DAFTAR PUSTAKA

Alavi, M. and Leidner, D. E., (2001), Review: Knowledge management and knowledge management systems: conceptual foundations and research issues, *Mis Quarterly*, Vol. 25 No. 1, pp. 107-136.

Anand, R. and Udaya Suriyan, G., (2010). Emotional intelligence and its relationship with leadership practices, *International Journal of Business and Management*, 5(2), 65-76.

Andaleeb, S.S. (1995), Dependence relations and the moderating role of trust: implications for behavioral intentions in marketing channels, *International Journal of Research in Marketing*, Vol. 12 No. 2, pp. 157-172.

Arbuckle, J.L. (1997). *Amos Users' Guide.* Version 3.6: Smallwaters Corporation. Chicago.

Bass, B.M. and Avolio, B.J. (1990) Developing Trans-formational Leadership: 1992 and Beyond. *Journal of European Industrial Training*, 14, 21-27.

Bass, B.M., and Avolio, B.J. (1994). Improving organizational effectiveness through transformational leadership. *CA: Sage Thousand Oaks.*

Beugre, C., Acar, W. and Braun, W. (2006), Transformational leadership in organizations:an environment-induced model, *International Journal of Manpower*, Vol. 27 No. 1, pp. 52-62.

Bilson, Simamora. 2002. *Metodologi Penelitian.* Edisi kedua. Jakarta : PT Gramedia Pustaka Utama.

Blau, P. M. (1964). *Exchange and Power in Social Life*, John Wiley and Sons, New York.

Bock, G.W. and Kim, Y.G. (2002), Breaking the myths of rewards: an exploratory study of attitudes about knowledge sharing,*Information Resources Management Journal*, Vol. 15 No. 2, pp. 14-21.

Bock, G.W., Zmud, R.W., Kim, Y.G. and Lee, J.N. (2005), Behavioral intention formation in knowledge sharing: roles of extrinsic motivators, social-psychological forces, and organizational climate, *MISQuarterly*, Vol. 29 No. 1, pp. 87-112.

Bock, G.W., Zmud, R.W., Kim, Y.G. and Lee, J.N. (2005), Behavioral intention formation in knowledge sharing: roles of extrinsic motivators, social-psychological forces, and organizational climate, *MISQuarterly*, Vol. 29 No. 1, pp. 87-112.

Browne, M.W., and Cudeck, R. (1993).*Alternative ways of assessing model fit. Testing Structural Equation Models.* New Bury Park. London: SAGE Publications. New Delhi.

Bruch, H. and Walter, F. (2007), Leadership in context: investigating hierarchical impacts on transformational leadership, *Leadership & Organization Development Journal,* Vol. 28 No. 8, pp. 710-726.

Bryant, Scott E. (2013). The Role of Transformational and Transactional Leadership in Creating, Sharing and Exploiting Organizational Knowledge. *Journal of Leadership & Organizational Studies*, 9(4)

Buckman, R.H. (2004). *"Building a knowledge-driven organization."* New York: McGraw-Hill Professional.

Burke, C.S., Sims, D.E., Lazzara, E.H. and Salas, E., (2007). Trust in Leadership. A multi-level review and integration. *Leadership Quarterly*, 18, pp.606-632.

Burn, J.M., (1978). Leadership. Harper &Row, New York

Butler, J. K. (1991). Toward understanding and measuring conditions of trust: Evolution of a Conditions of Trust Inventory. *Journal of Management*, 17: 643-663.

Cardador, M.T. and Pratt, M.G. (2006), Identification management and its bases: bridging management and marketing perspectives through a focus on affiliation dimensions*, Academy ofMarketing Science Journal*, Vol. 34 No. 2, pp. 174-184.

Casimir, G., Lee, K., Loon, M. (2012) Knowledge sharing: influences of trust, commitment and cost, *Journal of Knowledge Management*, Vol. 16 Issue: 5, pp.740-753.

Charles, H.S Jr., David, J.G. (2013) Improving salespeople's trust in the organization, moral judgment and performance through transformational leadership, *Journal of Business & Industrial Marketing,* Vol. 28 Issue: 7, pp.535-546.

Chay, Y.W., Loh, B.C.H., Menkhoff, T. and Evers, H.D. (2005), Theorizing, measuring, and predicting knowledge sharing behavior in organizations – a social capital approach*,Proceedings of the 38thHawaii International Conference on System Sciences*, IEEE Computer Society, HI, pp. 1-10.

Cheng, J.H., Yeh, C.H. and Tu, C.W. (2008), Trust and knowledge sharing in green supply chains, *Supply Chain Management: An International Journal*, Vol. 13 No. 4, pp. 283-295.

Cheung, M.F.Y. and Wong, C.S. (2011), Transformational leadership, leader support, and employee creativity, *Leadership & Organization Development Journal,* Vol. 32 No. 7, pp. 656-672.

Chiang, C. F., & Wang, Y. Y. (2012). The effects of transactional leadership and transformational leadership on organizational commitment in Hotels: The mediating effect of trust. *Journal of Hotel and Business Management,* 1(1).

Chiu, C. M., Hsu, M. H., and Wang, Eric T. G. (2006). Understanding Knowledge Sharing in Virtual Communities: An Integration of Social Capital and Social Cognitive Theories, *Decision Support Syst*ems (42:3), pp. 1872-1888.

Chowdhury, S. (2005), The role of affect- and cognition-based trust in complex knowledge sharing,*Journal of Managerial Issues*, Vol. 17 No. 3, pp. 310-326.

Cross, R., and L. Baird. (2000). Technology is not enough: Improving performance by building organizational memory. *Sloan Management Review* 41:69–78.

Danish, R. Q., Khan, M. K., Nawaz, M. M., Munir, Y. and Nisar, S., (2014), Impact of knowledge sharing and transformational leadership on organizational learning in service sector of Pakistan, Vol. x, pp. 59-67.

Davenport, H.T. and Prusak, L. (1998), "*Working Knowledge: How Organizations Manage What TheyKnow"*,Harvard Business School Press, Boston, MA.

Davenport, T.H. (1994). "aving IT's Soul: Human-Centered Information Management,"*Harvard Business Review*, Mar-Apr, pp. 119-131.

Davenport, Thomas, H., and Laurence Prusak. (1998). *"Working Knowledge : How Organizations Manage What They Know".* Harvard Business School Press, Boston.

Debowski, S. (2006). *Knowledge Management*. Singapore: Seng Lee Press Pte Ltd.

Depdiknas. (2002). *Ringkasan Kegiatan Belajar Mengajar*. Jakarta: Depdiknas.

Dirks, K. T. & Skarlicki, D. P. (2004). Trust in leaders: Existing research and emerging issues. In Kramer, R. M. & Cook, K. S. (Eds.) *Trust and Distrust in Organizations: Dilemmas and Approaches.* 21-40. New York: Russell Sage Foundation.

Dodgson, M. (1993), "Learning, trust, and technological collaboration", Human Relations, Vol. 46 No. 1, pp. 77-95.

Drucker, P.F. (1988). *"The Coming of The New Organization."* Harvard Business Review, January-February: 45-53.

Drucker, Peter F, (2001), *ThePractise of the Executive,* New York, Harperd& Brother Publisher.

Edelenbos, J. and Klijn, E.-H. (2007), Trust in complex decision-making networks: a theoretical and empirical exploration*, Administration & AMP Society,* Vol. 39 No. 1, pp. 25-50.

Ellonen, R., Blomqvist, K. and Puumalainen, K. (2008). The role of trust in organizational innovativeness. *European Journal of Innovation Management*, 11, 2, 160-181

Erfan, A., Siadat, S.A., *and* Erfan, A. (2013). The study of the relation between organizational climate and knowledge sharing behavior among employees at Isfahan university of medical sciences. *European Online Journal of Natural and Social Sciences vol.2, No.3 (s)*, pp. 1114-1119.

Fiske,S.T., Cuddy,A.J.C., and Glick,P. (2007). Universal dimensi on of social cognition: Warmthand competence. *Trendsin Cognitive Sciences*, 11(2):77–83.

Fitzgerald, S. and Schutte, N. (2010), Increasing transformational leadership through enhancing self-efficacy*, Journal of Management Development*, Vol. 29 No. 5, pp. 495-505.

Forehand, Gary A dan B. Von Haller Gilmer. (1964). *Environmental Variation in studies of Organizational Behavior.* Psychologycal Bulletin. December.

Foss, N.J., Husted, K. and Michailova, S. (2010), Governing knowledge sharing in organizations: level of analysis, governance mechanisms and research directions, *Journal of Management Studies*, Vol. 47 No. 3, pp. 455-482.

Gani, A., and Shah, F.A. (2001). Correlates of Organisational Climate in Banking Industry. *Indian Journal of Industrial Relations*, 36(3), 301-322.

Garcia, R. and Calantone, R. (2002), A critical look at technological innovation typology and innovativeness terminology: a literature review, *The Journal of Product Innovation Management*, Vol. 19 No. 2, pp. 110-132.

García-Morales, V.J., Matías Reche, F., Hurtado Torres, N. (2008), Influence of transformational leadership on organizational innovation and performance depending on the level of organizational learning in the pharmaceutical sector. *Journal of Organizational Change Management*, 21(2), 188-212.

Ghozali, Imam. 2016. *Aplikasi Analisis Multivariete Dengan Program IBM SPSS 23 (Edisi 8)*. Cetakan ke VIII. Semarang : Badan Penerbit Universitas Diponegoro.

Goh, M. (2002). *Congestion managemen and electronic road pricing in Singapore. Journal of Transport Geography 10* : 29-38. Faculty of Business Administration, National University of Singapore. Singapore.

Goh, S.C. (2002), "Managing effective knowledge transfer: an integrative framework and some practice implications", *Journal of Knowledge Management*, Vol. 6 No. 1, pp. 23-30.

Goleman, D. (2000). *Leadership that gets results*. Harvard Business Review, 78(2), 78-90.

Goleman, D. (2000). *Leadership that gets results*. Harvard Business Review, *March-April.*

Gruenfeld, D.H., Mannix, E.A., Williams, K.Y. and Neale, M.A. (1996), Group composition and decisionmaking: how member familiarity and information distribution affect process and performance,*Organizational Behavior and Human Decision Process*, Vol. 67 No. 1, pp. 1-15.

Gurteen, D. (1999), *"Creating a knowledge sharing culture"*, Knowledge Management Magazine.

Hair, J.F. Jr., Black, W.C., Babin, B. J., Anderson, R.E. (2010). Multivariate Data Analysis, Seventh Edition. *Pearson Prentice Hall*

Hakam, M., Sudarno, Hoyyi, A. (2015). Analisis Jalur terhadap Fakto-Faktor yang Mempengaruhi Indeks Prestasi Komulatif (IPK) Mahasiswa Statistika Undip. *Jurnal Gaussian,* Vol 4, No 1, pp. 61-70.

Han, S. H., Seo, G., Yoon, S.W., Yoon, D.Y. (2016). Transformational leadership and knowledge sharing: Mediating roles of employee's empowerment, commitment, and citizenship behaviors, *Journal of Workplace Learning*, Vol. 28 Issue: 3, pp.130-149.

Holste, J. S., and Fields, Dail. (2010). Trust and Tacit Knowledge Sharing and Use. *Journal of Knowledge Manag*ement, Vol.14, No.1, 128-140.

Holste, J.S., Fields, D. (2010) "Trust and tacit knowledge sharing and use", *Journal of Knowledge Management*, Vol. 14 Issue: 1, pp.128-140.

Hooff, V.D., and De Ridder, J.A. (2004). Knowledge sharing in context: the influence of organizational commitment, communication climate and CMC use on knowledge sharing. *Journal of Knowledge Management,* Vol. 8 No. 6, pp. 117-130.

Huang, Q., Davison, R.M. and Gu, J. (2008), Impact of personal and cultural factors on knowledge sharing in China, *Asia Pacific Journal of Management*, Vol. 25 No. 3, pp. 451-471.

Huang, X. and Vliert, E.V.D. (2006), Job formalization and cultural individualism as barriers to trust in management, *International Journal of Cross Cultural Management: CCM*, Vol. 6 No. 2, pp. 221-42.

Hulland, J., Chow, Y.H. and Lam, S. (1996). Use of causal models in marketing research: a review. *International Journal of Research in Marketing,* 13 (2), 181–197.

Hurley, R.F. and Hult, G.T. (1998), Innovation, market orientation, and organizational learning: an integration and empirical examination,*Journal of Marketing*, Vol. 62 No. 3, pp. 42-54.

Hussain, S., Shujahat, M., Malik, M.I., Iqbal, S., Mir, F.N., (2018) Contradictory results on the mediating roles of two dimensions of trust between transformational leadership and employee outcomes, *Journal of Organizational Effectiveness: People and Performance*, Vol. 5 Issue: 1, pp.39-63.

Hussi ,T. (2004). Reconfiguring Knowledge Management - Combining Intellectual Capital, Intangible Assets and Knowledge Creation, *Journal of Knowledge Management*, 8, 2, pp. 36-52.

Ivey, G.W. and Kline, T.J. (2010), Transformational and active transactional leadership in the Canadian Military, *Leadership & Organization Development Journal,* Vol. 31 No. 3, pp. 246-262.

Jain, K.K., Sandhu, M.S., Goh, S.K. (2015). Organizational climate, trust and knowledge sharing: insights from Malaysia, *Journal of Asia Business Studies, Vol. 9 Issue*: 1, pp.54-77.

Jain, K.K., Sandhu, M.S., Goh, S.K. (2015). Organizational climate, trust and knowledge sharing: insights from Malaysia", *Journal of Asia Business Studies*, Vol. 9 Issue: 1, pp.54-77.

Jasimuddin, SM., et al. (2006). What motivates organisational knowledge transfer? some lessons from a UK-based multinational. *Journal of Information & Knowledge Management*, Vol. 5, No. 2, p.165–171.

Jena, L.K., Pradhan, S., andPanigrahy, N.P. (2017). Pursuit of organisational trust: Role of employee engagement, psychologicalwell-being and transformational leadership. *Asia Pacific Management Review.* 1-8.

Kao, R.H. (2017) The relationship between work characteristics and change-oriented organizational citizenship behavior: A multi-level study on transformational leadership and organizational climate in immigration workers, *Personnel Review*, Vol. 46 Issue: 8, pp.1890-1914.

Khalili, A. (2016). Linking transformational leadership, creativity, innovation, and innovation-supportive climate, *Management Decision*, Vol. 54 Issue: 9, pp.2277-2293.

Kikoski, C., and Kikoski, JF. (2004). *The enquiring organization: tacit knowledge, conversation, and knowledge creation: skill for 21th century organizations.* Westport, CT: Praeger

Kolb, D.A and Rubin, I.M. (1984). *Organizational psychology an experiental approach to organizational behavior*. New Jersey: Prentice Hall Inc.

Kuo, T-H. (2013) How expected benefit and trust influence knowledge sharing, *Industrial Management & Data Systems*, Vol. 113 Issue: 4, pp.506-522.

Latan, H., and Selva, T. (2013). *Analisis Multivariate Teknik dan Aplikasi Menggunakan Program IBM SPSS 20.0.* Bandung: Alfabeta.

Le, P.B., and Lei, H. (2017). How transformational leadership supports knowledge sharing: Evidence from Chinese manufacturing and service firms. *Chinese Management Studies*, 11(3), 479-497.

Le, P.B., and Lei, H. (2018). Fostering knowledge sharing behaviours through ethical leadership practice: the mediating roles of disclosure-based trust and reliance-based trust in leadership. *Knowledge Management Research & Practice,* 1-13.

Le, P.B., and Lei, H., (2018) The effects of innovation speed and quality on differentiation and low-cost competitive advantage: The case of Chinese firms, *Chinese Management Studies*.

Lee, J. N. (2001). The impact of knowledge sharing, organizational capability and partnership quality on IS outsourcing success. Information & Management, 38, 323-335.

Lewicki,R.J.,andBunker,B.B. (1996).*"Developing and maintaining trust in work relationships .In R.M .Kramer & T.R.Tyler (Eds.)",Trust in organizations: Frontiers of theory and research*: 114–139. Thousand Oaks, CA:Sage.

Li, G., Shang, Y., Liu, H. and Xi, Y., (2014), Differentiated transformational leadership and knowledge sharing: A cross-level investigation*, European Management Journal,* Vol. 32 No. 4, pp. 554-563.

Li, W., Bhutto, T.A., Nasiri, A.R., Shaikh, H.A., Samo, F.A. (2018) Organizational innovation: the role of leadership and organizational culture, *International Journal of Public Leadership*, Vol. 14 Issue: 1, pp.33-47.

Litwin, G.H., and Stringer, R.A. (1968). *Motivation and organizational climate*. Boston: Division of Research, Graduate School of Business Administration, Harvard University.

Liu, Yuwen, and DeFrank, Richard, S. (2013). Self-interest and knowledge sharing intentions: the impacts of transformational leadership climate and HR practices.*The International Journal of Human Resource Management* 24, 6, 1151–1164.

Long, C., Yusof, W., Kowang, T. and Heng, L. (2014), The impact of transformational leadership style on job satisfaction*, World Applied Sciences Journal,* Vol. 29 No. 1, pp. 117-124.

Luban F., and Hîncu D. (2009). Interdependency between Simulation Model Development and Knowledge Management. *Theoretical and Empirical Researches in Urban Management,* Number 1(10).

Lussier, N Robert, (2005). *Human Relations in OrganizationApplications and skill Building. New York*: Mc Graw Hill.

Luthans F, (2006), *Perilaku Organisasi, Alih Bahasa V*. A Yuwono, Penerbit Andi, Yogyakarta.

Maamari, B.E., Majdalani, J.F. (2017). Emotional intelligence, leadership style and organizational climate, *International Journal of Organizational Analysis*, Vol. 25 Issue: 2, pp.327-345.

Marquardt, M. (1996), *Building the Learning Organization: A Systems Approach to Quantum Improvement and Global Success*, McGraw-Hill, New York, NY.

Mayer, R.C., Davis, J.H. and Schoorman, F.D. (1995), An integrative model of organizational trust, *Academy of Management Review*, Vol. 20 No. 3, pp. 709-734.

Mcallister, D.J. (1995), Affect- and cognition-based trust as foundations for interpersonal cooperationin organizations, *Academy of Management Journal*, Vol. 38 No. 1, pp. 24-59.

Meyerson, D., Weick, K.E., and Kramer, R.M. (1996). *"Swift trust and temporary groups." In R.M. Kramer, & T.R. Tyler, (Eds.) Trust in organizations: Frontiers of theory and research"*. Thousand Oaks, CA: Sage.

Michaelis, B., Stegmaier, R., Sonntag, K. (2010). Shedding light on followers' innovation implementation behavior: The role of transformational leadership, commitment to change, and climate for initiative, *Journal of Managerial Psychology*, Vol. 25 Issue: 4, pp.408-429.

Mishra, A.K. (1996). *"Organizational responses to crisis: The centrality of trust. In R.M. Kramer, & T.R. Tyler, (Eds.). Trust in organizations: Frontiers of theory and research"*. Thousand Oaks, CA: Sage.

Mooradian, T., Renzl, B., and Matzler, K. (2006). "*Who trusts? Personality, trust and knowledge sharing. Management Learning"*, 37, 523 -540.

Nelson, K. and Cooprider, J. (1996), The contribution of shared knowledge to is group performance, *MIS Quarterly*, Vol. 20 No. 4, pp. 409-432.

Nguyen, H. N. and Mohamed, S. (2011) Leadership behaviors, organizational culture and knowledge management practices, *Journal of Management Development,* Vol. 30, Iss. 2, pp. 206 – 221.

Nonaka, Ikujiro and Takeuchi H. 1995. *The Knowledge Creating Company : How Japanese Companies Create the Dynamics In Innovation.* Oxford University Press.

O'Dell, C. (1996). *"A current review of knowledge management best practices, conference on knowledge management and the transfer of best practicess",* Business Intelligence, London.

Omar, W. and Hussin, F. (2013), Transformational leadership style and job satisfaction relationship: a study of structural equation modeling (SEM), *International Journal of Academic Research in Business and Social Sciences*, Vol. 3 No. 2, pp. 346-365.

Park, S., & Kim, E-J. (2018). Fostering organizational learning through leadership and knowledge sharing, Journal of Knowledge Management, Vol. 22 Issue: 6, pp.1408-1423

Pawar, B.S. and Eastman, K.K. (1997), The nature and implications of contextual influences on transformational leadership: a conceptual examination, *Academy of Management Review*, Vol. 22 No. 1, pp. 80-109.

Putri, S. S. & Pangaribuan, T. H. (2009): Knowledge Management System: Knowledge Sharing Culture di Dinas Sosial Provinsi DKI,*Prosiding Seminar NasionalAplikasi Teknologi Inform*asi, pp. D65-D70.

Qian J, et al. (2008). *"Evidence for a catalytic dyad in the active site of homocitrate synthase from Saccharomyces cerevisiae".* Biochemistry 47(26):6851-8

Randhawa, G., and Kaur, K. (2015). *An Empirical Assessment of Impact of Organizational Climate on Organizational Citizenship Behaviour. Paradigm*, 19(1), 65-78.

Rao, M.S. (2014), *"Transformational leadership-an academic case study", Industrial and Commercial Training*, Vol. 46 No. 3, pp. 150-154.

Razzaq, K., Rehman, W., Dost, M.K., *and* Akram, M.W. (2018). Organizational Climate and Knowledge Sharing: A Moderating Role of Cognitive Based Trust among Health Care Professionals. *Global Development in Humanities, Education and Civilization.*

Rees, Erik, 2001. Seven Principles of Transformational Leadership: Creating A Synergy of Energy.

Renzl, B. (2006). Trust In Management and Knowledge Sharing: The Mediating Effects Of Fear andKnowledge Documentation. *The International Journal Of Management Science*, 36, 206-220.

Renzl, B. (2008), Trust in management and knowledge sharing: the mediating effects of fear and knowledge documentation*, Omega*, Vol. 36 No. 2, pp. 206-20.

Roth, J. (2003), Enabling knowledge creation: learning from an R&D organization,*Journal ofKnowledge Management*, Vol. 7 No. 1, pp. 32-49.

Sanghani, Parag. (2009). Knowledge Management Implementation: Holistic Framework Based on Indian Study. *PACIS Proceedings*, July 10-12

Savage, Doris. (1982). *"Trust as a productivity management tool."Traininh and develophment journal,* 54-57.

Sekaran, U., and Bougie, R. (2013). *Research Methods For Business Sixth Edition,* John Wilwy & Sons Ltd, United Kingdom.

Shao, Z., Feng, Y. and Liu, L., (2012), The mediating effect of organizational culture and knowledge sharing on transformational leadership and Enterprise Resource Planning systems success: An empirical study in China,*Computersin Human Behavior*, Vol. 28 No. 6, pp. 2400-2413.

Slater, S.F. (1997), *"Developing a customer value-based theory of the firm",Journal of the Academy ofMarketing Science*, Vol. 25 No. 2, pp. 162-167.

Stewart, Jan. (2006). *Transformational Leadership. Canadian Journal of Educational Administration and Policy* . CJEAP. June 26, 2006

Stinger, Robert. (2002). *Leadership and Organizational Climate: The Cloud Chamber Effect.* Upper Saddle River, NJ: Prentice Hall.

Swift, P.E., Hwang, A. (2013). The impact of affective and cognitive trust on knowledge sharing and organizational learning, *The Learning Organization*, Vol. 20 Issue: 1, pp.20-37.

Tabachnick, B.G. and Fidell, L.S. (2007). *Using Multivariate Statistics.* Ed.5. Boston: Perason.

Tjahjono, H. K. (2004a). Budaya organisasional dan balanced scorecard : Dimensi teori dan praktik. UPFE UMY.

Tjahjono, H. K. (2004b). Hubungan budaya organisasional, keefektifan organisasional dan kepemimpinan, telaah perspektif untuk riset. *Jurnal Kompak (10)*, 132-148

Tjahjono, H.K. (2015). *Metode Penelitian Bisnis.* VSM MM UMY.

Tjahjono, H.K., Prasetyo, F., Palupi, M. (2018) Kepemimpinan Transformasional pada Organizational Citizenship Behavior dan Komitmen Afektif. *Jurnal Manajemen dan Pemasaran,* Vol 11 No 2, pp. 217-232.

Valsania, S.E., Moriano, J.A., Molero, F. (2016) Authentic leadership and employee knowledge sharing behavior: Mediation of the innovation climate and workgroup identification, *Leadership & Organization Development Journal,* Vol. 37 Issue: 4, pp.487-506.

Wang, X., Clay, P. F. and Forsgren, N., (2015), Encouraging knowledge contribution in IT support: social context andthe differential effects of motivation type,*Journal of Knowledge Management*, Vol. 19 No. 2, pp. 315-333.

Wasko, M. M., and Faraj, S. (2005). "*Why Should I Share? Examining Social Capital and Knowledge Contribution in Electronic Networks of Practice*", MIS Quarterly (29:1), , pp. 35-57.

Werther, William B. and Keith Davis.(1996). *Human Resources And Personal Management*. International Edition. McGraw-Hiil, Inc., USA.

Yu, C., Yu, T., & Yu, C. (2013). Knowledge sharing, organizational climate, and innovative behavior: A cross-level analysis of effects. *Social Behavior and Personality: An international journal*, *41*, 143-156.

Zand, D.E. (1972). "Trust and managerial problem solving", *Administrative Science Quarterly*, Vol. 17 No. 2, pp. 229-239.

Zhu, W., Newman, A., Miao, Q., and Hooke, A. (2013). Revisiting the Mediating Role of Trust in Transformational Leadership Effects: Do Different Types of Trust Make a Difference?*The Leadership Quarterly* 24:94–105.

Zhu, Y., & Akhtar, S. (2014). How transformational leadership influences follower helping behavior: The role of trust and prosocial motivation. *Journal of Organizational Behavior*, 35, 373–392.