DAFTAR REFERENSI

Al-Faouri, A. H. (2023). Green knowledge management and technology for *Organizational Sustainability*: The mediating role of knowledge-based leadership. *Cogent Business and Management*, *10*(3). https://doi.org/10.1080/23311975.2023.2262694

Alboliteeh, M., Alrashidi, M. S., Alrashedi, N., Gonzales, A., Mostoles, R. J., Pasay-an, E., & Dator, W. L. (2023). Knowledge Management and Sustainability Performance of Hospital Organisations: The Healthcare Managers' Perspective. *Sustainability (Switzerland)*, *15*(1), 1–11. https://doi.org/10.3390/su15010203

Alkhozaim, S. M., Alshiha, F. A., Alnasser, E. M., & Alshiha, A. A. (2024). How Green Performance Is Affected by Green Talent Management in Tourism and Hospitality Businesses: A Mediation Model. *Sustainability*, *16*(16), 7093. https://doi.org/10.3390/su16167093

Annisa, S., & Sutjipto, M. R. (2025). Technology, Organization, Environment, and *Digital Transformation* for Sustainability. *Jurnal Ilmiah Manajemen Kesatuan*, *13*(4), 2591–2604. https://doi.org/10.37641/jimkes.v13i4.3497

Anwar, N., Nik Mahmood, N. H., Yusliza, M. Y., Ramayah, T., Noor Faezah, J., & Khalid, W. (2020). Green Human Resource Management for organisational citizenship behaviour towards the environment and environmental performance on a university campus. *Journal of Cleaner Production*, *256*, 120401. https://doi.org/10.1016/j.jclepro.2020.120401

Argyris, C., & Schön, D. A. (1997). Organizational learning: A theory of action perspective. *Reis*, *77/78*, 345–348.

Bag, S., Gupta, S., Kumar, A., & Sivarajah, U. (2021). An integrated artificial intelligence framework for knowledge creation and B2B marketing rational decision making for improving firm performance. *Industrial Marketing Management*, *92*, 178–189. https://doi.org/10.1016/j.indmarman.2020.12.001

Bangura, S. (2025). *Uncovering The Effects of Digital Transformation on Organizational Sustainability : Evidence from Existing Research*. *5*(1), 231–240.

Baron, R. M., & Kenny, D. A. (1986). The moderator–mediator variable distinction in social psychological research. *Journal of Personality and Social Psychology*, *51*(6), 1173–1182. https://doi.org/10.1037/0022-3514.51.6.1173

Becker, G. S. (1989). *Human capital: a theoretical and empirical analysis, with special reference to education*. University of Chicago Press Chicago.

Becker, J. M., Ringle, C. M., & Sarstedt, M. (2022). Assessing predictive power in PLS-SEM: Guidelines and empirical illustration. *European Journal of Marketing*, *56*(4), 1101–1124. https://doi.org/10.1108/EJM-02-2021-0122

Blumberg, M., & Pringle, C. D. (1982). The Missing Opportunity in Organizational Research: Some Implications for a Theory of Work Performance. *Academy of Management Review*, *7*(4), 560–569. https://doi.org/10.5465/amr.1982.4285240

Çankaya, S. Y., & Sezen, B. (2018). Effects of green supply chain management practices on sustainability performance. *Journal of Manufacturing Technology Management*, *30*(1), 98–121.

Chansanguan, S., Rittippant, N., Ueki, Y., & Jeenanunta, C. (2025). Sustainable *Digital Transformation* in Public Hospitals: Strategic Enablers for Smart Healthcare Systems. *Sustainability*, *17*(19), 8614. https://doi.org/10.3390/su17198614

Chen, A., Li, L., & Shahid, W. (2024). *Digital Transformation* as the driving force for sustainable business performance: A moderated mediation model of market-driven business model innovation and digital leadership capabilities. *Heliyon*, *10*(8), e29509. https://doi.org/10.1016/j.heliyon.2024.e29509

Chen, Y.-S., & Chang, C.-H. (2013). The Determinants of Green Product Development Performance: Green Dynamic Capabilities, Green Transformational Leadership, and Green Creativity. *Journal of Business Ethics*, *116*(1), 107–119. https://doi.org/10.1007/s10551-012-1452-x

Creswell, J. W., & Creswell, J. D. (2023). *Research design: Qualitative, quantitative, and mixed methods approaches*.

Cui, J. (2025). Exploring the Impact of Digital Leadership and Green Digital Innovation on Corporate *Digital Transformation*. *Journal of Current Social Issues Studies*, *2*(4), 215–220. https://doi.org/10.71113/jcsis.v2i4.229

Davis, F. D. (1989). Perceived usefulness, perceived ease of use, and user acceptance of information technology. *MIS Quarterly*, *13*(3), 319–340. https://doi.org/10.2307/249008

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

Elkington, J., & Rowlands, I. H. (1999). Cannibals with forks: The triple bottom line of 21st century business. *Alternatives Journal*, *25*(4), 42.

Farrukh, M., Raza, A., Ansari, N. Y., & Bhutta, U. S. (2022). A bibliometric reflection on the history of green human resource management research. *Management Research Review*, *45*(6), 781–800. https://doi.org/10.1108/MRR-09-2020-0585

Freeman, R. E. (2010). *Strategic management: A stakeholder approach*. Cambridge university press.

Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2022). *A primer on partial least squares structural equation modeling (PLS-SEM)* (3rd ed.). Sage Publications.

Hanelt, A., Bohnsack, R., Marz, D., & Antunes Marante, C. (2021). A Systematic Review of the Literature on *Digital Transformation*: Insights and Implications for Strategy and Organizational Change. *Journal of Management Studies*, *58*(5), 1159–1197. https://doi.org/10.1111/joms.12639

Hart, S. L. (1995). A Natural-Resource-Based View of the Firm. *Academy of Management Review*, *20*(4), 986–1014. https://doi.org/10.5465/amr.1995.9512280033

Haseeb, M., Hussain, H. I., Kot, S., & Jermsittiparsert, K. (2025). Impact of *Green Training* on *Organizational Sustainability*: Evidence from manufacturing SMEs. *Sustainability*, *17*(10). https://doi.org/10.3390/su17108398

Huang, L., & Li, Y. (2025). *Digital Transformation*, green innovation, and *Organizational Sustainability*: Evidence from China. *Journal of Cleaner Production*, *415*. https://doi.org/10.1016/j.jclepro.2025.141215

Joshi, A., Kale, S., Chandel, S., & Pal, D. K. (2022). Likert scale: Explored and explained. In *Current Journal of Applied Science and Technology* (Vol. 41, Issue 48). https://doi.org/10.9734/cjast/2022/v41i483181

Khan, A. N., Mehmood, K., & Kwan, H. K. (2024). Green knowledge management: A key driver of *Green Technology* innovation and sustainable performance in the construction organizations. *Journal of Innovation and Knowledge*, *9*(1), 100455. https://doi.org/10.1016/j.jik.2023.100455

Khan, S. A. R., Ahmad, Z., Sheikh, A. A., & Yu, Z. (2024). *Green Technology* adoption paving the way toward sustainable performance in circular economy: a case of Pakistani small and medium enterprises. *International Journal of Innovation Science*, *16*(5), 801–822. https://doi.org/10.1108/IJIS-10-2022-0199

Lam, L., Nguyen, P., Le, N., & Tran, K. (2021). The Relation among Organizational Culture, Knowledge Management, and Innovation Capability: Its Implication for Open Innovation. *Journal of Open Innovation: Technology, Market, and Complexity*, *7*(1), 66. https://doi.org/10.3390/joitmc7010066

Lashari, I. A., Li, Q., Maitlo, Q., Bughio, F. A., Jhatial, A. A., & Rashidi Syed, O. (2022). Environmental sustainability through green HRM: Measuring the perception of university managers. *Frontiers in Psychology*, *13*. https://doi.org/10.3389/fpsyg.2022.1007710

Liu, R. (2025). How does *Digital Transformation* drive *Green Technology* innovation? *Sustainability*, *17*(19), 8885.

Martínez-Peláez, R., Ochoa-Brust, A., Rivera, S., Félix, V. G., Ostos, R., Brito, H., Félix, R. A., & Mena, L. J. (2023). Role of *Digital Transformation* for

Achieving Sustainability: Mediated Role of Stakeholders, Key Capabilities, and Technology. *Sustainability*, *15*(14), 11221. https://doi.org/10.3390/su151411221

Mauro, M., Noto, G., Prenestini, A., & Sarto, F. (2024). *Digital Transformation* in healthcare: Assessing the role of digital technologies for managerial support processes. *Technological Forecasting and Social Change*, *209*(September), 123781. https://doi.org/10.1016/j.techfore.2024.123781

Natarajan, S., Al-omairi, A. Y. A., Rayyan, A., Mohammed, N., Salim, R. H., & Sawaqi, A. (2020). *Green HRM and Environmental Sustainability in Healthcare - A Study of Public and Private Hospitals in Oman*. *0*(10), 6901–6910. https://doi.org/10.47191/jefms/v8

Nawangsari, L. C., & Sutanto, A. (2023). Integrating green human resource management and *Digital Transformation* for sustainable business performance. *Jurnal Ilmiah Manajemen Bisnis*, *9*(2), 155–170.

Pham, N. T., Vo-Thanh, T., Shahbaz, M., & Huynh, T. L. D. (2023). *Green Training* and employees' pro-environmental behavior: Implications for *Organizational Sustainability*. *Journal of Environmental Management*, *332*, 117365.

Plekhanov, D., Franke, H., & Netland, T. H. (2023). *Digital Transformation*: A review and research agenda. *European Management Journal*, *41*(6), 821–844. https://doi.org/10.1016/j.emj.2022.09.007

Ramayah, T., Cheah, J., & Memon, M. A. (2023). *Partial least squares structural equation modeling (PLS-SEM) using SmartPLS*. Springer Nature.

Ramli, Y., Permana, D., Soelton, M., Yuliantini, T., Wibowo, A., & Ali, A. J. (2025). *Efek Teknologi Hijau , Efisiensi Energi , dan Kepedulian Lingkungan untuk Meningkatkan Lingkungan Berkelanjutan : Memoderasi Peran Kesadaran Organisasi*. *15*(2), 102–111. https://doi.org/10.32479/ijeep.17934.Versi

Rana, G., & Arya, V. (2024). Green human resource management and environmental performance: mediating role of green innovation – a study from an emerging country. *Foresight*, *26*(1), 35–58. https://doi.org/10.1108/FS-04-2021-0094

Rasheed, M. I., Khan, S. A. R., & Tariq, M. (2024). Green human capital, green practices, and *Organizational Sustainability*. *Business Strategy and the Environment*, *33*(1), 289–304.

Ren, S., Tang, G., & Jackson, S. E. (2021). Effects of Green HRM and CEO ethical leadership on organizations' environmental performance. *International Journal of Manpower*, *42*(6), 961–983. https://doi.org/10.1108/IJM-09-2019-0414

Renwick, D. W. S. (2023). Green HRM: Green human resource management.

Encyclopedia of Human Resource Management, Second Edition, 160–161.

Renwick, D. W. S., Redman, T., & Maguire, S. (2013). Green Human Resource Management: A Review and Research Agenda*. *International Journal of Management Reviews*, *15*(1), 1–14. https://doi.org/10.1111/j.1468-2370.2011.00328.x

Rogers, E. M., Singhal, A., & Quinlan, M. M. (2014). Diffusion of innovations. In *An integrated approach to communication theory and research* (pp. 432–448). Routledge.

Sahar, R., Jahid, A., & Fauzi, H. (2025). *Organizational Sustainability in the face of Digital Transformation with a bibliometric and content analysis for future research agenda*.

Saputra, A. R. P., Apriyan, M., & Subarjo, S. (2025). The effect of green recruitment and selection, *Green Training*, and green intellectual capital on employee performance in Indonesia. *Management Science Letters*, *15*(1), 1–10. https://doi.org/10.5267/j.msl.2024.4.003

Sarstedt, M., Ringle, C. M., & Hair, J. F. (2020). Partial least squares structural equation modeling. In *Handbook of Market Research* (pp. 587–632). Springer. https://doi.org/10.1007/978-3-319-05542-8_15

Soares, A. L., Buttigieg, S. C., Bak, B., McFadden, S., Hughes, C., McClure, P., Couto, J. G., & Bravo, I. (2023). A Review of the Applicability of Current Green Practices in Healthcare Facilities. *International Journal of Health Policy and Management*, *12*(1), 6947. https://doi.org/10.34172/ijhpm.2023.6947

Solis, M., & Fernandez, J. (2025). Organizational learning and green HRM practices in sustainable enterprises. *Human Resource Development International*, *28*(1), 55–74. https://doi.org/10.1080/13678868.2025.2410923

Starik, M., & Kanashiro, P. (2013). Toward a Theory of Sustainability Management: Uncovering and Integrating the Nearly Obvious. *Organization and Environment*, *26*(1), 7–30. https://doi.org/10.1177/1086026612474958

Tang, J., Huang, K., & Xiong, A. (2025). Impact of *Digital Transformation* on corporate sustainability: evidence from China's carbon emissions. *Energy Informatics*, *8*(1). https://doi.org/10.1186/s42162-025-00479-8

Teece, D. J., Pisano, G., & Shuen, A. (1997). Dynamic capabilities and strategic management. *Strategic Management Journal*, *18*(7), 509–533. https://doi.org/10.1002/(SICI)1097-0266(199708)18:7<509::AID-SMJ882>3.0.CO;2-Z

Tian, H., Dogbe, C. S. K., Pomegbe, W. W. K., Sarsah, S. A., & Otoo, C. O. A. (2021). Organizational learning ambidexterity and openness, as determinants of SMEs' innovation performance. *European Journal of Innovation Management*, *24*(2), 414–438. https://doi.org/10.1108/EJIM-05-2019-0140

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/10.1016/j.jsis.2019.01.003

Wahyudi, I., & Wuryandani, W. (2024). Integrating Cultural Values in Nationalism Character Education: A Study on Merdeka Curriculum Implementation. *Indonesian Values and Character Education Journal*, *7*(2), 120–131. https://doi.org/10.23887/ivcej.v7i2.84289

Wang, S., Abbas, J., Sial, M. S., Álvarez-Otero, S., & Cioca, L. I. (2022). Achieving green innovation and sustainable development goals through green knowledge management: Moderating role of organizational green culture. *Journal of Innovation and Knowledge*, *7*(4). https://doi.org/10.1016/j.jik.2022.100272

Wang, Z., Zhang, H., & Zhao, X. (2024). Exploring the mediation mechanism of *Green Technology* between *Digital Transformation* and environmental sustainability. *Environmental Research Letters*, *19*(2), 25001. https://doi.org/10.1088/1748-9326/ad1e03

Wu, J., Chen, D., Bian, Z., Shen, T., Zhang, W., & Cai, W. (2021). How Does *Green Training* Boost Employee Green Creativity? A Sequential Mediation Process Model. *Frontiers in Psychology*, *12*(December). https://doi.org/10.3389/fpsyg.2021.759548

Wut, T. M., Lee, D., Ip, W. M., & Lee, S. W. (2021). Digital sustainability in the organization: Scale development and validation. *Sustainability (Switzerland)*, *13*(6), 1–14. https://doi.org/10.3390/su13063530

Xue, L., Zhang, Q., & Zhang, X. (2022). *Bisakah Transformasi Digital Mendorong Inovasi TeknologiHijau?*

Yong, J. Y., Yusliza, M., Ramayah, T., Chiappetta Jabbour, C. J., Sehnem, S., & Mani, V. (2020). Pathways towards sustainability in manufacturing organizations: Empirical evidence on the role of green human resource management. *Business Strategy and the Environment*, *29*(1), 212–228. https://doi.org/10.1002/bse.2359

Zhang, L., & Song, Z. (2025). *Digital Transformation*, *Green Technology* innovation and corporate value. *Frontiers in Environmental Science*, *13*(February), 1–16. https://doi.org/10.3389/fenvs.2025.1485881