

## DAFTAR PUSTAKA

- Ahmad, S., and R.G.Schroeder. 2003. The Impact Of Human Resource Management Practices On Operational Performance: Recognizing Country And Industry Differences. *Journal Of Operations Management* 21. Pp 19–43.
- Aguinis, H., dan K. Kraiger. 2009. Benefits of Training and Development for Individuals and Teams, Organizations and Society. *The Annual Review of Psychology* 60: 451-474.
- Ajzen, I. 1991. Organizational Behavior and Human Decision Processes. Organizational Behavior and Human Decision Processes. volume 50. issue 2. pp 179-211.
- Akhter, M.M., M.N.Siddique, and M.A.Alam. 2013. HRM Practices and its Impact on Employee Performance: A Study of the Cement Industry in Bangladesh. *Global Disclosure of Economics and Business*, Volume 2(2).
- Alpkan, L., and E.Gemici. 2016. Disruption and Ambidexterity: How Innovation Strategies Evolve?. *Social and Behavioral Sciences* 235. Pp 782 – 787
- AlShammari, T., P.A.Jennings and B.Williams. 2018. Emergency medical services core competencies: A scoping review. *Health Professions Education* (2018), <https://doi.org/10.1016/j.hpe.2018.03.009>.
- Aragón, M. I. B., Jiménez, D. J., & Valle, R. S. 2014. Training and performance: The mediating role of organizational learning. *BRQ business research quarterly*, 17(3), 161-173.
- Argyris, C. and D. Schon. 1974. *Theory in Practice*. San Francisco: Jossey-Bass.
- Aryee, S., Walumbwa, F. O., Zhou, Q., & Hartnell, C. A. 2012. Transformational leadership, innovative behavior, and task performance: Test of mediation and moderation processes. *Human Performance*, 25(1), 1-25.
- Athey, T. dan Orth, M. 1999. Emerging competency methods for the future human resource management. *Human Resource Management*, Vol. 38, pp. 215-26.
- Aubry, M and P.Lièvre. 2010. Ambidexterity as a Competence of Project Leaders: A Case Study From Two Polar Expeditions. *Project Management Journal*. Vol. 41, No. 3, 32–44
- Baron, A. 2011. Measuring human capital. *Strategic HR Review*.
- Bartunek, J.M., J.R. Gordon, and R. Preszler-Weathersby. 1983. Developing complicated understanding in administrators, *Academy of Management Review*.
- Bass, B. M. 1995. Theory of transformational leadership redux. *The leadership quarterly*, 6(4), 463-478.

- Bedford, D.S., J.Bisbe, and B.Sweeney. 2018. Performance Measurement Systems As Generators Of Cognitive Conflict In Ambidextrous Firms. *Accounting, Organizations and Society*. Pp 1-17.
- Berardinelli, P. K., Burrow, J. L., & Dillon Jones, L. S. 1995. Management training: An impact theory. *Human Resource Development Quarterly*, 6(1), 79-90.
- Berger, C.R. and J.J. Bradac. 1982. *Language and Social Knowledge*. London: Edward Arnold.
- Bolwlby, R. 2011. Living the Future: Organizational Performance Assessment. *Journal of Library Administration*, 51. Pp 618–644.
- Brion, S., C. Mothe, and M.Sabatier. 2010. The Impact of Organisational Context And Competences On Innovation Ambidexterity. *International Journal of Innovation Management*. Vol 14 No (2).
- Brown, J. S., dan Duguid, P. 1998. Organizing knowledge. *California management review*, 40(3), 90-111.
- Buil, I., Martínez, E., dan Matute, J. 2018. *Transformational leadership and employee performance: The role of identification, engagement and proactive personality*. *International Journal of Hospitality Management*.
- Burgelman, R. 1983. A model for the interaction of strategic behavior, corporate context, and the context of strategy, *Academy of Management Review*.
- Cetin, M. O., dan Kinik, F. S. F. 2015. An analysis of academic leadership behavior from the perspective of transformational leadership. *Procedia-Social and Behavioral Sciences*, 207, 519-527.
- Chandrasekaran, A., K.Linderman, and R.Schroeder. 2012. Antecedents To Ambidexterity Competency In High Technology Organizations. *Journal of Operations Management*. Vol 30.
- Chang, J., Bai, X., & Li, J. J. 2015. The influence of leadership on product and process innovations in China: The contingent role of knowledge acquisition capability. *Industrial marketing management*, 50, 18-29.
- Chatzoglou, A.D.D.P.D. 2012. Evaluation of formal training programmes in Greek Organisations. *European Journal of Training and Development* 36(9): 888-910.
- Coleman. J. S. 1988, *Social Capital in The Creation of Human Capital*. *American Journal of Sociology*. Vol. 94. Pp 95-120.
- Cockerill, T., Hunt, J. dan Schroder, H. 1995. Managerial competencies: fact or fiction. *Business Strategy Review*, Vol. 6, pp. 1-13.
- Cook, K.S. and E.Rice, 1976. Review of Sociology. volume 2. issue 1. pp 53-76. Department of Sociology, Stanford University, Stanford, California.
- Craig, R.T. 1995. Grounded Practical Theory: The Case of Intellectual Discussion. Communication Theory. volume 5. issue 3. pp 248-272.

- Cropanzano, R. and M.S. Mitchell, 2005. Social Exchange Theory: An Interdisciplinary Review. *Journal of Management*, volume 31. issue 6. pp 874-900
- Dewett, T. 2003. Towards an interactionist theory of group-level feedback. *Management Research News* 26 (10/11):1-21.
- Dodgson, M. 1993. Organizational learning: a review of some literatures. *Organization studies*, 14(3), 375-394.
- Duncan, R. and A. Weiss. 1979. Organizational learning: Implications for organizational design. In B. Staw, ed., *Research in Organizational Behavior*, Vol. 1. Greenwich, CT: JAI Press.
- Dutton, K., dan Kleiner, B. 2015. Strategies For Improving Individual Performance In The Workplace. *Franklin Business & Law Journal*, 2015(2).
- Eden, C. dan Ackermann, F. 2000. Mapping distinctive competencies: a systemic approach”, *Journal of the Operational Research Society*, Vol. 51 No. 1, pp. 12-21.
- Eisenhardt, K.M. dan Martin, J.A. 2000. Dynamic capabilities: what are they?”, *Strategic Management Journal*, Vol. 21 Nos 10-11, pp. 1105-21.
- Eliyana, A., Ma’arif, S., dan Muzakki. 2019. *Job satisfaction and organizational commitment effect in the transformational leadership towards employee performance. European Research on Management and Business Economics*.
- Emerson, R. M. 1976. Social exchange theory. *Annual Review of Sociology*. Pp 335-362.
- Fatema, N. 2018. Stimulation Of Efficient Employee Performance Through Human Resource Management Practices: A Study On The Healthcare Sector Of Bangladesh. *International Journal Of Business And Social Research*. Vol 8(1). Pp 1-18.
- Felício, J. A., Couto, E., dan Caiado, J. 2014. Human capital, social capital and organizational performance. *Management Decision*.
- Fernandez, A.I., P.R.Larab, M.C.Ugaldec and G.S.Sisodia. 2018. Distinctive competencies and competency-based management in regulated sectors: A methodological proposal applied to the pharmaceutical retail sector in Spain. *Journal of Retailing and Consumer Services* 42. Pp 29–36.
- Fitz-enz, J. 2000. *The ROI Human Capital: Measuring the Economic Value of Employee Performance*, New York: American Management Association
- Francisco Garcí’a-Lillo, Mercedes U’ beda-Garcí’a1 and Bartolome’ Marco-Lajara. 2016. Organizational ambidexterity: exploring the knowledge Base. *Scientometrics* (107).
- Fauske, J. R., dan Raybould, R. 2005. Organizational learning theory in schools. *Journal of Educational Administration*, 43(1), 22-40.

- Gibson, C.B., and J.Birkinshaw. 2004. The Antecedents, Consequences, And Mediating Role Of Organizational Ambidexterity. *Academy of Management Journal*. Vol 47 No (2).
- Gile, P.P. 2013. Title: The Effect of Human Resource Practices on Employee Performance in Hospitals: A Systematic Review. Working Paper of Public Health 16.
- Gillet, N., Fouquereau, E., Bonnaud-Antignac, A., Mokoukolo, R., & Colombat, P. 2013. The mediating role of organizational justice in the relationship between transformational leadership and nurses' quality of work life: A cross-sectional questionnaire survey. *International journal of nursing studies*, 50(10), 1359-1367.
- Goldstein, I.L., 1980. Training in work organizations. *Annu. Rev. Psychol.* 31 (1), 229–272.
- Gölgeci, I., Arslan, A., Khan, Z., dan Kontkanen, M. 2021. *Foreign firm operations and skills development of local employees in violence-hit countries. Technological Forecasting and Social Change*, 162, 120376.
- Gözükara, İ., dan Şimşek, O. F. 2015. Linking transformational leadership to work engagement and the mediator effect of job autonomy: A study in a Turkish private non-profit university. *Procedia-Social and Behavioral Sciences*, 195, 963-971.
- Greitemann, J., E.E.Christ., A.C.Matzat and G.Reinhart. 2014. Strategic Evaluation of Technological Capabilities, Competencies and Core-Competencies of Manufacturing Companies. *CIRP* 19 ( 2014 ) 57 – 62.
- Grip, D. Andries, and Jan Sauermann. 2013. The effect of training on productivity: The transfer of on-the-job training from the perspective of economics." *Educational Research Review* 8 : 28-36.
- Gumusay, A.A., and T.M.Bohne. 2018. Individual and organizational inhibitors to the development of entrepreneurial competencies in universities. *Research Policy* 47 (2018) 363–378
- Hafkesbrink, K., D.Kulenovic, and C.Bachem. 2012. Contextual Ambidexterity and individual Competencies for Exploration and Exploitation in Small and Medium sized Enterprises - empirical Results from Case Studies in the German New Media Industry.
- Hafkesbrink, J. C.Bachem and D.Kulenovic. 2015. Contextual Ambidexterity and Individual Competencies for Exploration and Exploitation in Small and Medium sized Enterprises.
- He, Z.L., and P.K.Wong. 2004. Exploration vs. exploitation: An empirical test of the ambidexterity hypothesis. *Organ. Sci.* 15(4). Pp 481–494.
- Heavey, C. and Z.Simsek. 2014. Distributed Cognition in Top Management Teams and Organizational Ambidexterity: The Influence of Transactive Memory Systems. *Journal of Managemen.*

- Hee, O.C., and K.R.Jing. 2018. The Influence Of Human Resource Management Practices On Employee Performance In The Manufacturing Sector In Malaysia. *International Journal Of Huma Resource Studies*. Vol 8(2).
- Heracleous, L., A.Papachroni, C.Andriopoulos and M.Gotsi. 2017. Structural ambidexterity and competency traps: Insights from Xerox PARC. *Technological Forecasting & Social Change* 117 (2017) 327–338.
- Hiebl, M.R.W. 2015. Family Involvement And Organizational Ambidexterity In Later-Generation Family Businesses, A Framework For Further Investigation. *Management Decision*. Vol 53 (5).
- Holton III, E. F. dan Naquin, S. 2002. Workforce development: a guide for developing and implementing workforce development systems', *Advances in Developing Human Resources* 4(2): 107 – 10.
- Hsiao, Y.C., and Z.X.Hsu. Firm-specific advantages-product innovation capability complementarities and innovation success: A core competency approach. *Technology in Society*. <https://doi.org/10.1016/j.techsoc.2018.06.009>.
- Jaworski, C., Ravichandran, S., Karpinski, A. C., dan Singh, S. 2018. The effects of training satisfaction, employee benefits, and incentives on part-time employees' commitment. *International Journal of Hospitality Management*, 74, 1–12.
- Karam, S., Nagahi, M., Dayarathna, V. L., Ma, J., Jaradat, R., & Hamilton, M. (2020). *Integrating Systems Thinking Skills with Multi-Criteria Decision-Making Technology to Recruit Employee Candidates. Expert Systems with Applications*
- Karnouskos, S. 2017. Massive open online courses (MOOCs) as an enabler for competent employees and innovation in industry. *Computers in Industry* 91 (2017) 1–10.
- Khalid, M.M., C.A.Rehman, and M.Ilyas. 2014. HRM Practices and Employee Performance in Public Sector Organizations in Pakistan: An Empirical study. *International Journal of Management Sciences and Business Research*. Vol 3(2)
- Kluger, Avraham N., and Angelo DeNisi. 1996. The effects of feedback interventions on performance: A historical review, a meta-analysis, and a preliminary feedback intervention theory." *Psychological bulletin* 119.254.
- Kovjanic, S., Schuh, S. C., & Jonas, K. 2013. Transformational leadership and performance: An experimental investigation of the mediating effects of basic needs satisfaction and work engagement. *Journal of occupational and organizational psychology*, 86(4), 543-555.
- Kulikowski, K., 2018. The model of relationships between pay for individual performance and work engagement. *Career Dev. Int.* 23 (4), 427e443

- Kumari, P.V., and P.Dubey. 2018. Employee Performance and Their Organizational Commitment In Relation To HRM Practices: A Literature Review. *Journal of Business and Management (IOSR-JBM)*. Vol 20(4).
- Kundu, S., and D.Malhan. 2009. HRM Practices in Insurance Companies: A Study of Indian and Multinational Companies. *Managing Global Transitions* 7 (2). Pp 191–215.
- Lampel, J. 2001. The core competencies of effective project execution: the challenge of diversity. *International Journal of Project Management* 19. 471–483.
- Lara, F.J., and A.S.Vallina. 2017. Managerial competencies, innovation and engagement in SMEs: The mediating role of organisational learning. *Journal of Business Research* 79 (2017) 152–160.
- Ledford, G. 1995. Paying for the skills knowledge, competencies of knowledge workers. *Compensation Benefits Review*, Vol. 27, pp. 55-62.
- Lepak, D. P., dan Snell, S. A. 2002. Examining the human resource architecture: The relationships among human capital, employment, and human resource configurations. *Journal of management*, 28(4), 517-543.
- Li, S., T.Clark and J.Sillince. 2017. Constructing a strategy on the creation of core competencies for African Companies. *Technological Forecasting & Social Change*. <http://dx.doi.org/10.1016/j.techfore.2017.08.008>.
- Lobanova, L., and I.O.Ozola. 2014. Internationalization Processes And Effective Practices Of Hrm: Employee Performance And Commitment In Latvia And Lithuania. *International Economy: Problems of Innovation and Marketing Management*.
- Lucia, A. dan Lepsinger, R. 1999. *The Art Science of Competency Models*, Jossey-Bass, San Francisco, CA.
- Lucu, R., and M. Platis. 2012. *Management of The Professional Practical Training Strengths and Weaknesses*.
- MacKenzie, S.B., P.M.Podsakoff., G.A. Rich. 2001. Transformational and transactional leadership and salesperson performance. *J. Acad. Mark. Sci.* 29(2) 115-134.
- Mahajan, A., dan A.Templer, 2021. Leader political skill, influence tactics, and member performance: Supplementary, complementary and contrasting perspectives. *Journal of Business Research* 133. 242–251.
- Malone, T.W., K.Crowston., J.Lee.B.Pentland., c.Dellarocas., G.Wyner., J.Quimby., C.S.Osborn., A.Bernstein., G.Herman., M.Klein., and E.O'Donnell. 1999. *Tools for Inventing Organizations: Toward a Handbook of Organizational Processes*. *Management Science*/Vol. 45, No. 3.
- Maidique, M.A. 1983. *Point of view: The new management thinkers*, California Management Review.

- McGregor, J., Tweed, D., dan Pech, R. 2004. Human capital in the new economy: devil's bargain. *Journal of Intellectual Capital*.
- Meyer, M. U. 1993. JM The product family and the dynamic of core capability. *Sloan Management Review, Spring*, 29-47.
- Millar, P., dan Stevens, J. 2012. Management training and national sport organization managers: Examining the impact of training on individual and organizational performances. *Sport Management Review*, 15(3), 288–303.
- Mom, T. J. M., F. A. J. van den Bosch, H. W. Volberda. 2007. Investigating managers' exploration and exploitation activities: The influence of top-down, bottom-up, and horizontal knowledge inflows. *J. Management Stud.* 44(6) 910–931.
- Mom, T.J.M., Y.Chang, M.Cholakova and J.J.P.Jansen. 2018. A Multilevel Integrated Framework of Firm HR Practices, Individual Ambidexterity, and Organizational Ambidexterity. *Journal of Managemen*.
- Nafukho, 2004. Human capital theory: implications for human resource development. Human Resource Development International. volume 7. issue 4. pp 545-551.
- Nafukho, F. M., Hairston, N., dan Brooks, K. 2004. *Human capital theory: implications for human resource development. Human Resource Development International*, 7(4), 545–551. doi:10.1080/1367886042000299843
- Nahapiet, J. 1998. *Academy of Management Review*. Vol. 23 (2). Pp 242-266.
- Oliveira, A.C.,C.C.Sokulski., A.A.S.Batista and A.C.Francisco. 2018. Competencies for sustainability: A proposed method for the analysis of their interrelationships. *Sustainable Production and Consumption* 14 (2018) 82–94.
- O'Reilly III C.A., and M.L. Tushman. 2008. Ambidexterity as a dynamic capability: Resolving the innovator's dilemma. *Research in Organizational Behavior* 28 (2008) 185–206.
- Papachroni, A., L.Heracleous and S.Paroutis. 2014. Organizational Ambidexterity Through the Lens of Paradox Theory: Building a Novel Research Agenda. *Journal of Applied Behavioral Science*.
- Perrotta, C., dan Perrotta, C. 2018. Investment in human capital. *Unproductive Labour in Political Economy*, 102-115.
- Pham, N.T., T.Vo.Thanh, M.Shahbaz, T.L.D.Huynh, M.Usman. 2020. Managing environmental challenges: Training as a solution to improve employee green performance. *Journal of Environmental Management*.
- Prahalad, C.K. dan Hamel, G. 1990. The core competence of the corporation”, *Harvard Business Review*, Vol. 68 No. 3, pp. 79-92.

- Prastacos, G.P., Soderquist, K.E., Spanos, Y. dan van Wassenhove, L. 2002. An integrated framework for managing change in the new competitive landscape. *European Management Journal*, Vol. 20, pp. 55-71.
- Quinn, J.B. 1980. *Strategies for Change: Logical Incrementalism*. Homewood, IL: Irwin.
- Raisch, S., and J.Birkinshaw. 2008. Organizational ambidexterity: Antecedents, outcomes, and moderators. *Journal of Management* (34). Pp 375-409.
- Raisch, S., J.Birkinshaw, G.Probst and M.L.Tushman. 2009. Organizational Ambidexterity: Balancing Exploitation and Exploration for Sustained Performance. *Organizational Ambidexterity Organization Science* 20 (4) pp. 685–695
- Roberts, C., dan McDonald, G. 1995. Training to fail. *Journal of management development*.
- Sanchez, R.H.A. 1997. *Competence-based strategic management*. Chichester: John Wiley, 1997.
- Schon, D.A. 1983. Organizational learning. In G. Morgan, ed., *Beyond Method, Strategies for Social Research*, 1 14-128. Beverly Hills, CA.
- Sharma, P., Nagar, P., & Pathak, S. C. 2012. Impact of transformational leadership on creative flexibility of engineers in India. *Procedia-Social and Behavioral Sciences*, 57, 555-559.
- Shekarey, A., dan Arany, S.H. 2010. A Study on the effectiveness of occupational trainings of insurance on the performance of the insurance companies' employees in terms of entrepreneurial skills. *Procedia Social and Behavioral Sciences* 9. 329–334.
- Shipper, F., dan Davy, J. 2002. *A model and investigation of managerial skills, employees' attitudes, and managerial performance*. *The Leadership Quarterly*, 13(2), 95–120.
- Simon, 2010. A Discussion on Competency Management Systems from a Design Theory Perspective. *Web Intelligence*. volume 2. issue 6. pp 337-346. DOI: [10.1007/s12599-010-0134-4](https://doi.org/10.1007/s12599-010-0134-4).
- Skorková, Z. 2016. Competency Models In Public Sector. *Social And Behavioral Sciences* 230 ( 2016 ) 226 – 234.
- Srivastava, M.K and D.R.Gnyawali. 2011. When do relational resources matter? Leveraging portfolio technological resources for breakthrough innovation. *Acad. Manag. J.* 54, 797–810
- Tabassi, A.A., dan Bakar, A.H.A. 2009. Training, motivation, and performance: The case of human resource management in construction projects in Mashhad, Iran. *International Journal of Project Management*, 27(5), 471–480.

- Tetlock, 1992. *The Impact Of Accountability On Judgment And Choice: Toward A Social Contingency Model*. Academic Press.
- Thompson, J. 2012. Transformational leadership can improve workforce competencies. *Nursing management*, 18(10).
- Uhm, M., G.Lee and B.Jeon. 2017. An analysis of BIM jobs and competencies based on the use of terms in the Industry. *Automation in Construction* 81 (2017) 67–98.
- Ulrich, D., Brockbank, W., Yeung, A. K., & Lake, D. G. 1995. Human resource competencies: An empirical assessment. *Human resource management*, 34(4), 473-495.
- Undang-Undang Republik Indonesia No 6 Tahun 2014 Tentang Desa.
- Vermeeren, B., B.Steijn, L.Tummers, M.Lankhaar, R.Poerstamper and S.V.Beek. 2014. HRM and its effect on employee, organizational and financial outcomes in health care organizations. *Human Resources for Health*. Pp 12:35.
- Von Krogh, G., Nonaka, I., Rechsteiner, L., 2012. Leadership in organizational knowledge creation: a review and framework. *J. Manag. Stud.* 49, 240–277.
- Weick, K.W. 1983. Organizational communication: Toward a research agenda. In L.L. Putnam and M.E. Pacanowsky, eds., *Communication and Organizations: An Interpretative Approach*, 13-30.
- Westerman, G., F.W. McFarlan, M. Iansiti. 2006. Organization design and effectiveness over the innovation life cycle. *Organ. Sci.* 17(2) 230–238.
- Wong, T. L., Mark Wickham, and L. Hall. 2013. The Paradox of Training and Development: Knowledge Management in the Chinese Hospitality Industry Context.
- Xie, X., Zhu, Q., & Qi, G. 2020. How can green training promote employee career growth? *Journal of Cleaner Production*, 120818.