

DAFTAR PUSTAKA

- Adu, P., & Miles, D. A. (2024). Understanding the seven types of research gaps. In *Dissertation Research Methods: A Step-by-Step Guide to Writing Up Your Research in the Social Sciences* (pp. 74–84). Routledge. <https://doi.org/10.4324/9781003268154-5>
- Albannai, A., Raziq, M., Malik, A., Abrar, M., & Ameen, A. (2024). *Digital leadership* and its impact on agility, innovation and resilience: A qualitative study of the UAE media industry. *Benchmarking: An International Journal*. <https://doi.org/10.1108/BIJ-06-2024-0492>
- Al-Husban, D. A. O., Almarshad, M. N. D., & Altahrawi, M. H. A. (2021). *Digital leadership* and organization's performance: The mediating role of *innovation capability*. *International Journal of Entrepreneurship*, 25(5), 1–16
- Antonopoulou, H., Kalou, Z., & Anastasiou, T. (2021). Transformational leadership and digital transformation: The mediating role of organizational culture. *Sustainability*, 13(8), 3843. <https://doi.org/10.3390/su13083843>
- Argyris, C., & Schön, D. A. (1978). *Organizational learning: A theory of action perspective*. Addison-Wesley.
- Armenakis, A. A., & Bedeian, A. G. (1999). Organizational change: A review of theory and research in the 1990s. *Journal of Management*, 25(3), 293–315. <https://doi.org/10.1177/014920639902500303>

- Avolio, B. J., & Yammarino, F. J. (2013). *Transformational and charismatic leadership: The road ahead* (2nd ed.). Emerald Group Publishing.
- Bak, H. U., Jin, M. H., & McDonald, B. D. (2022). Unpacking the transformational leadership–innovative work behavior relationship: The mediating role of psychological capital. *Public Performance & Management Review*, 45(1), 80–105. doi:10.1080/15309576.2021.1939737
- Bass, B. M., & Riggio, R. E. (2006). *Transformational leadership* (2nd ed.). Lawrence Erlbaum Associates.
- Bennis, W. (2009). *On becoming a leader*. Basic Books.
- Bharadwaj, A., El Sawy, O. A., Pavlou, P. A., & Venkatraman, N. (2013). Digital business strategy: Toward a next generation of insights. *MIS Quarterly*, 37(2), 471–482. <https://doi.org/10.25300/MISQ/2013/37.2.3>
- Braun, V., & Clarke, V. (2006). Using thematic analysis in psychology. *Qualitative Research in Psychology*, 3(2), 77–101. <https://doi.org/10.1191/1478088706qp063oa>
- Burns, J. M. (1978). *Leadership*. Harper & Row.
- Chang, C. H., & Octoyuda, A. (2024). Driving digital transformation: How transformational leadership bridges learning agility and digital technology adoption in MSMEs. *Engineering, Science and Technology International Journal*, 8(3), 2499–2508. <https://ijournalse.org/index.php/ESJ/article/view/2499>
- Cindy, V. D., Nurshinta, & Usman, O. (2023). The influence of digital leadership on organizational performance in Jakarta. *Proceedings of the*

International Student Conference on Business, Education, Economics, Accounting, and Management, 624–640

Creswell, J. W., & Poth, C. N. (2018). *Qualitative inquiry and research design: Choosing among five approaches* (4th ed.). Sage.

Crossan, M. M., Lane, H. W., & White, R. E. (1999). An organizational learning framework: From intuition to institution. *Academy of Management Review*, 24(3), 522–537.

Davis, F. D. (1989). Perceived usefulness, perceived ease of use, and user acceptance of information technology. *MIS Quarterly*, 13(3), 319–340. <https://doi.org/10.2307/249008>

Demerouti, E., Bakker, A. B., Nachreiner, F., & Schaufeli, W. B. (2001). The job demands-resources model of burnout. *Journal of Applied Psychology*, 86(3), 499–512. <https://doi.org/10.1037/0021-9010.86.3.499>

Eisenhardt, K. M. (1989). Building theories from case study research. *Academy of Management Review*, 14(4), 532–550. <https://doi.org/10.5465/amr.1989.4308385>

Emran, H. A. A., & Elhony, F. M. (2024). Impact of transformational leadership style on achieving *digital transformation* strategy: A field study on employees of the General Electricity Company. *East Asian Journal of Multidisciplinary Research*, 3(12), 5939–5950

Handoko, T. H. (2016). *Manajemen* (2nd ed.). BPFE.

Herdiansyah, H. (2015). *Metodologi penelitian kualitatif untuk ilmu sosial*. Salemba Humanika.

- Hoessler, C., & Carbon, C. C. (2024). *Digital transformation* in incumbent companies: A qualitative study on exploration and exploitation activities in innovation. *Journal of Innovation and Entrepreneurship*, 13(1), 40. <https://doi.org/10.1186/s13731-024-00404-5>
- Hussain, S. T., Lei, S., Akram, T., Haider, M. J., Hussain, S. H., & Ali, M. (2018). Kurt Lewin's change model: A critical review of the role of leadership and employee involvement in organizational change. *Journal of Innovation & Knowledge*, 3(3), 123–127. <https://doi.org/10.1016/j.jik.2016.07.002>
- International Energy Agency. (2020). *Digitalization and energy*. OECD/IEA.
- Jabbour Al Maalouf, N., El Achi, S., & Balouza, M. (2025). Transformational leadership, innovation, and performance of SMEs in Europe. *Cogent Business & Management*, 12(1), Article 2473683. doi:10.1080/23311975.2025.2473683
- 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. <https://doi.org/10.1037/0021-9010.89.5.755>
- Jun, K., & Lee, J. (2023). Transformational leadership and followers' innovative behavior: Roles of commitment to change and organizational support for creativity. *Behavioral Sciences*, 13(4), Article 320. doi:10.3390/bs13040320

- Kane, G. C., Palmer, D., Phillips, A. N., Kiron, D., & Buckley, N. (2015). *Strategy, not technology, drives digital transformation*. MIT Sloan Management Review.
- Kaplan, R. S., & Norton, D. P. (1996). *The balanced scorecard: Translating strategy into action*. Harvard Business School Press.
- Karimi, S., Ahmadi Malek, F., Yaghoubi Farani, A., & Liobikienė, G. (2023). The role of transformational leadership in developing innovative work behaviors: The mediating role of employees' psychological capital. *Sustainability*, 15(2), Article 1267. doi:10.3390/su15021267
- Kotter, J. P. (2012). *Leading change*. Harvard Business Review Press.
- Lewin, K. (1947). Frontiers in group dynamics: Concept, method and reality in social science; Social equilibria and social change. *Human Relations*, 1(1), 5–41.
- Lincoln, Y. S., & Guba, E. G. (1985). *Naturalistic inquiry*. Sage Publications. ISBN 9780803924314
- Majchrzak, A., Markus, M. L., & Wareham, J. (2016). Designing for *digital transformation*: Lessons for information systems research from the study of ICT and societal challenges. *MIS Quarterly*, 40(2), 267–277. <https://doi.org/10.25300/MISQ/2016/40:2.03>
- Maritha, L. (2022). Karakteristik *digital leadership* di era *digital transformation*. *Jurnal Transformasi Administrasi*, 12(1), 45–60. <https://jta.lan.go.id/index.php/jta/article/view/226>

- Mayastinasari, V., & Suseno, B. (2023). The role of transformational leadership and *knowledge sharing* on innovative work behavior of public organization in the digital era. *International Journal of Professional Business Review*, 8(7), Article e02977. doi:10.26668/businessreview/2023.v8i7.2977
- McAfee, A., & Brynjolfsson, E. (2012). Big data: The management revolution. *Harvard Business Review*, 90(10), 60–68. <https://hbr.org/2012/10/big-data-the-management-revolution>
- Miles, D. A. (2017). *A taxonomy of research gaps: Identifying and defining the seven research gaps* [Doctoral student workshop]. Finding Research Gaps – Research Methods and Strategies, Dallas, Texas.
- Miles, M. B., Huberman, A. M., & Saldaña, J. (2014). *Qualitative data analysis: A methods sourcebook* (3rd ed.). Sage.
- Moleong, L. J. (2019). *Metodologi penelitian kualitatif*. Remaja Rosdakarya.
- Muzakki, Herachwati, N., Muafi, & Nilmawati. (2025). Unlocking innovation in Indonesia's electricity sector: The role of transformational leadership, *knowledge sharing* and *psychological empowerment*. *International Journal of Energy Sector Management*, 20(1), 240–264. doi:10.1108/IJESM-09-2024-0045
- Northouse, P. G. (2018). *Leadership: Theory and practice* (8th ed.). Sage.
- Parviainen, P., Tihinen, M., Kääriäinen, J., & Teppola, S. (2017). Tackling the digitalization challenge: How to benefit from digitalization in practice.

International Journal of Information Systems and Project Management,
5(1), 63–77.

PLN Indonesia Power. (2022). *Laporan Tahunan PT PLN Indonesia Power 2022*.
PT PLN Indonesia Power.

Podsakoff, P. M., MacKenzie, S. B., Moorman, R. H., & Fetter, R. (1990).
Transformational leader behaviors and their effects on followers' trust,
satisfaction, and organizational citizenship behaviors. *The Leadership
Quarterly*, 1(2), 107–142. [https://doi.org/10.1016/1048-
9843\(90\)90009-7](https://doi.org/10.1016/1048-9843(90)90009-7)

Robbins, S. P., & Judge, T. A. (2017). *Organizational behavior* (17th ed.). Pearson.

Samul, J. (2017). Quality of Qualitative Approach for Human Resources
Management Research. *Economic and Social Development (Esd):
Managerial Issues in Modern Business*, October, 112–119.

Schein, E. H. (2010). *Organizational culture and leadership* (4th ed.). Jossey-Bass.

Sebastian, I. M., Ross, J. W., Beath, C. M., Mocker, M., Moloney, K. G., & Fonstad,
N. O. (2017). How big old companies navigate *digital transformation*.
MIS Quarterly Executive, 16(3), 197–213.

Senadjki, A., Yong, H. N. A., Ganapathy, T., & Ogbeibu, S. (2023). Unlocking the
potential: The impact of *digital leadership* on firms' performance
through *digital transformation*. *Journal of Business and Socio-
Economic Development*. doi:10.1108/JBSED-06-2023-0050

Senge, P. M. (2006). *The fifth discipline: The art and practice of the learning
organization* (Rev. ed.). Doubleday/Currency.

- Strauss, A., & Corbin, J. (1998). *Basics of qualitative research: Techniques and procedures for developing grounded theory* (2nd ed.). Sage.
- Sugiyono. (2022). *Metode penelitian kuantitatif, kualitatif, dan kombinasi (mixed methods)* (3rd ed.). Bandung, Indonesia: Alfabeta.
- Teece, D. J., Pisano, G., & Shuen, A. (1997). Dynamic capabilities and strategic management. *Strategic Management Journal*, 18(7), 509–533. [https://doi.org/10.1002/\(SICI\)1097-0266\(199708\)18:7](https://doi.org/10.1002/(SICI)1097-0266(199708)18:7)
- Theng, B. P., Wijaya, E., Juliana, Eddy, & Putra, A. S. (2021). The role of transformational leadership, servant leadership, *digital transformation on organizational performance* and work innovation capabilities in digital era. *Jurnal Penelitian Pendidikan Indonesia*, 7(2), 225–238. doi:10.29210/020211164
- Trist, E. L., & Bamforth, K. W. (1951). Some social and psychological consequences of the longwall method of coal-getting. *Human Relations*, 4(1), 3–38. <https://doi.org/10.1177/001872675100400101>
- Verhoef, P. C., Broekhuizen, T., Bart, Y., Bhattacharya, A., Dong, J. Q., Fabian, N., & Haenlein, M. (2021). *Digital transformation: A multidisciplinary reflection and research agenda*. *Journal of Business Research*, 122, 889–901. <https://doi.org/10.1016/j.jbusres.2019.09.022>
- Vial, G. (2019). Understanding *digital transformation: A review and a research agenda*. *The Journal of Strategic Information Systems*, 28(2), 118–144. <https://doi.org/10.1016/j.jsis.2019.01.003>

- Wenger, E. (1998). *Communities of practice: Learning, meaning, and identity*. Cambridge University Press.
- Westerman, G., Bonnet, D., & McAfee, A. (2014). *Leading digital: Turning technology into business transformation*. Harvard Business Review Press.
- Wijaya, H. (2020). Kepemimpinan transformasional dan kinerja pegawai di BUMN energi. *Jurnal Manajemen Indonesia*, 20(2), 123–135. <https://ejournal.upi.edu/index.php/jmi/article/view/28819>
- Yin, R. K. (2018). *Case study research and applications: Design and methods* (6th ed.). Sage.
- Yukl, G. (2013). *Leadership in organizations* (8th ed.). Pearson.

