

Daftar Pustaka

- Alviani, D., Hilmiana, H., Widiyanto, S., & Muizu, W. O. Z. (2024). Workforce agility: A systematic literature review and research agenda. *Frontiers in Psychology*, 15, Article 1376399. <https://doi.org/10.3389/fpsyg.2024.1376399>
- Armadhan, R. T., Joesyiana, K., & Mar'aini, M. (2023). The influence of communication and teamwork on employee performance at PT. Aneka Warna Indah in Jakarta. *International Journal of Sharia Business Management*, 2(2), 73–81. <https://doi.org/10.51805/ijsbm.v2i2.166>
- Bahrain, N., Sakrani, S., & Maidin, A. (2023). Communication barriers in work environment: understanding impact and challenges. *International Journal of Academic Research in Business and Social Sciences*, 13(11), 1489-1503. <https://doi.org/10.6007/ijarbss/v13-i11/19498>
- Barańczuk, U. (2019). The five factor model of personality and emotion regulation: A meta-analysis. *Personality and Individual Differences*, 139, 217-227. <https://doi.org/10.1016/j.paid.2018.11.025>
- Cai, Z., Huang, Q., Liu, H., & Wang, X. (2018). Improving the agility of employees through enterprise social media: The mediating role of psychological conditions. *International Journal of Information Management*, 38, 52-63. <https://doi.org/10.1016/j.ijinfomgt.2017.09.001>
- Calen, C., Edward, Y., Goh, T., & Toni, N. (2025). The role of digital innovation behaviour, employee satisfaction and workforce agility on employee performance during digital era. *Economics - Innovative and Economics Research Journal*, 13(3), 319-339. <https://doi.org/10.2478/eoik-2025-0068>
- Chervonsky, E., & Hunt, C. (2017). Suppression and expression of emotion in social and interpersonal outcomes: A meta-analysis. *Emotion*, 17(4), 669–683. <https://doi.org/10.1037/emo0000270>

- DeRue, D. S., Nahrgang, J. D., Wellman, N. E., & Humphrey, S. E. (2011). *Trait and behavioral theories of leadership: An integration and meta-analytic test of their relative validity*. *Personnel Psychology*, 64(1), 7-52.
<https://doi.org/10.1111/j.1744-6570.2010.01201.x>
- Eggen, P. (2020). Information processing and human memory.
<https://doi.org/10.1093/acrefore/9780190264093.013.864>
- Franco, C., & Landini, F. (2022). Organizational drivers of innovation: The role of workforce agility. *Research Policy*, 51(2), 104423.
<https://doi.org/10.1016/j.respol.2021.104423>
- Gupta, S. K. (2025). Emotional intelligence and its effect on team dynamics: A systematic review. *European Economic Letters*, 15(1), 3026-3044.
<https://doi.org/10.52783/eel.v15i1.2700>
- Hastuti, E. S., Kusdawanty, W., & Astari, K. (2024). Influence of employee experience and workload on workforce agility in startup employees. *Journal of Business and Social Review in Emerging Economies*, 10(4), 447-456.
<https://doi.org/10.26710/jbsee.v10i4.3139>
- Helmi, A. F., Marvianto, R. D., Fariz, A. B. A., Anggoro, I. P., & Anggoro, W. J. (2025). The development of the situational judgement test (SJT): Workforce agility. *JP3I (Jurnal Pengukuran Psikologi Dan Pendidikan Indonesia)*, 14(1).
<https://journal.uinjkt.ac.id/index.php/jp3i/article/view/39333>
- Huang, J.L., Ryan, A. M., Zabel, K. L., & Palmer, A. (2014). Personality and adaptive performance at work: a meta-analytic investigation.. *The Journal of applied psychology*, 99(1), 162-79. <https://doi.org/10.1037/a0034285>
- Huo, M., & Jiang, Z. (2023). Work-role overload, work-life conflict, and perceived career plateau: The moderating role of emotional stability. *Human Resource Management*, 62(6), 867-882. <https://doi.org/10.1002/hrm.22167>

- Júnior, G., & Saltorato, P. (2021). Workforce agility: a systematic literature review and a research agenda proposal. *Innovar: Revista de Ciencias Administrativas y Sociales*, 31(81), 155-168. <https://doi.org/10.15446/innovar.v31n81.95582>
- Kundi, Y. M., Sardar, S., & Badar, K. (2021). Linking performance pressure to employee work engagement: the moderating role of emotional stability. *Personnel Review*, 51(3), 841-860. <https://doi.org/10.1108/PR-05-2020-0313>
- Lehmann-Willenbrock, N. (2025). Dynamic interpersonal processes at work: taking social interactions seriously. *Annual Review of Organizational Psychology and Organizational Behavior*, 12, 133-158. <https://doi.org/10.1146/annurev-orgpsych-110622-035421>
- Li, J., Sun, R., Tao, W., & Lee, Y. (2020). Employee coping with organizational change in the face of a pandemic: The role of transparent internal communication. *Public Relations Review*, 47(1), 101984 - 101984. <https://doi.org/10.1016/j.pubrev.2020.101984>
- Li, Y., & Ahlstrom, D. (2016). Emotional stability: A new construct and its implications for individual behavior in organizations. *Asia Pacific Journal of Management*, 33(1), 1-28. <https://doi.org/10.1007/s10490-015-9423-2>
- Luthans, F., Norman, S., Avolio, B., & Avey, J. (2008). The mediating role of psychological capital in the supportive organizational climate—employee performance relationship. *Journal of Organizational Behavior*, 29(2), 219-238. <https://doi.org/10.1002/job.507>
- Maran, T., Liegl, S., Davila, A., Moder, S., Kraus, S., & Mahto, R. (2021). Who fits into the digital workplace? Mapping digital self-efficacy and agility onto psychological traits. *Technological Forecasting and Social Change*, 175, 121352. <https://doi.org/10.1016/j.techfore.2021.121352>

- Matias, A., & Cardoso, L. (2021). Defining communication: Factors and barriers of a complex concept. *European Journal of Management and Marketing Studies*, 7(1). <https://doi.org/10.46827/ejmms.v7i1.1161>
- Mohammad, A., Abdullah, Z., Omar, M. K., & Ismail, M. K. (2025). Driving organisational success through EA: A recent systematic review. *International Journal of Entrepreneurship and Management Practises*, 8(29). <https://doi.org/10.35631/ijemp.829002>
- Muduli, A. (2016). Exploring the facilitators and mediators of workforce agility: an empirical study. *Management Research Review*, 39(12), 1567-1586. <https://doi.org/10.1108/MRR-10-2015-0236>
- Musheke, M., & Phiri, J. (2021). The effects of effective communication on organizational performance based on the systems theory. *Open Journal of Business and Management*, 9, 659-671. <https://doi.org/10.4236/ojbm.2021.92034>
- Oh, I., Le, H., Hu, D., & Robbins, S. (2024). Any port in a storm: Emotional stability as a stabilizer for the job performance-voluntary turnover relationship. *Journal of Vocational Behavior*, 150, 103973.. <https://doi.org/10.1016/j.jvb.2024.103973>
- Petermann, M., & Zacher, H. (2022). Workforce agility: development and validation of a multidimensional measure. *Frontiers in Psychology*, 13, 841862. <https://doi.org/10.3389/fpsyg.2022.841862>
- Pitafi, A., Kanwal, S., & Pitafi, A. (2019). Effect of enterprise social media and psychological safety on employee's agility: mediating role of communication quality. *International Journal of Agile Systems and Management*, 12(1). <https://doi.org/10.1504/IJASM.2019.10019935>
- Pitafi, A. H., & Ren, M. (2021). Predicting the factors of employee agility using enterprise social media: moderating effects of enterprise social media-related

strain. *Internet Research*, 31(5), 1963-1990. <https://doi.org/10.1108/INTR-11-2019-0469>

Priem, J. S., & Solomon, D. H. (2018). What is supportive about supportive conversation? Qualities of interaction that predict emotional and physiological outcomes. *Communication Research*, 45(3), 443-473. <https://doi.org/10.1177/0093650215595074>

Qizi, B. M. R. (2024). The Relationship between emotional stability and coping strategies in adolescents. *European International Journal of Pedagogics*, 4(10), 44-47. <https://doi.org/10.55640/eijp-04-10-10>

Rose, S. L., & Wiseman, S. F. (2020). Empathy can be taught: communication training builds upon our innate sense of others. *Journal of Hospital Management and Health Policy*, 4(10). <https://doi.org/10.21037/jhmhp-2020-06>

Rosyid, A. N. (2025). Pengaruh teamwork dan komunikasi terhadap kinerja karyawan pada PT. Telkom Satelit Indonesia. *Jurnal Manajemen, Bisnis dan Kewirausahaan*, 5(2), 405-416. <https://doi.org/10.55606/jumbiku.v5i2.5640>

Sameer, S. K. (2022). The Interplay of digitalization, organizational support, workforce agility and task performance in a blended working environment: evidence from Indian public sector organizations. *Asian Business & Management*, 23(2), 1-21. <https://doi.org/10.1057/s41291-022-00205-2>

Sitepu, D., & Indrawan, M. I. (2024). The effect of communication and teamwork on employee performance with employee satisfaction as an intervening variable at BPJS Pematang Siantar Branch Office and Padang Sidempuan Branch Office. *International Journal of Economics, Management and Accounting*, 2(2), 331-334. <https://doi.org/10.47353/ijema.v2i2.174>

- Siveri, C. (2025). Key characteristics of communications barriers in organizational context. *International Journal of Management Trends: Key Concepts and Research*, 4(1), 79–91. <https://doi.org/10.58898/ijmt.v4i1.79-91>
- Storme, M. (2020). Who is agile? An investigation of the psychological antecedents of workforce agility. *Global Business and Organizational Excellence*. <https://doi.org/10.31219/osf.io/4gcvw>
- Sumadireja, G. C., Dachyar, M., Farizal, F., Ma'aram, A., & Park, J. (2025). Identifying key assessment factors for human capital agility and leadership agility. *Sustainability*, 17(9), 3849. <https://doi.org/10.3390/su17093849>
- Supit, G. R. A. (2023). Komunikasi organisasi Dinas Komunikasi dan informatika Kota Sukabumi. *Jurnalika: Jurnal Ilmu Komunikasi*, 7(1), 55-69. <https://doi.org/10.37949/jurnalika7141>
- Uzzakiyah, H., & Lufityanto, G. (2025). Workforce agility in startup employees: The role of psychological empowerment, emotional intelligence and job autonomy. *Humanitas: Indonesian Psychological Journal*, 22(1), 1-12. <https://doi.org/10.26555/humanitas.v22i1.755>
- Vidrascu, D. (2025). The role of effective communication in engineering projects. *The contemporary issues of the socio-humanistic sciences*, 315-322. <https://doi.org/10.54481/pcss2025.32>
- Widhiarso, W & Inderasari, A.P (2025). Kompilasi Informasi Tes Unit Pengembangan Alat Psikodiagnostika Fakultas Psikologi UGM. Fakultas Psikologi. Universitas Gadjah Mada.
- Yusuf, A., Indriasari, I., & Violinda, Q. (2023). Pengaruh manajemen talenta dan workforce agility terhadap kinerja karyawan PT. Hutan Makmur Indonesia. *Manabis: Jurnal Manajemen dan Bisnis*, 2(1), 64-72. <https://doi.org/10.54259/manabis.v2i1.1548>



Zhang, L., Xu, Y., Chen, C., & Zhao, R. (2022). Predicting the factors of employee agility using enterprise social media: the moderating role of innovation culture. *Frontiers in Psychology*, 13, 911427.
<https://doi.org/10.3389/fpsyg.2022.911427>