

DAFTAR PUSTAKA

6. Pellet, L. H. (6 C.E.). Demographic Diversity , and Conflict , Theory Work Group Outcomes : Intervening Process. *Organization*, 7(6), 615–631.
- Abraham, S. (2012). Development of Employee Engagement Programme on the basis of Employee Satisfaction. *Journal of Economic Development, Management, IT, Finance and Marketing*, 4(1), 23–37.
- Agung, P., & Anik. (2013). *Metode Penelitian Bisnis Kuantitatif Dan Kualitatif Edisi Ke-1* (Vol. 1).
- Aldin, A., Syirozi, M., & Indradewa, R. (2023). *PERENCANAAN KLINIK HEALTHCARE AND AESTHETIC DALAM PRE-MARRIAGE*. 4, 5129–5141.
- AlEissa, H. S., & Durugbo, C. M. (2022). Systematic review of innovative work behavior concepts and contributions. In *Management Review Quarterly* (Vol. 72, Issue 4). Springer International Publishing. <https://doi.org/10.1007/s11301-021-00224-x>
- Alfes, K., Truss, C., Soane, E. C., Rees, C., & Gatenby, M. (2013). The relationship between line manager behavior, perceived HRM practices, and individual performance: Examining the mediating role of engagement. *Human Resource Management*, 52(6), 839–859. <https://doi.org/10.1002/hrm.21512>
- Alqudah, I. H. A., Carballo-Penela, A., & Ruzo-Sanmartín, E. (2022). High-performance human resource management practices and readiness for change: An integrative model including affective commitment, employees' performance, and the moderating role of hierarchy culture. *European Research on Management and Business Economics*, 28(1), 100177. <https://doi.org/10.1016/j.iedeen.2021.100177>
- Ansori, Manual, U., Brämswig, K., Ploner, F., Martel, A., Bauernhofer, T., Hilbe, W., Kühr, T., Leitgeb, C., Mlinaritsch, B., Petzer, A., Seebacher, V., Stöger, H., Girschikofsky, M., Hochreiner, G., Ressler, S., Romeder, F., Wöll, E., Brodowicz, T., ... Baker, D. (2022). No 主観的健康感を中心とした在宅高齢者における 健康関連指標に関する共分散構造分析Title. *Science*, 7(1), 1–8. <http://link.springer.com/10.1007/s00232-014-9701-9%0Ahttp://link.springer.com/10.1007/s00232-014-9700-x%0Ahttp://dx.doi.org/10.1016/j.jmr.2008.11.017%0Ahttp://linkinghub.elsevier.com/retrieve/pii/S1090780708003674%0Ahttp://www.ncbi.nlm.nih.gov/pubmed/1191>
- Approach, S. (2016). pdf Research Methods For Business : A Skill-Building Approach Uma Sekaran , Roger Bougie - download pdf free CLICK HERE TO DOWNLOAD. *Sekaran Dan Bougie. articolicinismo.* (n.d.).
- Ashikali, T., & Groeneveld, S. (2015). Diversity Management in Public Organizations and Its Effect on Employees' Affective Commitment: The Role of Transformational Leadership and the Inclusiveness of the Organizational Culture. *Review of Public Personnel Administration*, 35(2), 146–168. <https://doi.org/10.1177/0734371X13511088>
- Atmaja, D. R., & Damayanti, A. (2022). Pengaruh Umpam Balik Positif Pemimpin Dan Penilaian Kinerja Terhadap Perilaku Inovatif Karyawan: Peran Mediasi Perilaku Suara Dan Otonomi Pekerjaan. *Jurnal Lentera Bisnis*, 11(3), 248. <https://doi.org/10.34127/jrlab.v11i3.653>
- Backes-Gellner, U., & Lehnert, P. (2021). The Contribution of Vocational Education and Training to Innovation and Growth. In *Oxford Research Encyclopedia of Economics and Finance*. <https://doi.org/10.1093/acrefore/9780190625979.013.653>
- Banu, S., Kamenou-Aigbekeen, N., & Galloway, L. (2019). A relational approach to exploring inequalities within the human resource management model in the Middle East. *International Journal of Work Organisation and Emotion*, 10(3), 216–231.

- https://doi.org/10.1504/IJWOE.2019.105791
- Bogilović, S., Bortoluzzi, G., Černe, M., Ghasemzadeh, K., & Žnidaršić, J. (2020). Diversity, climate and innovative work behavior. *European Journal of Innovation Management*. https://doi.org/10.1108/EJIM-03-2020-0100
- Bogilović, S., Černe, M., & Škerlavaj, M. (2017). Hiding behind a mask? Cultural intelligence, knowledge hiding, and individual and team creativity. *European Journal of Work and Organizational Psychology*, 26(5), 710–723. https://doi.org/10.1080/1359432X.2017.1337747
- Bos-Nehles, A. C., & Veenendaal, A. A. R. (2019). Perceptions of HR practices and innovative work behavior: the moderating effect of an innovative climate. *International Journal of Human Resource Management*, 30(18), 2661–2683. https://doi.org/10.1080/09585192.2017.1380680
- Brockner, J., Flynn, F. J., Dolan, R. J., Ostfield, A., Pace, D., & Ziskin, I. V. (2006). Commentary on “radical HRM innovation and competitive advantage: The Moneyball story.” *Human Resource Management*, 45(1), 127–145. https://doi.org/10.1002/hrm
- Brown, D., Williams, S., Davis, Z., & Greaves, H. (2019). Business Research Methods. *Universsity of Technology*, 1403935, 1–32.
- Budhwar, P., Malik, A., De Silva, M. T. T., & Thevisuthan, P. (2022). Artificial intelligence—challenges and opportunities for international HRM: a review and research agenda. *International Journal of Human Resource Management*, 33(6), 1065–1097. https://doi.org/10.1080/09585192.2022.2035161
- Budur, T., & Poturak, M. (2021). Transformational leadership and its impact on customer satisfaction. Measuring mediating effects of organisational citizenship behaviours. *Middle East J. of Management*, 8(1), 67. https://doi.org/10.1504/mejm.2021.10033657
- Burgos-Blasco, B., Güemes-Villahoz, N., Vidal-Villegas, B., Martínez-de-la-Casa, J. M., Donate-Lopez, J., Martín-Sánchez, F. J., González-Armengol, J. J., Porta-Etessam, J., Martin, J. L. R., & Garcia-Feijoo, J. (2022). Optic nerve and macular optical coherence tomography in recovered COVID-19 patients. *European Journal of Ophthalmology*, 32(1), 628–636. https://doi.org/10.1177/11206721211001019
- Chae, S., Ko, M., Kim, K., Ahn, K., & Cho, J. (2017). Confronting Issues of the Practical Implementation of Si Anode in High-Energy Lithium-Ion Batteries. *Joule*, 1(1), 47–60. https://doi.org/10.1016/j.joule.2017.07.006
- Christensen, J. F., & Muhr, S. L. (2018). Desired diversity and symptomatic anxiety: theorising failed diversity as Lacanian lack. *Culture and Organization*, 24(2), 114–133. https://doi.org/10.1080/14759551.2017.1407764
- Coelho, F., Augusto, M., & Lages, L. F. (2011). Contextual Factors and the Creativity of Frontline Employees: The Mediating Effects of Role Stress and Intrinsic Motivation. *Journal of Retailing*, 87(1), 31–45. https://doi.org/10.1016/j.jretai.2010.11.004
- Cook, K. S., & Rice, E. (2006). Handbook of Social Psychology. *Handbook of Social Psychology, January 2006*. https://doi.org/10.1007/0-387-36921-x
- Cox, T. H., & Blake, S. (1991). Managing cultural diversity: implications for organizational competitiveness. *Academy of Management Perspectives*, 5(3), 45–56. https://doi.org/10.5465/ame.1991.4274465
- Creswell, J. W. (n.d.). *EDITION*.
- Cui, J., & Bell, R. (2022). Behavioural entrepreneurial mindset: How entrepreneurial education activity impacts entrepreneurial intention and behaviour. *International Journal of Management Education*, 20(2). https://doi.org/10.1016/j.ijme.2022.100639
- Derek Torrington, Laura Hall, S. T. and C. A. (2020). Resource Management Resource Management. In *Distributed Computing* (Issue November 2022).

- https://www.researchgate.net/publication/350654148_International_Human_Resource_Management_System
- Durie, P. B. G. M., Oschin, C. S., Angeles, L., Hoering, A., Abidi, M. H., Health, S., Rapids, G., Rajkumar, P. S. V., Clinic, M., Epstein, P. J., Rock, L., Kahanic, S. P., Regional, S., City, S., & Thakuri, M. (2018). *VRD versus RD*. 389(10068), 519–527. [https://doi.org/10.1016/S0140-6736\(16\)31594-X](https://doi.org/10.1016/S0140-6736(16)31594-X).Bortezomib
- Essa, W., Verbeiren, B., van der Kwast, J., Van de Voorde, T., & Batelaan, O. (2012). Evaluation of the DisTrad thermal sharpening methodology for urban areas. *International Journal of Applied Earth Observation and Geoinformation*, 19(1), 163–172. <https://doi.org/10.1016/j.jag.2012.05.010>
- Etikan, I. (2016). Comparison of Convenience Sampling and Purposive Sampling. *American Journal of Theoretical and Applied Statistics*, 5(1), 1. <https://doi.org/10.11648/j.ajtas.20160501.11>
- Febriani, R., Kusumawati, R., & Ariyanti, Y. (2022). Pengaruh Quality of Work Life dan Employee Engagemnet terhadap Kinerja Pegawai (Studi pada Dinas Periwisata Kabupaten Demak). *AKSES: Jurnal Ekonomi Dan Bisnis*, 17(1), 8–19. <https://doi.org/10.31942/akses.v17i1.6506>
- Febrisa, V. V., Zunaidah, Z., & Andriana, I. (2023). Pengaruh Manajemen Keragaman Tenaga Kerja dan Employee Engagement terhadap Turnover Intention pada Karyawan PT Hindoli. *ManBiz: Journal of Management and Business*, 2(2), 245–265. <https://doi.org/10.47467/manbiz.v2i2.2492>
- Ganji, S. F. G., Rahimnia, F., Ahanchian, M. R., & Syed, J. (2021). Analyzing the Impact of Diversity Management on Innovative Behaviors Through Employee Engagement and Affective Commitment. *Iranian Journal of Management Studies*, 14(3), 649–667. <https://doi.org/10.22059/IJMS.2020.307781.674164>
- Gfrerer, A. E., Rademacher, L., & Dobler, S. (2021). Digital Needs Diversity: Innovation and Digital Leadership from a Female Managers' Perspective. *Management for Professionals, Part F*457(June), 335–349. https://doi.org/10.1007/978-3-030-69380-0_19
- Gichohi, P. M. (2014). The role of employee engagement in revitalizing creativity and innovation at the workplace: A survey of selected libraries in Meru County - Kenya. *Library Philosophy and Practice*, 2014(1).
- Gotsch, M., Gandenberger, C., Serafimov, L., & Miemiec, M. (2023). Top-down and bottom-up strategies for the implementation of corporate social responsibility: A qualitative survey of an international IT services company. *Corporate Social Responsibility and Environmental Management*, 30(4), 1645–1663. <https://doi.org/10.1002/csr.2441>
- 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. <https://doi.org/10.1037/0021-9010.87.2.268>
- HASSAN, S., & MAHMOOD, B. (2016). Relationship between HRM Practices and Organizational Commitment of Employees: An Empirical Study of Textile Sector in Pakistan. *International Journal of Academic Research in Accounting, Finance and Management Sciences*, 6(1). <https://doi.org/10.6007/ijarafms/v6-i1/1952>
- Jafari, D., Shajari, S., Jafari, R., Mardi, N., Gomari, H., Ganji, F., Forouzandeh Moghadam, M., & Samadikuchaksaraei, A. (2020). Designer Exosomes: A New Platform for Biotechnology Therapeutics. *BioDrugs*, 34(5), 567–586. <https://doi.org/10.1007/s40259-020-00434-x>
- Jones, J., Manoharan, D. A., & Jiang, Z. (2022). Occupational meaning, well-being and coping:

- A study of culturally and linguistically diverse hotel workers during COVID-19. *Journal of Hospitality and Tourism Management*, 52(July), 356–365. <https://doi.org/10.1016/j.jhtm.2022.07.022>
- Joshi, M., Choi, E., Weld, D. S., & Zettlemoyer, L. (2017). TriviaQA: A large scale distantly supervised challenge dataset for reading comprehension. *ACL 2017 - 55th Annual Meeting of the Association for Computational Linguistics, Proceedings of the Conference (Long Papers)*, 1, 1601–1611. <https://doi.org/10.18653/v1/P17-1147>
- Keceli, H. G., Kamak, G., Erdemir, E. O., Evginer, M. S., & Dolgun, A. (2015). The Adjunctive Effect of Platelet-Rich Fibrin to Connective Tissue Graft in the Treatment of Buccal Recession Defects: Results of a Randomized, Parallel-Group Controlled Trial. *Journal of Periodontology*, 86(11), 1221–1230. <https://doi.org/10.1902/jop.2015.150015>
- Khan, Z., Ali, M., Kirikkaleli, D., Wahab, S., & Jiao, Z. (2020). The impact of technological innovation and public-private partnership investment on sustainable environment in China: Consumption-based carbon emissions analysis. *Sustainable Development*, 28(5), 1317–1330. <https://doi.org/10.1002/sd.2086>
- Knoll, M., Götz, M., Adriasola, E., Al-Atwi, A. A., Arenas, A., Atitsogbe, K. A., Barrett, S., Bhattacharjee, A., Blanco, N. D., Bogilović, S., Bollmann, G., Bosak, J., Bulut, C., Carter, M., Černe, M., Chui, S. L. M., Di Marco, D., Duden, G. S., Elsey, V., ... Zacher, H. (2021). International differences in employee silence motives: Scale validation, prevalence, and relationships with culture characteristics across 33 countries. *Journal of Organizational Behavior*, 42(5), 619–648. <https://doi.org/10.1002/job.2512>
- Kossek, E. E., Lobel, S. A., & Brown, J. (2006). Human resource strategies to manage workforce diversity: Examining ‘the business case.’ *Handbook of Workplace Diversity*, 53–74. <https://doi.org/10.4135/9781848608092.n3>
- Lee, S., Lee, N., Lee, T. J., & Hyun, S. S. (2024). The influence of social support from intermediary organizations on innovativeness and subjective happiness in community-based tourism. *Journal of Sustainable Tourism*, 32(4), 795–817. <https://doi.org/10.1080/09669582.2023.2175836>
- Luu, T. T. (2021). Green creative behavior in the tourism industry: the role of green entrepreneurial orientation and a dual-mediation mechanism. *Journal of Sustainable Tourism*, 29(8), 1290–1318. <https://doi.org/10.1080/09669582.2020.1834565>
- Ma'rif, S., Hadi, S. P., & Maryono, M. (2023). Typology Mapping of Small Border Islands in the Context of Optimizing the Role as a Center for Regional Growth and Environmental Supporting Capacity in Anambas Islands Regency. *IOP Conference Series: Earth and Environmental Science*, 1264(1). <https://doi.org/10.1088/1755-1315/1264/1/012016>
- Maierhofer, N. I., Kabanoff, B., & Griffin, M. A. (2008). The Influence of Values in Organizations: Linking Values and Outcomes at Multiple Levels of Analysis. In *International Review of Industrial and Organizational Psychology*, 2002 (Vol. 17, Issue January 2002). <https://doi.org/10.1002/9780470696392.ch7>
- Mariana, K. (2012). Peran Strategis Usaha Kecil Menengah (UKM) dalam Pembangunan Nasional. *Informatika*, 3(I Jarnuari), 15.
- Martins, L. L., & Milliken, F. J. (1996). Searching for Common Threads : Understanding the Multiple Effects of Diversity in Organizational Groups Author (s): Frances J . Milliken and Luis L . Martins Source : The Academy of Management Review , Vol . 21 , No . 2 (Apr ., 1996), pp . 402-433 Pub. *Academy of Management Review*, 21(2), 402–433.
- Masood Nawaz Kalyar. (2012). Organizational learning and organizational commitment: A correlational study in manufacturing context. *African Journal of Business Management*, 6(9), 3349–3355. <https://doi.org/10.5897/ajbm11.3047>
- Masriani, R., Sugesti, S., Hidayat, T., & Kardiansyah, T. (2016). Efektivitas Penggunaan Guar

- Gum pada Pembuatan Kertas Arsip dari Pulp Cotton Linter. *Jurnal Selulosa*, 6(1), 39–48.
- Mawarpury, M.-, Maulina, S., Faradina, S., & Afriani, A. (2020). Kecenderungan Adiksi Smartphone Ditinjau Dari Jenis Kelamin Dan Usia. *Psikoislamedia : Jurnal Psikologi*, 5(1), 24. <https://doi.org/10.22373/psikoislamedia.v5i1.6252>
- Nishii, L. H., & Mayer, D. M. (2009). Do Inclusive Leaders Help to Reduce Turnover in Diverse Groups? The Moderating Role of Leader-Member Exchange in the Diversity to Turnover Relationship. *Journal of Applied Psychology*, 94(6), 1412–1426. <https://doi.org/10.1037/a0017190>
- Noerchoidah, N., & Harjanti, D. (2019). Exploring the Relationship Between Procedural Justice and Innovative Work Behavior in Hospitality Industry. *Jurnal Manajemen Dan Kewirausahaan*, 21(1), 21–31. <https://doi.org/10.9744/jmk.21.1.21-31>
- O'Connor, C. J., Tang, J., & Zhang, J. H. (2003). Nanostructured Magnetic Materials. In *Magnetism: Molecules to Materials* (Vols. 3–5). <https://doi.org/10.1002/9783527620548.ch1b>
- Petersen, J. (2006). Die Bedeutung von Stereotypen und Vorurteilen für das Diversity Management. In M. Becker & A. Seidel (Hrsg.): *Diversity Management. Unternehmens- Und Personalpolitik Der Vielfalt*, 105–122.
- Prieto, I. M., & Pérez-Santana, M. P. (2014). Managing innovative work behavior: The role of human resource practices. *Personnel Review*, 43(2), 184–208. <https://doi.org/10.1108/PR-11-2012-0199>
- Purnamaningtyas, S. D., & Rahardja, E. (2021). PENGARUH KEPEMIMPINAN INKLUSIF DAN BUDAYA ORGANISASI TERHADAP KINERJA PEGAWAI DENGAN PERILAKU INOVATIF SEBAGAI VARIABEL MEDIASI (Studi Pada Pegawai Dinas Perindustrian dan Perdagangan Provinsi JawaTengah). *Diponegoro Journal of Management*, 10(3), 1–12. <http://ejournal-s1.undip.ac.id/index.php/dbr>
- R. Islam, A. M. and M. H. (2015). This document is discoverable and free to researchers across the globe due to the work of AgEcon Search . Help ensure our sustainability . a c t o r s I n f l u e n c i n g P r i c e o f A g r i c u l t u r a l P r o d u c t s a n d S t a b i l i t y C o u n t e . *AgEcon Search*, 18.
- Rahima, P., & Cahyadi, I. (2022). Pengaruh Fitur Shopee Paylater terhadap Perilaku Konsumtif Mahasiswa Universitas Mataram. *Target : Jurnal Manajemen Bisnis*, 4(1), 39–50. <https://doi.org/10.30812/target.v4i1.2016>
- Rasmikayati, E., Hapsari, H., & Saefuddin, B. R. (2019). Peningkatan Pengetauan dan Ketertarikan Remaja Pada Hidroponik Berbasis Organik. *Jurnal Pengabdian Kepada Masyarakat*, 4(6), 147–151.
- Richard, O. C., Barnett, T., Dwyer, S., & Chadwick, K. (2004). Cultural diversity in management, firm performance, and the moderating role of entrepreneurial orientation dimensions. *Academy of Management Journal*, 47(2), 255–266. <https://doi.org/10.2307/20159576>
- Ripci Nurdewati, M., Ellyawati, J., & Ellyawati Program Pascasarjana Magister Manajemen Universitas Atma Jaya Yogyakarta, J. (2020). Pengaruh Diversity Management pada OCB (Organizational Citizenship Behavior) Karyawan di Institusi Pendidikan Tinggi. *Edisi Elektronik*, 12(2), 91–112. <http://jurnal3.stiesemarang.ac.id/index.php/jurnal/article/view/417>
- Riza, M., Manajemen, P. M., Universitas, P., & Kuning, L. (2022). *Mediasi Modal Psikologis Dalam Hubungan. Ncssr*, 111–117.

- Roy, A., Mukhopadhyay, S., & Roy, S. (2022). IoT Based Water Quality Monitoring System. *2022 2nd International Conference on Computer Science, Engineering and Applications, ICCSEA 2022, March*, 28–33. <https://doi.org/10.1109/ICCSEA54677.2022.9936512>
- Saunders, M., Lewis, P., & Thornhill, A. (2009). *For business students*. 649. https://is.vsfcs.cz/el/6410/leto2014/BA_BSeBM/um/Research_Methods_for_Business_Students__5th_Edition.pdf
- Shalley, C. E., Zhou, J., & Oldham, G. R. (2004). The effects of personal and contextual characteristics on creativity: Where should we go from here? *Journal of Management*, 30(6), 933–958. <https://doi.org/10.1016/j.jm.2004.06.007>
- Shanker, R., Bhanugopan, R., van der Heijden, B. I. J. M., & Farrell, M. (2017). Organizational climate for innovation and organizational performance: The mediating effect of innovative work behavior. *Journal of Vocational Behavior*, 100, 67–77. <https://doi.org/10.1016/j.jvb.2017.02.004>
- Shore, L. M., Randel, A. E., Chung, B. G., Dean, M. A., Ehrhart, K. H., & Singh, G. (2011). Inclusion and diversity in work groups: A review and model for future research. *Journal of Management*, 37(4), 1262–1289. <https://doi.org/10.1177/0149206310385943>
- SI, M. F., & Satrya, A. (2020). Efek Mediasi Leader Member Exchange, Motivasi Intrinsik Dan Pemberdayaan Psikologis Pada Pengaruh Ethical Leadership Terhadap Kreativitas Aparatur Sipil Negara. *Mix Jurnal Ilmiah Manajemen*, 10(1), 45. <https://doi.org/10.22441/mix.2020.v10i1.004>
- Stephenson, M. (2021). Northumbria Research Link (www.northumbria.ac.uk/nrl). *Academy of Management*, 51(September), 1–51.
- Suryani, A. I. (2018). Organisasi Sebagai Variabel Mediasi Pada Karyawan Pt . Telkom Witel Aceh. 3(4), 1–15.
- Tajeddini, K., Budur, T., Gamage, T. C., Demir, A., Zaim, H., & Topal, R. (2023). Impact of diversity management on innovative work behavior: mediating role of human resource management and affective commitment. *Journal of Management Development*, 42(1), 29–53. <https://doi.org/10.1108/JMD-06-2022-0154>
- Tajeddini, K., & Ratten, V. (2020). The moderating effect of brand orientation on inter-firm market orientation and performance. *Journal of Strategic Marketing*, 28(3), 194–224. <https://doi.org/10.1080/0965254X.2017.1293138>
- Taormina, R. J., & Gao, J. H. (2013). Maslow and the motivation hierarchy: Measuring satisfaction of the needs. *American Journal of Psychology*, 126(2), 155–177. <https://doi.org/10.5406/amerjpsyc.126.2.0155>
- Thompson, B. &. (2017). *HUMAN RESOURCE MANAGEMENT Eighth Edition*. www.pearson-books.com
- Universiti Teknologi Malaysia Skudai Fakulti Pengurusan dan Pembangunan Sumber Manusia, Z. (2007). Jurnal kemanusiaan. *Jurnal Kemanusiaan*, 5(1), 44–52. <http://www.jurnal-kemanusiaan.utm.my/index.php/kemanusiaan/article/view/165>
- Veenendaal, A., & Bondarouk, T. (2015). Perceptions of HRM and their effect on dimensions of innovative work behaviour: Evidence from a manufacturing firm. *Management Revue*, 26(2), 138–160. <https://doi.org/10.5771/0935-9915-2015-2-138>
- Volery, T., & Tarabashkina, L. (2021). The impact of organisational support, employee creativity and work centrality on innovative work behaviour. *Journal of Business Research*, 129(May), 295–303. <https://doi.org/10.1016/j.jbusres.2021.02.049>
- Waheed, H., Moin, S. F., & Choudhary, M. I. (2017). Snake Venom: From Deadly Toxins to Life-saving Therapeutics. *Current Medicinal Chemistry*, 24(17). <https://doi.org/10.2174/0929867324666170605091546>
- Wang, C. L., & Rafiq, M. (2014). Ambidextrous organizational culture, contextual

- ambidexterity and new product innovation: A comparative study of UK and Chinese high-tech firms. *British Journal of Management*, 25(1), 58–76. <https://doi.org/10.1111/j.1467-8551.2012.00832.x>
- Yadav, S., & Lenka, U. (2020). Workforce diversity: from a literature review to future research agenda. *Journal of Indian Business Research*, 12(4), 577–603. <https://doi.org/10.1108/JIBR-08-2019-0243>
- Yesil, S., & Sozbilir, F. (2013). An Empirical Investigation into the Impact of Personality on Individual Innovation Behaviour in the Workplace. *Procedia - Social and Behavioral Sciences*, 81, 540–551. <https://doi.org/10.1016/j.sbspro.2013.06.474>
- Yusuf, M., & Santiana, A. (2014). Analisis Beban Kerja Mahasiswa Praktek di Bengkel Teknologi Mekanik Jurusan Teknik Mesin Politeknik Negeri Bali. *Jurnal Energi Dan Manufaktur*, 7(2), 173–178. <https://ojs.unud.ac.id/index.php/jem/article/view/14213>
- Zhu, Z., Guo, D., Zhong, C., Wang, A., Xie, X., Xu, T., Chen, C. S., Peng, Y., Peng, H., Li, Q., Ju, Z., Geng, D., Chen, J., Liu, L., Wang, Y., Zhang, Y., & He, J. (2019). Serum Dkk-1 (Dickkopf-1) Is a Potential Biomarker in the Prediction of Clinical Outcomes among Patients with Acute Ischemic Stroke. *Arteriosclerosis, Thrombosis, and Vascular Biology*, 39(2), 285–293. <https://doi.org/10.1161/ATVBAHA.118.311960>
- Zucker, L. (1987). Institutional Theories of Organization Author (s): Annual Review of Sociology , Vol . 13 (1987), pp . 443-464 Published by : Annual Reviews Stable URL : <http://www.jstor.org/stable/2083256>. *Review Literature And Arts Of The Americas*, 13(1987), 443–464. <http://www.jstor.org/stable/2083256>