

## DAFTAR PUSTAKA

- Aaker, A., Kumar V. and Day G.S., 2001. *Marketing Research*, Seventh edition, New York: John Wiley & Sons, Inc.
- Abrams, L.C., Cross, R., Lesser, E. and Levin, D.Z., 2003. *Nurturing Interpersonal Trust In Knowledge-Sharing Networks*. *Academy Of Management Executive* 17(4), 64–77
- Ahmadi.E. 2009. *A study of the relationship between managers Triad skills and effectiveness of high school indistrict one of Shiraz*, New Approach in Educational Administration. Vol 2. No 4 .
- Alavi, M. and Dorothy E. Leidner, 2001. Review: *Knowledge Management and Knowledge Management Systems: Conceptual Foundation and Research Issues*. *MIS Quarterly*. Vol. 25 No. 1 pp. 107-136.
- Amabile, T. M., Conti, R., Coon, H., Lazenby, J., and Herron, M. 1996. *Assessing the work environment for creativity*, *Academy of Management Journal*, 39, 1154 - 1184.
- Amabile, T. M., and Gryskiewicz, S. S. 1987: *Creativity in the R &D laboratory*, *Technical Report No. 30, Center for Creative Leadership*, Greensboro, NC.
- Ambarwati, Sri Dwi Ari., 2003. *Mengelola Perubahan Organisasional: Isu Peran Kepemimpinan Transformasional Dan Organisasi Pembelajaran Dalam Konteks Perubahan*. *Jurnal Siasat Bisnis*. No. 8 Vol. 2.
- Amit, R. and P.J.H. Schoemaker, 1993. *Strategic Assets and Organizational Rent*, *Strategic Management Journal*, Vol.14, No. 3, pp.33-46.
- Anantatmula, VS., and Shivraj Kanungo, 2009. *Modeling enabler for successful KM implementation*, *Journal of knowledge management*, Vol. 14 No. 1 pp. 100-113.
- Anonim, Undang-Undang Republik Indonesia No 8 tahun 2008 tentang Usaha Mikro, Kecil dan Menengah.
- Anthony and Govindarajan, 2001. *Management Control System*. Boston McGraw-Hill.Co.
- Apesteguia, J., Huck, S. & Oechssler, J. 2007. *Imitation - theory and experimental evidence*. *Journal of Economic Theory*, 136 (1): 217-235.
- Arbukle, J.L. 2003. *Analysis of Moment Structures (AMOS)*, user's guide version 5,0. SmallWater Corporation, IL.
- Arikunto, S., 2002. *Prosedur Penelitian: Suatu Pendekatan Praktek*, Edisi Revisi V, Jakarta: Rineka Cipta.

- Argyris, C., 1976. *Single Loop and Double-Loop Models in Research on Decision Making*, *Administrative Science Quarterly*, Vol.21, No.3, September, pp.363-375.
- Argyris, C. and Schön, D.A. 1978. *Organizational Learning: A Theory of Action Perspective*, Addison-Wesley, Reading, MA.
- Argyris, C., 1994. *Good Communication that Blocks Learning*, Harvard Business Review, Vol.72, pp.77-85.
- Argyris, C., and Schon, D. A. 1996. *Organisational Learning II: Theory, Method and Practice*. Addison-Wesley.
- Asmuji, 2010. Pengaruh Kreativitas terhadap Inovasi dan Kinerja Pemasaran pada Pengusaha.Kerajinan bambu di Kabupaten Jember. *Jurnal Aplikasi Manajemen*. Volume 8. No. 1.
- Baldwin, J. M. 1984. *Mental development in the child and the race. Methods and process*. New York: Macmillan.
- Baldwin, T.T., C. Danielson, and W. Wiggenhorn, 1997. The Evolution of Learning Strategies in Organizations: From Employee Development to Business Redefinition, *Academy of Management Executive*, November,pp.47-58.
- Bandura, A. 1977. *Social Learning Theory*. Englewood Cliffs. N.Y.: Prentice Hall, Inc
- Bani-Hani, J.S., and F. A. Al Hawary. 2009. *The Impact of Core Competencies on Competitive Advantage: Strategic Challenge*. *International Bulletin of Business Administration*. Issue 6.
- Barton, D.L., 1992. *Core Capability and Core Rigidity: A Paradox in Managing New Product Development*, *Strategic Management Journal*, Vol.13, Special issue, Summer, pp.111-125.
- Barney, J.B., 1986. *Strategic Factor Markets: Expectations, Luck and Business Strategy*, *Management Science*, Vol.32, pp.1231-1241.
- Barney, J.B. 1991. *Firm Resources and Sustained Competitive Advantage*, *Journal of Management*, Vol.17, No.1, pp.99-120.
- Barclay, R.O. and Murray, P.C. (2000), *What is Knowledge Management?*, Available at: [www.media-access.com/whatis.html](http://www.media-access.com/whatis.html).
- Bar-On, R. 1996. *The Emotional Quotient Inventory: A measure of emotional intelligence*. Toronto, ON: Multi Health Systems.
- Bar-On, R., 2000. Emotional and social intelligence: Insights from the Emotional Quotient Inventory. *The handbook of emotional intelligence*, 363-388.
- Bar-On, R., Tranel, D., Denburg, N., & Bechara, A. 2003. Exploring the neurological substrate of emotional and social intelligence. *Brain*, 126(8), 1790.

- Bennet, D. and Alex Bennet, 2008. *Engaging tacit knowledge in support of organizational learning*, *The Journal of information and knowledge management systems*, Vol. 38 No.1 pp.72-94.
- Bhatnagar, J. 2006. *Measuring Organizational Learning Capability ini Indian Managers and Establishing Firm Performance Linkage*, *The Learning Organization*, Vol.13, No.5, pp.416-433.
- Biggadike, E.R., 1979. *Corporate Diversification: Entry, Strategy and Performance*, Cambridge, MA: Harvard University Press.
- Birdthistle, N. 2008. *Family SMEs in Ireland as learning organizations*. *The Learning Organization*. Vol. 15 No. 5, pp. 421-436.
- Borstorff , P., Moran F. & Palmer D.2007. *The Relationship between National Culture, Organizational Culture, Causal Ambiguity and Competitive Advantage in an International Setting: An Exploratory Analysis*, Jacksonville State University.
- Bogner, W.C. and H. Thomas, 1994. *Core Competences and Competitive Advantage: A Model and Illustrative Evidence from Pharmaceutical Industry*, in Hamel, G. and W. Heene (Eds.), *Competences-based Competition*, New York: John Wiley & Sons.
- Boomer, James. 2004. *Finding Out What Knowledge Management Is- And Is'n't*. *Accounting Today*, New York: Vol.18, Iss. 14; pg. 22.
- Bontis, N. 2002. *World Congress of Intellectual Capital Readings*, Boston: Elsevier Butterworth Heinemann KMCI Press.
- Borch, T.(2004. *Sustainable management of marine fishing tourism: Some lessons from Norway*. *Tourism in Marine Environments*, 1(1), 49–57
- Boyatzis, R.E. 1982: *The Competent Manager: A Guide for Effective Management*, New York: Wiley.
- Boyatzis, R.E. 1999. *From a presentation to the Linkage Conference on Emotional Intelligence*, Chicago, IL, September 27, 1999.
- Boyatzis, R. E. 2009. *Competencies as a behavioral approach to emotional intelligence*.
- 
- Brown, J.S. and Duguid, P. 1998. "Organizing knowledge", *Californian Management Review*, Vol. 40 No. 3, pp. 90-111.
- Budiretnowati, G. 2008. *Kajian tentang Profil UKM Sukses*. *Jurnal Pengkajian Koperasi dan UKM*, Vol. 3. Hal 1-16
- Carmeli, A. 2003. *The relationship between emotional intelligence and work attitudes, behavior and out-comes*. *Journal of Managerial Psychology*, 18, 788–813.

- Capron L. and J. Hulland, 1999. *Redeployment of Brand, Sales Forces and General Marketing Management Expertise Following Horizontal Acquisitions: A Resource-based View*, *Journal of Marketing*, Vol.63, April, pp.41-54.
- Caruso, D & Mayer, J.D., 2000. Models of emotional intelligence. In R.J. Sternberg (ed.): *Handbook of human intelligence* (pp.396-420). New York: Cambridge University Press.
- Chaston, I. and B. Badger, 1999. *Organizational Learning: Research Issues and Application in SME Sector Firms*, International Journal of Entrepreneurial Behavior & Research, Vol.5, No.4, pp.191-203.
- Campbell. D. T. 1960. *Blind variation and selective retention in creative thought as in other knowledge processes*. Psychological Review. 67: 380-400.
- Chang, S.C, Shiaw-Wen Tein And Hsi-Ming Lee. 2010. *Social Capital, Creativity, And New Product Advantage: An Empirical Study*. International Journal Of Electronic Business Management, Vol. 8, No. 1, Pp. 43-55.
- Chiaburu, Dan S. 2010. *Social or Task-related Motives? Increasing Employees' Knowledge Sharing and Creativity*. Proceedings of the 43rd Hawaii International Conference on System Sciences
- Cherniss, C. 2000. *Social and emotional competence in the workplace*. In R. Bar-On & J. Parker (Ed's.), *The Handbook of Emotional Intelligence*. San Francisco: Jossey-Bass.
- Chen, Chih-Chung. 2007 *The Effect of Organizational Change readiness on Organizational Learning and Business Management Performance*. The Business Review Cambridge. Vol. 8, No. 2, P.68-74.
- Ciputra, nd. Inovasi dengan Meniru. <http://www.ciputraentrepreneurship.com/ciputra-way/6892-bab-ii--inovasi-dengan-meniru-sekara-kreatif.html>
- Cleveland, J. and P. Plastrik, 1995. Learning, Learning Organization and TQM. In A.M. Hoffman and D.J. Julius (Eds), *Total Quality Management:Implications for Higher Education*, Maryville, MO: Prescott, pp. 233-243.
- Cohen M.D. & Bacdayan P. 1994. *Organizational Routines are Stored as Procedural Memory: Evidence from a Laboratory Study*. *Organizational Science*, 5, 4, 554-568
- Contractor, N. S, and Monge, P. R., Cozzens, M. D., 1992: *Communication and motivational predictors of the dynamics of organisational innovation*, *Organisational Science*, 3, 250-274.
- Cooper Cary & Makin Peter, 1995. *Psikologi Untuk Manajer*. Jakarta: Arcan.
- Cooper, J.R. 1998. *A Multidimensional Approach to The Adoption of Innovation*. Management Decision. Vol.36. No.8.pp. 493-502

- Cooper, R.K. and Sawaf, A. 1997. *Executive EQ: Emotional Intelligence in Leadership and Organizations*, Grosset/Putnam, New York, NY.
- Coulter, M., 2002. *Strategic Management in Action*, Second Edition, New Jersey: Prentice-Hall.
- Crossan, M. M., Lane, H. W. and White, R. E., 1999. *An organizational learning framework: From intuition to institution*, Academy of Management Review, Vol 24, No. 3, pp 522-537.
- Curado, C. 2006. *Organizational learning and organizational design*. The learning organization. Vol. 13 No.1, pp. 25-48.
- Cunningham, J.B. and P. Gerrard, 2000. *Characteristics of Well-Performing Organisations in Singapore*, Singapore Management Review, Vol.22, No.1, pp.35-64
- Cuganesan, S., Petty, R., and Finch, N., 2006, “*Intellectual Capital Reporting: A User Perspective*”, Academy of Accounting and Financial Studies, Spring International Conference, New Orleans, USA.
- Cyert, R. M., J. G. March. 1963/1992. *A Behavioral Theory of the Firm*. 2nd ed. Prentice Hall, Englewood Cliffs, NJ.
- Damanpour, F. 1991. *Organizational Innovation: A Meta-Analysis of Effects Of Determinant and Moderator*. Academy of Management Journal. Vol.34. No. 3. pp.555-90.
- Damasio, A. 1994. *Descartes' error: emotions, reason, and the human brain*. New York: Avon Books.
- Dannel, E. 2002. *The Dynamic of Product Innovation and Firm Competences*. Strategic Management Journal. No. 23. pp. 1095-1121
- Darroch, Jenny, 2005. “*Knowledge management, innovation and firm performance*, *Journal of Knowledge Management*; 2005; 9, 3; ABI/INFORM Global, pg. 101.
- David, F.R., 2002. *Manajemen Strategis: Konsep*, Edisi Bahasa Indonesia. Diterjemahkan oleh Alexander Sindoro. Jakarta: Prenhallindo
- Davenport, T.H. and Prusak L.1998. *Working Knowledge*, Harvard Business School Press, Boston, MA,
- DeGeus, A.P., 1988. *Planning as Learning*, Harvard Business Review, Vol. 66, (March-April), pp.70-74.
- Delbecq, A. L., and Mills, P. K. (1985): *Managerial practices and enhance innovation*, *Organisational Dynamics*, 14, 1, 24-34.

- Departemen Pertanian. 2002. Pedoman Pengembangan Agropolitan
- Dierickx, I. and K. Cool, 1989. *Asset Stock Accumulation and Sustainability of Competitive Advantage, Management Science*, Vol.35, pp.88-108.
- Dinas Kebudayaan dan Pariwisata Kabupaten Cianjur. 2010. Jumlah Kunjungan Wisata di Kabupaten Cianjur.
- Dissanayaka, DD., Janadari , MPN., Chathurani R.A.I. 2010. Role of Emotional Intelligence in Organizational Learning: An Empirical Study Based on Banking Sector in Sri Lanka. Department of Human Resource Management. University of Kelaniya. Srilanka.
- Dixon, Nancy. 1994 *The Organizational Learning Cycle: How We Can Learn Collectively.*, McGraw-Hill.
- Dierickx, I. and K. Cool, 1989. *Asset Stock Accumulation and Sustainability of Competitive Advantage, Management Science*, Vol.35, pp.88-108.
- Dondy A Setyabudi, Setyadjit, dan Wisnu Broto, 2007. *Studi Penempatan Lokasi dan Karakteristik Potensi Agroindustri Mangga dan Sirsak Di Wilayah Jawa Barat*. Buletin Teknologi Pascapanen Pertanian Vol. 3.
- Drucker, Peter F., 1998. *The Disciplin of Innovation*. Harvard Business Review. Reprint 98604.
- Duelwiez, V and Higgs, 1998. *Emotional Intelegence : Soul Searching, People Management*. October.
- Durand, R., 1999. *The Relative Contributions of Imitable, Non-Transferable and Non-Substitutable Resources to Profitability and Market Performance*. Goizueta Business School, Atlanta: Emory University
- Duncan, R dan Weiss, A. 1979. *Organizational Learning Implication for Organizational Design*. Research ini Organizational Behavior,1 : 75-123.
- Dymock, D. 2006. *Towards a learning organization? Employee perceptions The Learning Organization* Vol. 13 No. 5, pp. 525-536.
- Edquist, C. and McKelvey, M. (Eds.). 2000. *Systems of Innovation: Growth, Competitiveness and Employment. An Elgar Reference Collection* (two volumes), Cheltenham: Edward Elgar.
- Encyclopaedia Britannica, Vol. 247 and Micropedia, vol. III, 277, 15th edition
- Elger, P.T. and J.T. Clark, 1980. *Merger Types and Shareholder Wealth Returns: Additional Evidence, Financial Management*, Vol.9, summer, pp.66-72.

Ellen Enkel and Oliver Gassmann, 2010. *Creative imitation: exploring the case of cross-industry innovation*. *R&D Management*. Journal compilation . Blackwell Publishing Ltd, 9600 Garsington Road, Oxford, OX4 2DQ, UK

Epple, D., L. Argote, and R. Devadas, 1991. *Organizational Learning Curve: A Method for Investigating Intra-Plant Transfer of Knowledge Acquired Through Learning by Doing*. *Organization Science* Vol. 2, No. 1.

Ethiraj, Sendil K. dan Daniel Levinthal. 2008. *The Dual Role of Modularity: Innovation and Imitation*. *Management Science*. Vol. 54, No. 5, pp. 939–955.

Evangelitas, P., Emilio Espositi, Vincenzo Lauro, Mario Raffa. 2010. *The Adoption of Knowledge Management System in Small Firm*. *Electronic Journal of Knowledge Management*. Vol. 8 Issu 1. pp. 33-42.

Ferdinand, Augusty, 2006, “*Metode Penelitian Manajemen*”, Badan Penerbit Universitas Diponegoro. Semarang

Ferdinand, Augusty, 2006, “*Structural Equation Modeling dalam Penelitian Manajemen*”, Badan Penerbit Universitas Diponegoro. Semarang

Fernandez, I.B., dan Sabherwal, R. 2001. *Organizational knowledge management: a contingency perspective*. *Journal Of Management Information System*. Vol 18. pp. 23-55.

Firestone, J.M., and M.W. McElroy. *Organizational Learning and Knowledge Management: The Relationship*. *The Learning Organization*. Vol. 11, No. 2, pp. 177-184.

Figurski, T. J. 1987. *Self-awareness and other-awareness: The use of perspective in everyday life*.

Fiol and Lyles, 1985; *Organizational Learning*. *Academy of Management Review*. Vol. 10. No. 4. pp. 803-813

Fleishman, E. & Harris, E.F. 1962. *Patterns of leadership behaviour related to employee grievances and turnover*. *Personnel Psychology*, 15, 43-56.

Franzoi, S. L., Davis, M. H., & Markweise, B. 1990. *A motivational explanation of private self-consciousness differences*. *Journal of Personality*, 58, 641-659.

Fritz, D.J. (1988) ‘*Noninvasive Pain Control Methods used by Cancer Patients*’, *Oncology Nursing Forum* 15: 108.

Fulmer, R.M., Gibbs, P., & Keys, J.B. 1998. *The second generation learning organizations: new tools for sustaining competitive advantage*. *Organizational Dynamics*, 27(3), 6-21

Gana, Frans, 2003. *Inovasi Organisasi Sebagai Basis Daya Saing Bisnis*. Usahawan No. 10 TH XXXII Oktober 2003. LM-FE IU. pp. 9-20

- Garcia-Morales, V.J., A.J. Verdu-Juver, and F.J. Llorens. 2009. *The Influence of CEO perceptions on the level of organizational learning*. International Journal of Manpower. Vol. 30, No. 6, pp. 567-590.
- Garvin, D.A., 1993. *Building a Learning Organization*, Harvard Business Review, Vol.17, July-August, pp.78-91.
- Gaspersz, Vincent,2002.*Total Quality Management untuk Praktisi Bisnis dan Industri*. PT Gramedia Pustaka Utama.Jakarta
- Geroski, Paul; Markides, Constantinos, 2005. *Fast second: How smart companies bypass radical innovation to enter and dominate new markets*. San Francisco: Jossey-Bass. ISBN 0-7879-7154-5.
- Gergely, G. and Gergely C. 2006. *Sylvia's recipe: The role of imitation and pedagogy in the transmission of cultural knowledge*. Oxford: Berg Publishers pp. 229-255.
- Ghozali, Imam, 2008. "Model Persamaan Struktural Konsep dan Aplikasi dengan Program Amos 16", Badan Penerbit Universitas Diponegoro. Semarang
- Ghozali, Iman, 2005. "Aplikasi Analisis Multivariate dengan Program SPSS", Badan Penerbit Universitas Diponegoro.
- Gibson, MA. 1987. *The School performance of immigrant minorities: A Comparative View*. Anthropology and Education Quarterly, 18(4).
- Goleman, D. 2001. *Emotional intelligence: Issues in paradigm building*. In C. Cherniss and D. Goleman (Ed's.), *The Emotionally Intelligent Workplace*. San Francisco: Jossey-Bass.
- Gorat, Bataris, 2000. *Inovasi Suatu Bentuk Kesadaran*. Usahawan. No. 10 Tahun Ke XXXIII. Hal. 3-8.
- Gopalakrishnan, S. and Santoro, M.D. 2004. "Distinguishing between knowledge transfer and technology transfer activities: the role of key organizational factors", IEEE Transactions on Engineering Management, Vol. 51 No. 1, pp. 57-69.
- Graham, C.M. and F.M. Nafukho. 2007. *Culture, Organizational Learning and Selected Employee Background Variables in Small-size Business Enterprises*. Journal of European Industrial Training.Vol. 31 No. 2, pp. 127-144.
- Grant, R.M., 1991. *The Resource-Based Theory of Competitive Advantage: Implications for Strategy Formulation*. California Management Review, spring, pp.114-135.
- Grant. Robert M. 1996. *Toward a Knowledge Based the Theory of the Firm*. Strategic Management Journal, Vol. 17(Winter Special Issue), 109-122 (1996)
- Griffin, R.W., 1987. *Management, Second Edition*, Boston: Houghton Mifflin Press.

- Grusec, JE. 1992. Social Learning Theory and Development Psychology: The Legacies of Robert Sears and Albert Bandura. *Development Psychology*. Vol. 28, No.5. p776-786.
- Guilford, J.P. (1950) *Creativity, American Psychologist*, Volume 5, Issue 9,
- Guilford, J. P. 1984. Varieties of divergent production. *Journal of Creative Behavior*. 18: 1-10.
- Hair, J. F. (1995) Multivariate Data Analysis with Readings, Prentice Hall, Englewood Cliffs, N.J.
- Hair, Jr., Joseph F., Rolph E. Anderson, Ronald L. Tatham, and William C. Black (2009). *Multi-variate Data Analysis with Readings*. Prentice-Hall International, INC, Englewood Cliffs, New Jersey.
- Halawi, L.A., J.E. Aronson, and R.V. McCarthy, 2005. *Resource-Based View of Knowledge Management for Competitive Advantage*. The electronic Journal of Knowledge Management. Vol. 3 Issue 2, pp. 75-86.
- Halawi, Leila A., Richard V. McCarthy, Jay E. Aronson, 2006. *Knowledge management and the competitive strategy of the firm*. The Learning Organization. Vol. 13 No. 4, , pp. 384-397
- Hansen, David J., G.T. Lumpkin, Gerald E. Hills, 2011. *A multidimensional examination of a creativity-based opportunity recognition model*. International Journal of Entrepreneurial Behaviour & Research. Vol. 17 No. 5, pp. 515-533
- Hafsa, J. dan T. Sudaryanto. 2004. Sejarah intensifikasi padi dan prospek pengembangannya. hlm. 17-29. Dalam F. Kasryno, E. Pasandaran, dan M. Fagi (Ed.). *Ekonomi Padi dan Beras Indonesia*. Badan Penelitian dan Pengembangan Pertanian, Jakarta.
- Hamel, B. & Prahalad, C.K. 1993: "Strategy as stretch & leverage", Harvard Business Review, March-April, 75-84.
- Hamel, G. and A. Heene, 1994. *Competence-based Competition*, Chichester: John Wiley & Sons.
- Han, J.K., Kim, N. and Srivastava, R. 1998. *Market Orientation and Organizational Performance: Is Innovation A Missing Link?*, Journal of Marketing. Vol. 62. (October). pp. 30-45.
- Harlow, H. 2008. *The effect of tacit knowledge on firm performance, Journal of knowledge management*, Vol. 12 No. 1 pp. 148-163.
- Hasan, A. 2010. *Pengaruh Kompetensi Teknologi Informasi Terhadap Kemampuan Pembelajaran Organisasi Dengan Strategi Pengetahuan Sebagai Variabel Moderating Pada Bank Umum Sumatra Barat*. Jurnal Teknika. No.33 Vol.1 Thn.XVII

- Haleblian, Jerayr and Finkelstein, Sydney, 1999. *The Influence of Organization Acquisition Experience on Acquisition Performance: A Behavioral Learning Perspective*. *Administrative Science Quarterly*, 44, 29-56.
- Hayes, RH. And Upton, DM. 1998. *Operation based-strataegy*. *California Management Review*. 40(4). Summer pp. 8-25.
- Handzic, M, and Inaugural Leader, 2006. *Knowledge Management in SMEs*. CACCI Journal. Vol. 1.
- Harung, H.S., 1996. *A World Leading Learning Organisation: A Case of Tomra Systems, Oslo-Norway*, The Learning Organization, Vol.3 No.4, pp.22-34
- Hadjimonalis, Anthanasios, 2000. *An Investigation of Innovation Attainment in Small Firms in the Context of A Small Developing Country*, *Journal of R&D Management*, 30, 3, pp. 235-245
- Hadjimonalis, Anthanasios., Keith Dickson, 2000. *Innovation Strategies of SMEs in Cyprus, A Small Developing Country*. *International Small Business journal*. 18,4, pp. 62-79
- Helfat, C.E. and M.A. Peteraf, 2002. *The Dynamic Resource-Based View: Capability Lifecycles*, Working Paper, No.03-08.
- Henderson R. and I. Cockburn, 1994. *Measuring Competence? Exploring Firm Effects in Pharmaceutical Research*, *Strategic Management Journal*, Vol.15, No.2, pp.63-84.
- Hergenhahn, B.R. 1982. *An Introduction to Theories of Learning*. Englewood Cliff, NJ: Prentice.Hall, Inc.
- Hislop, D. 2003. *Linking Human Resource Management And Knowledge Management Via Commitment*. *Employee Relations* 25(2), 182–202
- Higgins, D. 2009. *Engaging the small firm in Learning. Practice based theorising on complex social Knowledge*. *Journal of European Industrial Training*. Vol. 33 No. 1, pp. 81-96.
- Hine, D. and Ryan, N. 1999. *Small Service Firms-Creating value through innovation*. *Managing Service Quality*. Vol. 9. No. 6. pp. 411-422.
- Hitt, M.A., R.D. Ireland and R.E. Hoskisson, 2005. *Strategic Management Competitiveness and Globalization*, 6th Edition, Cincinnati, Ohio: South-Western College Publishing.
- Hong, J. 1999. *Structuring for organizational learning*. *The Learning Organization* Vol. 6 . No. 4, pp. 173-185

- Howes, C. 2000. *Social-emotional classroom climate in child care, child-teacher relationships and children's second grade peer relations*. Social Development. Vol.9.
- Huber, G.P. 1991. "Organizational Learning: The Contribution Process and the Literatures", Organization Science, 2 (1), pp.88-115.
- Hudson, M., Andi Smart, and Mike Bourne. 2001. *Theory and practice in SME performance measurement systems*. International Journal of Operations & Production Management. Vol. 21 No. 8. pp. 1096-1115.
- Huley, Robert F. and Hult, Thomas, 1998. *Innovation, Market Orientation, and Organizational Learning*. Juornal of Marketing. Juli. Pp. 42-52.
- Indriantoro, N. dan B. Supomo, 2002. *Metodologi Penelitian Bisnis*, Yogyakarta: BPFE UGM.
- Istijanto, 2006. *Riset Sumber Daya Manusia*. PT. Gramedia Pustaka Utama. Jakarta
- Jamali, D., Sidani, Y. and D. Abu-Zaki. 2006. *Emotional intelligence and management development implications Insights from the Lebanese context*.
- Jae-Nam Lee. 2001. *The impact of knowledge sharing, organizational capability and partnership quality on IS outsourcing success*. Information & Management 38 . p. 323-335
- Jerez-Gómez, P., Céspedes-Lorente, J., Valle-Cabrera, R. 2005. "Organizational learning and compensation strategies: evidence from the Spanish chemical industry", Human Resource Management, Vol. 44 No.3, pp.279-99
- Jimenz-Jemenez, D., R.S. Valle, and M.H. Espallardo, 2008. *Fostering innovation*. European Journal of Innovation Management. Vol. 11 No.3, pp. 389-412.
- Johansson, AW. 2006. *Mediating creativity and imitation in entrepreneurship theory*. Paper to be presented at 14th Nordic Conference on Small Business Research in Stockholm 11th -13th May 2006.
- Johnson C, 2002. "Evaluating the Impact of Emotional Intelligence on Leadership performance: Resonance or Dissonance?"
- Jordan , P.J. 2004. *Dealing with organizational change: Can emotional intelligence enhance organizationallearning?*. International Journal of Organizational Behavior, 8(1), 456-471.
- Johne, A. 1999. *Successful Market Innovation*. European. Journal of Innovation Management. Vol. 2. No.1. pp. 6-11.
- J.P. Liebeskind, 1996. *Knowledge, strategy, and the theory of the firm*. Strategic Management Journal 17, 1996, pp. 93±107

- J.S. Brown, P. Duguid 1998. *Organizing knowledge*, California Management Review 40 (3), pp. 90-111.
- Karimi, Mohammad Sharif & Yusop, Zulkornain, 2009. *FDI and Economic Growth in Malaysia*. Available online at: <http://mpra.ub.uni-muenchen.de/14999/>
- Kamus Besar Bahasa Indonesia, 2008.
- Kasim, Raja RS., 2010. *The Relationship of Knowledge Management Practices, Competencies and the Organizational Performance of Government Departement in Malaysia*. International Journal of Humanities and Social Science 4:1.
- Karim, Suhartini, 2007, "Analisis Pengaruh Kewirausahaan Korporasi terhadap Kinerja Perusahaan pada Pabrik Pengolahan Crumb Rubber di Palembang", Jurnal Manajemen & Bisnis Sriwijaya, Vol. 5, hal.42-82.
- Kerin, R.A., Varadarajan, P.R. and Peterson, R.A. 1992. "First-mover advantage: a synthesis, conceptual framework, and research propositions", The Journal of Marketing, Vol. 56 No. 4, pp. 33-52.
- Kenneth.J. Cole, 2010. *Rational Understanding in Competency to Stand Trial a Qualitative Study and Development of an Assessment Instrument*. Doctor Dissertation.
- Khandekar, A. and A. Sharma, 2006. *Organizational Learning and Performance: Understanding Indian Scenario in Present Global Context*, Education + Training, Vol.48 No.8/9, pp.682-293.
- Khatibian, N., Tahmoores Hasan, and Hasan Abedi Jafari, 2010. *Measurement of knowledge management maturity level within organization*. Business Strategy Series. Vol. 11 No. 1.
- Kiedrowski, P. J. 2006 . *Quantitative assessment of a Senge learning organization Intervention*. The Learning Organization Vol. 13 No. 4, pp. 369-383.
- King, N., and West, M. A. 1985: *Experiences of innovation at work*, SAPU Memo No. 72, University of Sheffield, England.
- Kim, D.H., 1993. *The Link between Individual and Organizational Learning*. Sloan Management Review, fall, pp.37-50.
- Kline, P. and B.L. Saunders, 1995. *Ten Steps to a Learning Organization*, Executive Excellence, April, pp.20-31.
- Knox,S. 2002. *The Broadroom Agenda: Developing the Innovation Organization*. Corporate Governance. Vol. 2. No. 1 pp. 27-36.
- Ko, Hsien-Tang dan Hsi-Peng Lu .2009. *Measuring innovation competencies for integrated services in the communications industry*.

- Kogut, B. and U. Zander, 1992. *Knowledge of the Firm, Combinative Capabilities, and the Replications of Technology.*. Organization Science, Vol.3, pp.383-397
- Krogh, G. & Roos, J. 1995: “ A Perspective on Knowledge, Competence & Strategy”, Personnel Review, Vol. 24, No. 3, p. 56 – 76.
- Laforet, Sylvie. 2011. *A framework of organisational innovation and outcomes in SMEs.* International Journal of Entrepreneurial Behaviour & Research Vol. 17 No. 4.
- Labbaf, Hasan; Mohammad Esmaeil Ansari; Masoomeh Masoudi. 2011. *The Impact of the Emotional Intelligence on Dimensions of Learning Organization : The Case of Isfahan university.* Interdisciplinary Journal of Contemporary Research in Business. Vol. 3 No. 5.
- Laporan akhir tahun dinas perindustrian Kab. Bandung, 2010.
- Lee, S. and Leifer, RP. 1992. *A Frame work for Linking the Structure of Information System with Organization Requirement for Information Sharing.* Spring. Pp. 27-44
- Lei, D., J. Slocum, and R.A. Pitts, 1999. *Designing Organization for Competitive Advantage: The Power of Learning and Unlearning.* Organizational Dynamic, winter, pp.1-24.
- Levitt, B. and J. G. March, 1988. 'Organizational learning'. Annual Review of Sociology, 14. pp. 319-340.
- Lin, C.Y., and Mavis Yi-Ching Chen, 2007. *Does innovation lead to performance? An empirical study of SMEs in Taiwan.* Management Research News. Vol. 30 No. 2, pp. 115-132.
- Li, K. Z. H., Lindenberger, U., Ru"nger, D., & Frensch, P. A. 2000. *The role of inhibition in the regulation of sequential action.* Psychological Science, 11, 343–347.
- Liao, S., and Chi-chuan Wu. 2009. *The Relationship among Knowledge Management, Organizational Learning, and Organizational Performance.* International Journal of Business and Management. Vol. 4 No. 4.
- López, S.P., José M. Péon, and Camilo José Vazquez Ordás, 2005. *Organizational Learning as a Determining Factor in Business Performance. The Learning Organization,* Vol.12 No.3, pp.227-145.
- Lorig, K. (1993). *Self-management of chronic illness: A model for the future.* Generations XVII(3), 11-14.
- Lubatkin, M. and R.C. Rogers, 1989. *Diversification, Systematic Risk and Shareholder Return: The Capital Market Extension of Rumelt's Study.* Academy of Management Journal, Vol.32, pp.454-465.
- Lucas, Jr. and Agarwal, R. (2005): *The information systems identity crisis: focusing on highvisibility and high-impact research.* MIS Quarterly, 29(3), 381-398

- Lustri, D., I. Miura, and S. Takahashi. 2007. *Knowledge Management Model: Practical Application for Competency Development*. The Learning Organization. Vol. 14, No. 2, pp.186-202.
- Luthans, F., 1998. *Organizational Behavior*, Seventh Edition, International Edition, New York: McGraw-Hill Companies, Inc.
- Lyle M. Spencer, Jr., and Signe M. Spencer, 1993. *Competence at Work Edition 1*, Wiley, New York,
- March, J., 1999. *The Pursuit of Organizational Intelligence*, Oxford: Blackwell Business.
- Markides, C.C. and P.J. Williamson, 1996. *Corporate Diversification and Organizational Structure: A Resource-Based View*. Academy of Management Journal, Vol.39, No.2, pp.340-367.
- Marquardt, M.J., 1996. *Building the Learning Organization*. New York: McGraw-Hill Companies, Inc
- Maslow, A. (1968) *Toward a Psychology of Being* (2nd edn). Princeton, NJ: Van Nostrand.
- Mayer JD, D Caruso and P Salovey, 1999. "Emotional Intelligence Meets Traditional standards for an Intelligence". Intelligence, Vol 27, pp 267-298.
- Malik, A. 2009. *Training drivers, competitive strategy and clients' needs . Case studies of three business process outsourcing organisations*. Journal of European Industrial Training. Vol. 33 No. 2, pp. 160-177.
- Malerba, F. and Orsenigo, L.: 2000. *Knowledge, innovative activity and industrial evolution*. Industrial and Corporate Change 9(2), 289-334.
- Mangunhardjana, A.M. 1986. *Mengembangkan Kreativitas*. Yogyakarta: Kansius.
- Martens, Yuri. 2011. *Creative workplace: instrumental and symbolic support for Creativity*. Facilities. Vol. 29 No. ½.. pp. 63-79
- Mata F.J., and Fuerst, W.L., and Barney, J.B., 1995. *Information technology and sustained competitive advantage: a resource-based analysis*. MIS Quarterly, Vol. 19, No. 4, pp. 487-505.
- McCracken, M. and Mary Wallace. 2000. *Towards a redefinition of strategic HRD* . Journal of European IndustrialTraining. 24/5 pp. 281-290.
- McAdam R, McCreedy S. 1999. *The process of knowledge management within organisations*. Journal of Knowledge and Process Management, accepted for publication, Summer .

- Menon, Anil, Sundar G. Bharadwaj, Phani Tej Adidam dan Steven W. Edison, 1999, "Antecedents and Consequences of Marketing Strategy Making : A Model and A Test". Journal of Marketing. Vol. 63, p.18-40.
- Michel. A. and I. Shaked, 1984. *Does Business Diversification Affect Performance?* Financial Management, Vol.13 (4), pp.18-25.
- Michna, A. 2009. *The relationship between organizational learning and SME performance in Poland*. Journal of European Industrial Training Vol. 33 No. 4, pp. 356-370.
- Mills, Daniel Quinn and Friesen, Bruce. 1992. *The Learning Organization*. European Management Journal. 10(20). 46-156.
- Mireille Merx-Chermin, Wim J. Nijhof, 2005. "Factors influencing knowledge creation and innovation in an organisation". Journal of European Industrial Training, Vol. 29 Iss: 2, pp.135 - 147
- Molina, C. 2008. *Fostering organizational Performance. The role of learning and intrapreneurship*. Journal of European Industrial Training Vol. 33 No. 5, pp. 388-40016.
- Moorman, C and A.S. Miner. 1997. *The Impact of Organizational Memory on New Product Performance an Creativity*. Journal of Marketing Research. Vol. XXXIV. Pp. 91-106.
- Moulton, Steven (2003). *Competency Development, Integration and Application* SHRM Online.
- Morris, T., and Empson, L. 1998. "Organisation and expertise: an exploration of knowledge bases and the management of accounting and consulting firms," Accounting, Organisations and Society, vol (23:; no 5/6), pp. 609-624.
- Monge, P. R., Cozzens, M. D., and Contractor, N. S. 1992: *Communication and motivational predictors of the dynamics of organisational innovation*,. Organisational Science, 3, 250-274.
- M. Polanyi, *The Tacit Dimension*, Bantam Doubleday and Company, New York, 1966.
- Mudrajad Kuncoro. 2006. *Ekonomi Pembangunan Teori.Masalah.dan kebijakan*. UPP STIM YKPN. Yogyakarta
- Mumford, M.D., Zaccaro, S.J., Harding, F.D., Jacobs, T.O., & Fleishman, E.A. (2000). *Leadership skills for a changing world: Solving complex social problems*. The Leadership Quarterly, 11 (1), 11-35.
- Munandar, S.C.U., (2009). *Pengembangan Kreativitas Anak Berbakat*. Jakarta: Rineka Cipta.

- Mun Y.Yi dan Fred D.Davis, 2003. *Developing and Validating an Observational Learning Model of Computer Software Training and Skill Acquisition*. Information Systems Research. Vol.14, No.2, June 2003, pp.146–169
- Murtini, Wiedy, 2008. *Sukses story sebagai sebuah pendekatan pembelajaran kewirausahaan*. Varia Pendidikan, Vol. 20, No. 2.
- Murray, P. 2002. *Cycles of organizational learning: a conceptual approach*. Manajement Decision 40/3, pp.239-247.
- Murray, P. 2003. *Organisational learning, competencies, and firm performance : empirical observations*. The learning organization. Vol. 10 No. 5, pp.305-316.
- Murray, P. and K. Donegan, 2003. *Empirical Linkages between Firm Competencies and Organisational Learning*, The Learning Organization, Vol.10, No.1, pp.51-62.
- Murtini,Wiedy. 2008. Succces Story Sebagai Pendekatan Pembelajaran Kewirausahaan. Varia Pendidikan, Vol. 20, No. 2.
- Murat Ar, I., and Birdogan Baki. 2011. *Antecedents and performance impacts of product versus process innovation Empirical evidence from SMEs located in Turkish science and technology parks*. European Journal of Innovation Management. Vol. 14 No. 2, 2011. pp. 172-206
- Narver J. cand Slater S. 1990. “*The effect of a market orientation on business profitability*”. Journal of Marketing, October, pp. 20-35.
- Nafukho, F.M., C.M. Graham, and M.H. Muyia. 2009. *Determining the Relationship among Organizational Learning Dimension of a Small-size Business Enterprise*. Journal of European Industrial Training. Vol. 33 No. 1, pp 32-51.
- Natarajan, R. and Shekar, B. 2000. “*Data mining for CRM: some relevant issues*”, in Sheeth, Parvatiyar and Shainesh (Eds), *Customer Relationship Management: Emerging Concepts, Tools and Applications*, Tata McGraw-Hill, New Delhi, pp. 81-90.
- Nasution, H. N. 2005. *Inovasi organisasi: konsep dan pengukurannya*. Usahawan 34: 42-48.
- Nonaka, I. 1994. “*A dynamic theory of organizational knowledge creation*”. Organization Science, Vol. 5, pp. 14-37.
- Nonaka, L. and H. Takeuchi, 1995. *The Knowledge-creating Company*, New York: Oxford University Press.
- Nonaka, Ikuijiro, and Georg von Krogh, 2009. *Tacit Knowledge and Knowledge Conversion:Controversy and Advancement in Organizational Knowledge Creation Theory*. Organization Science.Vol. 20, No. 3, May-June 2009, pp. 635–652

- Nordhaug, O. & Gronhaug, K. 1992. "Strategy and Competence in Firms", European Management Journal, Vol. 10, No. 4, p. 438 - 442.
- Norunha, F dan Malcolm, J. 2010. *Acces to Knowledge: A Guide for Everyone*. Consumer International. Singapore.
- Nunnally JC. 1978. *Psychometric Theory*. McGraw-Hill: New York
- Nunaally, JC. and Berstein, IH (1994). Psychology Theory. New York. McGraw Hill Series USA.
- Oke, Adegoke, G. Burke, and A. Myers. 2007. *Innovation Types and Performance in Growing UK SMEs*. International Journal of Operation and Production Management. Vol. 27 No. 7. pp. 735-753.
- Oliver, Richard L.1997), *Satisfaction: A Behavioral Perspective on the Consumer*, New York, NY: McGraw-Hill.
- Oldham, G. R., and Cummings, A. 1996: *Employee creativity: Personal and contextual factors at work*. Academy of Management Journal, 39, 607-634.
- Ortenblad, A. 2001. *On differences between organizational learning and learning organization*. The learning organization. Vol. 8 No.3, pp.125-133
- O'Regan, N. and A. Ghobadian, 2004. *The Importance of Capabilities for Strategic Direction and Performance*. Management Decision, Vol.42, No.2, pp.292-312.
- Overmeer, W. 1997. *Business integration in a learning organization : the role of management development*. Journal of management development. Vol. 16 No. 4, pp 245-261.
- Pablos, PO. 2002. *Knowledge management and organizational learning: typologies of knowledge strategies in the Spanish manufacturing industry from 1995 to 1999*. Journal of Knowledge Management. Vol. 6 No. 1 pp.52-62.
- Pandya, A.M. and N.V. Rao. 1998. *Diversification and Firm Performance: An Empirical Evaluation*. Journal of Financial and Strategic Decisions. Vol. 11 No. 2.
- Pace, E.S. Ulrich, D. Meirelles and L. Creuz Basso, 2005. *The Contributions of Specific Resources from the Firm in its Competitive Performance: A Resource-Based View Approach in the Software Sector*. Working Paper Series, Sao Paulo: Mackenzie Presbyterian University.
- Palmer CT, Wadley RL. 2007. *Local environmental knowledge, talk and skepticism: using »LES« to distinguish »LEK« from »LET« in Newfoundland*. Human Ecology, 35, 749-760
- Payne, R. 1990. *The effectiveness of research teams: A review*, In M. A. West and J. L. Farr (Eds). Innovation and Creativity at Work, Wiley, Chichester, 101-122.

- Pearn, M., C. Roderick, and C. Mulrooney, 1995. *Learning Organization in Practice*, London: McGraw-Hill.
- Pedler, M., Burgoyne, J. and Boydell, T. 1991. *The Learning Company*, McGraw-Hill.
- Peterref, M., (1993). "The Cornerstones of competitive advantage: a resource-based view". Strategic Management Review, 14, pp. 171-191
- Penning, J.M. and H. Barkema, 1994. *Organizational Learning and Diversification*. Academy of Management Journal. Vol. 37. No. 3 pp. 608-640.
- Penrose, E. T. 1959/1995. *The Theory of the Growth of the Firm*. 3rd ed. Oxford University Press, Oxford.
- Phromket,C. and P. Ussahawanitchakit. 2009. *Effect of Organizational Learning Effectiveness on Innovation Outcomes and Export Performance of Garment Business in Thailand*. International Journal of Business Research. Vol. 9 No. 7.
- Philips, C dan Ken Russel, 2002. Terjemahan 2005. *Tes Psikometrik*. Gaya Media Pratama. 2005.
- Polanyi, M. 1966. *The Tacit Dimension*, Anchor Day, New York.
- Politis, John D. n.d. *The Impact Of Self-Management Leadership On Organisational Creativity*. Higher Colleges Of Technology, United Arab Emirates [John.Politis@Hct.Ac.Ae](mailto:John.Politis@Hct.Ac.Ae).
- Posen, Hart E. 2011. *The Power of Imperfect Imitation*. Paper to be presented at the DRUID 2011. on Innovation, Strategy, and Structure -Organizations, Institutions, Systems and Regions at Copenhagen Business School, Denmark, June 15-17, 2011
- Prawirosentono, S., 1999. Kebijakan Kinerja Karyawan, Edisi Pertama, Yogyakarta: BPFE UGM.
- Prahalad. C. K. and R. A. Bettis 1986. "The dominant logic: A new linkage between diversity and performance'. Strategic Management Journal, 7(6). pp. 485-501
- Prahalad, C.K. and Hamel, G. 1990. *The Cor Competence of the Coporation*. Harward Business Review. 68 (3). pp 79-91
- Prasolova-Forland, E. (2002). *Supporting social awareness in education in collaborative virtual environments*. New Orleans, Lousiana: NTNU.
- Prieto, I.M. and E. Revilla, 2006. *Learning Capability and Business Performance: a Non-Financial and Financial Assessment*, *The Learning Organization*, Vol.13 No.2, pp.166-185.
- Pritchard, Kenneth H. 2002. *Competency-based Leadership for the 21st Century*, in *MilitaryReview* 79, no. 3 (May-Jun): 23-26.

- Politis, John, D. n.d. *The Impact of Self-Management Leadership on Organizational Creativity*. John.politis@hct.ac.ae.
- Radzeviciene, D. 2008. *Developing small and medium enterprises using knowledge management frameworks*. Aslib Proceedings New Information Perspectives. Vol.60 No.6 pp. 672-685.
- Rakhsh, P. dan Ahmadi, E. 2011. *Creativity, Organizational Learning, and Operation*. International Conference on Educational and Management Technology. IPEDR Vol. 13 IACSIT Press, Singapore.
- Rastogi, P., 1998. *Building a Learning Organization*, New Delhi: Wheeler Publication.
- Reichstein, T. 2001. *Reconsidering Imitation in an Evolutionary Simulation Model*. Department of Business Studies - IKE Group Aalborg Universitytr@business.auc.dkhttp://www.business.auc.dk/~tr/
- Rodriguez, S. (2002): *What is really driving performance? The impact of enabling creativity and innovation within the organization*. New York University. Stern School of Business.
- Rogers, Carl R. 1954. *Towards a theory of creativity*. ETC: A Review of General Semantics 11, 249-260
- Robbins, Stephen P. 1996. *Organizational Behavior*. -  
<http://rapidshare.com/files/143586231/t...h.zip.html>
- Rangone, A. 1999. *A Resource-Based Approach to Strategy Analysis in Small-Medium Sized Enterprises*, Small Business Economics, 12, 3, 233.
- Robinson, N. and Tirosh, D. 1998. *Simplifying algebraic expressions: Teacher awareness and teaching approaches*. Educational Studies in Mathematics, 35, 51-64.
- Rue, L.L. and L.L. Byard, 1977. *Management, Skill and Application*, New York: McGraw-Hill Co.
- Rumelt, R.P., 1982. *Diversification Strategy and Profitability*. Strategic Management Journal, Vol.3, No. 4, pp.359-369.
- Runyam, R.C., P. Huddleston, and J.L. Swinney, 2007. *A Resource-Based View of The Small Firm. Qualitative Market Research: An International Journal*. Vol. 10, No. 4, pp. 390-402.
- Sambrook, S. 2009. *Critical HRD: a concept analysis*. Personnel Review. Vol. 38 No. 1, pp. 61-73.
- Salojarvi, S., Patrick Furu and Karl-Erik Sveiby. 2005. *Knowledge management and growth in Finnish SMEs*. Journal of Knowledge Management. Vol. 9, No.2 pp.103-122.

- Sambamurthy, V., 2000. *Business strategy in hypercompetitive environments: rethinking the logic of IT differentiation*. In: R.W. Zmud (ed.), *Framing the domain of IT management: projecting the future through the past*, Cincinnati, Ohio, Pinnaflex Educational Resources, Inc., pp. 245-261.
- Sambamurthy, V. and Zmud, R.W., 1992. *Managing IT for success: the empowering business partnership*. Working Paper, Financial Executives Research Foundation
- Sarri, Katerina K., Ioannis L. Bakouros, Eugenia Petridou. 2010. *Perspective On Practice Entrepreneur training for creativity and innovation*. Journal of European Industrial Training. Vol. 34 No. 3. pp. 270-288.
- Schmiedinger, B., Klaus Valentin, Elisabeth Stephan. 2005. *Competence Based Business Development –Organizational Competencies as Basis for Successful Companies*. Journal of Universal Knowledge Management. Vol. 0, No. 1 pp. 13-20.
- Schnaar, Steven P. 1994. *Managing imitation strategy. How Later Entrants Seize Markets from Pioneers*. New York. Free Press.
- Schutte NS, Malouff JM, Bobik C, Coston TD, Greeson C, Jedlicka C, Rhodes E, Wendorf G. 2001. *Emotional intelligence and interpersonal relations*. Journal of Social Psychology, 141(4):523–536.
- Scott-Ladd B and CCAChan, 2004. "Emotional Intelligence and Participation in Decision-Making: Strategies for Promoting Organizational Learning and Change," Strategic Change, Vol March-April, pp 95-105.
- Sedera, D. 2009. *Knowledge Management for Enterprise systems : Observation from Small, Medium and Large Organizations*. PACIS 2009 Proceedings. <http://aisel.aisnet.org/pacis2009/1>.
- Senge, P.M., 1990. *The Leader's New Work: Building Learning Organizations*, Sloan Management Review, Fall 32 (1), pp.7-23.
- Senge, P.M. and J.D. Sterman, 1992. *Systems Thinking and Organizational Learning: Acting Locally and Thinking Globally in the Organization of Future*, European Journal of Operational Research, Vol.59, No.1, pp.137-150.
- Setiarso, Bambang. 2006. Pengelolaan Pengetahuan (*Knowledge Management*) dan Modal Intelektual (*Intellectual Capital*) untuk Pemberdayaan UKM. Proseding Konferensi Nasional Teknologi Informasi dan Komunikasi untuk Indonesia 3-4 Mei 2006. Institut teknologi Bandung.
- Shapiro, B. (1998). "What the hell is market-orientated?". Harvard Business Review, 66, pp.119-125.
- Sheldon, K. M. 1996. *The social awareness inventory: Development and applications*. Personality and Social Psychology Bulletin, 22, 620- 634.

- Sheldon, K. M., & Johnson, J. T. (1993). *Forms of social awareness: Their frequency and correlates*. Personality and Social Psychology Bulletin, 19, 320-330.
- Shenkar, Oded Copycats. 2010: *How Smart Companies Use Imitation to Gain a Strategic Edge*. Harvard Business Press.
- Shyu, J. and Y-L. Chen. 2009. *Diversification, Performance, and the Corporate Life Cycle*. Emerging Markets & Trade. November-December, Vol. 45, No. 6, pp. 57-68.
- Shu-Hsien Liao (2005). *Expert system methodologies and applications - a decade review from 1995 to 2004*. Expert Systems with Applications, 28, 93-103.
- Sinkula, J.M., 1994. *Market Information Processing and Organizational Learning*, Journal of Marketing, Vol.58, No.1, pp.35-45.
- Sitohang, S., 2008. *Pengaruh Kreativitas dan Trade Exhibition terhadap inovasi berkelanjutan dan Kinerja Pemasaran sentra Industri Kecil Mebel Kayu di Kabupaten Madiun*. Ekuitas. Vol. 12. No. 3.
- Singh, S.K. 2007. *Role of emotional intelligence in organizational learning: An empirical study*. Singapore Management Review, 29(2), 55-74.
- Smith, John, 2004. *The Motivation Quessionnaire*. MySkillsProfile.com
- Slater, S.F. and J.C. Narver, 1994. *Does Competitive Environment Moderate the Market Orientation Performance Relationship?* Journal of Marketing, Vol.60, pp.15-32.
- Solihin, Ismail, 2008. *Coporate Social Responsibility from Charity to Sustainability*. Penerbit Salemba Empat. Jakarta.
- Sousa, Carlos M.P., Filipe Coelho, 2011. *From personal values to creativity: evidence from frontline service employees*. European Journal of Marketing Vol. 45 No. 7/8, pp. 1029-1050.
- Solimun, 2002. *Structural Equation Modeling (SEM): Lisrel dan AMOS*, Cetakan I. Malang: Universitas Negeri Malang.
- Spencer, L.M. & Spencer, S. 1993: *Competence at Work: Models for Superior Performance*, New York: Wiley.
- Spender J.C. and R.M. Grant, 1996. *Knowledge and the Firm: Overview*. Strategic Management Journal, Winter Special, Issue 17, pp.5-9.
- Sri Dwi AA dan Hery S, Krisnandini, 2010. *Pengaruh Spiritual Capital dan Individual values terhadap Job Performance yang di Mediasi oleh Job Satisfaction dan Organizational Commitment*. Buletin Ekonomi Vol. 8, No. 1, hal 1-70 59
- Stata, R. 1989. *Organizational learning: The key to management innovation*. Sloan Management Review, 30 (Spring), 63-74.

- Stys, Yvonne dan Shelley L. Brown, 2004. *A Review of the Emotional Intelligence Literature and Implications for Corrections*. Research Branch Correctional Service of Canada.
- Suliyanto. 2011. *The Effect of Orientation Learning on Competitive Advantage Through Innovation: Study on Small and Medium Enterprises*. Business and Management Review Vol. 1(7) pp. 28 – 36
- Sun, P.Y.T. and J.L. Scott. 2003. *Exploring The Divide-Organizational Learning and Learning Organization*. The Learning Organization. Vol. 10, No. 4, pp. 202-215.
- Supyuenyong, V., Nazrul Islam, and Uday Kulkarni, 2009. *Influence of SME characteristics on knowledge management processes*. Journal of Enterpose Information Management. Vol. 22 No. ½ pp. 63-80.
- Sudorowerdi, Sudewi. 2007. *The Influence of Firm's Internal Factors on Financial Performance of Small Medium Enterprises in East Java*. Proceedings of the 13th Asia Pacific Management Conference, Melbourne, Australia, pp. 563-570.
- Suryana, 2003. *Kewirausahaan: Pedoman Praktis, Kiat, dan Proses Menuju Sukses*. Jakarta: Prehalindo.
- Sy, T. & Cote S., 2004. "Emotional Intelligence. A Key Ability to Succeed In The Matrix Organization". Journal of Management Development, Vol.23, No.5
- Sveiby, K-E. & Simons, R. 2002. "Collaborative climate and effectiveness of knowledge work". Journal of Knowledge Management, Vol. 6 No. 5, pp. 420-433.
- Tarde, G. (1890), *Les lois de l'imitation*. Dalam Charles A. Ellwood. "The Theory of Imitation in Social Psychology." American Journal of Sociology 6 (1901): 721-741
- Teece, D.T., G. Pisano and A. Shuen, 1997. *Dynamic Capability and Strategic Management*. Strategic Management Journal, Vol.18, No.7, pp.509-533.
- Thériou, G.N. and P.D. Chatzoglou, 2008. *Enhancing performance through best HRM practices, organizational learning and knowledge management*. European Business Review. Vol. 20 No. 3, pp 185-207.
- Thurbin, P.J., 1994. *Implementing the Learning Organization: The 17-day Learning Program*, London: Pitman Publishing
- Tidd, J. and S. Taurins. 1999. *Learn or Leverage? Strategic Diversification and Organizational Learning Through Corporate Venture*. Creativity and Innovation Management. Vo. 8. No. 2.
- Tidd, J., Bessant, J. and Pavitt, K. (1997) *Managing Innovation: Integrating technological, market and organizational change*, John Wiley & Sons Ltd, Chichester.

- Tiwana, A. 1999, *The Knowledge Management Toolkit*, Prentice Hall
- Toni, A.D, and S. Tonchia. 2003. *Strategic Planning and Firms' Competencies*. Internationa Journal of Operation and Production Management. Vol. 23. No. 9, pp. 947-976.
- Tseng, C. and G.N. McLean, 2008. *Strategic HRD Pratices as Key Factors in Organizational Learning*. Jounal of European Industrial Training. Vol. 32. No. 6, pp. 418-432.
- Tuominen, P., Jussila, I., Saksa, J-M. 2006. *Locality and Regionality in Management of Finnish Customer Owned Cooperatives*. International Journal of Co-operative Management 3(1):9-19.
- Tuominen, M., K. Moller and A. Rajala, 1997. *Marketing Capability: A Nexus of Learning-based Resources and Prerequisite for Market Orientation*. Proceedings of the Annual Conference of the European Marketing Academy, May, pp.1220-1240.
- Uhlauer, Lorraine., et.al. 2007. *Performance: evidence from Dutch SMEs*. Scientific Analitical of Entrepreneurship and SMEs.
- Urata, Shujiro, 2000. "Policy Recommendations for SME Promotion in Indonesia," report to the Coordination Ministry of Economy, Finance and Industry, Jakarta.
- Yeo, R.K. 2005. *Revisiting the roots of learning Organization*. The Learning Organization Vol. 12 No. 4, pp. 368-382
- Vakola, M., Tsaousis, I., & Nikolaou, I. 2004. *The effects of emotional intelligence and personality variables on attitudes toward organizational change*. Journal of Managerial Psychology, 19 88-110.
- Van Gils, A. (2000). *Cooperative Behavior in Small and Medium-Sized Enterprises: The Role of Strategic Alliances*, Doctorate Dissertation, University of Groningen.
- Van Vught, F.V., 1995. The New Context for Academic Quality: In D.D. Dill and B. Sporn (Eds), *Emerging Pattern of Social Demands and University Reform: Through a Glass Darkly*, pp. 194-211, Oxford: Pergamon.
- Valencia, J.C.N., Daniel Jime'nez-J., Raquel, SV., 2011. *Innovation or imitation? The role of organizational culture*. Management Decision. Vol. 49 No. 1, pp. 55-72
- Vandeleur, S., P.J. Ankiewicz, A.E. de Swardt, E.J. Gross. 2001. *Indicators of creativity in a technology class: a case study*. South African Journal of Educatio. (21/4).
- Van der Zee, K.I., & Brinkmann, U. 2004. *Construct validity evidence for the Intercultural Readiness Check against the Multicultural Personality Questionnaire*. International Journal of Assessment and Selection, 12, 285-290.

- Van Rooy, D.L. & Viswesvaran, C. 2004. *Emotion intelligence: A meta-analytic investigation of predictive validity and nomological net*. Journal of Vocational Behavior, 65, 71-95
- Venkatraman, N. and V. Ramanujam, 1986. *Measurement of Business Performance in Strategy Research: A Comparison Approaches*. Academy of Management Review, Vol.11, pp.801-814.
- Von Krogh, G., K. Ichijo, I. Nonaka. 2000. *Enabling Knowledge Creation\_ How to Unlock the Mystery of Tacit Knowledge and Release the Power of Innovation*. Oxford University Press, New York.
- Vosen, robert W (1998), *Relative Strength and Weaknesses of Small Firm in Innovation*. International Small Business Journal, 11. pp. 1-24
- Watkins, K.E. and V.J. Marsick, 1993. *Sculpting the Learning Organization*, San Francisco: Jossey-Baas.
- Wang, Y. and H. Lo, 2003. *Customer-focused Performance and the Dynamic Model for Competences Building and Leveraging: A Resource-based View*. Journal of Management Development, Vol.22, No.6, pp.483-526.
- Waterhouse, J. and A. Svendsen, 1998. *Strategic Performance Monitoring and Management: Using Non Financial Measures to Improve Corporate Governance*, Quebec: The Canadian Institute of Chartered Accountant.
- Watkins, D. A. 2000. *Learning and teaching: A cross-cultural perspective*. SchoolLeadership & Management, 20(2), 161-173.
- Wei, J., Tong-An Wang, Jiang-Ping Lu. *The Empirical Study on Structural Characteristics of Innovation Organization and Its Relationship with Innovation Performance in KIBS*. School of Management, Zhejiang University, Hangzhou 310058, China
- Weick, K.E. 1991. "The nontraditional quality of organizational learning" Organization Science, Vol. 2, pp. 116-24.
- Wells, B. and N. Spinks, 1996. Ethics Must be Communicated from The Top Down, Career Development International, Vol.1, No.7, pp.28-33.
- Wernerfelt, B., 1984. *A Resource-Based View of the Firm*. Strategic Management Journal, Vol.5, pp.171-180.
- Weerd-Nederhof, P.G., B.J. Pacitti, J.F.S. Gomes, and A.W. Pearson. 2002. *Tools for The Improvement of Organizational Learning Processes in Innovation*. Journal of wokplaces Learning. Vol. 14. No.8, pp. 320-331.
- West MA, Farr JL. 1990. *Innovation and creativity at work: Psychological and organizational strategies*, Chichester: Wiley.

- Wheelen, T.L. and J. David Hunger, 2002. *Strategic Management and Business Policy. Eighth Edition*. New Jersey: Prentice-Hall.
- Wilkun,J., and Shephard, D. 2003. *Knowledge-based resources, entrepreneurial orientation, and the performance of small and medium-sized businesses*. Strategic management , Vol. 24, 13, pp. 1307-1314
- Williamson, R. A., Vikram K. J. and. Andrew N. Meltzoff. 2010. *Learning the Rules: Observation and Imitation of a Sorting Strategy by 36-Month-Old Children*. Developmental Psychology. Vol. 46, No. 1, 57–65.
- Williams, F. 1980. *Creativity Assessment Packet*: Manual. East Aurora, NY: DOK Publishers.
- Wright, et al. 2001. *The Relations of Early Television Viewing to School Readiness an Vocabulary of Children from Low Income Families*. Child Development. Vol. 72. No.5 pp 1347-1366.
- Wong, KY. And Aspinwall, E. 2004. *Characterizing knowledge management in the small business environment*. Journal of Knowledge Management. Vol. 8. No. 3 pp. 44-61
- Wong, KY. 2005. *Critical success factor for implementing knowledge management in small and medium enterprises*. Industrial Management & Data Systems. Vol. 105 No. 3 pp. 261-279.
- Wong, KY. and Aspinwall, E. 2005. *An empirical study of the important factors for knowledge management adoption in the SME sector*. Journal of Knowledge Management. Vol. 9. No. 3 pp. 64-82.
- Zhang, Q., J-S Lim, and M. Cao. 2004. *Innovation-Driven Learning in New Product Development: A Conceptual Model*. Industrial Management & Data System. Vol. 104, No. 3, pp. 252-261.
- Zhou, K.Z. 2006.“*Innovation, imitation, and new product performance: the case of China*”. Industrial Marketing Management, Vol. 35 No. 3, pp. 394-402.
- Zulkarnain. (2002). *Hubungan Kontrol Diri Dengan Kreativitas Pekerja*. USU Digital Library. [On-Line]. Available FTP: <http://duniapsikologi.dagdigdug.com/files/2008/12/kontrol-dirid-dan-kreativitas-kerja.pdf>. Tanggal akses 24 September 2009.