

DAFTAR PUSTAKA

- Aarons, G. A., & Sawitzky, A. C. (2006). Organizational Culture and Climate and Mental Health Provider Attitudes Toward Evidence-Based Practice. *Psychological Services, 3*(1), 61–72. <https://doi.org/10.1037/1541-1559.3.1.61>
- Abu-Shanab, E., Haddad, M., & Knight, M. B. (2014). *Knowledge Sharing Practices and the Learning Organization: A Study*. <https://www.researchgate.net/publication/281034997>
- Agbejule, A., Rapo, J., & Saarikoski, L. (2021). Vertical and horizontal trust and team learning: the role of organizational climate. *International Journal of Managing Projects in Business, 14*(7), 1425–1443. <https://doi.org/10.1108/IJMPB-05-2020-0155>
- Al-Ahmad Char, S., & Easa, N. F. (2021). Does transformational leadership matter for innovation in banks? The mediating role of knowledge sharing. *International Journal of Disruptive Innovation in Government, 1*(1), 36–57. <https://doi.org/10.1108/ijdig-04-2020-0002>
- Al-Husseini, S., El Beltagi, I., & Moizer, J. (2021). Transformational leadership and innovation: the mediating role of knowledge sharing amongst higher education faculty. *International Journal of Leadership in Education, 24*(5), 670–693. <https://doi.org/10.1080/13603124.2019.1588381>
- Argote, L., & Miron-Spektor, E. (2011a). Organizational learning: From experience to knowledge. *Organization Science, 22*(5), 1123–1137. <https://doi.org/10.1287/orsc.1100.0621>
- Argote, L., & Miron-Spektor, E. (2011b). Organizational Learning: From Experience to Knowledge. *JSTOR, 22*(5), 1123–1137. <https://doi.org/10.1287/orscJ>
- Barker, R. T., & Camarata, M. R. (1987). *The Role of Communication in Creating and Maintaining a Learning Organization: Preconditions, Indicators, and Disciplines A learning organization provides a stimulating climate for members to continually strive for new approaches in acquiring knowledge. Specifically, organizational learning can be defined as developing new knowledge that changes behavior to improve future performance.* Garvin.
- Bass, B. M. (1990). *From Transactional to Transformational Leadership: Learning to Share the Vision*.
- Bass, B. M., & Avolio, B. J. (1990). Developing Transformational Leadership: 1992 and Beyond. *Journal of European Industrial Training, 14*(5), 21–27. <https://doi.org/10.1108/03090599010135122>

- Bass, B. M., & Riggio, R. E. (2005). *TRANSFORMATIONAL LEADERSHIP, Second Edition*.
- Bass, B. M., Waldman, D. A., Avolio, B. J., & Bebb, M. (1987). Transformational Leadership and the Falling Dominoes Effect. *Group & Organization Management, 12*(1), 73–87. <https://doi.org/10.1177/105960118701200106>
- Billmeier, A., & Nannicini, T. (2013). Assessing economic liberalization episodes: A synthetic control approach. *Review of Economics and Statistics, 95*(3), 983–1001. https://doi.org/10.1162/REST_a_00324
- 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*(8), 1622–1629. <https://doi.org/10.1016/j.jbusres.2013.09.006>
- Bock, G.-W., Zmud, R. W., Kim, Y.-G., & Lee, J.-N. (2005). Behavioral Intention Formation in Knowledge Sharing: Examining the Roles of Extrinsic Motivators, Social-Psychological Forces, and Organizational Climate. In *Source: MIS Quarterly* (Vol. 29, Issue 1).
- Carmeli, A., & Paulus, P. B. (2015). CEO ideational facilitation leadership and team creativity: The mediating role of knowledge sharing. *Journal of Creative Behavior, 49*(1), 53–75. <https://doi.org/10.1002/jocb.59>
- Chadwick, I. C., & Raver, J. L. (2015). Motivating Organizations to Learn: Goal Orientation and Its Influence on Organizational Learning. *Journal of Management, 41*(3), 957–986. <https://doi.org/10.1177/0149206312443558>
- Chen, C. J., & Huang, J. W. (2007). How organizational climate and structure affect knowledge management-The social interaction perspective. *International Journal of Information Management, 27*(2), 104–118. <https://doi.org/10.1016/j.ijinfomgt.2006.11.001>
- Creswell, J. W., & David Creswell, J. (n.d.). *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches*.
- Cummings, J. N. (2004). Work Groups, Structural Diversity, and Knowledge Sharing in a Global Organization. In *Management Science* (Vol. 50, Issue 3, pp. 352–364). INFORMS Inst.for Operations Res.and the Management Sciences. <https://doi.org/10.1287/mnsc.1030.0134>
- Davenport, T. H., & Prusak, L. (1998). *Working Knowledge: How Organizations Manage What They Know*. <https://doi.org/10.1145/348772.348775>
- Dixon, N. M. (2017). Dixon, Nancy M. - The Organizational Learning Cycle- Routledge. *Taylor & Francis Group, 2*.

- Dwivedi, P., Chaturvedi, V., & Vashist, J. K. (2020a). Transformational leadership and employee efficiency: knowledge sharing as mediator. *Benchmarking*, 27(4), 1571–1590. <https://doi.org/10.1108/BIJ-08-2019-0356>
- Dwivedi, P., Chaturvedi, V., & Vashist, J. K. (2020b). Transformational leadership and employee efficiency: knowledge sharing as mediator. *Benchmarking*, 27(4), 1571–1590. <https://doi.org/10.1108/BIJ-08-2019-0356>
- Edmondson, A. (1999). Psychological Safety and Learning Behavior in Work Teams. In *Source: Administrative Science Quarterly* (Vol. 44, Issue 2).
- Ekvall, G. (1996). Organizational climate for creativity and innovation. *European Journal of Work and Organizational Psychology*, 5(1), 105–123. <https://doi.org/10.1080/13594329608414845>
- Elshanti, M. (2017). Transformational Leadership Style and Organizational Learning: The Mediate Effect of Organizational Culture. *International Business and Management*, 15(2), 1–14. <https://doi.org/10.3968/10059>
- Farooq, R. (2018). A conceptual model of knowledge sharing. In *International Journal of Innovation Science* (Vol. 10, Issue 2, pp. 238–260). Emerald Group Holdings Ltd. <https://doi.org/10.1108/IJIS-09-2017-0087>
- Fullwood, R., Rowley, J., & Delbridge, R. (2013). Knowledge sharing amongst academics in UK universities. *Journal of Knowledge Management*, 17(1), 123–136. <https://doi.org/10.1108/13673271311300831>
- García-Morales, V. J., Lloréns-Montes, F. J., & Verdú-Jover, A. J. (2007). Influence of personal mastery on organizational performance through organizational learning and innovation in large firms and SMEs. *Technovation*, 27(9), 547–568. <https://doi.org/10.1016/j.technovation.2007.02.013>
- Gaviria-Rivera, J. I., López-Zapata, E., Gaviria-Rivera, J. I., & López-Zapata, E. (2019). Transformational Leadership, Organizational Climate and Job Satisfaction in Work Teams. In *European Research Studies Journal: Vol. XXII* (Issue 3).
- Gui, L., Lei, H., & Le, P. B. (2022). Determinants of radical and incremental innovation: the influence of transformational leadership, knowledge sharing and knowledge-centered culture. *European Journal of Innovation Management*, 25(5), 1221–1241. <https://doi.org/10.1108/EJIM-12-2020-0478>
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2019). *MULTIVARIATE DATA ANALYSIS EIGHTH EDITION*. www.cengage.com/highered
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2022). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM) Third Edition*.

- Hsu, M. L. A., & Chen, F. H. (2017). The Cross-Level Mediating Effect of Psychological Capital on the Organizational Innovation Climate–Employee Innovative Behavior Relationship. *Journal of Creative Behavior*, 51(2), 128–139. <https://doi.org/10.1002/jocb.90>
- Hussain, S. T., Lei, S., Haider, M. J., & Akram, T. (2021). Transformational leadership and organizational change examining the mediational approach of knowledge sharing. *International Journal of Asian Business and Information Management*, 12(2), 84–95. <https://doi.org/10.4018/IJABIM.20210401.0a5>
- Imran, M. K., Ilyas, M., Aslam, U., & Ubaid-Ur-Rahman. (2016). Organizational learning through transformational leadership. *Learning Organization*, 23(4), 232–248. <https://doi.org/10.1108/TLO-09-2015-0053>
- Jaw, B. S., & Liu, W. (2003). Promoting organizational learning and self-renewal in taiwanese companies: The role of HRM. *Human Resource Management*, 42(3), 223–241. <https://doi.org/10.1002/hrm.10082>
- Kao, R. H. (2017). The relationship between work characteristics and change-oriented organizational citizenship behavior: A multi-level study on transformational leadership and organizational climate in immigration workers. *Personnel Review*, 46(8), 1890–1914. <https://doi.org/10.1108/PR-01-2016-0012>
- Katou, A. A. (2015). Transformational leadership and organisational performance: Three serially mediating mechanisms. *Employee Relations*, 37(3), 329–353. <https://doi.org/10.1108/ER-05-2014-0056>
- Khan, N. A., & Khan, A. N. (2019). What followers are saying about transformational leaders fostering employee innovation via organisational learning, knowledge sharing and social media use in public organisations? *Government Information Quarterly*, 36(4). <https://doi.org/10.1016/j.giq.2019.07.003>
- Kim, E. J., & Park, S. (2019). The role of transformational leadership in citizenship behavior: Organizational learning and interpersonal trust as mediators. *International Journal of Manpower*, 40(7), 1347–1360. <https://doi.org/10.1108/IJM-12-2018-0413>
- Kim, E. J., & Park, S. (2020). Transformational leadership, knowledge sharing, organizational climate and learning: an empirical study. *Leadership and Organization Development Journal*, 41(6), 761–775. <https://doi.org/10.1108/LODJ-12-2018-0455>
- Kim, E., & Park, S. (2020). Employees' perceptions of organizational learning: the role of knowledge and trust. *Kybernetes*. <https://doi.org/10.1108/K-03-2020-0169>

- Kim, E.-J., & Park, S. (2021). An ideal climate for knowledge-sharing and organizational learning: Transformational leadership holds the key. In *Development and Learning in Organizations* (Vol. 35, Issue 6, pp. 38–40). Emerald Group Holdings Ltd. <https://doi.org/10.1108/DLO-01-2021-0009>
- Klaic, A., Burtscher, M. J., & Jonas, K. (2020). Fostering team innovation and learning by means of team-centric transformational leadership: The role of teamwork quality. *Journal of Occupational and Organizational Psychology*, 93(4), 942–966. <https://doi.org/10.1111/joop.12316>
- Kohan, N. A., Safari, A., & Teimouri, H. (2018). Friendship, transformational leadership and organizational climate. *Human Systems Management*, 37(3), 319–331. <https://doi.org/10.3233/HSM-17129>
- Kumaraswamy, K. S. N., & Chitale, C. M. (2012). Collaborative knowledge sharing strategy to enhance organizational learning. *Journal of Management Development*, 31(3), 308–322. <https://doi.org/10.1108/02621711211208934>
- Lachowicz, M. J., Preacher, K. J., & Kelley, K. (2018). A novel measure of effect size for mediation analysis. *Psychological Methods*, 23(2), 244–261. <https://doi.org/10.1037/met0000165>
- Layaman, L., Harahap, P., Djastuti, I., Jaelani, A., & Djuwita, D. (2021). The mediating effect of proactive knowledge sharing among transformational leadership, cohesion, and learning goal orientation on employee performance. *Business: Theory and Practice*, 22(2), 470–481. <https://doi.org/10.3846/btp.2021.13365>
- Le, P. B., & Lei, H. (2017). How transformational leadership supports knowledge sharing: Evidence from Chinese manufacturing and service firms. *Chinese Management Studies*, 11(3), 479–497. <https://doi.org/10.1108/CMS-02-2017-0039>
- Le, P. B., & Lei, H. (2018). The mediating role of trust in stimulating the relationship between transformational leadership and knowledge sharing processes. *Journal of Knowledge Management*, 22(3), 521–537. <https://doi.org/10.1108/JKM-10-2016-0463>
- Le, P. B., & Lei, H. (2019). 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>
- Lee, J. C., Shiue, Y. C., & Chen, C. Y. (2016). Examining the impacts of organizational culture and top management support of knowledge sharing on the success of software process improvement. *Computers in Human Behavior*, 54, 462–474. <https://doi.org/10.1016/j.chb.2015.08.030>

- Lee, Y. L. M. (2012). *Doing Right Leads to Doing Well : When the Type of CSR and Reputation Interact to Affect Consumer Evaluations of the Firm*. 69–81. <https://doi.org/10.1007/s10551-011-0948-0>
- Lei, H., Gui, L., & Le, P. B. (2020). Linking transformational leadership and frugal innovation: the mediating role of tacit and explicit knowledge sharing. *Journal of Knowledge Management*, 25(7), 1832–1852. <https://doi.org/10.1108/JKM-04-2020-0247>
- Lei, H., Ha, A. T. L., & Le, P. B. (2020). How ethical leadership cultivates radical and incremental innovation: the mediating role of tacit and explicit knowledge sharing. *Journal of Business and Industrial Marketing*, 35(5), 849–862. <https://doi.org/10.1108/JBIM-05-2019-0180>
- Leonard, D., & Sensiper, S. (1998). *What is Tacit Knowledge?*
- Lin, H. F. (2007). Knowledge sharing and firm innovation capability: An empirical study. *International Journal of Manpower*, 28(3–4), 315–332. <https://doi.org/10.1108/01437720710755272>
- Meher, J. R., & Mishra, R. K. (2022). Examining the role of knowledge sharing on employee performance with a mediating effect of organizational learning. *VINE Journal of Information and Knowledge Management Systems*, 52(2), 205–223. <https://doi.org/10.1108/VJIKMS-04-2020-0056>
- Miles, D. A. (2017). *A Taxonomy of Research Gaps: Identifying and Defining the Seven Research Gaps*.
- Newman, A., Schwarz, G., Cooper, B., & Sendjaya, S. (2017). How Servant Leadership Influences Organizational Citizenship Behavior: The Roles of LMX, Empowerment, and Proactive Personality. *Journal of Business Ethics*, 145(1), 49–62. <https://doi.org/10.1007/s10551-015-2827-6>
- Nguyen, M. (2023). I see myself in my leader: transformational leadership and its impact on employees' technology-mediated knowledge sharing in professional service firms. *Journal of Service Theory and Practice*, 33(2), 257–279. <https://doi.org/10.1108/JSTP-04-2022-0093>
- Nikolova, I., Van Ruysseveldt, J., De Witte, H., & Van Dam, K. (2014). Learning climate scale: Construction, reliability and initial validity evidence. *Journal of Vocational Behavior*, 85(3), 258–265. <https://doi.org/10.1016/j.jvb.2014.07.007>
- Noe, R. A. (2022). *Employee training and development*. MCGRAW-HILL EDUCATION.

- Noe, R. A., Tews, M. J., & Michel, J. W. (2017). Managers' informal learning: a trait activation theory perspective. *International Journal of Training and Development*, 21(1), 1–17. <https://doi.org/10.1111/ijtd.12092>
- Nugroho, M. A. (2018a). The effects of collaborative cultures and knowledge sharing on organizational learning. *Journal of Organizational Change Management*, 31(5), 1138–1152. <https://doi.org/10.1108/JOCM-10-2017-0385>
- Nugroho, M. A. (2018b). The effects of collaborative cultures and knowledge sharing on organizational learning. *Journal of Organizational Change Management*, 31(5), 1138–1152. <https://doi.org/10.1108/JOCM-10-2017-0385>
- Nurhattati 2022. (n.d.).
- Ogbeibu, S., Jabbour, C. J. C., Gaskin, J., Senadjki, A., & Hughes, M. (2021). Leveraging STARA competencies and green creativity to boost green organisational innovative evidence: A praxis for sustainable development. *Business Strategy and the Environment*, 30(5), 2421–2440. <https://doi.org/10.1002/bse.2754>
- Ojha, D., Acharya, C., & Cooper, D. (2018). Transformational leadership and supply chain ambidexterity: Mediating role of supply chain organizational learning and moderating role of uncertainty. *International Journal of Production Economics*, 197, 215–231. <https://doi.org/10.1016/j.ijpe.2018.01.001>
- Peng, J., Li, M., Wang, Z., & Lin, Y. (2021). Transformational Leadership and Employees' Reactions to Organizational Change: Evidence From a Meta-Analysis. *Journal of Applied Behavioral Science*, 57(3), 369–397. <https://doi.org/10.1177/0021886320920366>
- Phung, V. D., Hawryszkiewicz, I., & Chandran, D. (2019). How knowledge sharing leads to innovative work behaviour: A moderating role of transformational leadership. *Journal of Systems and Information Technology*, 21(3), 277–303. <https://doi.org/10.1108/JSIT-11-2018-0148>
- Podsakoff, P. M., Mackenzie, S. B., & Bommer, W. H. (1996). Transformational Leader Behaviors and Substitutes for Leadership as Determinants of Employee Satisfaction, Commitment, Trust, and Organizational Citizenship Behaviors. In *Journal of Management* (Vol. 22, Issue 2).
- POLANYI, M. (2009). *THE TACIT DIMENSION*.
- Puni, A., Hilton, S. K., Mohammed, I., & Korankye, E. S. (2022). The mediating role of innovative climate on the relationship between transformational

leadership and firm performance in developing countries: the case of Ghana. *Leadership and Organization Development Journal*, 43(3), 404–421. <https://doi.org/10.1108/LODJ-10-2020-0443>

- Rehman, W. U., Hassan, M., & Degirmen, S. (n.d.). *Transformational Leadership and Organizational Performance: A Mediating-Moderating Role of Knowledge Sharing and Organizational Cynicism*. www.ijicc.net
- Salas-Vallina, A., López-Cabrales, Á., Alegre, J., & Fernández, R. (2017). On the road to happiness at work (HAW): Transformational leadership and organizational learning capability as drivers of HAW in a healthcare context. *Personnel Review*, 46(2), 314–338. <https://doi.org/10.1108/PR-06-2015-0186>
- Sarros, J. C., Cooper, B. K., & Santora, J. C. (2008). Building a climate for innovation through transformational leadership and organizational culture. *Journal of Leadership and Organizational Studies*, 15(2), 145–158. <https://doi.org/10.1177/1548051808324100>
- Sattayaraksa, T., & Boon-itt, S. (2016). CEO transformational leadership and the new product development process: The mediating roles of organizational learning and innovation culture. *Leadership and Organization Development Journal*, 37(6), 730–749. <https://doi.org/10.1108/LODJ-10-2014-0197>
- Sattayaraksa, T., & Boon-itt, S. (2018). The roles of CEO transformational leadership and organizational factors on product innovation performance. *European Journal of Innovation Management*, 21(2), 227–249. <https://doi.org/10.1108/EJIM-06-2017-0077>
- Schulz, M., & Stamov Roßnagel, C. (2010). Informal workplace learning: An exploration of age differences in learning competence. *Learning and Instruction*, 20(5), 383–399. <https://doi.org/10.1016/j.learninstruc.2009.03.003>
- Sekaran, U., & Bougie, R. (2016). *Research Methods for Business*. www.wileypluslearningspace.com
- Shao, Z., Feng, Y., & Liu, L. (2012). The mediating effect of organizational culture and knowledge sharing on transformational leadership and Enterprise Resource Planning systems success: An empirical study in China. *Computers in Human Behavior*, 28(6), 2400–2413. <https://doi.org/10.1016/j.chb.2012.07.011>
- Son, T. T., Phong, L. B., & Loan, B. T. T. (2020). Transformational Leadership and Knowledge Sharing: Determinants of Firm's Operational and Financial Performance. *SAGE Open*, 10(2). <https://doi.org/10.1177/2158244020927426>

- Sousa, M. J., Cascais, T., & Rodrigues, J. P. (2015). Action research study on individual knowledge use in organizational innovation processes. *Advances in Intelligent Systems and Computing*, 354, 75–82. https://doi.org/10.1007/978-3-319-16528-8_8
- Sudibjo, N., & Prameswari, R. K. (2021). The effects of knowledge sharing and person–organization fit on the relationship between transformational leadership on innovative work behavior. *Heliyon*, 7(6). <https://doi.org/10.1016/j.heliyon.2021.e07334>
- Suhana, S., Udin, U., Suharnomo, S., & Mas'ud, F. (2019). Transformational leadership and innovative behavior: The mediating role of knowledge sharing in Indonesian private university. *International Journal of Higher Education*, 8(6), 15–25. <https://doi.org/10.5430/ijhe.v8n6p15>
- Swift, P. E., & Hwang, A. (2013). The impact of affective and cognitive trust on knowledge sharing and organizational learning. *Learning Organization*, 20(1), 20–37. <https://doi.org/10.1108/09696471311288500>
- Udin, U. (2023). LINKING TRANSFORMATIONAL LEADERSHIP TO ORGANIZATIONAL LEARNING CULTURE AND EMPLOYEE PERFORMANCE: THE MEDIATION-MODERATION MODEL. *International Journal of Professional Business Review*, 8(3). <https://doi.org/10.26668/businessreview/2023.v8i3.1229>
- Ugwu, C. I., Onyancha, O. B., & Fombard, M. (2020). Transformational and transactional leadership and knowledge sharing in Nigerian university libraries. *IFLA Journal*, 46(3), 207–223. <https://doi.org/10.1177/0340035220917987>
- Valk, R., & Planojevic, G. (2021). Addressing the knowledge divide: digital knowledge sharing and social learning of geographically dispersed employees during the COVID-19 pandemic. *Journal of Global Mobility*, 9(4), 591–621. <https://doi.org/10.1108/JGM-02-2021-0019>
- Vashdi, D. R., Levitats, Z. S., & Grimland, S. (2019). Which transformational leadership behaviors relate to organizational learning processes? *Learning Organization*, 26(2), 176–189. <https://doi.org/10.1108/TLO-04-2018-0065>
- Verico, K., & Pangestu, M. E. (2021). The economic impact of globalisation in Indonesia. In *Globalisation and its Economic Consequences: Looking at APEC Economies* (pp. 76–102). Taylor and Francis. <https://doi.org/10.4324/9781003138501-4>
- Wang, P., & Rode, J. C. (2010). Transformational leadership and follower creativity: The moderating effects of identification with leader and organizational

- climate. *Human Relations*, 63(8), 1105–1128. <https://doi.org/10.1177/0018726709354132>
- Wang, Z., Sharma, P. N., & Cao, J. (2016). From knowledge sharing to firm performance: A predictive model comparison. *Journal of Business Research*, 69(10), 4650–4658. <https://doi.org/10.1016/j.jbusres.2016.03.055>
- Xiao, Y., Zhang, X., & Ordóñez de Pablos, P. (2017). How does individuals' exchange orientation moderate the relationship between transformational leadership and knowledge sharing? *Journal of Knowledge Management*, 21(6), 1622–1639. <https://doi.org/10.1108/JKM-03-2017-0120>
- Xie, L. (2020). The impact of servant leadership and transformational leadership on learning organization: a comparative analysis. *Leadership and Organization Development Journal*, 41(2), 220–236. <https://doi.org/10.1108/LODJ-04-2019-0148>
- Yadav, M., Choudhary, S., & Jain, S. (2019). Transformational leadership and knowledge sharing behavior in freelancers: A moderated mediation model with employee engagement and social support. *Journal of Global Operations and Strategic Sourcing*, 12(2), 202–224. <https://doi.org/10.1108/JGOSS-08-2017-0030>
- Yi, J. (2009). A measure of knowledge sharing behavior: Scale development and validation. *Knowledge Management Research and Practice*, 7(1), 65–81. <https://doi.org/10.1057/kmrp.2008.36>
- Yin, J., Ma, Z., Yu, H., Jia, M., & Liao, G. (2020). Transformational leadership and employee knowledge sharing: explore the mediating roles of psychological safety and team efficacy. *Journal of Knowledge Management*, 24(2), 150–171. <https://doi.org/10.1108/JKM-12-2018-0776>
- Zeinaddini, M. R., & Alipour, H. (2019). Examine the Role of Transformational Leadership in Entrepreneurial Orientation and Innovation: Explain the Mediating and Moderating Role of Learning-Orientation. *International Journal of Advanced Science and Technology*, 28(15), 182–194. <https://www.researchgate.net/publication/337485803>
- Zhao, R., Feng, N., Wei, F., & Wang, Y. (2023). Rewards and knowledge sharing in the CoPS development context: the moderating role of transformational leadership. *Journal of Knowledge Management*, 27(5), 1228–1250. <https://doi.org/10.1108/JKM-10-2021-0780>
- Zia, M. Q., Decius, J., Naveed, M., & Anwar, A. (2022). Transformational leadership promoting employees' informal learning and job involvement: the moderating role of self-efficacy. *Leadership and Organization*

Development Journal, 43(3), 333–349. <https://doi.org/10.1108/LODJ-06-2021-0286>

Zia Zia, M., Naveed, M., & Adnan Bashir, M. (2021). The influence of servant leadership on employees' outcomes via job embeddedness in hospitality industry. *Article in Journal of Hospitality and Tourism Insights*. <https://doi.org/10.1108/JHTI-01-2021-0004>

Zuraik, A., & Kelly, L. (2019). The role of CEO transformational leadership and innovation climate in exploration and exploitation. *European Journal of Innovation Management*, 22(1), 84–104. <https://doi.org/10.1108/EJIM-10-2017-0142>

Żywiołek, J., Tucmeanu, E. R., Tucmeanu, A. I., Isac, N., & Yousaf, Z. (2022). Nexus of Transformational Leadership, Employee Adaptiveness, Knowledge Sharing, and Employee Creativity. *Sustainability (Switzerland)*, 14(18). <https://doi.org/10.3390/su141811607>

