REFERENCES

- Atkinson, C., & Hall, L. (2011). Flexible working and happiness in the NHS. *Employee Relations*, 33(2), 88–105.
- Avolio, B. J., Bass, B. M., & Jung, D. I. (1999). Re-examining the components of transformational and transactional leadership using the Multifactor Leadership. *Journal of Occupational and Organizational Psychology*, 72(4), 441–462.
- Bass, B. M. (1985). *Leadership and Performance Beyond Expectations* (C. Macmillian, Ed.). Free Press.
- Bass, B. M., & Bass, R. (2009). *Bass Handbook of Leadership: Theory, Research, and Managerial Applications* (4th ed.). Free Press.
- Bass, B. M., & Riggio, R. E. (2006). *Transformational Leadership Second Edition*. Lawrence Erlbaum Associates.
- Bommer, W. H., Rich, G. A., & Rubin, R. S. (2005). Changing attitudes about change: longitudinal effects of transformational leader behavior on employee cynicism about organizational change. *Journal of Organizational Behaviour*, 26(7), 733–753.
- Bryman, A. (1992). Charisma and Leadership in Organization. Sage Publications.
- Buil, I., Martinez, E., & Matute, J. (2018). Transformational leadership and employee performance: The role of identification, engagement and proactive personality. *International Journal of Hospitality Management*.
- Burns, J. M. (1978). Leadership. New York: Harper & Row.
- Cañibano, A. (2013). Implementing innovative HRM: Trade-off effects on employee well-being. *Management Decision*, 51(3), 643–660.
- Carless, S. A., Wearing, A. J., & Mann, L. (2000). A short measure of transformational leadership. *Journal of Business and Psychology*, 14(3), 389–405.
- Chan, A. T. S., & Chan, E. H. W. (2005). Impact of Perceived Leadership Styles on Work Outcomes: Case of Building Professionals. *Journal of Construction Engineering and Management*, 131(4), 413–422.
- Chin, W. M. G. (1998). The Partial Least Squares Approach to Structural Formula Modeling. *Advances in Hospitality and Leisure*, 8(2).
- Churchill Jr., G. A., Ford, N. M., & Walker Jr., O. C. (1974). Measuring the Job Satisfaction of Industrial Salesmen. *Journal of Marketing Research*, 11, 254–260.
- CIPD. (2024, April 5). Flexible working: Guidance for people professionals on planning and managing.
- Cooper, D. R., & Schindler, P. S. (2006). Business Research Methods (8th ed.). McGraw Hill.
- de Menezes, L. M., & Kelliher, C. (2011). Flexible Working and Performance: A Systematic Review of the Evidence for a Business Case. *International Journal of Management Reviews*, 13(4), 452–

474.

- De Simone, S., & Franco, M. (2023). Leader Behaviour affecting Well-Being at Work. *International Journal of Business and Social Science*, 14(5), 1–7.
- Fisher, V. E., & Hanna, J. V. (1931). The dissatisfied worker. MacMillan Co.
- Fox, K., Johnson, S. T., Berkman, L. F., & Sianoja, M. (2021). Organisational- and group-level workplace interventions and their effect on multiple domains of worker well-being: A systematic review. Work & Stress, 36(1), 30–59.
- Franke, F., & Felfe, J. (2011). How Does Transformational Leadership Impact Employees' Psychological Strain? Examining Differentiated Effects and the Moderating Role of Affective Organizational Commitment. *Leadership*, 7(3), 295–316.
- Gardner, D. G., Cummings, L. L., Dunham, R. B., & Pierce, J. L. (1998). Single-Item Versus Multiple-Item Measurement Scales: An Empirical Comparison. *Educational and Psychological Measurement*, 58(6), 898–915.
- Ghasabeh, M. S., Soosay, C., & Reaiche, C. (2015). The emerging role of transformational leadership. *The Journal of Developing Areas*, 49(6), 459–467.
- Ghozali, I., & Latan, H. (2014). Partial Least Squares Konsep, Metode dan Aplikasi Menggunakan Program WARPPLS 4.0. Badan Penerbit Universitas Diponegoro.
- Gill, A., Biger, N., & Mathur, N. (2010). The Relationship Between Working Capital Management And Profitability: Evidence From The United States. *Business and Economics Journal*, 10, 1– 9.
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2017). A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM) (2nd ed.). Sage Publications Inc.
- Haryono, S. (2016). Metode Sem Untuk Penelitian Manajemen Amos Lisrel Pls. Pt. Intermedia Personalia Utama, 53.
- Hopkins, M. (2000). The Measurement of Corporate Social Responsibility. MHC International Ltd.
- Howell, J. M., & Avolio, B. J. (1993). Transformational Leadership, Transactional Leadership, Locus of Control, and Support for Innovation: Key Predictors of Consolidated-Business-Unit Performance. *Journal of Applied Psychology*, 78, 891.
- International Labour Organization. (2023). Safe and healthy working environments for all. www.ilo.org/publns.
- Jiang, Y., & Chen, C. C. (2018). Integrating Knowledge Activities for Team Innovation: Effects of Transformational Leadership. *Journal of Management*, 44(5), 1819–1847.
- Judge, T. A., & Piccolo, R. F. (2004). Transformational and Transactional Leadership: A Meta-Analytic Test of Their Relative Validity. *Journal of Applied Psychology*, 89(5), 755–768.
- Judge, T. A., Welss, H. M., Kammeyer-Mueller, J. D., & Hulin, C. L. (2017). Job Attitudes, Job Satisfaction, and Job Affect: A Century of Continuity and of Change. *Journal of Applied Psychology*, 102(3), 356–374.
- Khrisnan, V. R. (2012). Transformational leadership and personal outcomes: Empowerment as

mediator. Leadership & Organization Development Journal, 33(6), 550–563.

- Kristoff, A. L. (1996). Person-organization fit: An integrative review of its conceptualizations, measurement, and implications. *Personnel Psychology*, 49(1), 1–49.
- Leedy, P., & Ormrod, J. (2001). *Practical Research: Planning and Design*. (7th ed.). Merrill Prentice Hall and SAGE Publications.
- Lim, B.-C., & Ployhart, R. E. (2004). Transformational Leadership: Relations to the Five-Factor Model and Team Performance in Typical and Maximum Contexts. *Journal of Applied Psychology*, 89(4), 610–621.
- Liu, J., Siu, O.-L., & Shi, K. (2010). Transformational Leadership and Employee Well-Being: The Mediating Role of Trust in the Leader and Self-Efficacy. *Applied Psychology*, *59*(3), 454–479.
- Lowe, K. B., Kroeck, K. G., & Sivasubraniam, N. (1996). Effectiveness Correlates of Transformational and Transactional Leadership: A Meta-Analytic Review of the MLQ Literature. *The Leadership Quarterly*, 7, 385–415.
- MacMillan, S., Yue, A. R., & Mills, A. J. (2012). Both How and Why: Considering Existentialism as a Philosophy of Work and Management. *Philosophy of Management*, 11(3), 27–46.
- Mair, J., & Martí, I. (2006). Social entrepreneurship research: A source of explanation, prediction, and delight. *Journal of World Business*, 41(1), 36–44.
- Mayer, R. C., & Gavin, M. B. (2005). Trust in management and performance: Who minds the shop while the employees watch the boss? *Academy of Management Journal*, 48(5), 874–888.
- Metwally, A. H., & El-Bishbishy, N. (2014). The Impact of Transformational Leadership Styles on Employee Satisfaction. *The Business and Management Review*, *5*, 32–42.
- Mullins, L. J. (2007). Management and Organizational Behaviour (8th ed.). Pearson Education Ltd.
- Nawaz, M. M., & Bodia, M. A. (2010). Comparative Study of Full Range Leadership Model among Faculty Members in Public and Private Sector Higher Education Institutes and Universities. *International Journal of Business and Management*, 5(4), 208–214.
- Odumeru, J. A., & Ogbonna, I. G. (2013). Transformational vs. Transactional Leadership Theories: Evidence in Literature. *International Review of Management and Business Research*, 2, 355.
- O'Reilly, C. A. (1989). Corporations, Culture, and Commitment: Motivation and Social Control in Organizations. *California Management Review*, *31*(4), 9–25.
- Padilla, M. A., & Divers, J. (2015). A Comparison of Composite Reliability Estimators. *Educational and Psychological Measurement*, 76(3), 436–453.
- Pahi, M. H., & Abhamid, K. (2015). How Leadership Styles Influence Commitment to Service Quality (CSQ): A Case Study of Hospitals of Sindh Pakistan. *Mediterranean Journal of Social Sciences*, 6(6), 282–295.
- Podsakoff, P., MacKenzie, S. B., Moorman, R. H., & Fetter, R. (1990). Transformational leader behaviors and their effects on followers' trust in leader, satisfaction, and organizational citizenship behaviors. *The Leadership Quarterly*, 1(2), 107–142.
- Robertson, I. T., & Cooper, C. (2010). Full Engagement: the Integration of Employee Engagement

and Psychological Well-Being. *Emerald Publishing Leadership & Organization Development Journal*, 31(4), 324–336.

- Robertson, J., & Barling, J. (2014). Lead well, be well: Leadership behaviors influence employee wellbeing. *Work and Wellbeing*, *3*(5), 235–251.
- Rosseau, D. M., Sitkin, S. B., Burt, R. S., & Camerer, C. (1998). Introduction to Special Topic Forum: Not so Different after All: A Cross-Discipline View of Trust. *The Academy of Management Review*, 23(3), 393–404.
- Rousseau, D. M., & Parks, J. M. (1993). The psychological contracts of individuals and organizations. *Research in Organizational Behavior*, 15, 1–47. https://www.researchgate.net/publication/288901673
- Sabri, M. F., Cook, C. C., & Gudmunson, C. (2012). Financial well-being of Malaysian college students. *Asian Education and Development Studies*, 1(2), 153–170.
- Savitri, C., Faddila, S. P., Irmawartini, Iswari, H. R., Anam, C., Syah, S., Mulyani, S. R., Sihombing, P. R., Kismawadi, E. R., Pujianto, A., Mulyati, A., Astuti, Y., Adinugroho, W. C., Imanuddin, R., Kristia, Nuraini, A., & Siregar, M. T. (2021). *Statistik Multivariat dalam Riset*. Widina Bhakti Persada.
- Schabracq, M., & Cooper, C. (2000). The changing nature of work and stress. *Journal of Managerial Psychology*, *15*(3), 227–241.
- Sekaran, U., & Bougie, R. (2010). *Research methods for business: A skill-building approach* (5th ed.). John Wiley & Sons.
- Shurbagi, A. M. A., & Zahari, I. Bin. (2013). The Relationship between Transformational Leadership and Organizational Culture in National Oil Corporation of Libya. *International Journal of Business Administration*, 4(4), 26–34.
- Sugiyono. (2017). Metode Penelitian Kuantitatif, Kualitatif, dan R&D. CV. Alfabeta.
- Tan, W.-L., Williams, J., & Tan, T.-M. (2005). Defining the "Social" in "Social Entrepreneurship": Altruism and Entrepreneurship. *The International Entrepreneurship and Management Journal*, 1, 353–365.
- Wang, G., Oh, I.-S., Courtright, S. H., & Colbert, A. E. (2011). Transformational Leadership and Performance Across Criteria and Levels: A Meta-Analytic Review of 25 Years of Research. *Group & Organization Management*, 36(2), 223–270.
- Warr, P. (1990). The measurement of well-being and other aspects of mental health. *Journal of Occupational Psychology*, 63(3), 193–210.
- Williams, C. (2011). Research Methods. Journal of Business and Economics Research, 5.
- Yunus, S., & Mostafa, A. M. S. (2021). Flexible working practices and job-related anxiety: Examining the roles of trust in management and job autonomy. *Economic and Industrial Democracy*, 43(3), 1340–1368.
 - Zait, A., & Bertea, P. E. (2011). Methods for Testing Discriminant Validity. *Management & Marketing*, 9(2), 217–224.