DAFTAR PUSTAKA

- Asbari, M., Hidayat, D., & Purwanto, A. (2021). Managing Employee Performance: From Leadership to Readiness for Change. *International Journal of Social and Management Studies (IJOSMAS)*, 02(01), 74–85. https://ijosmas.org/index.php/ijosmas/article/view/12/12
- Augusty, F. (2018). *Metode Penelitian Manajemen*. Semarang: Badan Penerbit Universitas Diponegoro.
- Bakker, A. B., Vries, J. D. De, & Bakker, A. B. (2021). Job Demands Resources theory and self- regulation: new explanations and remedies for job burnout explanations and remedies for job burnout. *Journal Anxiety, Stress & Coping*, 34(1), 1–21. https://doi.org/10.1080/ 10615806.2020.1797695
- Beqiri, T., & Mazreku, I. (2020). Lifelong learning, training and development employee's perspective. *Journal of Educational and Social Research*, 10(2), 94–102. https://doi.org/10.36941/jesr-2020-0029
- Bibi, P., Ahmad, A., & Majid, A. H. A. (2018). The impact of training and development and supervisors support on employees retention in academic institutions in Pakistan: The moderating role of the work environment. *Gadjah Mada International Journal of Business*, 20(1), 113–131. https://doi.org/10.22146/gamaijb.24020
- Cappelli, P., & Conyon, M. J. (2018). What Do Performance Appraisals Do? *ILR Review*, 71(1), 88–116. https://doi.org/10.1177/0019793917698649
- Chen, J. (2020). Relationship Between Psychological Capital, Job Stress and Job Burnout Of Special Education Workers. *Journal Revista Argentina de Clínica Psicológica*, XXIX, 3276716. https://doi.org/10.24205/03276716.2020.191
- Crane, B., & Hartwell, C. J. (2019). Global talent management: A life cycle view of the interaction between human and social capital. *Journal of World Business*, 54(2), 82–92. https://doi.org/10.1016/j.jwb.2018.11.002
- Darvishmotevali, M., & Ali, F. (2020). Job insecurity, subjective well-being and job performance: The moderating role of psychological capital. *International Journal of Hospitality Management*, 87(February 2019), 102462. https://doi.org/10.1016/j.ijhm.2020. 102462

- Diatmono, P., Mariam, S., & Ramli, A. H. (2020). Analysis of Human Capital in Talent Management Program, Training and Development to Improve Employee Competence Case Study in BSG Group. *Business and Entrepreneurial Review*, 20(1), 45–66. https://doi.org/10.25105/ber.v20i1.6812
- Dixit, R., & Sinha, V. (2020). Addressing Training and Development Bottlenecks in HRM: Facilitating a Paradigm Shift in Building Human Capital in Global Organizations. *Contemporary Global Issues in Human Resource Management*, 141–161. https://doi.org/ 10.1108/978-1-80043-392-220201012
- Fletcher, L., Alfes, K., & Robinson, D. (2018). The relationship between perceived training and development and employee retention: the mediating role of work attitudes. *The International Journal of Human Resource Management*, 5192(December), 1–28. https://doi.org/10.1080/09585192.2016.1262888
- Gara Bach Ouerdian, E., & Mansour, N. (2019). The relationship of social capital with objective career success: the case of Tunisian bankers. *Journal of Management Development*, 38(2), 74–86. https://doi.org/10.1108/JMD-09-2018-0257
- Gong, Z., Chen, Y., & Wang, Y. (2019). The Influence of Emotional Intelligence on Job Burnout and Job Performance: Mediating Effect of Psychological Capital. *Frontiers in Psychology*, 10(December), 1–11. https://doi.org/10.3389/fpsyg.2019.02707
- Harjanti, D., & Todani, F. A. (2019). Job Burnout and Employee Performance in Hospitality Industry: The Role of Social Capital. *Jurnal Teknik Industri*, 21(1), 15–24. https://doi.org/10.9744/jti.21.1.15-24
- Harris, C. M., Wright, P. M., & McMahan, G. C. (2019). The emergence of human capital: Roles of social capital and coordination that drive unit performance. *Human Resource Management Journal*, 29(2), 162–180. https://doi.org/10.1111/1748-8583.12212
- Huang, S. (Sam), Yu, Z., Shao, Y., Yu, M., & Li, Z. (2021). Relative effects of human capital, social capital and psychological capital on hotel employees' job performance. *International Journal of Contemporary Hospitality Management*, 33(2), 490–512. https://doi.org/10.1108/ IJCHM-07-2020-0650
- Jain, T. K. (2019). Impact of Training and development on Employee Performance in Retail Sector: A Review paper. *Journal Ecosystem for Innovation and Entrepreneurship*, *January*. https://doi.org/10.2139/ssrn.3316856

- Kalogiannidis, S. (2020). Impact of Effective Business Communication on Employee Performance. *Journal of Business and Management Research*, 5(6), 1–6.
- Karim, R. Al. (2019). Impact of different training and development programs on employee performance in Bangladesh perspective. *International Journal of Entrepreneurial Research*, 2(1), 8–14. https://doi.org/10.31580/ijer.v1i2.497
- Lenihan, H., McGuirk, H., & Murphy, K. R. (2019). Driving innovation: Public policy and human capital. *Research Policy*, 48(9), 103791. https://doi.org/10.1016/j.respol.2019.04.015
- Luthans, F., & Broad, J. D. (2022). Positive psychological capital to help combat the mental health fallout from the pandemic and VUCA environment. Organizational Dynamics, 51(2), 100817. https://doi.org/10.1016/j.orgdyn.2020.100817
- Mahomed, F. E., & Rothmann, S. (2020). Strength use, training and development, thriving, and intention to leave: the mediating effects of psychological need satisfaction. *South African Journal of Psychology*, 50(1), 24–38. https://doi.org/10.1177/0081246319849030
- Marginson, S., & Marginson, S. (2018). Studies in Higher Education Limitations of human capital theory Limitations of human capital theory *. *Studies in Higher Education*, 0(0), 1–15. https://doi.org/10.1080/03075079.2017.1359823
- Nguyen, C., & Duong, A. (2021). The Impact of Training and Development, Job Satisfaction and Job Performance on Young Employee Retention. *SSRN Electronic Journal*, *May*. https://doi.org/10.2139/ssrn.3906100
- Osiobe, E. U. (2019). A Literature Review of Human Capital and Economic Growth. *Journal Business and Economic Research*, 9(4). https://doi.org/10.5296/ber.v9i4.15624
- Raja, U., Azeem, M. U., Haq, I. U., & Naseer, S. (2020). Perceived threat of terrorism and employee outcomes: The moderating role of negative affectivity and psychological capital. *Journal of Business Research*, *110*(March 2019), 316–326. https://doi.org/10.1016/j.jbusres.2020.01.026
- Ruhose, J., Thomsen, S. L., & Zürich, U. (2019). The Benefits of Adult Learning: Work-Related Training, Social Capital, and Earnings | Ruhose, Jens; Thomsen, Stephan L.; Weilage, Insa | download. *Journal Economic of Education*, 167. https://ur.booksc.eu/book/75723210/ fce5e0

- Sabuhari, R., Sudiro, A., Irawanto, D. W., & Rahayu, M. (2020). The effects of human resource flexibility, employee competency, organizational culture adaptation and job satisfaction on employee performance. *Journal Management Science Letters*, *10*, 1777–1786. https://doi.org/10.5267/j.msl.2020.1.001
- Santoso, P. I. (2018). Metode Penelitian Kuantitatif: Pengembangan Hipotesis dan Pengujiannya Menggunakan SmartPLS. Yogyakarta: Andi.
- Shah, Tazeem Ali, Nisar, Mohammad, Zolin, Roxanne, & Shah, S. Z., & Ali. (2019). Psychological empowerment and employee attitudinal outcomes: The pivotal role of psychological capital. *Journal: Management Research Review*, 42(7), 797–817. https://doi.org/https://doi.org/10.1108/MRR-05-2018-0194
- Sima, V. (2020). Influences of the Industry 4. 0 Revolution on the Human Capital Development and Consumer Behavior: A Systematic Review. *Journal Sustainability*, 12(1).
- Subramony, M., Segers, J., Chadwick, C., & Shyamsunder, A. (2018). Leadership development practice bundles and organizational performance: The mediating role of human capital and social capital. *Journal of Business Research*, 83(December 2016), 120–129. https://doi.org/10.1016/j.jbusres.2017.09.044
- Sugiyono. (2018). *Metode Penelitian Administrasi: Dilengkapi dengan Metode R&D*. Bandung: Alfabeta.
- Swanson, E., Kim, S., Lee, S. M., Yang, J. J., & Lee, Y. K. (2020). The effect of leader competencies on knowledge sharing and job performance: Social capital theory. *Journal of Hospitality and Tourism Management*, 42(December 2018), 88–96. https://doi.org/10.1016/j.jhtm.2019.11.004
- Thuda, A., Sari, J., & Maharani, A. (2019). Employees Perception of Human Capital Practices, Employee's Productivity, and Company Performance. *Journal of Business and Economics*, 23(4).
- Widarjono, A. (2016). *Analisis Multivariat Terapan: Dengan Program SPSS, Amos, dan SmartPLS* (Edisi Kedu). Yogyakarta: UPP STIM YKPN.
- Younas, W., Farooq, M., Khalil-Ur-Rehman, F., & Zreen, A. (2018). The Impact of Training and Development on Employee Performance IOSR Journals The Impact of Training and Development on Employee Performance. *IOSR Journal of Business and Management (IOSR-JBM)*, 20, 20–23. https://doi.org/10.9790/487X-2007042023

- Yu, X., Li, D., Tsai, C. H., & Wang, C. (2019). The role of psychological capital in employee creativity. *Career Development International*, 24(5), 420–437. https://doi.org/10.1108/CDI-04-2018-0103
- Zhou, Y., Fan, X., & Son, J. (2019). How and when matter: Exploring the interaction effects of high-performance work systems, employee participation, and human capital on organizational innovation. *Human Resource Management*, 58(3), 253–268. https://doi.org/ 10.1002/hrm.21950