

## DAFTAR PUSTAKA

- Berg, A. (2019). Pulp, paper, and packaging in the next decade: Transformational change. McKinsey & Company.
- Binus Business School. (2024). Country MDP fiber. Binus Business School Executive Education.
- Bisnis.com. (2021, Oktober 12). Expo Dubai 2020: Industri pulp and paper kondusif, praktik keberlanjutan jadi tumpuan. Bisnis.com.  
<https://ekonomi.bisnis.com/read/20211012/9/1453445/expo-dubai-2020-industri-pulp-and-paper-kondusif-praktek-keberlanjutan-jadi-tumpuan>
- Creswell, J. W. (2014). Research design: Qualitative, quantitative, and mixed methods approaches (4th ed.). SAGE Publications.
- Dalkir, K. (2017). Knowledge management in theory and practice (3rd ed.). MIT Press.
- Dessler, G. (2020). Human resource management (16th ed.). Pearson Education.
- Efendi, F. W., & Susanty, A. I. (2018). Analisis faktor-faktor learning organization pada PT Kereta Api Indonesia (Persero) (Studi pada peserta pendidikan dan pelatihan). Jurnal Indonesia Membangun, 17(2), 103–113.  
<https://jurnal.inaba.ac.id/index.php/JIM/article/view/113>
- Emron, E., Anwar, M., & Komariyah, I. (2020). Manajemen sumber daya manusia. Pustaka Setia.
- Flippo, E. B. (2007). Personnel management (6th ed.). McGraw-Hill.
- G. N. I. K. (2023). Best practices pengelolaan SDM Indonesia era Society 5.0. Penerbit Andi.
- Ghozali, I. (2021). Structural equation modeling: Metode alternatif dengan partial least squares (4th ed.). Badan Penerbit Universitas Diponegoro.

- Golensky, M., & Hager, M. A. (2020). Strategic leadership and management in nonprofit organizations: Theory and practice (2nd ed.). Oxford University Press.
- Greenberg, J., & Baron, R. A. (2011). Behavior in organizations (10th ed.). Pearson Education.
- Gutterman, A. S. (2019). Practicing leadership. Business Expert Press.
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2021). A primer on partial least squares structural equation modeling (PLS-SEM) (2nd ed.). SAGE Publications.
- Harun, C. Z., Majid, M. S. A., & Nasir, M. (2018). The effect of learning organization, leadership style, and organizational culture on employee performance of the Aceh Financial Management Agency. International Journal of Scientific and Research Publications, 8(11), 10–14.  
[https://worldresearchlibrary.org/up\\_proc/pdf/1817-153813257810-14.pdf](https://worldresearchlibrary.org/up_proc/pdf/1817-153813257810-14.pdf)
- Helga, A., Indiyati, D., & Putri, R. K. (2025). Cultivating success: A study of organizational culture, learning organization, and knowledge management in enhancing enterprise fintech performance. In R. K. Hamdan (Ed.), Tech fusion in business and society (Studies in Systems, Decision and Control, Vol. 233). Springer. [https://doi.org/10.1007/978-3-031-84628-1\\_31](https://doi.org/10.1007/978-3-031-84628-1_31)
- Iba, Z., & Wardhana, A. (2023). Metode penelitian (M. Pradana, Ed.). Eureka Media Aksara.
- Kareem, J., Patrick, H. A., & Prabakaran, N. (2024). Exploring the factors of learning organization in school education: The role of leadership styles, personal commitment, and organizational culture. Central European Management Journal. Advance online publication. <https://doi.org/10.1108/CEMJ-12-2023-0457>
- Khunsoonthornkit, A., & Panjakajornsak, V. (2018). Structural equation model to assess the impact of learning organization and commitment on the performance of research organizations. Kasetsart Journal of Social Sciences, 39(3), 457–462. <https://doi.org/10.1016/j.kjss.2018.07.003>

Li, L. (2024). Reskilling and upskilling the future-ready workforce for industry 4.0 and beyond. *Information Systems Frontiers*, 26(5), 1697–1712.

Mardiansyah, D. (2024, Januari 4). APKI ungkap peluang dan tantangan bisnis pulp and kertas tahun ini. Kontan.co.id. <https://industri.kontan.co.id/news/apki-ungkap-peluang-dan-tantangan-bisnis-pulp-and-kertas-tahun-ini>

Pradana, A., & Indiyati, D. (2025). The influence of leadership style and organizational culture on employee engagement at PT. Dayamitra Telekomunikasi, Tbk. (Study of Mitratel employees). *International Journal of Current Science Research and Review*, 8(1), 404–411. <https://doi.org/10.47191/ijcsrr/V8-i1-42>

Prastyani, D. (2020). Pengaruh gaya kepemimpinan transformasional terhadap learning organization dengan organizational citizenship behavior sebagai variabel mediasi [Tesis magister, Universitas Esa Unggul]. Digilib Universitas Esa Unggul.

Purwana, D., & Trisyulianti, F. I. (2011). Pengaruh gaya kepemimpinan terhadap learning organization di PT Pupuk Kujang Cikampek [Tesis magister, Institut Pertanian Bogor]. IPB Repository.

Puspaningtyas, D. (2021). Kepemimpinan transformasional 2. Penerbit Bypass.

Rajalakshmi, R., & Venkatesh, G. (2017). An empirical study on the factors influence on learning organizations. *Global Scientific Journal*, 5(8), 1–9. <https://www.globalscientificjournal.com/researchpaper/An-Empirical-Study-on-the-Factors-Influence-on-Learning-Organizations.pdf>

Restiani, T., & Indiyati, D. (2024). Influence of organizational commitment and employee engagement on employee readiness to change during PT. ABC. *Journal of Multidisciplinary Academic and Practice Studies*, 2(2), 169–185. <https://doi.org/10.35912/jomaps.v2i2.2149>

Robbins, S. P., & Judge, T. A. (2022). *Organizational behavior* (18th ed.). Pearson.

- Sanders, M., Walsh, J., & Wheeler, M. (2021). Effective survey design for research: Asking the right questions to get the data you need. POD Network. [https://podnetwork.org/content/uploads/SandersWalshWheeler2021\\_EffectiveSurveyDesign\\_PODScholar-081121.pdf](https://podnetwork.org/content/uploads/SandersWalshWheeler2021_EffectiveSurveyDesign_PODScholar-081121.pdf)
- Schermerhorn, J. R., Hunt, J. G., & Osborn, R. N. (2023). Organizational behavior (15th ed.). Wiley.
- Sugiyono. (2023). Metode penelitian kuantitatif, kualitatif, dan R&D. Alfabeta.
- Suhariadi, F. (2023). Manajemen sumber daya manusia: Dalam pendekatan teoretis-praktis. Airlangga University Press.
- Suriagiri. (2020). Kepemimpinan transformasional. Radja Publiko.
- Taman, M., Qomaruddin, M. Y., & Sapar, S. (2024). Pengaruh komitmen organisasi dan motivasi kerja terhadap employee readiness melalui learning organization sebagai intervening variabel pada Dinas Pertanian Peternakan dan Perkebunan Kota Palopo. Innovative: Journal of Social Science Research, 4(2), 244–258. <https://doi.org/10.31004/innovative.v4i2.9342>
- Taphun, R. (2021). Learning organization development: A case of the Armed Forces Academies Preparatory School. RICE Journal of Creative Entrepreneurship and Management, 2(3), 69–83. <http://www.ricejournal.net>
- Tong, Y. (2020). The influence of entrepreneurial psychological leadership style on organizational learning ability and organizational performance. Frontiers in Psychology, 11, 1679. <https://doi.org/10.3389/fpsyg.2020.01679>
- Wulandari, D., Tunas, B., & Sunaryo, W. (2017). Relationship between knowledge management, empowerment and self efficacy to learning organization. International Journal of Managerial Studies and Research, 5(2), 25–30.
- Yusrizal, Y. (2020). Pengukuran & evaluasi hasil dan proses belajar. Syiah Kuala University Press.