

## DAFTAR PUSTAKA

- Ali, H., Li, M., & Qiu, X. (2022). Employee Engagement and Innovative Work Behavior Among Chinese Millennials: Mediating and Moderating Role of Work-Life Balance and Psychological Empowerment. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.942580>
- Anderson, N., Potočnik, K., & Zhou, J. (2014). Innovation and Creativity in Organizations: A State-of-the-Science Review, Prospective Commentary, and Guiding Framework. In *Journal of Management* (Vol. 40, Issue 5, pp. 1297–1333). SAGE Publications Inc. <https://doi.org/10.1177/0149206314527128>
- Bakker, A. B., Demerouti, E., de Boer, E., & Schaufeli, W. B. (2003). Job demand and job resources as predictors of absence duration and frequency. In *Journal of Vocational Behavior* (Vol. 62, Issue 2, pp. 341–356). Academic Press Inc. [https://doi.org/10.1016/S0001-8791\(02\)00030-1](https://doi.org/10.1016/S0001-8791(02)00030-1)
- Baron, R. M., & Kenny, D. A. (1986). The Moderator-Mediator Variable Distinction in Social Psychological Research: Conceptual, Strategic, and Statistical Considerations. In *Journal of Personality and Social Psychology* (Vol. 51, Issue 6).
- Bos-Nehles, A., Renkema, M., & Janssen, M. (2017). HRM and innovative work behaviour: a systematic literature review. In *Personnel Review* (Vol. 46, Issue 7, pp. 1228–1253). Emerald Publishing. <https://doi.org/10.1108/pr-09-2016-0257>
- Canavesi, A., & Minelli, E. (2022). Servant Leadership and Employee Engagement: A Qualitative Study. *Employee Responsibilities and Rights Journal*, 34(4), 413–435. <https://doi.org/10.1007/s10672-021-09389-9>
- Castaneda, D. I., & Cuellar, S. (2020). Knowledge sharing and innovation: A systematic review. *Knowledge and Process Management*, 27(3), 159–173. <https://doi.org/10.1002/kpm.1637>
- Darroch, J., & Mcnaughton, R. (2002). Examining the link between knowledge management practices and types of innovation. *Journal of Intellectual Capital*, 3(3), 210–222. <https://doi.org/10.1108/14691930210435570>
- De Jong, J., & Den Hartog, D. (2010). Measuring innovative work behaviour. *Creativity and Innovation Management*, 19(1), 23–36. <https://doi.org/10.1111/j.1467-8691.2010.00547.x>
- De Vries, R. E., Van Den Hooff, B., & 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. <https://doi.org/10.1177/0093650205285366>

- Ekmekcioglu, E. B., & Öner, K. (2024). Servant leadership, innovative work behavior and innovative organizational culture: the mediating role of perceived organizational support. *European Journal of Management and Business Economics*, 33(3), 272–288. <https://doi.org/10.1108/EJMBE-08-2022-0251>
- Eldor, L. (2017). The relationship between perceptions of learning climate and employee innovative behavior and proficiency. *Personnel Review*, 46(8), 1454–1474. <https://doi.org/10.1108/pr-08-2016-0202>
- Escribá-Carda, N., Canet-Giner, T., & Balbastre-Benavent, F. (2023). The role of engagement and knowledge-sharing in the high-performance work systems–innovative behaviour relationship. *European Journal of Management and Business Economics*. <https://doi.org/10.1108/EJMBE-07-2022-0206>
- Ghani, B., Hyder, S. I., Yoo, S., & Han, H. (2023). Does employee engagement promote innovation? The Facilitators of innovative workplace behavior via mediation and moderation. *Heliyon*, 9(11). <https://doi.org/10.1016/j.heliyon.2023.e21817>
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2019). *MULTIVARIATE DATA ANALYSIS EIGHTH EDITION*. Cengage Learning. [www.cengage.com/highered](http://www.cengage.com/highered)
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2022). *A Primer on PARTIAL LEAST SQUARES STRUCTURAL EQUATION MODELING (PLS-SEM) THIRD EDITION* (3rd ed.). SAGE Publications Ltd.
- Hair, J. F., Ringle, C. M., & Danks, N. P. (2021). *Partial Least Squares Structural Equation Modeling (PLS-SEM) Using R: A Workbook*. Springer. <http://www>.
- Hebbaz, A., Othman, S. Z., & Saoula, O. (2023). Factors Affecting Innovative Work Behavior among Employees in Algeria Petroleum Sector. *International Journal of Sustainable Development and Planning*, 18(3), 827–833. <https://doi.org/10.18280/ijstdp.180318>
- 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>
- Kahn, W. A. (1990). *PSYCHOLOGICAL CONDITIONS OF PERSONAL ENGAGEMENT AND DISENGAGEMENT AT WORK* (Vol. 33, Issue 4).
- Kurniawan, D. T., Kusnayain, Y. I., Aulisaina, F. I., Arif, M., & Hakim, R. (2021). EXPLORING THE EXISTANCE OF INNOVATIVE WORK BEHAVIOR AMONG GOVERNMENT EMPLOYEE: HAVE BEEN THERE? In *Journal*

*of Indonesian Economy and Business* (Vol. 36, Issue 3).

<http://journal.ugm.ac.id/jieb>

- Lidman, L., Gustavsson, M., & Fogelberg Eriksson, A. (2023). Learning and employee-driven innovation in the public sector – the interplay between employee engagement and organisational conditions. *Journal of Workplace Learning*, 35(9), 86–100. <https://doi.org/10.1108/JWL-05-2022-0055>
- Lu, L., Leung, K., & Koch, P. T. (2006). *Managerial Knowledge Sharing: The Role of Individual, Interpersonal, and Organizational Factors*.
- Mesmer-Magnus, J. R., & DeChurch, L. A. (2009). Information Sharing and Team Performance: A Meta-Analysis. *Journal of Applied Psychology*, 94(2), 535–546. <https://doi.org/10.1037/a0013773>
- Montani, F., Battistelli, A., & Odoardi, C. (2017). Proactive Goal Generation and Innovative Work Behavior: The Moderating Role of Affective Commitment, Production Ownership and Leader Support for Innovation. *Journal of Creative Behavior*, 51(2), 107–127. <https://doi.org/10.1002/jocb.89>
- Na-Nan, K., & Arunyaphum, A. (2021). Effect of employees' work engagement and knowledge sharing as mediators of empowering leadership and innovative work behaviour. *Industrial and Commercial Training*, 53(4), 313–330. <https://doi.org/10.1108/ICT-08-2020-0100>
- Nonaka, I. (1994). A dynamic theory of organizational knowledge creation. In *Knowledge, Groupware and the Internet* (pp. 3–42). Taylor and Francis. <https://doi.org/10.1287/orsc.5.1.14>
- Rakhmawanto Ajib. (2016). *Analisis Model MODEL ANALYSIS OF FUNCTIONAL POSITION DEVELOPMENT CIVIL SERVICE ANALYST AT NATIONAL CIVIL SERVICE AGENCY*.
- Robinson Dilys, Perryman Sarah, & Hayday Sue. (2004). *E-recruitment : is it delivering?* Institute for Employment Studies.
- Schaufeli, W. B., & Bakker, A. B. (2004). Job demands, job resources, and their relationship with burnout and engagement: A multi-sample study. *Journal of Organizational Behavior*, 25(3), 293–315. <https://doi.org/10.1002/job.248>
- Schaufeli, W. B., Salanova Marisa, Alez-Rom' A Vicente Gonz', & Bakker Arnold B. (2002). *THE MEASUREMENT OF ENGAGEMENT AND BURNOUT: A TWO SAMPLE CONFIRMATORY FACTOR ANALYTIC APPROACH*.
- Schaufeli, W. B., Taris, T. W., & Van Rhenen, W. (2008). Workaholism, burnout, and work engagement: Three of a kind or three different kinds of employee well-being? *Applied Psychology*, 57(2), 173–203. <https://doi.org/10.1111/j.1464-0597.2007.00285.x>

- Schindler, P. S. (2022). *Business Research Methods* (14th ed.). McGraw Hill LLC.
- Schindler Pamela S. (2022). *Business Research Methods*.
- Scott, S. G., & Bruce, R. A. (1994). Determinants of Innovative Behavior: A Path Model of Individual Innovation in the Workplace. In *Source: The Academy of Management Journal* (Vol. 37, Issue 3).
- Shih, H. A., & Susanto, E. (2011). Is innovative behavior really good for the firm?: Innovative work behavior, conflict with coworkers and turnover intention: moderating roles of perceived distributive fairness. *International Journal of Conflict Management*, 22(2), 111–130.  
<https://doi.org/10.1108/10444061111126666>
- Shih, H. A., & Susanto, E. (2017). Perceived identifiability, shared responsibility and innovative work behavior\*. *International Journal of Human Resource Management*, 28(22), 3109–3127.  
<https://doi.org/10.1080/09585192.2016.1143860>
- Spanuth, T., & Wald, A. (2017). How to unleash the innovative work behavior of project staff? The role of affective and performance-based factors. *International Journal of Project Management*, 35(7), 1302–1311.  
<https://doi.org/10.1016/j.ijproman.2017.07.002>
- Srirahayu, D. P., Ekowati, D., & Sridadi, A. R. (2023). Innovative work behavior in public organizations: A systematic literature review. *Heliyon*, 9(2).  
<https://doi.org/10.1016/j.heliyon.2023.e13557>
- Sudibjo, N., & Prameswari, R. K. (2021). The effects of knowledge sharing and person–organization fit on the relationship between transformational leadership on innovative work behavior. *Heliyon*, 7(6).  
<https://doi.org/10.1016/j.heliyon.2021.e07334>
- Tan, A. B. C., van Dun, D. H., & Wilderom, C. P. M. (2023). Lean innovation training and transformational leadership for employee creative role identity and innovative work behavior in a public service organization. *International Journal of Lean Six Sigma*, 15(8), 1–31. <https://doi.org/10.1108/IJLSS-06-2022-0126>
- Tenenhaus, M., Paris, H., Vinzi, V. E., & Amato, S. (2004). *A global goodness-of-fit index for PLS structural equation modelling A global Goodness-of-Fit index for PLS structural equation modelling 1 Un indice di validazione globale per i modelli ad equazioni strutturali con il metodo PLS*.  
<https://www.researchgate.net/publication/284462849>
- Thneibat, M. M. (2024). The impact of high commitment work practices on radical innovation: innovative work behaviour and knowledge sharing as

mediators. *International Journal of Productivity and Performance Management*, 73(7), 2329–2363. <https://doi.org/10.1108/IJPPM-01-2023-0036>

- Trabucchi, D., Bellis, P., Di Marco, D., Buganza, T., & Verganti, R. (2021). Attitude vs involvement: a systematic literature review at the intersection between engagement and innovation. *European Journal of Innovation Management*. <https://doi.org/10.1108/EJIM-05-2020-0171>
- Udin, U., Dananjoyo, R., & Isalman, I. (2022). The Effect of Transactional Leadership on Innovative Work Behavior: Testing the Role of Knowledge Sharing and Work Engagement as Mediation Variables. *International Journal of Sustainable Development and Planning*, 17(3), 727–736. <https://doi.org/10.18280/ijstdp.170303>
- Wiewiora, A., Trigunaryah, B., Murphy, G., & Coffey, V. (2013). Organizational culture and willingness to share knowledge: A competing values perspective in Australian context. *International Journal of Project Management*, 31(8), 1163–1174. <https://doi.org/10.1016/j.ijproman.2012.12.014>

## Media Online

- Badan Kepegawaian Negara (BKN) Denpasar (2024). Kantor Regional X Denpasar raih penghargaan pelayanan prima. Diakses pada 15 November, dari <https://denpasar.bkn.go.id/?p=8708>
- Badan Kepegawaian Negara (BKN) (2024). Inovasi pelayanan: KRX Online. Diakses pada 15 November 2024, dari <https://denpasar.bkn.go.id/inovasi/krxonline.html>
- Badan Kepegawaian Negara (BKN) (2024). Kanreg X BKN Denpasar kembali raih predikat pelayanan prima tahun 2024. Diakses pada 15 November 2024, dari <https://www.bkn.go.id/kanreg-x-bkn-denpasar-kembali-raih-predikat-pelayanan-prima-tahun-2024/>
- Badan Kepegawaian Negara (BKN) (2024). Profil kantor regional. Diakses pada 15 November 2024, dari <https://www.bkn.go.id/profil/kantor-kantor-bkn/#kantor-regional>
- Badan Kepegawaian Negara (BKN) Denpasar (2024.). Struktur organisasi Kanreg X Denpasar. Diakses pada 15 November 2024, dari [https://denpasar.bkn.go.id/?page\\_id=39](https://denpasar.bkn.go.id/?page_id=39)
- Badan Kepegawaian Negara (BKN) Denpasar (2024). Tugas dan fungsi Kanreg X Denpasar. Diakses pada 15 November, dari [https://denpasar.bkn.go.id/?page\\_id=4232](https://denpasar.bkn.go.id/?page_id=4232)



UNIVERSITAS  
GADJAH MADA

**PENGARUH KETERIKATAN KARYAWAN TERHADAP PERILAKU KERJA INOVATIF DENGAN  
BERBAGI PENGETAHUAN SEBAGAI  
VARIABEL PEMEDIASI DI LINGKUNGAN KERJA PUBLIK SEKTOR INDONESIA** Studi pada Kantor  
Regional X Badan  
Kepegawaian Negara Denpasar  
Bagas Prawira Indrajati, Ely Susanto, S.IP., MBA., Ph.D.  
Universitas Gadjah Mada, 2025 | Diunduh dari <http://etd.repository.ugm.ac.id/>

GoodStats. (2024). *Indeks inovasi Indonesia meningkat di kancah global*. Diakses pada 25 Januari 2025, dari <https://data.goodstats.id/statistic/indeks-inovasi-indonesia-meningkat-di-kancah-global-el3qH>