

Daftar Pustaka

- Abramis, D. J. (1994). Work role ambiguity, job satisfaction, and job performance: Meta-analyses and review. *Psychological reports*, 75(3_suppl), 1411-1433.
- Ahearne, M., Mathieu, J., & Rapp, A. (2005). To empower or not to empower your sales force? An empirical examination of the influence of leadership empowerment behavior on customer satisfaction and performance. *Journal of Applied psychology*, 90(5), 945.
- Amundsen, S., & Martinsen, O. L. (2015). Linking empowering leadership to job satisfaction, work effort, and creativity: The role of self-leadership and psychological empowerment. *Journal of Leadership & Organizational Studies*, 22(3), 304-323.
- Argote, L. (2012). *Organizational learning: Creating, retaining and transferring knowledge*. Springer Science & Business Media.
- Avgoustaki, A. (2016). Work uncertainty and extensive work effort: The mediating role of human resource practices. *ILR Review*, 69(3), 656-682.
- Bakker, A. B., Demerouti, E., & Lieke, L. (2012). Work engagement, performance, and active learning: The role of conscientiousness. *Journal of vocational behavior*, 80(2), 555-564.

Ben-Ner, A., Kong, F., & Lluís, S. (2012). Uncertainty, task environment, and organization design: An empirical investigation. *Journal of Economic Behavior & Organization*, 82(1), 281-313.

BKPM. (2020). "Penanaman Modal Asing di Indonesia" investindonesia.go.id, Diakses pada 10 Desember 2020. <https://www.investindonesia.go.id/id/artikel-investasi/detail/penanaman-modal-asing-di-indonesia>

Chebat, J. C., & Kollias, P. (2000). The impact of empowerment on customer contact employees' roles in service organizations. *Journal of Service research*, 3(1), 66-81.

Cheong, M., Spain, S. M., Yammarino, F. J., & Yun, S. (2016). Two faces of empowering leadership: Enabling and burdening. *The Leadership Quarterly*, 27(4), 602-616.

Cordery, J. L., Morrison, D., Wright, B. M., & Wall, T. D. (2010). The impact of autonomy and task uncertainty on team performance: A longitudinal field study. *Journal of organizational behavior*, 31(2-3), 240-258.

DeVaro, J., & Kurtulus, F. A. (2010). An empirical analysis of risk, incentives and the delegation of worker authority. *ILR Review*, 63(4), 641-661.

Evandio, Akbar. (2020). "Ini Alasan Startup Kesehatan di Indonesia Sulit Raih Pendanaan", teknologi.bisnis.com, Diakses pada 18 Mei 2021. <https://teknologi.bisnis.com/read/20201125/266/1322550/ini-alasan-startup-kesehatan-di-indonesia-sulit-raih-pendanaan>

Evandio, Akbar. (2020). "Ternyata, Ini yang Bikin Startup Kesehatan Sulit Berkembang", *teknologi.bisnis.com*, Diakses pada 18 Mei 2021.
<https://teknologi.bisnis.com/read/20201125/266/1322597/ternyata-ini-yang-bikin-startup-kesehatan-sulit-berkembang>

Foss, N. J., & Laursen, K. (2005). Performance pay, delegation and multitasking under uncertainty and innovativeness: An empirical investigation. *Journal of Economic Behavior & Organization*, 58(2), 246-276.

Griffin, M. A., Neal, A., & Parker, S. K. (2007). A new model of work role performance: Positive behavior in uncertain and interdependent contexts. *Academy of management journal*, 50(2), 327-347.

Gujarati, D. N., & Porter, D. (2009). Basic Econometrics Mc Graw-Hill International Edition.

Gully, S. M., Incalcaterra, K. A., Joshi, A., & Beaubien, J. M. (2002). A meta-analysis of team-efficacy, potency, and performance: interdependence and level of analysis as moderators of observed relationships. *Journal of applied psychology*, 87(5), 819.

Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2014). Multivariate data analysis: Pearson new international edition. *Essex: Pearson Education Limited*, 1, 2.

Hartline, M. D., & Ferrell, O. C. (1996). The management of customer-contact service employees: An empirical investigation. *Journal of marketing*, 60(4), 52-70

- Her, Y. W., Shin, H., & Pae, S. (2019). A multigroup SEM analysis of moderating role of task uncertainty on budgetary participation-performance relationship: Evidence from Korea. *Asia Pacific Management Review*, 24(2), 140-153.
- Hirst, M. K. (1987). The effects of setting budget goals and task uncertainty on performance: A theoretical analysis. *Accounting Review*, 774-784.
- Hoegl, M., & Gemuenden, H. G. (2001). Teamwork quality and the success of innovative projects: A theoretical concept and empirical evidence. *Organization science*, 12(4), 435-449.
- Huang, X., Shi, K., Zhang, Z., & Cheung, Y. L. (2006). The impact of participative leadership behavior on psychological empowerment and organizational commitment in Chinese state-owned enterprises: The moderating role of organizational tenure. *Asia Pacific Journal of Management*, 23(3), 345-367.
- Humborstad, S. I. W., Nerstad, C. G., & Dysvik, A. (2014). Empowering leadership, employee goal orientations and work performance. *Personnel Review*.
- Kim, M., Beehr, T. A., & Prewett, M. S. (2018). Employee Responses to Empowering Leadership: A Meta-Analysis. *Journal of Leadership & Organizational Studies*, 25(3), 257-276
- Kuhn, G., Goldberg, R., & Compton, S. (2009). Tolerance for uncertainty, burnout, and satisfaction with the career of emergency medicine. *Annals of emergency medicine*, 54(1), 106-113.

- Kuvaas, B., & Dysvik, A. (2009). Perceived investment in employee development, intrinsic motivation and work performance. *Human resource management journal*, 19(3), 217-236.
- Lam, Jackie. (2018). "Dealing with ambiguity in a startup: A Founder's perspective", medium.com, Diakses pada 28 Januari 2021. https://medium.com/@jackielam_Oddup/dealing-with-ambiguity-in-a-startup-a-founders-perspective-7dc522ae47fa
- Lee, On. (2018). "Tantangan Mengembangkan Bisnis *Startup* di Indonesia", Tech in Asia 9 Januari 2018. Diakses pada 5 Desember 2020. <https://id.techinasia.com/talk/tantangan-kembangkan-startup-indonesia>
- Lee, Y. S., & Liu, W. K. (2012). Leadership behaviors and culture dimensions in the financial industry. *Journal of Applied Finance and Banking*, 2(2), 15.
- Liebowitz, J. (1999). Key ingredients to the success of an organization's knowledge management strategy. *Knowledge and process management*, 6(1), 37-40.
- Lopez Hernandez, A. K., Fernandez-Mesa, A., & Edwards-Schachter, M. (2018). Team collaboration capabilities as a factor in startup success. *Journal of technology management & innovation*, 13(4), 13-23.
- Lorinkova, N. M., Pearsall, M. J., & Sims Jr, H. P. (2013). Examining the differential longitudinal performance of directive versus empowering leadership in teams. *Academy of Management Journal*, 56(2), 573-596.

- Marks, M. A., Mathieu, J. E., & Zaccaro, S. J. (2001). A temporally based framework and taxonomy of team processes. *Academy of management review*, 26(3), 356-376.
- Martin, S. L., Liao, H., & Campbell, E. M. (2013). Directive versus empowering leadership: A field experiment comparing impacts on task proficiency and proactivity. *Academy of Management Journal*, 56(5), 1372-1395.
- Parrish & co. (2020). "Perbedaan Antara Gaya Kepemimpinan *Startup* dan Corporate", *Parrish & Co website*. Diakses pada 5 Desember 2020. <http://parrish.id/perbedaan-antara-gaya-kepemimpinan-startup-dan-corporate/>
- Pearce, C. L., Sims, H. P., Cox, J. F., Ball, G., Schnell, E., Smith, K. A., & Trevino, L. (2003). Transactors, transformers and beyond: A multi-method development of a theoretical typology of leadership. *Journal of Management development*.
- Pearce III, J. A., & Ravlin, E. C. (1987). The design and activation of self-regulating work groups. *Human relations*, 40(11), 751-782.
- Perrow, C. (1967). A framework for the comparative analysis of organizations. *American sociological review*, 194-208.
- Powell, T. C., Lovallo, D., & Caringal, C. (2006). Causal ambiguity, management perception, and firm performance. *Academy of Management Review*, 31(1), 175-196.

- Putri, Salsabiila Astari (2020). Pengaruh Fleksibilitas Kerja Terhadap Kinerja Karyawan: Peran Kekuasaan Pemimpin Persepsian Dan Kepribadian Karyawan Sebagai Variabel Moderasi. Universitas Gadjah Mada
- Raub, S., & Robert, C. (2010). Differential effects of empowering leadership on in-role and extra-role employee behaviors: Exploring the role of psychological empowerment and power values. *Human Relations*, 63, 1743-1770.
- Sekaran, U., & Bougie, R. (2016). *Research methods for business: A skill building approach*. John Wiley & Sons.
- Srivastava, A., Bartol, K. M., & Locke, E. A. (2006). Empowering leadership in management teams: Effects on knowledge sharing, efficacy, and performance. *Academy of management journal*, 49(6), 1239-1251.
- Sujan, H., Weitz, B. A., & Kumar, N. (1994). Learning orientation, working smart, and effective selling. *Journal of marketing*, 58(3), 39-52.
- Van der Geer, E., van Tuijl, H. F., & Rutte, C. G. (2009). Performance management in healthcare: performance indicator development, task uncertainty, and types of performance indicators. *Social science & medicine*, 69(10), 1523-1530.
- Vecchio, R. P., Justin, J. E., & Pearce, C. L. (2010). Empowering leadership: An examination of mediating mechanisms within a hierarchical structure. *The Leadership Quarterly*, 21(3), 530-542.

Wall, T. D., Cordery, J. L., & Clegg, C. W. (2002). Empowerment, performance, and operational uncertainty: A theoretical integration. *Applied Psychology*, 51(1), 146-169.

Worldometers. (2020). "Indonesia Population" *Worldometer website*, Diakses pada 10 Desember 2020. <https://www.worldometers.info/world-population/indonesia-population/>

Yang, F., Huang, X., & Wu, L. (2019). Experiencing meaningfulness climate in teams: How spiritual leadership enhances team effectiveness when facing uncertain tasks. *Human Resource Management*, 58(2), 155-168.

Zhang, X., & Bartol, K. M. (2010). Linking empowering leadership and employee creativity: The influence of psychological empowerment, intrinsic motivation, and creative process engagement. *Academy of management journal*, 53(1), 107-128.