

DAFTAR PUSTAKA

- Ackx, S. (2014). *Emerging Technologies, Disrupt or be Disrupted BT - ISSE 2014 Securing Electronic Business Processes* (H. Reimer, N. Pohlmann, & W. Schneider (eds.)). New York: Springer Fachmedien Wiesbaden.
- Afandi, R. (2013). Kepemimpinan dalam Pendidikan Islam. *Insania: Jurnal Pemikiran Alternatif Kependidikan*, 18(1), 95–116.
- Agarwal, U. A., Gupta, M., & Cooke, F. L. (2022). Knowledge hide and seek: Role of ethical leadership, self-enhancement and job-involvement. *Journal of Business Research*, 141, 770–781. <https://doi.org/https://doi.org/10.1016/j.jbusres.2021.11.074>
- Agogu , M., Poirel, N., Pineau, A., Houd , O., & Cassotti, M. (2014). The impact of age and training on creativity: A design-theory approach to study fixation effects. *Thinking Skills and Creativity*, 11, 33–41. <https://doi.org/https://doi.org/10.1016/j.tsc.2013.10.002>
- Allam, Z. (2020). *Chapter 8 - The Forceful Reevaluation of Cash-Based Transactions by COVID-19 and Its Opportunities to Transition to Cashless Systems in Digital Urban Networks* (Z. B. T.-S. the C.-19 P. and its I. Allam (ed.); pp. 107–117). Elsevier. <https://doi.org/https://doi.org/10.1016/B978-0-12-824313-8.00008-5>
- Amit, R., & Han, X. (2017). Value Creation through Novel Resource Configurations in a Digitally Enabled World. *Strategic Entrepreneurship Journal*, 11(3), 228–242. <https://doi.org/https://doi.org/10.1002/sej.1256>
-  mo, B. W., & Kolvereid, L. (2005). Organizational strategy, individual personality and innovation behavior. *Journal of Enterprising Culture*, 13(01), 7–19. <https://doi.org/10.1142/S0218495805000033>
- Anderson, N., Poto nik, K., & Zhou, J. (2014). Innovation and Creativity in Organizations: A State-of-the-Science Review, Prospective Commentary, and Guiding Framework. *Journal of Management*, 40(5), 1297–1333. <https://doi.org/10.1177/0149206314527128>
- Ayikoru, M. (2015). Destination competitiveness challenges: A Ugandan perspective. *Tourism Management*, 50, 142–158. <https://doi.org/https://doi.org/10.1016/j.tourman.2015.01.009>
- 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/https://doi.org/10.1016/j.techsoc.2021.101635>
- Baird, N., Martin, L. J., & Benson, A. J. (2020). A dynamic view of coach transformational leadership: How leadership perceptions relate to task cohesion and team potency. *Psychology of Sport and Exercise*, 51, 101789. <https://doi.org/https://doi.org/10.1016/j.psychsport.2020.101789>
- Bakhtadze, N., Elpashev, D., Suleykin, A., & Pyatetsky, V. (2021). Digital Ecosystem Situational Control Based on a Predictive Model. *IFAC-PapersOnLine*, 54(1), 300–306. <https://doi.org/https://doi.org/10.1016/j.ifacol.2021.08.035>
- Banmairuroy, W., Kritjaroen, T., & Homsombat, W. (2021). The effect of knowledge-oriented leadership and human resource development on sustainable competitive advantage through organizational innovation's component factors: Evidence from Thailand 's new S- curve industries. *Asia Pacific Management Review*, xxx. <https://doi.org/10.1016/j.apmr.2021.09.001>
- Barham, H., Dabic, M., Daim, T., & Shifrer, D. (2020). The role of management support for the implementation of open innovation practices in firms. *Technology in Society*, 63, 101282. <https://doi.org/https://doi.org/10.1016/j.techsoc.2020.101282>
- Barney, J. B. (1986). Strategic Factor Markets: Expectations, Luck, and Business Strategy. *Management Science*, 32(10), 1231–1241. <https://doi.org/10.1287/mnsc.32.10.1231>
- Baron, R.M & Kenny, D.. (1986). The Moderator-Mediator Variable Distinction in Social Psychological Research: Conceptual, Strategic, and Statistical Considerations. *Journal of Personality and Social Psychology*, 51, 1173–1182.
- Baron, R. A. (2013). Conflict in organizations. In *Psychology in organizations* (pp. 209–228). Psychology Press.
- Baskarada, S., Watson, J., & Cromarty, J. (2017). Balancing transactional and transformational leadership. *International Journal of Organizational Analysis*, 25. <https://doi.org/10.1108/IJOA-02-2016-0978>
- Battistini, B., Hacklin, F., & Baschera, P. (2013). The State of Corporate Venturing: Insights from a Global Study. *Research-Technology Management*, 56(1), 31–39. <https://doi.org/10.5437/08956308X5601077>
- Ben Moussa, N., & El Arbi, R. (2020). The impact of Human Resources Information Systems on individual innovation capability in Tunisian companies: The moderating role of affective commitment. *European Research on Management*

- and Business Economics*, 26(1), 18–25.
<https://doi.org/https://doi.org/10.1016/j.iedeen.2019.12.001>
- Bollinger, A. S., & Smith, R. D. (2001). Managing organizational knowledge as a strategic asset. *Journal of Knowledge Management*, 5(1), 8–18.
<https://doi.org/10.1108/13673270110384365>
- Boratyńska, K. (2019). Impact of Digital Transformation on Value Creation in Fintech Services: An Innovative Approach. *Journal of Promotion Management*, 25(5), 631–639. <https://doi.org/10.1080/10496491.2019.1585543>
- Bos-Nehles, A. C., & Veenendaal, A. A. R. (2019). Perceptions of HR practices and innovative work behavior: the moderating effect of an innovative climate. *The International Journal of Human Resource Management*, 30(18), 2661–2683.
<https://doi.org/10.1080/09585192.2017.1380680>
- Bouwman, H., Nikou, S., & de Reuver, M. (2019). Digitalization, business models, and SMEs: How do business model innovation practices improve performance of digitalizing SMEs? *Telecommunications Policy*, 43(9).
<https://doi.org/10.1016/j.telpol.2019.101828>
- Bryant, S. E. (2003). The Role of Transformational and Transactional Leadership in Creating, Sharing and Exploiting Organizational Knowledge. *Journal of Leadership & Organizational Studies*, 9(4), 32–44.
<https://doi.org/10.1177/107179190300900403>
- Brynjolfsson, E., & Hitt, L. M. (2000). Beyond Computation: Information Technology, Organizational Transformation and Business Performance. *The Journal of Economic Perspectives*, 14(4), 23–48.
<http://www.jstor.org/stable/2647074>
- Burns, T. E., & Stalker, G. M. (1961). *The management of innovation*.
- Cappelli, P., & Conyon, M. J. (2017). What Do Performance Appraisals Do? *ILR Review*, 71(1), 88–116. <https://doi.org/10.1177/0019793917698649>
- Cavaleri, S., & Seivert, S. (2005). Chapter 1 - The Knowledge Leadership Challenge. In S. Cavaleri & S. B. T.-K. L. Seivert (Eds.), *KMCI Press* (pp. 3–13). Butterworth-Heinemann. <https://doi.org/https://doi.org/10.1016/B978-0-7506-7840-7.50005-0>
- Cenamor, J., Parida, V., & Wincent, J. (2019). How entrepreneurial SMEs compete through digital platforms: The roles of digital platform capability, network

- capability and ambidexterity. *Journal of Business Research*, 100, 196–206. <https://doi.org/https://doi.org/10.1016/j.jbusres.2019.03.035>
- Cennamo, C. (2019). Competing in Digital Markets: A Platform-Based Perspective. *Academy of Management Perspectives*, 35(2), 265–291. <https://doi.org/10.5465/amp.2016.0048>
- Chabbouh, H., & Boujelbene, Y. (2020). Open innovation in SMEs: The mediating role between human capital and firm performance. *The Journal of High Technology Management Research*, 31(2), 100391. <https://doi.org/https://doi.org/10.1016/j.hitech.2020.100391>
- Chaithanapat, P., Punnakitikashem, P., Khin Khin Oo, N. C., & Rakthin, S. (2022). Relationships among knowledge-oriented leadership, customer knowledge management, innovation quality and firm performance in SMEs. *Journal of Innovation & Knowledge*, 7(1), 100162. <https://doi.org/https://doi.org/10.1016/j.jik.2022.100162>
- Chaniago, H., & Sayuti, A. M. (2019). Peran Adopsi Teknologi Social Media Terhadap Niat Berwirausaha Mahasiswa. *Jurnal Riset Bisnis Dan Investasi*, 5(3), 24–35. <https://doi.org/10.35313/jrbi.v5i3.1578>
- Chatzoglou, P., & Chatzoudes, D. (2018). The role of innovation in building competitive advantages: an empirical investigation. *European Journal of Innovation Management*, 21(1), 44–69. <https://doi.org/10.1108/EJIM-02-2017-0015>
- Chen, H., & Tian, Z. (2022). Environmental uncertainty, resource orchestration and digital transformation: A fuzzy-set QCA approach. *Journal of Business Research*, 139, 184–193. <https://doi.org/https://doi.org/10.1016/j.jbusres.2021.09.048>
- Child, J., Hsieh, L., Elbanna, S., Karmowska, J., Marinova, S., Puthusserry, P., Tsai, T., Narooz, R., & Zhang, Y. (2017). SME international business models: The role of context and experience. *Journal of World Business*, 52(5), 664–679. <https://doi.org/https://doi.org/10.1016/j.jwb.2017.05.004>
- Chou, S. Y., & Walker-Price, B. (2018). Fostering employee innovative behaviour through receipt of helping and voice behaviours from co-workers: the mediating

- roles of knowledge transfer and knowledge creation. *International Journal of Entrepreneurship and Innovation Management*, 22(4–5), 451–470.
- Chrisman, J. J., Hofer, C. W., & Boulton, W. B. (1988). Toward a system for classifying business strategies. *Academy of Management Review*, 13(3), 413–428.
- Colovic, A. (2021). Leadership and business model innovation in late internationalizing SMEs. *Long Range Planning*, 102083. <https://doi.org/10.1016/j.lrp.2021.102083>
- Coyne, C. J., & Leeson, P. T. (2004). The plight of underdeveloped countries. *Cato J.*, 24, 235.
- Cropley, D. H., & Oppert, M. L. (2018). Chapter 2 - The Fuzzy Front-End? How Creativity Drives Organizational Innovation. In R. Reiter-Palmon, V. L. Kennel, & J. C. B. T.-I. C. in the W. Kaufman (Eds.), *Explorations in Creativity Research* (pp. 35–51). Academic Press. <https://doi.org/https://doi.org/10.1016/B978-0-12-813238-8.00002-4>
- Daina, L. G., Sabău, M., Daina, C. M., Neamțu, C., Tit, D. M., Buhaș, C. L., Bungau, C., Aleya, L., & Bungau, S. (2019). Improving performance of a pharmacy in a Romanian hospital through implementation of an internal management control system. *Science of The Total Environment*, 675, 51–61. <https://doi.org/https://doi.org/10.1016/j.scitotenv.2019.04.231>
- Damanpour, F. (1988). Innovation type, radicalness, and the adoption process. *Communication Research*, 15(5), 545–567.
- Davila, A., Foster, G., & Oyon, D. (2009). Accounting and control, entrepreneurship and innovation: Venturing into new research opportunities. *European Accounting Review*, 18(2), 281–311.
- De Jong, Jeroen P J, & Kemp, R. (2003). Determinants of co-workers' innovative behaviour: An investigation into knowledge intensive services. *International Journal of Innovation Management*, 7(02), 189–212.
- Del Giudice, M., Arslan, A., Scuotto, V., & Caputo, F. (2017). Influences of cognitive dimensions on the collaborative entry mode choice of small- and medium-sized enterprises. *International Marketing Review*, 34(5), 652–673. <https://doi.org/10.1108/IMR-05-2016-0098>
- Demircioglu, Mehmet A. (2016). Organizational innovation. *Global Encyclopedia of Public Administration, Public Policy, and Governance*, 1–5.
- Demircioglu, Mehmet Akif. (2020). The effects of organizational and demographic context for innovation implementation in public organizations. *Public*

- Management Review*, 22(12), 1852–1875.
<https://doi.org/10.1080/14719037.2019.1668467>
- Dhar, R. L. (2015a). Service quality and the training of employees: The mediating role of organizational commitment. *Tourism Management*, 46, 419–430.
- Dhar, R. L. (2015b). The effects of high performance human resource practices on service innovative behaviour. *International Journal of Hospitality Management*, 51, 67–75. <https://doi.org/https://doi.org/10.1016/j.ijhm.2015.09.002>
- Donate, M. J., & Sánchez de Pablo, J. D. (2015). The role of knowledge-oriented leadership in knowledge management practices and innovation. *Journal of Business Research*, 68(2), 360–370.
<https://doi.org/https://doi.org/10.1016/j.jbusres.2014.06.022>
- Drucker, P. (2014). *Innovation and entrepreneurship*. Routledge.
- Dziembała, M. (2019). Chapter 9 - Smart city as a steering center of the region's sustainable development and competitiveness (A. Visvizi & M. D. B. T.-S. C. I. and C. Lytras (eds.); pp. 149–169). Elsevier.
<https://doi.org/https://doi.org/10.1016/B978-0-12-816639-0.00009-0>
- E.Porter, M. (2021). 20210116_What is Strategy. *Harvard Business Review*, 6(1), 2–3.
- Fainshmidt, S., Smith, A., & Guldiken, O. (2017). Orchestrating the flow of human resources: Insights from Spanish soccer clubs. *Strategic Organization*, 15(4), 441–460. <https://doi.org/10.1177/1476127017689969>
- Fartash, K., Davoudi, S. M. M., Baklashova, T. A., Svechnikova, N. V., Nikolaeva, Y. V., Grimalskaya, S. A., & Beloborodova, A. V. (2018). The impact of technology acquisition & exploitation on organizational innovation and organizational performance in knowledge-intensive organizations. *Eurasia Journal of Mathematics, Science and Technology Education*, 14(4), 1497–1507.
<https://doi.org/10.29333/ejmste/84835>
- Flamini, G., Pittino, D., & Visintin, F. (2021). Family leadership, family involvement and mutuality HRM practices in family SMEs. *Journal of Family Business Strategy*, 100468. <https://doi.org/https://doi.org/10.1016/j.jfbs.2021.100468>
- Franco, M., & Matos, P. G. (2015). Leadership styles in SMEs: a mixed-method approach. *International Entrepreneurship and Management Journal*, 11(2), 425–451. <https://doi.org/10.1007/s11365-013-0283-2>
- Fries, A., Kammerlander, N., & Leitterstorf, M. (2021). Leadership Styles and Leadership Behaviors in Family Firms: A Systematic Literature Review.

- Journal of Family Business Strategy*, 12(1), 100374.
<https://doi.org/https://doi.org/10.1016/j.jfbs.2020.100374>
- Guinan, P. J., Parise, S., & Langowitz, N. (2019). Creating an innovative digital project team: Levers to enable digital transformation. *Business Horizons*, 62(6), 717–727. <https://doi.org/https://doi.org/10.1016/j.bushor.2019.07.005>
- Haas, M. R., & Hansen, M. T. (2005). When using knowledge can hurt performance: the value of organizational capabilities in a management consulting company. *Strategic Management Journal*, 26(1), 1–24. <https://doi.org/https://doi.org/10.1002/smj.429>
- Hadiono, K., & Candra, R. (2020). *Menyongsong Transformasi Digital*.
- Haffke, I., Kalgovas, B. J., & Benlian, A. (2016). The Role of the CIO and the CDO in an Organization's Digital Transformation. *ICIS*.
- Hair.et.all. (2014). *Multivariate Data Analysis* (Seventh). Pearson.
- Hameed, W. U., Nisar, Q. A., & Wu, H.-C. (2021). Relationships between external knowledge, internal innovation, firms' open innovation performance, service innovation and business performance in the Pakistani hotel industry. *International Journal of Hospitality Management*, 92, 102745. <https://doi.org/https://doi.org/10.1016/j.ijhm.2020.102745>
- Hamlin, B., & Stewart, J. (2011). What is HRD? A definitional review and synthesis of the HRD domain. *Journal of European Industrial Training*, 35(3), 199–220. <https://doi.org/10.1108/03090591111120377>
- Handoko, T. H. (2016). *Manajemen personalia dan sumberdaya manusia*. BPFE.
- Hao, S., & Yu, B. (2011). *The impact of technology selection on innovation success and organizational performance*.
- Härting, R.-C., Reichstein, C., & Schad, M. (2018). Potentials of Digital Business Models – Empirical investigation of data driven impacts in industry. *Procedia Computer Science*, 126, 1495–1506. <https://doi.org/https://doi.org/10.1016/j.procs.2018.08.121>
- Hasibuan, M. S. P. (2007). *Manajemen: dasar, pengertian, dan masalah*.
- Hatch, M. J. (2018). *Organization theory: Modern, symbolic, and postmodern perspectives*. Oxford university press.
- Hayton, J. C., & McEvoy, G. M. (2005). Innovations in teaching in human resources and industrial relations: Editors' introduction to the special issue. *Human*

- Resource Management Review*, 15(3), 183–186.
<https://doi.org/https://doi.org/10.1016/j.hrmr.2005.11.001>
- Herschbach, D. R. (1995). Technology as knowledge: Implications for instruction. *Volume 7 Issue 1 (Fall 1995)*.
- Hersey, P., Blanchard, K. H., & Natemeyer, W. E. (1979). Situational leadership, perception, and the impact of power. *Group & Organization Studies*, 4(4), 418–428.
- Hess, T., Matt, C., Benlian, A., & Wiesböck, F. (2016). Options for formulating a digital transformation strategy. *MIS Quarterly Executive*, 15(2).
- Hill, C. W. L., Jones, G. R., & Schilling, M. A. (2014). *Strategic management: Theory & cases: An integrated approach*. Cengage Learning.
- Hitka, M., Kucharčíková, A., Štarchoň, P., Balážová, Ž., Lukáč, M., & Stacho, Z. (2019). Knowledge and Human Capital as Sustainable Competitive Advantage in Human Resource Management. In *Sustainability* (Vol. 11, Issue 18). <https://doi.org/10.3390/su11184985>
- Hoang, G., Luu, T. T., Nguyen, T. T., Du, T., & Le, L. P. (2022). Examining the effect of entrepreneurial leadership on employees' innovative behavior in SME hotels: A mediated moderation model. *International Journal of Hospitality Management*, 102, 103142. <https://doi.org/https://doi.org/10.1016/j.ijhm.2022.103142>
- Hon, A. H. Y., & Lu, L. (2014). Are we paid to be creative? The effect of compensation gap on creativity in an expatriate context. *Journal of World Business*, 50. <https://doi.org/10.1016/j.jwb.2014.03.002>
- Hossain, M. S., Hussain, K., Kannan, S., & Kunju Raman Nair, S. K. (2022). Determinants of sustainable competitive advantage from resource-based view: implications for hotel industry. *Journal of Hospitality and Tourism Insights*, 5(1), 79–98. <https://doi.org/10.1108/JHTI-08-2020-0152>
- Jackson, N. C., & Dunn-Jensen, L. M. (2021). Leadership succession planning for today's digital transformation economy: Key factors to build for competency and innovation. *Business Horizons*, 64(2), 273–284. <https://doi.org/https://doi.org/10.1016/j.bushor.2020.11.008>
- Jad, S. M. M., Geravandi, S., Mohammadi, M. J., Alizadeh, R., Sarvarian, M., Rastegarimehr, B., Afkar, A., Yari, A. R., Momtazan, M., Valipour, A., Mahboubi, M., Karimyan, A., Mazraehkar, A., Nejad, A. S., & Mohammadi, H. (2017). The relationship between knowledge of leadership and knowledge

- management practices in the food industry in Kurdistan province, Iran. *Data in Brief*, 15, 155–159. <https://doi.org/https://doi.org/10.1016/j.dib.2017.09.031>
- Jing, F. F., Avery, G. C., & Bergsteiner, H. (2011). Organizational climate and performance in retail pharmacies. *Leadership & Organization Development Journal*.
- Jong, Jeroen P J, & Den Hartog, D. (2010). Measuring Innovative Work Behavior. *Creativity and Innovation Management*, 19. <https://doi.org/10.1111/j.1467-8691.2010.00547.x>
- Jong, Jeroen Petrus Johannes. (2007). *Individual Innovation: The connection between leadership and employees' innovative work behavior*. EIM.
- Junge, A. L. (2019). Digital transformation technologies as an enabler for sustainable logistics and supply chain processes – an exploratory framework. *Brazilian Journal of Operations & Production Management*, 16(3), 462–472. <https://doi.org/10.14488/bjopm.2019.v16.n3.a9>
- Kane, G. C., Palmer, D., Phillips, A. N., Kiron, D., & Buckley, N. (2015). Strategy, not technology, drives digital transformation. *MIT Sloan Management Review and Deloitte University Press*, 14(1–25).
- Kane, G. C., Phillips, A. N., Copulsky, J. R., & Andrus, G. R. (2019). How digital leadership is(n't) different. *MIT Sloan Management Review*, 60, 34–39.
- Kaplan, A., & Haenlein, M. (2019). Digital transformation and disruption: On big data, blockchain, artificial intelligence, and other things. *Business Horizons*, 62(6), 679–681. <https://doi.org/https://doi.org/10.1016/j.bushor.2019.07.001>
- Kartono, K. (2010). *Pemimpin dan Kepemimpinan: Apakah Kepemimpinan Abnormal Itu?*
- Kashyap, V., & Rangnekar, S. (2014). A Structural Equation Model for Measuring the Impact of Employee Retention Practices on Employee's Turnover Intentions: An Indian Perspective. *South Asian Journal of Human Resources Management*, 1(2), 221–247. <https://doi.org/10.1177/2322093714549109>
- Kising'u, T. M. (2017). *Role of strategic leadership for sustainable competitive advantage in Kenyan public and private universities*. JKUAT-COHRED.
- Knox, S. (2002). The boardroom agenda: developing the innovative organisation. *Corporate Governance: The International Journal of Business in Society*.
- Knudsen, E. S., Lien, L. B., Timmermans, B., Belik, I., & Pandey, S. (2021). Stability in turbulent times? The effect of digitalization on the sustainability of competitive advantage. *Journal of Business Research*, 128, 360–369. <https://doi.org/https://doi.org/10.1016/j.jbusres.2021.02.008>
- Kuncoro, W., & Suriani, W. O. (2018). Achieving sustainable competitive advantage through product innovation and market driving. *Asia Pacific Management*

- Review*, 23(3), 186–192.
<https://doi.org/https://doi.org/10.1016/j.apmr.2017.07.006>
- Kwon, K., & Kim, T. (2020). An integrative literature review of employee engagement and innovative behavior: Revisiting the JD-R model. *Human Resource Management Review*, 30(2), 100704.
<https://doi.org/https://doi.org/10.1016/j.hrmr.2019.100704>
- Labella-Fernández, A. (2021). Archetypes of Green-Growth Strategies and the Role of Green Human Resource Management in Their Implementation. In *Sustainability* (Vol. 13, Issue 2). <https://doi.org/10.3390/su13020836>
- 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>
- Leavy, P. (2017). *Research Design: Quantitative, Qualitative, Mixed Methods, Arts-Based, and Community-Based Participatory Research Approaches*. The Guilford Press.
- Lee, S., Oh, H. Y., & Choi, J. (2021). Service Design Management and Organizational Innovation Performance. In *Sustainability* (Vol. 13, Issue 1). <https://doi.org/10.3390/su13010004>
- Lehner, S., Peer, S., Gren, M., Koller, H., Dragaschnig, M., Brändle, N., & Sengupta, R. (2020). *Chapter 31 - Innovative pricing policies for commuting: A field experiment* (K. G. Goulias & A. W. B. T.-M. the T. B. G. Davis (eds.); pp. 613–631). Elsevier. <https://doi.org/https://doi.org/10.1016/B978-0-12-817340-4.00031-0>
- Leigh, J., Lamont, M., & Cairncross, G. (2021). Event managers' leadership styles and attitudes towards resourcing volunteer training: Exploring variation and practice implications. *Tourism Management Perspectives*, 40, 100887.
<https://doi.org/https://doi.org/10.1016/j.tmp.2021.100887>
- Lengnick-Hall, C. A. (1992). Innovation and competitive advantage: What we know and what we need to learn. *Journal of Management*, 18(2), 399–429.
- Li, Y. P., & Mahadevan, A. (2017). A study on the impact of organisational climate on employee performance in a malaysian consultancy. *International Journal of Accounting & Business Management*, 5(1), 1–13.
- Lianto, B., Dachyar, M., & Soemardi, T. P. (2020). Modelling the continuous innovation capability enablers in Indonesia's manufacturing industry. *Journal of Modelling in Management*. <https://doi.org/10.1108/JM2-04-2020-0103>
- Liao, S.-H., Chang, W.-J., Hu, D.-C., & Yueh, Y.-L. (2012). Relationships among organizational culture, knowledge acquisition, organizational learning, and

- organizational innovation in Taiwan's banking and insurance industries. *The International Journal of Human Resource Management*, 23(1), 52–70. <https://doi.org/10.1080/09585192.2011.599947>
- Liotine, M. (2020). *Chapter 8 - Unlocking digital innovation: guiding principles for driving digital technology in the supply chain* (A. M. Pagano & M. B. T.-T. in S. C. M. and L. Liotine (eds.); pp. 143–167). Elsevier. <https://doi.org/https://doi.org/10.1016/B978-0-12-815956-9.00008-9>
- Lloréns Montes, F. J., Ruiz Moreno, A., & Miguel Molina Fernández, L. (2004). Assessing the organizational climate and contractual relationship for perceptions of support for innovation. *International Journal of Manpower*, 25(2), 167–180. <https://doi.org/10.1108/01437720410535972>
- Loon Hoe, S. (2011). Measuring an organization's innovation climate: a case study from Singapore. *Development and Learning in Organizations: An International Journal*, 25(6), 13–15. <https://doi.org/10.1108/14777281111173342>
- Lopez-Cabrerales, A., & Valle-Cabrera, R. (2020). Sustainable HRM strategies and employment relationships as drivers of the triple bottom line. *Human Resource Management Review*, 30(3), 100689.
- Mabey, C., Kulich, C., & Lorenzi-Cioldi, F. (2012). Knowledge leadership in global scientific research. *The International Journal of Human Resource Management*, 23(12), 2450–2467. <https://doi.org/10.1080/09585192.2012.668386>
- Madanchian, Mitra and Taherdoost, H. (2017). Role of Leadership in Small and Medium Enterprises (SMEs). *International Journal of Economic and Management Systems*, 2, 240–243.
- Makridakis, S. (2017). The forthcoming Artificial Intelligence (AI) revolution: Its impact on society and firms. *Futures*, 90, 46–60. <https://doi.org/https://doi.org/10.1016/j.futures.2017.03.006>
- Malik, A. (2019). Creating Competitive Advantage through Source Basic Capital Strategic Humanity in the Industrial Age 4.0. *International Research Journal of Advanced Engineering and Science*, 4(1), 209–215.
- Mansfield, E. (1995). Innovation, technology and the economy. *Selected Essays of Edwin Mansfield*.
- Maria, C., Bisnis, P. M., Studi, P., Fakultas, M., Universitas, E., Petra, K., & Siwalankerto, J. (2019). Karyawan Umkm Sektor Makanan Di Surabaya. *Agora*, 7(1).
- Martínez-Caro, E., Cegarra-Navarro, J. G., & Alfonso-Ruiz, F. J. (2020). Digital technologies and firm performance: The role of digital organisational culture.

- Technological Forecasting and Social Change*, 154, 119962.
<https://doi.org/https://doi.org/10.1016/j.techfore.2020.119962>
- Masood, T., & Sonntag, P. (2020). Industry 4.0: Adoption challenges and benefits for SMEs. *Computers in Industry*, 121, 103261.
<https://doi.org/https://doi.org/10.1016/j.compind.2020.103261>
- Matarazzo, M., Penco, L., Profumo, G., & Quaglia, R. (2021). Digital transformation and customer value creation in Made in Italy SMEs: A dynamic capabilities perspective. *Journal of Business Research*, 123, 642–656.
<https://doi.org/https://doi.org/10.1016/j.jbusres.2020.10.033>
- Matzler, K., Schwarz, E., Deutinger, N., & Harms, R. (2008). The Relationship between Transformational Leadership, Product Innovation and Performance in SMEs. *Journal of Small Business & Entrepreneurship*, 21, 139–151.
<https://doi.org/10.1080/08276331.2008.10593418>
- McAdam, R., Armstrong, G., & Kelly, B. (1998). Investigation of the relationship between total quality and innovation: a research study involving small organisations. *European Journal of Innovation Management*.
- McCamley, C., & Gilmore, A. (2017). Aggravated fragmentation: A case study of SME behaviour in two emerging heritage tourism regions. *Tourism Management*, 60, 81–91.
<https://doi.org/https://doi.org/10.1016/j.tourman.2016.11.016>
- Mintzberg, H. (1980). Structure in 5's: A Synthesis of the Research on Organization Design. *Management Science*, 26(3), 322–341.
- Nambisan, S. (2017). Digital Entrepreneurship: Toward a Digital Technology Perspective of Entrepreneurship. *Entrepreneurship Theory and Practice*, 41(6), 1029–1055. <https://doi.org/10.1111/etap.12254>
- Nambisan, S., Wright, M., & Feldman, M. (2019). The digital transformation of innovation and entrepreneurship: Progress, challenges and key themes. *Research Policy*, 48(8), 103773.
<https://doi.org/https://doi.org/10.1016/j.respol.2019.03.018>
- Naqshbandi, M. M., & Jasimuddin, S. M. (2018a). Knowledge-oriented leadership and open innovation: Role of knowledge management capability in France-based multinationals. *International Business Review*, 27(3), 701–713.
<https://doi.org/10.1016/j.ibusrev.2017.12.001>
- Naqshbandi, M. M., & Jasimuddin, S. M. (2018b). Knowledge-oriented leadership and open innovation: Role of knowledge management capability in France-

- based multinationals. *International Business Review*, 27(3), 701–713. <https://doi.org/https://doi.org/10.1016/j.ibusrev.2017.12.001>
- Nguyen, P. V., Huynh, H. T. N., Lam, L. N. H., Le, T. B., & Nguyen, N. H. X. (2021). The impact of entrepreneurial leadership on SMEs' performance: the mediating effects of organizational factors. *Heliyon*, 7(6), e07326. <https://doi.org/https://doi.org/10.1016/j.heliyon.2021.e07326>
- Nicholas, N. (1995). Being digital. *Editorial Atlantida Buenos Aires*.
- Nwankpa, J. K. (2016). *Capability and Digital Transformation : A Firm Performance Perspective Completed Research Paper*.
- OECD, E. (2005). Guidelines for Collecting and Interpreting Innovation Data-Oslo Manual. *Organization for Economic Co-Operation and Development, European Commission Eurostat*, 9–25.
- Pan, S. L., & Scarbrough, H. (1999). Knowledge Management in Practice: An Exploratory Case Study. *Technology Analysis & Strategic Management*, 11(3), 359–374. <https://doi.org/10.1080/095373299107401>
- Papa, A., Santoro, G., Tirabeni, L., & Monge, F. (2018). Social media as tool for facilitating knowledge creation and innovation in small and medium enterprises. *Baltic Journal of Management*, 13(3), 329–344. <https://doi.org/10.1108/BJM-04-2017-0125>
- Pfefferbaum, B., & North, C. S. (2020). Mental Health and the Covid-19 Pandemic. *The New England Journal of Medicine*, 383(6), 510–512. <https://doi.org/10.1056/NEJMp2008017>
- Pham, N. T., Tučková, Z., & Chiappetta Jabbour, C. J. (2019). Greening the hospitality industry: How do green human resource management practices influence organizational citizenship behavior in hotels? A mixed-methods study. *Tourism Management*, 72, 386–399. <https://doi.org/https://doi.org/10.1016/j.tourman.2018.12.008>
- Piowar-Sulej, K. (2022). Environmental strategies and human resource development consistency: Research in the manufacturing industry. *Journal of Cleaner Production*, 330, 129538. <https://doi.org/https://doi.org/10.1016/j.jclepro.2021.129538>
- Porter, M. E. (1985). Technology and competitive advantage. *Journal of Business Strategy*.
- Pradana, M., Pérez-Luño, A., & Fuentes-Blasco, M. (2020). Innovation as the key to gain performance from absorptive capacity and human capital. *Technology*

- Analysis & Strategic Management*, 32(7), 822–834.
<https://doi.org/10.1080/09537325.2020.1714578>
- Prasad, B., & Junni, P. (2016). CEO transformational and transactional leadership and organizational innovation: The moderating role of environmental dynamism. *Management Decision*.
- Prasanna, R. P. I. R., Jayasundara, J. M. S. B., Gamage, S. K. N., Ekanayake, E. M. S., Rajapakshe, P. S. K., & Abeyrathne, G. A. K. N. J. (2019). Sustainability of SMEs in the competition: A systemic review on technological challenges and SME performance. *Journal of Open Innovation: Technology, Market, and Complexity*, 5(4). <https://doi.org/10.3390/joitmc5040100>
- Priyono, A., Moin, A., & Putri, V. N. (2020). Identifying Digital Transformation Paths in the Business Model of SMEs during the COVID-19 Pandemic. In *Journal of Open Innovation: Technology, Market, and Complexity* (Vol. 6, Issue 4). <https://doi.org/10.3390/joitmc6040104>
- Progoulaki, M., & Theotokas, I. (2010). Human resource management and competitive advantage: An application of resource-based view in the shipping industry. *Marine Policy*, 34(3), 575–582.
<https://doi.org/https://doi.org/10.1016/j.marpol.2009.11.004>
- Ray, A., & Bala, P. K. (2021). *Chapter 6 - Innovative distribution and delivery of food* (C. M. B. T.-F. T. D. Galanakis (ed.); pp. 213–246). Academic Press.
<https://doi.org/https://doi.org/10.1016/B978-0-12-821470-1.00004-5>
- Reilly, G., Nyberg, A. J., Maltarich, M., & Weller, I. (2013). Human Capital Flows: Using Context-Emergent Turnover (CET) Theory to Explore the Process by Which Turnover, Hiring, and Job Demands Affect Patient Satisfaction. *Academy of Management Journal*, 57(3), 766–790.
<https://doi.org/10.5465/amj.2012.0132>
- Rivière, V. M., & Sitar, A. S. (2003). Critical role of leadership in nurturing a knowledge-supporting culture. *Knowledge Management Research & Practice*, 1(1), 39–48. <https://doi.org/10.1057/palgrave.kmrp.8500004>
- Rivai, V. (2013). *Kepemimpinan dan perilaku organisasi*.
- Robbins, S. P., Chatterjee, P., & Canda, E. R. (2011). *Contemporary human behavior theory: A critical perspective for social work*. Pearson Higher Ed.
- Rosenbloom, R. (2000). Leadership, Capabilities, and Technological Change: The Transformation of NCR in the Electronic Era. *Strategic Management Journal - Strateg Manage J*, 21, 1083–1103. [https://doi.org/10.1002/1097-0266\(200010/11\)21:10/11<1083::AID-SMJ127>3.0.CO;2-4](https://doi.org/10.1002/1097-0266(200010/11)21:10/11<1083::AID-SMJ127>3.0.CO;2-4)
- Safari, A., & Azadehdel, M. R. (2015). The Key Role of Knowledge-Oriented Leadership Regarding to Knowledge Management Practices in Innovation

- Performance of Manufacturing and Commercial Companies of Guilan Province. *International Letters of Social and Humanistic Sciences*, 60, 1–9. <https://doi.org/10.18052/www.scipress.com/ILSHS.60.1>
- Saha, J. M., & Rowley, C. (2015). 5 - The role of human resources in sustaining the growth of industries. In J. M. Saha & C. B. T.-T. C. R. of the H. R. P. in the A. P. R. Rowley (Eds.), *Chandos Asian Studies Series* (pp. 123–133). Chandos Publishing. <https://doi.org/https://doi.org/10.1016/B978-0-85709-475-9.00005-4>
- Santoro, G., Vrontis, D., Thrassou, A., & Dezi, L. (2018). The Internet of Things: Building a knowledge management system for open innovation and knowledge management capacity. *Technological Forecasting and Social Change*, 136, 347–354. <https://doi.org/https://doi.org/10.1016/j.techfore.2017.02.034>
- Sarros, J. C., Cooper, B. K., & Santora, J. C. (2008). Building a Climate for Innovation Through Transformational Leadership and Organizational Culture. *Journal of Leadership & Organizational Studies*, 15(2), 145–158. <https://doi.org/10.1177/1548051808324100>
- Sartika, D. (2015). Inovasi organisasi dan kinerja organisasi: Studi kasus pada pusat kajian dan pendidikan dan Pelatihan Aparatur III Lembaga Administrasi Negara. *Jurnal Borneo Administrator*, 11(2).
- Schermerhorn, J. R., & Chappell, D. S. (2010). *Introduction to management*. John Wiley.
- Schneckenberg, D. (2015). Open innovation and knowledge networking in a multinational corporation. *Journal of Business Strategy*, 36, 14–24.
- Schumann Jr, P. A., Ransley, D. L., & Prestwood, D. C. L. (1995). Measuring r&D Performance. *Research-Technology Management*, 38(3), 45–54.
- Schwartz, J., Wagner, D., Stockton, H., & Walsh, B. (2017). The future of work: The augmented workforce 2017 global human capital trends. *Deloitte*, 1–137. <https://www2.deloitte.com/us/en/insights/focus/human-capital-trends/2017/future-workforce-changing-nature-of-work.html>
- Scutto, V., Santoro, G., Bresciani, S., & Del Giudice, M. (2017). Shifting intra- and inter-organizational innovation processes towards digital business: An empirical analysis of SMEs. *Creativity and Innovation Management*, 26(3), 247–255. <https://doi.org/https://doi.org/10.1111/caim.12221>
- Sekaran, U. (2016). *Research Methods for Business: A Skill-Building Approach* (Seventh). Wiley.
- Sergio, M., Augusto, L., Gomes, D. V., Oliveira, D., Bagno, R. B., Lara, S., & Uchôa, T. (2014). *Technovation Innovation processes: Which process for which project?* 35, 59–70. <https://edisciplinas.usp.br/pluginfile.php/>

- 4103064/mod_resource/content/0/Salerno_Gomes_Silva_Bagno_Freitas_2014_Technovation_Innovatin_Processes.pdf
- Shamim, S., Cang, S., Yu, H., & Li, Y. (2017). Examining the Feasibilities of Industry 4.0 for the Hospitality Sector with the Lens of Management Practice. In *Energies* (Vol. 10, Issue 4). <https://doi.org/10.3390/en10040499>
- Shuck, B., Adelson, J. L., & Reio Jr., T. G. (2017). The Employee Engagement Scale: Initial Evidence for Construct Validity and Implications for Theory and Practice. *Human Resource Management*, 56(6), 953–977. <https://doi.org/https://doi.org/10.1002/hrm.21811>
- Siagian, S. P. (2002). *Manajemen sumber daya manusia*.
- Sigalas, C. (2015). Competitive advantage: the known unknown concept. *Management Decision*, 53(9), 2004–2016. <https://doi.org/10.1108/MD-05-2015-0185>
- Sniukas, M., Lee, P., & Morasky, M. (2016). *The art of opportunity: How to build growth and ventures through strategic innovation and visual thinking*. John Wiley & Sons.
- Somohano-Rodríguez, F. M., Madrid-Guijarro, A., & López-Fernández, J. M. (2020). Does Industry 4.0 really matter for SME innovation? *Journal of Small Business Management*, 1–28. <https://doi.org/10.1080/00472778.2020.1780728>
- Sousa, M. J., & Rocha, Á. (2019). Skills for disruptive digital business. *Journal of Business Research*, 94(December 2017), 257–263. <https://doi.org/10.1016/j.jbusres.2017.12.051>
- Spain, S. M. (2019). *Chapter 4 - Leadership and Organization* (S. M. B. T.-L. Spain Work, and the Dark Side of Personality (ed.); pp. 95–122). Academic Press. <https://doi.org/https://doi.org/10.1016/B978-0-12-812821-3.00004-9>
- Stupino, M., Giacosa, E., & Pollifroni, M. (2019). *6 - Tradition and Innovation Within the Wine Sector: How a Strong Combination Could Increase the Company's Competitive Advantage* (A. M. Grumezescu & A. M. B. T.-P. and S. of B. Holban (eds.); pp. 185–204). Woodhead Publishing. <https://doi.org/https://doi.org/10.1016/B978-0-12-815259-1.00006-9>
- Subramanian, A., & Nilakanta, S. (1994). Measurement: a blueprint for theory-building in MIS. *Information & Management*, 26(1), 13–20.
- Sumadi, S. (2021). Dinamika Transformasi UMKM Di Era Digitalisasi Pandemi Covid-19. *Prosiding Seminar Nasional & Call for Paper STIE AAS*, 119–127.
- Sung, S. Y., & Choi, J. N. (2014). Do organizations spend wisely on employees? Effects of training and development investments on learning and innovation in

- organizations. *Journal of Organizational Behavior*, 35(3), 393–412. <https://doi.org/https://doi.org/10.1002/job.1897>
- Sunyoto, D., & Raharti, R. (2014). Kualitas Strategi Bersaing Guna Meningkatkan Kinerja Perusahaan Pada UMKM dan Koperasi Gerabah Kasongan Bantul. *EFEKTIF Jurnal Bisnis Dan Ekonomi*, 5(2), 160–173.
- Taghipour, A., & Dezfuli, Z. K. (2013). Innovative Behaviors: Mediate Mechanism of Job Attitudes. *Procedia - Social and Behavioral Sciences*, 84, 1617–1621. <https://doi.org/https://doi.org/10.1016/j.sbspro.2013.07.001>
- Tampubolon, B. D. (2007). Analisis faktor gaya kepemimpinan dan faktor etos kerja terhadap kinerja pegawai pada organisasi yang telah menerapkan SNI 19-9001-2001. *Jurnal Standardisasi*, 9(3), 106–115.
- Tan, C. (2011). Framing educational success: a comparative study of Shanghai and Singapore. *Education, Knowledge and Economy*, 5(3), 155–166. <https://doi.org/10.1080/17496896.2012.673939>
- Tekic, Z., & Koroteev, D. (2019). From disruptively digital to proudly analog: A holistic typology of digital transformation strategies. *Business Horizons*, 62(6), 683–693. <https://doi.org/https://doi.org/10.1016/j.bushor.2019.07.002>
- Terry, L. D. (2015). *Leadership of public bureaucracies: The administrator as conservator: The Administrator as Conservator*. Routledge.
- Toha, M. (2004). *Kepemimpinan dalam manajemen*.
- Thomas, G. (2020). Digital Maturity of HR in SMEs. *European Journal of Economics and Business Studies*, 6(1), 56. <https://doi.org/10.26417/ejes.v6i1.p56-62>
- Tyson, D. (2007). 19 - *The human resources perspective* (D. B. T.-S. C. Tyson (ed.); pp. 141–161). Butterworth-Heinemann. <https://doi.org/https://doi.org/10.1016/B978-075068425-5/50022-7>
- Ulas, D. (2019). Digital Transformation Process and SMEs. *Procedia Computer Science*, 158, 662–671. <https://doi.org/https://doi.org/10.1016/j.procs.2019.09.101>
- Undang_undang, P. (2013). *PP Nomor 17 Tahun 2013.pdf*.
- Urabe, K. (1998). *Innovation and the Japanese Management System. in " Innovation and (Eds.). management: international comparisons", Kuniyoshi Urabe, John Child, Tadao Kagono De Gruyter Studies in Organization*. Walter de Gruyter & Co, Berlin.
- Usai, A., Scuotto, V., Murray, A., Fiano, F., & Dezi, L. (2018). Do entrepreneurial knowledge and innovative attitude overcome “imperfections” in the innovation

- process? Insights from SMEs in the UK and Italy. *Journal of Knowledge Management*, 22(8), 1637–1654. <https://doi.org/10.1108/JKM-01-2018-0035>
- Vaccaro, I. G., Jansen, J. J. P., Van Den Bosch, F. A. J., & Volberda, H. W. (2012). Management Innovation and Leadership: The Moderating Role of Organizational Size. *Journal of Management Studies*, 49(1), 28–51. <https://doi.org/https://doi.org/10.1111/j.1467-6486.2010.00976.x>
- Vial, G. (2019). Understanding digital transformation: A review and a research agenda. *The Journal of Strategic Information Systems*, 28(2), 118–144. <https://doi.org/https://doi.org/10.1016/j.jsis.2019.01.003>
- Wang, G. G., Werner, J. M., Sun, J. Y., Gilley, A., & Gilley, J. W. (2017). Means vs ends: theorizing a definition of human resource development. *Personnel Review*, 46(6), 1165–1181. <https://doi.org/10.1108/PR-11-2015-0306>
- Warner, K. S. R., & Wäger, M. (2019). Building dynamic capabilities for digital transformation: An ongoing process of strategic renewal. *Long Range Planning*, 52(3), 326–349. <https://doi.org/https://doi.org/10.1016/j.lrp.2018.12.001>
- Weber, E., Büttgen, M., & Bartsch, S. (2022). How to take employees on the digital transformation journey: An experimental study on complementary leadership behaviors in managing organizational change. *Journal of Business Research*, 143, 225–238. <https://doi.org/https://doi.org/10.1016/j.jbusres.2022.01.036>
- Weerawardena, J., O’Cass, A., & Julian, C. (2006). Does industry matter? Examining the role of industry structure and organizational learning in innovation and brand performance. *Journal of Business Research*, 59(1), 37–45. <https://doi.org/https://doi.org/10.1016/j.jbusres.2005.02.004>
- West, M. A. (2000). Reflexivity, revolution and innovation in work teams. In *Product development teams* (pp. 1–29). Jai Press.
- West, M. A., & Sacramento, C. A. (2012). *Chapter 15 - Creativity and Innovation: The Role of Team and Organizational Climate* (M. D. B. T.-H. of O. C. Mumford (ed.); pp. 359–385). Academic Press. <https://doi.org/https://doi.org/10.1016/B978-0-12-374714-3.00015-X>
- Westerman, G., Bonnet, D., & McAfee, A. (2014). The nine elements of digital transformation. *MIT Sloan Management Review*, 55(3), 1–6.
- Whalen, P., Usley, C., Pascal, V. J., Omura, G., McAuley, A., Kasouf, C. J., Jones, R., Hultman, C. M., Hills, G. E., & Hansen, D. J. (2016). Anatomy of

- competitive advantage: towards a contingency theory of entrepreneurial marketing. *Journal of Strategic Marketing*, 24(1), 5–19.
- Widajanti, E. (2007). Perencanaan Sumber Daya Manusia yang efektif: Strategi mencapai keunggulan kompetitif. *Jurnal Ekonomi Dan Kewirausahaan*, 7(2), 105–114.
- Williams, P., & Sullivan, H. (2011). Lessons in leadership for learning and knowledge management in multi-organisational settings. *International Journal of Leadership in Public Services*, 7(1), 6–20. <https://doi.org/10.5042/ijlps.2011.0089>
- Yang, Z., Chang, J., Huang, L., & Mardani, A. (2021). Digital transformation solutions of entrepreneurial SMEs based on an information error-driven T-spherical fuzzy cloud algorithm. *International Journal of Information Management*, 102384. <https://doi.org/https://doi.org/10.1016/j.ijinfomgt.2021.102384>
- Zaki, M. (2019). Digital transformation: harnessing digital technologies for the next generation of services. *Journal of Services Marketing*, 33(4), 429–435. <https://doi.org/10.1108/JSM-01-2019-0034>
- Zeb, A., Akbar, F., Hussain, K., Safi, A., Rabnawaz, M., & Zeb, F. (2021). The competing value framework model of organizational culture, innovation and performance. *Business Process Management Journal*, 27(2), 658–683. <https://doi.org/10.1108/BPMJ-11-2019-0464>
- Zhang, X., Gao, C., & Zhang, S. (2022). The niche evolution of cross-boundary innovation for Chinese SMEs in the context of digital transformation—Case study based on dynamic capability. *Technology in Society*, 68, 101870. <https://doi.org/https://doi.org/10.1016/j.techsoc.2022.101870>
- Zhao, Y., von Delft, S., Morgan-Thomas, A., & Buck, T. (2020). The evolution of platform business models: Exploring competitive battles in the world of platforms. *Long Range Planning*, 53(4), 101892. <https://doi.org/https://doi.org/10.1016/j.lrp.2019.101892>
- Aaltonen, S., Heinze, A., Ielpa, G., & de Tommaso, D. (2015). Enterprise cultural heritage: The source for sustainable competitive advantage and survival for food sector SMEs. *International Journal of Entrepreneurship and Innovation*, 16(2), 73–83. <https://doi.org/10.5367/ijei.2015.0178>
- Alfawaire, F., & Atan, T. (2021). The effect of strategic human resource and knowledge management on sustainable competitive advantages at Jordanian universities: The mediating role of organizational innovation. *Sustainability (Switzerland)*, 13(15). <https://doi.org/10.3390/su13158445>

- Aliu, M. M., & Oni, E. O. (2020). A Review on Marketing Strategies and Sustainable Competitive Advantage of Smes in the Manufacturing Sector. *Covenant Journal of Entrepreneurship*, 2(1), 1–12. <https://journals.covenantuniversity.edu.ng/index.php/cjoe/article/view/2386>
- Arsawan, I. W. E., Koval, V., Rajiani, I., Rustiarini, N. W., Supartha, W. G., & Suryantini, N. P. S. (2022a). Leveraging knowledge sharing and innovation culture into SMEs sustainable competitive advantage. In *International Journal of Productivity and Performance Management* (Vol. 71, Issue 2, pp. 405–428). <https://doi.org/10.1108/IJPPM-04-2020-0192>
- Arsawan, I. W. E., Koval, V., Rajiani, I., Rustiarini, N. W., Supartha, W. G., & Suryantini, N. P. S. (2022b). Leveraging knowledge sharing and innovation culture into SMEs sustainable competitive advantage. *International Journal of Productivity and Performance Management*, 71(2), 405–428. <https://doi.org/10.1108/IJPPM-04-2020-0192>
- Bavarsad, B., Jafari, S., Hosseini, S. A., & Hozhabri, A. A. (2015). Analyzing the impact of entrepreneurial marketing on sustainable competitive advantage in SMEs. *2015 9th International Conference on E-Commerce in Developing Countries: With Focus on e-Business, ECDC 2015*. <https://doi.org/10.1109/ECDC.2015.7156327>
- Damayanti, A. I. (2021). *The role of knowledge creation to improve smes performance in covid-19 era based on knowledge oriented leadership and value of knowledge congruence* [repository.unissula.ac.id]. <http://repository.unissula.ac.id/21813/>
- Elidemir, S. N., Ozturen, A., & Bayighomog, S. W. (2020). Innovative behaviors, employee creativity, and sustainable competitive advantage: A moderated mediation. *Sustainability (Switzerland)*, 12(8). <https://doi.org/10.3390/SU12083295>
- Hajimohammadi, M., Bazrkar, A., & Vafaei, S. (2019). Creating a Sustainable Competitive Advantage for Organizations Through the Implementation of Knowledge Management with the help of Modern Information Technology. *IJERI: International Journal of Educational Research and Innovation*, 12, 203–216. <https://doi.org/10.46661/ijeri.3838>
- Indriyaningrum, E., & Fachrunnisa, O. (2021). A model for sustainable competitive advantage improvement of batik smes at Central Java Province and DIY (Special Region of Yogyakarta). *Jurnal Aplikasi Bisnis Dan Manajemen*. <https://doi.org/10.17358/jabm.7.2.272>
- Jahanshahi, A. A., Nawaser, K., Eizi, N., & Etemadi, M. (2015). The Role of Real Options Thinking in Achieving Sustainable Competitive Advantage for SMEs. *Global Business and Organizational Excellence*, 35(1), 35–44.

<https://doi.org/10.1002/joe.21643>

- Kadir, A. R. A., Aminallah, A., Ibrahim, A., Sulaiman, J., Yusoff, M. F. M., Idris, M. M., Bahar, M. R., Hasanordin, R., Rahim, S. S. A., & Malek, Z. A. (2018). The Influence of Intellectual Capital and Corporate Entrepreneurship Towards Small and Medium Enterprises' (SMEs) Sustainable Competitive Advantage: Building a Conceptual Framework. *Proceedings of the 2nd Advances in Business Research International Conference*, 67–77. https://doi.org/10.1007/978-981-10-6053-3_7
- Kurniati, E. D., Susilowati, I., & Suharno. (2019). Sustainable competitive advantage of smes through resource and institutional-based management: An empirical study of batik smes in central java, indonesia. *Market-Trziste*, 31(1), 61–82. <https://doi.org/10.22598/mt/2019.31.1.61>
- Mady, K., Abdul Halim, M. A. S., & Omar, K. (2022). Drivers of multiple eco-innovation and the impact on sustainable competitive advantage: evidence from manufacturing SMEs in Egypt. *International Journal of Innovation Science*, 14(1), 40–61. <https://doi.org/10.1108/IJIS-01-2021-0016>
- Makhloufi, L., Yaacob, N. A., & Yamin, F. M. (2018). Investigation on the Relationship between IT and Core Competency on the Sustainable Competitive Advantage of Malaysian SMEs. In *Journal of International Business and Management* (Vol. 1, Issue September, pp. 1–15). rpajournals.com. <https://rpajournals.com/wp-content/uploads/2018/10/JIBM-2018-02-54.pdf>
- McNabb, D. E. (2015). Knowledge management in the public sector: A blueprint for innovation in government. *Knowledge Management in the Public Sector: A Blueprint for Innovation in Government*, 1–325. <https://doi.org/10.4324/9781315703053>
- Md Yatim, N. H., Che Rusuli, M. S., & Md Yatim, N. A. (2019). The effect of government intervention on the sustainable competitive advantage among SMEs in Malaysia. In *International Journal of Modern Trends in Business Research* (Vol. 2, Issue 8, pp. 15–22). ijmtbr.com. <http://www.ijmtbr.com/PDF/IJMTBR-2019-08-06-03.pdf>
- Ngah, R., Salleh, Z., Ab Wahab, I., & Azman, N. A. (2016). Intellectual Capital, Knowledge Management and Sustainable Competitive Advantage on SMEs in Malaysia. *Proceedings of the International Conference on Intellectual Capital, Knowledge Management & Organizational Learning, 2000*, 348–356.
- Ngah, R., Wahab, I. A., & Salleh, Z. (2015). The sustainable competitive advantage of small and medium enterprises (SMEs) with intellectual capital, knowledge management and innovative intelligence: Building a conceptual framework. *Advanced Science Letters*, 21(5), 1325–1328.

- <https://doi.org/10.1166/asl.2015.6018>
- Nimfa, D. T. (2021). Effect of Organisational Culture on Sustainable Growth of SMEs: Mediating Role of Innovation Competitive Advantage. In *Journal of International Business and Management* (pp. 1–19). [researchgate.net. https://doi.org/10.37227/jibm-2021-01-156](https://doi.org/10.37227/jibm-2021-01-156)
- Nimfa, D. T., Islam, A., Latiff, A. S. A., & Wahab, S. A. (2021). Role of Innovation Competitive Advantage on Strategic Orientation Dimensions and Sustainable Growth of SMEs in Nigeria. *Communications in Computer and Information Science, 1477 CCIS*, 46–62. https://doi.org/10.1007/978-3-030-86761-4_5
- Osman, C. A., & Ngah, R. (2016). Assessing Sustainable Competitive Advantage in Relation with Intellectual Capital, Knowledge Management and Innovativeness in Women-Owned SMEs in Malaysia. *Journal of International Business, Economics and Entrepreneurship*, 1(1), 46. <https://doi.org/10.24191/jibe.v1i1.14469>
- Quaye, D., & Mensah, I. (2019). Marketing innovation and sustainable competitive advantage of manufacturing SMEs in Ghana. *Management Decision*, 57(7), 1535–1553. <https://doi.org/10.1108/MD-08-2017-0784>
- Rapitsenuane, Y. (2014). *Supporting SMEs adoption of sustainable Product Service Systems : a holistic design-led framework for creating competitive advantage* (p. 352). [core.ac.uk. https://core.ac.uk/download/pdf/288377501.pdf](https://core.ac.uk/download/pdf/288377501.pdf)
- Revilla-Camacho, M. Á., Cossío-Silva, F. J., & Vega-Vázquez, M. (2014). Seeking a sustainable competitive advantage in periods of economic recession for SMEs and entrepreneurs: The role of value co-creation and customer trust in the service provider. In *Entrepreneurship, Innovation and Economic Crisis: Lessons for Research, Policy and Practice* (pp. 69–76). https://doi.org/10.1007/978-3-319-02384-7_8
- Stelzer, B., & Brecht, L. (2011). Technological Competence and Sustainable Competitive Advantage of Technology-Intensive SMEs - a Quantitative Approach. *European Conference on Innovation and Entrepreneurship*, 110–XXXVII.
- Sudarmiati, & Suharto. (2016). Sustainable Competitive Advantage on SMEs: Bringing Local Product toward Global Market. In *Journal of Business and Management* (Vol. 18, pp. 46–53). www.iosrjournals.org
- Sumerta, I. K., Santosa, I. M., Sumartana, I. M., Nyomanadityariniabiyoga, N., & Pulawan, I. M. (2020). The Role of Sustainable Consumption as Mediating on Technical Innovation and Competitive Advantage; case study on SMEs in Pandemic Era. *Solid State Technology*, 63(5), 4736–4749. <http://www.solidstatetechnology.us/index.php/JSST/article/view/5482>

- Tali, D., Uzir, M. U. H., Maimako, L. N., Eneizan, B., Latiff, A. S. A., & Wahab, S. A. (2021). The impact of innovation competitive advantage on product quality for sustainable growth among SMES: An empirical analysis. In *International Journal of Business Science and Applied Management* (Vol. 16, Issue 3, pp. 39–62). researchgate.net.
- Vătămănescu, E. M., Gorgos, E. A., Ghigiu, A. M., & Pătruț, M. (2019). Bridging intellectual capital and SMEs internationalization through the lens of sustainable competitive advantage: A systematic literature review. In *Sustainability (Switzerland)* (Vol. 11, Issue 9). <https://doi.org/10.3390/su11092510>
- Yatim, N. H. M., Affandi, N. A. M., & Timan, H. (2022). Does the Capability of Information Management, Knowledge Management, Innovation and Technology Affect the Sustainable Competitive Advantage of SMEs in Malaysia? *Lecture Notes in Networks and Systems*, 322, 897–907. https://doi.org/10.1007/978-3-030-85990-9_71
- Yudistira, C. G. P., Arsawan, W. E., Wirga, I. W., Santra, I. K., Sanjaya, I. B., & Kariati, N. M. (2019). Explicating Human Capital Contribution for SMEs Sustainable Competitive Advantage. *Proceedings of the International Conference On Applied Science and Technology 2019*. <https://doi.org/10.2991/icastss-19.2019.48>
- Zia, N. U. (2020). Knowledge-oriented leadership, knowledge management behaviour and innovation performance in project-based SMEs. The moderating role of goal orientations. *Journal of Knowledge Management*, 24(8), 1819–1839. <https://doi.org/10.1108/JKM-02-2020-0127>

Halaman Ini Sengaja Dikosongkan