

## DAFTAR PUSTAKA

- Aiken, L.S., dan West, S.W. 1991. *Multiple Regression: Testing and Interpreting Interactions*. Sage Publications: Thousand Oaks. California.
- Albanese, R., dan Van Fleet, D. 1985. Rational behavior in groups: The free-riding tendency. *Academy of Management Review*, 10, 244–255.
- Atkinson, R. C., dan Shiffrin, R. M. 1968. Human memory: A proposed system and its control processes. In K. W. Spence and J. T. Spence (eds.), *The psychology of learning and motivation: Advances in research and theory*. New York: Academic Press.
- Aubé, C., Brunelle, E., dan Rousseau, V. 2014. Flow experience and team performance: The role of team goal commitment and information exchange. *Motivation and Emotion*, 38(1): 120–130.
- Aubé, C., dan Rousseau, V. 2005. Team Goal Commitment and Team Effectiveness: The Role of Task Interdependence and Supportive Behaviors. *Group Dynamics: Theory, Research, and Practice*, 9(3): 189–204.
- Bacharach, S. B. 1989. Organizational theories: Some criteria for evaluation. *Academy of Management Review*, 14(4): 496–515.
- Bachrach, D. G., Powell, B. C., Bendoly, E., dan Richey, R. G. 2006. Organizational citizenship behavior and performance evaluations: Exploring the impact of task interdependence. *Journal of Applied Psychology*, 91(1): 193–201.
- Baumann, M. R. dan Bonner, B. L. 2016. An expectancy theory approach to group coordination: Expertise, task features, and member behaviour. *Journal of Behavioral Decision Making*, 30(2): 407–419.
- Bliese, P. D. 2000. Within-group agreement, non-independence, and reliability: Implications for data aggregation and analysis. In K. J. Klein & S. W. Kozlowski (Eds.), *Multilevel Theory, Research, and Methods in Organizations*. San Francisco, CA: Jossey-Bass, Inc.
- Brauner, E., dan Scholl, W. 2000. Editorial: The information processing approach as a perspective for groups research. *Group Processes and Intergroup Relations*, 3(2): 115–122.
- Bretz, R.D., Jr., dan Judge, T.A. 1994. Person–organization fit and the theory of work adjustment: Implications for satisfaction, tenure, and career success. *Journal of Vocational Behavior*, 44(1): 32–54.

- Brislin, R. 1986. Field methods in cross-cultural psychology. In W. J. Lonner & J. W. Berry (Eds.), *The wording and translation of research instruments*. Newbury Park, CA: Sage Publications.
- Bunderson, J. S., dan Sutcliffe, K. M. 2002. Comparing alternative conceptualizations of functional diversity in management teams: Process and performance effects. *Academy of Management Journal*, 45(5): 875–893.
- Burke, C. S., Stagl, K. C., Salas, E., Pierce, L., dan Kendall, D. 2006. Understanding team adaptation: A conceptual analysis and model. *Journal of Applied Psychology*, 91(6): 1189-1207.
- Burns, T. dan Stalker, G. M. 1961. *The Management of Innovation*, Tavistock, London.
- Byrne, D. 1971. *The Attraction Paradigm*. New York: Academic Press.
- Cable, D. M., dan Edwards, J. R. 2004. Complementary and Supplementary Fit: A Theoretical and Empirical Integration. *Journal of Applied Psychology*, 89(5): 822-834.
- Cable, D.M., Gino, F., dan Staats, B.R. 2013. Breaking them in or eliciting their best? Reframing socialization around newcomers' authentic self-expression. *Administrative Science Quarterly*, 58(1): 1-36.
- Campion, M. A., Medsker, G. J., dan Higgs, A. C. 1993. Relations between work group characteristics and effectiveness: Implications for designing effective work groups. *Personnel Psychology*, 46(4), 823–850.
- Campion, M. A., Papper, E. M., dan Medsker, G. J. 1996. Relations between work team characteristics and effectiveness: A replication and extension. *Personnel Psychology*, 49(2), 429–452.
- Chatman, J.A. 1991. Matching people and organizations: Selection and socialization in public accounting firms. *Administrative Science Quarterly*, 36(3): 459-484.
- Cohen, S. G., dan 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., dan Aiken, L. S. 2002. *Applied Multiple Regression-Correlation Analysis for the Behavioral Sciences*. Edisi Ketiga. Rautledge, New York.
- Colquitt, J. A. 2004. Does the justice of the one interact with the justice of the many? Reactions to procedural justice in teams. *Journal of Applied Psychology*, 89: 633-646.

- Dadaboyev, S., Park, J., dan Ahn, S. I. 2019. Dark sides of self-efficacy and task interdependence: victimization. *Journal of Managerial Psychology*, 34(6): 386–400.
- DeChurch, L. A., dan Mesmer-Magnus, J. R. 2010. The cognitive underpinnings of effective teamwork: A meta-analysis. *Journal of Applied Psychology*, 95(1): 32-53.
- Deci, E. L., dan Ryan, R. M. 1985. *Intrinsic Motivation and Self-Determination in Human Behavior*. New York: Plenum.
- DeRue, D. S., dan Hollenbeck, J. R. 2007. The search for internal and external fit in teams. In C. Ostroff & T. A. Judge (Eds.), *Perspectives on organizational fit*. New York, NY: Lawrence Erlbaum.
- DeRue, D. S., dan Morgeson, F. P. 2007. Stability and change in person-team and person-role fit over time: The effects of growth satisfaction, performance, and general self-efficacy. *Journal of Applied Psychology*, 92(5): 1242-1253.
- De Dreu, C. K. W., dan Weingart, L. R. 2003. Task versus relationship conflict, team performance, and team member satisfaction: A meta-analysis. *Journal of Applied Psychology*, 88:741–749.
- De Dreu, C. K., Nijstad, B. A., dan van Knippenberg, D. 2008. Motivated information processing in group judgment and decision making. *Personality and Social Psychology Review*, 12(1): 22-49.
- Dong, Y., Bartol, K. M., Zhang, Z.-X., dan Li, C. 2017. Enhancing employee creativity via individual skill development and team knowledge sharing: Influences of dual-focused transformational leadership. *Journal of Organizational Behavior*, 38(3): 439–458.
- Eberly, M. B., Holley, E. C., Johnson, M. D., dan Mitchell, T. R. 2011. Beyond internal and external: A dyadic theory of relational attributions. *Academy of Management Review*, 36(4): 731–753.
- Edwards, J. R. 2008. Person-environment fit in organizations: An assessment of theoretical progress. *Academy of Management Annals*, 2: 167-230.
- Elsass, P. M., dan Veiga, J. F. 1997. Job control and job strain: A test of three models. *Journal of Occupational Health Psychology*, 2(3): 195-211.
- French, J.R.P., Jr., Rodgers, W.L., dan Cobb, S. 1974. Adjustment as person–environment fit. In G. Coelho, D. Hamburg, & J. Adams (Eds.), *Coping and Adaptation* (pp. 316–333). New York: Basic Books.

- Follmer, E. H., Talbot, D., Kristof-Brown, A., Astrove, S. L., dan Billsberry, J. 2018. Resolution, Relief, And Resignation: A Qualitative Study Of Responses To Misfit At Work. *Academy of Management Journal*, 61(2): 440-465.
- Garvin, D. A., dan Roberto, M. A. 2005. Change through persuasion. *Harvard Business Review*, 83 (2): 104-112.
- Geister, S., Konradt, U., dan Hertel, G. 2006. Effects of Process Feedback on Motivation, Satisfaction, and Performance in Virtual Teams. *Small Group Research*, 37(5): 459-489.
- Gersick, C. G. 1988. Time and transition in work teams: Toward a new model of group development. *Journal of Management*, 31(1): 9-41.
- Gibson, C. B. 2001. From knowledge accumulation to accommodation: Cycles of collective cognition in work groups. *Journal of Organizational Behavior*, 22(2): 121-134.
- Gong, Y., Cheung, S.Y., Wang, M., dan Huang, J.C. 2012. Unfolding proactive process for creativity: Integration of employee proactivity, information exchange, and psychological safety perspective. *Journal of Management*, 38(5): 1611-1633.
- Gong, Y., Kim, T.Y. dan Lee, D.R. 2013. A multilevel model of team goal orientation, information exchange, and creativity. *Academy of Management Journal*, 56(3): 827 - 851.
- Greguras, G. J., dan Diefendorff, J. M. 2009. Different fits satisfy different needs: Linking person-environment fit to employee commitment and performance using self-determination theory. *Journal of Applied Psychology*, 94(2): 465-477.
- Gresov, C. 1989. Exploring fit and misfit with multiple contingencies. *Administrative Science Quarterly*, 34(3): 431-453.
- Gully, S.M., Devine, D.J., dan Whitney, D.J. 1995. A Meta-Analysis of Cohesion and Performance: Effects of Level of Analysis and Task Interdependence. *Small Group Research*, 26(4):497-520.
- Gully, S. M., Joshi, A., Incalcaterra, K. A., dan 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): 819-832.
- Guzzo, R. A., dan Dickson, M.W. 1996. Teams in organizations: Recent research on performance and effectiveness. *Annual Review of Psychology*, 47: 307-338.

- Guzzo, R. A., dan Shea, G. P. 1992. Group performance and intergroup relations in organizations. In M. D. Dunnette & L. M. Hough (Eds.), *Handbook of industrial and organizational psychology*. Consulting Psychologists Press.
- Hair, J. F., Hult, G. T. M., Ringle, C. M., dan Sarstedt, M. 2017. *A Primer on Partial Least Squares Structural Equation Modeling*. Edisi Kedua. Thousand Oaks: Sage.
- Hajro, A., Gibson, C. B., dan Pudelko, M. 2017. Knowledge exchange processes in multicultural teams: Linking organizational diversity climates to teams' effectiveness. *Academy of Management Journal*, 60(1): 345-372.
- Harrison, D.A., Price, K.H., dan Bell, M.P. 1998. Beyond relational demography: kelompok and the effects of surface-and deep-level diversity on work group cohesion. *Academy of Management Journal*, 41(1): 96-107.
- Hinsz, V. B. 1990. Cognitive and consensus processes in group recognition memory performance. *Journal of Personality and Social Psychology*, 59(4): 705–718.
- Hinsz, V. B., Tindale, R. S., dan Vollrath, D. A. 1997. The emerging conception of groups as information processors. *Psychological Bulletin*, 121: 43-64.
- Holland, J.L. 1973. *Making vocational choices: A theory of careers*. Englewood Cliffs, NJ: Prentice-Hall.
- Hollenbeck, J. R., Moon, H., Ellis, A.P.J., West, B. J., Ilgen, D. R., dan Sheppard, L. 2002. Structural contingency theory and individual differences: Examination of external and internal person-team fit. *Journal of Applied Psychology*, 87: 599–606.
- Hüffmeier, J., Dietrich, H., dan Hertel, G. 2013. Effort intentions in teams: Effects of task type and teammate performance. *Small Group Research*, 44(1): 62–88.
- 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.
- James, L. R., Demaree, R. G., dan Wolf, G. 1984. Estimating within-group interrater reliability with and without response bias. *Journal of Applied Psychology*, 69(1): 85-98.
- Janis, I. L. 1982. *Groupthink: Psychological Studies of Policy Decisions and Fiascoes*. Edisi Kedua. New York: Houghton Mifflin.
- Janz, B. D., Colquitt, J. A., dan Noe, R. A. 1997. Knowledge worker team effectiveness: The role of autonomy, interdependence, team development, and contextual support variables. *Personnel Psychology*, 50(4): 877–904.

- Jehn, K. A., Northcraft, G. B., dan Neale, M. A. 1999. Why differences make a difference: A field study of diversity, conflict, and performance in workgroups. *Administrative Science Quarterly*, 44(4): 741-763.
- Jones, G. R. 1984. Task visibility, free riding, and shirking: Explaining the effect of structure and technology on employee behavior. *Academy of Management Review*, 9(4): 684-695.
- Karau, S. J. , dan Kelly, J. R. 1992. The effects of time scarcity and time abundance on group performance quality and interaction process. *Journal of Experimental Social Psychology*, 28: 542-571.
- Karau, S.J., dan Kelly, J. R. 2004. Time pressure and team performance: An attentional focus integration. *Research on Managing Groups and Teams*, 6: 185-212.
- Karau, S.J., dan Williams, K.D. 1993. Social loafing. A meta-analytic review and theoretical integration. *Journal of Personality and Social Psychology*, 65: 681-706.
- Kellermanns, F. W., Floyd, S. W., Pearson, A. W., dan Spencer, B. 2008. The contingent effect of constructive confrontation on the relationship between shared mental models and decision quality. *Journal of Organizational Behavior*, 29: 119-137.
- Kiggundu, M. N. 1983. Task interdependence and job design: Test of a theory. *Organizational Behavior and Human Performance*, 31: 145-172.
- Kim, T.-Y., Cable, D. M., dan Kim, S.-P. 2005. Socialization tactics, employee proactivity, and person-organization fit. *Journal of Applied Psychology*. 90(2): 232-241.
- Kozlowski, S. W. J., dan 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., dan Klein, K. 2000. *Multilevel theory, research and methods in organizations: Foundations, extensions and new directions*. Society for Industrial and Organizational Psychology Frontiers Series. San Francisco: Jossey-Bass.
- Kristof-Brown, A. L. 1996. Person-organization fit: An integrative review of its conceptualizations, measurement, and implications. *Personnel Psychology*, 49: 1-49.
- Kristof-Brown, A., dan Guay, R. P. 2011. Person-environment fit. In S. Zedeck (Ed.), *American psychological association handbook of industrial and organizational psychology*. Washington, DC: American Psychological Association.

- Kristof-Brown, A. L., Seong, J. Y., Degeest, D. S., Park, W. W., dan Hong, D. S. 2014. Collective fit perceptions: A multilevel investigation of person-group fit with individual-level and team-level outcomes. *Journal of Organizational Behavior*, 35: 969-989.
- Kristof-Brown, A. L., Zimmerman, R. D., dan Johnson, E. C. 2005. Consequences of individuals' fit at work: A meta-analysis of person-job, person-organization, person-group, and person-supervisor fit. *Personnel Psychology*, 58: 281-342.
- Lam, S. S. K., dan Schaubroeck, J. 2000. Improving group decisions by better pooling information: A comparative advantage of group decision support systems. *Journal of Applied Psychology*, 85(4): 565-573.
- Langfred, C. W. 2000. Work-group design and autonomy: A field study of the interaction between task interdependence and group autonomy. *Small Group Research*, 31(1), 54-70.
- Langfred, C. W. 2005. Autonomy and performance in teams: The multilevel moderating effect of task interdependence. *Journal of management*, 31(4): 513-529.
- Lawton, M. P., dan Nahemow, L. 1973. Ecology and the aging process. In C. Eisdorfer & M. P. Lawton (Eds.), *The psychology of adult development and aging*. Washington, DC: American Psychological Association.
- Lewin, K. 1951. *Field theory in social science*. New York: Harper.
- Liden, R. C., Erdogan, B., Wayne, S. J., dan Sparrowe, R. T. 2006. Leader-member exchange, differentiation, and task interdependence: Implications for individual and group performance. *Journal of Organizational Behavior*, 27: 723-746.
- Liden, R. C., Wayne, S. J., dan Bradway, L. K. 1997. Task interdependence as a moderator of the relation between group control and performance. *Human Relations*, 50: 169-181.
- Liu, S., Hu, J., Li, Y., Wang, Z., dan Lin, X. 2014. Examining the cross-level relationship between shared leadership and learning in teams: Evidence from China. *Leadership Quarterly*, 25(2): 282-95.
- McClelland, G. H., Irwin, J. R., Disatnik, D., dan Sivan, L. 2017. Multicollinearity is a red herring in the search for moderator variables: A guide to interpreting moderated multiple regression models and a critique of Iacobucci, Schneider, Popovich, and Bakamitsos (2016). *Behavior Research Methods*, 49(1): 394-402.

- Mesmer-Magnus, J. R., dan DeChurch, L. A. 2009. Information sharing and team performance: A meta-analysis. *Journal of Applied Psychology*, 94(2): 535–546.
- Miller, G. A. 1956. The magical number seven, plus or minus two: some limits on our capacity for processing information. *Psychological Review*, 63(2): 81–97.
- Mohammed, S., Ferzandi, L., dan Hamilton, K. 2010. Metaphor no more: A 15-year review of the team mental model construct. *Journal of Management*, 36: 876-910.
- Morgeson, F. P., & Campion, M. A. 2003. Work design. In W. Borman, D. Ilgen, & R. Klimoski (Eds.), **Handbook of Psychology: Industrial and Organizational Psychology**. Hoboken, NJ: Wiley.
- Muchinsky, P. M. dan Monahan, C. J. 1987. What is person-environment congruence? Supplementary versus complementary models of fit. *Journal of Vocational Behavior*, 31: 268–277.
- Murray, H.A. 1938. *Explorations in Personality*. Boston, MA: Houghton Mifflin.
- Murray, H.A. 1951. Toward a classification of interaction. In T. Parsons & E.A. Shils (Eds.), *Toward A General Theory of Action*. Cambridge, MA: Harvard University Press.
- Nahapiet, J., & Ghoshal, S. 1998. Social capital, intellectual capital, and the organizational advantage. *Academy of management review*, 23(2): 242-266.
- Neuman, W. L. 2011. *Social research methods: Qualitative and quantitative approaches*, 7th ed. Pearson: Allyn and Bacon. Boston.
- O'Reilly, C. A., Caldwell, D. F., dan Barnett, W. P. 1989. Work group demography, social integration, and turnover. *Administrative Science Quarterly*, 34: 21-37.
- Oh, H., Chung, M.-H., dan Labianca, G. 2004. Group social capital and group effectiveness: The role of informal socializing ties. *Academy of Management Journal*, 47(6): 860-875.
- Parsons, F. 1909. *Choosing A Vocation*. Boston, MA: Houghton Mifflin.
- Pettigrew, T. F., dan Tropp, L. R. 2006. A meta-analytic test of intergroup contact theory. *Journal of Personality and Social Psychology*, 90(5): 751–783.
- Podsakoff, P. M., MacKenzie, S. B., Lee, J.-Y., dan Podsakoff, N. P. 2003. Common method biases in behavioral research: A critical review of the literature and recommended remedies. *Journal of Applied Psychology*, 88(5): 879–903.

- Polzer, J. T., Milton, L. P., dan Swann, W. B. 2002. Capitalizing on diversity: Interpersonal congruence in small work groups. *Administrative Science Quarterly*, 47: 296-324.
- Poortvliet, P. M., Janssen, O., Van Yperen, N. W., dan Van de Vliert, E. 2007. Achievement goals and interpersonal behavior: How mastery and performance goals shape information exchange. *Personality and Social Psychology Bulletin*, 33(10): 1435–1447.
- Ritchie, J., dan Lewis, J. 2003. *Qualitative Research Practice—A Guide for Social Science Students and Researchers*. London, Thousand Oaks, CA Sage Publications, London
- Rogers, P. R., Miller, A., dan Judge, W. Q. 1999. Using information processing theory to understand planning/performance relationships in the context of strategy. *Strategic Management Journal*, 20(6): 567–577.
- Salancik, G.R. dan Pfeffer, J. 1978. Social information-processing approach to job attitudes and task design. *Administrative Science Quarterly*, 23: 224-253.
- Schneider, B. 1987. The people make the place. *Personnel Psychology*, 40: 437-454.
- Seong, J. Y., dan Choi, J. N. 2014. Effects of group-level fit on group conflict and performance: The initiation role of leader positive affect. *Group and Organization Management*, 39: 190-212.
- Seong, J. Y., dan Kristof-Brown, A. L. 2012. Testing multidimensional models of person-group fit. *Journal of Managerial Psychology*, 27: 536-556.
- Seong J. Y., Kristof-Brown A. L., Park W.-W., Hong D.-S., dan Shin Y. 2015. Person-group fit: Diversity antecedents, proximal outcomes and performance at the group-level. *Journal of Management*, 41(4): 1184-1213.
- Sharma, S., Durand, R. M., dan Gur-Arie, O. 1981. Identification and analysis of moderator variables. *Journal of Marketing Research*, 18(3): 291–300.
- Shaw, J. D., Zhu, J., Duffy, M. K., Scott, K. L., Shih, H.-A., & Susanto, E. 2011. A contingency model of conflict and team effectiveness. *Journal of Applied Psychology*, 96(2): 391–400.
- Shieh, G. 2011. Clarifying the role of mean centring in multicollinearity of interaction effects. *British Journal of Mathematical and Statistical Psychology*, 64(3): 462–477.
- Shin, S. J., Kim, T. Y., Lee, J. Y., dan Bian, L. 2012. Cognitive team diversity and individual team member creativity: A cross-level interaction. *Academy of Management Journal*, 55(1): 197–212.

- Simon, H. A. 1962. An information processing theory of intellectual development. In C. Kuhlman and W. Kessen (Eds.). *Thought in the young child: Monographs of the society for research in child development*. Yellow Springs, Ohio: Antioch Press.
- Skilton, P. F., dan Dooley, K. 2010. The effects of repeat collaboration on creative abrasion. *Academy of Management Review*, 35(1): 118-134.
- Stasser, G., dan Abele, S. 2020. Collective choice, collaboration, and communication. *Annual Review of Psychology*, 71: 589-612.
- Stevens, J.P. 1992. *Applied Multivariate Statistics for The Social Sciences (2<sup>nd</sup> edition)*. Hillsdale, NJ: Erlbaum.
- Tabachnick, B. G., dan Fidell, L. S. 2001. *Using Multivariate Statistics (4<sup>th</sup> edition)*. New York: Allyn and Bacon.
- Thatcher, S. M. B. dan Patel, P. 2011. Demographic faultlines: A meta-analysis of the literature. *Journal of Applied Psychology*, 96: 1119–1139.
- Thompson, J. D. 1967. *Organizations in Action: Social Science Bases of Administrative Theory*. McGraw-Hill.
- Timmerman, T. A. 2005. Missing persons in the study of groups. *Journal of Organizational Behavior*, 26(1): 21–36.
- Tindale, R. S. 1989. Group vs individual information processing: The effects of outcome feedback on decision making. *Organizational Behavior and Human Decision Processes*, 44(3): 454–473.
- Tindale, R. S., dan Sheffey, S. 2002. Shared information, cognitive load, and group memory. *Group Processes and Intergroup Relations*, 5(1): 5–18.
- Tuckman, B.W. 1965. Developmental sequence in small groups. *Psychological Bulletin*, 63: 384-399.
- Tziner, A. 1982. Group cohesiveness: A dynamic perspective. *Social Behavior and Personality: An international journal*, 10: 205-212.
- Van de Ven, A.H., dan Ferry, D.L. 1980. *Measuring and Assessing Organizations*. New York: Wiley.
- Van Knippenberg, D., De Dreu, C. K. W., dan Homan, A. C. 2004. Work group diversity and group performance: An integrative model and research agenda. *Journal of Applied Psychology*, 89(6):1008-1022.

- Vogel, R. M., Rodell, J. B., dan Lynch, J. W. 2016. Engaged and productive misfits: How job crafting and leisure activity mitigate the negative effects of value incongruence. *Academy of Management Journal*, 59(5): 1561-1584.
- Vroom, V H. 1964. *Work and motivation*. New York: Wiley
- Wageman, R. 1995. Interdependence and group effectiveness. *Administrative Science Quarterly*, 40(1): 145–180.
- Wageman, R. 2001. How leaders foster self-managing team effectiveness: Design choices versus hands-on coaching. *Organization Science*, 12(5): 559–577.
- Wang, S., dan Noe, R.A. 2010. Knowledge sharing: A review and directions for future research. *Human Resource Management Review*, 20: 115-131.
- Woehr, D. J., Loignon, A. C., Schmidt, P. B., Loughry, M. L., dan Ohland, M. W. 2015. Justifying aggregation with consensus-based constructs: A review and examination of cutoff values for common aggregation indices. *Organizational Research Methods*, 18(4): 704–737.
- Xie, J. L., dan Johns, G. 1995. Job scope and stress: can job scope be too high? *Academy of Management Journal*, 38(5): 1288-1309.