Improve Innovative Work Behavior. *Tadbir : Jurnal Studi Manajemen Pendidikan*, 5(2). doi:<http://dx.doi.org/10.29240/jssmp.v5i2.2941>
- Phung, V. D., Hawryszkiewicz, I., Chandran, D., & Ha, B. M. (2017). Knowledge Sharing and Innovative Work Behaviour: A Case Study from Vietnam. *ACIS 2017 Proceedings*. (pp. 1-12). Hobart: AIS Electronic Library (AISeL).
- Podsakoff, P. M., MacKenzie, S. B., Lee, J.-Y., & Podsakoff, N. P. (2003). Common Method Biases in Behavioral Research: A Critical Review of the Literature and Recommended Remedies. *Journal of Applied Psychology*, 88(5), 879-903. doi:10.1037/0021-9010.88.5.879
- Putra, Y. S., Suharti, L., & Sasongko, G. (2022). Developing innovative work behavior: The influence of psychological empowerment and intergenerational learning. *Jurnal Ekonomi dan Bisnis*, 25(2), 435-452.
- Putri, D. A., & Etikariena, A. (2022). The Relationship between Knowledge Sharing Behavior and Innovative Work Behavior through Innovation Self-Efficacy as Mediator. *Jurnal Humaniora dan Ilmu Pendidikan*, 97-108.
- Rampen, D. C., Pangemanan, A., & Mandagi, D. W. (2023). The X-factors behind Gen Z employee performance: A systematic review. *Jurnal Mantik*, 7(2), 668-681.
- Riaz, S., Xu, Y., & Hussain, S. (2018). Understanding Employee Innovative Behavior and Thriving atWork: A Chinese Perspective. *Administrative Sciences*. doi:10.3390/admsci8030046
- Rosintansafinas. (2020). *Organisational Creative Climate and Knowledge Sharing in Fostering Innovative Work Behaviour Among Startups in Malaysia*. Kuala Lumpur: Faculty of Economics and Administration University of Malaya (Thesis).
- Rosintansafinas, & Beh, L.-S. (2019). Measuring and Enhancing Organisational Creative Climate, Knowledge Sharing, and Innovative Work Behavior in Startup Development. *Emerald Insight*, 32(4), 269-289. doi:10.1108/BL-03-2019-0076
- Sali, A. H. (2023). Indonesian Gen Z Work Values, Preference between Startups and Corporations, and Intention to Apply. *Jurnal Ekonomi dan*

- Kewirausahaan West Science*, 1(3), 236-245. Retrieved from <https://wnj.westscience-press.com/index.php/jekws>
- Savanevičienė, A., Stankevičiūtė, Z., Navickas, V., Grėbliūnaitė, M., & Okręglicka, M. (2019). CRUCIAL WORK ENVIRONMENT FACTORS FOR DIFFERENT GENERATIONS' EMPLOYEE-ORGANISATION FIT. *POLISH JOURNAL OF MANAGEMENT STUDIES*, 19(1).
- Scott, S. G., & Bruce, R. A. (1994). Determinants of Innovative Behavior: A Path Model of Individual Innovation in the Workplace. *The Academy of Management Journal*, 37(3), 580-607. doi:<https://doi.org/10.2307/256701>
- Selamat, M. H., & Zhang, Y. (2019). Organizational Climate and Knowledge Sharing towards Employees' Innovative Behavior in Design Industry. *International Journal of Business and Management*, 14(9). Retrieved from <https://doi.org/10.5539/ijbm.v14n9p76>
- Shaw, P., & Varghese, R. M. (2018). Industry 4.0 and Future of HR. *Journal of Management*, 5(6), 96-103.
- Shet, S. V. (2023). A VUCA-ready workforce: exploring employee competencies and learning and development implications. *Emeral*, 1-31.
- Tahar, A., Setiadi, P. B., & Rahayu, S. (2022). Strategi Pengembangan Sumber Daya Manusia dalam Menghadapi Era Revolusi Industri 4.0 Menuju Era Society 5.0. *Jurnal Pendidikan Tambusai*, 6(2), 12380-12394.
- Tulgan, B. (2013). Meet Generation Z: The second generation within the giant "Millennial" cohort. *Rainmaker Thinking*, 1-13.
- Vincent, R. J., & Ahmad, F. S. (2021). Gen-Z Effect: New Opportunities of Employee Collaboration and Knowledge Sharing on Service Innovation in Malaysia. *International Journal of Advanced Research in Business and Management Studies*, 25, 6-16.
- Widiastuti, & Kusmaryani, R. E. (2020). Hubungan Leader Member Exchange dengan Perilaku Inovatif Kerja: Studi pada Karyawan dengan Pemimpin Perempuan. *Acta Psychologia*, 31-40.
- WIPO. (2023). *Global Innovation Index 2022*. Retrieved from WIPO : World Intellectual Property Organization: https://www.wipo.int/edocs/pubdocs/en/wipo_pub_gii_2021/id.pdf
- Woods, S. A., Mustafa, M. J., Anderson, N., & Sayer, B. (2017). Innovative work behavior and personality traits : Examining the moderating effects of organizational tenure. *Journal of Managerial Psychology*, 33(1), 29-42. doi:10.1108/JMP-01-2017-0016
- Wu, Y., van Rooij, B., & Kluin, M. (2024). Organizational life-cycle analysis of corporate offending: insights into how changes in business cycles interact with regulatory oversight to shape compliance and violations. *Crime, Law and Social Change*, 163–183.
- Xu, Z., & Suntrayuth, S. (2022). Innovative work behavior in high-tech enterprises: Chain intermediary effect of psychological safety and knowledge sharing. *journal Frontiers in Psychology*. doi:10.3389/fpsyg.2022.1017121
- Yang, L., Wei, J., & Zhou, J. (2022). How Job Tenure Weakens the Positive Influence of Education on Creative Performance through Task Performance. *Sustainability*, 14. Retrieved from <https://doi.org/10.3390/>

- Ye, P., Liu, L., & Tan, J. (2022). Creative leadership, innovation climate and innovation behaviour: the moderating role of knowledge sharing in management. *European Journal of Innovation Management*, 25(4), 1092-1114.
- You, Y., Hu, Z., Li, J., Wang, Y., & Xu, M. (2022). The Effect of Organizational Innovation Climate on Employee Innovative Behavior: The Role of Psychological Ownership and Task Interdependence. *Frontiers in Psychology*. doi:10.3389/fpsyg.2022.856407
- Ystrom, A., Aspenberg, H., & Kumlin, A. (2015). Exploring the creative climate in an open innovation arena : Identifying challenges and possibilities. *European Journal of Innovation Management*, 18(1), 70-85. doi:10.1108/EJIM-08-2013-0085
- Zaneta, Y. (2022). *Pengaruh Evaluasi Inti Diri Terhadap Perilaku Berbagi Pengetahuan pada Karyawan Generasi Milenial dengan Kemampuan Politik sebagai Pemediasi (Tesis)*. Jakarta: Magister Manajemen (Kampus Jakarta) Universitas Gadjah Mada.
- Zhou, S., Qin, L., Zhang, J., & Cao, X. (2023). Research on the influencing factors of knowledge transfer among construction workers based on social cognitive theory. *Engineering, Construction and Architectural Management*, 1768-1786.