

DAFTAR PUSTAKA

- Administrator. (2024, Januari 7). Ekonomi hijau buka 15,3 juta lapangan kerja baru. *Indonesia.go.id*. <https://indonesia.go.id/kategori/editorial/7877/ekonomi-hijau-buka-15-3-juta-lapangan-kerja-baru?lang=1>
- Annosi, M. C., Foss, N. J., Brunetta, F., & Magnusson, M. (2025). Managerial and organisational factors: Unravelling resource allocation choices in high-performing micro-firms. *International Small Business Journal: Researching Entrepreneurship*, 43(2), 152–186. <https://doi.org/10.1177/02662426241290483>
- Asosiasi Penyelenggara Jasa Internet Indonesia (APJII). (2024, April 29). Jumlah pengguna internet Indonesia tembus 221 juta orang. *APJII*. <https://apjii.or.id/berita/d/apjii-jumlah-pengguna-internet-indonesia-tembus-221-juta-orang>
- Atmoko, T. (2010). Strategi pengembangan ekowisata pada habitat bekantan (*Nasalis larvatus* Wurmb.) di Kuala Samboja, Kalimantan Timur. *Jurnal Penelitian Hutan dan Konservasi Alam*, 7(4), 425–437.
- Badan Pusat Statistik. (2024, Januari 15). Ekspor Desember 2023 mencapai US\$22,41 miliar, naik 1,89 persen dibanding November 2023 dan impor Desember 2023 senilai US\$19,11 miliar, turun 2,45 persen dibanding November 2023. <https://www.bps.go.id/id/pressrelease/2024/01/15/2298/ekspor-desember-2023-mencapai-us-22-41-miliar--naik-1-89-persen-dibanding-november-2023-dan-impor-desember-2023-senilai-us-19-11-miliar--turun-2-45-persen-dibanding-november-2023.html>
- Badan Pusat Statistik. (2025, Februari 5). Ekonomi Indonesia Tahun 2024 tumbuh 5,03 persen (c-to-c), Ekonomi Indonesia Triwulan IV 2024 tumbuh 5,02 persen (y-on-y), Ekonomi Indonesia Triwulan IV 2024 tumbuh 0,53 persen (q-to-q). <https://www.bps.go.id/id/pressrelease/2025/02/05/2408/ekonomi-indonesia-tahun-2024-tumbuh-5-03-persen--c-to-c---ekonomi-indonesia-triwulan-iv-2024-tumbuh-5-02-persen--y-on-y---ekonomi-indonesia-triwulan-iv-2024-tumbuh-0-53-persen--q-to-q--.html>
- Bai, T., & Liesch, P. (2022). Organizational goals and resource allocation to overseas foreign direct investment. *Journal of World Business*, 57(3), 101308. <https://doi.org/10.1016/j.jwb.2021.101308>
- Belsare, H. V. (2025). Pestle analysis. *International Journal of Advanced Research*, 13(2), 608–612.
- Bisnis.com. (2022, December 8). PT. XYZ PHK 18 persen karyawan, CEO blak-blakan ungkap alasannya. *Bisnis.com*. <https://ekonomi.bisnis.com/read/20221208/620/1606371/PT.XYZ-phk-18-persen-karyawan-ceo-blak-blakan-ungkap-alasannya>
- Bornay-Barrachina, M., López-Cabrales, Á., & Salas-Vallina, A. (2025). Sensing, seizing, and reconfiguring dynamic capabilities in innovative firms: Why does

- strategic leadership make a difference? *Business Research Quarterly*, 28(2), 399–420. <https://doi.org/10.1177/23409444231185790>
- Bravo, J. R., Sánchez Gutiérrez, J., & Cabanelas Omil, J. (2025). Dynamic capabilities through resilience and ambidexterity. In T. E. G. Alvarado & P. C. Lorenzo (Eds.), *Navigating collective intelligence for sustainable futures* (pp. xx–xx). IRMA-International.org.
- Center of Economic and Law Studies (CELIOS). (2024). *Outlook Ekonomi Digital 2025*. Jakarta: CELIOS. https://celios.co.id/wp-content/uploads/2024/12/CELIOS_Outlook-Ekonomi-Digital-2025.pdf
- Databoks. (2024, Januari 15). Ekspor industri tekstil turun pada 2023, rekor terendah baru. <https://databoks.katadata.co.id/perdagangan/statistik/92bfb2c360ae039/ekspor-industri-tekstil-turun-pada-2023-rekor-terendah-baru>
- David, F. R. (2011). *Strategic management: Concepts and cases* (13th ed.). Pearson Prentice Hall.
- Duchek, S. (2020). Organizational resilience: A capability-based conceptualization. *Business Research*, 13(1), 215–246. <https://doi.org/10.1007/s40685-019-0085-7>
- Economic Times. (2023, March 12). Startups must find ways to survive winter: Singapore Monetary Authority official. *The Economic Times*. <https://economictimes.indiatimes.com/tech/startups/startups-must-find-ways-to-survive-winter-singapore-monetary-authority-official/articleshow/98603217.cms>
- Ellström, D., Ekman, P., & Kock, H. (2022). Digital transformation and dynamic capabilities in manufacturing firms: A practice-based perspective. *Technological Forecasting and Social Change*, 174, 121257. <https://doi.org/10.1016/j.techfore.2021.121257>
- Ferreira, L. S., & Nobre, F. S. (2022). Agile project management under the perspective of dynamic capabilities. *Gestão & Produção*, 29, e3122. <https://doi.org/10.1590/1806-9649-2022v29e3122>
- Furnival, J., Boaden, R., & Walshe, K. (2019). A dynamic capabilities view of improvement capability. *Journal of Health Organization and Management*, 33(7/8), 821–834. <https://doi.org/10.1108/JHOM-11-2018-0342>
- Gamble, J. E., Peteraf, M. A., & Thompson, A. A. (2020). *Essentials of strategic management: The quest for competitive advantage*.
- Gibson, C., & Tarrant, M. (2010). A ‘conceptual models’ approach to organisational resilience. *Australian Journal of Emergency Management*, 25(2), 6–12.
- Gurel, E., & Tat, M. (2017). SWOT analysis: A theoretical review. *The Journal of International Social Research*, 10, 994–1006.
- Hitt, M. A., Ireland, R. D., & Hoskisson, R. E. (2013). *Strategic management: Concepts and cases: Competitiveness and globalization*. Cengage Learning.
- Hrebiniak, L. G. (2005). *Making strategy work: Leading effective execution and change*. Wharton School Publishing.

- International Monetary Fund. (2025). Inflation rate, average consumer prices. *World Economic Outlook*.
<https://www.imf.org/external/datamapper/PCPIPCH@WEO/OEMDC/ADVEC/WEOWORLD>
- Istiqaroh, C. R., Usman, I., & Harjanti, D. (2024). How do leaders build organizational resilience? An empirical literature review. *Journal of Theoretical and Applied Management (Jurnal Manajemen Teori dan Terapan)*, 15(3).
<https://doi.org/10.20473/jmtt.v15i3.37640>
- Jakarta Globe. (2024, January 15). Funding decline, overrecruitment, and AI: The trifecta of tech layoffs. *Jakarta Globe*. <https://jakartaglobe.id/tech/funding-decline-overrecruitment-and-ai-the-trifecta-of-tech-layoffs>
- Johnson, G., Scholes, K., & Whittington, R. (2008). *Exploring corporate strategy* (8th ed.). Pearson Education.
- Khan, T. Z. A., Farooq, W., & Rasheed, H. (2019). Organizational resilience: A dynamic capability of complex systems. *Journal of Management and Research*, 6(1), 1–26.
- Layoffs.fyi. (n.d.). Tech layoff tracker. Retrieved February 26, 2025, from <https://layoffs.fyi/>
- Liang, S., & Wei, Z. (2024). Understanding users' app-switching behavior during the mobile search: An empirical study from the perspective of push–pull–mooring framework. *Behavioral Sciences*, 14(11), 989.
<https://doi.org/10.3390/bs14110989>
- Ma, R., & Allen, D. G. (2009). Recruiting across cultures: A value-based model of recruitment. *Human Resource Management Review*, 19(4), 334–346.
<https://doi.org/10.1016/j.hrmr.2009.03.001>
- Mtau, T. T., & Rahul, N. A. (2024). Optimizing business performance through KPI alignment: A comprehensive analysis of key performance indicators and strategic objectives. *American Journal of Industrial and Business Management*, 14(1), 39–56. <https://doi.org/10.4236/ajibm.2024.141003>
- Muhamad, N. (2025, 5 Maret). Kenapa masyarakat tolak kebijakan pemerintah? Ini surveinya. *Databoks Katadata*.
<https://databoks.katadata.co.id/politik/statistik/67c80dbe8383d/kenapa-masyarakat-tolak-kebijakan-pemerintah-ini-surveinya>
- N. Spandana, V. S. Ganagi, & R. Benni. (2024). A cost-benefit analysis of employee layoffs versus workforce management strategies: Assessing financial impacts and organizational profitability. *2024 IEEE Conference on Engineering Informatics (ICEI)*, Melbourne, Australia, 1–8.
<https://doi.org/10.1109/ICEI64305.2024.10912093>
- Namugenyi, C., Nimmagadda, S. L., & Reiners, T. (2019). Design of a SWOT analysis model and its evaluation in diverse digital business ecosystem contexts. *Procedia Computer Science*, 159, 1145–1154.
- Nguyen Ngoc, T., Viet Dung, M., Rowley, C., & Pejić Bach, M. (2022). Generation Z job seekers' expectations and their job pursuit intention: Evidence from

- transition and emerging economy. *International Journal of Engineering Business Management*, 14, 1–13. <https://doi.org/10.1177/18479790221112548>
- Nikolaou, I. (2021). What is the role of technology in recruitment and selection? *The Spanish Journal of Psychology*, 24, E2. <https://doi.org/10.1017/SJP.2021.6>
- Ningsih, K., & Hamamah, H. (2014). Matriks internal factor evaluation (IFE) dan external factor evaluation (EFE) buah naga organik (*Hylocereus undatus*). *Agromix*, 5(1).
- Paksi, R. P. (2020). Determinants of economic growth: Case of Indonesia. *Jurnal Dinamika Ekonomi Pembangunan*, 3(3), 157–171. https://ejournal.undip.ac.id/index.php/dinamika_pembangunan/index
- Pratama, D., & Rizqi, A. M. (2022). Post-pandemic COVID-19: Factors affecting financial performance of small and medium enterprises in Indonesia.
- Pusat Pengembangan Kebijakan Ketenagakerjaan. (2023). *Analisis ketenagakerjaan untuk pengentasan kemiskinan ekstrem*. Kementerian Ketenagakerjaan Republik Indonesia. <https://pusbangjak.kemnaker.go.id/publication-details/analisis-ketenagakerjaan-untuk-pengentasan-kemiskinan-ekstrem>
- Rasyid, A. M., Prasetyo, E. T., & Rahman, M. (2025). Quantitative study of startup valuation and strategy post-2022 winter. *Journal of World Science*, 4(6), 226. <https://jws.rivierapublishing.id/index.php/jws/article/view/226/712>
- Ruvio, A. A., Shoham, A., Vigoda-Gadot, E., & Schwabsky, N. (2014). Organizational innovativeness: Construct development and cross-cultural validation. *Journal of Product Innovation Management*, 31(5), 1–19.
- Sali, A. H. P. (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. <https://wnj.westscience-press.com/index.php/jekws>
- Sanchis, R., Canetta, L., & Poler, R. (2020). A conceptual reference framework for enterprise resilience enhancement. *Sustainability*, 12(4), 1464.
- Startup Ranking. (n.d.). Startup ranking by country. Retrieved February 26, 2025, from <https://www.startupranking.com/countries>
- Surya, B., Menne, F., Sabhan, H., Suriani, S., Abubakar, H., & Idris, M. (2021). Economic growth, increasing productivity of SMEs, and open innovation. *Journal of Open Innovation: Technology, Market, and Complexity*, 7(1), 20. <https://doi.org/10.3390/joitmc7010020>
- Teece, D. J. (2007). Explicating dynamic capabilities: The nature and microfoundations of (sustainable) enterprise performance. *Strategic Management Journal*, 28(13), 1319–1350. <https://doi.org/10.1002/smj.640>
- Teece, D. J. (2014). The foundations of enterprise performance: Dynamic and ordinary capabilities in an (economic) theory of firms. *Academy of Management Perspectives*, 28(4), 328–352. <https://doi.org/10.5465/amp.2013.0116>
- Teece, D. J., Pisano, G., & Shuen, A. (1997). Dynamic capabilities and strategic management. *Strategic Management Journal*, 18(7), 509–533.
- Times of India. (2025, January 30). Google, Microsoft, Facebook, Salesforce, and others: Tech companies that announced layoffs in the first month of 2025. *The*

- Times of India*. <https://timesofindia.indiatimes.com/technology/tech-news/google-microsoft-facebook-salesforce-and-others-tech-companies-that-announced-layoffs-in-the-first-month-of-2025/articleshow/117920743.cms>
- Wheelen, T. L., & Hunger, J. D. (2012). *Strategic management and business policy: Toward global sustainability*. Pearson Education.
- Yoshikuni, A. C., Dwivedi, R., Zhou, D., & Wamba, S. F. (2023). Big data and business analytics enabled innovation and dynamic capabilities in organizations: Developing and validating scale. *International Journal of Information Management Data Insights*, 3(2), 100206. <https://doi.org/10.1016/j.jiime.2023.100206>
- Yüksel, I. (2012). Developing a multi-criteria decision making model for PESTEL analysis. *International Journal of Business and Management*, 7(24), 52–64. <https://doi.org/10.5539/ijbm.v7n24p52>