

## DAFTAR PUSTAKA

- Aksoni, F. (2020) 'pengaruh perilaku kerja kreatif sebagai variabel intervening pada hubungan antara gaya kepemimpinan transformasional dan iklim kerja dengan kinerja guru (Studi pada Guru Sma Negeri di Kota Semarang).
- Agyapong, A., Mensah, H. K., & Ayunni, A. M. (2018). The Moderating Role Of Social Network On The Relationship Between Innovative Capability And Performance In The Hotel Industry. *International Journal Of Emerging Markets*.
- Ajia, S.A., Adda, H.W., & Wirastuti, W. (2017). Pengaruh Servant Leadership Dan Motivasi Kerja Terhadap Kinerja Pegawai Pada Kantor Pelayanan Pajak Pratama Palu (Kpp Pratama Palu). *Jurnal Ilmu Manajemen Universitas Tadulako Vol. 3, No. 3, September 2017, 213-224*.
- Akpa, V.O., Asokhia, O.U., & Okusanya, A.O. (2021). Leadership Styles And Organisational Performance In Nigeria: Qualitative Perspective. *International Journal Of Engineering And Management Research*. Volume-11, Issue-1,
- Aksoni, F. (2020) 'Intervening Pada Hubungan Antara Gaya Kepemimpinan ( Studi Pada Guru Sma Negeri Di Kota Semarang )', 17(1), Pp. 39–53.
- Alhaddad, S. (2021) 'Factors Affecting Employee Creative Behavior At Workplace In Kuwait; Testing Mediation By Employee Engagement Factors Affecting Employee Creative Behavior At Workplace In Kuwait ; Testing Mediation By Employee Engagement Adissertationsubmitted To Sbs Swi', (September 2020). Doi:10.13140/Rg.2.2.36546.09922.
- Ali Taha, V., Sirková, M. And Ferencová, M. (2016) 'Wpływ Kultury Organizacyjnej Na Kreatywność I Innowacje', *Polish Journal Of Management Studies*, 14(1), Pp. 7–17. Doi:10.17512/Pjms.2016.14.1.01.
- Al-Musadieq, M. Et Al. (2018) 'The Mediating Effect Of Work Motivation On The Influence Of Job Design And Organizational Culture Against Hr Performance', *Journal Of Management Development*, 37(6), Pp. 452–469. Doi:10.1108/Jmd-07-2017-0239.
- Amabile, T.M. (1996) 'Creativity And Innovation In Organizations. Harvard Business School Industry And Background Note 396-239.', Harvard Business School, Pp. 1–15.
- Armstrong, M. (2009) *Armstrong's Handbook of Performance Management: An Evidence-Based Guide to Delivering High Performance* (Google eBook).

Available at: <http://books.google.com/books?id=wtwS9VG-p4IC&pgis=1>.

- Ayundasari, Dini Yunita., Sudiro, Achmad., Irawanto, Dodi Wirawan. (2017). Improving Employee Performance Through Work Motivation And Self-Efficacy Mediated By Job Satisfaction. *Journal Of Applied Management (Jam)* Volume 15 Number 4.
- Astuti, T.P., Sitawati, R. and Tukijan (2019) ‘Pengaruh Kreativitas dan Perilaku Inovatif Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Mediasi (Studi Pada Hotel Pandanaran Semarang)’, *Jurnal Ekonomi Manajemen dan Akuntansi*, (47), pp. 53–64.
- Ayuningtyas, C.R., Sudirjo, F., & Nurchayati. (2023). The Effect Of Servant Leadership And Compensation On Employee Performance Through Organizational Commitment(Study At Pt Cometic Perkasa Abadi Semarang). *The 1stproceeding Of The International Conference On Business And Economics* Vol.1, No.1 January.
- Bagja, H.N., & Hadi, A.M. (2023).The Influence Of Creativity And Innovative Behavior On Employee Performance At Warung Muncang Puppet Center Bandung. *Jenius*. Vol. 6, No. 2,
- Brem, A. and Utikal, V. (2019) ‘How to manage creativity time? Results from a social psychological time model lab experiment on individual creative and routine performance’, *Creativity and Innovation Management*, 28(3), pp. 291–305. doi:10.1111/caim.12309.
- Chaerudin, Ali. (2019). *Manajemen Pendidikan Dan Pelatihan Sdm*. Sukabumi:Cv Jejak Anggota.
- Dahkoul, Zuheir Mohamed. (2018). The Determinants Of Employee Performance In Jordanian Organizations. *Journal Of Economics, Finance And Accounting (Jefa)*, V.5, Iss.1.
- De Jong, J. and Den Hartog, D. (2010) ‘Measuring innovative work behaviour’, *Creativity and Innovation Management*, 19(1), pp. 23–36. doi:10.1111/j.1467-8691.2010.00547.x.
- Dedy, Mulyadi. 2015. *Perilaku Organisasi dan Kepemimpinan Pelayanan (Konsep dan Aplikasi Administrasi, Manajemen, Dan Organisasi Modern*
- Dessler, Gary. (2015). *Manajemen Sumber Daya Manusia*. Jakarta : Salemba Empat. Edisi 14
- Demircioglu, Mehmet Akif & Audretsch, David B. (2017). *Organizations, Research*, Elsevier, Vol. 46, No. 9, Pp. 1681-1691.

- Donia, M.B.L. et al. (2016) 'Servant leadership and employee outcomes: the moderating role of subordinates' motives', *European Journal of Work and Organizational Psychology*, 25(5), pp. 722–734. doi:10.1080/1359432X.2016.1149471.
- Eskiler, E. et al. (2016) 'The relationship between organizational culture and innovative work behavior for sports services in Tourism enterprises', *Physical Culture and Sport, Studies and Research*, 69(1), pp. 53–64. doi:10.1515/pcssr-2016-0007.
- Eva, N., Robin, M., Sendjaya, S., Van Dierendonck, D., & Liden, R. C. (2019). *Servant Leadership: A Systematic Review And Call For Future Research*. *The Leadership Quarterly*, 30(1), 111- 132.
- Fauji Sanusi, D. (2022) 'Improving Employee Performance Through Innovative Work Behaviour', 8.5.2017)7 (הארץ), Pp. 2003–2005.
- Ferdian, A. and Devita, A.R. (2020) 'Pengaruh Budaya Organisasi Dan Knowledge Management Terhadap Kinerja Karyawan', *Jurnal Penelitian IPTEKS*, 5(2), pp. 187–193. doi:10.32528/ipteks.v5i2.3657.
- Ferdinand, Augusty. (2014). *Metode Penelitian Manajemen*. Semarang: Badan Penerbit Universitas Diponegoro.
- Fitriza, R., & Ending. (2020). Hubungan Pshycological Capital Dan Perilaku Kerja Inovatif Di Industri Kreatif (Studi Pada Karyawan Perusahaan Xyz. *Jurnal Psikogenesis*, 4(1), 703-714.
- Gašková, J. (2020) 'Servant Leadership And Its Relation To Work Performance', *Central European Business Review*, 9(3), Pp. 24–37. Doi:10.18267/J.Cebr.236.
- Ghozali, Imam. (2018). *Aplikasi Analisis Multivariate Dengan Program Ibm Spss 25*. Semarang: Badan Penerbit Universitas Diponegoro.
- Ghozali, Imam. (2014). *Structural Equation Modeling, Metode Alternatif Dengan Partial Least Squares (PLS)*. Semarang: Badan Penerbit Universitas Diponegoro.
- Girsang, W. sari (2019) 'Pengaruh Budaya Organisasi dan Komitmen Terhadap Kinerja Karyawan RS Putri Hijau No. 17 Medan', *AJIE-Asian Journal of Innovation and Entrepreneurship*, 04(02), pp. 159–170.
- Gupta, B. (2011) 'Organisational culture and creative behaviour: Moderating role of creative style preference', *International Journal of Innovation and Learning*, 10(4), pp. 429–441. doi:10.1504/IJIL.2011.043100.

- Guclu Atinc, (2017) "Servant Leadership And Followership Creativity: The Influence Of Workplace Spirituality And Political Skill", *Leadership & Organization Development Journal*, Vol. 38 Issue: 2, Pp. 178-193.
- Hadi, S., Putra, A.R., & Mardikaningsih, R. (2020). Pengaruh Perilaku Inovatif Dan Keterlibatan Kerja Terhadap Kinerja Karyawan. *Jurnal Baruna Horizon* Vol. 3, No. 1.
- Hadju, L., & Adam, N. (2019). Pengaruh Budaya Organisasi Terhadap Kinerja Pegawai Pada Dinas Perhubungan Kabupaten Bone Bolango. *Urnal Manajemen Sumber Daya Manusia, Administrasi Dan Pelayanan Publik*. Volume Vi Nomor 2.
- Hakan, E., & Chafra, D.J. (2015). The Effects Of Empowerment Role Identity And Creative Role Identity On Servant Leadership And Employees' Innovation Implementation Behavior. *Journal Procedia - Social And Behavioral Sciences*. 181. Pp. 3-11.
- Hariyono, Y., Andreani, F. (2020). "Pengaruh Servant Leadership Terhadap Kinerja Karyawan Melalui Motivasi Kerja Di Ud. Anugrah Mulya Rejeki". *Jurnal Mahasiswa Manajemen*, Vol. 8, No.2, 2020.
- Hayat. (2018). *Kebijakan Publik (R. Tegar (Ed.); 1st Ed.)*. Intrans Publishing
- Isa, M.F.M., Ugheoke, S.O. And Noor, W.S.W.M. (2016) 'The Influence Of Organizational Culture On Employees' Performance: Evidence From Oman', *Journal Of Entrepreneurship And Business*, 4(2), Pp. 1–12. Doi:10.17687/Jeb.0402.01.
- Islami, Mulolli., & Mustafa. (2018. ) Using Management By Objectives As A Performance Appraisal Tool For Employee Satisfaction. *Future Business Journal*, 4(1), 94-108.
- Junita, A., Nahrisah, E. And Oktaviani, H. (2022) 'Determination Of Servant Leadership On Worker Performance Mediated By The Quality Of Work - Life And Moderated By Work Engagement Determinasi Servant Leadership Terhadap Worker Performance Dimediasi Quality Of Work-Life Dan Dimoderasi Work Engagement', 13(85), Pp. 30–44.
- Kaya., B. And Karatepe.,O.M. (2020), "Does Servant Leadership Better Explain Work Engagement, Career Satisfaction And Adaptive Performance Than Authentic Leadership?", *International Jurnal Of Contemporary Hospitality Management*, Vol. 32 No. 6, Pp. 2075-2095.
- Kim., & Koo, D.W. (2017). "Linking Lmx, Engagement, Innovative Behavior, And Job Performance In Hotel Employees." *International Journal Of Contemporary Hospitality Management*. Vol.. 29, No. 12, Pp. 3044–62.

- Kokiroba, Eugene K., Areros, William A., & Sambul, Sofia A. P. (2021). Pengaruh Budaya Organisasi Terhadap Kinerja Karyawan Pada Pt. Batavia Properindo Finance Tbk. Cabang Manado. *Productivity*, 2(4),
- Krog, C.L., & Govender, K. (2015). The Relationship Between Servant Leadership And Employeeempowerment, Commitment, Trust And Innovative Behaviour: A Project Management Perspective. *Sa Journal Of Human Resource Management*, 13(1): H: 1-12.
- Kurniawan, J.C. And Nugroho, Y.A.B. (2021) 'Pengaruh Employee Creativity Terhadap Job Performance Yang Dimediasi Oleh Job Satisfaction Pada Karyawan Xyz Hospitality Kota Bandung', *Jurnal Manajemen*, 18(1), Pp. 54–64. Doi:10.25170/Jm.V18i1.2266.
- Liden, R.C. Et Al. (2014) 'Servant Leadership And Serving Culture: Influence On Individual And Unit Performance', *Academy Of Management Journal*, 57(5), Pp. 1434–1452. Doi:10.5465/Amj.2013.0034.
- Liden, R.C. Et Al. (2015) 'Servant Leadership: Validation Of A Short Form Of The SI-28', *Leadership Quarterly*, 26(2), Pp. 254–269. Doi:10.1016/J.Leaqua.2014.12.002.
- Mathis, R. L., And J. H. Jackson. (2016). *Human Resource Management*. Edisi 10 Jilid 3. Jakarta: Salemba Empat.
- Manik, S. and Megawati, M. (2018) 'Pengaruh Budaya Organisasi Terhadap Semangat Kerja Pegawai Pada Dinas Kesehatan Kabupaten Pelalawan', *Jurnal Niara*, 11(2), pp. 118–124. doi:10.31849/ni.v11i2.2111.
- Mekka, S. Et Al. (2021) 'The Influence Of Organizational Culture On Employee Performance At Bappeda And Statistics Of Bone Regency', *Pinisi Business Administration Review*, 2(2), P. 117. Doi:10.26858/Pbar.V2i2.16492.
- Mensah, Ishmael, And Rebecca Dei Mensah. (2018). "Effects Of Service Quality And Customer Satisfaction On Repurchase Intention In Restaurants On University Of Cape Coast Campus." *Journal Of Tourism, Heritage & Services Marketing* 4.2: 27-36.
- Mohsen, A., Ebtakar, S. And Neyazi, N. (2020) 'The Impact Of Organizational Culture On Employees Performance: An Overview', *International Journal Of Management (Ijm)*, 11(8), Pp. 879–888. Doi:10.34218/Ijm.11.8.2020.079.
- Muafi, M. And Azim, M. (2019) 'The Effect Of Servant Leadership, Organizational Culture In Employee Performance Mediated By Job Satisfaction ( Study Case Of Al-Kahfi Islamic Boarding School, Somalangun, Kebumen)', *Proceedings On Engineering Sciences*, 1(2), Pp. 143–162. Doi:10.24874/Pes01.02.014.

- Muizu, W.O.Z., Kultum, U., & Sule, E.T. (2019). Pengaruh Kepemimpinan Terhadap Kinerja Karyawan, *Jurnal Pendidikan Kewirausahaan Indonesia* Volume 2, Nomer 1.
- Narayanamurthy, G., & Tortorella, G. (2021). Impact Of Covid-19 Outbreak On Employee Performance – Moderating Role Of Industry 4.0 Base Technologies. *International Journal Of Production Economics*, 234.
- Northouse, P.G. (2015) *Leadership: Theory And Practice*. Sage Publications, Thousand Oaks.
- Nurhalim, F. Et Al. (2015) ‘Pengaruh Budaya Organisasi , Lingkungan Kerja Dan Organizational Citizenship Behavior Terhadap Kinerja Karyawan Bank Indonesia Cabang Jember ( The Effect Of Organizational Culture , Work Environment And Organizational Citizenship Behavior To Performance O’ , Artikel Ilmiah Mahasiswa 2015 [Preprint].
- Nurviza, C., Yusrizal And Usman, N. (2017) ‘Pengaruh Budaya Organisasi Dan Kepemimpinan Kepala Sekolah Terhadap Kinerja Guru Pada Sma Unggul Negeri 2 Boarding School Kota Banda Aceh’, *Jurnal Administrasi Pendidikan : Program Pascasarjana Unsyiah*, 7(1), Pp. 41–46.
- Nyoman, R. A. D., & Ardana, K. (2016). Pengaruh Iklimorganisasi, Kepemimpinan Transformasional, Self Efficacy Terhadap Perilaku Kerjainovatif. *E-Jurnal Manajemen Unud*, 5(3).
- Purwani Setyaningrum, R. et al. (2020) *Servant Leadership Characteristics, Organisational Commitment, Followers’ Trust, Employees’ Performance Outcomes: A Literature Review*.
- Razak, A., & Sarpan., R. (2018). Effect Of Leadership Style, Motivation And Work Discipline On Employee Performance In Pt. Abc Makassar. *International Review Of Management And Marketing*. Vol 8 Issue 6.
- Rasul Baharsyah, A. and Nugrohoseno, D. (2021) ‘Pengaruh Employee Engagement terhadap Job Performance melalui Creativity sebagai Variabel Mediasi’, *Jurnal Ilmu Manajemen*, 9(3), pp. 1279–1292. doi:10.26740/jim.v9n3.p1279-1292.
- Reza, M., Rofiaty, R. And Djazuli, A. (2018) ‘The Influence Of Situational Leadership , Organizational Culture And Training On Employee Performance And Work Motivation Of Millenial Generation At The Inspection Office Of Bri Malang’, *Indonesian Journal Of Social And Humanity Study*, 21(2), Pp. 89–95. Available At: [Http://Www.Wacana.Ub.Ac.Id/Index.Php/Wacana/Article/View/556/400](http://Www.Wacana.Ub.Ac.Id/Index.Php/Wacana/Article/View/556/400)
- Rijanto, A. And Mukaram, M. (2018) ‘Pengaruh Budaya Organisasi Terhadap Kinerja Karyawan (Studi Di Divisi Account Executive Pt Agrodana

- Futures)', *Jurnal Riset Bisnis Dan Investasi*, 4(2), P. 35. Doi:10.35697/Jrbi.V4i2.1185.
- Robbins, S.P. And Judge, T.A. (2019) *Organizational Behavior.*, Pearson. Doi:10.2307/2391202.
- Russell, R. and A. Gregory Stone (2002) 'A review of servant leadership attributes', *Leadership and Organization Development Journal*, 23(3), pp. 145–157. doi:10.1108/01437730210424084.
- Saad, G. Ben And Abbas, M. (2018) 'The Impact Of Organizational Culture On Job Performance: A Study Of Saudi Arabian Public Sector Work Culture', *Problems And Perspectives In Management*, 16(3), Pp. 207–218. Doi:10.21511/Ppm.16(3).2018.17.
- Samantha, R. And Almalik, D. (2019) '肖沉 1, 2, 孙莉 1, 2Δ, 曹杉杉 1, 2, 梁浩 1, 2, 程焱 1, 2', *Tjyybjb.Ac.Cn*, 3(2), Pp. 58–66. Available At: <Http://Www.Tjyybjb.Ac.Cn/Cn/Article/Downloadarticlefile.Do?Attachype=Pdf&Id=9987>.
- Santosa, Fitrah Et Al. (2019) 'Engaruh Servant Leadership Dan Budaya Organisasi Sekolah Terhadap Kinerja Guru Pada Sekolah Menengah Atas Negeri Di Kota Padang', *Jurnal Kepemimpinan Dan Pengurusan Sekolah*, 4(2), Pp. 130–136. Doi:10.34125/Kp.V4i2.404.
- Sanz-Valle, R., & Jiménez-Jiménez, D. (2018). *Hrm And Product Innovation: Does Innovative Work Behaviour Mediate That Relationship? Management Decision*
- Sapada, A.F.A. Et Al. (2017) 'The Effect Of Organizational Culture And Work Ethics On Job Satisfaction And Employees Performance', *The International Journal Of Engineering And Science (Ijes)*, 6(12), Pp. 28–36. Doi:10.9790/1813-0612042836.
- Shintia, Indriani Rahma, And Akhmad Riduwan. (2021). Pengaruh Sistem Informasi Akuntanis, Motivasi Kerja, Dan Pemanfaatan Teknologi Informasi Terhadap Kinerja Karyawan." *Jurnal Ilmu Dan Riset Akuntansi* 10(3).
- Siddiqi, H. And Qureshi, M. (2016) 'The Impact Of Employees' Creativity On The Performance Of The Firm', *Research Issues In Social Sciences*, 1(June), Pp. 1–12. Available At: <Www.Sienajournals.Com>.
- Siswanti, Y. And Anjasasi, F.A. (2017) 'Pengaruh Servant Leadership Terhadap Employee's Organizational Member Performance ( Eomp ) Dimediasi Oleh', *Jurnal Bisnis Teori Dan Implementasi*, 8(2), Pp. 169–183.
- Sugiyono. (2018). *Metode Penelitian Kuantitatif, Kualitatif, Dan R&D*. Bandung: Alfabeta.

- Syamsuri, A.R. (2022) 'Employee Performance Determination With Creativity, Work Experience And Engagement: Empirical Study', *International Journal of Science, Technology & Management*, 3(3), pp. 588–597. doi:10.46729/ijstm.v3i3.503.
- Ucar, A.C., Alpkın, L., & Elci, M. (2021). The Effect Of Servant And Transformational Leadership Styles On Employee Creative Behavior: The Moderating Role Of Authentic Leadership. *International Journal Of Organizational Leadership* 10(Special Issue-2021) 99-119.
- Victoria, O., Olalekan, U. And Evangeline, N. (2021) 'Organizational Culture And Organizational Performance: A Review Of Literature', *International Journal Of Advances In Engineering And Management (Ijaem)*, 3(1), Pp. 361–372. Doi:10.35629/5252-0301361372.
- Wallace Alexander Williams Jr, Randolph-Seng Brandon, Mario Hayek, Stephanie Pane Haden,
- Wang, Z., Xu, H. And Liu, Y. (2018) 'Servant Leadership As A Driver Of Employee Service Performance: Test Of A Trickle-Down Model And Its Boundary Conditions', *Human Relations*, 71(9), Pp. 1179–1203. Doi:10.1177/0018726717738320.
- Wanta, D. And Augustine, Y. (2021) 'The Effect Of Servant Leadership, Job Satisfaction And Organizational Culture On Employee Performance Moderated By Good Governance In Women's Cooperative ...', *Technium Sustainability*, 1(2), Pp. 45–58. Available At: <https://Techniumscience.Com/Index.Php/Sustainability/Article/View/5222%0ahttps://Techniumscience.Com/Index.Php/Sustainability/Article/View/5222/1815>.
- Wati, N.M. Et Al. (2022) Pengaruh Servant Leadership, Competency, Motivation Terhadap Job Performance Dengan Peran Mediasi Work Engagement Pada Pegawai Kementerian Kelautan Dan Perikanan *Jurnal Ekonomi*, 4(4), Pp. 574–585.
- sofya. (2018). *Manajemen Kinerja*. Jakarta: Rajawali Pres
- Widiastuti, R., & Kusmaryani, E. (2020). Hubungan Leader Member Exchange Dengan Perilaku Inovatif Kerja: Studi Pada Karyawan Dengan Pemimpin Perempuan. *Acta Psychologia*, 2(1), 183-199.
- Widodo, Suparno Eko. (2018). *Manajemen Pengembangan Sumber Daya Manusia*. Yogyakarta: Pustaka Pelajar.
- Winarja, W., Sodikin, A, & Widodo, D.S. (2018). The Effect Of Organizational Commitment And Job Pressure To Job Performance Through The Job Satisfaction In Employees Directorate Transformation Technology



Communication And Information Indonesia. *International Journal Of Business And Applied Social Science*, 4(2).

- Wua, I.W.G., Noermijati, N., & Yuniarinto, A. (2022). The Influence Of Organizational Culture On The Employee Performance Mediated By Job Satisfaction And Organizational Commitment. *Journal Of Applied Management*. Volume 20 Number 3.
- Wynen, Jan, Verhoest, Koen, Ongaro, Edoardo., & Van Thiel, Sandra, (2014). “In Cooperation With The Cobra Networkinnovation-Oriented Culture In The Public Sector: Do Managerial Autonomy And Result Control Lead To Innovation.” *Public Manage Rev.* Vol. 16, Issue. 1, Pp. 45–66.
- Yang, J., Gu, J. And Liu, H. (2019) ‘Servant Leadership And Employee Creativity: The Roles Of Psychological Empowerment And Work–Family Conflict’, *Current Psychology*, 38(6), Pp. 1417–1427. Doi:10.1007/S12144-019-0161-3.
- Yoshida, D.T., Sendjaya, S., Hirst, G.. & Cooper, B. (2014). Does Servant Leadership Foster Creativity And Innovation? A Multi-Level Mediation Study Of Identification And Prototypicality. *Journal Of Business Research* Volume 67, Issue 7, July 2014, Pages 1395-1404.
- Yulianti, Prima, And Najla Dwi Fadhilah. (2021). Pengaruh Pelatihan Dan Promosi Jabatan Terhadap Kinerja Karyawan Pada Bank Rakyat Indonesia Syariah Cabang Padang.” *Ekonomi Dan Bisnis Dharma Andalas* 23(2).
- Yuliana, D. et al. (2021) ‘The Influence of Organizational Culture on Employee Performance’, *Jurnal Ilmiah Ilmu Administrasi dan Manajemen*, 15(1). doi:10.33258/birci.v3i1.761.