

DAFTAR PUSTAKA

- Afsar, B., Al-Ghazali, B. M., & Ali, W. (2020). The effect of proactive personality and internal locus of control on innovative work behavior: The mediating role of psychological empowerment. *Journal of Public Affairs*, 20(3).
- Agistha, A. N. (2023). *Kecenderungan perilaku inovatif terhadap keterikatan karyawan dan implikasinya pada kinerja pegawai DPRD Provinsi Daerah Istimewa Yogyakarta*
- Bakker, A. B., & Schaufeli, W. B. (2008). Positive organizational behavior: Engaged employees in flourishing organizations. *Journal of Organizational Behavior*, 29(2), 147–154.
- Bhardwaj, A., Sharma, P., & Singh, R. (2023). Psychological engagement in the modern workplace: Challenges and opportunities. *Journal of Organizational Behavior Management*, 43(2), 112-130.
- Chen, L. (2025). *Engagement in the era of digital transformation: Navigating the future of work*. Academic Press. *Journal of Digital Human Resource Management*, 7(1), 15-32).
- George, J. M., & Zhou, J. (2001). When openness to experience and conscientiousness are related to creative behavior: An interactional approach. *Journal of Applied Psychology*, 86(3), 513–524.
- Ghozali, I. (2018). *Aplikasi Analisis Multivariate dengan Program IBM SPSS 25*. Badan Penerbit Universitas Diponegoro.

- Gibson, J. L., Ivancevich, J. M., & Donnelly, J. H. (2012). *Organizations: Behavior, Structure, Processes* (14th ed.). McGraw-Hill Education.
- Hadi, C., Pratama, I. P., & Sholahuddin, A. (2020). *Manajemen Sumber Daya Manusia: Strategi dan Implementasi di Era Industri 4.0*. Airlangga University Press.
- Harter, J. K., Schmidt, F. L., & Hayes, T. L. (2002). Business-unit-level relationship between employee satisfaction, employee engagement, and business outcomes: A meta-analysis. *Journal of Applied Psychology*, 87(2), 268–279.
- Irwan, & Irfan, M. (2021). *Manajemen Sumber Daya Manusia*. Penerbit CV. Azka Pustaka.
- Ismail, N. H., Razak, A. Z. A. A., & Zakaria, N. (2021). The role of work engagement in performance: A review of the literature. *International Journal of Academic Research in Business and Social Sciences*, 11(6), 548-559. <https://doi.org/10.6007/IJARBS/v11-i6/10123>
- Jankelová, N., Joniaková, Z., & Mišún, J. (2021). Innovative work behavior – A key factor in the performance of organizations in the healthcare sector. *International Journal of Environmental Research and Public Health*, 18(23), 12614.
- Kahn, W. A. (1990). Psychological conditions of personal engagement and disengagement at work. *Academy of Management Journal*, 33(4), 692–724.
- López-Cabarcos, M. Á., Vázquez-Rodríguez, P., & Quiñoá-Piñeiro, L. M. (2022). An approach to the influence of employee engagement and innovative work behavior on job performance. *Journal of Business Research*, 141, 607–618.

- Macey, W. H., & Schneider, B. (2008). The meaning of employee engagement. *Industrial and Organizational Psychology*, 1(1), 3–30.
- Mangkunegara (2017). *Manajemen Sumber Daya Manusia Perusahaan*. PT Remaja Rosdakarya.
- Marpaung, M., & Darmawan, D. (2022). Pengaruh lingkungan kerja dan kompensasi terhadap kinerja karyawan. *Jurnal Ekonomi dan Bisnis*, 11(1).
- Nurdin, N. (2020). *Innovative Work Behavior: Teori dan Praktis dalam Organisasi*. Penerbit Andi.
- Nyoman, K., & Ardana, I. K. (2020). Pengaruh kepemimpinan transformasional dan motivasi kerja terhadap perilaku kerja inovatif karyawan. *E-Jurnal Manajemen Universitas Udayana*, 9(4).
- Pacheco, G. (2023). Employee performance and efficiency in modern organizations. *Journal of Applied Business Studies*.
- Purwanto, A., Asbari, M., & Santoso, P. B. (2020). Pengaruh gaya kepemimpinan terhadap kinerja karyawan: Analisis mediasi motivasi kerja. *Jurnal Ilmiah Manajemen dan Bisnis*.
- Robbins, S. P., & Judge, T. A. (2016). *Organizational Behavior* (16th ed.). Pearson Education.
- Saks, A. M. (2006). Antecedents and consequences of employee engagement. *Journal of Managerial Psychology*, 21(7), 600–619.

- Saleem, S., Mahmood, A., & Ahmed, A. (2021). The impact of psychological capital on job performance: The mediating role of work engagement. *Frontiers in Psychology*.
- Schaufeli, W. B., Salanova, M., González-Romá, V., & Bakker, A. B. (2002). The measurement of engagement and burnout: A two sample confirmatory factor analytic approach. *Journal of Happiness Studies*, 3(1), 71–92.
- Scott, S. G., & Bruce, R. A. (1994). Determinants of innovative people behavior: A path model of individual innovation in the workplace. *Academy of Management Journal*, 37(3), 580–607.
- Sedayu, A., & Rushadiyati, R. (2024). Analisis kinerja karyawan melalui keterikatan kerja dan lingkungan kerja. *Jurnal Administrasi Bisnis*.
- Sugiyono. (2023). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D* (19th ed.). Alfabeta.
- Vroom, V. H. (1964). *Work and Motivation*. Wiley.
- Xu, Y., & Suntrayuth, S. (2022). The influence of perceived organizational support on innovative work behavior. *International Journal of Innovation and Management*.
- Yuan, F., & Woodman, R. W. (2010). Innovative behavior in the workplace: The role of performance and image outcome expectations. *Academy of Management Journal*, 53(2), 323–342.