

**DAFTAR PUSTAKA**

- Abdillah, W., & Jogiyanto, H. M. (2015). *Partial Least Square (PLS) – Alternatif Structural Equation Modeling (SEM) dalam penelitian bisnis*. Yogyakarta: Penerbit Andi.
- Abolarinwa, S. T. (2015). Organization trust, affectivity, knowledge acquisition, as factors affecting organizational learning of managers. *International Journal of Information Research and Review*. 3(1). 1625-1629.
- Aggestam, L. (2006). Learning organization or knowledge management which came first, the chicken or the egg. *Information Technology and Control*. 35(3). 295-301.
- Albrecht, S. L., & Travaglione, A. (2003), Trust in public sector senior management. *International Journal of Human Resource Management*. 14(2). 1–17.
- Allameh, M., & Moghaddami, M. (2010). The survey of relationship between organizational learning and organizational performance (Case study: Nirou moharreke unit of Iran khodro company). *Journal of Executive Management*. 10(1).
- Alvani, M. (2008). *Public management* (32<sup>th</sup> ed). Tehran: Ney Publication.
- Amin, H., Ahmed, F., & Soomro, H. (2018). Servant leadership improves the knowledge sharing behavior of employees in organization: A case of higher education sector in Pakistan. Diterima dari <https://www.researchgate.net/publication/322251305>
- Anbari, E., Yarmohammadian, M. H., & Alavi, A. (2016). Modeling the ethical leadership and the organizational trust with the organizational learning in the work environment. *International Journal of Educational and Psychological Research*. 2. 260-266.
- Antonova, A., & Gurova, E. (2007). A note on organizational learning and knowledge sharing in the context of communities of practice. TEN Competence Scientific Output. *Proceedings of the 2006 International Workshop on Learning Networks for Lifelong Competence Development*. 23-30.
- Argote, L. (2011). Organizational learning research: Past, present and future. *Management Learning*. 42(4). 439-446.

- Atwood, M. A., Mora, J. W. & Kaplan, A. W. (2010). Learning to lead: Evaluatif leadership and organizational learning. *Leadership & Organization Development Journal*. 31(7). 576-595.
- Azwar, S. (2010). *Metode penelitian*. Yogyakarta: Pustaka Pelajar.
- Azwar, S. (2012). *Penyusunan skala psikologi*. Yogyakarta: Pustaka Pelajar.
- Azwar, S. (2014). *Reliabilitas dan validitas* (edisi keempat). Yogyakarta: Pustaka Pelajar.
- Baghurst, T., & Carter, D. (2014). The influence of servant leadership on restaurant employee engagement. *Journal Business Ethics*. 124. 453-464.
- Bakar, H. A., & McCann, R. M. (2015). The mediating effect of leader–member dyadic communication style agreement on the relationship between servant leadership and group-level organizational citizenship behavior. *Management Communication Quarterly*. 30(1). 32–58.
- Bass, B. M. (1985). Model of transformational leadership. In T.F. Mech & G.B. McCabe (Eds.) (1998). *Leadership and academic librarians* (pp. 66–82). Westport, CT: Greenwood.
- Bass, B. M. (2000). The future of leadership in learning organization. *The Journal of Leadership Studies*. 7(3). 18-40.
- Beaton, D. E., Bombardier, C., Guillemin, F., & Ferraz, M. B. (2000). Guidelines for process of cross-cultural adaptation of self-report measures. *SPINE*. 25(24). 3186-3191.
- Berson, Y., Nemanich, L. A., Waldman, D. A., Galvin, B. M., & Keller, R. T, (2006). Leadership and organizational learning: A multiple levels perspective. *The Leadership Quarterly*. 17. 577-594.
- Bettis-Outland, H., & Guillory, M. D. (2018). Emotional intelligence and organizational learning at trade shows. *Journal of Business & Industrial Marketing*, 33(1). 126-133.
- Bromiley, P., & Cummings, L. L. (1995). Transactions costs in organizations with trust. *Research on Negotiation in Organizations*. 5. 219-247.
- Busch, M. (2006). Examining organizational learning for application in human service organizations. *Dissertation*. Doctor of Philosophy in the School of Social Work: Indiana University.
- Cai, W., Lysova, E. I., Khapova, S. N., & Bossink, B.A. (2018). The effects of servant leadership, meaningful work and job autonomy on innovative work behavior in chinese high-tech firms: A moderated mediation model. *Frontiers in Psychology*. 9(1767). 1-38.

- Chen, Z., Zhu, J., & Zhou, M. (2015). How does a servant leader fuel the service fire? A multilevel model of servant leadership, individual self identity, group competition climate, and customer service performance. *Journal of Applied Psychology*. 100(2). 511–521.
- Chinimona, R., Mashiloane, M., & Poee, D. (2013). The influence of servant leadership on employee trust in a leader and commitment to the organization. *Mediterranean Journal of Social Sciences*. 4(14). 405-414.
- Chiva, R., & Alegre, J. (2005). Organizational learning and organizational knowledge (Towards the integratif of two approaches). *Management Learning*. 36(1). 49-68.
- Chiva, R., Alegre, J., & Lapidra, R. (2007). Measuring organisational learning capability among the workforce. *International Journal of Manpower*. 28 (3/4). 224-242.
- Choudhary, A. I., Akhtar, S. A. & Zaheer, A. (2013). Impact of transformational and servant leadership on organizational performance: A comparative analysis. *Journal Business Ethics*. 116. 433-440.
- Chowdhury, S. (2005). The role of affect- and cognitions-based trust in complex knowledge sharing. *Journal of Managerial Issues*. 17(3). 310–326.
- Clercq, D. D., Bouckenooghe, D., Raja, U., & Matsyborska, G. (2014). Servant leadership and work engagement: The contingency effect of leader-follower social capital. *Human Resource Development Quarterly*. 25(2). 183-212.
- Coetzer, M. F., Bussin, M., & Geldenhuys, M. (2017). The function of a servant leader. *Administrasi Science*. 7(5). 1-32.
- Confessore, S. J., & Kops, W. J. (1998). Self directed learning and the learning organization: Examining the connection between the individual and the learning environment. *Human Resource Development Quarterly*. 9(4). 365-375.
- Cooper, A. M., & Trammel, D. (2013). *The essentials of servant leadership: principles in practice*. Texas: Ann McGee-Cooper & Associates, Inc.
- Cumming, T. G., & Worley, C. G. (2008). *Organization development & change*, 9th Edition. Canada: Cengage Learning.
- Cummings, L. L., & Bromiley, P. (1996). The Organizational Trust Inventory (OTI): Development and validation. In R. Kramer, & T. Tyler (Eds.), *Trust in organizations* (pp. 302–330). Thousand Oaks, CA: Sage.
- Daft, R. L. (2014). *Era baru manajemen: Jilid 1-Edisi ke 9* (Terjemahan oleh: Tita Maria Kanita). Jakarta: Penerbit Salemba

- DeHaven, D. B. (2008). The influence of servant leadership on certified knowledge managers perception of knowledge management. *Servant Leadership Research Roundtable*. 1-37.
- Denton, J. (1998). *Organizational learning and effectiveness*. New York: Routledge.
- Dierendonck, D. V. & Nuijten, I. (2011). The servant leadership survey: Development and validation of a multidimensional measure. *Journal Business Psychology*. 26. 249-267.
- Dierendonck, D. V. & Sousa, M. (2017). Servant leadership and the effect of the interaction between humility, action, and hierarchical power on follower engagement. *Journal Business Ethics*. 141. 13-25.
- Dirks, K. T. & Ferrin, D. L. (2001). The role of trust in organizational settings. *Organization Science*. 12(4). 450-467.
- Dissanayaka, D. R., Janadari, N. & Chathurani, R. A. (2010). Role of emotional intelligence in organizational learning: An empirical study based on banking sector in Sri Lanka. Diterima dari [https://www.researchgate.net/publication/327572236\\_Role\\_of\\_Emotional\\_Intelligence\\_in\\_Organizational\\_Learning\\_An\\_Empirical\\_Study\\_Based\\_on\\_Banking\\_Sector\\_in\\_Sri\\_Lanka](https://www.researchgate.net/publication/327572236_Role_of_Emotional_Intelligence_in_Organizational_Learning_An_Empirical_Study_Based_on_Banking_Sector_in_Sri_Lanka).
- Ellinger, A. D., Alexander, E. E., Yang, B., & Howton, S. (2002). The relationship between the learning organization concept and firm's financial performance: An empirical assesment. *Human Resource Development*. 13(1). 5-21.
- Freeman, G. (2011). Spirituality and servant leadership: A conceptual model and research proposal. *Emerging leadership journeys*. 14(1). 120-140.
- Fryxell, G., Dooley, R., & Vryza, M. (2002). After the ink dries: The interaction of trust and control in US-based international joint ventures. *Journal of Management Studies*. 39(6). 865–886.
- Galford, R. & Drapeau, S. (2003). The enemies of trust. *Harvard Business Review*. 81(2). 88-95.
- Gansinieć, R. L. (2019). Organizational learning in industry 4.0. *Management Issues*. 17(2). 86-108.
- Gholipour, A., & Hazrati, M. (2009). Explanation of measurement tools of servant leadership in public organizations. *Journal of Public Administration*. 3. 5–27.

- Ghozali, I. (2014). *Structural Equation Modeling, Metode alternatif dengan Partial Least Square (PLS)* (Edisi keempat). Semarang: Badan Penerbit Universitas Diponegoro.
- Ghozali, I., & Latan, L. (2014). *Partial Least Squares. konsep, metode, & aplikasi menggunakan program WarpPLS 4.0*. Semarang: Penerbit Universitas Diponegoro.
- Gimbel, P. A. (2001). Understanding principal trust-building behaviors: evidence from three middle schools. *Dissertation Abstracts International*, UMI No. 3018320.
- Goh, S., & Richards, G. (1997). Benchmarking the learning capability of organizations. *European Management Journal*. 15(5). 575-583.
- Gomes, G., & Wojahn, R. M. (2017). Organizational learning capability, innovation and performance: Study in Small And Medium-Sized Enterprises (SMES). *Revista de Administração*. 52. 163-175
- Graham, C. & Nafukho, F. M. (2007), Culture, organizational learning and selected Independent variables in small-size business enterprises. *Journal of European Industrial Training*. 31(2). 127-44.
- Guilford, J.P. (1956). *Fundamental statistic in psychology and education*. Tokyo: McGraw-Hill Book Company Inc. Kogakusha Company, LTD.
- Guinot, J., Chiva, R., & Mallen, F. (2014). Organizational trust and performance: Is organizational learning capability a missing link?. *Journal of Management & Organization*. 19(5). 559-582.
- Hair, J. F., Ringle, C. M., & Sinkovicks, R. R (2011). PLS-SEM: Indeed silver bullet. *Journal of Marketing Theory and Practice*. 19(2). 139-151.
- Handoyo, S. (2010). Pengukuran servant leadership sebagai alternatif kepemimpinan di institusi pendidikan tinggi pada masa perubahan organisasi. *Makara, Sosial Humaniora*. 14(2). 130-140.
- Hashim, A. (2013). A conceptual framework for antecedents and consequence of organizational learning capability. *Information Management and Business Review*. 5(12). 577-583.
- Hashim, A., Sabri, M. F. M., Malek, M. C., & Mustapa, N. H. (2015). The relationship between human resource management practices, servant leadership, organizational structure, with organizational commitment: The mediating role of organizational learning capability. *First International Conference on Economics and Banking (ICEB-15)*. 311-317.

- Hilse, H. & Nicolai, A. T. (2004). Strategic learning in Germany's largest companies: Empirical evidence on the role of corporate universities within strategy processes. *Journal of Management Development*. 23 (4). 372-398.
- Hoe, S. L. (2007). Is interpersonal trust a necessary condition for organisational learning. *Journal of Organisational Transformation & Social Change*. 14(2). 149-156.
- Huff, L. & Kelly, L. (2003). Levels of organizational trust in individualist versus collectivist societies. *Organization Science*. 14(1). 81-90.
- Huysman, M. (2000). An organizational learning approach to the learning organization. *European Journal of Work and Organizational Psychology*. 9(2). 133-145.
- Imran, M. K., Ilyas, M., Aslam, U., & Rahman, U. U. (2016). Organizational learning through transformational leadership. *The Learning Organization*. 23(4). 232-248.
- Indrawati, S. M. (2018). Indonesia outlook: Striking the right balance between reform and growth. *Mandiri Investor Forum*. Diterima dari [www.kemlu.go.id/wellington/Documents/MKMandiri%20Inv%20Forum-20180207.pdf](http://www.kemlu.go.id/wellington/Documents/MKMandiri%20Inv%20Forum-20180207.pdf).
- Jelinek, R. (2013). All pain, no gain? Why adopting sales force automation tools is insufficient for performance improvement. *Business Horizons*. 56(5). 635-642.
- Jiang, Y. & Chen, W. K. (2017). Effects of organizational trust on organizational learning and creativity. *Journal of mathematics science and technology education*. 13(6). 2057-2068.
- Jogulu, U. (2011). Leadership that promotes organizational learning: Both sides of the line. *Development and Learning in Organizations*. 25(4). 11-14.
- Joseph, E. E., & Winston, B. E. (2005). A correlation of servant leadership, leader trust, and organizational trust. *Leadership & Organization Development Journal*, 26(1). 6-22.
- Khaewchur, O., & Phusavat, K. (2011). *Internal and external antecedents toward organizational learning and innovation: A conceptual framework*. Diterima oleh [pdfs.semanticscholar.org/4dc6/b41089823ee692b69a2fb4ccc6043bfb76b5.pdf](https://pdfs.semanticscholar.org/4dc6/b41089823ee692b69a2fb4ccc6043bfb76b5.pdf).
- Khan, K. E., Khan, S. E., & Caudhry, A. G. (2015). Impact of servant leadership on workplace spirituality: Moderating role of involvement culture. *Pakistan Journal of Science*. 67(1). 109-113.

- Kim, D. H. (1993) The link between individual and organizational learning. *Sloan Management Review*. 37-50.
- Lagrosesn, S., & Lagrosen, Y. (2012). Trust and quality management: Perspectives from marketing and organizational learning. *Total Quality Management and Business Excellence*. 23(1). 13-26.
- Lee, P., Gillespie, N., Mann, L., & Wearing, A. (2010). Leadership and trust: Their effect on knowledge sharing and team performance. *Management Learning*. 41(4). 437-491.
- Lewicka, D., & Krot, K. (2012) The importance of trust in manager-employee relationships. *International Journal of Electronic Business Management*. 10. 224-233.
- Liao, S. H., Chen, C. C., Hu, D. C., Chung, Y. C., & Liu, C. L. (2017). Assessing the influence of leadership style, organizational learning and organizational innovation. *Leadership & Organization Development Journal*. 38(5). 590-609.
- Liden, R. C., Wayne, S. J., Meuser, J. D., Hu, J., Wu, F., & Liao, C. (2015). Servant leadership: Validation of a short form of the SL-28. *The Leadership Quarterly*. 26. 254-269.
- Liden, R. C., Wayne, S. J., Zhao, H., & Henderson, D. (2008). Servant Leadership: Development of a multidimensional Measures and multi-level assesment. 19. 161-177.
- Luthans, F., & Youssef, C. M., & Avolio, B. J. (2007). *Psychological capital: Developing the human competitive edge*. NY: Oxford University Press.
- Luxmi. (2014). Organizational learning act as a mediator between the relationship of knowledge management and organizational performance. *Management and Labour Studies*. 39(1). 31-41.
- Manshadi, M. D., Ebrahimi, F. P., & Abdi, H. M. (2014). A study of the relationship between transformational leadership and organizational learning. *European Journal of Experimental Biology*. 4(1). 12-20.
- Maria, A., & Farim, P. (2016). *The seven fundamental of highly performed corporate university*. Jakarta: PT. Intipesan Pariwara.
- Mayer, R. C., & Gavin, M. B. (2005). Rust in management and performance: Who minds the shop while the employees watch the boss?. *Academy of Management Journal*. 48(5). 874-888.
- Mayer, R. C., Davis, J. H., & Schoorman, F. D. (1995). An integrative model of organizational trust. *Academy of Management Review*. 20. 709-734.

- McCauley, D. P., & Kuhnert, K. W. (1992). A theoretical review and empirical investigation of employee trust in management. *Public Administration Quarterly*. 16(2). 265-85.
- McElroy, M. W. (2002). Social innovation capital. *Journal of Intellectual Capital*. 3(1). 30-39.
- Melchar, D. E., & Bosco, S. M. (2010). Achieving high organization performance through servant leadership. *The Journal of Business Inquiry*. 9(1). 74-88.
- Milia, L. D., & Birdi, K. (2010). The relationship between multiple level of learning practices and objective and subjective organizational financial performance. *Journal of Organizational Behavior*. 31. 481-498.
- Min-Huei, C., & Lien-Hsiang, T. (2015). The relationship between self directed learning readiness and organizational creative thinking effectiveness. *International Journal of Research in Social Sciences*. 5(3). 65-71.
- Mirkamali, S. M., Thani, F. N., & Alami, F. (2011). Examining the role of transformational leadership and job satisfaction in the organizational learning of an automotive manufacturing company. *Social and Behavioral Sciences*. 29. 139-148.
- Moghadam, S. K., Zavari, M. E., Enayati, G., & Lari, M. T. (2013). Examination of the Relationships among Organizational Trust, Organizational Learning and Entrepreneurship in SMEs. *World Applied Sciences Journal*. 27(9). 1134-1145.
- Morales, G. V., Reche, M. F., & Torres, N. (2008). Influence of transformasional leadership on organizational innovation and performance depending on the level of organizational learning in the pharmaceutical setor. *Journal of Organizational Change Management*. 21(2). 188-212.
- Morales, V. J. G., & Montes, F. J. L. (2006). Antecedents and consequences of organizational innovation and organizational learning in enterpreneurship. *Industrial Management & Data System*. 106(1). 21-42.
- Mutahar, A. Y., Rasli, A. M., & Al-Ghazali, B, M. (2015). Relationship of transformational leadership, organizational learning and organizational performance. *International Journal of Economics and Financial Issues*. 5(Special Issue). 406-411.
- Nainggolan, G. (2016). Pembelajaran organisasi dan berbagi pengetahuan untuk peningkatan kualitas guru. *Jurnal Pendidikan Universitas Dhyana Pura*. 1(2). 172-184.



- Nakayama, T., & Momotake, S. (2018). Organizational learning and business strategy in a critical situation. *Asia Pasific Journal of Advanced Business and Social Studies*. 4(1). 72-86.
- Naztiezaie, N., Bameri, M., & Dadkan, A. R. (2016). The relationship of servant leadership with trust and organizational efficacy. *Modern Applied Science*. 10(9). 87-93.
- Neefe, D. O. (2001). Comparing levels of organizational learning maturity of colleges and universities participating in traditional and non-traditional (Academic quality improvement project) accreditation processes. *Thesis*. Master of Science Degree with a Major in Training and Development. Stout Menomonie: University of Wisconsin.
- Neubert, M. J., Kacmar, K. M, Carlson, D. S., Chonko, L. B., & Roberts, J. A. (2008). Regulatory focus as a mediator of the influence of initiating structure and servant leadership on employee behavior. *Journal of Applied Psychology*. 93(6). 12-33.
- Neuman, W. L. (2015). *Basics of social research: Qualitative and quantitative approach* (6<sup>th</sup> ed.). Boston: Allyn and Bacon.
- Nov, O. & Ye, Chen. (2008). *Personality and Technology acceptance : Personal innovativeness in IT, openness, and resistance to change*. Proceedings of the 41st Annual Hawaii International Conference on System Sciences. HICSS.
- Nyhan, R. C. (2000). Changing the paradigm: Trust and its role in public sector organization. *The American Review of Public Administration*. 30(1). 87-109.
- Nyhan, R. C., & Marlowe, H. A. (1997). Development and psychometric properties of the organizational trust inventory. *Evaluation Review*. 21(5). 614-635.
- Oh, S. Y. (2018). Effects of organizational learning on performance: the moderating roles of trust in leaders and organizational Justice. *Journal of Knowledge Management*.
- Oh, S. Y., & Kuchinke, K. P. (2017). Exploring the role of organizational learning activities in the quality management context. *Leadership & Organization Development*. 38(3). 1-37.
- Oktavia, P. N., & Devie (2014). Analisis dampak servant leadership terhadap competitive advantage. *Business Accounting Review*. 2(2). 244-251.
- Ortenblad, A. (2001). On differences between organizational learning and learning organization. *The Learning Organization*. 8(3). 125-131.

- Ozyilmaz, A. & Cicek, S. S. (2015). How does servant leadership affect employee attitudes, behaviors, and psychological climates in a for-profit organizational context?. *Journal of Management & Organization*. 21(03). 1-28.
- Paine, K. D. (2003). *Guidelines for measuring trust in organizations*. Diterima dari [https://www.instituteforpr.org/wpcontent/uploads/2003\\_MeasuringTrust.pdf](https://www.instituteforpr.org/wpcontent/uploads/2003_MeasuringTrust.pdf)
- Periantalo, J. (2016). *Penelitian kuantitatif untuk psikologi*. Yogyakarta: Pustaka Pelajar.
- Popova-Nowak, I. V., & Cseh, M. (2015). The meaning of organizational learning: A meta-paradigm perspective. *Human Resource Development Review*. 14(3). 299-331.
- Popper, M., & Lipshitz, R. (2000). Installing mechanisms and instilling values: The role of leader in organizational learning. 7(3). 135-145.
- Purwono, U. (2010). Metode dan prosedur adaptasi skala psikologi. 50 tahun Himpunan Psikologi Indonesia: Redefinisi psikologi Indonesia dalam keberagaman. Jakarta: Himpunan Psikologi Indonesia.
- Putri, A. (2017, 27 April-9 Mei). Mengembangkan kapabilitas digital mastery karyawan. *SWA*. 09, 33.
- Putri, A. W., Suryadi, D. Masud, D. A., Rahayu, E. M., Firdanianty., Sarnianto, P., & Sudarmadi. (2017). *Indonesia's best practices of corporate university*. Jakarta: PLN Corporate University & PT. Swasembada Media Bisnis.
- Rachmawati, A. W. & Lantu, D. C. (2014). Servant leadership theory development & measurement. *Procedia – Social and Behavior Sciences*. 115. 387-393.
- Rana, S., Ardichvili, A., & Polesello, D. (2015). Promoting self directed learning in the learning organization: Tools and practices. *European Journal of Training and Development*. 40(7). 470-489.
- Ranca, C. A., & Iordnescu, E. (2013). Assessment of organizational trust: Preliminary data for romanian adaptation of the organizational trust inventory short form. *Social and Behavioral Sciences*. 78. 436-440.
- Reddy, A V., & Kamesh, A. V. S. (2016). Integrating servant leadership and ethical leadership. In M. Chatterji, & L. Zsolnai (Eds.), *Ethical leadership*. (Pp. 107-124). DOI 10.1057/978-1-137-60194-0\_7.
- Ribiere, V., & Tuggle, F. (2007). The role of organizational trust in knowledge management. *International Journal of Knowledge Management*. 1(1). 67-85.

- Runcharoen, T. (2005). *Toward professional educational institution administrator*. Bangkok : Khao fang Printing House.
- Rusu, R., & Babos, A. (2015). Organizational trust between institutional and interpersonal trust. *Scientific Bulletin*. 20(2). 55-60.
- Saadat, V., & Saadat, Z. (2016). Organizational learning as a key role of organizational success. *Social and Behavioral Sciences*. 230. 219-225.
- Schwepker, C. H., & Schultz, R. J. (2015). Influence of the ethical servant leader and ethical climate on customer value enhancing sales performance. *Journal of Personal Selling & Sales Management*. 35(2). 93–107.
- Scott-Ladd, B., & Chan, C. C. A. (2004). Emotional intelligence and participation in decision-making: strategies for promoting organizational learning and change. *Strategic Change*. 13(2). 95–105.
- Semerciöz, F., Hassan, M., & Aldemir, Z. (2011). An empirical study on the role of interpersonal and institutional trust in organizational innovativeness. *Canadian Center of Science and Education*. 4(2). 125-136.
- Sendjaya, S. & Pekerti, A. (2010). Servant leadership as antedecedent of trust in organization. *Leadership & Organization Development Journal*. 31(7). 643-663.
- Sendjaya, S. & Sarros, J. C. (2002). Servant leadership: Its origin, development, and application in organizations. *Journal of Leadership and Organization Studies*. 9(2). 57-64.
- Senge, P. M. (1990). *The fifth discipline: The art and practice of the learning organization*. New York : Currency Doubleday.
- Serrat, O. (2009). Exercising servant leadership. *Knowledge solution*. 63. 1-5.
- Setyaningrum, R. P. (2017). Relationship between servant leadership in organizational culture, organizational commitment, organizational citizenship behaviour and customer satisfaction. *European Research Studies Journal*. 20(3A). 554-569.
- Shahabi, B. (2007). Competitive advantage by creating a learning organization. *Tadbir Magazine*. 184, 26-30.
- Shamim, S., Cang, Shuang. Yu., Hongnian, Yu., & Li, Y. (2016). *Management approaches for Industry 4.0 : A human Resources management perspective*. IEEE Congress on Evolutionary Computation.
- Shamshad, I. (2016). Impact of emotional intelligence on people orientation of servant leaders: capacitive study of gender an evidence from telecom sector of pakistan. *Journal of Global Economics*. 4(4). 1-7.

- Sharifzadeh, G., Ghavam, A., & Barzabad, P. A. (2017). Examining the impact of servant leadership on human resources management in Yasouj University of medical sciences. *Bioscience Biotechnology Research Communication. 1*. 153-157.
- Sholihin, M. & Ratmono, D. (2013). *Analisis SEM-PLS dengan WarpPLS 3.0 untuk hubungan nonlinier dalam penelitian sosial dan bisnis*. Yogyakarta: Penerbit Andi.
- Sial, A., Zulfiqar, S., Kousar, S. W. A., & Habis, S. (2014). Impact of servant leadership on knowledge sharing intentions among employess (Study of higher education commission of pakistan). *European Journal of Business and Innovation Research. 2*(1). 1-11.
- Skinnarland, K. I. T., ASA, I., Olso, Sharp, P. (2011). Knowledge Sharing (KS), organizational learning and competitive advantage in a scandinavian hotel company. Diterima dari [https://warwick.ac.uk/fac/soc/wbs/conf/olkc/archive/olkc6/papers/id\\_110\\_sharp\\_p\\_skinnarland\\_k.pdf](https://warwick.ac.uk/fac/soc/wbs/conf/olkc/archive/olkc6/papers/id_110_sharp_p_skinnarland_k.pdf)
- Smith, C. (2005). Servant leadership : The leadership theory of robert k. greenleaf. Diterima dari [http://www.carolsmith.us/downloads/640green leaf. pdf](http://www.carolsmith.us/downloads/640green%20leaf.pdf).
- Song, J. H., Kim, H. M., & Kolb, J. A. (2009). The effect of learning organization culture on the relationship between interpersonal trust and organizational commitment. *Human Resource Development Quarterly. 20*(2). 147-167.
- Spears, L. C. (2005). The understanding and practice of servant leadership. *Servant Leadership Research Roundtable*. Diterima dari [https://www.regent.edu/acad/global/publications/sl\\_proceedings/2005/spears\\_practice.pdf](https://www.regent.edu/acad/global/publications/sl_proceedings/2005/spears_practice.pdf)
- Spreitzer, G., Sutcliffe, K., Dutton, J., Sonenshein, S., Grant, A. M. (2005). A socially embedded model of thriving at work. *Organization Science. 16* (5). 537-549.
- Staden, M. V. (2007). The relationship between servant leadership, emotional intelligence, trust in the immediate supervisor and meaning in life: An exploratory study. *Thesis*. Master of Arts Industrial Psychology: Stellenbosch University.
- Starnen, B. J., Truhon, S. A., & McCarthy, V. (2010). *Organizational trust: employee-employer relationships*. USA : ASQ Human Development & Leadership Division.
- Stewart, J. G. (2017). The importance of servant leadership in schools. *International Journal of Business Management and Commerce. 2*(5). 1-5.

- Stone, A. G., Russell, R. F., & Patterson, K. (2003). Transformational versus servant leadership: A difference in leader focus. *The Leadership & Organization Journal*. 25(4). 349-361.
- Syahmuharnis. (2013). Corporate university : Berinvestasi di ladang emas. *Human Capital Journal*. 25(3). 10 – 23.
- Tang, G., Kwan, H. K., Zhang, D., & Zhu, Z. (2015). Work family effects of servant leadership: the role of emotional exhaustion and personal learning. *Journal of Business Ethics*. 137(2), 285-297.
- Tannir, E., & Akram, A. (2002). The corporate university model for continuous learning, training and development. *Education and Training*. 44(2). 76-81.
- Tua, L. T. (2016). How servant leadership nurtures knowledge sharing: the mediating role of public service motivation. *International Journal of Public Sector Management*. 29(1). 91-108.
- Tzafrir, S. S., Harel, T. L. G., Baruch, Y., & Dolan, S. L. (2004). The consequences of emerging HRM practices for employees' trust in their managers. *Personnel Review*. 33(6). 628-647.
- Vanhala, M., Heilmann, P., & Salminen, H. (2016). Organizational trust dimensions as antecedents of organizational commitment. *Knowledge and Process Management*. 23(1). 46–61.
- Vera, D., & Crossan, M. (2004). Strategic leadership and organizational learning. *Academy of Management Review*. 29(2). 222-240.
- Walumbwa, F. O., Hartnell, C. A., & Oke, A. (2010). Servant leadership, procedural justice climate, service climate, employee attitudes, and organizational citizenship behavior: A cross-level investigation. *Journal of Applied Psychology*. 95(31). 517-529.
- Wang, X. (2007). Learning, job satisfaction and commitment : An empirical study of organizations in China. *Chinese Management Studies*. 1(3). 167-179.
- Weldy, T. G. (2009). Learning organization and transfer: Strategies for improving performance. *The Learning Organization*. 16(1). 58-68.
- Whisnant, B. & Khasawneh, O. (2014). The influence of leadership on trust on the sharing of tacit knowledge: Exploring a path model. *Journal of Business Studies Quarterly*. 6(2). 1-17.
- Zaher, D. A. (2014). Servant leadership and the successful implementation of knowledge-management in organization. *Okurai Lin Management Research*. 5. 39-59.

Zainuddin, M. (2014). *Metodologi penelitian kefarmasian and kesehatan* (Edisi Kedua). Surabaya: Airlangga University Press.