

DAFTAR PUSTAKA

- Alateeg, S., & Alhammadi, A. (2024). The role of employee engagement towards innovative work behavior mediated by leadership in small businesses. *International Journal of Advanced and Applied Sciences*, 11(2), 145–156. <https://doi.org/10.21833/ijaas.2024.02.016>
- Ardiansyah, Risnita, M. S. J. (2023). *Teknik Pengumpulan Data Dan Instrumen Penelitian Ilmiah Pendidikan Pada Pendekatan Kualitatif dan Kuantitatif*. 1, 1–9.
- Ayu, C., Yunus, M., & Putra, T. R. I. (2022). the Effect of Organizational Culture, Work Environment, and Organizational Commitment on Staff Performance and Their Implications on the Performance of Aceh Human Resources Development Agency. *International Journal of Business Management and Economic Review*, 05(05), 21–35. <https://doi.org/10.35409/ijbmer.2022.3429>
- Azevedo, M. C. de, Schlosser, F., & McPhee, D. (2020). Building organizational innovation through HRM, employee voice and engagement. *Personnel Review*, 50(2), 751–769. <https://doi.org/10.1108/PR-12-2019-0687>
- Bakker, A. B. (2011). An evidence-based model of work engagement. *Current Directions in Psychological Science*, 20(4), 265–269. <https://doi.org/10.1177/0963721411414534>
- Basheer, M. F., Saleem, M., Hameed, W. U., & Hassan, M. M. (2019). Employee voice determinants and organizational innovation: Does the role of senior manager matter? *Hamdard Islamicus*, 42(1), 326–342.
- Benaya, J. O., & Nursanti, T. D. (2024). *Employee Engagement of Influencer Generation : The Role of Employee Voice , Organizational Culture , and Career Development*. 8(1), 110–124.
- Botha, L., & Steyn, R. (2022). Employee voice and innovative work behaviour : empirical evidence from South Africa Employee voice and innovative work behaviour : empirical evidence from South Africa. *Cogent Psychology*, 9(1). <https://doi.org/10.1080/23311908.2022.2080323>
- Chin, W., & Marcoulides, G. (1998). The Partial Least Squares Approach to Structural Equation Modeling. *Modern Methods for Business Research*, 8.
- Cohen, J. (1988). *Statistical power analysis for the behavioral sciences (2nd ed.)*. Lawrence Erlbaum Associates. 1–2.
- Cole, D. A., & Preacher, K. J. (2014). *Manifest Variable Path Analysis : Potentially Serious and Misleading Consequences Due to Uncorrected Measurement Error The Prevalence of Path Analyses : Literature Review*. 19(2), 300–315. <https://doi.org/10.1037/a0033805>
- Crucke, S., & Decramer, A. (2016). *The Development of a Measurement Instrument for the Organizational Performance of Social Enterprises*. <https://doi.org/10.3390/su8020161>

- Dalain, A. F. (2023). Nurturing Employee Engagement at Workplace and Organizational Innovation in Time of Crisis With Moderating Effect of Servant Leadership. *SAGE Open*, 13(2), 1–14. <https://doi.org/10.1177/21582440231175150>
- Damanpour, F. (1996). Organizational complexity and innovation: Developing and testing multiple contingency models. *Management Science*, 42(5), 693–716. <https://doi.org/10.1287/mnsc.42.5.693>
- Dedi Rianto Rahadi. (2023). *Pengantar Partial Least Squares Structural Equation Model(PLS-SEM) 2023*.
- Dewi, D. A., Prasetyo, B., & Setiawan, D. (2023). *The Relationship Between Employee Voice and Organizational Effectiveness Becomes Significant with The Mediation of Work Engagement*. 19(148), 237–252. <https://doi.org/10.24258/jba.v19i3.1144>
- Eisenhardt, K. M., & Martin, J. A. (2000). Dynamic capabilities: What are they? *Strategic Management Journal*, 21(10–11), 1105–1121. [https://doi.org/10.1002/1097-0266\(200010/11\)21:10/11<1105::AID-SMJ133>3.0.CO;2-E](https://doi.org/10.1002/1097-0266(200010/11)21:10/11<1105::AID-SMJ133>3.0.CO;2-E)
- Farah Mansor, Navein Saeed Omar, Y. H. (2021). Employee Engagement and Organizational Performance. *Business, Management and Economics Research*, 73, 93–100. <https://doi.org/10.32861/bmer.73.93.100>
- Fornell, C., & Larcker, D. F. (1981). *Evaluating Structural Equation Models with Unobservable Variables and Measurement*. XVIII(February), 39–50.
- Friesen, P., & Miller, D. (1982). Innovation in Conservative and Entrepreneurial Firms: Two Models of Strategic Momentum. *Strategic Management Journal*, 3(December 1980), 1–25.
- García-Morales, V. J., Llorens-Montes, F. J., & Verdú-Jover, A. J. (2006). Antecedents and consequences of organizational innovation and organizational learning in entrepreneurship. *Industrial Management and Data Systems*, 106(1), 21–42. <https://doi.org/10.1108/02635570610642940>
- Gartner, W. B. (1985). *Innovation and Entrepreneurship*, by Peter F. Drucker. New York: Harper & Business, January 1987. <https://doi.org/10.2307/258006>
- Gede, D. U., & Huluka, A. T. (2024). Effects of employee engagement on organizational performance: case of public universities in Ethiopia. *Future Business Journal*, 10(1), 1–15. <https://doi.org/10.1186/s43093-024-00315-7>
- Ghozali, I. (2016). (2016). *Aplikasi analisis multivariete dengan program IBM SPSS 23*.
- Hair, J.F., Black, W.C., Babin, B.J., and Anderson, R.E. (2010). *Multivariate Data Analysis. 7th Edition*, 1841396, 3–5.
- Hair, J. F., Hult, G. T. M., & Ringle, C. M. (2017). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)*.
- Hair, J., Hult, G. T. M., Ringle, C., Sarstedt, M., Danks, N., & Ray, S. (2021).

Partial Least Squares Structural Equation Modeling (PLS-SEM) Using R: A workbook.

- Hair, J., Risher, J., Sarstedt, M., & Ringle, C. (2018). When to use and how to report the results of PLS-SEM. *European Business Review*, 31. <https://doi.org/10.1108/EBR-11-2018-0203>
- Hair Jr., J. F., Anderson, R. E., Babin, B. J., & Black, W. C. (2019). *Multivariate Data Analysis, Multivariate Data Analysis*. 87(4). www.cengage.com/highered
- Handayani, R. (2020). Metodologi Penelitian Sosial (R. nuri Minan, A. Susila, &, & A. J. A. Haq, E. . 1st ed.). T. G. . (n.d.). *Metodologi Penelitian Sosial*.
- Hardani, N. H., Andriani, H., Fardani, R. A., Ustiawaty, J., Utami, E. F., Sukmana, D. J., & Istiqomah, R. R. (2020). *Metode Penelitian Kualitatif & Kuantitatif*.
- 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>
- Hazim, M. I., Anggraeni, E., & Fachri, A. (2025). *Pengaruh Organizational Justice Terhadap Employee Voice Behaviour Dimoderasi Obedience Dalam Perspektif Manajemen Sumber Daya Insani the Influence of Organizational Justice on Employee Voice Behavior Moderated Obedience in Human Resource Management Perspe.* 13(1), 1–11. <http://journalbalitbangdalamampung.org>
- Henseler, J., Ringle, C. M., & Sarstedt, M. (2015). *A new criterion for assessing discriminant validity in variance-based structural equation modeling*. 115–135. <https://doi.org/10.1007/s11747-014-0403-8>
- Hu, L., & Bentler, P. M. (1999). *Cutoff criteria for fit indexes in covariance structure analysis : Conventional criteria versus new alternatives Cutoff Criteria for Fit Indexes in Covariance Structure Analysis : Conventional Criteria Versus New Alternatives*. 5511. <https://doi.org/10.1080/10705519909540118>
- Iddrisu, I., & Mohammed, B. (2024). Investigating the influence of employee voice on public sector performance: The mediating dynamics of organizational trust and culture. *Social Sciences and Humanities Open*, 10(March), 101096. <https://doi.org/10.1016/j.ssaho.2024.101096>
- Jha, N., Potnuru, R. K. G., Sareen, P., & Shaju, S. (2019). Employee voice, engagement and organizational effectiveness: a mediated model. *European Journal of Training and Development*, 43(7–8), 699–718. <https://doi.org/10.1108/EJTD-10-2018-0097>
- Jian Liang, Crystal i.c. Farh, J.-L. F. (2019). Psychological Antecedents of Promotive and Prohibitive Voice: a Two-Wave Examination. *Academy of Management Journal*, 28(2), 126–141.
- Juliandi, A. (2018). *Structural Equation Model Partial Least Square (SEM-PLS)*. <https://doi.org/10.5281/zenodo.1243777>

- Kahn, W. A. (1990). Psychological conditions of personal engagement and disengagement at work. *Academy of Management Journal*, 33(4), 692–724. <https://doi.org/10.5465/256287>
- Kamasak, B. (2009). *The influence of knowledge sharing on innovation*. <https://doi.org/10.1108/09555341011040994>
- Kim, M. R., Knutson, B. J., & Choi, L. (2016). The Effects of Employee Voice and Delight on Job Satisfaction and Behaviors: Comparison Between Employee Generations. *Journal of Hospitality Marketing and Management*, 25(5), 563–588. <https://doi.org/10.1080/19368623.2015.1067665>
- Kim, S. (2004). *Individual-Level Factors and Organizational Performance in Government Organizations*. 15(2), 245–261. <https://doi.org/10.1093/jopart/mui013>
- Kim, T., & Cho, W. (2024). Employee Voice Opportunities Enhance Organizational Performance When Faced With Competing Demands. *Review of Public Personnel Administration*, 44(4), 713–739. <https://doi.org/10.1177/0734371X231190327>
- Kura, K., & Alkashami, M. (2021). Employee Voice, Employee Engagement and Business Performance: Understanding the links in a Mediated Model. *Annals of Contemporary Developments in Management & HR*, 3, 10–19. <https://doi.org/10.33166/ACDMHR.2021.03.002>
- Latif, N. Z. A., & Arif, L. S. M. (2018). Employee Engagement and Employee Voice. *International Journal of Academic Research in Progressive Education and Development*, 7(3), 507–515. <https://doi.org/10.6007/ijarped/v7-i3/4569>
- Liao, S., Fei, W., & Chen, C. (2007). *Knowledge sharing , absorptive capacity , and innovation capability : an empirical study of Taiwan ' s knowledge-*. <https://doi.org/10.1177/0165551506070739>
- Liu, X., Zheng, X., Ni, D., & Harms, P. D. (2022). Employee voice and coworker support: The roles of employee job demands and coworker voice expectation. *Journal of Organizational Behavior*, 43(7), 1271–1286. <https://doi.org/10.1002/job.2621>
- Luthans, F., & Peterson, S. J. (2002). Employee engagement and manager self-efficacy: implications for managerial effectiveness and development. *Journal of Management Development*, 21(5), 376–387. <https://doi.org/10.1108/02621710210426862>
- McAdam, R., & Galloway, A. (2005). Enterprise resource planning and organisational innovation: A management perspective. *Industrial Management and Data Systems*, 105(3), 280–290. <https://doi.org/10.1108/02635570510590110>
- Ali, M.D., Shah, S.I., Jan, S., & Ilyas, M. (2021). The Effect of Organizational Innovation and Organizational Learning on Organizational Performance. *Journal of Business & Tourism*, 1(2), 27–37. <https://doi.org/10.34260/jbt.v1i2.13>
- Mursalin, A., & Azliyanti, E. (2025). *ProBisnis : Jurnal Manajemen Employee*

- Voice Behavior in Regional Banking : The Effects of Job Autonomy , Person – Organization Fit , and Work Engagement. 16(6), 2987–2995.*
- Ngakan, I., Acwin, K., Eng, A., Ketut, N., & Dwijendra, A. (n.d.). *Innovative Work Behaviors in Pharmacies of Indonesia: Role of Employee Voice , Generational Diversity Management ... Innovative Work Behaviors In Pharmacies Of Indonesia : Role Of Employee Voice , Generational Diversity Management And.*
- OJK. (2025a). *Kinerja Positif Perbankan Syariah 2024.*
- OJK. (2025b). *Siaran Pers Penguatan Sektor Jasa Keuangan Yang Stabil Dan Inklusif Untuk Mendukung Program Prioritas Nasional. 1–23.*
- Paulet, R., Holland, P., & Bratton, A. (2021). Employee voice: the missing factor in sustainable hrm? *Sustainability (Switzerland), 13(17), 1–16.* <https://doi.org/10.3390/su13179732>
- R. May, D., L. Gilson, R., & M. Harter, L. (2004). The psychological conditions of meaningfulness, safety and availability and the engagement of the human spirit at work. *Journal of Occupational and Organizational Psychology, 77, 11–37.*
- Rao. (1993). *Innovation through employee engagement.*
- Rasheed, M. A., Shahzad, K., Conroy, C., Nadeem, S., & Siddique, M. U. (2017). Exploring the role of employee voice between high-performance work system and organizational innovation in small and medium enterprises. *Journal of Small Business and Enterprise Development, 24(4), 670–688.* <https://doi.org/10.1108/JSBED-11-2016-0185>
- Rees, C., Alfes, K., & Gatenby, M. (n.d.). *The International Journal of Human Employee voice and engagement : connections and consequences. January 2014, 37–41.* <https://doi.org/10.1080/09585192.2013.763843>
- Reisa, A., & Sudibjo, N. (2020). K e l o l a Jur n al Ma naj e m e n P e n d i d i k a n Magister Manajemen Pendidikan FKIP Employee Voice Behavior: Pengaruh Self-efficacy, Kepribadian Proaktif dan Work Engagement dalam Organisasi Pendidikan. *Jurnal Manajemen Pendidikan, 7, 141–151.*
- Ringle, C. M., Wende, S., & Becker, J.-M. (2024). *SmartPLS 4.* SmartPLS. <https://www.smartpls.com/>
- Roof, R. A. (2015). The Association of Individual Spirituality on Employee Engagement: The Spirit at Work. *Journal of Business Ethics, 130(3), 585–599.* <https://doi.org/10.1007/s10551-014-2246-0>
- Saks, A. M. (2006). Antecedents and consequences of employee engagement. *Journal of Managerial Psychology, 21(7), 600–619.* <https://doi.org/10.1108/02683940610690169>
- Saunila, M. (2016). Performance measurement approach for innovation capability in SMEs. *International Journal of Productivity and Performance Management, 65(2), 162–176.* <https://doi.org/10.1108/IJPPM-08-2014-0123>
- Schaufeli, W. B., & Bakker, A. B. (2000). Defining and measuring work FO IS TI. *Work, 10–24.* <http://psycnet.apa.org/psycinfo/2010-06187-002>

- Shkurti, L., & Mustafa, L. (2024). "The impact of employee engagement and innovation performance on business success in manufacturing and service enterprises in Albania and Kosovo." *Problems and Perspectives in Management*, 22(1), 94–102. [https://doi.org/10.21511/ppm.22\(1\).2024.09](https://doi.org/10.21511/ppm.22(1).2024.09)
- Shrestha, R. (2019). Employee Engagement and Organizational Performance of Public Enterprises in Nepal. *International Research Journal of Management Science*, 4(1), 118–138. <https://doi.org/10.3126/irjms.v4i0.27889>
- Smith, S. S., Peters, R., & Caldwell, C. (2016). Creating a Culture of Engagement -- Insights for Application. *Business and Management Research*, 5(2). <https://doi.org/10.5430/bmr.v5n2p70>
- Soomro, B. A., Mangi, S., & Shah, N. (2020). Strategic factors and significance of organizational innovation and organizational learning in organizational performance. *European Journal of Innovation Management*, 24(2), 481–506. <https://doi.org/10.1108/EJIM-05-2019-0114>
- Stevens, S. S. (1946). On the Theory of Scales of Measurement. *Science*, 103(2684), 677–680. <https://doi.org/10.1126/science.103.2684.677>
- Subhaktiyasa, P. G. (2024). Pendekatan Metodologi Penelitian Kuantitatif dan Kualitatif. *Jurnal Ilmiah Profesi Pendidikan*, 9(4), 2721–2731.
- Subramanian, A., & Nilakanta, S. (1996). Organizational innovativeness: Exploring the relationship between organizational determinants of innovation, types of innovations, and measures of organizational performance. *Omega*, 24(6), 631–647. [https://doi.org/10.1016/S0305-0483\(96\)00031-X](https://doi.org/10.1016/S0305-0483(96)00031-X)
- Suhag, A. karim, Solangi, S. R., Larik, R. S. A., Lakho, M. K., & Tagar, A. H. (2017). the Relationship of Innovation With Organizational Performance. *International Journal of Research -GRANTHAALAYAH*, 5(2), 292–306. <https://doi.org/10.29121/granthaalayah.v5.i2.2017.1741>
- Tensay, A. T., & Singh, M. (2020). The nexus between HRM, employee engagement and organizational performance of federal public service organizations in Ethiopia. *Heliyon*, 6(6), e04094. <https://doi.org/10.1016/j.heliyon.2020.e04094>
- Thompson, K. R., Lemmon, G., & Walter, T. J. (2015). Employee Engagement and Positive Psychological Capital. *Organizational Dynamics*, 44(3), 185–195. <https://doi.org/10.1016/j.orgdyn.2015.05.004>
- Truss, K., Soane, E., Delbridge, R., Alfes, K., Shantz, A., & Petrov, G. (2011). Employee engagement, organisational performance and individual well-being: exploring the evidence, developing the theory. *The International Journal of Human Resource Management*, 22(1), 232–233. <https://doi.org/10.1080/09585192.2011.552282>
- Undari Sulung, M. M. (2024). *Memahami Sumber Data Penelitian: Primer, Sekunder, Dan Tersier*. 5(September), 110–116.
- Van Dyne, L., Ang, S., & Botero, I. G. (2003). Conceptualizing employee silence and employee voice as multidimensional constructs. *Journal of Management Studies*, 40(6), 1359–1392. <https://doi.org/10.1111/1467-6486.00384>

- Walker, R. (2008). An Empirical Evaluation of Innovation Types and Organizational and Environmental Characteristics: Towards a Configuration Framework. *Journal of Public Administration Research and Theory*, 18. <https://doi.org/10.1093/jopart/mum026>
- Wang, C. L., & Ahmed, P. K. (2004). The development and validation of the organisational innovativeness construct using confirmatory factor analysis. *European Journal of Innovation Management*, 7(4), 303–313. <https://doi.org/10.1108/14601060410565056>
- Wardhana, A. (2024). *Skala pengukuran dalam penelitian kuantitatif*. June.
- Xanthopoulou, P., Sahinidis, A., & Bakaki, Z. (2022). The Impact of Strong Cultures on Organisational Performance in Public Organisations: The Case of the Greek Public Administration. *Social Sciences*, 11(10). <https://doi.org/10.3390/socsci11100486>
- Zhang, M. M., Zhu, J. C., De Cieri, H., McNeil, N., & Zhang, K. (2024). Innovation-enhancing HRM, employee promotive voice and perceived organizational performance: a multilevel moderated serial mediation analysis. *Personnel Review*, 53(7), 1861–1884. <https://doi.org/10.1108/PR-02-2023-0136>
- Zhang, Z., Liang, Q., & Li, J. (2022). *The Curvilinear Relationship between Employee Voice and Managers ' Performance Evaluations : The Moderating Role of Voice Consensus*.