

DAFTAR PUSTAKA

- Amabile, T. M. (1988). A model of creativity and innovation in organizations. *Research in Organizational Behavior*, 10, 123–167.
- Annual Report PLN. (2024). <https://web.pln.co.id/statics/uploads/2025/07/AR-PLN-2024-1507.pdf>
- Bass, B. ., & Avolio, B. . (1994). Introduction. In *Improving Organisational Effectiveness through Transformational Leadership* (p. 1).
- Grošelj, M., Černe, M., Penger, S., & Grah, B. (2020). Authentic and transformational leadership and innovative work behaviour: the moderating role of psychological empowerment. *European Journal of Innovation Management*, 24(3), 677–706. <https://doi.org/10.1108/EJIM-10-2019-0294>
- Hair, Jr., J. F., M. Hult, G. T., M. Ringle, C., Sarstedt, & Marko. (2022). A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM) [3 ed]. In *Sage Publishing* (Vol. 3, Issue 1).
- Hult, G., & Hair, JF, P. (2018). Addressing Endogeneity in International Marketing Applications of Partial Least Squares Structural Equation Modeling. *Journal of International Marketing*, 26(3), 1–21. <https://doi.org/10.1509/jim.17.0151>
- Ibrahim, N., Ismail, A., Mohamed, N. K., Salim, S. S., & Yusuf, M. H. (2015). Effect of Psychological Empowerment and Transformational Leadership on Organizational Commitment. *Makara Human Behavior Studies in Asia*, 19(2), 75. <https://doi.org/10.7454/mssh.v19i2.3476>
- Jameel, A., Guo, W., Hussain, A., & Kanwel, S. (2025). Enhancing innovative work behavior through transformational leadership in tourism and hospitality employees: the mediating role of intrinsic motivation and employee creativity. *BMC Psychology*, 13(1). <https://doi.org/10.1186/s40359-025-03305-8>
- Janssen, O. (2000). Job demands, perceptions of effort-reward fairness and innovative work behaviour. *Journal of Occupational and Organizational Psychology*, 73(3), 287–302. <https://doi.org/10.1348/096317900167038>
- 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 (Switzerland)* , 15(2). <https://doi.org/10.3390/su15021267>
- Khan, M. A., Ismail, F. B., Hussain, A., & Alghazali, B. (2020). The Interplay of Leadership Styles, Innovative Work Behavior, Organizational Culture, and Organizational Citizenship Behavior. *SAGE Open*, 10(1). <https://doi.org/10.1177/2158244019898264>

- Kim, J. Y., & Yoon, D. Y. (2025). How transformational leadership of managers affects employee innovative behavior in IT corporations. *Frontiers in Psychology, 16*(April), 1–13. <https://doi.org/10.3389/fpsyg.2025.1565307>
- Kim, K., & Ullah, S. M. E. (2025). How transformational leadership facilitates innovative behavior of Korean workers. *45*(3), 459–479. <https://doi.org/10.1108/PR-03-2014-0058>
- Matsuo, M. (2025). Transformational leadership and team communities of practice: overcoming knowledge sharing barriers. *Journal of Knowledge Management, 29*(11), 59–82. <https://doi.org/10.1108/JKM-10-2024-1187>
- Muzakki, M. (2025). *Unlocking innovation in Indonesia 's electricity sector : the role of transformational leadership , knowledge sharing , and psychological empowerment. November.* <https://doi.org/10.1108/IJESM-09-2024-0045>
- Muzakki, M., Herachwati, N., Nadia, F. N. D., Perdani, D. P., & Pramesti, G. A. (2025). Unlocking innovation in Indonesia's electricity sector: the role of transformational leadership, knowledge sharing, and psychological empowerment. *International Journal of Energy Sector Management, November.* <https://doi.org/10.1108/IJESM-09-2024-0045>
- Nonaka, Ikujiro; Takeuchi, H. (1995). *The Knowledge-Creating Company: How Japanese Companies Create the Dynamics of Innovation.* Oxford University Press.
- Pham, T. P. T., Van Nguyen, T., Van Nguyen, P., & Ahmed, Z. U. (2024). The pathways to innovative work behavior and job performance: Exploring the role of public service motivation, transformational leadership, and person-organization fit in Vietnam's public sector. *Journal of Open Innovation: Technology, Market, and Complexity, 10*(3). <https://doi.org/10.1016/j.joitmc.2024.100315>
- PLN Company profile.* (2025). 12–15.
- Rafique, M. A., Hou, Y., Chudhery, A. Z. M., Waheed, M., Zia, T., & Chan, F. (2022). Journal of Innovation role of knowledge sharing. *Journal of Innovation & Knowledge, 7*(3), 100214.
- Rahmanto, E., Ujianto, & Ardiana, I. D. K. R. (2025). The Influence of Perceptions of Organizational Support, Knowledge Management and Transformational Leadership on Employee Psychology Empowerment and Organizational Citizenship Behavior and Its Impact on Innovative Work Behavior. *Quality - Access to Success, 26*(206), 100–109. <https://doi.org/10.47750/QAS/26.206.11>
- Saif, N., Amelia, Goh, G. G. G., Rubin, A., Shaheen, I., & Murtaza, M. (2024).

Influence of transformational leadership on innovative work behavior and task performance of individuals: The mediating role of knowledge sharing. *Heliyon*, 10(11). <https://doi.org/10.1016/j.heliyon.2024.e32280>

Saira, S., Mansoor, S., & Ali, M. (2021). Transformational leadership and employee outcomes: the mediating role of psychological empowerment. *Leadership and Organization Development Journal*, 42(1), 130–143. <https://doi.org/10.1108/LODJ-05-2020-0189>

Sarstedt, M., Ringle, C. M., Cheah, J. H., Ting, H., Moisescu, O. I., & Radomir, L. (2020). Structural model robustness checks in PLS-SEM. *Tourism Economics*, 26(4), 531–554. <https://doi.org/10.1177/1354816618823921>

Spreitzer, G. M. (1995). Psychological Empowerment in the Workplace: Dimensions, Measurement, and Validation. *Academy of Management Journal*, 38(5), 1442–1465. <https://doi.org/10.5465/256865>

Stanescu, D. F., Zbucnea, A., & Pinzaru, F. (2021). Transformational leadership and innovative work behaviour: the mediating role of psychological empowerment. *Kybernetes*, 50(5), 1041–1057. <https://doi.org/10.1108/K-07-2019-0491>

Sudibjo, N., & Prameswari, R. K. (2021a). Heliyon The effects of knowledge sharing and person – organization fit on the relationship between transformational leadership on innovative work behavior. *Heliyon*, 7(6), e07334. <https://doi.org/10.1016/j.heliyon.2021.e07334>

Sudibjo, N., & Prameswari, R. K. (2021b). The effects of knowledge sharing and person–organization fit on the relationship between transformational leadership on innovative work behavior. *Heliyon*, 7(6), e07334. <https://doi.org/10.1016/j.heliyon.2021.e07334>

Sugiyono. (2018). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Alfabeta.

Tan, A. B. C., Van Dun, D. H., & Wilderom, C. P. M. (2021). Innovative work behavior in Singapore evoked by transformational leaders through innovation support and readiness. *Creativity and Innovation Management*, 30(4), 697–712. <https://doi.org/10.1111/caim.12462>

Thi, G., Vu, H., & Nguyen, T. D. (2025). *Transformational Leadership and Innovative Work Behaviors : The Mediating Effects of Psychological Empowerment and Work Engagement*. June, 1–17. <https://doi.org/10.1177/21582440251335464>

Van Den Hooff, B., & Ridder, J. A. (2004). Knowledge sharing in context: The influence of organizational commitment, communication climate and CMC use on knowledge sharing. *Journal of Knowledge Management*, 8(6), 117–

130. <https://doi.org/10.1108/13673270410567675>

West, M. A., & Farr, J. L. (1990). *Innovation and creativity at work: Psychological and organizational strategies*. John Wiley & Sons.

Wu, W. L., & Lee, Y. C. (2020). Do work engagement and transformational leadership facilitate knowledge sharing? A perspective of conservation of resources theory. *International Journal of Environmental Research and Public Health*, 17(7). <https://doi.org/10.3390/ijerph17072615>

