



DAFTAR REFERENSI

- Amabile, Teresa M. 1988. "A Model of Creativity and Innovation in Organizations." *Research in Organizational Behavior* 10: 123-67.
- Amabile, Teresa M., dan Regina Conti. 1999. "Changes in the Work Environment for Creativity during Downsizing." *Academy of Management Journal* 42 (6): 630-40.
- Amabile, Teresa M, Regina Conti, Heather Coon, Jeffrey Lazenby, dan Michael Herron. 1996. "Assessing the Work Environment for Creativity Assessing The Work Environment for Creativity University of Michigan University of Southern California" 39 (5): 1154-84.
- Ancona, Deborah G., dan David F. Caldwell. 1992. "Bridging the Boundary: External Activity and Performance in Organizational Teams." *Administrative Science Quarterly* 37 (4): 634-65.
- Anderson, Neil, Kristina Potočnik, dan Jing Zhou. 2014. "Innovation and Creativity in Organizations." *Journal of Management* 40 (5): 1297-333.
- Anderson, Neil R, dan Michael A. West. 1998. "Measuring Climate for Work Group Innovation: Development and Validation of the Team." *Journal of Organizational Behavior* 19 (3): 235-58.
- Ball, Rokeach dan De Fluer. 1988. *Teori Komunikasi Massa (Terj)*. Kuala Lumpur Malaysia: Dewan Bahasa dan Pustaka Kementerian Pendidikan Malaysia.
- Baron, Reuben M., dan David A. Kenny. 1986. "The Moderator-Mediator Variable Distinction in Social The Moderator-Mediator Variable Distinction in Social Psychological Research: Conceptual, Strategic, and Statistical Considerations." *Journal of Personality and Social Psychology* 51 (6): 1173-182.
- Bartol, Kathryn M., dan Abhishek Srivastava. 2002. "Encouraging Knowledge Sharing: The Role of Organizational Reward Systems." *Journal of Leadership & Organizational Studies* 9 (1): 64-76.
- Bedeian, Arthur G., dan Kevin W. Mossholder. 2000. "On the Use of the Coefficient of Variation as A Measure of Diversity". *Organizational Research Methods* 3 (3) : 285-97.
- Bell, Suzanne T., Anton J. Villado, Marc A. Lukasik, Larisa Belau, dan Andrea L. Briggs. 2011. "Getting Specific about Demographic Diversity Variable and Team Performance Relationships: A Meta-Analysis." *Journal of Management* 37 (3): 709-43.



Benoliel, Pascale, dan Anit Somech. 2015. "The Role of Leader Boundary Activities in Enhancing Interdisciplinary Team Effectiveness." *Small Group Research* 46 (1): 83–124.

Bliese, Paul D. 2000. "Within-Group Agreement, Non-Independence, and Reliability: Implications for Data Aggregation and Analysis." *Multilevel Theory, Research, and Methods in Organizations: Foundations, Extensions, and New Directions*.

Bliese, Paul D., dan Ronald R. Halverson. 1998. "Group Size and Measures of Group-Level Properties: An Examination of Eta-Squared and ICC Values." *Journal of Management* 24 (2): 157–72.

Burningham, Caroline dan Michael A. West. 1995. "Individual, Climate, and Group Interaction Processes as Predictors of Work Team Innovation." *Small Group Research* 26 (1): 106-17.

Cabrera, Elizabeth F., dan Angel Cabrera . 2005. "Fostering Knowledge Sharing through People Management Practices". *International Journal of Human Resource Management*, 16(5):720-35.

Cheung, Siu Yin, Yaping Gong, Mo Wang, Le (Betty) Zhou, dan Junqi Shi. 2016. "When and How Does Functional Diversity Influence Team Innovation? The Mediating Role of Knowledge Sharing and the Moderation Role of Affect-Based Trust in a Team." *Human Relations* 69 (7): 1507–31.

Chiang, Yun-Hwa, dan Kuang-Peng Hung. 2010. "Exploring Open Search Strategies and Perceived Innovation Performance from the Perspective of Inter-Organizational Knowledge Flows." *R and D Management* 40 (3): 292–99.

Cohen, Wesley M., dan Daniel A. Levinthal. 1990. "Absorptive Capacity: A New Perspective on Learning and Innovation." *Administrative Science Quarterly* 35 (1): 128

Conway, Lucian G., dan Schaller Mark. 1998. "Methods for the Measurement of Consensual Beliefs within Groups". *Group Dynamics: Theory, Research and Practice*, 2 :241-52.

Colón-Emeric, Cathleen S., Natalie Ammarell, Donald Bailey, Kirsten Corazzini, Deborah Lekan-Rutledge, Mary L. Piven, Queen Utley-Smith, dan Ruth A. Anderson. 2006. "Patterns of Medical and Nursing Staff Communication in Nursing Homes: Implications and Insights From Complexity Science." *Qualitative Health Research* 16 (2): 173–88.

Cooper, Donald R., dan Pamela S. Schindler. 2014. *Business Research Methods*.



Twelfth Ed. Florida: *McGraw Hill*.

Cohen, Susan G., dan Diane E. Bailey. 1997. "What Makes Teams Work: Group Effectiveness Research from the Shop Floor to the Executive Suite." *Journal of Management* 23 (3): 239–90.

Dahlin, Kristina B., Laurie R. Weingart, dan Pamela J. Hinds. 2005. "Team Diversity Diversity and Information Use and Team Use." *Academy of Management Journal* 48 (6): 1107–23.

Davenport, Thomas H., dan Lawrence Prusak. 1998. *Working Knowledge: How Organizations Manage What They Know*. Boston Massachusetts: Harvard Business Press.

De Dreu, Carsten K. W., Bernard A. Nijstad, Myriam N. Bechtoldt, dan Matthijs Baas. 2011. "Group Creativity and Innovation: A Motivated Information Processing Perspective." *Psychology of Aesthetics, Creativity, and the Arts* 5 (1): 81–89.

De Dreu, Carsten K. W., dan Michael A. West. 2001. "Minority Dissent and Team Innovation: The Importance of Participation in Decision Making." *Journal of Applied Psychology* 86 (6): 1191–1201.

De Dreu, Carsten K. W., Bernard A. Nijstad, dan Daan van Knippenberg. 2008. "Motivated Information Processing in Group Judgment and Decision Making." *Personality and Social Psychology Review : An Official Journal of the Society for Personality and Social Psychology, Inc* 12 (1): 22–49.

De Jong, Bart A., dan Elfring Tom. 2010. How Does Trust Affect the performance of Ongoing teams? The Mediating Role of Reflexivity, Monitoring, and Effort. *Academy of Management Journal*, 53(3): 535 – 49.

Desivilya, Helena S., Anit Somech, dan Helena Lidgoster. 2010. "Innovation and Conflict Management in Work Teams: The Effects of Team Identification and Task and Relationship Conflict." *Negotiation and Conflict Management Research* 3 (1): 28–48.

Dijk, Hans van, Marloes L. van Engen, dan Daan van Knippenberg. 2012. "Defying Conventional Wisdom: A Meta-Analytical Examination of the Differences between Demographic and Job-Related Diversity Relationships with Performance." *Organizational Behavior and Human Decision Processes* 119 (1): 38–53.



Dinas Komunikasi dan Informasi DIY. 2016. *Media Jogja*. Diakses pada 10 Desember 2017. http://www.plazainformasi.jogjaprov.go.id/index.php?option=com_content&view=category&id=61&Itemid=136.

Drach-Zahavy, Anat, dan Anit Somech. 2001. "Understanding Team Innovation: The Role of Team Processes and Structures." *Group Dynamics: Theory, Research, and Practice* 5 (2): 111–23.

Eisenhardt, Kathleen M., dan Behnam N. Tabrizi. 1995. "Accelerating Adaptive Processes: Product Innovation in the Global Computer Industry." *Administrative Science Quarterly* 40 (1): 84-110

Fay, Doris, Carol Borrill, Ziv Amir, Robert Haward, dan Michael A. West. 2006. "Getting the Most out of Multidisciplinary Teams: A Multi-Sample Study of Team Innovation in Health Care." *Journal of Occupational and Organizational Psychology* 79 (4): 553–67.

Fisher, Stephen G., Terri A. Hunter, dan W.D. Keith Macrosson. 1997. "Team or Group? Managers' Perceptions of the Differences." *Journal of Managerial Psychology* 12: 232–42.

Fong, Patrick Sik-Wah, dan Lily Chu. 2006. "Exploratory Study of Knowledge Sharing in Contracting Companies: A Sociotechnical Perspective." *Journal of Construction Engineering and Management* 132 (September): 928–39.

Gachter, Simon, Georg von Krogh, dan Stefan Haefliger. 2010. "Initiating Private-Collective Innovation: The Fragility of Knowledge Sharing." *Research Policy* 39 (7): 893–906.

Gebert, Diether, Sabine Boerner, dan Eric Kearney. 2010. "Fostering Team Innovation: Why Is It Important to Combine Opposing Action Strategies?" *Organization Science* 21 (3): 593–608.

Ginkel, Wendy P. Van, dan Daan van Knippenberg. 2008. "Group Information Elaboration and Group Decision Making: The Role of Shared Task Representations." *Organizational Behavior and Human Decision Processes* 105 (1): 82–97.

Gilson, Lucy L., Hyoun Sook Lim, Margaret M. Luciano, dan Jin Nam Choi. 2013. "Unpacking the Cross-Level Effect of Tenure Diversity, Explicit Knowledge, and Knowledge Sharing on Individual Creativity." *Journal of Occupationa; and Organizational Pstchology* 86 (2): 203-22.

Goncalo, Jack A., dan Barry M. Staw. 2006. "Individualism-Collectivism and Group Creativity." *Organizational Behavior and Human Decision Prosesses* 100 (1): 96-109.



Goncalo, Jack A., dan Michelle M. Duguid. 2012. "Follow the Crowd in A New Direction: When Conformity Pressure Facilitates Group Creativity (and when it does not)." *Organizational Behavior and Human Decision Processes* 118 (1): 14-23.

Gong, Yaping, Tae-Yeol Kim, Deog-Ro Lee, dan Jing Zhu. 2013. "A Multilevel Model of Team Goal Orientation, Information Exchange, and Creativity." *Academy of Management Journal* 56 (3): 827–51.

Guzzo dan G. P. Shea, "Group Performance and Intergroup Relations in Organizations," In: M. D. Dunnette and L. M. Hough, Eds., *Handbook of Industrial and Organizational Psychology*. Consulting Psychologists Press, Palo Alto, 1992: 269-313.

Hackman, J. R. 1992. "Group influences on individual in organisations". In M. D. Dunnette, & L. M. Hough (Eds.), *Handbook of industrial and organisational psychology*. Consulting Psychologists Pres, Palo Alto 3: 199-267.

Hair, Joseph F., William C. Black, Barry J. Babin, dan Ralph E. Anderson. 2014. *Multivariate Data Analysis*. Seventh Ed. Vectors : Prentice Hall.

Hambrick, Donald C., dan Phyllis A. Mason. 1984. "Upper Echelons: The Organization as a Reflection of Its Top Managers." *Academy of Management Review* 9 (2): 193–206.

Harrison, David A., dan Kahenne J. Klein. 2007. "What the Difference? Diversity Construct as Separation, Variety, or Disparity in Organizations." *Academy of Management Review* 32 (4): 1199-228.

Harrison, David A., Kenneth H. Price, dan Myrtle P. Bell. 1998. "Beyond Relational Demography: Time and the Effects of Surface- and Deep-Level Diversity on Work Group Cohesion." *Academy of Management Journal* 41 (1): 96–107.

Harrison, David A., Kenneth H. Price, Joanne H. Gavin, dan Anna T. Florey. 2002. "Time, Teams, and Task Performance: Changing Effects of Surface- and Deep-Level Diversity on Group Functioning." *Academy of Management Journal* 45 (5): 1029–45

Heffner, Michael, dan Nawaz Sharif. 2008. "Knowledge Fusion for Technological Innovation in Organizations." *Journal of Knowledge Management* 12 (2): 79–93.

Hentschel, Tanja, Meir Shemla, Jürgen Wegge, dan Eric Kearney. 2013. "Perceived Diversity and Team Functioning." *Small Group Research* 44 (1): 33–61.



Hoever, Inga J., Daan van Knippenberg, Wendy P. van Ginkel, dan Harry G. Barkema. 2012. "Fostering Team Creativity: Perspective Taking as Key to Unlocking Diversity's Potential." *Journal of Applied Psychology* 97 (5): 982–96.

Hooff, Bart van den, dan Jan A. de Ridder. 2004. "Knowledge Sharing in Context: The Influence of Organizational Commitment, Communication Climate and CMC Use on Knowledge Sharing." *Journal of Knowledge Management* 8 (6): 117–30.

Hu, Lingyan, dan Amy E. Randel. 2014. "Knowledge Sharing in Teams." *Group & Organization Management* 39 (2): 213–43.

Hülsheger, Ute R., Neil Anderson, dan Jesus F. Salgado. 2009. "Team-Level Predictors of Innovation at Work: A Comprehensive Meta-Analysis Spanning Three Decades of Research." *The Journal of Applied Psychology* 94 (5): 1128–45.

Janssen, Onne, Evert van de Vliert, dan Michael West. 2016. "The Bright and Dark Sides of Individual and Group Innovation: A Special Issue Introduction." *Journal of Organizational Behavior* 25 (2): 129–45.

Jackson, Susan E., Karen E. May, dan Kristina Whitney. 1995. "Understanding the Dynamics of Diversity in Decision-Making Teams." *Team Effectiveness and Decision Making in Organizations*: 204–61.

James, Lawrence R. 1982. Aggregation Bias in Estimates of Perceptual Agreement. *Journal of Applied Psychology*, 67(2): 219 – 29.

James, Lawrence R., Robert G. Demaree, dan Gerrit Wolf. 1984. Estimating Within-Group Interrater Reliability With and Without Response Bias. *Journal of Applied Psychology*, 69(1): 85 – 98.

Janis, Irving. 1972. *Victims of Groupthink*. Houghton Mifflin Company

Jiang, Wan, Qinxuan Gu, dan Greg G. Wang. 2015. "To Guide or to Divide: The Dual-Side Effects of Transformational Leadership on Team Innovation." *Journal of Business and Psychology* 30 (4): 677–91.

Jiang, Yuan, dan Chao C. Chen. 2016. "Integrating Knowledge Activities for Team Innovation: Effects of Transformational Leadership." *Journal of Management* (71432005): 14920631662864.

Jin, Linlin, dan Haifa Sun. 2010. "The Effect of Researchers' Interdisciplinary Characteristics on Team Innovation Performance: Evidence from University R&D Teams in China." *International Journal of Human Resource*



Management 21 (13): 2488–502.

Judge, Timothy A, dan Stephen P Robbins. 2014. "Essentials of Organizational Behavior." New York: Pearson.

Jehn, Karen A., Gregory B. Northcraft, dan Margaret A. Neale. 1999. "Why Differences Make a Difference: A Field Study of Diversity, Conflict, and Performance in Workgroups." *Administrative Science Quarterly* 44 (4): 741.

Jones, Gareth R., dan Jennifer M. George. 2015. "Essentials of Contemporary Management, Fifth Edition." New York : Mc-Graw-Hill Education.

Keller, Robert T. 2001. "Cross-Functional Project Groups in Research and New Product Development: Diversity, Communications, Job Stress, and Outcomes." *Academy of Management Journal* 44 (3): 547–55.

Kessel, Maura, Jan Kratzer, dan Carsten Schultz. 2012. "Psychological Safety, Knowledge Sharing, and Creative Performance in Healthcare Teams." *Creativity and Innovation Management* 21 (2): 147–57.

Kilduff, Martin, Reinhard Angelmar, dan Ajay Mehra. 2000. "Top Management-Team Diversity and Firm Performance: Examining the Role of Cognitions." *Organization Science* 11 (1): 21–34.

Kivimaki, Mika dan Marko Elovainio. 1999. "A Short Version of the Team Climate Inventory: Development and Psychometric Properties." *Journal of Occupational and Organizational Psychology* 72: 241–46.

Knippenberg, Daan van. 2017. "Team Innovation." *Annual Review of Organizational Psychology and Organizational Behavior* 4 (1): 211–33.

Knippenberg, Daan van, dan Michaéla C. Schippers. 2007. "Work Group Diversity." *Annual Review of Psychology* 58 (1): 515–41.

Kozlowski, Steve. W. J., dan Katherine J. Klein. 2000. *A Multilevel Approach to Theory and Research in Organizations: Contextual, Temporal, and Emergent Processes*. Dalam Katherine J. Klein & Steve W. J. Kozlowski (Eds.), *Multilevel Theory, Research, and Methods in Organizations: Foundations, Extensions, and New Directions* (pp. 3-90). San Francisco, CA: Jossey-Bass

Kozlowski, Steve W. J., dan Bradford S. Bell. 2001. "Work Groups and Teams in Organizations Work Groups and Teams in Organizations." *ILR Collection*, no. 2003: 1–70.

Kogut, Bruce, dan Udo Zander. 1992. "Knowledge of the Firm, Combinative Capabilities, and the Replication of Technology." *Organization Science* 3 (3):



383–97.

- Kurtzberg, Terri R. 2005. " Feeling Creative, Being Creative: An Empirical Study of Diversity and Creativity in Teams." *Creativity Research Journal* 17 (1): 51-65.
- Kurtzberg, Terri R., dan Teresa M. Amabile. 2001. "From Guilford to Creative Synergy: Opening the Black Box of Team-Level Creativity." *Creativity Research Journal* 13 (3–4): 285–94.
- Lantz, Annika, dan Agneta Brav. 2007. " Job Design for Learning in Work Group." *Journal of Workplace Learning* 19 (5): 269-85.
- Levine, John M., dan Richard L. Moreland. 2004. " Collaboration: The Social Context of Theory Development." *Personality and Social Psychology Review* 8 (2): 164-72.
- Leifer, Richard, Christopher M. McDermott, Gina Colarelli O'Connor, Peters S. Lois, Mark Rice, dan Robert W. Veryzer. 2002. "Book Review. Radical Innovation – How Mature Companies Can Outsmart Upstarts." *Journal of Business Research* 55 (4): 529–30.
- Lin, Chieh-Peng. 2007. "To Share or Not to Share: Modeling Tacit Knowledge Sharing, Its Mediators and Antecedents". *Journal of Business Ethics*, 70: 411-28.
- Liebowitz, Jay, dan Yan Chen. 2004. "Knowledge Sharing Proficiencies: The Key to Knowledge Management." Dalam *Handbook on Knowledge Management 1: Knowledge Matters*, 409–24.
- Martins, Luis. L., Marieke C. Schilpzand, Bradley. L. Kirkman, Sylvester Ivanaj, dan Vera Ivanaj. 2013. "A Contingency View of the Effects of Cognitive Diversity on Team Performance: The Moderating Roles of Team Psychological Safety and Relationship Conflict." *Small Group Research* 44 (2): 96–126.
- Mathisen, Gro Ellen, Ståle Einarsen, Kari Jørstad, dan Kolbjørn S. Brønnick. 2004. "Climate for Work Group Creativity and Innovation: Norwegian Validation of the Team Climate Inventory (TCI)." *Scandinavian Journal of Psychology* 45 (5): 383–92.
- McDermott, Richard, dan Carla O'Dell. 2001. "Overcoming Cultural Barriers to Sharing Knowledge." *Journal of Knowledge Management* 5 (1): 76–85.
- Mehra, Ajay, Martin Kilduff, dan Daniel J. Brass. 1998. "At the Margins: A Distinctiveness Approach to the Social Identity and Social Networks of

- Underrepresented Groups." *Academy of Management Journal* 41 (4): 441–52.
- Mello, Abby L., dan Lisa A. Delise. 2015. "Cognitive Diversity to Team Outcomes: The Roles of Cohesion and Conflict Management." *Small Group Research* 46 (2): 204–26.
- Mello, Abby L., dan Joan R. Rentsch. 2015. "Cognitive Diversity in Teams: A Multidisciplinary Review." *Small Group Research* 46 (6): 623–58.
- Miller, C. Chet, Linda M. Burke, dan William H. Glick. 1998. "Cognitive Diversity among Upper-Echelon Executives: Implications for Strategic Decision Processes." *Strategic Management Journal* 19 (1): 39–58.
- Miron-Sspector, Ella, Miriam Erez, dan Eitan Naveh. 2011. "The Effect of Conformist and Attentive-to-Detail Members on Team Innovation: Reconciling the Innovation Paradox." *Academy of Management Journal* 54 (4): 740–60.
- Mitchell, Rebecca, dan Brendan Boyle. 2015. "Professional Diversity, Identity Salience and Team Innovation: The Moderating Role of Openmindedness Norms." *Journal of Organizational Behavior* 36 (6): 873–94.
- Mohammed, Susan, dan Erika Ringseis. 2001. "Cognitive Diversity and Consensus in Group Decision Making: The Role of Inputs, Processes, and Outcomes." *Organizational Behavior and Human Decision Processes* 85 (2): 310–35.
- Neuman, W. Lawrence. 2014. *Social Research Methods: Qualitative and Quantitative Approaches*. Seventy Ed. England: Pearson Education Limited.
- Nonaka, Ikujiro, dan Hirotaka Takeuchi. 1995. "Knowledge-Creating Company." December 1991: 3–19.
- Nijstad, Bernard A., dan Carsten K.W. De Dreu. 2012. "Motivated Information Processing in Organizational Teams: Progress, Puzzles, and Prospects." *Research in Organizational Behavior* 32: 87–111.
- Nonaka, Ikujiro, and Hirotaka Takeuchi. 1996. "Book Review. The Knowledge-Creating Company: How Japanese Companies Create the Dynamics of Innovation." *Long Range Planning* 29 (4): 598-600.
- Nsenduluka, E. dan Shee, H.K. 2007. "Organisational and Group Antecedents of Workgroup Service Innovativeness." Paper submitted and accepted, subject to minor changes by the *Journal of Business Research*, February 2008.
- Pangestu, Mari Elka. 2008. *Pengembangan Industri Kreatif Menuju Visi Ekonomi Kreatif Indonesia 2025*. Jakarta: Departemen Perdagangan Republik



Indonesia.

- Perry Smith, Jill E. 2006." Social Yet Creative: The Role of Social Relationships in Facilitating Individual Creativity." *Academy of Management Journal* 49 (1): 85-101.
- Plessis, Marina du. 2007. "The Role of Knowledge Management in Innovation." *Journal of Knowledge Management* 11 (4): 20–29.
- Reid, Fraser. 1987. "Rediscovering the Social Group: A Self-Categorization Theory." *British Journal of Social Psychology* 26 (4): 347–48.
- Richter, Andreas W., Giles Hirst, Daan van Knippenberg, dan Markus Baer. 2012. "Creative Self-Efficacy and Individual Creativity in Team Contexts: Cross-Level Interactions with Team Informational Resources." *Journal of Applied Psychology* 97 (6): 1282–90.
- Roberson, Quinetta M., Michael C. Sturman, dan Tony L. Simons. 2007. "Does the Measure of Dispersion Matter in Multilevel Research? A Comparison of the Relative Performance of Dispersion Indexes". *Organizational Research Methods* 20 (10): 564-88.
- Sauer, Jürgen, Tobias Felsing, Holger Franke, dan Bruno Rüttinger. 2006. "Cognitive Diversity and Team Performance in a Complex Multiple Task Environment." *Ergonomics* 49 (10): 934–54.
- Schilpzand, M. C., & Martins, L. L. 2010. "Cognitive diversity and team performance: The roles of team mental models and information processing." *Academy of Management Proceedings* 1: 1–6.
- Schneider, Benjamin, dan Arnon E. Reichers. 1983. "On the Etiology of Climates." *Personnel Psychology* 36 (1): 19–39.
- Sekaran, Uma, dan Roger Bougie. 2016. Research Methods for Business A Skill Building Approach Seventh Edition.United Kingdom: John Wiley and Sons Ltd.
- Sethi, Rajesh, Daniel C. Smith, dan C. Whan Park. 2001. "Cross-Functional Product Development Teams, Creativity, and the Innovativeness of New Consumer Products." *Journal of Marketing Research* 38 (1): 73–85.
- Shalley, Christina E., Lucy L. Gilson, dan Terry C. Blum. 2009. "Interactive Effects of Growth Need Strength, Work Context, and Job Complexity on Self-Reported Creative Performance." *Academy of Management Journal* 52 (3): 489–505.



- Shin, Shung J., Tae-Yeol Kim, Jeong-Yeon Lee, dan Lin Bian. 2012. "Cognitive Team Diversity and Individual Team Member Creativity: A Cross-Level Interaction." *Academy of Management Journal* 55 (1): 197–212.
- Somech, Anit., dan Amira Khalaili. 2014. "Team Boundary Activity: Its Mediating Role in the Relationship Between Structural Conditions and Team Innovation." *Group & Organization Management* 39 (3): 274–99.
- Somech, Anit. 2006. "The Effects of Leadership Style and Team Process on Performance and Innovation in Functionally Heterogeneous Teams." *Journal of Management* 32 (1): 132–57.
- Somech, Anit, dan Anat Drach-Zahavy. 2013. "Translating Team Creativity to Innovation Implementation: The Role of Team Composition and Climate for Innovation." *Journal of Management* 39 (3): 684–708.
- Sutton, Robert I., dan Andrew Hargadon. 1996. "Brainstorming Groups in Context: Effectiveness in a Product Design Firm." *Administrative Science Quarterly* 41 (4): 685–718.
- Taylor, Alva, dan Henrich R. Greve. 2006. "Superman or the Fantastic Four? Knowledge Combination and Experience in Innovative Teams." *Academy of Management Journal* 49 (4): 723–40.
- Tajfel, Henri. 1982. "Social Psychology of Intergroup Relations." *Annual Review of Psychology* 33 (1): 1–39.
- Tang, Chaoying, dan Stefanie E. Naumann. 2016. "Team Diversity, Mood, and Team Creativity: The Role of Team Knowledge Sharing in Chinese R & D Teams." *Journal of Management and Organization* 22 (3): 420–34.
- Tegarden, David P., Linda F. Tegarden, dan Steven D. Sheetz. 2009. "Cognitive Fractions in a Top Management Team: Surfacing and Analyzing Cognitive Diversity Using Causal Maps." *Group Decision and Negotiation* 18 (6): 537–66.
- Tidd, Joe, John Bessant, dan Keith Pavitt. 2009. *Managing Innovation - Integrating Technological, Market and Organizational Change*. Chichester: John Wiley & Sons Ltd.
- Tushman, Michael L., dan Charles A. O'Reilly. 2002. *Winning Through Innovation: A Practical Guide to Leading Organizational Change and Renewal*. England: Harvard Business School Press.
- Undang-Undang Republik Indonesia Nomor 32 Tahun 2002 Tentang Penyiaran.



Vegt, der Van, dan Onne Janssen. 2003. "Joint Impact of Interdependent and Group Diversity on Innovation." *Journal of Management* 29 (6): 801-30.

Walsh, James P., dan Gerardo R. Ungson. 1991. "Organizational Memory." *Academy of Management Review* 16 (1): 57-91.

Wang, Zhining, dan Nianxin Wang. 2012. "Knowledge Sharing, Innovation and Firm Performance." *Expert Systems with Applications* 39 (10): 8899-908.

Wang, Xio-Hua (Frank), Tae-Yeol Kim, dan Deog-Ro Lee. 2016. "Cognitive Diversity and Team Creativity: Effects of Team Intrinsic Motivation and Transformational Leadership." *Journal of Business Research* 69 (9): 3231-39.

West, Michael A., Carol S. Borrill, Jeremy F. Dawson, Felix Brodbeck, David A. Shapiro, dan Bob Haward. 2003. "Leadership Clarity and Team Innovation in Health Care." *The Leadership Quarterly* 14 (4-5): 393-410.

West, Michael A. 2002. "Sparkling Fountains or Stagnant Ponds: An Integrative Model of Creativity and Innovation Implementation in Work Groups." *Applied Psychology* 51(3): 355-87.

West, Michael A., dan Michaela Wallace. 1991. "Innovation in Health Care Teams." *European Journal of Social Psychology* 21 (4): 303-15.

West, Michael A. 1990. "The social psychology of innovation in groups". In Michael A. West dan J. L. Farr (Eds.) *Innovation and creativity at work: Psychological and organizational strategies*: 309-333. Chichester: Wiley.

West, Michael A., dan Farr, J.L. 1990. "Innovation at work", in West, Michael A., dan Farr, J.L. (Eds), *Innovation and Creativity as Work: Psychological and Organizational Strategies*, Wiley, Chichester: 3-13.

Williams, Katherine Y., dan Charles A. O'Reilly. 1998. "Demography and Diversity in Organizations: A Review of 40 Years of Research." *Research In Organizational Behavior*, 20:77-140.

Woodman, Richard W., John E. Sawyer, dan Ricky W. Griffin. 1993. "Toward a Theory of Organizational Creativity." *Academy of Management Review* 18 (2): 293-321.

Yang, Shu-Chen dan Farn Cheng-Kiang. 2009. "Social Capital, Behavioural Control, and Tacit Knowledge Sharing - A Multi-Informant Design". *International Journal of Information Management*, 29: 210-18.

Yuan, Feirong, dan Richard W. Woodman. 2010. "Innovative behavior in the workplace: The role of performance and image outcome expectations."



UNIVERSITAS
GADJAH MADA

Pengaruh Keragaman Kognitif terhadap Inovasi Tim: Peran Berbagi Pengetahuan sebagai Mediasi
dan

Iklim Tim sebagai Moderasi

DEVI YULIA RAHMI, Nurul Indarti, Sivilekonom, Cand.Merc., Ph.D.

Universitas Gadjah Mada, 2018 | Diunduh dari <http://etd.repository.ugm.ac.id/>

Academy of Management Journal, 53 (2): 323-42.

Zhou, Jing, dan Inga J. Hoever. 2014. "Research on Workplace Creativity: A Review and Redirection." *Annual Review of Organizational Psychology and Organizational Behavior* 1 (1): 333–59.