DAFTAR PUSTAKA

Abdissa, G., & Fitwi, T. (2016). The Impact of Psycological Empowerment on Employees' Job Satisfaction: With Reference to Commercial Bank of Ethiopia, Gedeo Zone. *Pyrex Journal of Business and Finance Management Research*, 2 (7), pp. 65-80.

Abidah, A., Hidaayatullaah, H. N., Simamora, R. M., Fehabutar, D., & Mutakinati, L. (2020). The Impact of Covid-19 to Indonesian Education and Its Relation to the Philosophy of " Merdeka Belajar ." *Studies in Philosophy of Science and Education*, *1*(1), 38–49.

Adam, R. (2008). *Empowerment, Participation and Social Work (4th Edition)*. Red Globe Press.

Adawiyah, R., Karnati, N., & Rochanah, S. (2019). Pengaruh Supervisi Akademik dan Kerjasama Tim Terhadap Efektifitas Kerja Guru Sekolah Menengah Pertama Negeri di Kota Bekasi. *Jurnal Visipena*, 10 (2), pp. 254-270.

Aldmour, R., Ysssine, O., & Masa'deh, R. (2018). A review of literature on the associations among employee empowerment, work engagement and employee performance. *Modern Applied Science*, *12*(11), 313.

Andriani, S., Kesumawati, N., & Kristiawan, M. (2018). The influence of the transformational leadership and work motivation on teachers performance. *International Journal of Scientific & Technology Research*, *7*(7), 19–29.

Anna Thora. (2004). Adapting Technology for School Improvement: A Global Perspective. In *International Institute for Educational Planning*.

Anshar, M. (2017). THE IMPACT OF VISIONARY LEADERSHIP, LEARNING ORGANIZATION AND INNOVATIVE BEHAVIOR TO PERFORMANCE OF CUSTOMS AND EXCISE FUNCTIONAL. *IJHCM (International Journal Of Human Capital Management)*, *1*(2), 52–60.

Balyer, A., Ozcan, K., & Yildiz, A. (2017). Teacher Empowerment: School Administrarors' Roles. *Eurasian Journal of Educational Research*, 70 (2017), pp. 1-18.

Cahit, N., Sakalli, D. M., & Cemaliye, D. (2017). Determination of Self-Efficacy and Burnout State of Teachers Working in the Special Education Field in Terms of Different Variables. *Journal of Education and Training Studies*, *5*(3), 160–166.

CAHYONO, J. (2010). Faktor-faktor yang Mempengaruhi Kerjasama Jangka Panjang untuk Meningkatkan Keunggulan Kompetitif Perusahaan. *Aset*, *135–164*.

Cavalieri, I. C., & Almeida, H. N. (2018). Power, Empowerment and Social Participation- the Building of a Conceptual Mode. *European Journal of Social Science Education and Research*, *5*(1), 174.

Chertoff, J. D., Zarzour, J. G., Morgan, D. E., Lewis, P. J., Canon, C. L., & A., J. H. (2020). The Early Influence and Effects of the Coronavirus Disease 2019 (COVID-19) Pandemic on Resident Education and Adaptations. *Journal of the American College of Radiology*, *17*(10), 1322–1328.

Colquitt, J. A., Lefine, J. A. and Wessorm, M. J. (2019). *Organizational Behavior: Improving Performance and Commitment In The Workplace, Sixth Edition*. New York: McGraw Hill Education.

Colquitt, J. A., Lefine, J. A. and Wessorm, M. J. (2011). *Organizational Improving Performance and Commitment In The Workplace.* New York: McGraw Hill, Irwin,

Conde, M. A., Colomo-Palacios, J, R. G.-P. F., & Larrucea, X. (2018). Teamwork assessment in the educational web of data: A learning analytics approach towards ISO. *Telematics and Informatics*, *35*(3), 551–563.

Darmiati, Kristiawan, M., & Rohana. (2020). The Influence of School Leadership and Work Motivation toward Teacher's Discipline. *Journal of Social Work and Science Education*, *1*(1), 32–44.

De Jong, J.P.J & Hartog, D.N. (2008). *Innovative Work Behavior: 4Measurement and Validation*. Zoetermeer: Scientific Analysis of Enterpreuneurship and SMEs

Delim, D., Jummiha, R.St., & Perdana, S. (2019). *Pengaruh Disiplin Terhadap Komitmen Kerja Guru dengan Kerjasama Sebagai Variabel Intervening*. Prosiding: Seminar Nasional Teknologi Pendidikan Pascasarjana UNIMED, Medan.

Dhammika, K. (2016). Visionary Leadership and Organizational Commitment: The Mediating Effect of Leader Member Exchange (LMX). *Wayamba Journal of Management*, *4*(1).

Faizah, F. (2015). Pengaruh Kerjasama Tim dan Kepercayaan Terhadap Komitmen Guru Mts di Jakarta Selatan. *Jurnal Manajemen Pendidikan*, 6 (1), 1048-1056.

Febriana, D. (2011). *Empowerment:A Concept Analysis*. Proceedings of The Annual International Conference Syiah Kuala University 2011, 1 (1), pp. 176-182.

Fernandez, W. G., Benzer, J. K., Charns, M. P., & Burgess, J. F. (2020). Applying a Model of Teamwork Processes to Emergency Medical Services. *West J Emerg Med*, *21*(6), 264–271.

Fransiska, W., Harapan, E., & Tahrun, T. (2020). Pengaruh Kepemimpinan Visioner Kepala Sekolah dan Disiplin Guru Terhadap Kinerja Guru Sekolah Dasar. *Journal of Education Research*, 1 (3), pp. 308-316.

Erfan, E., Arifin, I., & Djatmika, E.T. (2016). *Kepemimpinan Visioner Kepala Sekolah dalam Pengimplementasian Pendidikan Budi Pekerti*. Prosiding Seminar Nasional Pengembangan Profesionalisme Pendidik untuk Membangun Karakter Anak Bangsa, Universitas Negeri Malang.

Finley, S. J. (2000). Changing role of the teacher. *Theory and Practice of Curriculum Studies*, 226–235. https://doi.org/10.4324/9780203814840

Gil, A. J., Rodrigo-Moya, B., & Morcillo-Bellido, J. (2018). *Impact of Teacher Empowerment on Innovation Capacity*. 1. https://doi.org/10.20944/preprints201806.0081.v1

Halimah, S., Retnowati, R., Herfina, H. (2019). Hubungan antara Kepemimpinan Visioner Kepala Sekolah dan Keinovatifan dengan Efektivitas Kerja Guru. *Jurnal Manajemen Pendidi-kan*, 7 (2), pp. 825-832.

Hanaysha. J. (2016). *Examining the Effect of Employee Empowerment, Teamwork, dan Employee Training on Organizational Commitmen*. Proceedings 5th International Conference on Leadership, Technology, Innovation, and Business Management. Procedia – Social and Behavioral Sciences 229, pp. 298-306.

Hansen, J. A., & Pihl-Thingvad, S. (2018). *Managing employee innovative behaviour through transformational and transactional leadership styles. Public Management Review, 1–27.*

Hardhienata, S. (2017). The Development of Scientific Identification Theory to Conduct Operation Research in Education Management. *IOP Conference Series Materials Science and Engineering*. https://doi.org/10.1088/1757-899X/166/1/012007

Haryani, E. (2017). Pengaruh Iklim Organisasi Sekolah dan Kepemimpinan Kepala Sekolah terhadap Manajemen Pembelajaran untuk Mewujudkan Kinerja Guru. *Jurnal Pendidikan UNIGA*, *11*(1), 77–87.

Helmy, I., & Pratama, M.P. (2018). Pengaruh Proactive Personality dan Pemberdayaan Psikologis terhadap Perilaku Inovatif Melalui Creative Self Efficacy. *Jurnal Pro Bisnis*, 11 (2), pp. 14-21

Helmy, I., Adawiyah, W.R., & Banani, A. (2019). Linking Psychological Empowerment, Knowledge Sharing, and Employees' Innovative Behavior in Indonesia SMEs. *The Journal of Behavioral Science*, 14 (2), pp. 66-79.

Herminingsih, A., Arijanto, A., Ralmafatma, & Yamin, A. (2020). Visionary Leadership for Implementing Quality Culture: Empirical Evidence in Indonesian Private Higher Education. *Journal of Advanced Management Science*, *8*(4), 135–140.

Herni, H. (2020). Model Kepemimpinan Visioner Kepala Sekolah dalam Pelaksanaan Kegiatan Ekstrakurikuler. *Kelola: Journal of Islamic Education Management*, 5 (1), pp. 39-48.

Hidayat, S., Lubis, A.R., & Majid, M.S.A. (2019). Pengaruh Gaya Kepeimpinan, Kerjasama Tim dan Kompensasi Terhadap Kinerja Karyawan Melalui Kepuasan Kerja pada PT. Dunia Barusa Banda Aceh. *Jurnal Perspektif ekonomi Darussalam*, 5 (1), pp. 86-100.

Hwang, M.I. (2018). Relationship between Teamwork and Team Performance: Expereince from an ERP sim Competition. *Jorunal of Information System Education*, 29 (3), pp. 157-168.

Imron, I., & Suhardi, S. (2019). Pengaruh Gaya Kepemimpinan, Kerjasama Tim, dan Budaya Organisasi Terhadap Prestasi Kerja dan Dampaknya Kepada Kinerja Pegawai. JEM: Jurnal Ekonomi dan Manajemen STIE Pertiba Pangkalpinang, 5 (1), pp. 64-83.

Irwana, A. (2015). Kepemimpinan Visioner Kepala Sekolah dan Kinerja Guru Terhadap Efektivitas Sekolah di Sekolah Dasar. *Jurnal Administrasi Pendidikan*, 22 (2), pp. 104-119.

Ismail, A & Mydin, A. A. (2018). *The Impact of Transformational Leadership and Commitment on Teachers' Innovative Behavior*. Proceeding: Advances in Social Science, Educational and Humanities Research (ASSEHR), 4th ASEAN Conference on Psychology, Counselling, and Humanities, Volume 304, pp. 426-430.

Izzati, U. M. (2017). *The Realtionships between Vocational High School Teachers' Organizational Climate and Innovative Behavior*. Proceeding: Advances in Social Science, Education and Humanities Research, 1st International Conference on Education Innovation, Volume 173, pp. 343-345.

Janssen, O. (2000). Job demands, perceptions of effort-reward fairness and

innovative work behaviour. *Journal of Occupational and Organizational Psychology*, *73*(3), 287–302.

Janssen, O. (2003). Innovative behaviour and job involvement at the price of conflict and less satisfactory relations with co-workers. *Journal of Occupational and Organizational Psychology*, 76, 347–364.

Javed, B., Abdullah, I., Zaffar, M. A., Haque, A. ul, & Rubab, U. (2019). Inclusive leadership and innovative work behavior: The role of psychological empowerment. *Journal of Management & Organization*, *25*(4), 554–571.

Jayani, D.H. (2021). Analisis Data Risiko-risiko Masa Depan Pelajar Indonesia Pasca Pandemi. https://katadata.co.id/ariayudhistira, diakses pada tanggal 1 Juli 2021.

Johari, A.B., Wahat, N.W.A., & Zaremohzzabieh, Z. (2021). Innovative Work Behavior among Teachers in Malaysia: The Effect of Teamwork, Principal Support, and Humor. Asian Journal of University Education, 17 (2), 72-84.

Johnson, S. R., Pas, E. T., Loh, D., Debnam, K. J., & Bradshaw, C. P. (2017). High school teachers' openness to adopting new practices: The role of personal resources and organizational climate. *School Mental Health*, *9*(1), 16–27.

Jong, J. P. De, & Hartog, D. Den. (2008). Innovative work behavior: Measurement and validation. *EIM Business and Policy Research*, *8*(1), 1–27.

Kadir, A.N.J. (2010). Visionary Leadership and Staff Innovative Behavior in Public College of Education in Kwara State. International Journal of education, 12 (2), pp. 63-76.

Karwan, D. H., Hariri, H., & Rini, R. (2017). Membangun Budaya Guru Pembelajar Melalui Kepemimpinan Visioner. *Jurnal Pendidikan Progresif (JPP) FKIP Unila*, *7*(2), 77–87.

Kay Livingston. (2017). The complexity of learning and teaching: challenges for teacher education. *European Journal of Teacher Education*, *40*(2), 141–143. https://doi.org/02619768.2017.1296535

Khalil, S. R., & Mehmood, K. K. (2020). Knowledge Management, Emotional Capability, Teamwork, and Innovativeness: Mediating Role of Organizational Learning. *Review of Economics and Development Studies*, *4*(2), 227–235. https://doi.org/https://doi.org/10.26710/reads.v4i2.407

Komariah, A. (2014). Pengaruh Kepemimpinan Transformasional, Iklim Sekolah, Kinerja Mengajar Guru terhadap Produktivitas Sekolah. *Mimbar: Jurnal Sosial Dan Pembangunan*, *30*(1), 118–125.

Kostogriz, A. (2019). Teacher Responsibility. In *Rethinking Reflection and Ethics for Teachers* (pp. 51–64). https://doi.org/10.1007/978-981-32-9401-1_4

Lawasi, E. S., & Triatmanto, B. (2017). Pengaruh Komunikasi, Motivasi, dan Kerjasama Tim Terhadap Peningkatan Kinerja Karyawan. *Jurnal Manajemen dan Kewirausahaan*, 5 (1), pp. 47-57.

Loughland, T., & Alonzo, D. (2018). Teacher adaptive practices: Examining links with teacher self-efficacy, perceived autonomy support and teachers' sense of adaptability. *Educational Practice and Theory*, *40*(2), 55–70.

Margana, G.S., Widodo, S.E., & Mukhtar, M. (2019). *A Study of the Influence of Transformational Leadership, Organizational Learning on Employees Innovative Behavior and Work Engangement at Sekolah Bahasa Polri*. Proceeding: Advances in Social Science, Education and Humanities Research: 1st International Conference on Administration Science, Volume

343, pp. 214-219

Mappaenre, A. (2014). Kepemimpinan Visioner Kepala Sekolah, Kepemimpinan Diri Guru dan Sekolah Efektif. *Jurnal Ilmu Administrasi Negara*, 12 (4), pp. 217-288.

Marc A Zimmerman. (n.d.). *Empowerment theory: Psychological, organizational, and community levels of analysis*.

Mascareño, J., Rietzschel, E., & Wisse, B. (2020). Envisioning innovation: Does visionary leadership engender team innovative performance through goal alignment? *Creat Innov Manag*, *29*, 33–48.

Mata, C. (2020). *World Bank Sebut Indeks SDM Indonesia Membaik Tahun Ini*. Www.Industry.Co.Id. https://www.industry.co.id/read/74377/naik-054-world-bank-sebut-indeks-sdm-indonesia-membaik-tahun-ini.

Messmann, G., & Mulder, R. H. (2011). Innovative work behaviour in vocational colleges: Understanding how and why innovations are developed. *Vocations and Learning*, 4, 63–84.

Mishra, L., Gupta, T., & Shree, A. (2020). Online teaching-learning in higher education during lockdown period of COVD-19 pandemic. *International Journal of Educational Research Open*, *1*.

Molina, O.A.M. (2018). Visionary Leadership in the Administrative Staff of the Guapan Educational Unit. *Journal of Technology and Science Education*, 8 (2), pp. 112-125.

Momeni, M., Ebrahimpour, H., & Ajirloo, M. B. (2014). Surveying the impact of inferential organizational justice on innovative work behavior. *Singaporean Journal of Business, Economics and Management Studies*, 1–8.

Morrison, R. S., Jones, L., & Fuller, B. (1997). The Relation Between Leadership Style and Empowerment on Job Satisfaction of Nurses. *The Journal of Nursing Administration*, *27*(5), 27–34.

Msulihah, E. (2016). Pengelolaan, Kohesivitas, dam Keberhasilan Team Work. *Tarbawi*, 2 (2), pp. 58-68.

Mulyani. (2016). Tim Virtual Dan Faktor-Faktor Yang Mempengaruhi Efektivitas Kerjasama Dalam Tim Virtual. *Buletin Bisnis Dan Manajemen*.

Mukti, N. (2018). Kepemimpinan Visioner Kepala Sekolah. *Jurnal Kependidikan*, 6 (1), pp. 71-90.

Neto, R.C.A., Bursey, A., Janowiak, A, Mccarty, C., & Demeter, B. (2018). Teamwork and Motivation to Leave the Teaching Profession: An Exploratory Study. *Journal of Education*, 198 (3), pp. 215-224

Nurmalia, T., Choirunnisa, D., Hanim, W., & Marjo, H. K. (2020). Self Efficacy Dengan Menggunakan Pendekatan Rational Emotive Behavior Therapy (Rebt) Dalam Konseling Tim Pada Peserta Didik Sma. *Visipena*, *11*(2), 404–415.

Octavia, A., & Ratnaningsih, I. Z. (2017). Hubungan Antara Gaya Kepemimpinan Transformasional Dengan Perilaku Inovatif Karyawan Non Proses (Supporting) PT Indocement Tunggal Prakarsa Tbk Plant Palimanan. *Empati*, *6*(1), 40–44.

Ossiannilsson, E. (2018). Visionary leadership for digital transformation: In a time when learners take ownership of their learning. *Asian Journal of Distance Education*, *13*(1), 128–148.

Peter. (2010). *Team Effectiveness: 5 Factors*. Ciswick Consulting.

http://www.chiswickconsulting.com/wp-content/uploads/2010/12/Team-Effectiveness-5-Factors.pdf

Petter, J., Byrnes, P., Choi, D. L., Fegan, F., & Miller, R. (2002). Dimensions and Patterns in Employee Empowerment: Assessing What Matters to Street-Level Bureaucrats. *Journal of Public Administration Research and Theory*, *12*, 377–400.

PPLIPI. (2019). *Modul Pelatihan Pembentukan Jabatan Fungsional Peneliti (PPJFP): Tim Efektif*. Pusat Pembinaan, Pendidikan, dan Pelatihan Lembaga Ilmu Pengetahuan Indonesia.

Pradana, G. O., & Izzati, U. A. (2019). Hubungan Antara Iklim Organisasi dengan Perilaku Inovatif pada Guru SMK Swasta X di Surabaya. Character: *Jurnal Penelitian Psikologi*, 06 (04), pp. 1-6

Prayudhayanti, B., N. 2014. Peningkatan Perilaku Inovatif melalui Budaya Organisasi. *Jurnal Ekonomi Bisnis*, 15(2), 19-32

Ramli, E., & Afriansyah, H. (2019). Teachers' Work Motivation in Public Senior High School (A study in Bungo City, Jambi Province, Indonesia). *Padang International Conference on Educational Management And Administration (PICEMA 2018)*, 122–125.

Riduwan. (2005). *Skala Pengukuran Variable Penelitian*. Alfabeta.

Robbins, S. P., & Judge, T. A. (2014). *Essentials of Organizational Behavior* (12th ed.). Pearson.

Rydenfält, C., Odenrick, P., & Larsson, P.-A. (2017). Organizing for teamwork in healthcare: an alternative to team training? *Ournal of Health Organisation and Management*, *31*(3).

Saragih, S., & Zuhri, D. (2019). *Teacher Behavior in Students ' Critical Thinking Ability Development Teacher Behavior in Students ' Critical Thinking Ability Development*. https://doi.org/10.1088/1742-6596/1320/1/012006

Sarjana, S. (2014). Kontribusi Kepemimpinan dan Kerjasama Tim Terhadap Etika Kerja Guru. *Jurnal Paedagogia*, 17 (1), pp. 78-93.

Sedarmayanti. (2010). *Tata Kerja Dan Produktivitas Kerja (Suatu Tinjauan dariAspek Ergonomo Atau Kaitan Antara Manusia Dengan Lingkungan Kerja),* Bandung: CV. Mandar Maju.

Singh, M., & Sarkar, A. (2019). Role of psychological empowerment in the relationship between structural empowerment and innovative behavior. *Management Research Review*, *42*(4), 521–538.

Siti Mustaghfiroh. (2020). Konsep "Merdeka Belajar" Perspektif Aliran Progresivisme John Dewey. *Jurnal Studi Guru Dan Pembelajaran*, *3*(1).

Sugiyono, P. D. (2018). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Alfabeta.

Suharsimi Arikunto. (2002). *Prosedur Penelitian, Suatu Pendekatan Praktek*. PT Rineka Cipta.

Suharsimi Arikunto. (2012). *Prosedur Penelitian suatu Pendekatan dan Praktik*. Graha Pustaka.

Sunaryo, W., & Setyaningsih, S. (2018). *Contoh Penulisan Proposal Instrumen Penelitian*. Penerbit Program Pascasarjana Universitas Pakuan.

Supangkat, A., Abdullah, T., Herfina., H. Ali, A., Idhofi, A., & Abidin, Z. (2020). Improving Teacher Performance with the Development of Supervision of School Heads, Empowerment, and Dicipline of Work (Empirical Study

Using a Correlational Approach and SITOREM Analysis on Private Junior High School Teachers' in Bogor Cuty. *PalArch's Journal of Archeology of Egypt/Egyptology*, 17 (6), pp. 7804-7824

Taradita, I.G.A.S., & Wibawa, I.M.A. (2019). Pengaruh Pemberdayaan Psikologis dan Budaya Organisasi Terhadap Perilaku Inovatif. *E-Jurnal Manajemen*, 8 (6), pp. 3417-3445

Toshpulatova, D., & Kinjemuratova, A. (2020). Teacher Perceptions on Developing Students' Critical Thinking Skills in Academic English Module. *International Journal of Psycho-Educational Sciences | Vol. 9, No. 1 London Academic Publishing*, *9*(1), 48–60.

University, B. (2020). *3 Generation Z traits today's teachers need to adapt to*. https://www.brandman.edu/news-and-events/blog/generation-z-traits-teachers-need-to-adapt-to

Utami, N., Basir, D., & Fitriyanti. (2015). Pengaruh penerapan model pembelajaran PAIKEM GEMBROT. *JURNAL PROFIT*, *2*(1).

Widmann, A., Mulder, R. H., & König, C. (2019). Team learning behaviours as predictors of innovative work behaviour – a longitudinal study. *Innovation*, *21*(2), 298–316.

Wirjadi, I. (2014). Determinan Keterlibatan Kerja untuk Tercapainya Perilaku Inovatif. *Jurnal Manajemen dan Pemasaran Jasa*, 7 (1), pp. 23-37

Yuan, F., & Woodman, R. W. (2017). Innovative Behavior in the Workplace: The Role of Performance and Image Outcome Expectations. *Academy of Management Journal*, *53*(2), 323–342.

Zhu, J., Yao, J. & Zhang, L. Linking empowering leadership to innovative behavior in professional learning communities: the role of psychological empowerment and team psychological safety. *Asia Pacific Educ. Rev.* **20,** 657–671 (2019). https://doi.org/10.1007/s12564-019-09584-2.