

DAFTAR PUSTAKA

- Afriana, S., Rahmaniar, E., & Shaleh, S. (2022). Concept of Quantitative Research Methodology and Its Implications on Methods in Islamic Education. *IJECA (International Journal of Education and Curriculum Application)*, 5(2), 133. <https://doi.org/10.31764/ijeca.v5i2.8973>
- Agustine, T. D., & Nawangsari, L. C. (2020). The Effect of Compensation and Work Loads Towards Intension of Turnover with Work Satisfaction as a Variable Mediation in Clinic Employees of PT Nayaka Era Husada Branch of Bekasi. *International Journal of Innovative Science and Research Technology*, 5(7), 1304–1312. <https://doi.org/10.38124/IJSRT20JUL714>
- Al-Suraihi, W. A., Samikon, S. A., Al-Suraihi, A.-H. A., & Ibrahim, I. (2021). Employee Turnover: Causes, Importance and Retention Strategies. *European Journal of Business and Management Research*, 6(3), 1–10. <https://doi.org/10.24018/ejbmr.2021.6.3.893>
- Anggraeni, D. T., Ridho, A., & Sudari, S. A. (2024). The Effect of Compensation And Job Satisfaction on Turnover Intention At PT Citra Insan Garda Semesta (CIGS). *Journal of Information System, Applied, Management, Accounting and Research*, 8(3), 621. <https://doi.org/10.52362/jisamar.v8i3.1505>
- Attallah, H., & Isnowati, S. (2024). Pengaruh Gaya Kepemimpinan, Budaya Organisasi, Dan Kepuasan Kerja Terhadap Turnover Intention Di Shopee Express Tembalang Hub. *Jesya*, 7(2), 1244–1254. <https://doi.org/10.36778/jesya.v7i2.1551>
- Azeem, M., Ahmed, M., Haider, S., & Sajjad, M. (2021). Expanding competitive advantage through organizational culture, knowledge sharing and organizational innovation. *Technology in Society*, 66, 101635. <https://doi.org/10.1016/j.techsoc.2021.101635>
- Babatunde, O. (2015). The Impact of Leadership Style on Employee's Performance in an Organization. *Public Policy and Administration Research*, 5(1).
- Bass, B. M., & Riggio, R. E. (2006). *Transformational Leadership*. Psychology Press. <https://doi.org/10.4324/9781410617095>
- Cohen, G., Blake, R. S., & Goodman, D. (2016). Does Turnover Intention Matter? Evaluating the Usefulness of Turnover Intention Rate as a Predictor of Actual Turnover Rate. *Review of Public Personnel Administration*, 36(3), 240–263. <https://doi.org/10.1177/0734371X15581850>

- Colquitt, J. A. (2009). *Organizational Behavior*. McGraw-Hill.
- Colquitt, J. A., Scott, B. A., & 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(4), 909–927. <https://doi.org/10.1037/0021-9010.92.4.909>
- Cowan, R. L., Clayton, E., & Bochantin, J. (2021). *Human Resources as an Important Actor in Workplace Bullying Situations: Where We Have Been and Where We Should Go* (pp. 477–494). https://doi.org/10.1007/978-981-13-0935-9_18
- Deloitte Millennial Survey. (2016). *Winning Over The Next Generation of Leaders*.
- Dewi, N. K. N. C., & Subudi, M. (2015). Pengaruh Kepemimpinan Transformasional terhadap Kepuasan Kerja dan Turnover Intention pada CV. Gita Karya Persada Denpasar. *Pengaruh Kepemimpinan Transformasional Terhadap Kepuasan Kerja Dan Turnover Intention Pada CV Gita Karya Persada Denpasar*, 4(12), 4219–4244.
- Ernita, A., & Adriansyah, A. (2023). Gaya Kepemimpinan Transformasional, Gaya Kepemimpinan Transaksional Dan Budaya Organisasi Terhadap Kepuasan Kerja Karyawan (Studi Pada Karyawan Tidak Tetap Bank Abc Harapan Indah Bekasi). *Journal of Accounting, Management and Islamic Economics*, 1(1), 147–170. <https://doi.org/10.35384/jamie.v1i1.436>
- Faarook, S. A. (2021). Pengaruh Budaya Organisasi terhadap Turnover Intention melalui Motivasi pada Karyawan Generasi Milenial. *Jurnal Forum Ilmiah Indonesia*, 8(10).
- Ferreira, L., & Almeida, C. (2015). Employee Turnover and Organizational Performance: a Study of the Brazilian Retail Sector. *Brazilian Business Review*, 12(4), 27–56. <https://doi.org/10.15728/bbr.2015.12.4.2>
- Fiorinica, & Widayati, N. (2021). Pengaruh Gaya Kepemimpinan, Budaya Kerja, dan Job Insecurity Terhadap Turnover Intention Karyawan. *Jurnal Sekolah Tinggi Ilmu Ekonomi Trisakti*.
- Foo, A., Lee, L. M., & Gan, S. W. (2023). *Determinants of Turnover Intention amongst Academic Staff in Private Higher Education Institutions in Malaysia* (pp. 66–76). https://doi.org/10.2991/978-94-6463-342-9_6
- Gan, E., & Voon, M. L. (2021). The Impact of Transformational Leadership on Job Satisfaction and Employee Turnover Intentions: A Conceptual Review. *SHS Web of Conferences*, 124, 08005. <https://doi.org/10.1051/shsconf/202112408005>

- Gebregziabher, D., Berhanie, E., Berihu, H., Belstie, A., & Teklay, G. (2020). The relationship between job satisfaction and turnover intention among nurses in Axum comprehensive and specialized hospital Tigray, Ethiopia. *BMC Nursing*, 19(1), 79. <https://doi.org/10.1186/s12912-020-00468-0>
- Ghozali, I. (2018a). *Aplikasi Analisis Multivariate Dengan Program SPSS 25 Edisi 9*. In UNDIP Press.
- Ghozali, I. (2018b). *Aplikasi Analisis Multivariate Dengan Program SPSS 25 Edisi 9*. In UNDIP Press.
- Girma, T. N. (2019). The effects of organizational culture on turnover intention: The mediating role of job satisfaction, a case of Oromia Forest and Wild Life Enterprise. *African Journal of Business Management*, 13(2), 82–89. <https://doi.org/10.5897/AJBM2018.8612>
- Hair, J. F., Hult, G. T. M., Ringle, C. M., Sarstedt, M., Danks, N. P., & Ray, S. (2021). *Partial Least Squares Structural Equation Modeling (PLS-SEM) Using R*. Springer International Publishing. <https://doi.org/10.1007/978-3-030-80519-7>
- Hakro, T. H., Abbasi, K. H., & Mahesar, H. A. (2021). Influence of Organizational Culture, Supervisor Behavior and HRM Practices on Employee Turnover Intentions: Study of NGOs Sector of Sindh, Pakistan. *Research Journal of Social Sciences and Economics Review (RJSSER)*, 2(1), 97–105. [https://doi.org/10.36902/rjsser-vol2-iss1-2021\(97-105\)](https://doi.org/10.36902/rjsser-vol2-iss1-2021(97-105))
- Hamzat, S., Abata-Ebire, B. D., Ogunjinmi, T., & Babarinde, O. (2020). Influence of Ownership Structure and Leadership Styles on Turnover Intention of LIS Professionals: Empirical Evidence from Private Universities in Osun State Nigeria. *Library Philosophy and Practice (e-Journal)*, 4428.
- Haryadi, I., & Dudija, N. (2024). The Influence of Job Satisfaction and Employee Engagement on Turnover Intention at PT. Dayamitra Telekomunikasi, Tbk. (Study of Mitratel Employees). *International Journal of Current Science Research and Review*, 07(11). <https://doi.org/10.47191/ijcsrr/V7-i11-10>
- Hee, O. C., Yan, L. H., Rizal, A. M., Kowang, T. O., & Fei, G. C. (2018). Factors Influencing Employee Job Satisfaction: A Conceptual Analysis. *International Journal of Academic Research in Business and Social Sciences*, 8(6). <https://doi.org/10.6007/IJARBS/v8-i6/4207>
- Hidayat, R., & Abdillah. (2021). *Ilmu Pendidikan: Konsep, Teori dan Aplikasinya*. LPPPI.

- Hussain, A., Khan, M. A., & Hussain, J. (2020). Interplay of Organizational Commitment and Turnover Intention in Academic Sector. *Review of Economics and Development Studies*, 6(2), 501–512. <https://doi.org/10.47067/reads.v6i2.218>
- Ike, O. O., Ugwu, L., Omeje, O., & Okwonko, A. E. (2022). Expanded-Multidimensional Turnover Intentions: Scale Development and Validation. *Research Square*.
- Irwan, A., Mahfudnurnajamuddin, Nujum, S., & Mangkona, S. (2020). The Effect of Leadership Style, Work Motivation and Organizational Culture on Employee Performance Mediated by Job Satisfaction. *International Journal of Multicultural and Multireligious Understanding*, 7(8), 642. <https://doi.org/10.18415/ijmmu.v7i8.2007>
- Joseph F. Hair, Jr., Black, W. C., Babib, B. J., & Rolph E. Anderson. (2019). *MULTIVARIATE DATA ANALYSIS Multivariate Data Analysis*. Annabel Ainscow.
- Joseph F. Hair, Jr., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2016). Partial least squares structural equation modeling with R. In *Practical Assessment, Research and Evaluation* (Vol. 21, Issue 1).
- Kalsum, U., Harlen, & Machasin. (2022). Pengaruh Budaya Organisasi dan Komitmen Organisasi Terhadap Kepuasan Kerja dan Turnover Intention Pada Perawat RSIA Eria Bunda Pekanbaru. *Jurnal Sosial Humaniora Terapan*, 5(1). <https://doi.org/10.7454/jsht.v5i1.1017>
- Karina, D., Rakhmawati, R., & Abidin, M. Z. (2018). Pengaruh Job Insecurity Terhadap Turnover Intention Pada Karyawan Hotel Amaris. *Jurnal Ilmu Manajemen Indonesia*, 1(1).
- Khan, M. A., Husain, S., Minhaj, S. M., Ali, M. A., & Helmi, M. A. (2024). To explore the impact of corporate culture and leadership behaviour on work performance, mental health and job satisfaction of employees: An empirical study. *Journal of Infrastructure, Policy and Development*, 8(11), 6417. <https://doi.org/10.24294/jipd.v8i11.6417>
- Kiptulon, E. K., Elmadani, M., Szöllösi, A., Galgalo, D. A., Wami, G. A., & Siket, A. U. (2024). *The Impact of Organizational Culture on Career Leaving Among Nurses: Examining Global Nurses' Shortage Through the Lenses of Organizational Culture: A Systematic Review*. <https://doi.org/10.21203/rs.3.rs-5308085/v1>

- Kishen, Syah, T. Y. R., & Anindita, S. R. (2020). The Transformational Leadership Effect on Job Satisfaction and Job Performance. *JOMA: Journal of Multidisciplinary Academic*, 4(1).
- Krisyanto, E. (2017). Pengaruh Gaya Kepemimpinan dan Kepuasan Kerja Terhadap Turnover Intention Karyawan PT Garuda Karya Mandiri. *Inovasi: Jurnal Ilmiah Ilmu Manajemen*, 4(1).
- Kulchottananon, C., & Waikhuntod, S. (2024). Transformational Leadership of Educational Institution Administrators under the Office of the Vocational Education Commission Sa Kaeo Province. *Interdisciplinary Academic and Research Journal*, 4(5), 37–56. <https://doi.org/10.60027/iarj.2024.276069>
- Limaj, E., & Bernroider, E. W. N. (2019). The Roles of Absorptive Capacity and Cultural Balance for Exploratory and Exploitative Innovation in SMEs. *Journal of Business Research*, 94, 137–153. <https://doi.org/10.1016/j.jbusres.2017.10.052>
- Luthans, F. (2011). *Behavior Organizations* (10th ed.). McGraw-Hill.
- Magbity, J. B., Ofei, A. M. A., & Wilson, D. (2020). Leadership Styles of Nurse Managers and Turnover Intention. *Hospital Topics*, 98(2), 45–50. <https://doi.org/10.1080/00185868.2020.1750324>
- Manktelow, J. (2011). *Leadership Style Workbook*. Mind Tools Ltd.
- Manoppo, V. P. (2020). Transformational leadership as a factor that decreases turnover intention: a mediation of work stress and organizational citizenship behavior. *The TQM Journal*, 32(6), 1395–1412. <https://doi.org/10.1108/TQM-05-2020-0097>
- Musa, C. I., & Tawe, A. (2023). Pengaruh Budaya Organisasi Terhadap Turnover Intention Pada Protech Dry Cleaning & Laundry Makassar. *SINOMIKA Journal: Publikasi Ilmiah Bidang Ekonomi Dan Akuntansi*, 1(6), 1651–1660. <https://doi.org/10.54443/sinomika.v1i6.920>
- Nelissen, J., Forrier, A., & Verbruggen, M. (2017). Employee development and voluntary turnover: testing the employability paradox. *Human Resource Management Journal*, 27(1), 152–168. <https://doi.org/10.1111/1748-8583.12136>
- Nursari, I., Luthfy, A., & Adiawaty, S. (2020). Pengaruh Budaya Organisasi dan Gaya Kepemimpinan Terhadap Keinginan Bepindah dengan Kepuasan Kerja Sebagai Variabel Intervening di PT Mirae Asset Sekuritas Indonesia. *Jurnal Ilmiah Bisnis, Pasar Modal, Dan UMKM*, 3(1), 46–51.

- Paaisal, L. O., Tabroni, T., & Maksum, C. (2018). Pengaruh Gaya Kepemimpinan Dan Budaya Organisasi Terhadap Turnover Melalui Kepuasan Kerja Karyawan Pada Pt. Muara Wisesa Samudra di Jakarta. *Jurnal Eksekutif*, 15(1), 191–215.
- Parmar, V., Channar, Z., Ahmed, R., Streimikiene, D., Pahi, M., & Streimikis, J. (2022). Assessing The Organizational Commitment, Subjective Vitality and Burnout Effects on Turnover Intention in Private Universities. *Oeconomia Copernicana*, 13, 251–286.
- Pati, A. (2019). The Influence of Leadership and Organizational Culture on Employee Work Satisfaction in Bolmut Regency. *Asia Pacific Journal of Management and Education*, 2(2). <https://doi.org/10.32535/apjme.v2i2.571>
- Prasetya, P. W. Y., & Dewi, I. G. A. M. (2019). Pengaruh Gaya Kepemimpinan Transformasional Terhadap Intention To Quit Dimediasi Oleh Kepuasan Kerja Pada Karyawan. *Jurnal Manajemen*, 8(4), 2042–2070.
- Pratama, E. N., Suwarni, E., & Handayani, M. A. (2022). Effect Of Job Satisfaction And Organizational Commitment On Turnover Intention With Person Organization Fit As Moderator Variable. *APTISI Transactions on Management (ATM)*, 6(1), 74–82. <https://doi.org/10.33050/atm.v6i1.1722>
- Promchart, K., & Potipiroon, W. (2020). Transformational Leadership and Turnover Intentions among School Teachers in the Deep South of Thailand. *The Journal of Behavioral Science*, 15(2), 16–37.
- Purwadi, Darma, D. C., Febrianti, W., & Mirwansyah, D. (2020). Exploration of Leadership, Organizational Culture, Job Satisfaction, and Employee Performance. *Technium Social Sciences Journal*, 6, 116–130. <https://doi.org/10.47577/tssj.v6i1.242>
- Putri, S. N., Widhianingrum, W., & Wijianto, W. (2024). Influence Employee Engagement, Culture Organization And Motivation Work To Satisfaction Work Employees At Pt. Pawnshop Ponorogo. *Proceeding of International Conference on Social Science and Humanity*, 1(1), 81–97. <https://doi.org/10.61796/icossh.v1i1.7>
- Rahmi, A., & Mulyadi. (2018). Pengaruh Keterlibatan Karyawan, Budaya Organisasi dan Kepemimpinan Transformasional terhadap Komitmen Organisasional Karyawan pada PT. PLN Banda Aceh Amelia. *Jurnal Ilman*, 6(1), 68–76. <http://journals.synthesispublication.org/index.php/Ilman/article/view/7>

- Rantung, M. R., Taroreh, R. N., & Sendow, G. M. (2023). Pengaruh Gaya Kepemimpinan Transformasional, Penempatan Kerja, dan Fasilitas Kerja Terhadap Kepuasan Kerja Pegawai Pada Dinas Sosial Kabupaten Minahasa Selatan. *Jurnal EMBA*, 11(4).
- Ritonga, W., & Tun Ganyang, M. (2020). Kinerja Karyawan: Peran Gaya Kepemimpinan dan Kepuasan Kerja. *Jurnal Riset Manajemen Dan Bisnis (JRMB) Fakultas Ekonomi UNIAT*, 5(1), 289–298. <https://doi.org/10.36226/jrmb.v5i1.430>
- Robbins, B. G. (2016). What is Trust? A Multidisciplinary Review, Critique, and Synthesis. *Sociology Compass*, 10(10), 972–986. <https://doi.org/10.1111/soc4.12391>
- Robbins, S. P., & Coulter, M. A. (2020). *Management (Global Edition)* (15th ed.). Person.
- Robbins, S. P., & Judge, T. (2018). *Organizational Behavior* (18th ed.). Pearson.
- Robbins, S. P., & Judge, T. A. (2013). *Organizational Behavior* (1st ed., Vol. 7). Pearson Education.
- Sabwami, K. M. (2024). *Transformational Leadership in Higher Education* (pp. 219–252). <https://doi.org/10.4018/979-8-3373-0025-2.ch009>
- Sammuel, & Tanoto, S. R. (2022). Pengaruh Kepemimpinan Transformasional Terhadap Turnover Intention Melalui Kepuasan Kerja Sebagai Variabel Mediasi Pada Karyawan Usaha Mikro, Kecil, Dan Menengah (Umk) Sektor Makanan Dan Minuman Di Kabupaten Blora. *AGORA*, 10(2).
- Saripudin, S., Hubeis, M., & Yusnita, N. (2023). The Influence of Organizational Culture on Turnover through The Quality of Work Life. *Journal of Social Science*, 4(1), 215–231. <https://doi.org/10.46799/jss.v4i1.514>
- Satriowati, E., Paramita, P. D., & Hasiholan, L. B. (2016). Pengaruh Gaya Kepemimpinan Transformasional, Kompensasi dan Komunikasi Terhadap Kinerja Karyawan dengan Kepuasan Kerja Sebagai Variabel Mediasi Pada Laundry Elephant King. *Journal of Management*.
- Schein, E. (2004). *Organizational culture and leadership (3rd ed.)*. CA: Jossey-Bass.
- Schiffman, L. G., Kanuk, L. L., & Hansen, H. (2012). Consumer Behaviour: A European Outlook. In *Pearson Education*.
- Sekaran, U. (2017). *Metode Penelitian untuk Bisnis* (6th ed). Salemba Empat.

- Shalihah, M. (2018). Pengaruh Komitmen Organisasional dan Kepuasan Kerja terhadap Intention to Stay Relawan di Organisasi Non-Profit (Studi pada TurunTangan Malang). *Jurnal Ilmiah Mahasiswa FEB Universitas Brawijaya*, 6(2).
- Shodikin, A. (2018). Pengaruh Kepemimpinan dan Budaya Kerja Terhadap Kinerja Tenaga Kependidikan dengan Motivasi Kerja Sebagai Variabel Intervening (Studi pada Universitas Islam Negeri Walisongo Semarang). *Jurnal Penelitian Ekonomi Dan Bisnis*, 3(2). <https://doi.org/10.33633/jpeb.v3i2.2297>
- Sihombing, M. (2020). The Effect of Transformational Leadership, Work Discipline, and Satisfaction on Lecturers' Performance at the Tarbiyah and Teaching Faculty of UIN Antasari Banjarmasin. *Journal of K6 Education and Management*, 3(2), 100–108. <https://doi.org/10.11594/jk6em.03.02.01>
- Sirait, L., Sudarno, Junaedi, A. T., Purwati, A. A., & Deli, M. M. (2022). Leadership Style, Motivation, and Organizational Culture on Job Satisfaction and Teacher Performance. *Journal of Applied Business and Technology*, 3(2), 115–129. <https://doi.org/10.35145/jabt.v3i2.94>
- Solehah, S., & Ratnasari, S. L. (2019). Pengaruh Gaya Kepemimpinan, Beban Kerja, Job Insecurity Terhadap Turnover Intention Karyawan PT. Federal Internasional Finance Cab Batam. *JURNAL DIMENSI*, 8(2). <https://doi.org/10.33373/dms.v8i2.2153>
- Spicer, A. (2020). Organizational Culture and COVID-19. *Journal of Management Studies*, 57(8), 1737–1740. <https://doi.org/10.1111/joms.12625>
- Stephens, R., & Judge. (2015). *Organizational Behavior* (6th ed.). Pearson Education.
- Suhakim, A. I., & Badrianto, Y. (2021). Pengaruh Gaya Kepemimpinan Transformasional, Kepuasan Kerja dan Komitmen Organisasi Terhadap Turnover Intention. *Jurnal Ekonomi Bisnis, Manajemen Dan Akuntansi (JEBMA)*, 1(2), 137–146. <https://doi.org/10.47709/jebma.v1i2.995>
- Surya, A., & Hermina, N. H. (2023). Pengaruh Budaya Kerja terhadap Kepuasan Kerja: Studi Kasus pada Karyawan Perusahaan Sektor Restoran. *Jurnal Penelitian Pendidikan*, 23(3), 227–239.
- Suyatno, A., Abdullah, A., Iriany, D., & Sundah, E. (2020). *Manajemen Sumber Daya Manusia : Prinsip Dasar dan Aplikasi*. CV. Diandra Primamitra Media.
- Sylejmani, M., & Mesko, M. (2024). The Role of Organizational Culture in Employee Retention in Kosovar Businesses. *Journal of Organizational Psychology*, 24(3). <https://doi.org/10.33423/jop.v24i3.7328>

- Taghikilanidamavandi, L. (2024). Building a culture of excellence by transforming toxic corporate environments. *Social and Labour Relations: Theory and Practice*, 13(2), 33–41. [https://doi.org/10.21511/slntp.13\(2\).2023.04](https://doi.org/10.21511/slntp.13(2).2023.04)
- Tan, B.-S. (2019). In search of the link between organizational culture and performance. *Leadership & Organization Development Journal*, 40(3), 356–368. <https://doi.org/10.1108/LODJ-06-2018-0238>
- Tenenhaus, M., Vinzi, V. E., Chatelin, Y.-M., & Lauro, C. (2005). PLS path modeling. *Computational Statistics & Data Analysis*, 48(1), 159–205. <https://doi.org/10.1016/j.csda.2004.03.005>
- Uhunoma, O., Lim, D. H., & Kim, W. (2020). The mediating role of informal learning on work engagement: older workers in the US public sector. *European Journal of Training and Development*, 45(2–3), 200–217. <https://doi.org/10.1108/EJTD-04-2020-0062>
- Vebrianis, S., M, A., & Haryanti, R. (2021). Pengaruh Budaya Organisasi Terhadap Kepuasan Kerja Karyawan Pada PT. Bumi Sarimas Indonesia Kabupaten Padang Pariaman. *Jurnal Matua*, 3(3), 539–548.
- Wahjoedi, T. (2021). *The effect of organizational culture on employee performance mediated by job satisfaction and work motivation: Evident from SMEs in Indonesia*. *Management Science Letters*, 2053–2060. <https://doi.org/10.5267/j.msl.2021.3.004>
- Wisantyo, N. I., & Madiistriyatno, H. (2015). Pengaruh stres kerja, disiplin kerja, dan kepuasan kerja terhadap intensi turnover (Studi pada Lembaga Pengelola Dana Bergulir Koperasi dan Usaha Mikro, Kecil dan Menengah). *Jurnal MIX*, 5(1), 1–10.
- Yücel, İ. (2021). Transformational Leadership and Turnover Intentions: The Mediating Role of Employee Performance during the COVID-19 Pandemic. *Administrative Sciences*, 11(3), 81. <https://doi.org/10.3390/admsci11030081>
- Yuzalmi, N., Sukmadewi, R., & Fahrozi, M. (2023). Pengaruh Kepemimpinan Transformasional Dan Budaya Organisasi Terhadap Turnover Intention Melalui Kepuasan Kerja Karyawan Pada Pt Ruang Raya Pekanbaru. *Jurnal Pajak & Bisnis*, 4(2).
- Zhang, S., Wang, J., Ke, Y., Li, N., & Su, Z. (2024). Exploring the impact of job satisfaction on turnover intention among professionals in the construction industry. *Engineering, Construction and Architectural Management*. <https://doi.org/10.1108/ECAM-11-2023-1179>

Zhu, X., & Rhene, C. T. (2024). Exploring the Link between Transformational Leadership and Teacher Innovation. *International Journal of Education and Humanities*, 16(3), 83–87. <https://doi.org/10.54097/a6660y88>

