

DAFTAR PUSTAKA

- Akgün, A., Byrne, J., Keskin, H., Lynn, G., & Imamoglu, S. 2005. Knowledge networks in new product development projects: A transactive memory perspective. *Information & Management*, 42: 1105–1120.
- Alper, S., Tjosvold, D., & Law, K. S. 1998. Interdependence and controversy in group decision making: Antecedents to effective self-managing teams. *Organizational Behavior and Human Decision Processes*, 74: 33-52.
- Amabile, T. M. 2012. *Componential Theory of Creativity*. Working Paper. Harvard Business School.
- Amabile, T. M., Conti, R., Coon, H., Lazenby, J., & Herron, M. 1996. Assessing the work environment for creativity. *Academy of Management Journal*, 39: 1154-1184.
- Amabile, T. M. 1988. A model of creativity and innovation in organizations. *In B. M. Staw and L. L. Cummings (eds.), Research in Organizational Behavior*, 10: 123–167. Greenwich, CT: JAI Press.
- Argote, L., & Ingram, P. 2000. Knowledge transfer: A basis for competitive advantage in firms. *Organizational Behavior and Human Decision Processes*, 82: 150–169.
- Austin, J. R. 2003. Transactive memory in organizational groups: The effects of content, consensus, specialization, and accuracy on group performance. *Journal of Applied Psychology*, 88: 866–878.
- Baer, M., Leenders, R. T., Oldham, G., & Vadera, A. K. 2010. Win or lose the battle for creativity: The Power and Perils of Intergroup Competition. *Academy of Management Journal*, 53: 827–845.
- Bantel, K. A. & Jackson, S. E. 1989. Top management and innovations in banking: Does the composition of the top team make a difference?. *Strategic Management Journal*, 10: 107–124.
- Barrick, M. R., Bradley, B., Kristof-Brown, A. L., & Colbert, A. 2007. The moderating role of top management team interdependence: Implications for real teams and working groups. *The Academy of Management Journal*, 50:544-557.
- Beal, D. J., Cohen, D. J., Burke, M. J., & McLendon, C. L. 2003. Cohesion and performance in groups: A meta-analytic clarification of construct relations. *Journal of Applied Psychology*, 88: 989–1004.
- Beersma, B., Hollenbeck, J. R., Humphery, S. E., Moon, H., Conlon, D. E., & Ilgen, D. R. 2003. Cooperation, competition, and team performance: Toward a contingency approach. *Academy of Management Journal*, 46: 572–590.
- Bell, S. T., Villado, A. J., Lukasik, M. A., Belau, L., & Briggs, A. L. 2011. Getting specific about demographic diversity variable and team

- performance relationships: A meta analysis. *Journal of Management*, 37: 709-743.
- Bezrukova, K., Jehn, K. A., Zanutto, E., & Thatcher, S. M. B. 2009. Do workgroup faultlines help or hurt? A moderated model of group faultlines, team identification, and group performance. *Organization Science*, 20, 35–50.
- Bliese, P. D. 2000. Within-group agreement, non-independence, and reliability: Implications for data aggregation and analysis. In K. J. Klein and S. W. J. Kozlowski (Eds.). *Multilevel Theory, Research, and Methods in Organizations* (pp. 349-381).
- Brandon, D. P., & Hollingshead, A. B. 2004. Transactive memory systems in organizations: Matching tasks, expertise, and people. *Organization Science*, 15: 633–644.
- Bradley, B. H., Postlethwaite, B. E., Klotz, A. C., & Hamdani, M. R. 2012. Reaping the benefits of task conflict in teams: The critical role of team psychological safety climate. *Journal of Applied Psychology*, 97: 151–158.
- Brislin. 1986. The wording and translation of research instruments. In W.L. Lonner and J.W. Berry, eds *Field Methods in Cross-Cultural Research*. Newbury Park, CA: Sage.
- Brodbeck, F.C., Kerschreiter, R., Mojzisch, A., & Schulz-Hardt, S. 2007. Group decision making under conditions of distributed knowledge: The information asymmetries model. *Academy of Management Review*, 32: 459-479.
- Bunderson, J.S. 2003. Recognizing and utilizing expertise in work groups: A status characteristics perspective. *Administrative Science Quarterly*, 48: 557–591.
- Campion, M. A., Papper, E. M., & Medsker, G. J. 1996. Relations between work team characteristics and effectiveness: A replication and extension. *Personnel Psychology*, 49: 429-452.
- Cannon-Bowers, J. A., & Salas, E. 2001. Reflections on Shared Cognition. *Journal of Organizational Behavior*, 22: 195-202.
- Chan, D. 1998. Functional relations among constructs in the same content domain at different levels of analysis: A typology of composition models. *Journal of Applied Psychology*, 83, 234-246.
- Chapman, D. W., & Carter, J. F. 1979. Translation procedures for the cross cultural use of measurement instruments. *American Educational Research Association*, 1: 71-76.
- Chen, C. C., Chen, X, & Meindl, J. R. 1998. How can cooperation be fostered? The cultural effects of individualism-collectivism. *Academy of Management Review*, 23: 285-304.

- Choi, S. Y., Lee, H., & Yoo. 2010. The impact of information technology and transactive memory systems on knowledge sharing, application, and Team performance: A Field Study. *MIS Quarterly*, 34: 855-870.
- Cohen, S. G., & Bailey, D. E. 1997. What makes teams work: Group effectiveness research from the shop floor to the executive suite. *Journal of Management*, 23: 239-290.
- Cohen, J., Cohen, P., West, S. G. & Aiken, L. S. 2003. *Applied multiple regression/correlation analysis for the behavioral sciences*. NJ: Lawrence Erlbaum.
- Costa, P. L., Graca, A. M., Marques-Quinteiro, P., Santos, C. M., Caetano., & Passos, A. M. 2013. Multilevel Research in the Field of Organizational Behavior: *An Empirical Look at 10 Years of Theory and Research*. *Sage Open*, 1-17. DOI: 10.1177/2158244013498244.
- Cox, T. H., Jr., Lobel, S. A., & McLeod, P. A. 1991. Effects of ethnic group cultural differences on cooperative and competitive behavior on a group task. *Academy of Management Journal*, 34: 827-847.
- Creswell, J. W. 2003. *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches*, 2th Eds. Sage Publication.
- Cruz, N. M., Perez, V. M., & Ramos, Y. F. 2007. Transactive memory processes that lead to better team results. *Team Performance Management*, 13: 192-205.
- Cronin, M. A., & Weingart, L. R. 2007. Representational gaps, information processing, and conflict in functionally diverse teams. *Academy of Management Review*, 32: 761-773.
- Daft, R. L., & Lengel, R. H. 1986. Organizational information requirement, media richness and structural design. *Organization Design*, 32: 554-571.
- Daft, R. L., & Lengel, R. H. 1983. *Information richness: A new approach to managerial behavior and organization design*. Department of Management Texas, A & M University.
- Dahlin, K. B., Weingart, L. R., Hinds, P. J. 2005. Team diversity and information use. *Academy of Management Journal*, 48:1107-1123.
- DeChurch, L. A., & Mesmer-Magnus, J. R. 2010. The cognitive underpinnings of effective teamwork: A meta-analysis. *Journal of Applied Psychology*, 95: 32-53.
- Deutsch, M. 1949a. A theory of cooperation and competition. *Human Relations*, 2: 129-151.
- Deutsch, M. 1949b. An experimental study of the effects of cooperation and competition upon group process. *Human Relations*, 2, 199-231.
- Deutsch, M. 1988. Cooperation, conflict, and justice: In theory and practice. *Annual Meeting of the Society of Experimental Social Psychology*.

- Deutsch, M. 2006. *Cooperation and competition*. M. Deutsch P. T. Coleman & E. C. Marcus (Eds.), *The handbook of conflict resolution: Theory and practice* (2nd ed.): 23–42. San Francisco, CA: Jossey-Bass.
- De Dreu, C. K. 2007. Cooperative outcome interdependence, task reflexivity, and team effectiveness: A motivated information processing perspective. *Journal of Applied Psychology*, 92: 628–638.
- DeJong, B. & Elfring, T. 2010. How does trust affect the performance of ongoing teams? The mediating role of reflexivity, monitoring, and effort. *Academy of Management Journal*, 53: 535–549.
- Dierdorff, E. C., & Morgeson, F. P. 2007. Consensus in work role requirements: The influence of discrete occupational context on role expectations. *Journal of Applied Psychology*, 92: 1228–1241.
- Dirks, K. T., & Skarlicki, D. 2004. *Trust in leaders: Existing research and emerging issues*. In R. Kramer & K. Cook (Eds.) *Trust and Distrust in Organizations: Dilemmas and Approaches*: 21–40. New York: Russell Sage Foundation.
- Dougherty, D. 1992. Interpretive barriers to successful product innovation in large firms. *Organization Science*, 3: 179–202.
- Edmondson, A. C., Dillon, J. R., & Roloff, K. 2007. *Three perspectives on team learning: Outcome improvement, task mastery, and group process*. In J. P. Walsh & A. P. Brief (Eds.), *The Academy of Management Annals*: 269–314. Hillsdale, NJ: Psychology Press.
- Ellis, A. P. J. 2006. System breakdown: The role of mental models and transactive memory in the relationship between acute stress and team performance. *Academy of Management Journal*, 49: 576–589.
- Ely, R. J. 2004. A field of group diversity, participation in diversity education programs, and performance. *Journal of Organizational Behavior*, 25: 755–780.
- Faraj, S., & Sproull, L. 2000. Coordinating expertise in software development teams. *Management Science*, 46: 1554–1568.
- Fernandes, C., & Polzer, J. 2015. "Diversity in Groups." In *Emerging Trends in the Social and Behavioral Sciences: An Interdisciplinary, Searchable, and Linkable Resource*, edited by Robert A. Scott and Stephen M. Kosslyn. Hoboken, NJ: John Wiley & Sons. Electronic.
- Fisher, D. M., Bell, S. T., Dierdorff, E. C., & Belohlav, J. A. 2012. Facet personality and surface-level diversity as team mental model antecedents: Implications for implicit coordination. *Journal of Applied Psychology*, 97: 825–841.
- Gardner, H., Gino, F., & Staats, B. 2012. Dynamically integrating knowledge in teams: A resource-based view of team performance. *Academy of Management Journal*, 55: 998 – 1022.

- George, J. M. 2007. 9 Creativity in organizations. *The Academy of Management Annals*, 1: 439-477.
- Gibson, C., & Vermeulen, F. 2003. A healthy divide: Subgroups as a stimulus for team learning behavior. *Administrative Science Quarterly*, 48: 202-239.
- Gino, F., Argote, L., Miron-Spektor, E., & Todorova, G. 2010. First, get your feet wet: The effects of learning from direct and indirect experience on team creativity. *Organizational Behavior and Human Decision Processes*, 111: 102-115.
- Gockel, C., & Brauner, E. 2013. The benefits of stepping into others' shoes: Perspective-taking strengthens transactive memory. *Basic and Applied Social Psychology*, 35: 222-230.
- Guzzo, R. A., & Dickson, M. W. 1996. Teams in organizations: Recent research on performance and effectiveness. *Annual Review of Psychology*, 47: 307-338.
- Guzzo R. A., & Shea G. P. 1992. *Group performance and intergroup relations in organizations*. In Handbook of Industrial and Organizational Psychology, ed. MD Dunnette, LM Hough, 3:269-313. Palo Alto, CA: Consult. Psychol. Press. 2nd ed.
- Gong, Y., Kim, T.Y., Lee, D.R. & Zhu, J. 2013. A multilevel model of team goal orientation, information exchange and creativity. *Academy of Management Journal*, 56:827-851.
- Hackman. J. R. 1987. *The design of work teams*. J.W. Lorsch (Ed.), Handbook of Organizational Behavior. Englewood Cliffs, NJ: Prentice-Hall.
- Hackman. J.R. 2012. Form cause to conditions. *Journal of Organizational Behavior*, 33: 428-444.
- Hair, J. F., Black, B., Babin, B., Anderson, R. E., & Tatham, R. L. 2014. *Multivariate Data Analysis*, 7th Eds. Pearson New International Edition, Harlow: Pearson Education Limited.
- Hambrick, D. C., T. Cho, & M. Chen. 1996. The influence of top management team heterogeneity on firms' competitive moves. *Administrative Science Quarterly*, 41: 659-684.
- Hargadon, A. B., & Bechky, B. A. 2006. When collections of créatives become creative collectives: A field study of problem solving at work. *Organization Science*, 17: 484-500.
- Harrison, D. A., & Klein, K. J. 2007. What's the difference? Diversity constructs as separation, variety, or disparity in organizations. *Academy of Management Review*, 32: 1199-1228.
- Harrison, D. A., Price, K. H., Gavin, J. H., & Florey, A. T. 2002. Time, teams, and task performance: Changing effects of surface- and deep-level diversity on group functioning. *Academy of Management Journal*, 45: 1029-1045.

- He, J., Butler, B., & King, W. 2007. Team cognition: Development and evolution in software project teams. *Journal of Management Information Systems*, 24:261–292.
- Heavey, C., & Simsek, Z. 2017. Distributed Cognition in Top Management Teams and Organizational Ambidexterity: The Influence of Transactive Memory Systems. *Journal of Management*, 43: 919-945.
- Hempel, P. S., Zhang, P. S., & Tjosvold, D. 2009. Conflict Management between and within teams for trusting relationships and performance in China. *Journal of Organizational Behavior*, 30: 41-65.
- Hinsz, V. B., Tindale, R. S., & Vollrath, D. A. 1997. The emerging conceptualization of groups as information processors. *Psychological Bulletin*, 121: 43-64.
- Hinsz, V. B. 1990. Cognitive and consensus processes in group recognition memory performance. *Journal of Personality and Social Psychology*, 59: 705–718.
- Hitt, M. A., Beamish, P. W., Jackson, S. E., & Mathieu, J. E. 2007. Building theoretical and empirical bridges across levels: Multilevel research in management. *Academy of Management Journal*, 50: 1385-1399.
- Hoever, I. J., van Knippenberg, D., Van Ginkel W. P., Barkema, H. G. 2012. Fostering team creativity: Perspective taking as key to unlocking diversity's potential. *Journal of Applied Psychology*, 97: 982–996.
- Hollenbeck, J. R., Beersma, B., & Schouten, M. E. 2012. Beyond team types and taxonomies: A dimensional scaling conceptualization for team description. *Academy of Management Review*, 37: 82–106.
- Hollingshead, A. B. 2000. Perceptions of expertise in and transactive memory in work relationships. *Group Processes and Intergroup Relations*, 3: 257–267.
- Huber, G. P., & Lewis, K. 2010. Cross-understanding: Implications for group cognition and performance. *Academy of Management Review*, 35: 6–26.
- Huang, C., & Hsieh, P. 2017. Inspiring creativity in teams: Perspectives of Transactive Memory Systems. *Journal of Pasific Rim Psychology*, 11: 1-14.
- Ilgen, D. R., Hollenbeck, J. R., Johnson, M., & Jundt, D. 2005. Teams in organizations: From input-process-output models to IMOI models. *Annual Review of Psychology*, 56: 517-543.
- Jackson, S. E., & Joshi, A. (2011). *Work team diversity*. In APA handbook of industrial and organizational psychology (Vol. 1, pp. 651–686). Washington, DC: US: American Psychological Association.
- Jackson, M., & Moreland, R.L. 2009. Transactive memory in the classroom. *Small Group Research*, 40: 508–534.

- Jackson, S. E., Joshi, A., & Erhardt, N. L. 2003. Recent research on team and organizational diversity: SWOT analysis and implications. *Journal of Management*, 29: 801–830.
- James, L. R., Demaree, R. G., & Wolf, G. 1984. Estimating within-group interrater reliability with and without response bias. *Journal of Applied Psychology*, 69: 85-98.
- James, L. R. 1982. Aggregation bias in estimates of perceptual agreement. *Journal of Applied Psychology*, 67: 219-229.
- Janssen, O., Van de Vliert, E., & Veenstra, C. 1999. How task and person conflict shape the role of positive interdependence in management groups. *Journal of Management*, 25: 117–141.
- Jehn, K. A., Bezrukova, K., & S. M. B. Thatcher. 2007. *Conflict, diversity and faultlines in workgroups*. C. K. W. De Dreu, M. Gelfand, eds. The Psychology of Conflict and Conflict Management in Organizations. The SIOP Frontiers Series, Lawrence Erlbaum, New York, 177–208.
- Jehn, K. & Bezrukova, K. 2004. A field study of group diversity, group context, and performance. *Journal of Organizational Behavior*, 25: 703-729.
- Jehn, K. A., Northcraft, G. B., & Neale, M. A. 1999. Why differences make a difference: A field study of diversity, conflict, and performance in workgroups. *Administrative Science Quarterly*, 44: 741–763.
- Johns, G. 2006. The essential impact of context on organizational behavior. *Academy of Management Review*, 31: 386–408.
- Johnson, D. W. 2003. Social interdependence: The interrelationships among theory, research, and practice. *The American Psychologist*, 58: 931–945.
- Johnson, D. W., & Johnson, R. T. 1989. *Cooperation and competition: Theory and research*. Edina, MN: Interaction Book.
- Johnson, D. W., Maruyama, G., Johnson, R., Nelson, D., & Skon, L. 1981. Effects of cooperative, competitive, and individualistic goal structures on achievement: A meta-analysis. *Psychological Bulletin*, 89: 47–62.
- Johnson, D. W., & Johnson, R. T. 1974. Instructional goal structure: Cooperative, competitive, or individualistic. *Review of Educational Research*, 44: 213–240.
- Johnson, D., & Johnson, R. 2005. New developments in social interdependence theory. *Genetic, Social, and General Psychology Monograph*, 131: 285-358.
- Johnson, D., Hollenbeck, J. R., Humphrey, S. E., Ilgen, D. R., Jundt, D., & Meyer, C. J. 2006. Cutthroat cooperation: Asymmetrical adaptation to changes in team reward structures. *Academy of Management Journal*, 49: 103- 119.

- Johnson, D., & Johnson, R. 2011. *Chapter 3 Intellectual Legacy: Cooperation and Competition*. P.T. Coleman (ed.), Conflict, Interdependence, and Justice, Peace Psychology Book Series.
- Joshi, A., & Roh, H. 2009. The role of context in work team diversity research: A meta-analytic review. *Academy of Management Journal*, 52: 599–627.
- Kearney, E., & Gebert, D. 2009. Managing diversity and enhancing team outcomes: The promise of transformational leadership. *Journal of Applied Psychology*, 94: 77–89.
- Kerlinger, F. N., & Lee, H. B. 2000. *Foundations of behavioral research*, 4th ed. Holt, NY: Harcourt College Publishers.
- Kilduff, M., Angelmar, R., & Mehra, A. 2000. Top management-team diversity and firm performance: Examining the role of cognitions. *Organization Science*, 11: 21–34.
- Kilduff, G. J., Elfenbein, H. A., & Staw, B. M. 2010. The psychology of rivalry: A relationally dependent analysis of competition. *Academy of Management Journal*, 53: 943–969.
- Kilduff, G. J., Galinsky, A. D., Gallo, E., & Reade, J. J. 2016. Whatever it Takes to Win: Rivalry Increases Unethical Behavior. *Academy of Management Journal*, 59: 1508–1534.
- Kistruck, G. M., Lount, R. B., Smith, B. R., Bergman, J., & Moss, T. W. 2016. Cooperation VS. Competition: Alternative Goal Structures for Motivating Groups in a Resource Scarce Environment. *Academy Management Journal*, 59:1174-1198.
- Klein, K.J., & Kozlowski, S.W.J. (2000). From micro to meso: Critical steps in conceptualizing and conducting multilevel research. *Organizational Research Methods*, 3, 211-236.
- Klein, K.J., Dansereau, F., & Hall, R.J. 1994. Levels issues in theory development, data collection, and analysis. *Academy of Management Review*, 19: 195-229.
- Kozlowski, S. W. J. & Bell, B. F. 2001. *Work groups and teams in organizations*. Cornell University, ILR School. <http://digitalcommons.ilr.cornell.edu/articles/389>.
- Kozlowski, S. W. J., & Ilgen, D. R. 2006. Enhancing the effectiveness of work groups and teams. *Psychological Science in the Public Interest*, 7: 77-124.
- Kozlowski, S. W. J., & Chao, G. T. 2012. The dynamics of emergence: Cognition and cohesion in work teams. *Managerial and Decision Economics*, 33: 335-354.
- Kozlowski, S. W. J., & Bell, B. S. 2013. Work Groups and Teams in Organizations: Review Update Work Groups and Teams in Organizations. Review Update.

- Lawler, E. J., & Thye, S. R. 1999. Bringing Emotions into Social Exchange Theory. *Annual Review of Sociology*, 25: 217-244.
- Lau, D. C., & Murnighan, J. K. 1998. Demographic diversity and faultlines: The compositional dynamics of organizational groups. *Academy of Management Review*: 23, 325–340.
- Liang, D. W., Moreland, R. L., & Argote, L. 1995. Group versus individual training and group performance: The mediating role of transactive memory. *Personality and Social Psychology Bulletin*, 21: 384–393.
- LeBon, G. 1896. *The Crowd: A Study of the Popular Mind*. Botoche Books (Kitchener, 2001).
- LePine, J.A., Piccolo, R.F., Jackson, C.L., Mathieu, J.E., & Saul, J.R. 2008. A meta-analysis of teamwork processes: Tests of a multidimensional model and relationships with team effectiveness criteria. *Personnel Psychology*, 61: 273-307.
- Levine, John M., & L. B. Resnick. 1993. Social foundations of cognitions. *Annual Review of Psychology*, 41 :585-612.
- Levitt, B., & March, J. G. 1988. Organizational learning. *Annual Review of Sociology*, 14: 319–340.
- Lewis, K. 2003. Measuring transactive memory systems in the field: Scale development and validation. *Journal of Applied Psychology*, 88: 587–604.
- Lewis, K., Lange, L., & Gillis, L. 2005. Transactive memory systems, learning, and learning transfer. *Organizational Science*, 16: 581–598.
- Lewis, K. 2004. Knowledge and performance in knowledge-worker teams: A longitudinal study of transactive memory systems. *Management Science*, 50: 1519–1533.
- Lewis, K., Belliveau, M., Herndon, B., & Keller, J. 2007. Group cognition, membership change, and performance: Investigating the benefits and detriments of collective knowledge. *Organizational Behavior and Human Decision Processes*, 103: 159–178.
- Lewis, K., & Herndon, B. 2011. Transactive memory systems: Current issues and future research directions. *Organization Science*, 22: 1254–1265.
- Lu, Tjosvold, & Shi. 2010. Team Training in China: Testing and Applying the Theory of Cooperation and Competition. *Journal of Applied Social Psychology*, 40: 101–134.
- Marks, M., Mathieu, J., & Zaccaro, S. 2001. A Temporally Based Framework and Taxonomy of Team Processes. *The Academy of Management Review*, 26(3), 356-376.
- Martins, L. L., Schilpzand, M. C., Kirkman, B. L., Ivanaj, S., & Ivanaj, V. 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: 96-126.
- Mathieu, J. E., & Chen, G. 2011. The etiology of the multilevel paradigm in management research. *Journal of Management*, 37: 610-641.
- Mathieu, J. E., Heffner, T. S., Goodwin, G. F., Salas, E., & Cannon-Bowers, J. A. 2000. The influence of shared mental models on team process and performance. *Journal of Applied Psychology*, 85: 273-283.
- Maynard, M. T., Mathieu, J. E., Rapp, T. L., & Gilson, L. L. 2012. Something(s) old and something(s) new Modeling drivers of global virtual team effectiveness. *Journal of Organizational Behavior*, 33: 342-365.
- Mell J. N., van Knippenberg D., van Ginkel W. P. 2014. The catalyst effect: The impact of transactive memory system structure on team performance. *Academy of Management Journal*, 57: 1154-1173.
- Mello, A. L., & Delise, L. A. 2015. Cognitive Diversity to Team Outcomes: The Roles of Cohesion and Conflict Management. *Small Group Research*, 46: 204-226.
- Mesmer-Magnus, J., & DeChurch, L. 2009. Information sharing and team performance: A meta-analysis. *Journal of Applied Psychology*, 94: 535-546.
- Michinov, N., & Michinov, E. 2009. Investigating the relationship between transactive memory and performance in collaborative learning. *Learning and Instruction*, 19: 43-54.
- Michinov, E., Michinov, N., & Huguet, P. 2009. Effects of gender role and task content on performance in same-gender dyads: Transactive memory as a potential mediator. *European Journal of Psychology of Education*, 24: 155-168.
- Miller, C., Burke, L., & Glick, W. C. 1998. Cognitive diversity among upper-echelon executives: Implications for strategic decision processes. *Strategic Management Journal*, 19: 39-58.
- Milliken, F., & Martins, L. 1996. Searching for common threads: Understanding the multiple effects of diversity in organizational groups. *Academy of Management Review*, 21: 402-433.
- Mohammed, S., Ferzandi, L., & Hamilton, K. 2010. Metaphor No More: A 15-Year Review of the Team Mental Model Construct. *Journal of Organizational Behavior*, 36: 876-910.
- Mohammed, S., & Dumville, B. C. 2001. Team mental models in a team knowledge framework: Expanding theory and measurement across disciplinary boundaries. *Journal of Organizational Behavior*, 22: 89-106.

- Montoya-Weiss, M. M., Massey, A. P., & Song, M. 2001. Getting it together: Temporal coordination and conflict management in global virtual teams. *Academy of Management Journal*, 44: 1251-1262.
- Morgeson, F. P., & Humphrey, S. E. 2006. The work design questionnaire (WDQ): Developing and validating a comprehensive measure for assessing job design and the nature of work. *Journal of Applied Psychology*. 91: 1321–1339.
- Morgeson, F. P., DeRue, D. S., & Karam, E. P. 2010. Leadership in teams: A functional approach to understanding leadership structures and processes. *Journal of Management*, 36: 5-39.
- Moreland, R. L., & Myaskovsky, L. 2000. Exploring the performance benefits of group training: Transactive memory or improved communication? *Organizational Behavior and Human Decision Processes*, 82: 117–133.
- Moreland, R. 1999. Transactive memory: Learning who knows what in work groups and organizations. *Shared Cognition in Organizations The Management of Knowledge*. <http://doi.org/10.4324/9780203647585>.
- Mowday, R. T., & Sutton, R. I. 1993. Organizational behavior: Linking individuals and groups to organizational contexts. *Annual Reviews*, 44: 195-229.
- Neuman, W. L. 2014. *Social Research Methods: Qualitative and Quantitative Approaches*. Pearson New International Edition.
- Ohly, S., Sonnentag, S., & Pluntke, F. 2006. Routinization, work characteristics and their relationships with creative and proactive behaviors. *Journal of Organizational Behavior*, 27: 257-279.
- Oldham, G. R., & Cummings, A. 1996. Employee creativity: Personal and contextual factors at work. *Academy of Management Journal*, 39: 607–634.
- Palazzolo, E. T., Serb, D., She, Y., Su, C., & Contractor, N. S. 2006. Co-evolution of communication and knowledge networks as transactive memory systems: Using computational models for theoretical development. *Communication Theory*, 16: 223–250.
- Pelled, L. H., Eisenhardt, K. M., & Xin, K. R. 1999. Exploring the black box: An analysis of work group diversity, conflict, and performance. *Administrative Science Quarterly*, 44: 1–28.
- Peltokorpi, V. 2008. Transactive memory systems. *Review of General Psychology*, 12: 378–394.
- Peltokorpi, V. 2014. Transactive Memory System Coordination Mechanisms in Organizations: An Exploratory Case Study. *Group & Organization Management*, 39: 444 –471.

- Peltokorpi, V., & Hasu, M. 2014. Transactive Memory systems and team innovation: A Curvilinear approach. *Team Performance Management*, 20: 262-272.
- Ren, Y., & Argote, L. 2011. Transactive memory systems 1985–2010: An integrative framework of key dimensions, antecedents, and consequences. *Academy of Management Annals*, 5: 189–229.
- Ren, Y., Carley, K.M., & Argote, L. 2006. The contingent effects of transactive memory: When is it more fibiale to know what others know? *Management Science*, 52: 671–682.
- Rico, R., Sanchez-Manzanares, M., Gil, F., & Gibson, C. B. 2008. Team coordination processes: A team knowledge-based approach. *Academy of Management Review*, 33: 163–185.
- Rousseau, D. M., & Fried, Y. 2001. Location, location, location: Contextualizing organizational research. *Journal of Organizational Behavior*, 22: 1–13.
- Rousseau, J. R. 1762. *The Social Contract or Principles of Political Right*. Terjemahan oleh G. D. H. Cole, public domain.
- Rulke, D. L., & Rau, D. 2000. Investigating the encoding process of transactive memory development in group training. *Group & Organization Management*, 25: 373–396.
- Salas, E., DiazGranados, D., Klein, C., Burke, C. S., Stagl, K. C., Goodwin, G. F., & Halpin, S. M. 2008. Does team training improve team performance? A meta-analysis. *Human Factors*, 50: 903–933.
- Saunders, C. S., & Ahuja, M. K. 2006. Are All Distributed teams the Same? Differentiating between temporary and ongoing distributed teams. *Small Group Research*, 37: 662-700.
- Shalley, C.E., Gilson L.L., & Blum T.C. 2009. Interactive effects of growth need strength, work context, and job complexity on self-reported creative performance. *Academy of Management Journal*, 52:489–505.
- Shalley, C. E., Zhou, J., & Oldham, G. R. 2004. The Effects of Personal and Contextual Characteristics on Creativity: Where Should We Go from Here? *Journal of Management*, 30: 933–958.
- Sharma, M., & Ghosh, A. 2007. Does Team Size Matter ? A Study of the Impact of Team Size on the Transactive Memory System and Performance of IT Sector Teams. *South of Asian Journal Management*, 14: 96-115.
- Sharma, S., Durand, R. M., & Gur-Arie, O. 1981. Identification and analysis of moderator variables. *Journal of Marketing Research*, 18: 291-300.
- Shin, S. J., Kim, T. K., Lee, J. Y., & Bian, L. 2012. Cognitive team diversity and individual team member creativity: A cross-level interaction. *Academy of Management Journal*, 55: 197–212.

- Shin SJ., & Zhou J. 2007. When is educational specialization heterogeneity related to creativity in research and development teams? Transformational leadership as a moderator. *Journal of Applied Psychology*, 92:1709–1721.
- Somech, A., Desivilya, S. H., & Lidogoster, H. 2009. Team conflict management and team effectiveness: The effects of task interdependence and team identification. *Journal of Organizational Behavior*, 30: 359-378.
- Stanne, M. B., Johnson, D. W., & Johnson, R. T. 1999. Does competition enhance or inhibit motor performance: A meta-analysis. *Psychological Bulletin*, 25: 133–154.
- Thatcher, S. M. B., & Patel, P. C. 2012. Group faultlines: A review, integration, and guide to future research. *Journal of Management*, 38: 969–1009.
- Timmerman, T.A. 2005. Missing persons in the study of groups. *Journal of Organizational Behavior*, 26: 21-36.
- Tindale, R. S., Smith, C. M., Dykema-Engblade, A., & Kluwe K. 2012. Good and bad group performance: Same process—different outcomes. *Group Processes & Intergroup Relations*, 15: 603 –618.
- Tindale, R. S., Meisenhelder, H. M., Dykema-Engblade, A., & Hogg, M. A. 2001. *Shared Cognition in Small Groups*. Blackwell Handbook of Social Psychology: Group Processes.
- Tjosvold, D. 2008. The conflict-positive organization: it depends upon us. *Journal of Organizational Behavior*, 29: 19-28.
- Tjosvold, D, Andrews, R., & Jones, H. 1983. Cooperative and Competitive Relationships Between Leaders and Subordinates. *Human Relations*, 36: 1111-1124.
- Tjosvold, D. 1998. Cooperative and Competitive Goal Approach to Conflict: Accomplishments and Challenges. *Applied Psychology: An International Review*, 47: 285-342.
- Sekaran, U & Bougie, R. 2010. *Research Methods for Business: A Skill Building Approach*. UK: John Wiley & Sons.
- Van de Ven, A. H., Delbecq, A. L., & Koenig, R. 1976. Determinants of Coordination Modes within Organizations. *American Sociological Review*, 41: 322-338.
- Van de Ven, A. H., & Ferry, D. L. 1980. *Measuring and Assessing Organizations*. New York: Wiley.
- Van der Vegt, G. S. & Janssen, O. 2003. Joint impact of interdependence and group diversity on innovation. *Journal of Management*, 29: 729–751.
- Van der Vegt, G. S., Van de Vliert, E., & Huang, X. 2005. Location-level links between diversity and innovative climate depend on national power distance. *Academy of Management Journal*, 48: 1171–1182.

- Van Knippenberg, D., van Ginkel, W. P., & Homan, A. C. 2013. Diversity mindsets and the performance of diverse teams. *Organizational Behavior and Human Decision Processes*, 121, 183-193.
- van Knippenberg, D., De Dreu, C. K. W., & Homan, A. C. 2004. Work group diversity and group performance: An integrative model and research agenda. *Journal of Applied Psychology*, 89: 1008–1022.
- van Knippenberg, D., & Schippers, M. C. 2007. Work group diversity. *Annual Review of Psychology*, 58: 515–541.
- Von Nordenflycht, A. 2010. What is a professional service firm? Toward a theory and taxonomy of knowledge-intensive firms. *The Academy of Management Review*, 35: 155-174.
- Wageman, R. 1995. Interdependence and group effectiveness. *Administrative Science Quarterly*, 40: 145-180.
- Wall, T. D., Jackson, P. R. and Mullarkey, S. 1995. Further evidence on some new measures of job control, cognitive demand and production responsibility. *Journal of Organizational Behaviour*, 16: 431-455.
- Wang, S., & Noe, R. A. 2010. Knowledge sharing: A review and directions for future research. *Human Resource Management Review*, 20: 115-131.
- Webber, S. S., & Donahue, L. M. 2001. Impact of highly and less job-related diversity on work group cohesion and performance: A meta-analysis. *Journal of Management*, 27: 141–162.
- Wegner, D. M. 1986. *Transactive memory: A contemporary analysis of the group mind*. In B. Mullen & G. R. Goethals (Eds.), *Theories of group behavior*: 185– 208. New York, NY: Springer-Verlag.
- Wegner, D. M., Giuliano, T., & Hertel, P. T. 1985. *Cognitive interdependence in close relationships*. In W. J. Ickes (Ed.), *Compatible and incompatible relationships*: 253–276. New York, NY: Springer-Verlag.
- Wegner, D. M., R. Erber, P., & Raymond. 1991. Transactive memory in close relationships. *J. Personality Social Psych.* 61(6) 923–929.
- Williams, K., & O'Reilly, C. A. 1998. *Demography and diversity in organizations: A review of 40 years of research*. In B. M. Staw & L. L. Cummings (Eds.), *Research in organizational behavior*, vol. 20: 77– 140. Greenwich, CT: JAI Press.
- Wittenbaum, G.M., Hollingshead, A.B., & Botero, I. 2004. From cooperative to motivated information sharing in groups: Going beyond the hidden pfile paradigm. *Communication Monographs*, 71, 286–310.
- Woodman, R. W., Sawyer, J. E., & Griffin, R. W. 1993. Toward a theory of organizational creativity. *Academy of Management Review*, 18, 293-321.

- Zhang, Z.-X., Hempel, P. S., Han, Y.-L., & Tjosvold, D. 2007. Transactive memory system links work team characteristics and performance. *Journal of Applied Psychology*, 92: 1722–1730.
- Zhou J., Shin SJ., Brass DJ., & Choi J. 2009. Social networks, personal values, and creativity: evidence for curvilinear and interaction effects. *Journal of Applied Psychology*, 94:1544–52
- Zhou, J., & Shalley, C. E. 2003. *Research on employee creativity: A critical review and directions for future research*. In J. J. Martocchio, & G. R. Ferris (Eds.), *Research in Personnel and Human Resource Management*, 22: 165-217. Oxford, U.K.: Elsevier Science.
- Zhou, J., & Hoever, I. J. 2014. Research on Workplace Creativity: A Review and Redirection. 2014. *The Annual Review of Organizational Psychology and Organizational Behavior*, 1:333–359.