

## References

- Ahmed, F., Hassan, A., Ayub, M. U., & Klimoski, R. (2018). High Commitment Work System and Innovative Work Behavior: The Mediating Role of Knowledge Sharing. *Pakistan Journal of Commerce and Social Sciences* Vol. 12 (1), 29-51. <http://search.ebscohost.com.ezproxy.ugm.ac.id/login.aspx?direct=true&db=bth&AN=129499635 &site=ehost-live>
- Akyon, F. V., Yozgat, U., & Ayas, C. (2015). A Reasearch About The Relationship between Knowledge Shaing Behavior and Gossip at Work. *The Journal of Knowledge Economy & Knowledge Management*, 21-31. [https://www.researchgate.net/publication/312444285\\_A\\_RESEARCH\\_ABOUT\\_THE\\_RELATIONSHIP\\_BETWEEN\\_THE\\_KNOWLEDGE\\_SHARING\\_BEHAVIOR\\_AND\\_GOSSIP\\_AT\\_WORK](https://www.researchgate.net/publication/312444285_A_RESEARCH_ABOUT_THE_RELATIONSHIP_BETWEEN_THE_KNOWLEDGE_SHARING_BEHAVIOR_AND_GOSSIP_AT_WORK)
- Bartol, K. M., & Srivastava, A. (2002). Encouraging Knowledge Sharing: The Role of Organizational Reward Systems. *Journal of Leadership and Organization Studies*, Vol.9, No.1, 64-76. <https://doi.org/10.1177/107179190200900105>
- Carmeli, A., Gelbard, R., & Palmon, R. R. (2013, January). Leadership, Creative, Problem Solving Capacity, and Creative Performance: The Importence of Knowledge Sharing. *January-February*, pp. 95–122. DOI:10.1002/hrm.21514
- Chan, S. C., & Mak, W.-m. (2016). Have you experienced fun in the workplace?: An empirical study of workplace fun, trust-in-management and job satisfaction. *ournal of Chinese Human Resource Management*, Vol. 7 Issue: 1, pp.27-38. Doi:10.1108/JCHRM-03-2016-0002. <https://doi.org/10.1108/JCHRM-03-2016-0002>
- Choi, S. Y., Lee, H., & Yoo, Y. (2010). The Impact of Information Technology and Transactive Memory Systems on Knowledge Sharing, Applications, and Team Performance: A Field Study. *MIS Quarterly* Vol. 34 No. 4, 855-870. <https://www.jstor.org/stable/25750708>
- Dong, M., & Deng, D. (2016). Effect of Intern Learning Willingness on Mentor Knowledge Sharing Behavior. *Social Behavior and Personality* 44 (2), 221-232. DOI: 10.2224/sbp.2016.44.2.221
- Dong, Y., Bartol, K. M., Zhang, Z.-X., & Li, C. (2017). Enhancing employee creativity via individual skill development and team knowledge sharing: Influences of dual-focused transformational leadership. *Journal of Organizational Behavior* no.38, 439–458. DOI: 10.1002/job.2134
- Edwards, J. S. (2015). *The Essential of Knowledge management*. New York: Palgrave MacMillan. DOI 10.1057/9781137552105
- Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Perceived Organizational Support. *Journal if Applied Psychology*, 500-507. <http://dx.doi.org/10.1037/0021-9010.71.3.500>
- Eisenberger, R., Stinglhamber, F., Vandenberghe, C., Sucharski, I. L., & Rhoades, L. (2002). Perceived Supervisor Support: Contributions to Perceived Organizational Support and Employee Retention. *Journal of Applied Psychology* Vol. 87, No. 3, 565–573. DOI: 10.1037//0021-9010.87.3.565
- Field, A. (2009). *Discovering Statistics Using SPSS. Third Edition*. London: Sage Publication.
- Ford, R. C., Newstrom, J. W., McLaughlin, F.S., (2004) "Making workplace fun more functional", *Industrial and Commercial Training*, Vol. 36 Issue: 3, pp.117-120, doi:10.1108/00197850410532131

- Getachew, D. S., & Zhou, E. (2018). The Influences of Transformational Leadership on Collective Efficacy: The Moderating Role of Perceived Organizational Support . *The International Journal of Organizational Innovation* Vol 10, No.4, 7-15. <http://search.ebscohost.com.ezproxy.ugm.ac.id/login.aspx?direct=true&db=bth&AN=129696418&site=ehost-live>
- Ghitulescu, B. E. (2018). Psychosocial effects of proactivity: The interplay between proactive and collaborative behavior. *Personnel Review* Vol. 47 No. 2, 294-318. Doi: 10.1108/PR-08-2016-0209.
- Gokul, A., Sridevi, G., & Srinivasan, P. T. (2012). The Relationship between Perceived Organizational Support, Work Engagement, and Affective Commitment. *AMET International Journal of Management*, 29-37. DOI: 10.1016/j.erap.2014.08.002
- Hu, L., & Randel, A. E. (2014). Knowledge Sharing in Teams: Social Capital, Extrinsic Incentives, and Team Innovation . *Group & Organization Management* Vol. 39(2) , 213–243. <https://doi.org/10.1177/1059601114520969>
- Ipe, M. (2003). Knowledge Sharing in Organizations: A Conceptual Framework. *Human Resource Development Review* Vol. 2, No. 4, 337-359. <https://doi.org/10.1177/1534484303257985>
- Johnston, C. S. (2016). A Systematic Review of the Career Adaptability Literature and Future Outlook. *Journal of Career Assessment*, 1-28. <https://doi.org/10.1177/1069072716679921>
- Kim, Y. W., & Ko, J. (2014). HR Practices and Knowledge Sharing Behavior: Focusing on the Moderating Effect of Trust in Supervisor. *Public Personnel Management*, Vol. 43(4) , 585-607. <https://doi.org/10.1177/0091026014542342>
- Kurtessis, J. N., Eisenberger, R., Ford, M. T., Buffardi, L. C., Stewart, K. A., & Adis, C. S. (2017). Perceived Organizational Support: A Meta-Analytic Evaluation of Organizational Support Theory. *Journal of Management*, 1854-1884. <https://doi.org/10.1177/0149206315575554>
- Lee Endres, M., Endres, S. P., Chowdhury, S. K., & Alam, I. (2007). Tacit knowledge sharing, self-efficacy theory, and application to the Open Source community. *Journal of Knowledge Management*, Vol. 11, 92-103. <https://doi.org/10.1108/13673270710752135>
- Levinson, H. (1965). Reciprocation: The relationship between man and organization. *Administrative Science Quarterly* 9, 370–390. DOI: 10.2307/2391032
- Lin, H. F. (2007). Effects of Extrinsic and Intrinsic Motivation on Employee Knowledge Sharing Intentions. *Journal of Information Science*, Vol. 33, No.2, 135-149. <https://doi.org/10.1177/0165551506068174>
- Lin, Q., Lin, L., & Ye, D. (2015). Factor Influencing Knowledge-Sharing Behaviors and Learning Effect: a Multilevel Investigation. *Social Behavior and Personality* 43(10), 1683–1698. DOI: 10.2224/sbp.2015.43.10.1683
- Lin, Q., Ye, D., & Bi, B. (2014). A Longitudinal and Multilevel Investigation on Factors Influencing Knowledge Sharing Behavior. *Journal of Management Policy and Practice* vol. 15(3) , 88-101. <http://search.ebscohost.com.ezproxy.ugm.ac.id/login.aspx?direct=true&db=bth&AN=100404857&site=ehost-live>
- Lu, L., Leung, K., & Koch, P. T. (2006). Managerial Knowledge Sharing: The Role of Individual, Interpersonal, and Organizational Factors. *Management and Organization* , 15-41. DOI: 10.1111/j.1740-8784.2006.00029.x

- Marks, P., Polak, P., Mccoy, S., & Galletta, D. (2008). How managerial prompting, group identification, and social value orientation affect knowledge-sharing behavior. *Communication of The Ach*, Vol.5 No.2, 60-65. DOI: 10.1145/1314215.1314226.
- Moser, K. S. (2017). The Influence of Feedback and Expert Status in Knowledge Sharing Dilemmas. *Applied Psychology: An International Review* 66 (4), 674-709. doi: 10.1111/apps.12105.
- Muneer, S., Iqbal, S. M., Khan, S. R., & Long, C. S. (2014). An Incorporated Structure of Perceived Organizational Support, Knowledge-Sharing Behavior, Organizational Trust and Organizational Commitment: A Strategic Knowledge Management Approach. *Pakistan Journal of Commerce and Social Sciences*, Vol.4 (1), 42- 57. <http://search.ebscohost.com.ezproxy.ugm.ac.id/login.aspx?direct=true&db=bth&AN=96167580&site=ehost-live>
- Nonaka, I., & Toyama, R. (2003). The Knowledge-creating Theory Revisited: Knowledge Creation as a Synthesizing Process. *Knowledge Management Research & Practice* 1, 2-10. DOI: 10.1057/palgrave.kmrp.8500001
- Ozlen, A. (2017). Enablers of Successful Knowledge Sharing Behavior: KMS, Environment and Motivation. *European Journal of Economic Studies*, 115-123. DOI: 10.13187/es.2017.6.115
- Razak, N. A., Pangil, F., Zin, M. L., Yunus, N. A., & Asnawi, N. H. (2016). Theories of Knowledge Sharing Behavior in Business Strategy. *Fifth International Conference On Marketing And Retailing (5th Incomar) 2015* (pp. 545 – 553). Selangor: Procedia Economics and Finance 37. [https://doi.org/10.1016/S2212-5671\(16\)30163-0](https://doi.org/10.1016/S2212-5671(16)30163-0)
- Rhoades , L., & Eisenberger, R. (2002). Perceived Organizational Support: A Review of the Literature. *Journal of Applied Psychology*, Vol. 87, No. 4, 698–714. DOI: 10.1037//0021-9010.87.4.698
- Savickas, L. M. (2005). The theory and practice of career construction. In S. D. Brown, & R. W. Lent, *Career development and counseling: Putting theory and research to work* (pp. pp. 42–70). Hoboken : NJ: Wiley.
- Savickas, M. L. (1997). Career Adaptability: An Integrative Construct for Life-Span, Life-Space Theory. *The Career Development Quarterly* Vol.45, 247-259. <http://dx.doi.org/10.1002/j.2161-0045.1997.tb00469.x>
- Savickas, M. L., & Profeli, E. J. (2012). Career Adapt-Abilities Scale: Construction, reliability, and measure- ment equivalence across 13 countries. *Journal of Vocational Behavior*, 80, 661–673. <https://doi.org/10.1016/j.jvb.2012.01.011>
- Spurk, D., Kauffeld, S., Meinecke, A. L., & Ebner, K. (2016). Why Do Adaptable People Feel Less Insecure? Indirect Effects of Career Adaptability on Job and Career Insecurity via Two Types of Perceived Marketability. *Journal of Career Assessment* Vol. 24(2), 289-306. <https://doi.org/10.1177/1069072715580415>
- Wah, C. N., Zawawi, D., Yusof, R. N., & Sambasivan, M. (2018). The Mediating Effect of Tcit Knowledge Sharing in Predicting Innovative Behavior from Trust. *International Journal of Business and Society*, Vol. 19 No. 3, 937-954. [https://www.researchgate.net/publication/329944132\\_The\\_mediating\\_effect\\_of\\_tacit\\_knowledge\\_sharing\\_in\\_predicting\\_innovative\\_behaviour\\_from\\_trust](https://www.researchgate.net/publication/329944132_The_mediating_effect_of_tacit_knowledge_sharing_in_predicting_innovative_behaviour_from_trust)
- Wang, S., & Noe, R. A. (2010). Knowledge sharing: A review and directions for future research. *Human Resource Management Review* 20 , 115–131. <https://doi.org/10.1016/j.hrmr.2009.10.001>

- Wang, W.-T. (2016). Examining the Influence of the Social Cognitive Factors and Relative Autonomous Motivations on Employees' Knowledge Sharing Behaviors. *Decision Sciences Journal*, 404-435. DOI: 10.1111/deci.12151
- Yi, J. (2009). A Measure of Knowledge Sharing Behavior: Scale Development and Validation. *Knowledge Management Research & Practice* 7, 65-81. DOI: 10.1057/kmrp.2008.36
- Yun, S., Takeuchi, R., & Liu, W. (2007). Employee Self-Enhancement Motives and Job Performance Behaviors: Investigating the Moderating Effects of Employee Role Ambiguity and Managerial Perceptions of Employee Commitment. *Journal of Applied Psychology*, 745-756. DOI: 10.1037/0021-9010.92.3.745