DAFTAR PUSTAKA

- Afsar, B. (2016a). The impact of person-organization *fit* on innovative work behavior. *International journal of health care quality assurance*, 29(2), 104-122. doi: https://doi.org/10.1108/IJHCQA-01-2015-0017
- Afsar, B. (2016b). The impact of person-organization *fit* on innovative work behavior: the mediating effect of *Knowledge Sharing Behavior*. *International journal of health care quality assurance*, 29(2), 104-122.
- Afsar, B., & Badir, Y. (2015). The impacts of person-organisation *fit* and perceived organisational support on innovative work behaviour: the mediating effects of knowledge sharing behaviour. *International Journal of Information Systems and Change Management*, 7(4), 263-285.
- Afsar, B., & Badir, Y. (2016a). The mediating role of *Psychological* empowerment on the relationship between person-organization *fit* and innovative work behaviour. *Journal of Chinese Human Resource Management*, 7(1), 5-26.
- Afsar, B., & Badir, Y. (2016b). The mediating role of *Psychological* empowerment on the relationship between person-organization *fit* and innovative work behaviour. *Journal of Chinese Human Resources Management*, 7(1), 5-26.
- Afsar, B., & Badir, Y. (2017). Workplace spirituality, perceived organizational support and innovative work behavior: The mediating effects of personorganization *fit. Journal of Workplace Learning*, 29(2), 95-109.
- Afsar, B., Badir, Y., & Khan, M. M. (2015a). Person—job *fit*, person—organization *fit* and innovative work behavior: The mediating role of innovation trust. *Journal of High Technology Management Research*, 26, 105-116.
- Afsar, B., Badir, Y., & Khan, M. M. (2015b). Person–job *fit*, person–organization *fit* and innovative work behavior: The mediating role of innovation trust. *The Journal of High Technology Management Research*, 26(2), 105-116.
- Afsar, B., Badir, Y. F., & Saeed, B. (2014). *Person-job fit, person-organization fit and innovative work behavior*. Paper presented at the Academy of Management Proceedings.
- Afsar, B., Cheema, S., & Bin Saeed, B. (2018). Do nurses display innovative work behavior when their values match with hospitals' values? *European Journal of Innovation Management*, 21(1), 157-171. doi: doi:10.1108/EJIM-01-2017-0007
- Afsar, B., & Rehman, M. (2015). The relationship between workplace spirituality and innovative work behavior: The mediating role of perceived personorganization *fit. Journal of Management, Spirituality & Religion, 12*(4), 329-353.
- Akhtar, M. W., Syed, F., Husnain, M., & Naseer, S. (2019). Person-organization *fit* and innovative work behavior: The mediating role of perceived organizational support, affective commitment and trust. *Pakistan Journal of Commerce and Social Sciences (PJCSS)*, *13*(2), 311-333.
- Alas, R., & Mousa, M. (2016). Organizational culture and workplace spirituality. *International journal of emerging research in management and technology*, 5(3), 285-314.
- Ali, I., Musawir, A. U., & Ali, M. (2018). Impact of knowledge sharing and absorptive capacity on project performance: the moderating role of social processes. *Journal of Knowledge Management*, 22(2), 453-477.
- Allan, B. A., Autin, K. L., & Duffy, R. D. (2016). Self-determination and

- Meaningful Work: Exploring socioeconomic constraints. Frontiers in psychology, 7(71), 1-9.
- Allan, B. A., Duffy, R. D., & Collisson, B. (2018). Task significance and performance: Meaningfulness as a mediator. *Journal of Career Assessment*, 26(1), 172-182.
- Allan, B. A., Duffy, R. D., & Douglass, R. (2015). Meaning in life and work: A developmental perspective. *The Journal of Positive Psychology*, 10(4), 323-331.
- Ambrose, M. L., Arnaud, A., & Schminke, M. (2008). Individual moral development and ethical climate: The influence of person—organization *fit* on job attitudes. *Journal of Business Ethics*, 77(3), 323-333.
- Antal, A. B., Debucquet, G., & Frémeaux, S. (2018). *Meaningful Work* and artistic interventions in organizations: Conceptual development and empirical exploration. *Journal of Business Research*, 85, 375-385.
- Argote, L. (2012). Organizational learning: Creating, retaining and transferring knowledge: Springer Science & Business Media.
- Aryee, S., Budhwar, P. S., & Chen, Z. X. (2002). Trust as a mediator of the relationship between organizational justice and work outcomes: Test of a social exchange model. *Journal of Organizational Behavior: The International Journal of Industrial, Occupational and Organizational Psychology and Behavior, 23*(3), 267-285.
- Avey, J. B., Wernsing, T. S., & Luthans, F. (2008). Can positive employees help positive organizational change? Impact of *Psychological capital* and emotions on relevant attitudes and behaviors. *The journal of applied behavioral science*, 44(1), 48-70.
- Bandura, A., Freeman, W., & Lightsey, R. (1999). Self-efficacy: The exercise of control: Springer.
- Barney, J. B., & Clark, D. N. (2007). Resource-based theory: Creating and sustaining competitive advantage: Oxford University Press on Demand.
- Becker, G. S. (1962). Investment in human capital: A theoretical analysis. *Journal of political economy*, 70(5, Part 2), 9-49.
- Becker, G. S. (2002). The age of human capital: na.
- Bhatti, S. H., Vorobyev, D., Zakariya, R., & Christofi, M. (2020). Social capital, knowledge sharing, work meaningfulness and creativity: evidence from the Pakistani pharmaceutical industry. Journal of Intellectual Capital, ahead-of-print(ahead-of-print).
- Binyamin, G., & Brender-Ilan, Y. (2018). Leaders's language and employee proactivity: Enhancing *Psychological* meaningfulness and vitality. *European Management Journal*, 36(4), 463-473.
- Biswas, S., & Bhatnagar, J. (2013). Mediator analysis of employee engagement: role of perceived organizational support, PO *fit*, organizational commitment and job satisfaction. *Vikalpa*, *38*(1), 27-40.
- Blau, P. M. (1964). Justice in social exchange. *Sociological Inquiry*, 34(2), 193-206
- Bloemer, J., Pluymaekers, M., & Odekerken, A. (2013). Trust and affective commitment as energizing forces for export performance. *International Business Review*, 22(2), 363-380.
- Bock, G.-W., Zmud, R. W., Kim, Y.-G., & Lee, J.-N. (2005). Behavioral intention formation in knowledge sharing: Examining the roles of extrinsic motivators, social-*Psychological* forces, and organizational climate. *MIS*

- *quarterly*, 87-111.
- Bodla, A. A., & Ningyu, T. (2017). Transformative HR practices and employee task performance in high-tech firms: The role of employee adaptivity. *Journal of Organizational Change Management*, 30(5), 710-724.
- Boon, C., Den Hartog, D. N., Boselie, P., & Paauwe, J. (2011). The relationship between perceptions of HR practices and employee outcomes: examining the role of person–organisation and person–job *fit. The International Journal of Human Resource Management*, 22(01), 138-162.
- Bouckenooghe, D., Zafar, A., & Raja, U. (2015). How ethical leadership shapes employees' job performance: The mediating roles of goal congruence and *Psychological* capital. *Journal of Business Ethics*, 129(2), 251-264.
- Boudreau, J. W., & Jesuthasan, R. (2011). *Transformative HR: how great companies use evidence-based change for sustainable advantage*: John Wiley & Sons.
- Bradley, S. W., McMullen, J. S., Artz, K., & Simiyu, E. M. (2012). Capital is not enough: Innovation in developing economies. *Journal of Management Studies*, 49(4), 684-717.
- Bright, L. (2008). Does public service motivation really make a difference on the job satisfaction and turnover intentions of public employees? *The American Review of Public Administration*, 38(2), 149-166.
- Brouer, R. L., Wallace, A. S., & Harvey, P. (2011). When good resources go bad: The applicability of conservation of resource theory to *Psychologically* entitled employees *The role of individual differences in occupational stress and well being* (pp. 109-150): Emerald Group Publishing Limited.
- Bunderson, J. S., & Thompson, J. A. (2009). The call of the wild: Zookeepers, callings, and the double-edged sword of deeply *Meaningful Work*. *Administrative science quarterly*, 54(1), 32-57.
- Bysted, R., & Hansen, J. R. (2015). Comparing Public and Private Sector Employees' Innovative Behaviour: Understanding the role of job and organizational characteristics, job types, and subsectors. *Public Management Review*, 17(5), 698-717.
- Cable, D. M., & DeRue, D. S. (2002). The convergent and discriminant validity of subjective *fit* perceptions. *Journal of Applied Psychology*, 87(5), 875.
- Cable, D. M., & Judge, T. A. (1996). Person-organization fit, job choice decisions, and organizational entry. Organizational behavior and human decision processes, 67(3), 294-311.
- Cai, W., Lysova, E. I., Khapova, S. N., & Bossink, B. A. (2018). The Effects of Servant Leadership, *Meaningful Work* and Job Autonomy on Innovative
 - Work Behavior in Chinese High-Tech Firms: A Moderated Mediation Model. *Frontiers in psychology*, *9*, 1767.
- Camps, J., Oltra, V., Aldás-Manzano, J., Buenaventura-Vera, G., & Torres-Carballo, F. (2016). Individual performance in turbulent environments: The role of organizational learning capability and employee flexibility. *Human Resource Management*, 55(3), 363-383.
- Carver, C. S., & Scheier, M. F. (2014). Dispositional optimism. *Trends in cognitive sciences*, 18(6), 293-299.
- Casimir, G., Lee, K., & Loon, M. (2012). *Knowledge sharing: influences of trust, commitment and cost. Journal of Knowledge Management, 16(5), 740–753.*
- Chadwick, C. (2017). Toward a more comprehensive model of firms' human capital rents. *Academy of Management Review*, 42(3), 499-519.

- Chalofsky, N. (2003). An emerging construct for *Meaningful Work*. Human Resource Development International, 6(1), 69-83.
- Chamberlin, M., Newton, D. W., & Lepine, J. A. (2017). A meta-analysis of voice and its promotive and prohibitive forms: Identification of key associations, distinctions, and future research directions. *Personnel psychology*, 70(1), 11-71.
- Chatzoglou, P. D., & Vraimaki, E. (2009). Knowledge-sharing behaviour of bank employees in Greece. *Business Process Management Journal*, 15(2), 245-266. doi: doi:10.1108/14637150910949470
- Chaudhary, R., & Panda, C. (2018). Authentic leadership and creativity: The intervening role of *Psychological* meaningfulness, safety and *work* engagement. International Journal of Productivity and Performance Management, 67(9), 2071-2088. doi: doi:10.1108/IJPPM-02-2018-0082
- Chen, H., & Li, W. (2018). Understanding commitment and apathy in is security extra-role behavior from a person-organization fit perspective. Behaviour & Information Technology, 1-15.
- Chen, S.-J., Wang, M.-J., & Lee, S.-H. (2018). Transformational leadership and voice behaviors: The mediating effect of employee perceived *Meaningful Work*. *Personnel Review*, 47(3), 694-708. doi: doi:10.1108/PR-01-2017-0016
- Chen, S.-L. (2015). The relationship of leader *Psychological capital* and follower *Psychological* capital, job engagement and job performance: A multilevel mediating perspective. *The International Journal of Human Resource Management*, 26(18), 2349-2365.
- Chen, Z. J., Zhang, X., & Vogel, D. (2011). Exploring the underlying processes between conflict and knowledge sharing: A work–engagement perspective. *Journal of Applied Social Psychology, 41*, 1005-1033. doi: 10.1111/j.1559-1816.2011.00745.x
- Chennamaneni, A., Teng, J. T., & Raja, M. (2012). A unified model of knowledge sharing behaviours: theoretical development and empirical test. *Behaviour & Information Technology*, 31(11), 1097-1115.
- Chi, W., Li, W.-D., Wang, N., & Song, Z. (2016). Can genes play a role in explaining frequent job changes? An examination of gene-environment interaction from human capital theory. *Journal of Applied Psychology*,
- Choi, H.-M., Kim, W. G., & McGinley, S. (2017). The extension of the theory of person-organization *fit* toward hospitality migrant worker. *International journal of hospitality management*, 62, 53-66.

101(7), 1030.

- Choi, W., Kim, S. L., & Yun, S. (2018). A Social Exchange Perspective of Abusive Supervision and Knowledge Sharing: Investigating the Moderating Effects of *Psychological* Contract Fulfillment and Self-Enhancement Motive. *Journal of Business and Psychology*, 1-15.
- Chughtai, A. A. (2013). Linking affective commitment to supervisor to work outcomes. *Journal of Managerial Psychology*, 28(6), 606-627. doi: doi:10.1108/JMP-09-2011-0050
- Chughtai, A. A. (2013). Linking affective commitment to supervisor to work outcomes. *Journal of Managerial Psychology*, 28(6), 606-627.
- Colla, E., Ruiz-Molina, M. E., Chastenet De Gery, C., Schultz, M., Deparis, M., & Lemmet, L. (2018a). Understanding franchisee performance: The role of the

- franchisee's autonomy, affective commitment to the network and innovativeness. *International Journal of Retail & Distribution Management*, 0(0), null. doi: doi:10.1108/IJRDM-10-2017-0232
- Colla, E., Ruiz-Molina, M. E., Chastenet De Gery, C., Schultz, M., Deparis, M., & Lemmet, L. (2018b). Understanding franchisee performance: The role of the franchisee's autonomy, affective commitment to the network and innovativeness. *International Journal of Retail & Distribution Management*, https://doi.org/10.1108/IJRDM-1110-2017-0232.
- Colombo, M. G., & Grilli, L. (2010). On growth drivers of high-tech start-ups: Exploring the role of founders' human capital and venture capital. *Journal of business venturing*, 25(6), 610-626.
- Connelly, C. E., Ford, D. P., Turel, O., Gallupe, B., & Zweig, D. (2014). 'I'm busy (and competitive)!' Antecedents of knowledge sharing under pressure. *Knowledge Management Research & Practice*, 12(1), 74-85.
- Contreras-Pacheco, O. E., Claasen, C., & Nishant, R. (2017). *Knowledge sharing among engineers: An empirical examination*. Paper presented at the Technology & Engineering Management Conference (TEMSCON), 2017 IEEE.
- Cropanzano, R., & Mitchell, M. S. (2005). Social Exchange Theory: An Interdisciplinary Review. *Journal of Management*, 31(6), 874-900. doi: 10.1177/0149206305279602
- Cummings, J. N. (2004). Work groups, structural diversity, and knowledge sharing in a global organization. *Management science*, 50(3), 352-364.
- Davidsson, P., & Honig, B. (2003). The role of social and human capital among nascent entrepreneurs. *Journal of business venturing*, 18(3), 301-331.
- De Jong, J., & Den Hartog, D. (2010). Measuring innovative work behaviour. *Creativity and innovation management*, 19(1), 23-36.
- De Jong, J. P., & Den Hartog, D. N. (2007). How leaders influence employees' innovative behaviour. *European Journal of Innovation Management*, 10(1), 41-64.
- De Jong, J. P., & Den Hartog, D. N. (2008). Innovative work behavior: Measurement and validation. *EIM Business and Policy Research*, 1-27.
- De Jong, J. P., & Kemp, R. (2003). Determinants of co-workers' innovative behaviour: An investigation into knowledge intensive services. *International Journal of Innovation Management*, 7(02), 189-212.
- Demirtas, O., Hannah, S. T., Gok, K., Arslan, A., & Capar, N. (2017). The moderated influence of ethical leadership, via *Meaningful Work*, on followers' engagement, organizational identification, and envy. *Journal of Business Ethics*, 145(1), 183-199.
- Díaz, E., Martín-Consuegra, D., & Esteban, Á. (2017). Sales agents vs the internet: Understanding service sabotage based on the conservation of resources theory. *Internet Research*, 27(4), 858-884.
- Dimov, D. (2010). Nascent entrepreneurs and venture emergence: Opportunity confidence, human capital, and early planning. *Journal of Management Studies*, 47(6), 1123-1153.
- Emerson, R. M. (1976). Social exchange theory. *Annual review of sociology*, 2(1), 335-362.
- Farzaneh, J., Dehghanpour Farashah, A., & Kazemi, M. (2014). The impact of person-job *fit* and person-organization *fit* on OCB: The mediating and moderating effects of organizational commitment and *Psychological*

- empowerment. *Personnel Review*, 43(5), 672-691. doi: doi:10.1108/PR-07-2013-0118
- Fletcher, L. (2019). How can personal development lead to increased engagement? The roles of meaningfulness and perceived line manager relations. *International Journal of Human Resource Management*, 30(7), 1203-1226.
- Fonseca, T., de Faria, P., & Lima, F. (2018). Human capital and innovation: the importance of the optimal organizational task structure. *Research Policy*, https://doi.org/10.1016/j.respol.2018.1010.1010.
- Forstenlechner, I., Selim, H., Baruch, Y., & Madi, M. (2014). Career exploration and perceived employability within an emerging economy context. *Human Resource Management*, 53(1), 45-66.
- Fouché, E., Rothmann, S. S., & Van der Vyver, C. (2017). Antecedents and outcomes of *Meaningful Work* among school teachers. *SA Journal of Industrial Psychology*, 43(1), 1-10.
- Fredrickson, B. L. (2001). The role of positive emotions in positive psychology: The broaden-and-build theory of positive emotions. *American psychologist*, 56(3), 218.
- Ganesan, S., Brown, S. P., Mariadoss, B. J., & Ho, H. (2010). Buffering and amplifying effects of relationship commitment in business-to-business relationships. *Journal of marketing research*, 47(2), 361-373.
- Gorgievski, M. J., & Hobfoll, S. E. (2008). Work can burn us out or fire us up: Conservation of resources in burnout and engagement. *Handbook of stress and burnout in health care*. 2008, 7-22.
- Gregory, B. T., Albritton, M. D., & Osmonbekov, T. (2010). The mediating role of workplace spirituality on the relationships between P–O *fit*, job satisfaction,
 - and in-role performance. *Journal of business and psychology*, 25(4), 639-647.
- Greguras, G. J., Diefendorff, J. M., Carpenter, J., & Tröster, C. (2014). Person-environment fit and self-determination theory. The Oxford handbook of work engagement, motivation, and self-determination theory, 143-161.
- Gu, Y., Tang, T., Wang, H., & Zhou, W. (2019). Sustainable career development of new urban immigrants: A *Psychological capital* perspective. *Journal of Cleaner Production*, 208, 1120-1130.
- Hakimian, F., Farid, H., Ismail, M. N., & Nair, P. K. (2016). Importance of commitment in encouraging employees' innovative behaviour. *Asia-Pacific Journal of Business Administration*, 8(1), 70-83. doi: https://doi.org/10.1108/APJBA-06-2015-0054
- Hansen, M. T., Mors, M. L., & Løvås, B. (2005). Knowledge sharing in organizations: Multiple networks, multiple phases. *Academy of Management journal*, 48(5), 776-793.
- Harvey, P., & Martinko, M. J. (2009). An empirical examination of the role of attributions in *Psychological* entitlement and its outcomes. *Journal of Organizational Behavior: The International Journal of Industrial, Occupational and Organizational Psychology and Behavior, 30*(4), 459-476.
- Hassan, H. A., Asif, J., Waqar, N., Khalid, S., & Abbas, S. K. (2018). The Impact of Knowledge Sharing On Innovative Work Behavior. *Asian Journal of Multidisciplinary Studies*, 6(5), 22-25.
- Hawryszkiewycz, I. (2019). Knowledge Sharing and Innovative Work Behavior: An Extension of Social Cognitive Theory *Crowdsourcing and Knowledge*

- Management in Contemporary Business Environments (pp. 71-102): IGI Global.
- Henttonen, K., Kianto, A., & Ritala, P. (2016). Knowledge sharing and individual work performance: an empirical study of a public sector organisation. *Journal of Knowledge Management*, 20(4), 749-768.
- Hiltrop, J. M. (2005). Creating HR capability in high performance organizations. *Strategic Change*, 14(3), 121-131.
- Hobfoll, S. E. (1989). Conservation of resources: A new attempt at conceptualizing stress. *American psychologist*, 44(3), 513.
- Hobfoll, S. E. (2011). Conservation of resource caravans and engaged settings. *Journal of occupational and organizational psychology*, 84(1), 116-122.
- Hobfoll, S. E., & Shirom, A. (2001). Conservation of resources theory: Applications to stress and management in the workplace.
- Hoffman, B. J., & Woehr, D. J. (2006). A quantitative review of the relationship between person–organization *fit* and behavioral outcomes. *Journal of Vocational Behavior*, 68(3), 389-399.
- Hofstede, G. (1991). Cultures and Organizations: Software of the Mind. London, UK: McGraw-Hill.
- Hofstede, G. (2001). Culture's Consequences: Comparing Values, Behaviors, Institutions and Organizations across Nations. Thousand Oaks, CA: Sage (co-published in the PRC as Vol. 10 in the Shanghai Foreign Language
 - Education Press SFLEP Intercultural Communication Reference Series, 2008)
- Hofstede, G. (2006). What did GLOBE really measure? Researchers' minds versus respondents' minds. Journal of International Business Studies, 37, 882-96.
- Hofstede, G. (2010). The GLOBE debate: Back to relevance. Journal of International Business Studies, 41, 1339-46. Hofstede, G. & Bond, M. H. (1988). The Confucius connection: from cultural roots to economic growth. Organizational Dynamics, 16, 4-21.
- Hofstede, G. & Hofstede, G. J. (2005). Cultures and Organizations: Software of the Mind (Rev. 2nd ed.). New York: McGraw-Hill. For translations see www.geerthofstede.nl and "our books".
- Hofstede, G., Hofstede, G. J. & Minkov, M. (2010). Cultures and Organizations: Software of the Mind (Rev. 3rd ed.). New York: McGraw-Hill. For translations see www.geerthofstede.nl and "our books".
- Hom, P. W., Tsui, A. S., Wu, J. B., Lee, T. W., Zhang, A. Y., Fu, P. P., & Li, L. (2009). Explaining employment relationships with social exchange and job embeddedness. *Journal of Applied Psychology*, 94(2), 277.
- Homans, George C., (1974). Social Behavior: Its Elementary Forms. Rev. Ed. New York: Harcourt Brace Jovanovich.
- Hon, A. H., & Leung, A. S. (2011). Employee creativity and motivation in the Chinese context: The moderating role of organizational culture. *Cornell Hospitality Quarterly*, 52(2), 125-134.
- Hu, M.-L. M., Horng, J.-S., & Sun, Y.-H. C. (2009). Hospitality teams: Knowledge sharing and service innovation performance. *Tourism management*, 30(1), 41-50.
- Huang, M.-P., Cheng, B.-S., & Chou, L.-F. (2005). *Fitting* in organizational values: The mediating role of person-organization *fit* between CEO charismatic leadership and employee outcomes. *International Journal of Manpower*, 26(1), 35-49.

- Ibrahim, H. I., Mohamad, W. M. W., & Shah, K. A. M. (2018). Knowledge Sharing and Innovative Behaviour: Evidence from Electrical and Electronic MNCs in Malaysia. *Advanced Science Letters*, 24(4), 2595-2598.
- Jafri, M. (2010). Organizational commitment and employee's innovative behaviour: a study in retail sector. *Journal of Management Research*, 10(1), 62-68.
- Janssen, O. (2000). Job demands, perceptions of effort-reward fairness and innovative work behaviour. *Journal of occupational and organizational psychology*, 73(3), 287-302.
- Janssen, O., Van de Vliert, E., & West, M. (2004). The bright and dark sides of individual and group innovation: A special issue introduction. *Journal of organizational behavior*, 25(2), 129-145.
- Jauhari, H., Singh, S., & Kumar, M. (2017). How does transformational leadership influence proactive customer service behavior of frontline service employees? Examining the mediating roles of *Psychological* empowerment and affective commitment. *Journal of Enterprise Information Management*, 30(1), 30-48. doi: doi:10.1108/JEIM-01-2016-0003
- Jex, S. M., & Britt, T. W. (2014). *Organizational psychology: A scientist-practitioner approach*: John Wiley & Sons.
- Jin, M. H., McDonald, B., & Park, J. (2018). Does public service motivation matter in public higher education? Testing the theories of person—organization *fit* and organizational commitment through a serial multiple mediation model. *The American Review of Public Administration*, 48(1), 82-97.
- Ketkar, S., & Sett, P. (2010). Environmental dynamism, human resource flexibility, and firm performance: Analysis of a multi-level causal model. *The International Journal of Human Resource Management*, 21(8), 1173-1206.
- Khandekar, A., & Sharma, A. (2005). Managing human resource capabilities for sustainable competitive advantage: An empirical analysis from Indian global organisations. *Education+ Training*, 47(8/9), 628-639.
- Kim, S.-J., & Park, M. (2015). Leadership, knowledge sharing, and creativity: The key factors in nurses' innovative behaviors. *JONA: The Journal of Nursing Administration*, 45(12), 615-621.
- Kim, S. L., Kim, M., & Yun, S. (2015). Knowledge sharing, abusive supervision and support: a social exchange perspective. *Group and Organization Management*, 40(5), 599-624.
- Kim, T., & Lee, G. (2012). A modified and extended Triandis model for the enablers–process–outcomes relationship in hotel employees' knowledge sharing. *The Service Industries Journal*, *32*(13), 2059-2090.
- Kim, T. T., & Lee, G. (2013). Hospitality employee knowledge-sharing behaviors in the relationship between goal orientations and service innovative behavior. *International journal of hospitality management*, 34, 324-337.
- Kim, T. Y., Liu, Z., & Diefendorff, J. M. (2015). Leader—member exchange and job performance: The effects of taking charge and organizational tenure. *Journal of organizational behavior*, *36*(2), 216-231.
- Kim, W., & Park, J. (2017). Examining structural relationships between *work engagement*, organizational procedural justice, knowledge sharing, and innovative work behavior for sustainable organizations. *Sustainability*, 9(2), 205.
- King, N., & Anderson, N. (2002). *Managing innovation and change: A critical guide for organizations*: Cengage Learning EMEA.

- Kloutsiniotis, Panagiotis V., Dimitrios M. Mihail, (2018) "The link between perceived high-performance work practices, employee attitudes and service quality: The mediating and moderating role of trust", Employee Relations, https://doi.org/10.1108/ER-08-2017-0201
- Kluckhohn, C. (1962). Universal categories of culture. In S. Tax (Ed.), Anthropology today: Selections (pp. 304-20). Chicago, IL: University of Chicago Press (first published 1952).
- Kluckhohn, F. R. & Strodtbeck, F. L. (1961). Variations in value orientations. Westport, CT: Greenwood Press.
- Koh, J., & Kim, Y.-G. (2004). Knowledge sharing in virtual communities: an e-business perspective. *Expert systems with applications*, 26(2), 155-166.
- Kooij, D. T., & Boon, C. (2018). Perceptions of HR practices, person—organisation *fit*, and affective commitment: The moderating role of career stage. *Human Resource Management Journal*, 28(1), 61-75.
- Kristof-Brown, A. L., & Billsberry, J. (2012). *Organizational fit: Key issues and new directions*: John Wiley & Sons.
- Kristof-Brown, A. L., Zimmerman, R. D., & Johnson, E. C. (2005). Consequences of individuals' *fit* at work: a meta-analysis of person-job, personorganization, person-group, and person-supervisor *fit*. *Personnel psychology*, 58(2), 281-342.
- Kuvaas, B., Buch, R., Dysvik, A. and Haerem, T. (2012), "Economic and social leader–member exchange relationships and follower performance", The Leadership Quarterly, Vol. 23 No. 5, pp. 756-765, available at: http://dx.doi.org/10.1016/j.leaqua.2011.12.013
- Lam, W., Huo, Y., & Chen, Z. (2018). Who is *fit* to serve? Person–job/organization *fit*, emotional labor, and customer service performance. *Human Resource Management*, *57*(2), 483-497.
- Lauder, H. (2015). Human capital theory, the power of transnational companies and a political response in relation to education and economic development. *Compare: A Journal of Comparative and International Education*, 45(3), 490-493.
- Lauver, K. J., & Kristof-Brown, A. (2001). Distinguishing between employees' perceptions of person—job and person—organization *fit. Journal of Vocational Behavior*, 59(3), 454-470.
- Lee, H. S., & Hong, S. A. (2014). Factors affecting hospital employees' knowledge sharing intention and behavior, and innovation behavior. *Osong public health and research perspectives*, 5(3), 148-155.
- Lee, J.-N. (2001). The impact of knowledge sharing, organizational capability and partnership quality on IS outsourcing success. *Information & Management*, 38(5), 323-335.
- Li, A., Early, S. F., Mahrer, N. E., Klaristenfeld, J. L., & Gold, J. I. (2014). Group cohesion and organizational commitment: protective factors for nurse residents' job satisfaction, compassion fatigue, compassion satisfaction, and burnout. *Journal of Professional Nursing*, 30(1), 89-99.
- Li, C.-H., & Wu, J.-J. (2011). The structural relationships between optimism and innovative behavior: Understanding potential antecedents and mediating effects. *Creativity Research Journal*, 23(2), 119-128.
- Li, J., Yuan, L., Ning, L., & Li-Ying, J. (2015). Knowledge sharing and affective commitment: the mediating role of psychological ownership. Journal of

- *Knowledge Management, 19(6), 1146–1166.*
- Li, W. (2010). Virtual knowledge sharing in a cross-cultural context. *Journal of knowledge management*, 14(1), 38-50.
- Li, Y., Castaño, G., & Li, Y. (2018). Linking leadership styles to work engagement: The role of *Psychological capital* among Chinese knowledge workers. *Chinese Management Studies*, 12(2), 433-452. doi: doi:10.1108/CMS-04-2017-0108
- Lin, C., & Hsu, M.-L. (2010). Holistic decision system for human resource capability identification. *Industrial Management & Data Systems*, 110(2), 230-248.
- Lin, H.-F. (2007). Knowledge sharing and firm innovation capability: an empirical study. *International Journal of Manpower*, 28(3/4), 315-332.
- Lips-Wiersma, M., & Morris, L. (2009). Discriminating between 'Meaningful Work' and the 'management of meaning'. Journal of Business Ethics, 88(3), 491-511.
- Lips-Wiersma, M., & Morris, L. (2009). Discriminating between 'Meaningful Work' and the 'management of meaning'. Journal of Business Ethics, 88(3), 491–511
- Lips-Wiersma, M., & Wright, S. (2012). Measuring the meaning of *Meaningful Work*: Development and validation of the comprehensive *Meaningful Work* scale (CMWS). *Group & Organization Management*, 37(5), 655-685.
- Liu, Y., Keller, R. T., & Shih, H. A. (2011). The impact of team-member exchange, differentiation, team commitment, and knowledge sharing on R & D project team performance. *R&D Management*, 41(3), 274-287.
- Liu, Y., Keller, R. T., & Shih, H. A. (2011). The impact of team-member exchange, differentiation, team commitment, and knowledge sharing on R&D project team performance. *R&D Management*, 41(3), 274-287.
- Luo, N., Guo, X., Lu, B., & Chen, G. (2018). Can non-work-related social media use benefit the company? A study on corporate blogging and affective organizational commitment. *Computers in Human Behavior*, 81, 84-92.
- Luthans, F. (2002). The need for and meaning of positive organizational behavior. Journal of organizational behavior, 695-706.
- Luthans, F., Avey, J. B., Avolio, B. J., Norman, S. M., & Combs, G. M. (2006). Psychological capital development: toward a micro-intervention. Journal of Organizational Behavior: The International Journal of Industrial, Occupational and Organizational Psychology and Behavior, 27(3), 387-393.
- 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.
- Luthans, F., & Youssef, C. M. (2004). Human, social, and now positive *Psychological capital* management: Investing in people for competitive advantage.
- Lysova, E. I., Allan, B. A., Dik, B. J., Duffy, R. D., & Steger, M. F. (2018). Fostering *Meaningful Work* in organizations: A multi-level review and integration. *Journal of Vocational Behavior*, https://doi.org/10.1016/j.jvb.2018.1007.1004.
- Ma, E., & Qu, H. (2011). Social exchanges as motivators of hotel employees' organizational citizenship behavior: The proposition and application of a

- new three-dimensional framework. *International journal of hospitality management*, 30(3), 680-688.
- Mackey, J. D., Perrewé, P. L., & McAllister, C. P. (2017). Do I fit in? Perceptions of organizational fit as a resource in the workplace stress process. *Group & Organization Management*, 42(4), 455-486.
- Mao, H., Liu, S., Zhang, J., & Deng, Z. (2016). Information technology resource, knowledge management capability, and competitive advantage: The moderating role of resource commitment. *International Journal of Information Management*, 36(6), 1062-1074.
- Marvel, M. R. (2013). Human Capital and Search–Based Discovery: A Study of High–Tech Entrepreneurship. *Entrepreneurship Theory and Practice*, 37(2), 403-419.
- Marvel, M. R., Davis, J. L., & Sproul, C. R. (2016). Human capital and entrepreneurship research: A critical review and future directions. *Entrepreneurship Theory and Practice*, 40(3), 599-626.
- Masterson, S. S., Lewis, K., Goldman, B. M., & Taylor, M. S. (2000). Integrating justice and social exchange: The differing effects of fair procedures and treatment on work relationships. *Academy of Management journal*, 43(4), 738-748.
- May, D. R., Gilson, R. L., & Harter, L. M. (2004). The *Psychological* conditions of meaningfulness, safety and availability and the engagement of the human spirit at work. *Journal of occupational and organizational psychology*, 77(1), 11-37.
- Mensah, J. K., & Bawole, J. N. (2018). Testing the mediation effect of personorganisation *fit* on the relationship between talent management and talented employees' attitudes. *International Journal of Manpower*, *39*(2), 319-333. doi: doi:10.1108/IJM-08-2016-0162
- Meyer, J. P., & Allen, N. J. (1991). A three-component conceptualization of organizational commitment. *Human resource management review*, *1*(1), 61-89.
- Meyer, J.P., Stanley, D.J., Herscovitch, L. and Topolnytsky, L. (2002), "Affective, continuance, and normative commitment to the organization: a meta-analysis of antecedents, correlates, and consequences", Journal of Vocational Behavior, Vol. 61 No. 1, pp. 20-52.
- Meyer, J. P., Hecht, T. D., Gill, H., & Toplonytsky, L. (2010). Person–organization (culture) *fit* and employee commitment under conditions of organizational change: A longitudinal study. *Journal of Vocational Behavior*, 76(3), 458-473.
- Michaelson, C., Pratt, M. G., Grant, A. M., & Dunn, C. P. (2014). *Meaningful Work*: Connecting business ethics and organization studies. *Journal of Business Ethics*, 121(1), 77-90.
- Miles, J. A. (2012). *Management and organization theory: A Jossey-Bass reader* (Vol. 9): John Wiley & Sons.
- Mitchell, M. S., Cropanzano, R. S., & Quisenberry, D. M. (2012). Social exchange theory, exchange resources, and interpersonal relationships: A modest resolution of theoretical difficulties *Handbook of social resource theory* (pp. 99-118): Springer.

- Morin, E. M. (2008). The meaning of work, mental health and organizational commitment, studies and research/report R-585. Montréal: IRSST (Institut de recherche Robert-Sauvé en santé et en sécurité du travail).
- Mura, M., Lettieri, E., Radaelli, G., & Spiller, N. (2013). Promoting professionals' innovative behaviour through knowledge sharing: the moderating role of social capital. *Journal of Knowledge Management*, *17*(4), 527-544. doi: doi:10.1108/JKM-03-2013-0105
- Natalia, L., & Sandroto, C. W. (2020). The Mediating Role of *Knowledge Sharing Behavior* on the Effect of Person-Organization *Fit* on Innovative Work Behavior. *International Journal of Applied Business and International Management*, 5(1), 82-92.
- Nohong, M. (2018). The moderating effect of efficiency and non-market capability in relationship between government involvement and resources to performance of water supply companies (PDAM) in Sulawesi, Indonesia. *International Journal of Law and Management*, 60(2), 402-412. doi: doi:10.1108/IJLMA-11-2016-0117
- Nonaka, I. (2008). *The knowledge-creating company*: Harvard Business Review Press.
- Nonaka, I., & Toyama, R. (2015). The Knowledge-creating theory revisited: knowledge creation as a synthesizing process *The essentials of knowledge management* (pp. 95-110): Springer.
- Nur Iplik, F., Can Kilic, K., & Yalcin, A. (2011). The simultaneous effects of person-organization and person-job *fit* on Turkish hotel managers. *International Journal of Contemporary Hospitality Management*, 23(5), 644-661. doi: doi:10.1108/095961111111143386
- Osborne, S. P., & Brown, L. (2011). Innovation, public policy and public services delivery in the UK. The word that would be king? *Public Administration*, 89(4), 1335-1350.
- Palmatier, R. W., Dant, R. P., & Grewal, D. (2007). A comparative longitudinal analysis of theoretical perspectives of interorganizational relationship performance. *Journal of marketing*, 71(4), 172-194.
- Parboteeah, K. P., & Cullen, J. B. (2003). Social institutions and work centrality: Explorations beyond national culture. *Organization Science*, 14(2), 137-148
- Parsons, T. & Shils, E. A. (1951). Toward a general theory of action. Cambridge, MA: Harvard University Press.
- Pee, L. G. (2012). The effects of person-environment *fit* on employees' knowledge contribution. *Thirty Third International Conference on Information Systems*, Orlando.
- Pee, L. G., & Min, J. (2017). Employees' online knowledge sharing: the effects of person-environment *fit. Journal of Knowledge Management*, 21(2), 432-453. doi: doi:10.1108/JKM-10-2016-0437
- Peniwati, K., & Brenner, W. (2008). Multi-decisions rating model: Establishing rescue policies for regional drinking water companies (PDAMs) in Indonesia. *European Journal of Operational Research*, 186(3), 1127-1136.

- Perugini, M., & Gallucci, M. (2001). Individual differences and social norms: The distinction between reciprocators and prosocials. *European Journal of Personality*, 15(S1), S19-S35.
- 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*(4), 609-623.
- Pratt, M., Pradies, C., & Lepisto, D. (2013). Doing well, doing good, and doing with: Organizational practices for effectively cultivating *Meaningful Work*. *Purpose and meaning in the workplace*, 173-196.
- Probst, T. M., Gailey, N. J., Jiang, L., & Bohle, S. L. (2017). *Psychological* capital: Buffering the longitudinal curvilinear effects of job insecurity on performance. *Safety science*, 100, 74-82.
- Radaelli, G., Lettieri, E., Mura, M., & Spiller, N. (2014). Knowledge sharing and innovative work behaviour in healthcare: A micro-level investigation of direct and *Indirect Effects*. *Creativity and Innovation Management*, 23(4), 400-414.
- Ramamoorthy, N., Flood, P. C., Slattery, T., & Sardessai, R. (2005). Determinants of innovative work behaviour: Development and test of an integrated model. *Creativity and innovation management, 14*(2), 142-150.
- Ramaprasad, Badrinarayan Srirangam, Sethumadhavan Lakshminarayanan, Yogesh P. Pai, (2018) "The relationship between developmental HRM practices and voluntary intention to leave among IT professionals in India: the mediating role of affective commitment", Industrial and Commercial Training, https://doi.org/10.1108/ICT-01-2018-0001.
- Rasoolimanesh, S. M., Jaafar, M., Kock, N., & Ramayah, T. (2015). A revised framework of social exchange theory to investigate the factors influencing residents' perceptions. *Tourism Management Perspectives*, *16*, 335-345.
- Rego, A., Machado, F., Leal, S., & Cunha, M. P. E. (2009). Are hopeful employees more creative? An empirical study. *Creativity Research Journal*, 21(2-3), 223-231.
- Reich, B. H., Gemino, A., & Sauer, C. (2014). How knowledge management impacts performance in projects: An empirical study. *International Journal of Project Management*, 32(4), 590-602.
- Rietzschel, E. F., Nijstad, B. A., & Stroebe, W. (2010). The selection of creative ideas after individual idea generation: Choosing between creativity and impact. *British journal of psychology*, 101(1), 47-68.
- Roos, G., Pike, S., & Fernstrom, L. (2007). *Managing intellectual capital in practice*: Routledge.
- Rosso, B. D., Dekas, K. H., & Wrzesniewski, A. (2010). On the meaning of work: A theoretical integration and review. *Research in organizational behavior*, 30, 91-127.
- Rowley, J. (2000). From learning organisation to knowledge entrepreneur. *Journal of knowledge management, 4*(1), 7-15.
- Saks, A. M., & Ashforth, B. E. (2002). Is job search related to employment quality? It all depends on the *fit. Journal of Applied Psychology*, 87(4), 646.
- Saleem, W. A., Adnan, G., & Ambreen, M. (2011). *Person Organization Fit*, Organizational Commitment and Knowledge Sharing Attitude—An Analytical Study. *Information Management and Business Review*, 3(2),

- 110-116.
- Saraç, M., Efil, I., & Eryilmaz, M. (2014). A study of the relationship between person-organization *fit* and employee creativity. *Management Research Review*, *37*(5), 479-501. doi: doi:10.1108/MRR-01-2013-0025
- 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. doi: doi:10.1108/IJCHM-05-2016-0282
- Schwaer, C., Biemann, T., & Voelpel, S. (2012). Antecedents of employee's preference for knowledgesharing tools. The International Journal of Human Resource Management, 23(17), 3613–3635.
- Schwepker, C. H. (2018). Strengthening Customer Value Development and Ethical Intent in the Salesforce: The Influence of Ethical Values Person—Organization *Fit* and Trust in Manager. *Journal of Business Ethics*, 1-13.
- Scott, S. G., & Bruce, R. A. (1994). Determinants of innovative behavior: A *path* model of individual innovation in the workplace. *Academy of Management journal*, *37*(3), 580-607.
- Sekaran, U., & Bougie, R. (2016). Research methods for business: A skill building approach: John Wiley & Sons.
- Shore, L. M., Tetrick, L. E., Lynch, P., & Barksdale, K. (2006). Social and economic exchange: Construct development and validation. *Journal of Applied Social Psychology*, 36(4), 837-867.
- Siders, M. A., George, G., & Dharwadkar, R. (2001). The relationship of internal and external commitment foci to objective job performance measures. *The Academy of Management Journal*, 44, 570-579.
- Snyder, C. R. (2000). The past and possible futures of hope. *Journal of Social and Clinical Psychology*, 19(1), 11-28.
- Solinger, O. N., Van Olffen, W., & Roe, R. A. (2008). Beyond the three-component model of organizational commitment. *Journal of applied psychology*, 93(1), 70.
- 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.
- Steger, M. F., & Dik, B. J. (2010). Work as meaning: Individual and organizational benefits of engaging in *Meaningful Work*.
- Steger, M. F., Dik, B. J., & Duffy, R. D. (2012). Measuring *Meaningful Work*: The work and meaning inventory (WAMI). *Journal of Career Assessment*, 20(3), 322-337. Thompson, M., & Heron, P. (2006).
- Sweetland, Scott R. (1996). Human Capital Theory: Foundation of a Field of Inquiry, Review of Educational Research, September 1, 1996. Journal.sagepub.com.
- Relational quality and innovative performance in R & D based science and technology firm. *Human Resource Management Journal*, 16(1), 28-47.
- Tommasi, F., Ceschi, A., & Sartori, R. (2020). Viewing *Meaningful Work* Through the Lens of Time. *Frontiers in Psychology*, 11. doi: https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7566167/
- Tseng, S.-M. (2014). The impact of knowledge management capabilities and supplier relationship management on corporate performance. *International*

- Journal of Production Economics, 154, 39-47.
- Tsui, A. S., & Wu, J. B. (2005). The new employment relationship versus the mutual investment approach: Implications for human resource management. Human Resource Management: Published in Cooperation with the School of Business Administration, The University of Michigan and in alliance with the Society of Human Resources Management, 44(2), 115-121.
- Tuan, L. T. (2019). HR flexibility and job crafting in public organizations: the roles of knowledge sharing and public service motivation. *Group and Organization Management*, 44(3), 549-577.
- Tugade, M. M., & Fredrickson, B. L. (2004). Resilient individuals use positive emotions to bounce back from negative emotional experiences. *Journal of personality and social psychology*, 86(2), 320.
- Tummers, L., Kruyen, P. M., Vijverberg, D. M., & Voesenek, T. J. (2015). Connecting HRM and change management: the importance of proactivity and vitality. *Journal of Organizational Change Management*, 28(4), 627-640.
- Unger, J. M., Rauch, A., Frese, M., & Rosenbusch, N. (2011). Human capital and entrepreneurial success: A meta-analytical review. *Journal of business venturing*, 26(3), 341-358.
- Usoro, A., Sharratt, M. W., Tsui, E., & Shekhar, S. (2007). Trust as an antecedent to knowledge sharing in virtual communities of practice. *Knowledge Management Research & Practice*, 5(3), 199-212.
- Van Burg, E., Berends, H., & Van Raaij, E. M. (2014). Framing and interorganizational knowledge transfer: A process study of collaborative innovation in the aircraft industry. *Journal of Management Studies*, 51(3), 349-378.
- Van Loon, N. M., Vandenabeele, W., & Leisink, P. (2017). Clarifying the relationship between public service motivation and in-role and extra-role behaviors: The relative contributions of person-job and person-organization *fit. The American Review of Public Administration*, 47(6), 699-713.
- Van Wingerden, J., & Van der Stoep, J. (2018). The motivational potential of *Meaningful Work*: Relationships with strengths use, *work engagement*, and performance. *PloS one*, *13*(6), e0197599.
- Velez, B. L., & Moradi, B. (2012). Workplace support, discrimination, and personorganization *fit*: Tests of the theory of work adjustment with LGB individuals. *Journal of Counseling Psychology*, 59(3), 399.
- Verquer, M. L., Beehr, T. A., & Wagner, S. H. (2003). A meta-analysis of relations between person–organization *fit* and work attitudes. *Journal of Vocational Behavior*, *63*(3), 473-489.
- Vilela, B. B., González, J. A. V., & Ferrín, P. F. (2008). Person-organization *fit*, OCB and performance appraisal: Evidence from matched supervisor-salesperson data set in a Spanish context. *Industrial Marketing Management*, *37*, 1005-1019.
- Wahyudi, S., Udin, U., Yuniawan, A., & Rahardja, E. (2019). Person-Organization *Fit*, Knowledge Sharing Behaviour, and Innovative Work Behaviour: A Self-determination Perspective. *International Journal of Innovation*, *Creativity and Change*, 4(4), 145-161.
- Walumbwa, F. O., Luthans, F., Avey, J. B., & Oke, A. (2011). Authentically leading groups: The mediating role of collective *Psychological capital* and trust. *Journal of organizational behavior*, 32(1), 4-24.

- Wang, S., & Noe, R. A. (2010). Knowledge sharing: A review and directions for future research. *Human Resource Management Review*, 20(2), 115-131. doi: https://doi.org/10.1016/j.hrmr.2009.10.001
- Wang, T., Long, L., Zhang, Y., & He, W. (2018). A Social Exchange Perspective of Employee—Organization Relationships and Employee Unethical Proorganizational Behavior: The Moderating Role of Individual Moral Identity. *Journal of Business Ethics*, 1-17.
- Wang, Y., Xiang, D., Yang, Z., & Ma, S. S. (2019). Unraveling customer sustainable consumption behaviors in sharing economy: A socio-economic approach based on social exchange theory. *Journal of Cleaner Production*, 208, 869-879.
- Werbel, J. D., & DeMarie, S. M. (2005). Aligning strategic human resource management and person–environment *fit. Human resource management review*, 15(4), 247-262.
- West, B. J., Patera, J. L., & Carsten, M. K. (2009). Team level positivity: Investigating positive *Psychological* capacities and team level outcomes. *Journal of Organizational Behavior: The International Journal of Industrial, Occupational and Organizational Psychology and Behavior, 30*(2), 249-267.
- WHO. (2006). WHO Indonesia Country Profile. WHO: Global Health Observatory Data. http://www.who.int/gho/countries/idn/country_profiles/en/ (accessed January 08, 2019).
- Widmann, A., Messmann, G., & Mulder, R. H. (2016). The impact of team learning behaviors on team innovative work behavior: A systematic review. *Human Resource Development Review*, 15(4), 429-458.
- Wojtczuk-Turek, A., & Turek, D. (2016). The significance of perceived social-organization climate for creating employees' innovativeness: The mediating role of person-organization *fit. Management Research Review*, *39*(2), 167-195. doi: doi:10.1108/MRR-11-2015-0268
- Wright, P. M., Coff, R., & Moliterno, T. P. (2014). Strategic human capital: Crossing the great divide. *Journal of Management*, 40(2), 353-370.
- Wright, T. A., & Hobfoll, S. E. (2004). Commitment, *Psychological* well-being and job performance: An examination of conservation of resources (COR) theory and job burnout. *Journal of Business & Management*, 9(4).
- Wrzesniewski, A., McCauley, C., Rozin, P., & Schwartz, B. (1997). Jobs, careers, and callings: People's relations to their work. *Journal of research in personality*, 31(1), 21-33.
- Xiu, L., Liang, X., Chen, Z., & Xu, W. (2017). Strategic flexibility, innovative HR practices, and firm performance: A moderated mediation model. *Personnel Review*, 46(7), 1335-1357.
- Yan, Z., Wang, T., Chen, Y., & Zhang, H. (2016). Knowledge sharing in online health communities: A social exchange theory perspective. *Information & Management*, *53*(5), 643-653.
- Ye, X., Wang, Z., Zhang, Y., & Li, H. (2020). How do knowledge governance mechanisms impact on repatriate knowledge transfer intention? The moderating role of perceived career and repatriation support and personorganization *fit. Management Decision*. doi: https://doi.org/10.1108/MD-03-2019-0305
- Yin, J., Qian, L., & Singhapakdi, A. (2018). Sharing sustainability: How values and ethics matter in consumers' adoption of public bicycle-sharing scheme.

- Journal of Business Ethics, 149(2), 313-332.
- Yin, N. (2018). The influencing outcomes of job engagement: an interpretation from the social exchange theory. *International Journal of Productivity and Performance Management*, 67(5), 873-889.
- Yu, C., Yu, T.-F., & Yu, C.-C. (2013). Knowledge sharing, organizational climate, and innovative behavior: A cross-level analysis of effects. *Social Behavior and Personality: an international journal*, 41(1), 143-156.
- Yu, M.-C., Mai, Q., Tsai, S.-B., & Dai, Y. (2018). An Empirical Study on the Organizational Trust, Employee-Organization Relationship and Innovative Behavior from the Integrated Perspective of Social Exchange and Organizational Sustainability. *Sustainability*, 10(3), 864.
- Zhang, X., Zhang, Y., Sun, Y., Lytras, M., Ordonez de Pablos, P., & He, W. (2018). Exploring the effect of transformational leadership on individual creativity in e-learning: a perspective of social exchange theory. *Studies in Higher Education*, 43(11), 1964-1978.
- Zhou, K. Z., & Li, C. B. (2012). How knowledge affects radical innovation: Knowledge base, market knowledge acquisition, and internal knowledge sharing. *Strategic Management Journal*, 33(9), 1090-1102.
- Zhou, L., Farquharson, M., & Man, T. W. Y. (2016). Human Capital of Returnee Entrepreneurs: A Case Study in China. *Journal of enterprising culture*, 24(04), 391-418.
- 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.
- https://perpamsi.or.id/berita/view/2018/04/23/497/pd-perpamsi-bengkulu-harapkan-inovasi-dari-penyelenggara-diklat1