

DAFTAR PUSTAKA

- Abbas, M. (2017). The effect of organizational culture and leadership style towards employee engagement and their impact towards employee loyalty. In *Asian Journal of Technology and Management* ajtmr.com.
https://ajtmr.com/papers/Vol7Issue2/Vol7Iss2_P1.pdf
- Abbas, M., & Ali, R. (2023). Transformational versus transactional leadership styles and project success: A meta-analytic review. *European Management Journal*, 41(1), 125–142. <https://doi.org/10.1016/j.emj.2021.10.011>
- Abdelwahed, N. A. A., Soomro, B. A., & Shah, N. (2023). Predicting employee performance through transactional leadership and entrepreneur's passion among the employees of Pakistan. *Asia Pacific Management Review*, 28(1), 60–68.
<https://doi.org/10.1016/j.apmrv.2022.03.001>
- Adam, R. (2023). STUDY OF BUSINESS COMPETITION LAW IN THE INCREASINGLY COMPLEX DIGITAL MARKET ERA. In *Russian Law Journal*. cyberleninka.ru. <https://cyberleninka.ru/article/n/study-of-business-competition-law-in-the-increasingly-complex-digital-market-era>
- Afsar, B., & Umranı, W. A. (2019). Transformational leadership and innovative work behavior. *European Journal of Innovation Management*, 23(3), 402–428.
<https://doi.org/10.1108/EJIM-12-2018-0257>
- Albrecht, S. L. (2010). *Handbook of employee engagement: Perspectives, issues, research and practice*. Edward Elgar Publishing.
- Aldabbas, H., Pinnington, A. H., & Lahrech, A. (2023). Encouraging more creativity in organizations: the importance of employees' intrinsic motivation and work engagement. *International Journal of Organizational Analysis*, 31(6), 2337–2358.
<https://doi.org/10.1108/IJOA-11-2021-3038>
- Al-Hakimi, M. A., Al-Swidi, A. K., Gelaidan, H. M., & Mohammed, A. (2022). The influence of green manufacturing practices on the corporate sustainable performance of SMEs under the effect of green organizational culture: A moderated mediation analysis. *Journal of Cleaner Production*, 376, 134346.
<https://doi.org/10.1016/j.jclepro.2022.134346>
- Al-kharabsheh, S. A., Attiany, M. S., Alshawabkeh, R. O. K., Hamadneh, S., & Alshurideh, M. T. (2023). The impact of digital HRM on employee performance through employee motivation. *International Journal of Data and Network Science*, 7(1), 275–282. <https://doi.org/10.5267/j.ijdns.2022.10.006>
- Aman, A., Rafiq, M., & Dastane, O. (2023). A cross-cultural comparison of work engagement in the relationships between trust climate – Job performance and turnover intention: Focusing China and Pakistan. *Heliyon*, 9(9), e19534.
<https://doi.org/10.1016/j.heliyon.2023.e19534>
- Anitha, P., & Patil, M. M. (2022). RFM model for customer purchase behavior using K-Means algorithm. *Journal of King Saud University - Computer and Information Sciences*, 34(5), 1785–1792. <https://doi.org/10.1016/j.jksuci.2019.12.011>
- Apdillah, D., Panjaitan, K., Stefanny, N. T. P., & ... (2022). The global competition in the digital society 5.0 era: The challenges of the younger generation. *Journal of Humanities* <http://ojs.transpublika.com/index.php/JHSSB/article/view/151>
- Aravantinos, S. (2021). Competition law and the digital economy: the framework of remedies in the digital era in the EU. *European Competition Journal*.
<https://doi.org/10.1080/17441056.2020.1860565>

- Ateeq, A. (2023). The mediating role of engagement in the relationship between equal opportunities and employee performance. *Problems and Perspectives in Management*, 21(3), 435–447. [https://doi.org/10.21511/ppm.21\(3\).2023.35](https://doi.org/10.21511/ppm.21(3).2023.35)
- Aziz, A., Hidayat, A., & Ellin Herlina, W. E. (2023). Oligopoly Market and Monopolistic Competition in the Digital Era: Shariah Economic Perspective. *Quality - Access to Success*, 24(193). <https://doi.org/10.47750/QAS/24.193.07>
- Bagga, S. K., Gera, S., & Haque, S. N. (2023). The mediating role of organizational culture: Transformational leadership and change management in virtual teams. *Asia Pacific Management Review*, 28(2), 120–131. <https://doi.org/10.1016/j.apmrv.2022.07.003>
- Bass, B. M., & Bruce J. Avolio, E. (1994). *Improving organizational effectiveness through transformational leadership*. Sage.
- Begum, S. (2020). The impact of ceos' transformational leadership on sustainable organizational innovation in smes: A three-wave mediating role of organizational learning and psychological empowerment. *Sustainability (Switzerland)*, 12(20), 1–16. <https://doi.org/10.3390/su12208620>
- Bhattarai, G., & Budhathoki, P. B. (2023). Impact of person-environment fit on innovative work behavior: Mediating role of work engagement. *Problems and Perspectives in Management*, 21(1), 396–407. [https://doi.org/10.21511/ppm.21\(1\).2023.34](https://doi.org/10.21511/ppm.21(1).2023.34)
- Breevaart, K., & Bakker, A. B. (2018). Daily job demands and employee work engagement: The role of daily transformational leadership behavior. *Journal of Occupational Health Psychology*, 23(3), 338–349. <https://doi.org/10.1037/ocp0000082>
- Buil, I., Martínez, E., & Matute, J. (2019). Transformational leadership and employee performance: The role of identification, engagement and proactive personality. *International Journal of Hospitality Management*, 77, 64–75. <https://doi.org/10.1016/j.ijhm.2018.06.014>
- Colbjørnsen, T. (2021). The streaming network: Conceptualizing distribution economy, technology, and power in streaming media services. *Convergence: The International Journal of Research into New Media Technologies*, 27(5), 1264–1287. <https://doi.org/10.1177/1354856520966911>
- Davis, S. G. (2023). *Spectacular nature: Corporate culture and the Sea World experience*. Univ of California Press.
- Dong, Y., Bartol, K. M., Zhang, Z., & Li, C. (2017). Enhancing employee creativity via individual skill development and team knowledge sharing: Influences of dual-focused transformational leadership. *Journal of Organizational Behavior*, 38(3), 439–458. <https://doi.org/10.1002/job.2134>
- Eliyana, A., Ma'arif, S., & Muzakki. (2019). Job satisfaction and organizational commitment effect in the transformational leadership towards employee performance. *European Research on Management and Business Economics*, 25(3), 144–150. <https://doi.org/10.1016/j.iedeen.2019.05.001>
- Elrehail, H., Emeagwali, O. L., Alsaad, A., & Alzghoul, A. (2018). The impact of Transformational and Authentic leadership on innovation in higher education: The contingent role of knowledge sharing. *Telematics and Informatics*, 35(1), 55–67. <https://doi.org/10.1016/j.tele.2017.09.018>

- Frijns, B., Hubers, F., Kim, D., Roh, T.-Y., & Xu, Y. (2022). National culture and corporate risk-taking around the world. *Global Finance Journal*, 52, 100710. <https://doi.org/10.1016/j.gfj.2022.100710>
- Geibel, H. V., & Otto, K. (2023). Commitment is the key: A moderated mediation model linking leaders' resources, work engagement, and transformational leadership behavior. *Psychological Reports*, 126(4), 1977–2002. <https://doi.org/10.1177/00332941221074256>
- Ghozali, I. (2018). *Aplikasi Analisis Multivariate dengan Program IBM SPSS 25*. Badan Penerbit Universitas Diponegoro.
- Glaser, B. G. (1978). *Theoretical Sensitivity*. CA: Sociology Press.
- Glaser, B. G., & Strauss, A. L. (1965). *Awareness of dying*. Routledge.
- Graham, J. R., Grennan, J., Harvey, C. R., & Rajgopal, S. (2022). Corporate culture: Evidence from the field. *Journal of Financial Economics*, 146(2), 552–593. <https://doi.org/10.1016/j.jfineco.2022.07.008>
- Haider, F. U. (2021). Cadmium toxicity in plants: Impacts and remediation strategies. In *Ecotoxicology and Environmental Safety* (Vol. 211). <https://doi.org/10.1016/j.ecoenv.2020.111887>
- Hair, J., Black, W. C., Babin, B. J., & Anderson, R. E. (2010). *Multivariate Data Analysis (7th Edition)*. NJ: Prentice-Hall Publication.
- Hair, J. F. J., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2017). A Primer On Partial Least Squares Structural Equation Modeling (PLS-SEM). In *Practical Assessment, Research and Evaluation*. SAGE Publications.
- Hair, J. F., Ringle, C. M., & Sarstedt, M. (2013). Partial Least Squares Structural Equation Modeling: Rigorous Applications, Better Results and Higher Acceptance. *Long Range Planning*, 46(1–2), 1–12. <https://doi.org/10.1016/j.lrp.2013.01.001>
- Haryono, S. (2017). *Metode SEM untuk penelitian manajemen dengan AMOS LISREL PLS*. Luxima Metro Media. PT. Intermedia Personalia Utama.
- Havidz, H. B. H. (2024). Digital Marketing in Facing Business Competition in the Digital Era: A Conceptual Study as a Reference for Researchers. *International Journal of Advanced Multidisciplinary*. <https://greenpub.org/IJAM/article/view/643>
- HO, H. C. Y. (2024). A one-year prospective study of organizational justice and work attitudes: an extended job demands-resources model. *Journal of Managerial Psychology*. <https://doi.org/10.1108/JMP-02-2024-0113>
- Hoang, H. V., Nguyen, C., & Nguyen, D. K. (2022). Corporate immunity, national culture and stock returns: Startups amid the COVID-19 pandemic. *International Review of Financial Analysis*, 79, 101975. <https://doi.org/10.1016/j.irfa.2021.101975>
- Hoch, J. E., Bommer, W. H., Dulebohn, J. H., & Wu, D. (2018). Do Ethical, Authentic, and Servant Leadership Explain Variance Above and Beyond Transformational Leadership? A Meta-Analysis. *Journal of Management*, 44(2), 501–529. <https://doi.org/10.1177/0149206316665461>
- Iacobucci, E. M. (2021). Examining the Canadian Competition Act in the Digital Era. In *Senate of Canada consultation paper: sencanada colindeacon.ca*. <https://www.colindeacon.ca/s/examining-the-canadian-competition-act-in-the-digital-era-en-pdf.pdf>
- Islam, T., Khatoon, A., Cheema, A. U., & Ashraf, Y. (2024). How does ethical leadership enhance employee work engagement? The roles of trust in leader and

- harmonious work passion. *Kybernetes*, 53(6), 2090–2106.
<https://doi.org/10.1108/K-09-2022-1343>
- Jindal, D., Boxall, P., Cheung, G. W., & Hutchison, A. (2023). How do work engagement and work autonomy affect job crafting and performance? An analysis in an Indian manufacturer. *Personnel Review*, 52(8), 2008–2024.
<https://doi.org/10.1108/PR-11-2019-0646>
- Kencana, W. H., & Damayanti. (2018). Implementasi Teknologi Komunikasi Pada Platform Digital Media Penyiaran Televisi. In *Media Massa di Era Disrupsi 4.0* (Vol. 11, Issue 1).
http://scioteca.caf.com/bitstream/handle/123456789/1091/RED2017-Eng-8ene.pdf?sequence=12&isAllowed=y%0Ahttp://dx.doi.org/10.1016/j.regsciurbeco.2008.06.005%0Ahttps://www.researchgate.net/publication/305320484_SISTEM_PEMBETUNGAN_TERPUSAT_STRATEGI_MELESTARI
- Khan, S. A. R., Sheikh, A. A., & Ahmad, Z. (2023). Developing the interconnection between green employee behavior, tax avoidance, green capability, and sustainable performance of SMEs through corporate social responsibility. *Journal of Cleaner Production*, 419, 138236. <https://doi.org/10.1016/j.jclepro.2023.138236>
- Khanna, P., Sehgal, R., Gupta, A., Dubey, A. M., & Srivastava, R. (2024). Over-the-top (OTT) platforms: a review, synthesis and research directions. *Marketing Intelligence & Planning*. <https://doi.org/10.1108/MIP-03-2023-0122>
- Khotimah, N. K., & Kushardiyanti, D. (2022). Sensor Penyiaran Televisi Indonesia : Menyoal Muatan Negatif Dalam Konten Siaran Televisi. *Mediakita*, 6(1), 1–16.
<https://doi.org/10.30762/mediakita.v6i1.304>
- Le, P. B., & Lei, H. (2019a). Determinants of innovation capability: the roles of transformational leadership, knowledge sharing and perceived organizational support. *Journal of Knowledge Management*, 23(3), 527–547.
<https://doi.org/10.1108/JKM-09-2018-0568>
- Le, P. B., & Lei, H. (2019b). Determinants of innovation capability: the roles of transformational leadership, knowledge sharing and perceived organizational support. *Journal of Knowledge Management*, 23(3), 527–547.
<https://doi.org/10.1108/JKM-09-2018-0568>
- Lei, H., Leaungkhamma, L., & Le, P. B. (2020). How transformational leadership facilitates innovation capability: the mediating role of employees' psychological capital. *Leadership & Organization Development Journal*, 41(4), 481–499.
<https://doi.org/10.1108/LODJ-06-2019-0245>
- Li, F., Mohammaddokht, F., Hosseini, H. M., & Fathi, J. (2023). Reflective teaching and academic optimism as correlates of work engagement among university instructors. *Heliyon*, 9(2), e13735. <https://doi.org/10.1016/j.heliyon.2023.e13735>
- Li, G., Yan, K., Wei, Z., & Cheng, T. C. E. (2023). Can Servitization Enhance Customer Loyalty? The Roles of Organizational IT, Social Media, and Service-Oriented Corporate Culture. *IEEE Transactions on Engineering Management*, 70(1), 40–54. <https://doi.org/10.1109/TEM.2021.3052561>
- Li, Y., Al-Sulaiti, K., Dongling, W., Abbas, J., & Al-Sulaiti, I. (2022). Tax Avoidance Culture and Employees' Behavior Affect Sustainable Business Performance: The Moderating Role of Corporate Social Responsibility. *Frontiers in Environmental Science*, 10. <https://doi.org/10.3389/fenvs.2022.964410>

- Lubis, R. H. (2020). *Governance, Risk Management, and Compliance: Implementasi dan Implikasi Pada Koperasi Syariah di Kota Tangerang Selatan* [Dissertation]. UIN Syarif Hidayatullah Jakarta.
- Lubis, R. H., & Nasution, R. S. (2023). Evaluasi Peran Dewan Pengawas Syariah di Indonesia. *Al-Tasyree: Jurnal Bisnis, Keuangan Dan Ekonomi Syariah*, 15(02), 73–79. <https://doi.org/10.59833/altasyree.v15i02.1524>
- Mer, A., Virdi, A. S., & Sengupta, S. (2023). Unleashing the Antecedents and Consequences of Work Engagement in NGOs through the Lens of JD-R Model: Empirical Evidence from India. *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations*, 34(4), 721–733. <https://doi.org/10.1007/s11266-022-00503-5>
- Mittal, S., & Dhar, R. L. (2015). Transformational leadership and employee creativity. *Management Decision*, 53(5), 894–910. <https://doi.org/10.1108/MD-07-2014-0464>
- Moslehpoour, M., Chau, K. Y., Tu, Y.-T., Nguyen, K.-L., Barry, M., & Reddy, K. D. (2022). Impact of corporate sustainable practices, government initiative, technology usage, and organizational culture on automobile industry sustainable performance. *Environmental Science and Pollution Research*, 29(55), 83907–83920. <https://doi.org/10.1007/s11356-022-21591-2>
- Nisar, Q. A., Haider, S., Ali, F., Gill, S. S., & Waqas, A. (2024). The Role of Green HRM on Environmental Performance of Hotels: Mediating Effect of Green Self-Efficacy & Employee Green Behaviors. *Journal of Quality Assurance in Hospitality & Tourism*, 25(1), 85–118. <https://doi.org/10.1080/1528008X.2022.2109235>
- Noskova, V. (2024). *The Economics of Data and Competition in the Digital Era: Challenges to Competition Policy and Regulation*. db-thueringen.de. https://www.db-thueringen.de/servlets/MCRFileNodeServlet/dbt_derivate_00063998/ilm1-2024000070.pdf
- Núñez, G., & Silva, F. Da. (2021). Free competition in the post-pandemic digital era: the impact on SMEs. In *Project Documents*.
- Nurhanisah, Y., Finaka, A. W., & Devina, C. (2023). Pengguna Internet di Indonesia Makin Tinggi. *IndonesiaBaik.Id*. <https://indonesiabaik.id/infografis/pengguna-internet-di-indonesia-makin-tinggi>
- Pan, C., Abbas, J., Álvarez-Otero, S., Khan, H., & Cai, C. (2022). Interplay between corporate social responsibility and organizational green culture and their role in employees' responsible behavior towards the environment and society. *Journal of Cleaner Production*, 366, 132878. <https://doi.org/10.1016/j.jclepro.2022.132878>
- Peng, X., & Zhang, R. (2022). Corporate governance, environmental sustainability performance, and normative isomorphic force of national culture. *Environmental Science and Pollution Research*, 29(22), 33443–33473. <https://doi.org/10.1007/s11356-022-18603-6>
- Piwowar-Sulej, K. (2023). Leadership styles and sustainable performance: A systematic literature review. *Journal of Cleaner Production*, 382. <https://doi.org/10.1016/j.jclepro.2022.134600>
- Rabiul, M. K., Karatepe, O. M., Karim, R. Al, & Panha, I. (2023). An investigation of the interrelationships of leadership styles, psychological safety, thriving at work, and work engagement in the hotel industry: A sequential mediation model.

- International Journal of Hospitality Management*, 113, 103508.
<https://doi.org/10.1016/j.ijhm.2023.103508>
- Rasool, S. F. (2019). Relationship between modern human resource management practices and organizational innovation: Empirical Investigation from banking sector of China. *Int. Trans. J. Eng. Manag. Appl. Sci. Technol.*, 10, 1–11.
- Ruslina, E. (2024). Business Competition in the Digital Era according to Business Competition Law. *Jurnal Restorasi: Hukum Dan Politik*.
<https://seaninstitute.or.id/bersinar/index.php/restorasi/article/view/77>
- Schaufeli, W. B., Bakker, A. B., & Salanova, M. (2006). The Measurement of Work Engagement With a Short Questionnaire. *Educational and Psychological Measurement*, 66(4), 701–716. <https://doi.org/10.1177/0013164405282471>
- Schmitt, A., Den Hartog, D. N., & Belschak, F. D. (2016). Transformational leadership and proactive work behaviour: A moderated mediation model including work engagement and job strain. *Journal of Occupational and Organizational Psychology*, 89(3), 588–610. <https://doi.org/10.1111/joop.12143>
- Setiawati, D., Febianti, S. M., & ... (2023). The Competition in the Digital Era: Challenges and Opportunities for E-Commerce. *Borobudur Law Review*.
<https://journal.unimma.ac.id/index.php/burrev/article/view/10948>
- Singh, S. K., Giudice, M. Del, Chierici, R., & Graziano, D. (2020). Green innovation and environmental performance: The role of green transformational leadership and green human resource management. *Technological Forecasting and Social Change*, 150, 119762. <https://doi.org/10.1016/j.techfore.2019.119762>
- Suliman, M. A., Abdou, A. H., Ibrahim, M. F., Al-Khaldy, D. A. W., Anas, A. M., Alrefae, W. M. M., & Salama, W. (2023). Impact of Green Transformational Leadership on Employees' Environmental Performance in the Hotel Industry Context: Does Green Work Engagement Matter? *Sustainability*, 15(3), 2690. <https://doi.org/10.3390/su15032690>
- Takahashi, K., Yokoya, R., & Higuchi, T. (2023). Mediation of work engagement towards productive behaviour in remote work environments during pandemic: testing the job demands and resources model in Japan. *Asia Pacific Business Review*, 29(4), 1149–1169. <https://doi.org/10.1080/13602381.2022.2084848>
- Tapsell, R. (2015). Platform convergence in Indonesia. *Convergence: The International Journal of Research into New Media Technologies*, 21(2), 182–197.
<https://doi.org/10.1177/1354856514531527>
- Thabet, W. M., Badar, K., Aboramadan, M., & Abualigah, A. (2023). Does green inclusive leadership promote hospitality employees' pro-environmental behaviors? The mediating role of climate for green initiative. *The Service Industries Journal*, 43(1–2), 43–63. <https://doi.org/10.1080/02642069.2022.2120982>
- Van Dun, D. H., & Kumar, M. (2023). Social enablers of Industry 4.0 technology adoption: transformational leadership and emotional intelligence. *International Journal of Operations & Production Management*, 43(13), 152–182.
<https://doi.org/10.1108/IJOPM-06-2022-0370>
- Xanthopoulou, D., Bakker, A. B., Demerouti, E., & Schaufeli, W. B. (2009). Work engagement and financial returns: A diary study on the role of job and personal resources. *Journal of Occupational and Organizational Psychology*, 82(1), 183–200. <https://doi.org/10.1348/096317908X285633>
- Xue, X., Qiao, J., Li, Y., Zhang, Q., Wang, Y., Wang, J., & Xu, C. (2023). Relationship between work engagement and healthy work environment among Chinese

- <scp>ICU</scp> nurses: The mediating role of psychological capital. *Nursing Open*, 10(9), 6248–6257. <https://doi.org/10.1002/nop2.1866>
- Zen, A., Yanti, S., Hutomo, M. R., Kraugusteeliana, K., & Arisutama, H. Y. (2023). The Role of Leadership in Managing Organisational Culture Change in the Context of Information Technology Implementation. *Jurnal Minfo Polgan*, 12(1), 1247–1255. <https://doi.org/10.33395/jmp.v12i1.12697>
- Zhang, X., Husnain, M., Yang, H., Ullah, S., Abbas, J., & Zhang, R. (2022). Corporate Business Strategy and Tax Avoidance Culture: Moderating Role of Gender Diversity in an Emerging Economy. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.827553>
- Zhao, F., Hu, W., Ahmed, F., & Huang, H. (2023). Impact of ambidextrous human resource practices on employee innovation performance: the roles of inclusive leadership and psychological safety. *European Journal of Innovation Management*, 26(5), 1444–1470. <https://doi.org/10.1108/EJIM-04-2021-0226>
- Zhou, Q., Li, H., & Li, B. (2023). Employee posts on personal social media: the mediation role of work–life conflict on employee engagement. *Current Psychology*, 42(36), 32338–32354. <https://doi.org/10.1007/s12144-022-04218-0>
- Zoppietto, A., Orlandi, L. B., Zardini, A., Rossignoli, C., & Kraus, S. (2023). Organizational roles in the context of digital transformation: A micro-level perspective. *Journal of Business Research*, 157, 113563. <https://doi.org/10.1016/j.jbusres.2022.113563>