

DAFTAR PUSTAKA

- Ahmed et al. (2016). The role of collaborative culture in knowledge sharing and creativity among employees. *Pakistan Journal of Commerce and social sciences*, 10(2), pp. 335-358
- Al-husseini, S. and Elbeltagi, I. (2014). Application of SEM to evaluate the effect of transformational leadership on knowledge sharing. University of Plymouth.
- Al-husseini, S. and Elbeltagi, I. (2018). Evaluating the effect of transformational leadership on knowledge sharing using structural equation modelling: the case of Iraqi higher education. *International journal of leadership in education. Theory and practice*. Routledge.
- Al-husseini, S, Elbeltagi, I. and Moizer, J. (2019). Transformational leadership and innovation: the mediating role of knowledge sharing amongst higher education faculty. *International journal of leadership in education. Theory and practice*. Routledge.
- Al-Alawi, A.D., Al-Marzooqi, N.Y., Mohammed, Y.F. (2007). Organizational Culture and Knowledge Sharing: Critical Success Factors. *Journal of Knowledge Management*. Vol 11, No 2, pp. 22-42.
- Alfie K. 2003. Why incentive plans cannot work. *Harvard Business Review* 71(5), pp. 54-60.
- Al Kurdi, O., and Ghoneim, A. 2014. Knowledge sharing culture in higher education institutions: Critical literature review. *European, Mediterranean & Eastern Conference on information systems*. Doha. Qatar
- Adler, N.J. (2002). Global manager: no longer men alone. *International journal of human resource management*, 13(5): 743-760.
- Aga, D., Noorderhaven, N., and Vallejo, B. (2016). Transformational leadership & project success. the mediating role of team building. *International journal of project management*, Vol. 34, pp. 806-818
- Agarwal, S., DeCarlo, T.E. dan Vyas, S.B. (1999). Leadership behavior and organizational commitment: a comparative study of American and Indian salespersons. *Journal of international business studies.*, pp. 727-743.
- Agote, L et al. (2016). Authentic leadership perception, trust in leader, and followers's emotions in organizational change processes. *The journal of applied behavioral science*, 52, pp. 35-63.
- Agyemang, F.G., Boateng, H., Dzandu, M.D. (2017). Examining intellectual stimulation, idealised influence and individualised consideration as an antecedent to knowledge sharing: evidence from Ghana. *Knowledge management and e-learning*. Vol 9, no. 4, pp. 484-498.
- Akosile, A. and Olatokun, W. (2019). Factors influencing knowledge sharing among academics in Bowen University, Nigeria. *Journal of librarianship and information science*, pp. 1-18
- Akpotu. C. and Jasmine. T.A. (2013). Transformational leadership and knowledge sharing in ICT based organizations in Nigeria. *International journal of business and social science*. Vol 4 no 12.

- Allameh, S.M. et.al. (2015). Assessing the impact of transformational leadership on knowledge sharing. *International Research Journal of Management Sciences*, Vol. 3(5), 213-220.
- Alotaibi, H., Crowder, R. and Wills, G. (2014) investigating factors for e-knowledge sharing amongst academics staffs. *Proceedings of the 6th international conference on information, process and knowledge management*, pp. 58-61
- Amayah, A.T. (2013). Determinants of knowledge sharing in a public sector organization. *Journal of Knowledge Management*, Vol. 17, No. 3, pp. 454-471.
- Analoui, B.D., Doloriert, C.H., Sambrook, S. (2013). Leadership and knowledge management in UK ICT organizations. *Journal of management development*. vol. 32, No. 1, pp. 4-17.
- Anderson, J.C. and Gerbing, D.W. (1988). Structural Equation Modeling in Practice: A review and recommended Two-Step Approach. *Psychological Bulletin*, 103(3), pp. 411.
- Ardichvili, A., Page, V., & Wentling, T. (2003). Motivation and barriers to participation in virtual knowledge-sharing communities of practice. *Journal of knowledge management*, 7(1), pp. 64-77.
- Argote, L., Beckman, S.L., and Epple, D. (1990). The persistence and transfer of learning in industrial settings. *Management science*. Vol. 36, no. 2, pp. 140-54.
- Argote, L. et.al. (2003). Managing knowledge in organizations: an integrative framework and review of emerging themes. *Management Science*, Vol. 49, No. 4, pp. 571-582.
- Arpaci, I. et al. (2015). Across cultural analysis of smartphone adoption by Canadian and Turkish Organizations. *Journal of Global Information Technology Management*, 18(3): 214-238.
- Arpaci & Baloglu (2016). The impact of cultural collectivism on knowledge sharing among information technology majoring undergraduates. *Computers in human behavior*. Vol 56, pp. 65-75.
- Asmawi, Z. et.al (2013). Understanding transformational leadership and R&D culture in Malaysian universities. *Innovation management, policy and practice*. Vol 15, Issue 3.
- Atapattu, M. and Ranawake, G. (2017). Transformational and transactional leadership behaviors and their effect on knowledge workers's propensity for knowledge management processes, 16(3).
- Atchison, T.A, 7& Bujak, J.S. (2001). *Leading transformational change: the physician-executive partnership*. Chicago.
- Avnet, M.S. and Weigel, A.L. (2012). The structural approach to shared knowledge: an application to engineering design teams. Human factors. *The journal of the human factors and ergonomics society*, 55(3), pp. 581-594.
- Avolio, B.J and Bass, B.M. (1988) transformational leadership: Charisma, and beyond.
- Avolio, B. (1999). *Full leadership development*. Thousand Oaks, CA: Sage Publications.

- Avolio, B.J. & Bass, B.M. (2000). Multifactor leadership questionnaire (MLQ). *Statistics solutions. Advancement through clarity.*
- Avolio, B.J. and Bass, B.M. (2004). *Multifactor leadership questionnaire: Manual and sampler set.* Redwood city, CA: Mind Garden.
- Azman, I. et al. (2010). Transformational and transactional leadership styles as a predictor of individual outcomes. *Theoretical and applied economics*, 17(6), pp. 89-104.
- Baker, W. (1990). Market networks and corporate behavior. *American Journal of Sociology*, 96. 589-625.
- Bamel, U.K., Rangnekar, S., dan Rastogi, R. (2011). Managerial effectiveness in Indian organizations: reexamining an instrument in an Indian context. *Research and practice in Human Resource Management*, Vol. 19, no 1, pp. 69-78.
- Barling, J. and Kelloway, E.K., (1999). Young workers: varieties of experiences. *American psychological association.* Washington DC.
- Barnett, K. et al. (2001). Transformational leadership in schools- Panacea, placebo or problems? *Journal of education administration*, 39(1), pp. 24-46.
- Bartol, K.M. and Locke, E.A. (2000). *Incentives and motivation.* San Francisco. pp. 104-147
- Bartol, K.M. and Srivastava, A. 2002. Encouraging knowledge sharing: the role of organizational reward systems. *Journal of leadership and organizational studies.* Vol. 9(1).
- Bass, B.M. (1985). *Leadership and performance beyond expectations.* The Free Press, New York, NY.
- Bass, B.M. (1990). From transactional to transformational leadership: learning to share the vision. *Organizational dynamics*, 18(3), 19-31.
- Bass, B.M. (1997). Does the transactional-transformational leadership paradigm transcend organizational and national boundaries?" *American psychologist*, 52(2), pp. 130-139.
- Bass, B.M. and Avolio, B.J. (1990). The implication of transactional and transformational leadership for individual, team and organizational development". *Research in Organizational Change and Development*, Vol. 4, pp. 231-272.
- Bass, B.M. & Avolio, B.J. (1993). Transformational leadership: A response to critiques. *Leadership theory and research. Perspectives and directions*, pp. 49-80. New York: Academic Press.
- Bass, B.M. and Avolio, B.J. (1994). Improving organizational effectiveness through transformational leadership, *Sage*, Thousand Oaks, CA.
- Bass, B.M and Avolio, B.J. (1995). The multifactor leadership questionnaire-5X Short Form. Mind Garden.
- Bass, B.M. and Avolio, B.J. (2000). MLQ: Multifactor Leadership Questionnaire, Mind Garden.
- Bass, B.M and Riggio, R.E. (2006), "Transformational leadership, Lawrence Erlbaum Associates, Mahwah, NJ.
- Bedi, A. et al. (2016). A meta-analytic review of ethical leadership outcomes and moderators. *Journal of business ethics*, 139, pp. 517-536.

- Bedwell, W.L., et al. (2012). Collaboration at work: An integrative multilevel conceptualization. *Human Resource Management Review*, 22. 128-145.
- Bennis, W. & Nanus, B. (1985). *Leaders: the strategies for taking charge*. New York: Harper & Row.
- Birasnav, M. et.al. (2011). Transformational leadership and human capital benefits: the role of knowledge management. *Leadership and Organization Development Journal*. Vol. 32, No. 2, pp. 106-126
- Birasnav, M. (2014). Knowledge management and organizational performance in the service industry: the role of transformational leadership beyond the effects of transactional leadership. *Journal of business research*. 67. 1622-1629.
- Bircham-Connolly, H., Corner, J., and Bowden, S. (2005). An empirical study of the impact of question structure on recipient attitude during knowledge sharing. *Journal of knowledge management*, vol. 32(1), pp. 1-10.
- Bligh, M.C. (2017). Leadership and trust. *Leadership today*. Springer text in business and economics, pp. 21-42
- Boateng, H. And Agyemang, F.G. (2016). A qualitative insight into key determinants of knowledge sharing in a public sector institution in Ghana. *Information development*, 32(1), 35-43.
- Blau, P.M. (1964). *Power and exchange in social life*. New York: J Wiley & Sons.
- Bock and Kim. (2002). ,”Breaking the myths of rewards: an exploratory study of attitudes about knowledge sharing. *Information resource, Management Journal*, vol 15 no 2, pp. 14-21.
- Bock, G.W., et al. (2005). Behavioral Intention formation of Knowledge Sharing: Examining the Roles of Extrinsic Motivators, Sosial-Psychological Forces, and Organizational Climate. *Management Information Systems Research Center*. Vol 29, No 1, pp 87-111.
- Bochner, S. (1994). Cross-cultural psychology. *Journal of cross cultural psychology*.
- Boehnke, K. et al. (2003). Transformational leadership: an examination of cross cultural differences and similarities. *Leadership and organization development journal*, 24: 5-15.
- Bollinger, A. and Smith, R. (2011). Managing organizational knowledge as a strategic asset. *Journal of knowledge management*, 5, pp. 8-18.
- Bolman, L.G and Deal, T.E. (2003). Reframing leadership. business leadership. *san Francisco*, pp. 86-110.
- Bourdieu (1986). The forms of capital. Handbook of theory & research for the sociology of education. Westpoint, CT: Greenword.
- Bradshaw, R., Chebbi, M., Oztel, H. (2015). Leadership and knowledge sharing. *Asian Journal of Business Research*, Special Issue.
- Braun, S., et al. (2013). Transformational leadership, job satisfaction, and team performance: a multilevel mediation model of trust. *The leadership quarterly*. Vol. 24, pp. 270-283.
- Brewer, M.B. and Gardner, W. (1996). Who is this “we”? levels of collective identity and self-representations. *Journal of personality and social psychology*, 71, pp. 83-93.

- Burke, C.S. et al. (2007). Trust in leadership: a multilevel review and integration. *The leadership quarterly*. Vol. 18, pp. 606-632.
- Burns, J.M. (1978). *Leadership*. New York: Harper & Row.
- Burt (2001). Structural holes versus network closure as social capital. *Social capital: Theory and Research*.
- Butler, J.K. et al. (1999). Transformational leadership behaviors, upward trust and satisfaction in self-managed work teams. *Organizational development journal*. Vol. 17(1),pp. 13-28.
- Campbell, J. (2018). Efficiency, incentives, and transformational leadership: understanding collaboration preferences in the public sector, *public performance & management review*, 41(2), pp. 277-299.
- Callow, N. et. al. (2009). Measurement of transformational leadership and its relationship with team cohesion & performance level. *Journal of applied sport psychology*. Vol. 21, pp. 395-412.
- Carter, C. & Scarbrough, H. (2001). Towards a second generation of KM? The People Management Challenge. *Education and Training*, 43(4), 215-224.
- Chase, R. (1998). The people factor. *People management*. vol. 4, no. 2, p.38.
- Cha, J. et al. (2015). Transformational leadership and inter-team collaboration: exploring the mediating role of teamwork quality and moderating role of team size. *Group & organizational management*. Vol. 40(6), pp. 715-743.
- Chen, L.Y. (2004). An examination of the relationships among leadership behaviors, knowledge sharing and marketing effectiveness in professional service firm that have been engaged in strategic alliances. *Unpublished doctoral dissertation*, Nova Southeastern University
- Chen. L.Y. dan Barnes. F.B. (2006). Leadership behaviors and knowledge sharing in professional service firms engaged in strategic alliances. *The journal of applied management and entrepreneurship*, Vol. 11 No 2.
- Chen, J. dkk. (2016). A knowledge-based theory of the firm: managing innovation in biotechnology. *Chinese management studies*, Vol. 10, No. 1, pp. 41-58
- Cheng, J.H. et al (2008). Trust and knowledge sharing in green supply chains. *Supply chain management: An international journal*, 13(4), 283-295
- Cheung, M.F.Y. and Wong, C.S. (2011). Transformational leadership, leader support and employee creativity. *Leadership and Organization Development Journal*, Vol. 32, No. 7, pp. 656-672.
- Chiu, C.M, Hsu, M.H dan Wang, T.G. (2006). Understanding knowledge sharing in virtual communities: An integration of social capital and social cognitive theories. *Decision Support Systems* 42. 1872-1888.
- Chowdhury, S. (2005). The role of affect and cognition based trust in complex knowledge sharing. *Journal of management issues*, 17, pp. 310-326.
- Choi. S.B. et al. (2016). How transformational leadership facilitates innovative behavior of Korean workers. Examining mediating and moderating processes. *Personnel review*. Vol 45 no 3, pp. 459-479.
- Chou, H. et al. (2013). Transformational leadership and team performance: the mediating roles of cognitive trust and collective efficacy. *Sage open*, pp. 1-10

- Chow, C.W., Deng, F.J. & Ho, J.L.Y. (2000). The openness of knowledge sharing within organizations: A comparative study of the UN & the people's Republic of China. *Journal of management accounting reserach*, 12(1): 65-95.
- Coleman, J.S. (1988). Social capital in the creation of human capital. *American Journal of Sociology*. 94.. 95-120.
- Coquitt, J., Scott, B.A., and LePine, J.A., (2007). Trust, trustworthiness, and trust propensity: A meta-analytic test of their unique relationships with risk taking and job performance. *Journal of applied psychology*, 92, pp. 909-927.
- Colquitt, J.A. et.al (2012). Explaining the justice-performance relationship: trust as exchange deepener or trust as uncertainty reducer? *Journal of applied psychology*, 97, pp. 1-15.
- Conger , J.A. and Kanungo, R.N. (1998). Charismatic leadership in organizations. Thousand Oaks, CA: Sage.
- Connelly, CE. (2000). Predictors of knowledge sharing in organizations. *Theses*. Queens's School of Business, Queen's University, Kingston-Canada.
- Connerly, M.L. and Pederson, P.B. (2005). Leadership in a diverse and multicultural environment: developing awareness, knowledge, skills. *Sage publications*. New York.
- Costa, A.C. (2003). Work team trust and team effectiveness. *Personnel review*, 32, pp. 605-622.
- Covey, S. (1990). *Principle-centered leadership*. New York: Free Press.
- Crawford, C.B. (2005). Effects of transformational leadership and organizational position on knowledge management. *Journal of knowledge management*. vol. 39, no. 6, pp. 6-16.
- Crede, M., Jong, J. and Harms, P. (2019). The generalizability of transformational leadership across cultures: a meta-analysis. *Journal of managerial psychology*, 34(3), pp. 139-155.
- Cremer, D & Knippenberg (2002). How do leaders promote cooperation? The effect of charisma & procedural fairness. *Journal of applied psychology*. Vol 87, No. 5, pp. 858-866.
- Cross, R and Baird, L. (2000). Technology is not enough: improving performance by building organizational memory. *Sloan management review*. Vol 41, no. 3, pp. 69-78.
- Cyr, S. and Choo, C.W. (2010). The individual and social dynamics of knowledge sharing: an exploratory study. *Journal of Documentation*, 66, 824-846
- Danish, R.Q. et.al. (2014). Impact of knowledge sharing and transformational leadership on organizational learning in service sector of Pakistan. *Journal of Quality and Technology Management*. Vol. X, No. 1, pp. 59-67
- Darroch, J. (2005). Knowledge management, innovation and firm performance. *Journal of Knowledge Management*, 9(3), 101-115.
- Davenport, T.H. (1997). Ten principles of knowledge management and four case studies. *Knowledge and process management*. vol. 4, no. 3, pp. 187-208.
- Davenport, T.H and Prusak, L. (1998). Working knowledge: How organization manage what they know. Harvard Business Press.

- Davenport, T.H. et.al. (1998), "Successful Knowledge management projects", *Sloan Management Review*, Vol 39 No 2, pp. 43-57.
- Deal, T.E & Kennedy, A.A. (1982). *Corporate culture: the rites and rituals of corporate life*. Reading: Addison-Wesley.
- DeLong, D.W and Fahey, L. (2000), "Diagnosing cultural barriers to knowledge management", *Academy of Management Executive*, vol 14, no 4, pp. 113-27.
- Deluga, R.J. (1990). The effect of transformational, transactional, and laissez-faire leadership on subordinate influencing behavior. *Basic and Applied Social Psychology*, 11, 191-203.
- Denhardt, R.B. (1984). *Theories of public organization*. Pacific grove, CA. Brooks/Cole.
- Den Hartog, D.N. et al (1999). Culture specific and cross-culturally generalizable implicit leadership theories: Are attributes of charismatic/transformational leadership universally endorsed. *Leadership quarterly*, 10(2), 219-256.
- Deshpande, R., Webster, F.E. (1989). Organizational culture and marketing: defining the research agenda. *Journal of Marketing*, 53(10), pp. 3-15.
- Dickson, M.W, Resick, C.J., Hanges, P.J. (2006). When organizational climate is unambiguous, it is also strong. *Journal of applied psychology*, 9(12), 351-364.
- Dirks, K.T. and Ferrin, D.I. (2002), "Trust in leadership: meta-analytic findings and implications for research and practice," *Journal of applied psychology*, vol. 87, no 4, pp. 611-28.
- Dorfman, P.W. and Howell, J.P. (1988). Dimensions of national culture and effective leadership patterns: Hofstede revisited. *Advances in international comparative management*, 3, 127-150.
- Dorfman, P.W. (1996). International and cross cultural leadership. *Handbook for international management research*. Oxford, Blackwell
- Dorfman, P.W. and Howell, J.P (1996). Managerial leadership in the United States and Mexico: distant neighbours or close cousins? *Cross cultural works groups*. Thousand Oaks, CA: Sage publication, 319-348.
- Dorfman, P. et al. (2012). GLOBE: a twenty year journey into the intriguing world of culture and leadership. *Journal of world business*, 47(4), pp. 504-518.
- Du, R. et.al. (2007). Relationship between knowledge sharing and performance: a survey in Xi'an, China. *Expert systems with application*, Vol 32, No. 1, pp. 243-263.
- Edwards, J.R. (2008). Person-environment fit in organizations: an assessment of theoretical progress. *The academy of management annals*, 2(1), pp. 167-230.
- Elenkov, D.S. and Manev, I.M. (2005a). top management leadership and influence on innovation: the role of sociocultural context. *Journal of management*, 31(3), pp. 381-402.
- Elenkov, D.S. and Manev, I.M. (2005b). social cultural intelligence, top level leadership and innovation influence: an international study. *Academy of management proceedings*, F1-F6.

- Epple, D., Argote, L. And Murphy, K. (1996). An empirical investigation of the micro structure of knowledge acquisition and transfer through learning by doing. *Operation research*. Vol 44, no. 1, pp. 77-86.
- Farrell, J.B., et al (2004). CEO leadership, top team trust and the combination and exchange of information. *Irish Journal of management*, 26, 0\pp. 22-40.
- Fathi, N.M. et.al. (2011). Key determinants of knowledge sharing in an electronics manufacturing firm in Malaysia. *Library Review*, 60, 53-67.
- Fauji and Utami. (2013). How intellectual stimulation effects knowledge sharing, innovation and firm performance. *International journal of social science and humanity*. Vol. 3.
- Ferdinand, A. (2014). *Structural Equation Modeling dalam Penelitian Manajemen*. Semarang: BP Undip
- Fields, J.S. (2010). Trust and tacit knowledge sharing and use. *Journal of knowledge management*, 14(1), pp. 128-140
- Fitzgerald, S. and Schutte, N. (2010). Increasing transformational leadership through enhancing self-efficacy. *Journal of Management Development*, Vol. 29, No. 5, pp. 495-505.
- Ford, D.P. and Chan, Y.E. (2003). Knowledge sharing in a multi-cultural setting: a case study. *Knowledge management reserach and practice*. Vol. 1, no 1, pp. 11-27.
- Fu, S.S.S. & Lee, M.K.O. (2006). IT-based knowledge sharing and organizational trust: the development and initial test of a comprehensive model.
- Fukuyama, F. (1995). Social capital & the Global economy. Trust: The social virtues & the creation of prosperity. The Free Press.
- Fullwood, R., Rowley, J., and Delbridge, R. (2013). Knowledge sharing amongst academics in UK universities. *Journal of knowledge management*, vol. 17(1), pp. 123-136.
- Fullwood, R., Rowley, J., and McLean, J. (2018) exploring the factors that influence knowledge sharing between academics. *Journal of further and higher education*.
- Garcia-Morales et al (2008). The effect of transformational leadership on organizational performance through knowledge and innovation. *British journal of management*, 19(4), pp. 299-319.
- Gefen, D., Karahanna, E., Straub, D.W. (2003). Trust and TAM in online shopping: an integrated model. *MIS Quarterly* 27 (1). 51-90.
- Ghanbari, A. and Abedzadeh, M. (2016). Relationship between transactional leadership and knowledge management. *Journal of fundamental and applied sciences*, 8(3S), 1388-1398.
- Ghozali, I. (2014). Model Persamaan Struktural: Konsep dan Aplikasi, dengan Program Amos 22.0. Update Bayesian SEM. *Badan Penerbit Universitas Diponegoro*. Semarang
- Gillespie N. (2003), "Measuring trust in working relationships: the behavioral trust inventory", *Paper presented at the Academy of Management Conference*, Seattle, WA.

- Gillespie, N.A. and Mann, L. (2004). Transformational leadership and shared values: the building blocks of trust. *Journal of managerial psychology*. Vol. 19, no. 6, pp. 588-607.
- Goh, S.G. (2002). Managing effective knowledge transfer: an integrative framework and some practice implications. *Journal of knowledge management*, 6(1), 22-30.
- Gomez, C. et al. (2000). The impact of collectivism and in-group/out-group membership on the evaluation generosity of team members. *Academy of management journal*. , 43(6), 1097-1106.
- Goodwin, V., et al. (2011). Moderator or mediator? Examining the role of trust in the transformational leadership paradigm. *Journal of managerial issues*, 23(4), pp. 409-425.
- Gray, B. (1985). Conditions facilitating interorganizational collaboration. *Human relations*, 38, 911-936.
- Gray, B. (1989). *Collaborating: finding common ground for multiparty problems*. Jossey-Bass Publishers. San Francisco.
- Gray, B dan Wood, D.J. (1991). Collaborative Alliances: Moving from Practice to Theory. *Journal of applied behavioral science*, Vol. 27, No. 1, pp.3-22
- Grant, R.M. (1996). Toward a knowledge-based view of the firm. *Strategic Management Journal*, Vol. 36, No. 5, pp. 921-950.
- Grant, A.M. (2012). Leading with meaning: beneficiary contact, prosocial impact and the performance effects of transformational leadership. *Academy of Management Journal*, Vol.55 No. 2, pp. 458-476.
- Greiner, M.E. et al (2007). A strategy for knowledge management. *Journal of knowledge management*, 11(6), 3-15.
- Gruenfeld, D.H. et al. (1996). Group composition and decision making: how member familiarity and information distribution affect process and performance. *Organization behavior and human decision process*. Vol. 67, no 1, pp. 1-15
- Guerra, J.M. et al (2005). A contingency perspective on the study of the consequences of conflict types: the role of organizational culture. *European journal of work and organizational psychology*, 14(2), 157-176.
- Gurteen, D. (1999). Creating a knowledge sharing culture. *Knowledge management*. vol. 2, no5
- Hair, J.F. et al. (1998). *Multivariate Data Analysis with Readings*. Englewood Cliffs, NJ: Prentice Hall.
- Hair, J.F. et al. (2010). *Multivariate Data Analysis*. NJ, Prentice Hall.
- Hakansson & Shenota (1995). Developing relationships in business networks. First edition, Routledge. London.
- Han, S.H. et.al. (2016). Transformational leadership and knowledge sharing. Mediating roles of employee's empowerment, commitment, and citizenship behaviors. *Journal of Workplace Learning*. Vol. 28, No. 3, pp. 130-149.
- Harris, M. (1968). *The rise of cultural theory*. New York: Crowell.
- Hartnell, C.A. et al (2016). Do similarities or differences between CEO leadership and organizational culture have a more positive impact on firm

- performance? A test of competing predictions. *Journal of applied psychology*, 101(6), pp. 846-861.
- Hazleton, V. & Kennan, W. (2006) Social capital: reconceptualizing the bottom line. *Corporate communication*, 5(2), pp. 81-6
- Helmi dan Arisudana. 2009. Kepemimpinan transformasional, Kepercayaan dan Berbagi Pengetahuan dalam Organisasi. *Jurnal Psikologi*. Vol 36. No. 2.
- Henneman, E.A, Lee., J.L., Cohen, J.L. (1995). Collaboration: a concept analysis. *Journal of Advanced Nursing*, 21 (1), 103-109.
- Hillman, A.J., dan Withers, M.C., Collins, B.J. (2009). Resource dependence theory: A Review. *Journal of Management*, 35(6), 1404-1427.
- Hoegl, M. et.al. (2003). Team level antecedents of individuals' knowledge networks. *Decision Sciences*, Vol. 34, No. 4, pp. 741-770.
- Hofstede, G. (1980). *Culture's consequences: international differences in work-related values*. Beverly Hills, CA: Sage.
- Hofstede, G. (1983). National cultures in four dimensions. *International studies of management and organizations*, 13(1/2), pp. 46-74.
- Hofstede, G. (1994). The business of international business is culture. *International business review*, 3(1), pp. 1-14.
- Hofstede, G. (2001). *Culture's consequences: comparing values, behavior, institutions & organizations across nations*.
- Hofstede, G. (2011). Dimensionalizing cultures: The Hofstede Model in Context. *Online readings in psychology & culture*. International association for cross-cultural psychology. Vol 2(1)
- Hofstede, G. & Bond, M.H. (1988). The Confucius connection: from cultural roots to economic growth. *Organizational Dynamics*, 16(4), pp. 5-21.
- Holman, D. (2005). *The new workplace: a guide to the human impact of modern working practices*. New York; Wiley.
- House, R.J. et al. (2004). *Leadership, culture, and organization: The GLOBE study of 62 societies*. Berverly Hill: Sage Publication.
- House, R.J. & Baetz, M.L. (1979). Leadership: some empirical generalizations and new research directions. *Research in organizational behavior*, 1, pp. 341-423.
- House, R.J. et al (1997). Cross-cultural research on organizational leadership, a critical analysis and a proposed theory.
- Howell, J.M and 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, pp. 891-902.
- Huang, R., Kahai, S., and Jestice, R. (2010). The contingent effects of leadership on team collaboration in virtual teams. *Computers in human behavior*. 26, pp. 1098-1110.
- Huener L, Krogh and Roos, J. (1998). *Knowledge and concept of trust*. Sage London
- Humphries, J. (2001). Transformational and transactional leader behavior. *Journal of Management Research*, (1)3, 149-159.

- Husted, K. And Michailova, S. (2002). Knowledge sharing in Russian companies with western participation. *Management international*. Vol. 6, no. 2, pp. 17-28.
- Imamoglu, E.O. (1998). Individualism & collectivism in a model & scale of balanced differentiation & integration. *Journal of psychology*, vol. 132, issue 1, pp. 95-105.
- Ipe, M. (2003). Knowledge sharing in organizations: A Conceptual Framework. *Human Resource Development Review*, 2, 337-359.
- Irawanto, D.W. (2009). An analysis of national culture and leadership practices in Indonesia. *Journal of diversity management*, 4(2)
- Ismail et al. (2010). Transformational and transactional leadership style as predictor of individual outcomes. *Theoretical & applied economics*. Vol. 17(6), pp. 89-104.
- Issa, R.R.A and Haddad, J. (2008). Perceptions of the impacts of organizational culture and information technology on knowledge sharing in construction. *Construction Innovation*, 8(3), pp. 182-201
- Islam, Z. et.al. (2010). The mediating effects of socialization on organizational contexts and knowledge sharing. *Journal of Knowl. Global*, 3(1): 31-48.
- Islam, M.Z. et.al. (2015). Organizational culture, structure, technology infrastructure and knowledge sharing, 45(1), pp. 67-88.
- Ivey, G.W. & Kline, T. (2010). Transformational & Active Transactional leadership in the Canadian military. *Leadership and organizational development journal*, vol. 31, issue: 3, pp. 246-262.
- Jackson, S.E. et.al. (2006). Toward developing human resource management systems for knowledge-intensive teamwork. *Research in Personnel and Human Resource Management*, vol. 25, pp. 27-70.
- Jacobs, J. (1965). *The death & life of great American cities*. London: Penguin Books.
- Jahani, S. et al. (2011). Is reward system and leadership important in knowledge sharing among academics? *American journal of economics and business administration*, 3(1), pp 87-94
- Jain, K.K., Sandhu, M.J. and Goh, S.K. (2015). Organizational climate, trust and knowledge sharing: insights from Malaysia. *Journal of Asia Business Studies*. Vol. 9, No 1, pp. 54-77.
- Jogulu, U.D. (2010). Culturally-linked leadership styles. *Leadership and organization development journal*, vol 31, no 8, pp. 705-719.
- Jolaei, A et al. (2014). Factors affecting knowledge sharing intention among academic staff. *International journal of educational management*, 28(4), pp. 413-431.
- Jones, A.P. and James, L.R. (1979). Psychological climate: dimensions and relationships of individual and aggregated work environment perceptions. *Organizational behavior and human decisions processes*, 23(2), 201-25.
- Judge, T.A. and Bono, J.E. (2000). Five-factor model of personality and transformational leadership. *Journal of applied psychology*, 85, pp. 751-765.

- Judge, T.A. & Piccolo, R.F. (2004). Transformational and transactional leadership: A meta-analytic. Test of their relative validity. *Journal of applied psychology*, vol. 89 (5) pp. 755-768
- Jung, D., Bass, B.M., and Sosik, J.J. (1995). Bridging leadership and culture: a theoretical consideration of transformational leadership and collectivistic cultures. *Journal of leadership studies*.
- Jung, D. And Avolio, B. (1999). The effects of leadership style and followers' cultural orientation on performance in group and individual task conditions. *Academy of management journal*, vol 42, pp. 208-18.
- Jung, D. & Avolio, B. (2000). Opening the black box: an experimental investigation of the mediating effects of trust & value congruence on transformational and transactional leadership. *Journal of organizational behavior*. 21(8), pp. 949-964.
- Jung, D. & Sosik, J.J. (2002). Transformational leadership in work groups. *Small group research*, 33(3), 313-336.
- Jury, A.W., Bordia, P., and Krebs, S.A. (2005). Transformational leadership within virtual teams: Examining the mediating influence of the trust and role clarity for performance and knowledge sharing. *Centre for Organizational Psychology*. The University of Queensland. Australia.
- Kark & Shamir (2013). The dual effect of transformational leadership: priming relational & collective selves & further effects on followers in transformational & charismatic leadership. Vol. 2, pp. 67-91.
- Kelley, H.H. and Thibaut, J.W., (1978). *Interpersonal relations: a theory of interdependence*. Wiley, New York. 1978
- Kelloway, E.K., et al. (2012). Transformational leadership and employee psychological well-being: the mediating role of employee trust in leadership. *an international journal work, health & organizations*. Vol. 26(1), pp. 39-55.
- Kelman, H.C. (1958). Compliance, identification, and internalization: three processes of attitude change. *Journal of conflict resolution*, 2, pp. 51-60.
- Kikoski, C.K. and Kikoski, J.F.(2004). *The inquiring organization: tacit knowledge, conversation, and knowledge creation skills for 21st century organizations*. Praeger, Westport, CT & London.
- Kim, S. & Lee, H. (2006). The impact of organizational context and information technology on employee knowledge sharing capability. *Public administration review*. 66, 3.
- Kim, S. , & Ju, B. (2008). An analysis of faculty perceptions: attitudes toward knowledge sharing and collaboration in an academic institution. *Library & Information science research*, 30(4), pp. 282-290.
- Kline, R.B. (2015). *Principles and practice of structural equation modeling*. Fourth edition: Guilford publications
- Kogut, B. And Zander, U. (1992). Knowledge of the firm, combinative capabilities and replication of technology. *Organization Science*. Vol 3 No 3, pp 383-97 Application, Vol. 34, No. 4, pp. 2342-2349.
- Konousky & Pugh (1994). *Citizenship behavior and social exchange*. Acad Manage. Pp. 656-669.

- Kouzes, J.M. and Posner, B.Z. (2007). *The leadership challenge*. San Francisco.
- Kucharska, W. (2017). Relationships between trust and collaborative culture in the context of tacit knowledge sharing.
- Kuo, T.H. (2013). How expected benefit and trust influence knowledge sharing. *Industrial management & data systems*, 113(4), pp. 506-522
- Laksman.C., (2006). Organizational knowledge leadership: a grounded theory approach. *Leadership and Organizational Journal*. Vol. 28 No 1, pp. 51-75.
- Law, C.H. & Ngai, W.T. (2008) an empirical study of the effects of knowledge sharing & learning behaviors on firm performance. *Expert systems with applications*. Vol. 34, issue. 4, pp. 2342-2349.
- Lee, H. And Choi, B. (2003), "Knowledge management enablers, processes and organizational performance", *Journal of management information systems*, vol. 20, no 1, pp. 179-228.
- Lee et al. (2010). Leadership & trust: their effect on KS and team performance. Vol 41(4), pp. 473-491.
- Le. P.B and Lei. H. (2017). How transformational leadership supports knowledge sharing. *Chinese management studies*. Vol.11 no 3. Pp 179-197.
- Le, P.B., and Lei, H., (2018). The mediating role of trust in stimulating the relationship between transformational leadership and knowledge sharing processes. *Journal of knowledge management*.
- Levin, D.Z. et al (2002). Trust and knowledge sharing : A critical combination. *IBM Institute for knowledge-based organizations*, 1-9
- Li, J. et.al. (2009). Workplace learning : the roles of knowledge accessibility and management. *Journal of Workplace Learning*, Vol. 21, No. 4, pp. 347-364.
- Li, Liu and Xi. (2014). Differentiated transformational leadership and knowledge sharing: a cross-level investigation. *European Management Journal*. Vol. 32, pp. 554-563.
- Lin, C.P. (2007a). To share or not to share: modeling tacit knowledge sharing, its mediators and antecedents. *Journal of Business Ethics*, Vol. 70, No. 4, pp. 411-428.
- Lin, H.F. (2007), "Knowledge sharing and firm innovation capability: an empirical study," *International Journal of Manpower*, vol 28, no ¾, pp. 315-332.
- Lin, H.F. (2007a). Effects of extrinsic and intrinsic motivation on employee knowledge sharing intentions. *Journal of information science*, 33(2), pp. 135-149.
- Lin. R.S. dan Hsiao. (2014). The relationship between transformational leadership, knowledge sharing, trust and organizational citizenship behavior. *International journal of innovation, management and technology*, Vol. 5 No 3.
- Ling, C.W. et.al. (2009). Knowledge sharing in an American multinational company based in Malaysia. *J. Workplace Learn*, 21(2): 125-142.
- Liu and Phillips. 2011. Examining the antecedents of knowledge sharing in facilitating team effectiveness from a multilevel perspective. *International journal of information management*. 31.44-52.
- Long, C. et.al. (2014). The impact of transformational leadership style on job satisfaction. *World Applied Sciences Journal*, Vol. 29, No. 1, pp. 117-124.

- Longoria, R.A. (2005). Is inter-organizational collaboration always a good thing? *Journal of Sociology and Social Welfare.*, 32 (3), 123-138.
- Loury, G.C. (1987). Why should we care about group inequality? *Social Philosophy & Policy*, 5: 249-271.
- Ma, Z. et.al. (2008). Knowledge sharing in Chinese construction project teams and its affecting factors. *Chinese Management Studies*, Vol. 2, No. 2, pp. 97-108.
- MacKenzie, S.B., Podsakoff, P. M., Rich, G.A. (2001). Transformational and transactional leadership and salesperson performance. *Journal of the academy of marketing science*. Vol. 29, no. 2, pp. 115-134.
- Manion, J. (2005). *From management to leadership practical strategies for healthcare leaders*. San Francisco.
- Mansoori, H. et.al. (2012). Evaluating effect of knowledge management strategy on human resource management performance using BSC approach. *Journal of Information Processing and Management*, 27(1), 263-278.
- Marks, M.A et al., (2001). A temporally based framework and taxonomy of team processes. *Academy of Management Review*, 26 (3), 356-376.
- Masa'deh, R. et.al. (2014). A theoretical perspective on the relationship between leadership development, knowledge management capability, and firm performance. *Asian Social Science*, Vol. 10, No. 6, pp. 128-137.
- Masterson, S.S et al. (2000). Integrating justice and social exchange: the differing effects of fair procedures and treatment on work relationships. *Academy of management journal*, 43(4), pp. 738-748.
- Masa'deh. R. et al. (2016). A Jordanian empirical study of the associations among transformational leadership, transactional leadership, knowledge sharing, job performance and firm performance. *Journal of management development*. Vol 35 no 5, pp. 681-705.
- Mayer, R.C., Davis, J.H., Schoorman, F.D. (1995). An integrative model of organizational trust. *Academy of Management Review* 20 (3) 709-734.
- McAllister, D.J. (1995). Affect and cognitive-based trust as foundations for interpersonal cooperation in organizations. *Academy of management journal*, 38, pp. 24-59.
- McEvily, B. et al. (2003). Trust as an organizing principle. *Organization science*, vol 14, no 1, pp. 91-103.
- McKnight, D.D., Choudhury, V., Kaemar, C., (2002). Developing and validating Trust measures for e-commerce: an integrative typology. *Information Systems Research*. Vol 3, No. 3, pp. 334-359.
- Meyersen, D., Weick, K., Kramer, R. (1996). *Swift trust and temporary groups*. In *trust in organizations frontiers of theory and research*.
- Mhatre, K.H and Riggio, R.E. (2014). Charismatic and transformational leadership: past, present and future. *The Oxford Handbook of Leadership and Organization*. Oxford University Press, pp. 221-240.
- Moeller, K. And Svahn, S. (2004). Crossing east-west boundaries: knowledge sharing in intellectual business networks. *Industrial marketing management*. vol. 33, no. 3, pp. 219-28.

- Mohamad, M.S (2012). Transformational leadership and employee's job satisfaction and commitment: a structural equation investigation. *Journal of American Science*, 8(7), pp. 11-19.
- Mohamad, M. H. And Yahya, K.K. (2016). Does transactional leadership style influences subordinates's trust? An empirical study in the perspective of local authorities's employees. *International journal of accounting, finance and Business*. Vol 1, issue 2, pp. 01-12.
- Nahapiet, J. and Ghoshal, S. (1998). Social capital, intellectual capital and the organizational advantage. *Academy of Management Review*, Vol. 23, No. 2, pp. 242- 266.
- Nelson, K.M. and Coopriider, J.G. (1996). The contribution of shared knowledge to IS group performance. *MIS quarterly*. Vol. 20(4), pp. 409-432.
- Newman & Butler. (2014). The influence of follower cultural orientation on attitudinal responses towards transformational leadership: evidence from the Chinese hospitality industry. *The international journal of HRM*. Vol. 25(7), pp. 1024-1045.
- Ngodo, O.E. (2008). Procedural justice and trust: the link in transformational leadership-organizational outcomes relationship. *International journal of leadership theories*, 4(1), 82-100
- Nonaka, L. (1991). The knowledge creating company. *Harvard Business Review*, 69, 96-104.
- Nonaka, I. (1994). A dynamic Theory of organizational knowledge creation. *Organization Science*. Vol 5. No. 1, pp. 14-37.
- Nonaka, I. and Takeuchi, H. (1995). The knowledge creating company: How Japanese companies create the dynamics of innovation. oxford university press. New York, NY.
- Noruzi, A. et al. (2013). Relations between transformational leadership, organizational learning, knowledge management, organizational innovation and organizational performance: an empirical investigation of manufacturing firms. *International journal of Adv Manuf Technol*. Vol 64, pp. 1073-1085.
- Nguyen, H.N and Mohamed, S. (2011). Leadership behaviors, organizational culture and knowledge management practices: An empirical investigation. *Journal of Management Development*. vol 30 no 2, pp. 206-221
- Nguyen, TT. et.al. (2017). Effect of transformational leadership style and management control system on managerial performance. *Journal of Business Research*, Vol. 70, pp. 202-213.
- Nguyen, T., Nguyen, K., and Nguyen, T. (2019). Knowledge sharing and innovative work behavior: the case of Vitenam. *Uncertain supply chain management*, 7, pp. 619-634.
- Nugroho, M.A. (2018). The effects of collaborative cultures and knowledge sharing on organizational learning. *Journal of organizational change management*, 31(5), pp. 1138-1152.
- Obeidat, B.Y. et.al. (2017). The effect of intellectual capital on organizational performance: the mediating role of knowledge sharing. *Communication and Network*, 9, 1-27.

- Ogwu, C.I., and Okore, A.M. (2019). Transformational and transactional leadership influence on knowledge management activities of librarians in university libraries in Nigeria. *Journal of librarianship and information science*, pp. 1-16.
- Olatokun, W. and Nwafor, C. (2011). The effect of extrinsic and intrinsic motivation on knowledge sharing intentions of civil servants in Ebonyi State, Nigeria. *Information development*, pp. 1-19.
- Oluwaniran, O.O. (2015). Organizational and individual factors influencing knowledge sharing behavior of researchers in agricultural research institutes in Ibadan Metropolis. Unpublished master's project, University of Ibadan, Nigeria.
- Omar, W. and Hussin, F. (2013). Transformational leadership style and job satisfaction relation: a study of structural equation modeling. *International Journal of Academic Research in Business and Social Science*, Vol. 3, No. 2, pp. 346-365.
- Omerzel, D. (2011). Knowledge management and organizational culture in higher education institutions. *European management*, pp. 111-140.
- Osterloh, M. and Frey, B. (2000). Motivation, knowledge transfer and organizational forms. *Organization science*, 11, pp. 538-550.
- Park, S. and Kim, E. (2017). Fostering organizational learning through leadership and knowledge sharing. *Journal of knowledge management*.
- Paul, J. et al. (2002). The mutability of charisma in leadership research. *Management decision*, 40(1), pp. 192-197.
- Pavlo, P. & Chai, L. (2002). What drives electronic commerce across cultures? Across-cultural empirical investigation of the theory of planned behavior. *Journal of electronic commerce research*, vol 3, no 4.
- Peng, W. (2010). Research on the influence of contextual performance based on the employee's social network feature and knowledge sharing. Sun Yat-sen University, Guangzhou.
- Petrides, I. and Nodine, T. (2003). KM in education: defining the landscape. Institute for the study of knowledge management in education.
- Pfeffer & Salancik. (1978). The external control of organizations: A resource dependence perspective. New York: Harper & Row.
- Phong, L., Hui, L., and Son, T., (2018). How leadership and trust in leaders foster employees' behavior toward knowledge sharing. *Social behavior and personality*, 46(5), pp. 705-720.
- Pillai, R. and Meindl, J.R. (1998). Context and charisma: A "meso" level examination of the relationship of organic structure, collectivism, , and crisis to charismatic leadership. *Journal of management*, 24(5), 643-671.
- Pillai, R. et al. (1999). Fairness perceptions and trust as mediators for transformational and transactional leadership: a two-sample study. *Journal of management*. vol. 25, pp. 897-933.
- Pinjani, P & Palvia, P. (2013). Trust and knowledge sharing di diverse global virtual team. *Information & Management*. Vol. 50, issue: 4, pp. 144-153.

- Podsakoff, P. et al. (1990). Transformational leader behaviors and their effects on followers's trust in leader, satisfaction and organizational citizenship behaviors. *Leadership quarterly*, 1: 107-142.
- Podsakoff, P.M. dkk. (1996). Transformational leader behaviors and sustitutes for leadership as determinants of employee satisfaction, commitment, trust and OCB. *Journal of Management*, Vol. 22, No. 2, pp 259-298.
- Podsakoff, P. et al.(1984). Situational moderators of leader reward and punishment behavior: fact or fiction? *Organizational Behavior and Human Performance*, 34(1), pp. 21-63.
- Politis, J.D (2001). The relationship of various leadership styles to knowledge management. *leadership and organizational development journal*, 22(8), pp. 354-364.
- Politis, J. (2003). The connection between trust and knowledge management: what are its implications for team performance. *Journal of knowledge management*. Vol 7, no 5, pp. 55-66.
- Popper, M. and Lipchitz, M. (2000). Installing mechanism and instilling values: the role of leaders in organizational learning. *The learning organization*, 7(3), pp. 135-144
- Portes, A. social capital: its origins and application in modern sociology. *Annual review of sociology*, 22, pp. 1-25.
- Putnam, R.D. (1993). The prosperous community: social capital and public life. *American Prospect*, 13: 35-42.
- Putnam, R.D. 1995. Bowling alone. American's declining social capital. *Journal of democracy*, 6: 65-78.
- Rafferty, A.E and Griffin, M.A. (2004),”Dimensions of transformational leadership: conceptual and empirical extensions”, *The leadership quarterly*, vol 15, no 3, pp. 329-54.
- Rao, M.S. (2014). Transformational leadership, an academic study. *Industrial and Commercial Training*, Vol. 46, No. 3, pp. 150-154.
- Rawung, F.H. et.al. (2015). The influence of transformational and transactional leadership on knowledge sharing : an empirical study on small and medium business in Indonesia. *Asian academy of Management Journal*, Vol. 20, No. 1, pp. 123- 145.
- Reagans, R. dan Zuckerman, E.W. (2001). Networks, diversity, and productivity; the social capital of corporate R&D teams. *Organization Science*, 12 (4), pp. 89-95.
- Reid, F. (2003). Creating a knowledge sharing culture among diverse business units. *Employment Relations Today*, Vol. 30, No. 3, pp. 43.
- Reiss, K.J. (2012). *Be a changemaster: 12 strategies for leading professional and personal change*. Sage publication. New York.
- Riaz, M. and Khalili, M. (2014). Transformational, transactional leadership and rational decision making in services providing organizations: Moderating role of knowledge management process. *Pakistan journal of commerce and social sciences*, 8(2), pp. 355-364.
- Ribiere, V.M. and Sitar, A.S. (2003). *Critical role of leadership in nurturing a knowledge-supporting culture*.

- Robbins, S.P. (2002). *The truth about managing people and nothing but the truth*. Upper saddle river, NJ: Prentice-Hall.
- Rowley, J. (2000). Is higher education ready for knowledge management? *International journal of educational management*, vol. 14, pp. 325-333.
- Rust, R.T. et.al. (2000). *Driving customer equity: how customer lifetime value is reshaping corporate strategy*. New York, NY. The Free Press.
- Sandhu, M., Jain, K. And Ahmad, I. (2011). Knowledge sharing among public sector employees: evidence from Malaysia. *International journal of public sector management*, vol. 24(3), pp. 206-26.
- Sawal, M. et.al. (2012). Knowledge sharing behaviors and individual factors towards Online Socialization. <http://www.ipedr.com/Vol28/25>.
- Schaubroeck, J., Lam, S.S. and Cha, S.E. (2007). Embracing transformational leadership: team values and the impact of leader behavior on team performance. *Journal of Applied Psychology*, 92(4), pp. 1020.
- Schein, E.H. (2004). *Organizational culture and leadership*. Third Edition. Jossey-Bass. A Wiley Imprint.
- Schwartz, S.H. (1994). Are there universal aspects in the structure and contents of human values? *Journal of Social Issues*, 50(4): 19-45.
- Scott, W.R. (2003). *Organizations: rational, natural and open systems*. New Jersey.
- Seba, I., Rowley, J. and Lambert, S. (2000). Factors affecting attitudes and intentions towards knowledge sharing in the Dubai Police Officer. *International journal of information management*, 32, pp. 372-380.
- Selin, S. & Chavez, D. (1995). Developing a collaborative model for environmental planning and management. *Environmental management*, 19 (2), 189-195.
- Shahin, A.I. dan Wright, P.L. (2004). Leadership in the context of culture. An Egyptian perspective. *Leadership and organization development journal*. Vol 25, no. 6, pp. 499-511.
- Shahraki & Bahraini, M.R. (2013). An examination of the relationship between transformational leadership with entrepreneurial orientation in organization. *International journal of advanced studies in humanities and social science*, 1(4), pp. 274-289.
- Shamir, B. (1995). Social distance and charisma: theoretical notes and an exploratory study. *Leadership quarterly*, 6, pp. 19-47.
- Shamir, B. et al. (2000). Perceived combat readiness as collective efficacy: individual and group analysis. *Military psychology*, 12(2), pp. 105-119.
- Shani, I. and Somech, A. (2011). Leadership, OCB and individual differences: idiocentrism and allocentrism as moderators of the relationship between transformational and transactional leadership and OCB. *The leadership quarterly*, 22, pp. 353-366.
- Shanshan, S. (2013). An integrated model on factors influencing knowledge sharing. *International Journal of Digital Content Technology and Its Applications*, 7(9), pp. 66-74.
- Sharma et al (2005). A simulation study to investigate the use of cutoff values for assessing model fit in covariance structure models. *Journal of business research*, 58, pp. 935-943

- Siemsen et al. (2007). Incentives that induce task-related effort, helping & knowledge sharing in workgroups. *Management science*. Vol 53(10), pp. 1533-1550.
- Smith-Blancett, S. (1994). Self-managed teams: the reality and the promise. *Health care supervy*, 12, pp. 48-55.
- Srivastava dkk. (2006). Empowering leadership in management teams: effects on knowledge sharing, efficacy and performance. *Academy of Management Journal*. Vol. 49, pp. 1239-1251.
- Suhail, M.S. and Daud, S. (2009). Knowledge sharing in higher education institutions; perspectives from Malaysia. *The journal of information and knowledge management systems*, vol. 39(2), pp. 125-142.
- Suhaimee, S et al. (2006). Knowledge sharing culture in Malaysian public institution of higher education: an overview. *Proceedings of the postgraduate annual research seminar*, pp. 354-359.
- Staples, S. and Webster, J. (2007). Exploring the effect of trust, task interdependence and virtualness on knowledge sharing in teams. *Journal of compilation*, 18, pp. 617-640.
- Steward, T.A. (1997). *Intellectual capital: The new wealth of organizations*. doubleday currency. New York.
- Straub, D. et al. (2002). Toward a theory-based measurement of culture. *Journal of Global information management*. vol. 10, no 1, pp. 13-23.
- Sveiby, K.E. and Simons, R. (2002). Collaborative climate and effectiveness of knowledge work—an empirical study. *Journal of knowledge management*, 6(5), pp. 420-433.
- Swift, P. and Hwang, Al. (2013). The impact of affective and cognitive trust on knowledge sharing and organizational learning. *The learning organization*, 20(1), pp. 20-37
- Syed-Ikhsan, S dan Rowland, F.(2004). Knowledge management in public organizations: a study on the relationship between organizational elements and the performance of knowledge transfer. *Journal of knowledge management*. Vol. 8, no 2, pp. 95-111.
- Tabachnick, B.G and Fidell, L.S. (2007). Using multivariate statistics. 5 ed. USA. Pearson education. Inc.
- Taormina, R.J. (2009). Organizational socialization: the missing link between employee needs and organizational culture. *Journal of managerial psychology*, 24(7), 650-676.
- Triandis, H.C. (1995). *Individualism & collectivism*. Westview press: Boulder, Colorado.
- Trompenaars, F. & Hampden-Turner, C. (1998). *Riding the waves of culture*. New York: McGraw-Hill.
- Thomson, N.B. et.al. (2016). Transformation and transformational leadership: a review of the current and relevant literature for academic radiologists. *Academic Radiology*, Vol. 23, No. 5, pp. 592-599.
- Triandis, H.C. (2001). Individualism-collectivism & personality. *Journal of personality*, 69 (6).

- Tucker, J.B. (1991). Partners and rivals: a model of international collaboration in advanced technology. *International organization*, 45, 83-120.
- Tyler, T.R. (2003). Trust within organizations. *Personnel review*, 32, pp. 556-568.
- Usono, A. et al. (2005). *Trust as an antecedent to knowledge sharing in virtual communities of practice*.
- Van den Hooff, B. and de 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.*, Vol. 8, No. 6, pp. 117-130.
- vanVactor, J.D. (2010). *Collaborative communications: a case study within the US Army medical logistics community*. Saarbrücken.
- Vera, D. & Crossan, M. (2004) strategic leadership and organizational learning. *Academy of Management Review*, 29, 222-240.
- Von Krogh, G. et al (2012). Leadership in organizational knowledge creation: a review and framework. *Journal of management studies*, 49, pp. 240-277.
- Vuori, V. and Okkonen, J. (2012). Knowledge sharing motivational factors of using an intra organizational social media platform. *Journal of knowledge management*, 16(4), pp. 592-603
- Wallach, E. (1983). Individuals and organizations: the cultural match. *Tarining and development journal*, Vol 37, pp. 29-36.
- Walumbwa, F.O. et al. (2005). Transformational leadership and work-related attitudes: the moderating effects of collective and self-efficacy across cultures. *Journal of leadership & organizational studies*.
- Walumbwa, F.O. et al. (2007). Leadership, individual differences and work-related attitudes: A cross culture investigation. *Applied psychology: An international review*, 56, 212-230.
- Walumbwa, F.O. et al. (2003). Building effective organization: transformational leadership, collectivistic orientation, work-related attitude, and withdrawal behaviors in three emerging economies. *International journal of human resource management*, 14, 1083-1101.
- Wang, S. and Noe, R.A. (2010). Knowledge sharing: A review and directions for future research. *Human Resource Management Review*, 20, 115-131.
- Wang, H.K. and Tseng, J.F., Yen, Y.F. (2012). Examining the mechanisms linking guanxi, norms and knowledge sharing: the mediating role of trust in Taiwan's high tech firms. *The international journal of human resource management*, 23(19), pp. 4048-4068.
- Wang, H.K., Tseng, J.F., and Yen, Y.F. (2014). How do institutional norms and trust influence knowledge sharing? An institutional theory. *Innovation: management, policy & practice*, 16(3), pp. 374-391.
- Wang, B. et al. (2016). Transformational leadership and employees's feedback seeking: the mediating role of trust in leader. *Social behavior and personality: an international journal.*, 44(7), pp. 1201-1208.
- Widen-Wulf, G., dan Ginman, M. (2004). Explaining knowledge sharing in organizations through the dimensions of social capital. *Journal of Information Science*, 30 (5), pp. 448-458.

- Wong, K.Y. (2005). Critical success factors for implementing knowledge in small and medium enterprises. *Industrial management & data systems*. Vol. 105, no. 3, pp. 261-279.
- Wu, M.Y. (2006). Hofstede's cultural dimensions 30 years later: a study of Taiwan and the United States. *Intercultural communication studies XV*: 1.
- Xiao, Y., Zhang, X., dan Pablos, P.O. (2017). How does individual' exchange orientation moderate the relationship between transformational leadership and knowledge sharing? *Journal of Knowledge Management*.
- Yamaguchi, I. (1999). Effect of national culture and organizational types of workers on the job-related orientation of Japanese, US and Australian employees. *Leadership & organization development journal*, vol. 20, pp. 36-45.
- Yang, Huang and Wu. (2011). The association among project manager's leadership style, teamwork, and project success. *International journal of project management*. Vol. 29, pp. 258-267.
- Yang, Z., Nguyen, V., and Le, P. (2018). Knowledge sharing serves as mediator between collaborative culture and innovation capability: an empirical research. *Journal of business & industrial marketing*, 33(7), pp. 958-969.
- Yeh, H., Shih, C., and Dachuan, H. (2012). The mediating effect of organizational commitment on leadership type and job performance. *The journal of human resource and adult learning*, 8, pp. 50-59.
- Yokochi, N. (1989). Leadership styles of Japanese business executives and managers: transformational and transactional. Unpublished doctoral dissertation, United States International University, San Diego, CA.
- Yu, C. et.al. (2013). Knowledge sharing , organizational climate and innovative behavior: A cross-level analysis of effects. *Social Behavior and Personality*, 41(1), 143-156.
- Yulk, G. (1989). *Leadership in organizations*. Englewood cliffs, NJ: Prentice Hall.
- Yulk, G. (2006). *Leadership in Organizational*. Sixth Edition. New Jersey: Perason Prentice Hall.
- Zack, M. (1999). Managing codified knowledge. *Sloan Management Review*, Vol. 41, pp. 125-45.
- Zand, D. (1972). Trust and management problem solving. *Administrative science quarterly*, 17, pp. 229-239
- Zeinabadi, H. & Rastegarpour, H. (2010). Factors affecting teacher trust in principal: testing the effect of transformational leadership and procedural justice. *Procedia Social and Behavioral Sciences*, 5, pp. 1004-1008.
- Zhang, X. & Jiang, J.Y. (2015). With whom shall I share my knowledge? A recipient perspective of knowledge. *Journal of knowledge management*. vol. 19, issue. 2, pp. 277-295.
- Zhang, X., Pablos, P.D & Xu, Q. (2014). Culture affects on the knowledge sharing in multi-national virtual classes. A mixed method. *Computers in Human Behavior*, 31, 491-498.
- Zhu, W. et al (2013). Revisiting the mediating role of trust in transformational leadership effects: do different types of trust make a difference? *The leadership quarterly*, 24, pp. 94-105.

- Zhu, Y. and Akhtar, S. (2014). The mediating effects of cognition-based trust and affect-based trust in transformational leadership's dual processes: evidence from China. *The international journal of human resource management*.
- Zhu, C. and Mu, R. (2016). Followers' innovative behavior in organizations: the role of transformational leadership, psychological capital and knowledge sharing. *Research article*.
- Zieger, C.N. and Golbeck, J. (2007). Investigating interactions of trust and interest similarity. *Decision support systems*, 43(2), pp. 460-94.