DAFTAR PUSTAKA

Adamopoulos, I. P., & Satisfaction, I. J. O. B. (2022). Associations and Correlations of Job Stress, Job Satisfaction and Burn out in Public Health Sector. *European Journal of Environment and Public Health*, *6*(2).

Agustian, K., Pohan, A., Zen, A., Wiwin, W., & Malik, A. J. (2023). Human Resource Management Strategies in Achieving Competitive Advantage in Business Administration. *Journal of Contemporary Administration and Management (ADMAN)*, *1*(2), 108–117. https://doi.org/10.61100/adman.v1i2.53

Amin, M. S. (2022). Organizational Commitment , Competence on Job Satisfaction and Lecturer Performance : Social Learning Theory Approach. *Human Resource Management*, *2*(1), 40–56.

Andik, M., & Ratnasari, S. D. (2023). Professional Competency and Employee Performance in the Digitalization Era Mediated By Employee Engagement. *International Journal of Business Marketing and Management (IJBMM)*, *8*(1), 41–51.

Antonietti, C., Cattaneo, A., & Amenduni, F. (2022). Computers in Human Behavior Can teachers ' digital competence influence technology acceptance in vocational education ? *Computers in Human Behavior*, *132*(October 2021), 107266. https://doi.org/10.1016/j.chb.2022.107266

Anwar, C. (2025). The Role of Digital Competence in Mediating the Influence of Transformational Leadership on Teacher Performance in the Digital Era. *Jurnal Pengabdian Masyarakat dan Riset Pendidikan*, *4*(1), 1750–1757.

Bandura, A. (1977). Self-efficacy: Toward a unifying theory of behavioral change. *Psychological Review*, *84*(2), 191–215. https://doi.org/10.1037/0033-295X.84.2.191

Bandura, A. (2001). Social cognitive theory: An agentic perspective. *Annual Review of Psychology*, *52*(26), 1–26. https://doi.org/10.1146/annurev.psych.52.1.1

Bhati, K., & Sethy, T. P. (2022). Self-Efficacy: Theory to Educational Practice. *The International Journal of Indian Psychology*, *10*(1), 1123–1128. https://doi.org/10.25215/1001.112

Boccoli, G., Gastaldi, L., & Corso, M. (2026). Transformational leadership and work engagement in remote work settings : the moderating role of the supervisor ' s digital communication skills. *Emerald*, *2*(1). https://doi.org/10.1108/LODJ-09-2023-0490

Creswell, J. (2016). Research design Research design. *Research in Social Science: Interdisciplinary Perspectives*, *September*, 68–84. https://www.researchgate.net/publication/308915548%0Afile:///E:/Documents/dosen/buku Metodologi/[John_W._Creswell]_Research_Design_Qualitative,_Q(Bookos.org).pdf

Creswell, J. W., & Creswell, J. D. (2023). Research Design : Qualitative, Quantitative, and A Mixed-Method Approach. In *SAGE Publication*. https://doi.org/10.4324/9780429469237-3

Delgado, N., Campo, L., & Losada, D. (2024). Relationship between teachers ' digital competence and attitudes towards artificial intelligence in education. *International Journal of Educational Research*, *126*(1). https://doi.org/10.1016/j.ijer.2024.102381

Devi, B., Pradhan, S., Giri, D., & Lepcha, N. (2022). Concept of Social cognitive theory and its application in the field of Medical and Nursing education: framework to guide Research. *Journal of Positive School Psychology* , *2022*(4), 5161–5168. https://journalppw.com/index.php/jpsp/article/view/4243

Dewi, N. P., Elkarima, N., & Pawar, A. (2025). Transformational Leadership , Digital Competence , and Employee Performance : Examining the Mediating Role of Self-Efficacy and the Moderating Influence of Perceived Organizational Support. *Jurnal Manajemen Bisnis*, *16*(1). https://doi.org/10.18196/mb.v16i1.25429

Ghozali, I. (2018). *Aplikasi analisis multivarite dengan program SPSS. Edisi Ketujuh*. Semarang: Badan Penerbit Universitas Diponegoro.

Gomes, J. F. S., & Sabino, A. (2023). The Effect of Green Human Resources Management Practices on Employees ' Affective Commitment and Work Engagement : The Moderating Role of Employees ' Biospheric Value. *Sustainability*, *2*(1).

Hair, J. (2017). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)*.

Hair, J. F., Astrachan, C. B., Moisescu, O. I., Radomir, L., Sarstedt, M., Vaithilingam, S., & Ringle, C. M. (2021). Executing and interpreting applications of PLS-SEM: Updates for family business researchers. *Journal of Family Business Strategy*, *12*(3), 100392. https://doi.org/https://doi.org/10.1016/j.jfbs.2020.100392

Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2019). When to use and how to report the results of PLS-SEM. *European Business Review*, *31*(1), 2–24. https://doi.org/10.1108/EBR-11-2018-0203

Hair, J., Hult, T., Christian, R., & Marko, S. (2022). A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM). In *Sage Publications*.

Hair Jr., J. F., Anderson, R. E., Babin, B. J., & Black, W. C. (2019). Multivariate Data Analysis, Multivariate Data Analysis. In *Book* (Vol 87, Number 4).

Hajiali, I., Fara Kessi, A. M., Budiandriani, B., Prihatin, E., Sufri, M. M., & Sudirman, A. (2022). Determination of Work Motivation, Leadership Style, Employee Competence on Job Satisfaction and Employee Performance. *Golden Ratio of Human Resource Management*, *2*(1), 57–69. https://doi.org/10.52970/grhrm.v2i1.160

Hamedi, F., Fakhri, K. P., & ... (2021). A Psychoanalytic Study of Two Iranian Novels Based on Albert Bandura's Theory of Cognitive-social Learning. *Iranian Journal of …*, *4*(4), 1479–1496. https://doi.org/10.22034/IJCE.2021.251165.1224

He, Y. (2022). The Inspiration of Bandura ' s Social Learning Theory to Moral Education in Colleges and Universities. *Advances in Educational Technology and Psychology*, *6*(1), 22–29. https://doi.org/10.23977/aetp.2022.061004

Henseler, J., Dijkstra, T. K., Sarstedt, M., Ringle, C. M., Diamantopoulos, A., Straub, D. W., Ketchen, D. J., Hair, J. F., Hult, G. T. M., & Calantone, R. J. (2014). Common Beliefs and Reality About PLS: Comments on Rönkkö and Evermann (2013). *Organizational Research Methods*, *17*(2), 182–209. https://doi.org/10.1177/1094428114526928

Hsu, N., Newman, D. A., & Badura, K. L. (2022). Emotional Intelligence and Transformational Leadership : Meta-Analysis and Explanatory Model of Female Leadership Advantage.

Journal of Intelligence, *2*(1).

Huang, X., Yang, F., Zheng, J., Feng, C., & Zhang, L. (2023). Personalized human resource management via HR analytics and artificial intelligence: Theory and implications. *Asia Pacific Management Review*, *28*(4), 598–610. https://doi.org/10.1016/j.apmrv.2023.04.004

Islam, U., Imam, N., Padang, B., Yusup, M., & Khan, R. (2022). Leadership as a Catalyst for Cultivating Organizational Culture in Pesantren. *Development: Studies in Educational Management and Leadership July-December*, *1*(2), 133–152.

Jungang, W. (2023). Analysis of Competence , Transformational Leadership , and Employee Engagement in Employee Performance. *IJAM*, *1*(4), 521–530.

Kallas, K., & Pedaste, M. (2022). applied sciences How to Improve the Digital Competence for E-Learning ? *Applied Sciences*, *2*(1).

Khan, I. U., Amin, R. U., & Saif, N. (2022). Individualized Consideration and Idealized influence of transformational Leadership : Mediating Role of Inspirational Motivation and Intellectual stimulation Individualized Consideration and Idealized influence of transformational Leadership : Mediating Role of Inspirational Motivation and Intellectual stimulation. *International Journal of Leadership in Education*, *00*(00), 1–11. https://doi.org/10.1080/13603124.2022.2076286

Kossyva, D., Theriou, G., Aggelidis, V., & Sarigiannidis, L. (2023). Retaining talent in knowledge-intensive services: enhancing employee engagement through human resource, knowledge and change management. *Journal of Knowledge Management*, *28*(2), 409–439. https://doi.org/10.1108/JKM-03-2022-0174

Li, Z., Yang, C., Yang, Z., & Zhao, Y. (2024). The impact of middle managers ' digital leadership on employee work engagement. *Frontiers*, *2*(1), 1–13. https://doi.org/10.3389/fpsyg.2024.1368442

Lu, Y., Zhang, M. M., Yang, M. M., & Wang, Y. (2023a). Sustainable human resource management practices, employee resilience, and employee outcomes : Toward common good values. *Wiley*, *2*(1), 331–353. https://doi.org/10.1002/hrm.22153

Lu, Y., Zhang, M. M., Yang, M. M., & Wang, Y. (2023b). Sustainable human resource management practices, employee resilience, and employee outcomes: Toward common good values. *Human Resource Management*, *62*(3), 331–353. https://doi.org/10.1002/hrm.22153

Luís, S., Farias, A. R., Sôro, J., Cabral, J., Pereira, L., Ferreira, M. J., Loureiro, A., Silva, V. H., Chambel, J., Fialho, A. R., Domingos, S., Possidónio, C., & Moura, R. (2025). Review Article Predicting Digital Literacy : A Systematic Review of Digital Competence , Usage , and Transformation. *Wiley*, *2*(1). https://doi.org/10.1155/hbe2/6046935

Mohiuddin, M., Hosseini, E., Faradonbeh, S. B., & Sabokro, M. (2022). Achieving Human Resource Management Sustainability in Universities. *International Journal of Environmental Research and Public Healt*, *2*(1).

Mujahidah, N., & Yusdiana. (2023). Application of Albert Bandura's Social-Cognitive Theories in Teaching and Learning. *Edukasi Islami: Jurnal Pendidikan Islam*, *12*(2),

2131–2146. https://doi.org/10.30868/ei.v12i02.4585

Mulang, H. (2022). Analysis of The Effect of Organizational Justice, Worklife Balance on Employee Engagement and Turnover Intention. *Golden Ratio of Human Resource Management*, *2*(2), 86–97. https://doi.org/10.52970/grhrm.v2i2.169

Muna, A., Ausat, A., Shafiq, M. A., Wafik, D., & Angélica, N. (2024). The Role of Transformational Leadership in Improving Employee Psychological Wellbeing : A Review. *Apollo: Journal of Tourism and Business*, *2*(1), 148–157.

Nit, V. (2023). The Role of Leadership and Digital Transformation in Higher Education Students ' Work Engagement. *MDPI*, *2*(1).

Paudel, R., Kunwar, V., Ahmed, F., & Yedgarian, V. A. (2024). Work-Life Equilibrium: Key to Enhancing Employee Job Satisfaction. *Educational Administration: Theory and Practice*, *30*(7), 1146–1159. https://doi.org/10.53555/kuey.v30i7.6956

Pimenta, S., Duarte, A. P., & Simões, E. (2026). How socially responsible human resource management fosters work engagement : the role of perceived organizational support and affective organizational commitment. *Social Responsibility Journal*, *20*(2), 326–343. https://doi.org/10.1108/SRJ-10-2022-0442

Satriawan, B., Ekonomi, F., Batam, U., & Riau, K. (2024). Effects Of Digital Transformation, Work Form Home, Andemployee Engagement On Employee Performance Through Self-Efficiency In The Covid-19 Pandemi Period At The. *IJSET*, *2*(1), 829–838.

Shatila, K., Agyei, F. B., & Aloulou, W. J. (2023). Impact of transformational leadership on leadership effectiveness: the mediating effect of emotional skills in the Lebanese small and medium-sized enterprises context. *Journal of Enterprising Communities: People and Places in the Global Economy*, *18*(4), 857–878. https://doi.org/10.1108/JEC-09-2023-0174

Shodiqi, F. A. (2020). Implementation of Albert Bandura's Social Learning Theory in Cultivating Clean and Healthy Life Behavior in Santri. *Review of Islamic Studies*, *1*(1), 7–14.

Sugiyono. (2017). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Alfabeta.

Sugiyono. (2018). *Metode Penelitian Kuantitatif*. Alfabeta.

Sugiyono. (2021). *Metode Penelitian Kuantitaif, Kualitatif, R&D*. Alfabeta.

Sugiyono, P. D. (2019). Buku sugiyono, metode penelitian kuantitatif kualitatif. In *Revista Brasileira de Linguística Aplicada* (Vol 5, Number 1).

Sypniewska, B., Baran, M., & Kłos, M. (2023). Work engagement and employee satisfaction in the practice of sustainable human resource management – based on the study of Polish employees. In *International Entrepreneurship and Management Journal* (Vol 19, Number 3). Springer US. https://doi.org/10.1007/s11365-023-00834-9

Technol, J. E., Educ, H., Scheel, L., Vladova, G., & Ullrich, A. (2022). The influence of digital competences , self - organization , and independent learning abilities on students ' acceptance of digital learning. In *International Journal of Educational Technology in Higher Education*. Springer International Publishing. https://doi.org/10.1186/s41239-

022-00350-w

Tiong, P., Sumaryo, P., Aisyah, S., & Simamora, P. (2024). The Influence of Digital Competency , Employee Engagement , and Leadership Style on SME Employee Performance in Indonesia : Innovation Capability as A Mediator and Organizational Culture as A Moderator in the Society 5 . 0 Era. *Journal of STI Policy and Management*, *9*(2), 43–55. https://doi.org/10.14203/STIPM.2024.405

Veacesav. (2022). The Importance Of Managing The Psychosocial Potential Of Human Resources For Employee Job Satisfaction. *Scientific Journal*, *5*(3).

Vuong, T. D. N., & Nguyen, L. T. (2022). The Key Strategies for Measuring Employee Performance in Companies: A Systematic Review. *Sustainability*, *14*(21), 14017. https://doi.org/10.3390/su142114017

Ziyadatullah, M. H., Rasendriya, D., Qowiy, A., & Wahjono, S. I. (2025). Analysis of Leadership Style on Employee Job Satisfaction Level at PT . Indofood CBP Sukses Makmur Tbk. *Golden Ratio Journal*, *5*(3), 558–565.