

## DAFTAR PUSTAKA

- Abbas, M., & Raja, U. (2015). Impact of psychological capital on innovative performance and job stress. *Canadian Journal of Administrative Sciences / Revue Canadienne Des Sciences de l'Administration*, 32(2), 128–138.
- Allen, N.J. and Meyer J.P. (1990). The Measurement and Antecedents of Affective, Continuance and Normative Commitment to the Organization. *Journal of Occupational Psychology*, 63, 1-18.
- Allen, N.J. and Meyer, J.P. (1991). A Three-Component Conceptualization of Organizational Commitment. *Human Resource Management Review*, 1, 61-89.
- Allen, N. and Meyer, J. (1996) Affective, Continuance and Normative Commitment to the Organization: An Examination of Construct Validity. *Journal of Vocational Behavior*, 49, 252-276.
- Amabile, T.M. (1988). A Model of Creativity and Innovation in Organizations. *Research in Organizational Behavior*, 10, 123-167.
- Amabile, T. M., Conti, R., Coon, H., Lazenby, J., & Herron, M. (1996). Assessing the work environment for creativity. *Academy of Management Journal*, 39, 1154-1184.
- Anderson, J. C., & Gerbing, D. W. (1988). Structural equation modeling in practice: A review and recommended two-step approach. *Psychological bulletin*, 103(3), 411.
- Avey, J.B., Luthans, F. and Youssef, C.M. (2010). The Additive Value of Positive Psychological Capital in Predicting Work Attitudes and Behaviors. *Journal of Management*, 36, 430-452.
- Avey, J.B., Reichard, R.J., Luthans, F., Mhatre, K.H. (2011). Meta-analysis of the impact of positive psychological capital on employee attitudes, behaviors, and performance. *Hum. Resour. Dev. Quat.* 22 (2), 127–152.
- Bandura, A. (1997). *Self-Efficacy: The Exercise of Control*. W.H. Freeman, New York.
- Bandura, A. (2006). Toward a psychology of human agency. *Perspect. Psychol. Sci.* 1, 164–180.

- Bandura, A. (2006) Guide for Constructing Self-Efficacy Scales. In: Pajares, F. and Urdan, T.S., Eds., *Self-Efficacy Beliefs of Adolescents*, Age Information Publishing, Greenwich, 307-337.
- Bougie, & Sekaran. (2013). Edisi 5, *Research Methods for Business: A skill Building Approach*. New York: John wiley@Sons.
- Bouzari, M., Karatepe, O.M. (2017). Test of a mediation model of psychological capital among hotel salespeople. *International Journal of Contemporary Hospitality Management*. 29 (8), 2178–2197.
- Carson, J.B., Tesluk, P.E., Marrone, J.A. (2007). Shared leadership in teams: an investigation of antecedent conditions and performance. *Academy of Management Journal*. 50 (5), 1217–1234.
- De Dreu, C. K. W., & West, M. A. (2001). Minority dissent and team innovation: The importance of participation in decision making. *Journal of Applied Psychology*, 86: 1191-1201.
- DeMicco, Frederick J and Reid, Robert D. (2002). *Older Workers: A Hiring Resource for The Hospitality Industry*, Cornell Hotel and Restaurant Administration Quarterly. San Diego: Prentice Hall, International Edition.
- Dong, Y., Bartol, K.M., Zhang, Z.X., Li, W. (2016) . Enhancing employee creativity via individual skill development and team knowledge sharing: influences of dual-focused transformational leadership. *J. Organ. Behav.* 38 (3), 439–458.
- Flippo, E.B. (1999). *Manajemen Personalia*, terjemahan Moh. Masud, Edisi keenam, cetakan ketujuh. Jakarta : Erlangga
- Dzhandzhugazova, E.A., Blinova, E.A., Orlova, L.N., & Romanova, M.M. (2016). Innovations in Hospitality Industry. *International Journal Of Environmental & Science Education*, 11(17), 10387-10400.
- George, J.M., dan Zhou, J. (2001). When Openness to Experience and Conscientiousness are Related to Creative Behavior: *An Interactional Approach*. *Journal of Aplied Psychology*, 86 (3), 513-534.
- George, B., Sims, P., McLean, A. N., & Mayer, D. 2007. Discovering your authentic leadership. *Harvard Business Review*, 85(2): 129-138
- Gibb, C.A. (1954). Leadership. In: In: Lindzey, G. (Ed.), *Handbook of Social Psychology*, vol. 2. Addison-Wesley, Reading, MA, pp. 877–917.

- Ghozali, Imam. (2008). *Structural Equation Modelling, Edisi II*, Universitas Diponegoro, Semarang.
- Gong, Y., Huang, J.-C., & Farh, J.-L. (2009). Employee Learning Orientation, Transformational Leadership, and Employee Creativity: The Mediating Role of Employee Creative Self-Efficacy. *Academy of Management Journal*, 52, 765-778.
- Griffin R. W.(1990). *Management – 3rd Edition*, Houghton Mifflin company, Part III.
- Gu, J., Chen, Z., Huang, Q., Liu, H., Huang, S. (2016). A Multilevel Analysis of the relationship between shared leadership and creativity in Inter-organizational teams. *J. Creative Behav.* 1–23.
- Heled, E., Somech, A., Waters, L. (2015). Psychological capital as a team phenomenon: mediating the relationship between learning climate and outcomes at the individual and team levels. *J. Posit. Psychol.* 11 (3), 303–314.
- Herawanto, T. (2019). Analisa Bappeda, Butuh 5 Tahun Lagi Sektor Pariwisata Bisa Dongkrak PAD Kabupaten Malang/Interviewer: D. Nana. [jatimtimes.com](http://jatimtimes.com).
- Hilton, T. L. (2015). Effect of Burnout and Organizational Commitment on the Turnover Intention of Clinical Laboratory Employees in Florida.
- Hoch, J.E., Kozlowski, S.W.J. (2014). Leading virtual teams: hierarchical leadership, structural supports, and shared team leadership. *J. Appl. Psychol.* 99 (3), 390–403.
- Hon, A.H. (2011). Enhancing employee creativity in the Chinese context: the mediating role of employee self-concordance. *Int. J. Hosp. Manag.* 30 (2), 375–384
- Hülsheger, U. R., Anderson, N., & Salgado, J. F. (2009). Team-level predictors of innovation at work: A comprehensive meta-analysis spanning three decades of research. *Journal of Applied Psychology*, 94(5), 1128–1145.
- Jaros, S., Meyer and Allen. (2007). Model of Organizational Commitment: Measurement Issues. *The Icfai Journal of Organizational Behavior*, 6 (4), 1-25.

- Karatepe, O. M., & Karadas, G. (2014). The effect of psychological capital on conflicts in the work–family interface, turnover and absence intentions. *International Journal of Hospitality Management*, 43, 132–143.
- Karatepe, Osman M. & Talebzadeh, Niusha. (2016). An empirical investigation of psychological capital among flight attendants. *Journal of Air Transport Management, Elsevier*, vol. 55(C), pages 193-202.
- Katz, D., Kahn, R.L. (1978). *The Social Psychology of Organizations*, 2nd ed. Wiley, New York.
- Kim, T. T., Karatepe, O. M., & Lee, G. (2017). Psychological contract breach and service innovation behavior: psychological capital as a mediator. *Service Business*, 12(2), 305–329.
- Kirkman, B.L., Rosen, B. (1999). Beyond self-management: antecedents and consequences of team empowerment. *Academy of Management Journal*, 42(1), 58–74.
- Larson, M. and Luthans, F. (2006). Potential Added Value of Psychological Capital in Predicting Work Attitudes. *Journal of Leadership and Organization Studies*, 13, 44-61.
- Lee C, Lee JW (2012) Analysis of the Relationships between the Hospitality Workforce and Job-Satisfaction Factors according to Age, Gender, Native Language and Racial-Ethnicity. *J Tourism Hospit* 1:104.
- Lee, D.S., Lee, K.C., Seo, Y.W. (2015). An analysis of shared leadership, diversity: and team creativity in an e-learning environment. *Comp. Hum. Behav.* 42, 47–56.
- LePine, J. A., & Van Dyne, L. (2001). Voice and Cooperative Behavior as Contrasting Forms of Contextual Performance: Evidence of Differential Relationships with Big Five Personality Characteristics and Cognitive Ability. *Journal of Applied Psychology*, 86, 326-336.
- Liden, R. C., Wayne, S. J., & Sparrowe, R. T. (2000). An examination of the mediating role of psychological empowerment on the relations between the job, interpersonal relationships, and work outcomes. *Journal of Applied Psychology*, 85(3), 407-416.
- Luthans, F. (2002) Positive Organizational Behavior: Developing and Managing Psychological Strengths. *Academy of Management Executive*, 16, 57-75.

- Luthans, F., Youssef, C.M. (2004). Human: social and now positive psychological capital management: investing in people for competitive advantage. *Organ. Dyn.* 33, 143–160.
- Luthans, F., Avolio, B.J., Avey, J.B., Norman, S.M. (2007). Positive psychological capital: measurement and relationship with performance and satisfaction. *Pers. Psychol.* 60 (3), 541–572.
- Luthans, F., Norman, S. M., Avolio, B. J., & Avey, J. B. (2008). The mediating role of psychological capital in the supportive organizational climate—employee performance relationship. *Journal of Organizational Behavior*, 29(2), 219–238.
- Malik Akshay. (2013). Efficacy, Hope, Optimism, And Resilience At Workplace Positive Organizational Behavior. *International Journal of Scientific and Research Publication*.
- Marks, M. A., Mathieu, J. E., & Zaccaro, S. J. (2001). A temporally based framework and taxonomy of team processes. *Academy of Management Review*, 26(3), 356.
- Masten, A. S., Best, K. M., & Garmezy, N. (1990). Resilience and Development: Contributions from the Study of Children Who Overcome Adversity. *Development and Psychopathology*, 2(04), 425-444.
- Masten, A. (2001). Ordinary Magic: Resilience Process in Development. *American Psychologist*, 56, 227-228.
- Mathieu, J. E., & Zajac, D. M. (1990). A review and meta-analysis of the antecedents, correlates, and consequences of organizational commitment. *Psychological Bulletin*, 108(2), 171–194.
- Mathieu, J.E., Kukenberger, M.R. (2016). A meta-analysis of different forms of shared leadership- team performance relations. *J. Manage.* 42 (7), 1964–1991.
- McMurray, A. J., Pirola-Merlo, A., Sarros, J. C., & Islam, M. M. (2009). Leadership, climate, psychological capital, commitment, and wellbeing in a non-profit organization. *Leadership & Organization Development Journal*, 31(5).
- Meyer J P, Allen N J and Smith C (1993), Commitment to Organizations and Occupations: Extension and Test of a Three-component Conceptualization. *Journal of Applied Psychology*, Vol. 78, pp. 538-551.

- Morgeson, F.P., Hofmann, D.A. (1999). The structure and function of collective constructs: implications for multilevel research and theory development. *Acad. Manage. Rev.* 24, 249–265.
- Newman, A., Ucbasaran, D., Zhu, F., Hirst, G., (2014). Psychological capital: A review and synthesis. *Journal of organizational behavior.* vol. 35, 120-138.
- Oldham, G.R., dan Cummings, A. (1996). Employee Creativity: Personal and Contextual Factors at Work. *Academy of Management Journal*, 39 (3), 607- 634.
- Patiar, A., & Wang, Y. (2016). The effects of transformational leadership and organizational commitment on hotel departmental performance. *International Journal of Contemporary Hospitality Management*, 28(3), 586–608.
- Peak, S., Schuckert, M., Kim, T.T., Lee, G. (2015). Why is hospitality employees' psychological capital important? The effects of psychological capital on work engagement and employee morale. *Int. J. Contemp. Hosp. Manage.* 50, 9–26.
- Podsakoff, P.M., Mackenzie, S.B., Paine, J.B. and Bachrach, D.G. (2000) Organizational Citizenship Behaviors: A Critical Review of the Theoretical and Empirical Literature and Suggestions for Future Research. *Journal of Management*, 26, 513-563.
- Quinn, Susan. (2010). *Generational Challenges in The Workplace*. Associate Professor. London : Bisset School of Business
- Raymark, P. H., Schmit, M. J., & Guion, R. M. (1997). Identifying Potentially Useful Personality Constructs For Employee Selection. *Personnel Psychology*, 50(3), 723–736.
- Raub and Robert. (2013). Empowerment, organizational commitment, and voice behavior in the hospitality industry: evidence from a multinational sample *Cornell Hosp. Quart.*, 54 (2) (2013), pp. 136-148
- Rego, A., Vitoria, A., Magalhaes, A., Ribeiro, N., & e Cunha, M. P. (2012c). Are authentic leaders associated with more virtuous, committed and potent teams? *The Leadership Quarterly*.
- Robbins, Stephen P. & Timothy A. Judge. (2008). *Perilaku Organisasi Edisi ke-12*, Jakarta: Salemba Empat.

- Roseman, E. (1981). *Managing turnover: A positive approach*. New York: Amacom.
- Santero-Sanchez, R., Segovia-Pérez, M., Castro-Nuñez, B., Figueroa-Domecq, C., & Talón-Ballester, P. (2015). Gender differences in the hospitality industry: A Job quality index. *Tourism Management*, *51*, 234–246.
- Scheier, M. F., & Carver, C. S. (1985). Optimism, coping, and health: Assessment and implications of generalized outcome expectancies. *Health Psychology*, *4*(3), 219–247.
- Sekaran, U., & Bougie, R. (2016). *Research methods for business: a skill-building approach* (7th ed.). Haddington: John Wiley & Sons.
- Seligman, M. E. P. (1998). *Learned optimism*. New York: Pocket Books.
- Shalley, C.E., Zhou, J. and Oldham, G.R. (2004). The Effects of Personal and Contextual Characteristics on Creativity: Where Should We Go from Here? *Journal of Management*, *30*, 933-958.
- Simons, T. L., Pelled, L. H., & Smith, K. A. (1999). Making use of difference: Diversity, debate, and decision comprehensiveness in top management teams. *Academy of Management Journal*, *42*: 662-673.
- Simons, T. & Hinkin, T. R. (2001). The effect of employee turnover on hotel profits: A test across multiple hotels [Electronic version]. *The Cornell Hotel and Restaurant Administration Quarterly*, *42*(4), 65-69.
- Simonton, D. K. (2004). Psychology's status as a scientific discipline: Its empirical placement within an implicit hierarchy of the sciences. *Review of General Psychology*, *8*, 59-67.
- Sukamdani, H. B. (2018). 2019, Perhotelan Indonesia Butuh Tambahan 50.000 Kamar Baru. In Y. Petriella (Ed.). *ekonomi.bisnis.com: Bisnis.com*.
- Tan, O. S. (2014). *Flourishing creativity: education in an age of wonder*. 16.
- Tierney, P., & Farmer, S. M. (2002). Creative self-efficacy: Its potential antecedents and relationship to creative performance. *Academy of Management Journal*, *45*, 1137-1148.
- Tugade, M. M., & Fredrickson, B. L. (2004). Resilient Individuals Use Positive Emotions to Bounce Back from Negative Emotional Experiences. *Journal of Personality and Social Psychology*, *86*, 320-333.
- Umam, Khaerul. (2010). *Perilaku Organisasi*. Penerbit : Pustaka Setia. Bandung.

- West, M.A., and Farr, J.L. (1990).(Eds), *Innovation and creativity at work: Psychological and organizational strategies* (pp. 3-13). Chichester, England: Wiley.
- Walumbwa, F.O., Luthans, F., Avey, J.B., Oke, A. (2009). Authentically leading groups: the mediating role of collective psychological capital and trust. *Journal of Organizational Behavior*. 32 (1), 4–24.
- Wang, C.J., Tsai, H.T., dan Tsai, M.T. (2014). Linking Transformational Leadership and Employee Creativity in The Hospitality Industry: The Influences of Creative Role Identity, Creative Self-efficacy, and Job Complexity. *Tourism Management*, 40, 79-89.
- Welty. J., Peachey. L. J., Burton J. E., Wells, (2014). Examining the influence of transformational leadership, organizational commitment, job embeddedness, and job search behaviors on turnover intentions in intercollegiate athletics. *Leadership & Organization Development Journal*. 35 ,740 - 755.
- Wong, S. C.; Ladkin, A. (2008). Exploring the relationship between employee creativity and job-related motivators in the Hong Kong hotel industry. *International Journal of Hospitality Management* 27(3): 426-437.
- Wu, C.-M., & Chen, T.-J. (2018). Collective psychological capital: Linking shared leadership, organizational commitment, and creativity. *International Journal of Hospitality Management*, 74, 75–84.
- Wu, Q., Cormican, K. (2016). Shared leadership and team creativity: a social network analysis in engineering design teams. *Jurnal of Technology Management & Innovation*. 11(2),2–12.
- Yeo, G., Loft, S., Xiao, T., & Kiewitz, C. (2009). Goal orientations and performance: Differential relationships across levels of analysis and as a function of task demands. *Journal of Applied Psychology*, 94(3), 710–726
- Zhou, J. and George, J.M. (2001). When Job Dissatisfaction Leads to Creativity: Encouraging the Expression of Voice. *Academy of Management Journal*, 44,682-696.
- Zikmund, W. G., Babin, B. J., Carr, J. C., and Griffin, M. (2009). *Business Research Methods*,(8th edition).USA: South-Western College Publishing.
- Zimmerman, B. J. (2000). Self-efficacy: an Essential Motive to Learn. *Contemporary Educational Psychology*. Vol. 25. 10 hlm.