

Daftar Pustaka

- Abbas, M., & Raja, U. (2015). Impact of psychological capital on innovative performance and job stress. *Canadian Journal of Administrative Sciences*, 32(2), 128–138. <https://doi.org/10.1002/cjas.1314>
- Afsar, B., Badir, Y., & Saeed, B. (2014). Transformational leadership and innovative work behavior. *Industrial Management and Data Systems*, 114(8), 1270–1300. <https://doi.org/10.1108/IMDS-05-2014-0152>
- Afsar, B., Masood, M., & Umrani, W. A. (2019). The role of job crafting and knowledge sharing on the effect of transformational leadership on innovative work behavior. *Personnel Review*, 48(5), 1186–1208. <https://doi.org/10.1108/PR-04-2018-0133>
- Akbari, M., Bagheri, A., Imani, S., & Asadnezhad, M. (2020). Does entrepreneurial leadership encourage innovation work behavior? The mediating role of creativity self-efficacy and support for innovation. *European Journal of Innovation Management*. <https://doi.org/10.1108/EJIM-10-2019-0283>
- Alfes, K., & Shantz, A. (2013). The Link Between Perceived HRM, Engagement and Employee Behavior. *The International Journal of Human Resource Management*, 24, 330–351.
- Alfes, K., Shantz, A., & Truss, C. (2012). The link between perceived HRM practices, performance and well-being: The moderating effect of trust in the employer. *Human Resource Management Journal*, 22(4), 409–427. <https://doi.org/10.1111/1748-8583.12005>
- Alfes, K., Truss, C., Soane, E. C., Rees, C., & Gatenby, M. (2013). The Relationship Between Line Manager Behavior, Perceived HRM Practices and Individual Performance: Examining The Mediating Role of Engagement. *Human Resource Management*, 52(6), 839–859. <https://doi.org/10.1002/hrm>
- Amabile, T. M., Conti, R., Coon, H., Lazenby, J., & Herron, M. (1996). Assessing the work environment for creativity. *Academy of Management Journal*, 39(5), 1154–1184. <https://doi.org/10.2307/256995>
- Amin, Z., & Akbar, K. P. (2013). Analysis of psychological well-being and turnover intentions of hotel employees: An empirical study. *International Journal of Innovation and Applied Studies*, 3(3), 662–671. Retrieved from <http://www.issr-journals.org/ijias/>
- Appelbaum, E., Bailey, T., Berg, P., Kalleberg, A. L., & Cornell, N. Y. (2000). *Manufacturing advantage: Why high-performance work systems pay off*. (Ithaca, Ed.). New York: ILR Press. 185.
- Avey, J. B., Luthans, F., Smith, R. M., & Palmer, N. F. (2010). Impact of positive psychological capital on employee well-being over time. *Journal of Occupational Health Psychology*, 15(1), 17–28. <https://doi.org/10.1037/a0016998>
- Avolio, B. J., & Gardner, W. L. (2005). Authentic leadership development: Getting to the root of positive forms of leadership. *Leadership Quarterly*, 16(3), 315–338. <https://doi.org/10.1016/j.leaqua.2005.03.001>
- Azwar, S. (2012). *Penyusunan skala psikologi edisi II*. Yogyakarta: Pustaka Pelajar.
- Azwar, S. (2017). *Metode penelitian psikologi*. Yogyakarta: Pustaka Pelajar.
- Bakker, A. B., & Demerouti, E. (2007). The Job Demands-Resources model: State of the art. *Journal of Managerial Psychology*.

<https://doi.org/10.1108/02683940710733115>

- Bakker, A. B., & Demerouti, E. (2018). Multiple Levels in Job Demands – Resources Theory: Implications for Employee Well-being and Performance. *Handbook of Well-Being*, (2018), 1–13. <https://doi.org/http://dx.doi.org/10.1016/j.coldregions.2015.12.009>
- Bass, B. M. (1990). From transactional to determining for a group of loyal transformational leadership: learning to followers, the direction, pace, and share vision. *Organizational Dynamics*, 18(3), 19–32. Retrieved from https://www.mcgill.ca/engage/files/engage/transformational_leadership_bass_1990.pdf
- Bass, B. M. (1999). Two Decades of Research and Development in Transformational Leadership. *European Journal of Work and Organizational Psychology*, 8(1), 9–32. <https://doi.org/10.1080/135943299398410>
- Bass, B. M., & Avolio, B. J. (1997). *Full Range Leadership Development: Manual for the Multifactor Leadership Questionnaire*. Mind Garden.
- Bodenhausen, C., & Curtis, C. (2016). Transformational Leadership and Employee Involvement: Perspectives from Millennial Workforce Entrants. *Journal of Quality Assurance in Hospitality and Tourism*, 17(3), 371–387. <https://doi.org/10.1080/1528008X.2015.1048920>
- Buil, I., Martínez, E., & Matute, J. (2019). Transformational leadership and employee performance: The role of identification, engagement and proactive personality. *International Journal of Hospitality Management*, 77(June), 64–75. <https://doi.org/10.1016/j.ijhm.2018.06.014>
- Choi, S. B., Tran, T. B. H., & Kang, S. W. (2017). Inclusive Leadership and Employee Well-Being: The Mediating Role of Person-Job Fit. *Journal of Happiness Studies*, 18(6), 1877–1901. <https://doi.org/10.1007/s10902-016-9801-6>
- Clarke, M. A., & Hill, S. R. (2012). Promoting employee wellbeing and quality service outcomes: The role of HRM practices. *Journal of Management and Organization*, 18(5), 702–713. <https://doi.org/10.1017/S1833367200000626>
- Clarke, N., & Higgs, M. (2020). Political Skill and Role Overload as Antecedents of Innovative Work Behavior in the Public Sector. *Public Personnel Management*, 49(3), 444–469. <https://doi.org/10.1177/0091026019863450>
- Clarke, P. J., Marshall, V. W., Ryff, C. D., & Wheaton, B. (2001). Measuring psychological well-being in the Canadian Study of Health and Aging. *International Psychogeriatrics*, 13(SUPPL. 1), 79–90. <https://doi.org/10.1017/S1041610202008013>
- Cropanzano, R., & Wright, T. A. (2001). When a “Happy” Worker Is Really a “Productive” Worker: A Review and Further Refinement of the Happy-Productive Worker Thesis. *Consulting Psychology Journal*, 53(3), 182–199. <https://doi.org/10.1037/1061-4087.53.3.182>
- Culbertson, S. S., Fullagar, C. J., & Mills, M. J. (2010). Feeling good and doing great: The relationship between psychological capital and well-being. *Journal of Occupational Health Psychology*, 15(4), 421–433. <https://doi.org/10.1037/a0020720>
- Day, A., & Nielsen, K. (2017). What Does Our Organization Do to Help Our Well-Being? Creating Healthy Workplaces and Workers. In *An introduction to work and organizational psychology: An international perspective* (Third Edit, pp. 295–316). John Wiley & Sons, Ltd.

- De Jong, J., & Den Hartog, D. (2008). Innovative Work Behavior : Measurement and Validation. *Scientific Analysis of Entrepreneurship and SMEs*, (November), 1–27.
- De Jong, J., & Den Hartog, D. (2010). Measuring innovative work behaviour. *Creativity and Innovation Management*, 19(1), 23–36. <https://doi.org/10.1111/j.1467-8691.2010.00547.x>
- Deci, E. L., & Ryan, R. M. (1985). The general causality orientations scale: Self-determination in personality. *Journal of Research in Personality*, 19(2), 109–134. [https://doi.org/10.1016/0092-6566\(85\)90023-6](https://doi.org/10.1016/0092-6566(85)90023-6)
- Deci, E. L., & Ryan, R. M. (2008). Hedonia, eudaimonia, and well-being: An introduction. *Journal of Happiness Studies*, 9(1), 1–11. <https://doi.org/10.1007/s10902-006-9018-1>
- Deloitte Centre for health solutions. (2017). At a tipping point? Workplace mental health and wellbeing. *Deloitte LLP*, (March).
- der Kinderen, S., Valk, A., Khapova, S. N., & Tims, M. (2020). Facilitating eudaimonic well-being in mental health care organizations: The role of servant leadership and workplace civility climate. *International Journal of Environmental Research and Public Health*, 17(4). <https://doi.org/10.3390/ijerph17041173>
- Dewi, D. R. (2019). *Peran Kepemimpinan Diri Terhadap Perilaku Kerja Inovatif dengan Cyberloafing Sebagai Moderator pada Karyawan Perusahaan Digital*. (Tesis tidak terpublikasi). Fakultas Psikologi Universitas Gadjah Mada, Yogyakarta.
- Dijkhuizen, J., Gorgievski, M., van Veldhoven, M., & Schalk, R. (2018). Well-Being, Personal Success and Business Performance Among Entrepreneurs: A Two-Wave Study. *Journal of Happiness Studies*, 19(8), 2187–2204. <https://doi.org/10.1007/s10902-017-9914-6>
- Drucker, P. F. (1986). The Changed World Economy. *Foreign Affairs*, 64(4), 768. <https://doi.org/10.2307/20042687>
- Dyer, L., & Reeves, T. (1995). Human resource strategies and firm performance: What do we know and where do we need to go? *The International Journal of Human Resource Management*, 6(3), 656–670. <https://doi.org/10.1080/09585199500000041>
- Fithria, W. S. (2018). *Psychological Well Being pada pekerja Ditinjau dari Psychological Capital, Workplace Spirituality, dan Work-Life Balance*. (Tesis tidak terpublikasi). Fakultas Psikologi Universitas Gadjah Mada, Yogyakarta.
- Forza, C., & Filippini, R. (1998). TQM impact on quality conformance and customer satisfaction: A causal model. *International Journal of Production Economics*, 55(1), 1–20. [https://doi.org/10.1016/S0925-5273\(98\)00007-3](https://doi.org/10.1016/S0925-5273(98)00007-3)
- Fulmer, I. S., Gerhart, B., & Scott, K. S. (2003). Are the 100 Best better? An empirical investigation of the relationship between being a “great place to work” and firm performance. *Personnel Psychology*, 56(4), 965–993. <https://doi.org/10.1111/j.1744-6570.2003.tb00246.x>
- Furr, M. R., & Bacharach, V. R. (2013). *Psychometric: An Introduction* (2nd ed.). Amazon: SAGE Publisher.
- Ghazali, I. (2017). *Model Persamaan Struktural dengan AMOS 24 (Edisi 7)*. Semarang: Badan Penerbit Universitas Diponegoro.
- Gibson, A., & Hicks, R. (2018). Psychological Capital and Core Self-Evaluations in the Workplace: Impacts on Well-Being. *International Journal of Psychological Studies*, 10(2), 15. <https://doi.org/10.5539/ijps.v10n2p15>
- Grošelj, M., Černe, M., Penger, S., & Grah, B. (2020). Authentic and transformational

- leadership and innovative work behaviour: the moderating role of psychological empowerment. *European Journal of Innovation Management*. <https://doi.org/10.1108/EJIM-10-2019-0294>
- Guest, D. E. (1997). Human resource management and performance: A review and research agenda. *International Journal of Human Resource Management*, 8(3), 263–276. <https://doi.org/10.1080/095851997341630>
- Guest, D. E. (2017). Human resource management and employee well-being: towards a new analytic framework. *Human Resource Management Journal*, 27(1), 22–38. <https://doi.org/10.1111/1748-8583.12139>
- Hair Jr., J. F., Black, W. C., Babin, B. J., & Anderson, R. . (2014). *Multivariate Data Analysis* (Seventh Ed). Pearson New International Edition.
- Halbesleben, J. R. B., Neveu, J. P., Paustian-Underdahl, S. C., & Westman, M. (2014). Getting to the “COR”: Understanding the Role of Resources in Conservation of Resources Theory. *Journal of Management*, 40(5), 1334–1364. <https://doi.org/10.1177/0149206314527130>
- Hammond, M. M., Neff, N. L., Farr, J. L., Schwall, A. R., & Zhao, X. (2011). Predictors of Individual-Level Innovation at Work: A Meta-Analysis. *Psychology of Aesthetics, Creativity, and the Arts*, 5(1), 90–105. <https://doi.org/10.1037/a0018556>
- Harter, J. K., Schmidt, F. L., & Hayes, T. L. (2002). Business-unit-level relationship between employee satisfaction, employee engagement, and business outcomes: A meta-analysis. *Journal of Applied Psychology*, 87(2), 268–279. <https://doi.org/10.1037/0021-9010.87.2.268>
- Hu, L.-T., & Bentler, P. M. (1998). Fit Indices in Covariance Structure Modeling: Sensitivity to Underparameterized Model Misspecification. *Psychological Methods*, 3(4), 424–453.
- Huettermann, H., & Bruch, H. (2019). Mutual Gains? Health-Related HRM, Collective Well-Being and Organizational Performance. *Journal of Management Studies*, 56(6), 1045-1072. Retrieved from file:///C:/Users/youhe/Downloads/kdoc_o_00042_01.pdf
- Huhtala, H., & Parzefall, M. R. (2007). A review of employee well-being and innovativeness: An opportunity for a mutual benefit. *Creativity and Innovation Management*, 16(3), 299–306. <https://doi.org/10.1111/j.1467-8691.2007.00442.x>
- Ilies, R., Aw, S. S. Y., & Pluut, H. (2015). Intraindividual models of employee well-being: What have we learned and where do we go from here? *European Journal of Work and Organizational Psychology*, 24(6), 827–838. <https://doi.org/10.1080/1359432X.2015.1071422>
- Indrayanti. (2019). Human Resource Management Content and Process on Employee Well-being and Job Performance: A Study in Indonesia Public Sector, (April).
- Jain, A. K., Giga, S. I., & Cooper, C. L. (2009). Employee wellbeing, control and organizational commitment. *Leadership and Organization Development Journal*, 30(3), 256–273. <https://doi.org/10.1108/01437730910949535>
- Jiang, K., Lepak, D. P., Hu, J., & Baer, J. C. (2012). How does human resource management influence organizational outcomes? A meta-analytic investigation of mediating mechanisms. *Academy of Management Journal*, 55(6), 1264–1294. <https://doi.org/10.5465/amj.2011.0088>
- Jo, H., Aryee, S., Hsiung, H. H., & Guest, D. (2020). Fostering mutual gains: Explaining the influence of high-performance work systems and leadership on

- psychological health and service performance. *Human Resource Management Journal*, 30(2), 198–225. <https://doi.org/10.1111/1748-8583.12256>
- Juniper, B., Bellamy, P., & White, N. (2011). Testing the performance of a new approach to measuring employee well-being. *Leadership and Organization Development Journal*, 32(4), 344–357. <https://doi.org/10.1108/01437731111134634>
- Kalimo, R., Pahkin, K., & Mutanen, P. (2002). Work and personal resources as long-term predictors of well-being. *Stress and Health*, 18(5), 227–234. <https://doi.org/10.1002/smi.949>
- Katou, A. A., & Budhwar, P. S. (2006). *Human resource management systems and organizational performance: A test of a mediating model in the Greek manufacturing context*. *International Journal of Human Resource Management* (Vol. 17). <https://doi.org/10.1080/09585190600756525>
- Kelloway, E. K., Turner, N., Barling, J., & Loughlin, C. (2012). Transformational leadership and employee psychological well-being: The mediating role of employee trust in leadership. *Work and Stress*, 26(1), 39–55. <https://doi.org/10.1080/02678373.2012.660774>
- Khasanah, I. F. N., & Himam, F. (2018). Kepemimpinan Transformasional Kepribadian Proaktif dan Desain Kerja sebagai Prediktor Perilaku Kerja Inovatif. *Gadjah Mada Journal of Psychology (GamaJoP)*, 4(2), 143. <https://doi.org/10.22146/gamajop.46361>
- Kim, H. (2014). Transformational Leadership, Organizational Clan Culture, Organizational Affective Commitment, and Organizational Citizenship Behavior: A Case of South Korea's Public Sector. *Public Organization Review*, 14(3), 397–417. <https://doi.org/10.1007/s11115-013-0225-z>
- Kline, R. B. (2016). *Principles and practices of structural equation modelling*. The Guilford Press.
- Krasikova, D. V., Lester, P. B., & Harms, P. D. (2015). Effects of Psychological Capital on Mental Health and Substance Abuse. *Journal of Leadership and Organizational Studies*, 22(3), 280–291. <https://doi.org/10.1177/1548051815585853>
- Lange, M. A., & Hernandez-Bark, A. (2020). Leadership Models and Work Behavior: An Empirical Analysis of Consequences of Authentic and Transformational Leadership. In *Advances in Pharma Business Management and Research: Volume 1* (Vol. 1, pp. 1–85). <https://doi.org/10.1007/978-3-030-35918-8>
- Le, P. B., & Lei, H. (2019). Determinants of innovation capability: the roles of transformational leadership, knowledge sharing and perceived organizational support. *Journal of Knowledge Management*, 23(3), 527–547. <https://doi.org/10.1108/JKM-09-2018-0568>
- Lei, H., Leaungkhamma, L., & Le, P. B. (2020). How transformational leadership facilitates innovation capability: the mediating role of employees' psychological capital. *Leadership and Organization Development Journal*, 41(4), 481–499. <https://doi.org/10.1108/LODJ-06-2019-0245>
- Lemoine, G. J., Hartnell, C. A., & Leroy, H. (2019). Taking stock of moral approaches to leadership: An integrative review of ethical, authentic, and servant leadership. *Academy of Management Annals*, 13(1), 148–187. <https://doi.org/10.5465/annals.2016.0121>
- Lepak, D. P., & Shaw, J. D. (2008). Strategic HRM in North America: Looking to the future. *International Journal of Human Resource Management*, 19(8), 1486–1499.

<https://doi.org/10.1080/09585190802200272>

- Li, Y. (2019). Leadership styles and knowledge workers' work engagement: Psychological capital as a mediator. *Current Psychology*, 38(5), 1152–1161. <https://doi.org/10.1007/s12144-018-9968-6>
- Liu, J., Siu, O. L., & Shi, K. (2010). Transformational leadership and employee well-being: The mediating role of trust in the leader and self-efficacy. *Applied Psychology*, 59(3), 454–479. <https://doi.org/10.1111/j.1464-0597.2009.00407.x>
- Luthans, F. (2002). Positive organizational behavior: Developing and managing psychological strengths. *Academy of Management Executive*, 16(1), 57–72.
- Luthans, F., Avolio, B. J., Avey, J. B., & Norman, S. M. (2007). Positive psychological capital: Measurement and relationship with performance and satisfaction. *Personnel Psychology*, 60(3), 541–572. <https://doi.org/10.1111/j.1744-6570.2007.00083.x>
- Marsh, H. W., & Hocevar, D. (1985). Application of Confirmatory Factor Analysis to the Study of Self-Concept. First- and Higher Order Factor Models and Their Invariance Across Groups. *Psychological Bulletin*, 97(3), 562–582. <https://doi.org/10.1037/0033-2909.97.3.562>
- Medina-Garrido, J. A., Biedma-Ferrer, J. M., & Ramos-Rodríguez, A. R. (2017). Relationship between work-family balance, employee well-being and job performance. *Academia Revista Latinoamericana de Administracion*, 30(1), 40–58. <https://doi.org/10.1108/ARLA-08-2015-0202>
- Ménard, J., & Brunet, L. (2011). Authenticity and well-being in the workplace: A mediation model. *Journal of Managerial Psychology*, 26(4), 331–346. <https://doi.org/10.1108/02683941111124854>
- Montano, D., Reeske, A., Franke, F., & Hüffmeier, J. (2017). Leadership, followers' mental health and job performance in organizations: A comprehensive meta-analysis from an occupational health perspective. *Journal of Organizational Behavior*, 38(3), 327–350. <https://doi.org/10.1002/job.2124>
- Moriano, J. A., Molero, F., Topa, G., & Lévy Mangin, J. P. (2014). The influence of transformational leadership and organizational identification on intrapreneurship. *International Entrepreneurship and Management Journal*, 10(1), 103–119. <https://doi.org/10.1007/s11365-011-0196-x>
- Munir, F., Nielsen, K., Garde, A. H., Albertsen, K., & Carneiro, I. G. (2012). Mediating the effects of work-life conflict between transformational leadership and health-care workers' job satisfaction and psychological wellbeing. *Journal of Nursing Management*, 20(4), 512–521. <https://doi.org/10.1111/j.1365-2834.2011.01308.x>
- Naguib, H. M., & Naem, A. E.-H. M. A. (2018). The impact of Transformational leadership on the organizational innovation. *The International Journal of Social Sciences and Humanities Invention*, 5(1), 4337–4343. <https://doi.org/10.18535/ijsshi/v5i1.15>
- Nielsen, K., Nielsen, M. B., Ogbonnaya, C., Känslä, M., Saari, E., & Isaksson, K. (2017). Workplace resources to improve both employee well-being and performance: A systematic review and meta-analysis. *Work and Stress*, 31(2), 101–120. <https://doi.org/10.1080/02678373.2017.1304463>
- Nishii, L. H., Lepak, D. P., & Schneider, B. (2008). Employee attributions of the “why” of HR practices: Their effects on employee attitudes and behaviors, and customer satisfaction. *Personnel Psychology*, 61(3), 503–545.

- Nolzen, N. (2018). The concept of psychological capital: a comprehensive review. *Management Review Quarterly*, 68(3), 237–277. <https://doi.org/10.1007/s11301-018-0138-6>
- Ogbonnaya, C., & Messersmith, J. (2018). Employee performance, well-being, and differential effects of human resource management subdimensions: Mutual gains or conflicting outcomes? *Human Resource Management Journal*, 29(3), 509–526. <https://doi.org/10.1111/1748-8583.12203>
- Paauwe, J. (2004). *HRM and Performance: Achieving Long Term Viability*. Oxford: Oxford University Press.
- Page, K. M., & Vella-Brodick, D. A. (2009). The “what”, “why” and “how” of employee well-being: A new model. *Social Indicators Research*, 90(3), 441–458. <https://doi.org/10.1007/s11205-008-9270-3>
- Peccei, R. (2004). Human Resource Management and the Search for the Happy Workplace. *Inaugural Address to the Rotating Chair for Research in Organisation and Management in the Faculty of Economics*, 29. Retrieved from [internal-pdf://eia-2004-021-org-0301543936/EIA-2004-021-ORG.pdf%5CnERIM Electronic Series Portal](http://internal-pdf://eia-2004-021-org-0301543936/EIA-2004-021-ORG.pdf%5CnERIM%20Electronic%20Series%20Portal): <http://hdl.handle.net/1765/1>
- Pieterse, A. N., Van Knippenberg, D., Schippers, M., & Stam, D. (2010). Transformational and transactional leadership and innovative behavior: The moderating role of psychological empowerment. *Journal of Organizational Behavior*, 31, 609–623. <https://doi.org/10.1002/job>
- Pradhan, R. K., & Hati, L. (2019). The Measurement of Employee Well-being: Development and Validation of a Scale. *Global Business Review*. <https://doi.org/10.1177/0972150919859101>
- Prasad, B., & Junni, P. (2016). CEO transformational and transactional leadership and organizational innovation: the moderating role of environmental dynamism. *Management Decision*, 54(7), 1542–1568. <https://doi.org/10.1108/MD-11-2014-0651>
- PT. X. (2019). *Laporan Tahunan: Memaknai Tantangan, Meningkatkan Layanan*.
- PT. X. (2020). *Rencana Jangka Panjang PT. X Tahun 2020-2024*.
- Rabenu, E., Yaniv, E., & Elizur, D. (2017). The Relationship between Psychological Capital, Coping with Stress, Well-Being, and Performance. *Current Psychology*, 36(4), 875–887. <https://doi.org/10.1007/s12144-016-9477-4>
- Rahimnia, F., Karimi Mazidi, A., & Mohammadzadeh, Z. (2013). Emotional mediators of psychological capital on well-being: The role of stress, anxiety, and depression. *Management Science Letters*, 3(3), 913–926. <https://doi.org/10.5267/j.msl.2013.01.029>
- Rahnama, A., Javad Mousavian, S., Alaei, A., & Salimi Maghvan, T. (2011). The Survey of Relationship between Creativity of Staffs and Organizational Effectiveness (Case study of: The East Azarbaijan province and Ardebil Province Education). *Australian Journal of Business and Management Research*, 1(6), 97–104.
- Raquel, R.-C., Bernardo, M.-J., Sara, de R.-H., Abraham, Á.-B., & Ana Isabel, S.-V. (2010). Positive Psychology at Work: Mutual Gains for Individuals and Organizations. *Revista de Psicología Del Trabajo y de Las Organizaciones*, 26(3), 235–253. <https://doi.org/10.5093/tr2010v26n3a7>

- Rego, A., Sousa, F., Marques, C., & Cunha, M. P. e. (2012). Authentic leadership promoting employees' psychological capital and creativity. *Journal of Business Research*, 65(3), 429–437. <https://doi.org/10.1016/j.jbusres.2011.10.003>
- Rulevy, D. F., & Parahyanti, E. (2018). Hubungan Psychological Capital Dan Perilaku Kerja Inovatif Di Industri Kreatif: Studi Pada Karyawan Perusahaan Xyz. *Journal Psikogenesis*, 4(1), 99. <https://doi.org/10.24854/jps.v4i1.521>
- Ryan, R. M., & Deci, E. L. (2001). On happiness and human potentials: A review of research on hedonic and eudaimonic well-being. *Annual Review of Sociology*, 51(1), 141–166. <https://doi.org/10.1021/jf60138a019>
- Ryff, C. D., & Keyes, C. L. M. (1995). The Structure of Psychological Well-Being Revisited. *Journal of Personality and Social Psychology*, 69(4), 719–727. <https://doi.org/10.1037/0022-3514.69.4.719>
- Salas-Vallina, A., Pozo, M., & Fernandez-Guerrero, R. (2020). New times for HRM? Well-being oriented management (WOM), harmonious work passion and innovative work behavior. *Employee Relations*, 42(3), 561–581. <https://doi.org/10.1108/ER-04-2019-0185>
- Schuckert, M., Kim, T. T., Paek, S., & Lee, G. (2018). Motivate to innovate: How authentic and transformational leaders influence employees' psychological capital and service innovation behavior. *International Journal of Contemporary Hospitality Management*, 30(2), 776–796. <https://doi.org/10.1108/ijchm-05-2016-0282>
- Schumacker, R. E., & Lomax, R. G. (2016). *A Beginner's Guide to Structural Equation Modeling. A Beginner's Guide to Structural Equation Modeling (Fourth Ed)*. <https://doi.org/10.4324/9780203851319>
- Shamir, B. (1995). Social distance and charisma: Theoretical notes and an exploratory study. *Monographs in Leadership and Management*, 9(1), 225–254. <https://doi.org/10.1108/S1479-35712018000009021>
- Shanker, R., Bhanugopan, R., van der Heijden, B. I. J. M., & Farrell, M. (2017). Organizational climate for innovation and organizational performance: The mediating effect of innovative work behavior. *Journal of Vocational Behavior*, 100, 67–77. <https://doi.org/10.1016/j.jvb.2017.02.004>
- Sharifirad, M. S. (2013). Transformational leadership, innovative work behavior, and employee well-being. *Global Business Perspectives*, 1(3), 198–225. <https://doi.org/10.1007/s40196-013-0019-2>
- Siu, O. L., Lu, C. Q., & Spector, P. E. (2007). Employees' well-being in greater China: The direct and moderating effects of general self-efficacy. *Applied Psychology*, 56(2), 288–301. <https://doi.org/10.1111/j.1464-0597.2006.00255.x>
- Sivanathan, N., Arnold, K. A., Turner, N., & Barling, J. (2004). Leading Well: Transformational Leadership and Well-Being. In *Positive Psychology in Practice* (pp. 241–255). <https://doi.org/10.1002/9780470939338.ch15>
- Skakon, J., Nielsen, K., Borg, V., & Guzman, J. (2010). Are leaders' well-being, behaviours and style associated with the affective well-being of their employees? A systematic review of three decades of research. *Work and Stress*, 24(2), 107–139. <https://doi.org/10.1080/02678373.2010.495262>
- Sweetman, D., Luthans, F., Avey, J. B., & Luthans, B. C. (2011). Relationship between positive psychological capital and creative performance. *Canadian Journal of Administrative Sciences*, 28(1), 4–13. <https://doi.org/10.1002/cjas.175>

- Takeuchi, R., Chen, G., & Lepak, D. P. (2009). Through the looking glass of a social system: Cross-level effects of high-performance work systems on employees' attitudes. *Personnel Psychology, 62*(1), 1–29. <https://doi.org/10.1111/j.1744-6570.2008.01127.x>
- Thompson, B. (2004). *Exploratory & Confirmatory Factor Analysis*. Washington, DC: American Psychological Association.
- Toor, S. ur R., & Ofori, G. (2009). Ethical leadership: Examining the relationships with full range leadership model, employee outcomes, and organizational culture. *Journal of Business Ethics, 90*(4), 533–547. <https://doi.org/10.1007/s10551-009-0059-3>
- Upadhyay, Y., & Kumar, D. (2020). Leader–Member Exchange, Psychological Capital and Employees' Creativity. *Vision, 39*1510, 1–13. <https://doi.org/10.1177/0972262920925585>
- Van De Voorde, K. (2015). *HRM, Employee Well-being and Organizational Performance: A Balanced Perspective*. Tilburg: Tilburg University. Retrieved from https://pure.uvt.nl/portal/files/1181503/Thesis_vd_Voorde_final.pdf
- Van De Voorde, K., Paauwe, J., & Van Veldhoven, M. (2012). Employee Well-being and the HRM-Organizational Performance Relationship: A Review of Quantitative Studies. *International Journal of Management Reviews, 14*(4), 391–407. <https://doi.org/10.1111/j.1468-2370.2011.00322.x>
- Van der Vegt, G. S., & Janssen, O. (2003). Joint Impact of Interdependence and Group Diversity on Innovation. *Journal of Management, 29*(5), 729–751. https://doi.org/10.1016/s0149-2063_03_00033-3
- Van Dierendonck, D. (2011). Servant leadership: A review and synthesis. *Journal of Management, 37*(4), 1228–1261. <https://doi.org/10.1177/0149206310380462>
- Van Dierendonck, D., Stam, D., Boersma, P., de Windt, N., & Alkema, J. (2014). Same difference? Exploring the differential mechanisms linking servant leadership and transformational leadership to follower outcomes. *Leadership Quarterly, 25*(3), 544–562. <https://doi.org/10.1016/j.leaqua.2013.11.014>
- Van Veldhoven, M. (2005). Financial performance and the long-term link with HR practices, work climate and job stress. *Human Resource Management Journal, 15*(4), 30–53. <https://doi.org/10.1111/j.1748-8583.2005.tb00294.x>
- Varas, E. H., Encinas, F. J. L., & Suárez, M. M. (2019). Psychological capital, work satisfaction and health self-perception as predictors of psychological wellbeing in military personnel. *Psicothema, 31*(3), 277–283. <https://doi.org/10.7334/psicothema2019.22>
- Vincent, L., Bharadwaj, S., & Challagalla, G. (2004). Does innovation mediate firm performance?: A meta-analysis of determinants and consequences of organizational innovation. *Georgia Institute of Technology, 34*. <https://doi.org/N/A>
- Walumbwa, F. O., Avolio, B. J., Gardner, W. L., Wernsing, T. S., & Peterson, S. J. (2008). Authentic leadership: Development and validation of a theory-based measure. *Journal of Management, 34*(1), 89–126. <https://doi.org/10.1177/0149206307308913>
- West, M. A. (2002). Sparkling fountains or stagnant ponds: An integrative model of creativity and innovation implementation in work groups. *Applied Psychology, 51*(3), 355–387. <https://doi.org/10.1111/1464-0597.00951>
- Wood, S., van Veldhoven, M., Croon, M., & de Menezes, L. M. (2012). Enriched job

- design, high involvement management and organizational performance: The mediating roles of job satisfaction and well-being. *Human Relations*, 65(4), 419–445. <https://doi.org/10.1177/0018726711432476>
- Wright, T. A., & Cropanzano, R. (2000). Psychological well-being and job satisfaction as predictors of job performance. *Journal of Occupational Health Psychology*, 5(1), 84–94. <https://doi.org/10.1037/1076-8998.5.1.84>
- Wright, Thomas A., Cropanzano, R., & Bonett, D. G. (2007). The moderating role of employee positive well being on the relation between job satisfaction and job performance. *Journal of Occupational Health Psychology*, 12(2), 93–104. <https://doi.org/10.1037/1076-8998.12.2.93>
- Youssef-Morgan, C. M., & Luthans, F. (2015). Psychological capital and well-being. *Stress and Health*, 31(3), 180–188. <https://doi.org/10.1002/smi.2623>
- Yukl, G. (2013). *Leadership in Organizations* (Eighth Edi). New Jersey: Pearson Education, Inc.
- Zhu, C., & Mu, R. (2016). Followers' Innovative Behavior in Organizations: The Role of Transformational Leadership, Psychological Capital and Knowledge Sharing. *Frontiers of Business Research in China*, 10(4), 636–663. <https://doi.org/10.3868/s070-005-016-0023-0>