

DAFTAR PUSTAKA

- Abebe, M. A., A. Angriawan, and Y. Liu. 2011. CEO Power and Organizational Turnaround in Declining Firms: Does Environment Play a Role? *Journal of Leadership & Organizational Studies* 18 (2):260 -273.
- Acar, A. Z. 2012. Organizational Culture, Leadership Styles and Organizational Commitment in Turkish Logistics Industry. *Procedia - Social and Behavioral Sciences* 58:217-226.
- Acar, A. Z., and P. Acar. 2012. The Effects of Organizational Culture and Innovativeness on Business Performance in Healthcare Industry. *Procedia - Social and Behavioral Sciences* 58:683 – 692.
- Ahmed, M., and S. Shafiq. 2014. The Impact of Organizational Culture on Organizational Performance: A Case Study of Telecom Sector. *Global Journal of Management and Business Research* 14 (3):20-29.
- Ali, T. 2013. An Integrative Perspective of Social Exchange Theory and Transaction Cost Theory on the Antecedents of Trust and Trust-Performance Relationship in International Joint Ventures: Evidence from Nordic Multinational Firms, Business Administration and Marketing, University of Vaasa, Finland.
- Allen, N. J., and J. P. Meyer. 1990. The Measurement and Antecedents of Affective, Continuance and Normative Commitment to The Organization. *Journal of Occupational Psychology* 63:1-18.
- Alrowwad, A. a., S. H. Abualoush, and R. e. Masa'deh. 2020. Innovation and intellectual capital as intermediary variables among transformational leadership, transactional leadership, and organizational performance. *Journal of Management Development* 39 (2):196-222.
- Alvesson, M. 2002. *Understanding Organizational Culture*. London: Sage Publications Ltd.
- Amah, E. 2012. Corporate Culture and Organizational Effectiveness: A Study of the Nigerian Banking Industry. *European Journal of Business and Management* 4 (8):212-229.
- Anderson, J. C., and D. W. Gerbing. 1988. Structural Equation Modeling in Practice: A Review and Recommended Two-Step Approach. *Psychological Bulletin* 103 (3):411-423.
- Anderson, J. C., and J. A. Narus. 1990. A Model of Distributor Firm and Manufacturer Firm Working Partnership. *Journal of Marketing* 54:42-58.
- Aripin, U. Salim, M. Setiawan, and Djumahir. 2013. Implications of Organizational Culture and Leadership Styles The Effects on Job Satisfaction and Organizational Performance of Police Sector in Bandung, Cimahi, Garut - West Java. *Journal of Business and Management* 7 (5):44-49.
- Arnold, V., T. Benford, C. Hampton, and S. G. Sutton. 2017. Competing Pressures of Risk and Absorptive Capacity Potential on Commitment and Information Sharing in Global Supply Chains. *European Journal of Information Systems* 19 (2):134-152.

- Arthur, J. B. 1994. Effects of Human Resource Systems on Manufacturing Performance and Turnover. *Academy of Management Journal* 37 (3):670-687.
- Arthur, M. B. 2014. The Boundaryless Career at 20: Where Do We Stand, and Where Can We Go? *Career Development International* 19 (6):627 - 640.
- Avolio, B. J., B. M. Bass, and D. I. Jung. 1999. Re-examining The Components of Transformational and Transactional Leadership Using The Multifactor Leadership Questionnaire. *Journal of Occupational and Organizational Psychology* 72:441-462.
- Balfour, D. L., and B. Wechsler. 1991. Commitment, Performance, and Productivity in Public Organizations. *Public Productivity & Management Review* 14 (4):355-367.
- Baloh, P., K. C. Desouza, and R. Hackney. 2012. Contextualizing organizational interventions of knowledge management systems: A design science perspective. *Journal of the American Society for Information Science and Technology* 63 (5):948-966.
- Bangun, W. 2008. Budaya Organisasi: Dampaknya Pada Peningkatan Daya Saing Perusahaan. *Jurnal Manajemen, Vol.8, No.1, November 2008* 8 (1):38-49.
- Barney, J. B. 1986. Organizational Culture: Can It Be a Source of Sustained Competitive Advantage? *Academy of Management Review* 11 (3):656-665.
- Bass, B. M., and B. J. Avolio. 1993. Transformational Leadership and Organizational Culture. *Public Administration Quarterly* 17 (1):112-121.
- . 1994. *Improving Organizational Effectiveness through Transformational Leadership*. Thousand Oaks, CA: Sage.
- Bergeron, B. 2003. *Essentials of Knowledge Management*. New Jersey: John Wiley & Sons, Inc.
- Bhatti, K. K., and T. M. Qureshi. 2007. Impact of Employee Participation on Job Satisfaction, Employee Commitment and Employee Productivity. *International Review of Business Research Papers* 3 (2):54 - 68.
- Bidokhti, A. A., S. Makvand-Hosseini, and Z. Ehsani. 2011. Investigation of Relation Between Organizational Culture and Knowledge Management in Educational System of Semnan, Iran. *Rahbord Quarterly Journal* 20 (59):191-216.
- Blau, P. M. 1964. *Exchange and Power in Social Life* New York, NY: John Wiley & Sons.
- Bono, J. E., and M. H. Anderson. 2005. The Advice and Influence Networks of Transformational Leaders. *Journal Applied Psychology* 90 (6):1306-1314.
- Bono, J. E., and T. A. Judge. 2003. Self-Concordance at Work: Toward Understanding the Motivational Effects of Transformational Leaders. *Academy of Management* 46 (5):554-571.
- Bordens, K. S., and B. B. Abbot. 2013. *Research Design and Methods: A Process Approach*: McGraw-Hill Education.
- Borjigen, C. 2015. Mass Collaborative Knowledge Management: Towards The Next Generation of Knowledge Management Studies. *Program: Electronic Library and Information Systems* 49 (3):325-342.

- Brandt, T., E. K. Laitinen, and T. Laitinen. 2016. The effect of transformational leadership on the profitability of Finnish firms. *International Journal of Organizational Analysis* 24 (1):81-106.
- Brown, S., J. McHardy, R. McNabb, and K. Taylor. 2011. Workplace Performance, Worker Commitment, and Loyalty. *Journal of Economics & Management Strategy* 20 (3):925-955.
- Burke, P. J., and J. E. Stets. 2009. *Identity Theory*. New York: Oxford University Press.
- Burns, J. M. 1978. *Leadership*. New York, NY: Harper & Row.
- Bycio, P., R. D. Hackett, and J. S. Allen. 1995. Further Assessments of Bass's (1985) Conceptualization of Transactional and Transformational Leadership. *Journal of Applied Psychology* 80 (4):468-478.
- Cameron, K. S., and R. E. Quinn. 2011. *Diagnosing and Changing Organizational Culture: Based on the Competing Values Framework*. San Francisco: Jossey-Bass.
- Cepeda-Carrión, G., J. G. Cegarra-Navarro, and D. Jimenez-Jimenez. 2010. Analyzing An Absorptive Capacity: Unlearning Context and Information System Capabilities As Catalysts for Innovativeness. *Documentos de Trabajo FUNCAS* 550 (1-31).
- Cheung, S. O., P. S. P. Wong, and A. L. Lam. 2012. An Investigation of the Relationship between Organizational Culture and the Performance of Construction Organizations. *Journal of Business Economics and Management* 13 (4):688-704.
- Chiu, C. N., and H. H. Chen. 2016. The Study of Knowledge Management Capability and Organizational Effectiveness in Taiwanese Public Utility: The Mediator Role of Organizational Commitment. *Springerplus* 5 (1):1520.
- Choudhary, A. I., A. Zaheer, and S. A. Akhtar. 2013. Impact of Transformational and Servant Leadership on Organizational Performance: A Comparative Analysis. *Journal Business Ethics* 116:433-440.
- Cohen, A. 1993. Organizational Commitment and Turnover: A Meta Analysis. *Academy of Management Journal* 36 (5):1140-1157.
- Cohen, W. M., and D. A. Levinthal. 1990. Absorptive Capacity: A New Perspective on Learning and Innovation. *Administrative Science Quarterly* 35 (1):128.
- Colquitt, J. A., B. A. Scott, J. B. Rodell, D. M. Long, C. P. Zapata, D. E. Conlon, and M. J. Wesson. 2013. Justice at The Millennium, A Decade Later: A Meta-analytic Test of Social Exchange and Affect-based Perspectives. *Journal Applied Psychology* 98 (2):199-236.
- Conguergood, D. 1989. Poetics, Play, Process, and Power: The Performative Turn in Anthropology. *Text and Performance Quarterly* 9 (1):82-88.
- Cook, K. S., and E. Rice. 2003. Social Exchange Theory. In *The Handbook of Social Psychology*, edited by J. Delameter. New York: Springer.
- Cooper, D. R., and P. S. Schindler. 2013. *Business Research Methods: Twelfth Editions*. New York: McGraw-Hill.

- Costanza, D. P., N. Blacksmith, M. R. Coats, J. B. Severt, and A. H. DeCostanza. 2015. The Effect of Adaptive Organizational Culture on Long-Term Survival. *Journal of Business and Psychology* 31 (3):361-381.
- Costanza, D. P., A. H. DeCostanza, N. Blacksmith, M. R. Coats, and J. B. Severt. 2016. The Effect of Adaptive Organizational Culture on Long-Term Survival. *Journal Business Psychology* 31:361-381.
- Coulson, A. B., A. C. MacLaren, S. McKenzie, and K. D. O'Gorman. 2014. Hospitality Codes and Social Exchange Theory: The Pashtunwali and Tourism in Afghanistan. *Tourism Management* 45:134-141.
- Cropanzano, R., and M. S. Mitchell. 2016. Social Exchange Theory: An Interdisciplinary Review. *Journal of Management* 31 (6):874-900.
- Daft, R. L. 2007. *Management*. Ohio - USA: South-Western College Publication.
- . 2009. *Organization Theory and Design 10th Ed*. USA: South-Western Pub.
- . 2015. *The Leadership Experience 6-th edition*. Stamford - USA: Cengage Learning.
- Dahiya, D., M. Gupta, and P. Jain. 2012. Enterprise Knowledge Management System: A Multi Agent Perspective. Paper read at 6th Information Systems, Technology and Management (ICISTM), at Grenoble: France.
- Das, T. K., and B.-S. Teng. 2002. A Social Exchange Theory of Strategic Alliances In *Cooperative Strategies and Alliances*, edited by F. J. Contractor and P. Lorange: Elsevier Sciences.
- Davcik, N. S. 2014. The Use and Misuse of Structural Equation Modeling in Management Research. *Journal of Advances in Management Research* 11 (1):47 - 81.
- Davis, O. I. 2009. Encyclopedia of Communication Theory, edited by S. W. Littlejohn and K. A. Foss. Washington DC - USA: SAGE Publication.
- Deal, T. E., and A. A. Kennedy. 1982. *Corporate Culture: The Rites and Rituals of Corporate Life*. New York: Addison Wesley Publishing Co.
- Denison, D., C. Lief, and J. L. Ward. 2004. Culture in Family-Owned Enterprises: Recognizing and Leveraging Unique Strengths. *Family Business Review* 17 (1):61-69.
- Denison, D. R. 1990. *Corporate Culture and Organizational Effectiveness*. New York: John Wiley & Sons.
- Detert, J. R., R. G. Schroeder, and J. J. Mauriel. 2000. A Framework for Linking Culture and Improvement Initiatives in Organizations. *Academy of Management Review* 25 (4):850-863.
- Dill, D. D. 1999. Academic Accountability and University Adaptation: The Architecture of An Academic Learning Organization. *Higher Education* 38 38:127-154.
- Doney, P. M., and J. P. Cannon. 1997. An Examination of the Nature of Trust in Buyer-Seller Relationships. *Journal of Marketing* 61 (2):35-51.
- Doney, P. M., J. P. Cannon, and M. R. Mullen. 1998. Understanding The Influence of National Culture on The Development of Trust. *Academy of Management Review* 23 (3):601-620.

- Dorai Ponnu, A. L., and Z. Hassan. 2015. The Influences of Organizational Culture on Performance Management. *International Journal of Accounting and Business Management* 4 (2):128-137.
- Dost, M. K. B., Z. Ahmed, N. Shafi, and W. A. Shaheen. 2011. Impact of Employee Commitment on Organizational Performance. *Arabian Journal of Business and Management Review* 1 (3):87-98.
- Drouillard, S. E., and B. H. Kleiner. 1996. "Good" leadership *Management Development Review* 9 (5):30 - 33.
- Drucker, P. F. 1999. Knowledge Worker Productivity: The Biggest Challenge. *California Management Review* 41 (2):79-94.
- Dubinsky, A. J., F. J. Yammarino, M. A. Jolson, and W. D. Spangler. 1995. Transformational Leadership: An Initial Investigation in Sales Management. *Journal of Personal Selling & Sales Management* 15 (2):17-31.
- Ellemers, N. 1993. The Influence of Socio-structural Variables on Identity Management Strategies. *European Review of Social Psychology* 4 (1):27-57.
- Elstad, E., K. A. Christophersen, and A. Turmo. 2011. Social Exchange Theory As An Explanation of Organizational Citizenship Behaviour Among Teachers. *International Journal of Leadership in Education: Theory and Practice* 14 (4):405-421.
- Emerson, R. M. 1976. Social Exchange Theory. *Annual Review of Sociology* 2:335-362.
- Farooqui, S., and A. Nagendra. 2014. The Impact of Person organization Fit on Job Satisfaction and Performance of The Employees. *Procedia Economics and Finance* 11:122 - 129.
- Feizi, M., E. Ebrahimi, and N. Beheshti. 2014. Investigating The Relationship between Transformational Leadership and Organizational Commitment of High School Teachers in Germi. *International Journal of Organizational Leadership* 3:17-30.
- Ferdinand, A. 2014a. *Metode Penelitian Manajemen: Pedoman Penelitian untuk Penulisan Skripsi, tesis dan Disertasi Ilmu Manajemen*. Semarang: Undip Press.
- . 2014b. *Structural Equation Modeling dalam Penelitian Manajemen: Aplikasi Model-model Rumit dalam Penelitian untuk Skripsi, Tesis dan Disertasi Doktor*. Semarang: Indonesia: Undip Press.
- Fiol, C. M. 1991. Seeing the Empty Spaces: Towards a More Complex Understanding of the Meaning of Power in Organizations. *Organization Studies* 12 (4):547-566.
- Fisher, C. D., L. F. Schoenfeldt, and J. B. Shaw. 2006. *Human Resouce Management*. Boston, MA: Houghton Mifflin Company.
- Flatten, T. C., G. I. Greve, and M. Brettel. 2011. Absorptive Capacity and Firm Performance in SMEs: The Mediating Influence of Strategic Alliances. *European Management Review* 8 (3):137-152.
- Fukuyama, F. 1995. *Trust: The Social Virtues and The Creation of Prosperity*. New York: The Free Press.

- Gao, T., and J. R. Brown. 1997. Relational Citizenship Behavior and Opportunism in Marketing Channels: A Governance Perspective. In *Marketing Theory and Applications*, edited by D. T. LeClair and M. Hartline. Chicago: American Marketing Association, 258-266.
- García-Morales, V. J., M. M. Jiménez-Barrionuevo, and L. Gutiérrez-Gutiérrez. 2012. Transformational Leadership Influence on Organizational Performance through Organizational Learning and Innovation. *Journal of Business Research* 65 (7):1040-1050.
- Gavrea, C., L. Ilieș, and R. Stegorean. 2011. Determinants of Organizational Performance: The Case of Romania. *Management & Marketing Challenges for the Knowledge Society* 6 (2):285-300.
- Geertz, C. 1973. *The Interpretation of Cultures*. New York - USA: Basic Books.
- Geijsel, F., P. Sleegers, K. Leithwood, and D. Jantzi. 2003. Transformational Leadership Effects on Teachers' Commitment and Effort Toward School Reform. *Journal of Educational Administration* 41 (3):228 - 256.
- Georgopoulos, B. S., and A. S. Tannenbaum. 1957. A Study of Organizational Effectiveness. *American Sociological Review*, 22 (5):534-540.
- Geyskens, I., J.-B. E. M. Steenkamp, L. K. Scheer, and N. Kumar. 1996 The Effects of Trust and Interdependence on Relationship Commitment: A Trans-Atlantic Study. *International Journal of Research in Marketing* 13:303-317.
- Ghozali, I. 2011. *Structural Equation Modeling: Konsep dan Aplikasi dengan Program AMOS 24*: Badan Penerbit Universitas Diponegoro.
- Gibbons, M., C. Limoges, H. Nowotny, S. Schwartzman, P. Scott, and M. Trow. 1994. *The New Production of Knowledge: The Dynamics of Science and Research in Contemporary Societies*. London: Sage Publications Ltd.
- Gray, C. 2006. Absorptive Capacity, Knowledge Management and Innovation in Entrepreneurial Small Firms. *International Journal of Entrepreneurial Behavior & Research* 12 (6):345-360.
- Griffin, R. W., and G. Moorhead. 2013. *Organizational Behavior: Managing People and Organizations*. Ohio - USA: Cengage Learning.
- Gunarto, M., and V. Gaffar. 2016. Analisis Persepsi dan Preferensi Masyarakat terhadap Reputasi Peningkat Perguruan Tinggi. *Jurnal Ilmu Manajemen* 5 (2):129-142.
- Hair, J. F., W. C. Black, B. J. Babin, and R. E. Anderson. 2009. *Multivariate Data Analysis (7th Edition)*: Prentice Hall.
- Hall, D. T. 1996. Protean Careers of the 21st Century. *Academy of Management Executive* 10 (4):8-16.
- Hall, D. T. 2004. The protean career: A quarter-century journey. *Journal of Vocational Behavior* 65 (1):1-13.
- Hansen, D. R., and M. M. Mowen. 2005. *Cost Management: Accounting and Control*. Ohio: South-Western College Publication.
- Herwiyanti, E. 2008. Pengaruh Extrinsic Motivation, Absorptive Capacity, dan Channel Richness terhadap Sikap Individu atas Perilaku Sharing Knowledge. Paper read at Simposium Nasional Akuntansi XI, at Pontianak.

- Hibbard, J. 1997. Knowing What We Know. *Information Week*, 20 October, 46-64.
- Hills, M. D. 2002. Kluckhohn and Strodtbeck's Values Orientation Theory. *Online Readings in Psychology and Culture* 4 (4).
- Hogg, M. A., and D. Abrams. 1998. *Social Identifications: A Social Psychology of Intergroup Relations and Group Processes*. New York: Routledge.
- Hogg, M. A., and G. M. Vaughan. 2011. *Social Psychology* England: Pearson Education.
- Hoppe, M. H. 2007. Culture and Leader Effectiveness: The GLOBE Study.
- Hoque, Z., and W. James. 2000. Linking Balanced Scorecard Measures to Size and Market Factors: Impact on Organizational Performance. *Journal of Management Accounting Research* 12.
- Howell, J. M., and B. J. Avolio. 1993. Transformational Leadership, Transactional Leadership, Locus of Control, and Support for Innovation: Key Predictors of Consolidated-Business-Unit Performance. *Journal of Applied Psychology* 78 (6):891-902.
- Huczynski, A. A., and D. A. Buchanan. 2013. *Organizational Behaviour*. UK: Pearson Education Ltd.
- Hunt, S. D., V. R. Wood, and L. B. Chonko. 1989. Corporate Ethical Values and Organizational Commitment in Marketing. *Journal of Marketing* 53 (3):79-90.
- Hussain, A., R. M. Yusoff, M. A. Khan, M. L. M. Diah, and M. S. Shahbaz. 2019. The Effect of Transformational Leadership on Employee Job Performance through Mediating Role of Organizational Commitment in Logistic Sector of Pakistan. *International Journal of Supply Chain Management* 8 (4):162-176.
- Hwang, K.-k. 1987. Face and Favor: The Chinese Power Game. *American Journal of Sociology* 92 (4):944-974.
- Hwang, Y., H. Lin, and D. Shin. 2018. Knowledge system commitment and knowledge sharing intention: The role of personal information management motivation. *International Journal of Information Management* 39:220-227.
- Ibrahim, N. A., R. Mahmood, and M. S. Bakar. 2018. Strategic Improvisation and HEIs Performance: The Moderating Role of Organizational Culture. *PSU Research Review* 2 (3):212-230.
- Idrus, A., Armanu, A. Sudiro, and F. Rohman. 2014. The Influence of Bureaucratic Leadership, Organizational Culture and Organizational Commitment of Organizational Performance. *INTERDISCIPLINARY JOURNAL OF CONTEMPORARY RESEARCH IN BUSINESS* 5 (11):189-201.
- Irfan, S., and N. A. Marzuki. 2018. The Moderating Effects of Organizational Culture on The Relationship between Work Motivation and Work Commitment. *International Journal of Learning and Development* 8 (1):137-155.

- Jain, P., and T. Duggal. 2016. The Influence of Transformational Leadership and Emotional Intelligence on Organizational Commitment. *Journal of Commerce & Management Thought* 7 (3):586-598.
- Jansen, J. J. P., F. A. J. V. D. Bosch, and H. W. Volberda. 2005. Managing Potential and Realized Absorptive Capacity: How Do Organizational Antecedents Matter? *Academy of Management Journal* 48 (6):999-1015.
- Jarvenpaa, S. L., K. Knoll, and D. E. Leidner. 2015. Is Anybody out There? Antecedents of Trust in Global Virtual Teams. *Journal of Management Information Systems* 14 (4):29-64.
- Jenkins, R. 2008. *Social Identity*. New York: Routledge.
- Jin, K. G., S. DeLoughy, and R. Drozdenko. 2013. The Role of Corporate Value Clusters in Ethics, Social Responsibility, and Performance : A Study of Financial Professionals and Implications for the Financial Meltdown. *Journal Business Ethics* 112:15–24.
- Kale, E., A. Aknar, and Ö. Başar. 2019. Absorptive capacity and firm performance: The mediating role of strategic agility. *International Journal of Hospitality Management* 78:276-283.
- Kalsum, E. U. 2010. Pengaruh Strategi Bauran Pemasaran Terhadap Keputusan Mahasiswa Memilih Perguruan Tinggi Swasta di Medan. *Jurnal Ilmiah Abdi Ilmu* 3 (1).
- Kaplan, R. S., and D. P. Norton. 1996a. *The Balanced Scorecard: Translating Strategy Into Action*. Massachusetts: Harvard Business Review Press.
- . 1996b. *Balanced Scorecard: Translating Strategy Into Action*. Boston, Massachussets: Harvard Business Review Press.
- Karathanos, D., and P. Karathanos. 1996. The Baldrige Education Pilot Criteria 1995: An Integrated Approach to Continuous Improvement in Education. *Journal of Education for Business* 71 (5):272-276.
- Karpagam, U. P. L., and P. L. Suganthi. 2010. A Strategi Framework for Managing Higher Education Institutions. *Advances In Management Journal* 3 (10).
- Kashefi, M. A., R. M. Adel, H. R. G. Abad, M. B. H. Aliklayeh, H. K. Moghaddam, and G. Nadimi. 2013. Organizational Commitment and Its Effects on Organizational Performance. *INTERDISCIPLINARY JOURNAL OF CONTEMPORARY RESEARCH IN BUSINESS* 4 (12):501-510.
- Khalil, O. E. M., and A. Seleim. 2011. Knowledge Management and Organizational Performance in The Egyptian Software Firms. *Journal of Information & Knowledge Management* 9 (2):127-144.
- Kilmann, R. H. 1985. Five Steps for Closing Culture-gaps. In *Gaining Control of The Corporate Culture* edited by R. H. Kilmann. San Francisco: Jossey-Bass, 351-369.
- Kirkman, B. L., G. Chen, J.-L. Farh, Z. X. Chen, and K. B. Lowe. 2009. Individual Power Distance Orientation and Follower Reaction to Transformational Leaders: A Cross-Level, Cross-Cultural Examination. *Academy of Management Journal* 52 (4):744-764.
- Kirui, J. K., M. A. Iravo, and C. Kanali. 2015. Influence of Intellectual Stimulation and Individualized Consideration in Effective Organizational

- Performance in State-Owned Banks in Kenya. *International Journal of Research in Applied, Natural and Social Sciences* 3 (10):111-120.
- Kline, R. B. 2015. *Principles and Practice of Structural Equation Modeling*. New York: Guilford Press.
- . 2016. *Principles and Practice of Structural Equation Modeling*. New York: USA: The Guilford Press.
- Knippenberg, D. v., J.-W. v. Prooijen, and E. Sleebos. 2013. Beyond Social Exchange: Collectivism's Moderating Role in The Relationship between Perceived Organizational Support and Organizational Citizenship Behaviour. *European Journal of Work and Organizational Psychology* 24 (1):152-160.
- Kothari, C. R. 2009. *Research Methodology: Methods and Techniques*. New Delhi: New Age Publications.
- Kotter, J. P., and J. L. Heskett. 1992. *Corporate Culture and Performance*. New York: The Free Press.
- . 1997. *Dampak Budaya Perusahaan Terhadap Kinerja* Jakarta: Prenhallindo.
- . 2006. *Budaya Korporat dan Kinerja*. Surabaya: Saga.
- Koufteros, X., S. Babbar, and M. Kaighobadi. 2009. A paradigm for examining second-order factor models employing structural equation modeling. *International Journal of Production Economics* 120 (2):633-652.
- Kumar, N., L. K. Scheer, and J.-B. E. M. Steenkamp. 1995. The Effects of Supplier Fairness on Vulnerable Resellers. *Journal of Marketing Research* 32 (1):54-65.
- Kumar, R. 2010. *Research Methodology: A Step by Step Guide for Beginners*: SAGE Publications Ltd.
- Kuriakose, K. K., H. Seetha, S. A. V. S. Murty, S. Athinarayanan, and P. Swaminathan. 2007. From Management of Organizational Knowledge to Management of Organizational Memory Paper read at Recent Advances in Information Science & Technology, at India.
- Kwok, S. H., and S. Gao. 2005. Attitude towards Knowledge Sharing Behavior. *Journal of Computer Information Systems* 46 (2):45-51.
- Lane, P. J., B. R. Koka, and S. Pathak. 2006. The Reification of Absorptive Capacity: A Critical Review and Rejuvenation of The Construct. *Academy of Management Review* 31 (4):833-863.
- Lang, D. L. 1992. Organizational Culture and Commitment. *Human Resource Development Quarterly* 3 (2):191-196.
- Lapiņa, I., I. Kairiša, and D. Aramina. 2015. Role of Organizational Culture in the Quality Management of University. *Procedia - Social and Behavioral Sciences* 213:770-774.
- Lau, A. K. W., and W. Lo. 2015. Regional Innovation System, Absorptive Capacity and Innovation Performance: An Empirical Study. *Technological Forecasting and Social Change* 92:99-114.
- Leal-Rodríguez, A. L., J. L. Roldán, J. A. Ariza-Montes, and A. Leal-Millán. 2014. From Potential Absorptive Capacity to Innovation Outcomes in Project Teams: The Conditional Mediating Role of The Realized

- Absorptive Capacity in A Relational Learning Context. *International Journal of Project Management* 32 (6):894-907.
- Lee, D.-J., I. Jeong, H. T. Lee, and H. J. Sung. 2008. Developing A Model of Reciprocity in The Importer–Exporter Relationship: The Relative Efficacy of Economic Versus Social Factors. *Industrial Marketing Management* 37 (1):9-22.
- Lee, S. K. J., and K. Yu. 2004. Corporate Culture and Organizational Performance. *Journal of Managerial Psychology* 19 (4):340-359.
- Leithwood, K., and D. Jantzi. 2007. Transformational School Leadership for Large-scale Reform: Effects on Students, Teachers, and Their Classroom Practices. *School Effectiveness and School Improvement* 17 (2):201-227.
- Lejeune, C., and A. Vas. 2009. Organizational Culture and Effectiveness in Business Schools: A Test of The Accreditation Impact. *Journal of Management Development* 28 (8):728 - 741.
- Lewicki, R. J., E. C. Tomlinson, and N. Gillespie. 2016. Models of Interpersonal Trust Development: Theoretical Approaches, Empirical Evidence, and Future Directions. *Journal of Management* 32 (6):991-1022.
- Li, B., J. Zhang, and X. Zhang. 2013. Knowledge Management and Organizational Culture: An Exploratory Study. *Creative and Knowledge Society* 3 (1):65-77.
- Lioukas, C. S., and J. J. Reuer. 2015. Isolating Trust Outcomes from Exchange Relationships: Social Exchange and Learning Benefits of Priorities in Alliances. *Academy of Management Journal*:1-45.
- Lund, D. B. 2003. Organizational Culture and Job Satisfaction. *Journal of Business & Industrial Marketing* 18 (3):219-236.
- Luo, Y. 1995. Business Strategy, Market Structure, and Performance of International Joint Ventures: The Case of Joint Ventures in China. *Management International Review* 35 (3):241-264.
- Lusthaus, C., and M.-H. Adrien. 1998. Organizational Assessment: A Review of Experience. *Universalia* 31:1-16.
- Luthans, F. 1998. *Organisational Behaviour 8th ed.* Boston: Irwin McGraw-Hill.
- Macedo, I. M., J. C. Pinho, and A. M. Silva. 2015. Revisiting the link between mission statements and organizational performance in the non-profit sector: The mediating effect of organizational commitment. *European Management Journal* 34 (1):36-46.
- MacKenzie, S. B., P. M. Podsakoff, and G. A. Rich. 2001. Transformational and Transactional Leadership and Salesperson Performance. *Journal of the Academy of Marketing Science* 29 (2):115-134.
- Madu, B. C. 2012. Organization Culture As Driver of Competitive Advantage. *Journal of Academic and Business Ethics* 5.
- Mafini, C. 2015. Predicting Organisational Performance Through Innovation, Quality And Inter-Organisational Systems: A Public Sector Perspective. *The Journal of Applied Business Research* 31 (3):939-952.
- Mahsun, M. 2006. *Pengukuran Kinerja Sektor Publik*. Yogyakarta: BPFE.
- Maryani. 2018. Pengaruh Modal Intelektual dan Absorptive Capacity terhadap Komitmen dan Implikasinya Terhadap Kinerja Program Studi S1

- Manajemen Pada Perguruan Tinggi Swasta di Kopertis Wilayah IV Jabar-Banten, Program Doktor Ilmu Manajemen, Universitas Pasundan, Bandung.
- Masduki. 2017. *Kepemimpinan Transformasional: Landasan Menuju World Class Company* 2015 [cited 5 April 2017]. Available from <https://kangmasduki.com/2011/05/31/kepemimpinan-transformasional-landasan-menuju-world-class-company/>.
- Mayer, R. C., J. H. Davis, and F. D. Schoorman. 1995. An Integrative Model of Organizational Trust. *Academy of Management Review* 20 (3):709-734.
- McQueen, D. 2019. Hotel and Restaurant User-Generated Content: Cultivating Absorptive Capacity for Improvements in Organizational Performance, Wilmington University, Delaware: USA.
- McShane, S. L., and M. A. V. Glinow. 2010. *Organizational Behavior 5th Ed.* New York: McGraw-Hill Education.
- Meyer, J. P., N. J. Allen, and C. A. Smith. 1993. Commitment to Organizations and Occupations: Extension and Test of a Three-Component Conceptualization. *Journal of Applied Psychology* 78, (4):538-551.
- Meyer, J. P., S. V. Paunonen, I. R. Gellatly, R. D. Goffin, and D. N. Jackson. 1989. Organizational Commitment and Job Performance: It's the Nature of the Commitment That Counts. *Journal of Applied Psychology* 74 (1):152-156.
- Mishra, S., and D. Suar. 2010. Does Corporate Social Responsibility Influence Firm Performance of Indian Companies? *Journal of Business Ethics* 95 (4):571-601.
- Mohanty, J., and B. P. Rath. 2012. Influence of Organizational Culture on Organizational Citizenship Behavior: A Three-Sector Study. *Global Journal of Business Research* 6 (1).
- Monge, P. R., and N. S. Contractor. 2003. *Theories of Communication Networks.* New York: Oxford University Press.
- Moorman, C., G. Zaltman, and R. Deshpande. 1992. Relationships between Providers and Users of Market Research: The Dynamics of Trust within and between Organizations. *Journal of Marketing* 29.
- Moreland, R. R., J. Levine, and M. Cini. 1993. Group Socialization: The Role of Commitment. In *Group Motivation Social Psychology Perspectives*, edited by M. A. Hogg and D. Abrams. New York: Harvester Wheatsheaf.
- Moreland, R. R., J. M. Levine, and J. G. McMinn. 2001. Self-Categorization and Work Categorization. In *Social Identity Processes in Organizational Context*, edited by M. A. Hogg and D. J. Terry. Philadelphia: Psychology Press.
- Mowday, R. T. 1998. Reflection on The Study and Relevance of Organizational Commitment. *Human Resource Management Review* 8 (4):387-401.
- Mowday, R. T., and R. M. Steers. 1979. The Measurement of Organizational Commitment. *Journal of Vocational Behavior* 14:224-247.
- Mowday, R. T., R. M. Steers, and L. W. Porter. 1979. The Measurement of Organizational Commitment. *Journal of Vocational Behavior* 14:224-247.

- Nasir, M. 2018. Menristekdikti: Kampus Harus Jadi Motor Penggerak Bangsa. *Republika*.
- Nazarian, A., P. Atkinson, and P. Foroudi. 2017. Influence of National Culture and Balance Organizational Culture on The Hotel Industry's Performance. *International Journal of Hospitality Management* 63:22-32.
- Nazir, N., and D. S. Zamir. 2015. Impact of Organizational Culture on Employee's Performance. *Industrial Engineering Letters* 5 (9):31-37.
- Nazir, N. A., and M. A. Lone. 2008. Validation of Denison's Model of Organisational Culture and Effectiveness in the Indian Context. *Vision: The Journal of Business Perspective* 12 (1):49-58.
- Nguni, S., P. Slegers, and E. Denessen. 2007. Transformational and Transactional Leadership Effects on Teachers' Job Satisfaction, Organizational Commitment, and Organizational Citizenship Behavior in Primary Schools: The Tanzanian Case. *School Effectiveness and School Improvement* 17 (2):145-177.
- Nguyen, N. 2010. Competence and Benevolence of Contact Personnel in the Perceived Corporate Reputation: An Empirical Study in Financial Services. *Corporate Reputation Review* 12 (4):345-356.
- Nikpour, A. 2017. The Impact of Organizational Culture on Organizational Performance: The Mediating Role of Employee's Organizational Commitment. *International Journal of Organizational Leadership* 6:65-72.
- Noer, E. 2017. Determinasi Kepemimpinan Strategis dan Budaya Organisasi Pada Kinerja Perguruan Tinggi di Surabaya Jawa Timur. *Jurnal Ilmu Ekonomi & Sosial* 3 (1):33-48.
- Nonaka, I., K. Umemoto, and D. Senoo. 1996. From Information Processing to Knowledge Creation: A Paradigm Shift in Business Management. *Technology in Society* 18 (2):203-218.
- Nugraha, A., A. Sudiro, Armanu, and K. Ratnawati. 2019. The Role of Knowledge Management in Organizational Performance: Case Study of University of Malang, Indonesia. *Problems and Perspectives in Management* 17 (1):230-243.
- O'Reilly, C. A., J. Chatman, and D. F. Caldwell. 1991. People and Organizational Culture: A Profile Comparison Approach to Assessing Person-Organization Fit. *Academy of Management Journal* 34 (3):487-516.
- O'Reilly, C. A., and J. A. Chatman. 1996. Culture As Social Control: Corporations, Cults, and Commitment. *Research in Organizational Behavior* 18:157-200.
- Olson, D. A., and K. S. Shultz. 2016. Career Theory. In *The Encyclopedia of Adulthood and Aging*, edited by S. K. Whitbourne.
- Orabi, T. G. A. 2016. The Impact of Transformational Leadership Style on Organizational Performance: Evidence from Jordan. *International Journal of Human Resource Studies* 6 (2):89.
- Otley, D. 2001. Accounting Performance Measurement: A Review of Its Purposes and Practices. *International Journal Business Performance Management, Vol. 3, Nos. 2/3/4, 2003*:245-260.

- Oyemomi, O., S. Liu, I. Neaga, H. Chen, and F. Nakpodia. 2018. How Cultural Impact on Knowledge Sharing Contributes to Organizational Performance Using The FSQCA Approach. *Journal of Business Research*.
- Pacanowsky, M. E., and N. O'donnell-Trujillo. 1982. Communication and Organizational Cultures. *The Western Journal of Speech Communication* 46:115-130.
- Pascale, R. T. 1990. *Managing on The Edge*. New York, NY: Simon and Schuster.
- Pathardikar, A. D., and S. Sahu. 2011. Implications of the Organization Cultural Antecedents on Organizational Commitment: A Study in Indian Public Sector Units. *Global Business Review* 12 (3):431-446.
- Patiar, A., and Y. Wang. 2016. The effects of transformational leadership and organizational commitment on hotel departmental performance. *International Journal of Contemporary Hospitality Management* 28 (3):586-608.
- Peterson, M. J. 2007. Self Categorization As A Social Process, Faculty of Arts and Sciences University of Pittsburgh.
- Poernomo, D., P. Wahono, and Z. Puspitaningtyas. 2018. Daya Serap Pengetahuan dan Akselerasinya pada Kinerja Usaha. *Journal for Business and Entrepreneur* 2 (1):15-29.
- Ponnu, A. L. D., and Z. Hassan. 2015. The Influences of Organizational Culture on Performance Management. *International Journal of Accounting, Business and Management* 1 (1):1-10.
- Priyohadi, N. D. 2015. *Human Capital Management PT Pelindo III: Panduan Manajemen Kinerja dan Kesejahteraan*. Yogyakarta: Pustaka Rahmad.
- Prusak, L., and D. Cohen. 2001. How to Invest in Social Capital: Harvard Business Review.
- Racelis, A. D. 2010. The Influence of Organizational Culture on The Performance of Philippine Banks. *Social Science Diliman* 6 (2):29-49.
- Rafferty, A. E., and M. A. Griffin. 2004. Dimensions of transformational leadership: Conceptual and empirical extensions. *The Leadership Quarterly* 15 (3):329-354.
- Rashid, M. Z. A., M. Sambasivan, and J. Johari. 2003. The Influence of Corporate Culture and Organisational Commitment on Performance. *Journal of Management Development* 22 (8):708-728.
- Rempel, J. K., J. G. Holmes, and M. P. Zanna. 1985. Trust in Close Relationships. *Journal of Personality and Social Psychology* 49 (1):95-112.
- Rijal, S. 2016. Leadership Style And Organizational Culture In Learning Organization A Comparative Study. *International Journal of Management & Information Systems* 20 (2):17-26.
- Robbins, S. P. 2006. *Perilaku Organisasi*. Jakarta: Salemba Empat.
- Robbins, S. P., and T. A. Judge. 2012. *Organizational Behavior*. England: Pearson Education.
- . 2013. *Organizational Behavior*. England: Pearson.

- Robertson, C. J., W. F. Crittenden, M. K. Brady, and J. J. Hoffman. 2002. Situational Ethics Across Borders: A Multicultural Examination. *Journal of Business Ethics* 38:327-338.
- Robinson, S. L. 1996. Trust and Breach of the Psychological Contract. *Administrative Science Quarterly*, 41 (4):574-599.
- Rotter, J. B. 1971. Generalized Expectancies for Interpersonal Trust. *American Psychologist* 26 (5):443-452.
- Rudnev, M., E. Lytkina, E. Davidov, P. Schmidt, and A. Zick. 2018. Testing Measurement Invariance for a Second-Order Factor. A Cross-National Test of the Alienation Scale. *Methods, Data, Analyses* 12 (1):47-76.
- Sabir, M. S., A. Razzaq, and M. Yameen. 2010. Impact of Organizational Culture on the Employees' Commitment: Relationship between Levels of Organizational Culture with Commitment. *KASBIT Business Journal* 3 (1):88- 95.
- Sabri, P. S. U., M. Ilyas, and Z. Amjad. 2011. Organizational Culture and Its Impact on The Job Satisfaction of The University Teachers of Lahore. *International Journal of Business and Social Science* 2 (24):121-128.
- Sadri, G., and B. Lees. 2001. Developing Culture As A Competitive Advantage. *Journal of Management Development* 20 (10):853-859.
- Salzer-Mörling, M., and A. Yakhlef. 1999. The Intellectual Capital: Managing by Measure. In *Critical Perspective on Accounting Conference*. New York, 1-26.
- Samsiah, S., E. Marlina, and H. A. Ardi. 2018. Pengaruh Knowledge Management dan Teknologi Informasi Terhadap Keunggulan Bersaing dan Kinerja Universitas. *Jurnal Manajemen* 22 (2):154-167.
- Sandvik, A. M., R. Croucher, B. Espedal, and M. Selart. 2018. Intellectual Stimulation and Team Creative Climate in A Professional Service Firm. *Evidence-based HRM: a Global Forum for Empirical Scholarship* 6 (1):39-53.
- Sanjaya, R. 2018. Reputasi Organisasi Berdasarkan Identitas Organisasi menurut Persepsi Orang Tua Murid (Survey Pada Sekolah Klasikal Terang Nusantara). *Journal of Accounting and Business Studies* 3 (1):90-98.
- Saunders, M. N. K., D. Skinner, G. Dietz, N. Gillespie, and R. J. Lewicki. 2010. *Organizational Trust: A Cultural Perspective* New York: Cambridge University Press.
- Schein, E. H. 1996. Culture: The Missing Concept in Organization Studies. *Administrative Science Quarterly* 41 (2):229-240.
- . 2010a. *Organizational Culture and Leadership*: Jossey Bass
- . 2010b. *Organizational Culture and Leadership 4th Edition*. San Fransisco: Jossey Bass.
- Schneider, B., M. G. Ehrhart, and W. H. Macey. 2013. Organizational climate and culture. *Annual Review Psychology* 64:361-388.
- Schumacker, R. E., and R. G. Lomax. 2010. *A Beginners Guide to Structural Equation Modeling: Third Edition* New York: Routledge.
- Seashore, S. E., and E. Yuchtman. 1967. Factorial Analysis of Organizational Performance. *Administrative Science Quarterly*, 12 (3):377-395.

- Sekaran, U. 2003. *Research Methods for Business: A Skill-building Approach*: John Wiley & Sons.
- Selnes, F., and K. Gønhaug. 2000. Effects of Supplier Reliability and Benevolence in Business Marketing. *Journal of Business Research* 49:259-271.
- Serban, A. M., and J. Luan. 2002. Overview of Knowledge Management: New Directions for Institutional Research. 113:5-16.
- Shahzad, F., R. A. Luqman, A. R. Khan, and L. Shabbir. 2012. Impact of Organizational Culture on Organizational Performance: An Overview. *INTERDISCIPLINARY JOURNAL OF CONTEMPORARY RESEARCH IN BUSINESS* 3 (9):975-985.
- Silitonga, P. E. S., and D. S. Widodo. 2017a. Organizational Performance Analysis - Organizational Commitment, Competence and Organizational Culture (Study on Bekasi City Government). *International Journal of Recent Scientific Research* 8 (4):16732-16740.
- . 2017b. Organizational Performance Analysis: Organizational Commitment, Competence and Organizational Culture (Study on Bekasi City Government). *International Journal of Recent Scientific Research* 8 (4):16732-16740.
- Simamora, V. 2016. Pengaruh Keunikan Kapabilitas dan Turbulensi Lingkungan terhadap Strategi Korporasi dan Dampaknya pada Kinerja Universitas: Studi tentang Universitas di Kopertis Wilayah III Jakarta. *Journal of Business Studies* 2 (1):1-16.
- Singh, P., and G. S. Das. 1978. Organizational Culture and Its Impact on Commitment to Work. *Indian Journal of Industrial Relations*. 13 (4):511-524.
- Sobel, M. E. 1982. Asymptotic Confidence Intervals for Indirect Effects in Structural Equation Models. *Sociological Methodology* 13:290-312.
- Soo, C., A. W. Tian, S. T. T. Teo, and J. Cordery. 2017. Intellectual Capital-Enhancing HR, Absorptive Capacity, and Innovation. *Human Resource Management* 56 (3):431-454.
- Sorensen, J. B. 2016. The Strength of Corporate Culture and the Reliability of Firm Performance. *Administrative Science Quarterly* 47 (1):70-91.
- Steers, R. M. 1977. Antecedents and Outcomes of Organizational Commitment. *Administrative Science Quarterly* 22 (1):46-56.
- Sudaryo, Y. 2015. Kinerja Perguruan Tinggi dengan Pendekatan Strategic Map Balanced Scorecard: (Studi pada 6 Sekolah Tinggi Ilmu Ekonomi di Kota Bandung). *Sosiohumaniora* 17 (1):1 - 12.
- Sugiyono. 2009. *Metode Penelitian Bisnis (Pendekatan Kuantitatif, Kualitatif, dan R&D)*. Bandung: Alfabeta.
- Sun, P. Y. T., and M. H. Anderson. 2008. An Examination of the Relationship Between Absorptive Capacity and Organizational Learning, and a Proposed Integration. *International Journal of Management Reviews* 12 (2):130-150.
- Sunarsih, N., and H. Mashithoh. 2015. The Influence of Organizational Culture Adaptability Towards The Organizational Commitment of The Staff of

- Universitas Terbuka. In *SIBR Hong Kong 2015 Conference on Interdisciplinary Business and Economics Research*. Hongkong, 1-10.
- Sveiby, K.-E. 2001. Knowledge Management: Lessons from The Pioneers, 1-9.
- Tajfel, H. 1982. Social Psychology of Intergroup Relations. *Annual Review Psychology* 33:1-39.
- Tajfel, H., and J. C. Turner. 1979. An Integrative Theory of Inter-group Conflict. In *The Social Psychology of Inter-group Relations*, edited by W. G. Austin and S. Worchel. Monterey, CA: Brooks/Cole, 33-47.
- Tajfel, H., and J. C. Turner. 1985. The Social Identity Theory of Intergroup Behavior. In *Psychology of Intergroup Relations*, edited by S. Worchel and W. G. Austins. Chicago: Nelson-Hall, 276-293.
- Tekleab, A. G., and D. S. Chiaburu. 2011. Social Exchange: Empirical Examination of Form and Focus. *Journal of Business Research* 64:460-466.
- Thibaut, J. W., and H. H. Kelley. 1959. *The Social Psychology of Groups*. New York: John Wiley & Sons, Inc.
- Tseng, C. Y., G. Martín- de Castro, D. Chang Pai, and C. H. Hung. 2011. Knowledge Absorptive Capacity and Innovation Performance in KIBS. *Journal of Knowledge Management* 15 (6):971-983.
- Turner, J. C., M. Hogg, P. Oakes, and S. Reicher. 1987. *Rediscovering the social group: A self-categorization theory*. Massachusetts, USA: Blackwell.
- Turner, J. C., and K. J. Reynolds. 2012. Self-Categorization Theory. In *Handbook of Theories of Social Psychology*, edited by P. A. M. V. Lange, A. W. Kruglanski and E. T. Higgins. London: SAGE Publications Ltd, 399-417.
- Turner, V. 1988. *The Anthropology of Performance*. New York - USA: PAJ Publication.
- Umar, H. 2013. *Metode Penelitian untuk Skripsi dan Tesis Bisnis*. Jakarta: Raja Grafindo Persada.
- Valentina, N., and G. Passiante. 2009. Impacts of Absorptive Capacity on Value Creation. *Anatolia* 20 (2):269-287.
- Valle, M. 1999. Crisis, Culture and Charisma: The New Leader's Work in Public Organizations. *Public Personnel Management* 28 (2):245-257.
- Vandenberghe, C. 1999. Organizational Culture, Person-Culture Fit, and Turnover - A Replication in the Health Care Industry. *Journal Business Ethics* 20 (2):175-184.
- Verdu-Jover, A. J., L. Alos-Simo, and J.-M. Gomez-Gras. 2018. Adaptive Culture and Product/Service Innovation Outcomes. *European Management Journal* 36 (3):330-340.
- Wahyudin, N. 2015. Analisis Faktor-Faktor yang Mempengaruhi Keunggulan Bersaing Untuk Meningkatkan Kinerja Perguruan Tinggi Swasta (PTS) Pada Sekolah Tinggi dan Akademi di Semarang. *Holistic Journal of Management Research* 3 (2):77-93.
- Walumbwa, F. O., B. Orwa, P. Wang, and J. J. Lawler. 2005. Transformational Leadership, Organizational Commitment, and Job Satisfaction: A Comparative Study of Kenyan and U.S. Financial Firms. *Human Resource Development Quarterly* 16 (2):235-256.

- Wardani. 2016. Membedah Teori Sosiologi: Teori Pertukaran (Exchange Theory) George Caspar Homans. *Studia Insania* 4 (1):19-38.
- Warrick, D. D. 2017. What leaders need to know about organizational culture. *Business Horizons* 60 (3):395-404.
- West, R., and L. H. Turner. 2010. *Introducing Communication Theory: Analysis and Application*. New York - USA: McGraw Hill Education.
- West, W. B., M. K. Gothard, T. L. P. Tang, and R. Moffett. 1995. Effects of Management Changes on Employee Satisfaction, Trust, and Commitment. In *The 41st Meeting of The Southeastern Psychological Association*. Savannah, GA.
- Whiteley, A. 2002. Rigour in Qualitative Research, Graduate School of Business Curtin University of Technology.
- Wibowo. 2010. *Budaya Organisasi: Sebuah Kebutuhan untuk Meningkatkan Kinerja Jangka Panjang*. Jakarta: Rajawali Pers.
- Widodo, S. 2018. Aduh, Penelitian Dosen di Lingkungan Kopertis Wilayah II Ternyata Masih Minim. Palembang, Indonesia.
- Widyaningrum, M. E. 2012. Effect of Organizational Culture and Ability on Orcom and Performance in Ibnu Sina Hospital Gresik. *Academic Research International* 2 (1):349-355.
- Williams, J. D., S.-L. Han, and W. J. Qualls. 1998. A Conceptual Model and Study of Cross-Cultural Business Relationship. *Journal of Business Research* 42:135-143.
- Xenikou, A., and M. Simosi. 2006. Organizational Culture and Transformational Leadership As Predictors of Business Unit Performance. *Journal of Managerial Psychology* 21 (6):566-579.
- Xie, Y., and S. Peng. 2009. How to Repair Customer Trust After Negative Publicity: The Roles of Competence, Integrity, Benevolence, and Forgiveness. *Psychology and Marketing* 26 (7):572-589.
- Yahya, A., and R. Amalia. 2016. Pengaruh Sistem Kerja Terhadap Kinerja Perguruan Tinggi dan Implikasinya Terhadap Kepercayaan Mahasiswa Universitas Syiah Kuala Banda Aceh. *Jurnal Pencerahan* 10 (1):1-10.
- Yasin, G., S. Nawa, K. K. Bhatti, and T. Nazir. 2014. Relationship of Intellectual Stimulation, Innovations and Smes Performance: Transformational Leadership a Source of Competitive Advantage in Smes. *Middle-East Journal of Scientific Research* 19 (1):74-81.
- Yesil, S., and A. Kaya. 2013. The Effect of Organizational Culture on Firm Financial Performance: Evidence from a Developing Country. *Procedia - Social and Behavioral Sciences* 81:428-437.
- Yıldız, E. 2014. A Study on the Relationship between Organizational Culture and Organizational Performance and a Model Suggestion. *International Journal of Research in Business and Social Science* 3 (4):52-67.
- Zahra, S. A., and G. George. 2002. Absorptive Capacity: A Review, Reconceptualization, and Extension. *Academy of Management Review* 17 (2):185-203.
- Zakari, M., K. Poku, and W. Owusu-Ansah. 2013. Organizational Culture and Organisational Performance: Empirical Evidence from the Banking

- Industry in Ghana. *International Journal of Business, Humanities and Technology* 3 (1):95-107.
- Zefeiti, S. M. B. A., and N. A. Mohamad. 2017. The Influence of Organizational Commitment on Omani Public Employees' Work Performance. *International Review of Management and Marketing* 7 (2):151-160.
- Zehir, C., O. G. Ertosun, S. Zehir, and B. Muceldili. 2011. The Effects of Leadership Styles and Organizational Culture Over Firm Performance: Multi-National Companies in Istanbul. *Procedia Social and Behavioral Sciences* 24 1460–1474.
- Zhu, W., I. K. H. Chew, and W. D. Spangler. 2005. CEO Transformational Leadership and Organizational Outcomes: The Mediating Role of Human–Capital- Enhancing Human Resource Management. *The Leadership Quarterly* 16 (1):39-52.
- Zikmund, W. G., B. J. Babin, J. C. Carr, and M. Griffin. 2009. *Business Research Methods 8-th edition*: South-Western College Publication.