

DAFTAR PUSTAKA

- Adi, D. (2023). *Dewa Ruci Graphic Narrative Adaptation : Popular Media to Introduce Classical Wayang Mythology and Alternative Character Education Content for Generation Z*. 02026.
- Akram, T. M., & Rana, R. A. (2025). *Assessing Prospective Science Teachers ' Creative Thinking Ability to Solve Environmental Issues at Higher Education*. 6(1), 254–265. <https://doi.org/10.55737/qjssh.vi-i.25314>
- Alshuhumi, S. R., Al-hidabi, D. A., & Al-refaei, A. A. (2024). Unveiling the behavioral nexus of innovative organizational culture: Identification and affective commitment of teachers in primary schools. *Journal of Human Behavior in the Social Environment*, 34(1), 130–152. <https://doi.org/10.1080/10911359.2023.2267600>
- Andita, R. Z. P., Azzahro, F., Putri, B. T. H., & Amalia, K. (2024). *EVALUASI PROGRAM PENDIDIKAN DALAM MENINGKATKAN KETERAMPILAN KREATIVITAS SISWA DI SMPN 3 KRIAN* *Evaluation*. 4, 1950–1958.
- AZDHA, A., JUSOH, M., & THAM, J. (2023). *Validating Meyer and Allen ' s Three Component Model Employee Commitment Survey in the Context of the Resort Sector of the Maldives*. 11(2), 65–82.
- Bendak, S., Shikhli, A. M., & Abdel-razek, R. H. (2020). How changing organizational culture can enhance innovation: Development of the innovative culture enhancement framework How changing organizational culture can enhance innovation: Development of the innovative culture enhancement framework. *Cogent Business & Management*, 7(1). <https://doi.org/10.1080/23311975.2020.1712125>
- Benibo, S. P., Amah, P., & Friday, B. (2022). *Leadership and Employee Affective Commitment : A Literary Reflection*. 9001, 103–117. <https://doi.org/10.36348/gajeb.2022.v04i04.002>
- Chinyuku, C. (2025). *The Role of Psychological Safety in Strategy Implementation : A Brief Literature Review*.
- David, I. (2025). *Commitment . A Case Study of Two Mid-Western Community*. 2025. <https://doi.org/10.1155/hsc/7002933>
- Deborah, J., Id, W., Id, A. P., & Corcoran, R. (2022). *Supporting mental health and wellbeing of university and college students : A systematic review of review-level evidence of interventions*. 1–20. <https://doi.org/10.1371/journal.pone.0266725>

- Dreu, C. K. W. De, Gross, J., & Romano, A. (2024). *Group Formation and the Evolution of Human Social Organization b c d e*. <https://doi.org/10.1177/17456916231179156>
- Edwarsya, T., Satriana, D., & Batusangkar, M. Y. (2026). *Analisis Implementasi Lima Nilai Budaya Kerja melalui Inovasi Digital SILATAR pada Kantor Kementerian Agama Kabupaten Tanah Datar*. 4(4), 13657–13668.
- Fantahun, B., Dellie, E., Worku, N., & Debie, A. (2023). *Organizational commitment and associated factors among health professionals working in public hospitals of southwestern Oromia* ., 3, 1–9.
- Fatoni, M. N., Rahayu, B., Marwanto, I. G. G. H., & Sustiyatik, E. (2022). *Pengaruh Iklim Organisasi Terhadap Kinerja Karyawan Dengan Semangat Kerja Sebagai Variabel Intervening Pada Pt . Bank Pembangunan Daerah Jawa Timur Kota Kediri*. 05.
- Gerlieb, A. (2021). *TikTok as a New Player in the Contemporary Arts Market : A Study with Special Consideration of Feminist Artists and a New Generation of Art Collectors*.
- Goleman, D., & Cherniss, C. (2024). *OPTIMAL LEADERSHIP AND EMOTIONAL INTELLIGENCE*. 7–12. <https://doi.org/10.1002/ltl.20813>
- Gorzelany, J., Gorzelany–Dziadkowiec, M., Luty, L., Firlej, K., Gaisch, M., Dudziak, O., & Scott, C. (2021). *Finding links between organisation ' s culture and innovation . The impact of organisational culture on university innovativeness*. 1–21. <https://doi.org/10.1371/journal.pone.0257962>
- Guan, Y., Anthony, M., & Sumanoy, G. (2023). *Reforms of Art Design Education under the Multi - Cultural Background*. 5(1), 1–4.
- Hariana, F. (2021). *Pengaruh Kepuasan Kerja dan Stress Kerja Terhadap Kinerja Karyawan PT. Mekar Karya Mas*. 5(1), 170–182.
- Hastuti, R. Y., & Kismartini. (2026). *PENGARUH PERSON-JOB FIT DAN LINGKUNGAN KERJA TERHADAP INNOVATIVE WORK BEHAVIOR DI DINAS PEMADAM KEBAKARAN KOTA SEMARANG*.
- Hawey, D. (2025). *Understanding Game Art Practice Beyond Technical Expertise : A Understanding Game Art Practice Beyond Technical Expertise : A Qualitative Study*. February. <https://doi.org/10.1145/3723498.3723724>
- Hugh-jones, S., & Munford, L. (2025). *Social Science & Medicine The effects of engagement in arts and cultural activities on adolescent mental health : Results from a large UK panel study ☆*. *Social Science & Medicine*,

382(June), 118343. <https://doi.org/10.1016/j.socscimed.2025.118343>

- Khasanah, U., Sustiyatik, E., Utami, S., & Djunaedi. (2023). *Pengaruh Disiplin Kerja Dan Komitmen Kerja Terhadap Prestasi Kerja Karyawan Pada PT . Payung Pusaka Mandiri Kediri*. 9, 181–190.
- Khaziev, L. B., Technologies, C., & Khodos, D. V. (2023). *INNOVATION CULTURE AS AN ELEMENT*. 4(35), 124–128. <https://doi.org/10.36807/2411-7269-2023-4-35-124-128>
- Kirani, A. (2023). *Pengaruh Pengalaman Kerja , Latar Belakang Pendidikan , Komitmen Organisasi , dan Penilaian Kerja Terhadap Kinerja*. 1(1), 43–53.
- Kulesa, J., Induru, S., Hubbard, E., & Bhansali, P. (2024). *The Conceptual Framework : A Practical Guide*. 14(11), 503–508.
- Li, M., & Vasilyevna, A. G. (2025). *Serial mediation effects of reflective practice and creative expression on artistic skills development : a cross-cultural analysis in university art education*. June, 1–10. <https://doi.org/10.3389/fpsyg.2025.1528241>
- Lukaka, D. (2023). *Art Education and its Impact on Creativity and Critical Thinking Skills: A Review literature*. 1–9.
- Ma, J., Liu, C., & Li, J. (2025). Computational Scaffolding of Composition , Value , and Color for Disciplined Drawing. In *The 38th Annual ACM Symposium on User Interface Software and Technology (UIST '25), September 28-October 1, 2025, Busan, Republic of Korea* (Vol. 1, Issue 1). arXiv. <https://doi.org/10.1145/3746059.3747605>
- Meiyarti, J. P., Rahayu, B., & Yunanto, Y. (2025). *The Effect Of Organizational Culture And Work Environment On Employee Performance At The Yunge Coffee Café And Restaurant In Nganjuk Regency*. 6(4), 7038–7045.
- Mero, N. M., Fernández, A. H., Iliana, M., Alcívar, L., González, F., & Cruz, S. (2020). *Influence of Internal Marketing Dimensions on Organizational Commitment : An Empirical Application in Ecuadorian Co-Operativism*. <https://doi.org/10.1177/2158244020945712>
- Mingaleva, Z., Shironina, E., Lobova, E., Olenov, V., Plyusnina, L., & Oborina, A. (2022). *Organizational Culture Management as an Element of Innovative and Sustainable Development of Enterprises*.
- Moniz, T., Golafshani, M., Gaspar, C. M., Adams, N. E., Sukhera, J., Volpe, R. L., Boer, C. De, Lingard, L., & Haidet, P. (2021). *The prism model : advancing a theory of practice for arts and humanities in medical education*. 207–214. <https://doi.org/10.1007/s40037-021-00661-0>

- Morea, V., & Chiesa, C. D. (2024). *Scratching the surface of urban change : Art collectives as public entrepreneurs*. <https://doi.org/10.1177/02662426231205197>
- Mukti, I. A. M., Utami, S., & Laely, N. (2026). *Pengaruh Budaya Organisasi Dan Lingkungan Kerja Terhadap Kinerja Karyawan PT. Bank Jatim Tbk. Cabang Tulungagung*. 5942, 1–15.
- Muslihin, H. Y., & Respati, R. (2023). *The Development of a Prototype Curriculum Based on Traditional Games of Skipping Rope*.
- Mutonyi, B. R., Slåtten, T., Lien, G., & Piñero, M. G. (2022). The impact of organizational culture and leadership climate on organizational attractiveness and innovative behavior: a study of Norwegian hospital employees. *BMC Health Services Research*, 1–19. <https://doi.org/10.1186/s12913-022-08042-x>
- Nguyen, D., Pietsch, M., & Gümüş, S. (2021). *Collective teacher innovativeness in 48 countries: effects of teacher autonomy, collaborative culture, and professional learning*. July.
- Nur, R. T., & Wajdi, A. (2025). *Pengaruh Kualitas SDM dan Disiplin terhadap Kinerja Pegawai dengan Profesionalisme Kerja sebagai Variabel Mediasi dan Faktor Eksternal Sebagai Moderasi (Studi Kasus pada Kantor Kecamatan Kangayan Kabupaten Sumenep)*. 6.
- OLADIPO, Taiwo, G., AUN, Iortimbir, I., OMOLEKAN, Joshua, O., OLOTA, & Omotayo, O. (2025). *COLLECTIVE INTELLIGENCE AS A CATALYST FOR ORGANIZATIONAL*. 3(2).
- Perkins, R., Mason-bertrand, A., Tymoszuk, U., Spiro, N., Gee, K., & Williamon, A. (2021). *Arts engagement supports social connectedness in adulthood : findings from the HEartS Survey*. 1–15.
- Permana, M. A., Witjaksana, B., & Purnama, J. (2025). *Analysis of Occupational Safety and Health (OSH) Cost Requirements in The Construction of Rubaru 1 Elementary School*. 3, 1359–1369.
- Pizarro, J. J., Zumeta, L. N., Bouchat, P., Włodarczyk, A., Rimé, B., Basabe, N., Amutio, A., & Páez, D. (2022). *Emotional processes , collective behavior , and social movements : A meta-analytic review of collective e ervescence outcomes during collective gatherings and demonstrations*.
- Prasetyo, A., & Ribhan. (2025). *Pengaruh Manajemen SDM Strategik dan Kepuasan Kerja terhadap Kinerja Karyawan PT SBA Aceh Besar*.
- Prastiyono, U., Satriyono, G., & Rahayu, B. (2020). *Pengaruh Gaya*

Kepemimpinan, Budaya Organisasi Dan Iklim Kerja Terhadap Kinerja Karyawan Cv. Mitra Bhuwana Mandiri Kediri. 1.

- Qasim, M., & Laghari, A. A. (2025). *Belonging through values : ethical leadership , creativity , and psychological safety with ethical climate as a moderator. May*, 1–17. <https://doi.org/10.3389/fpsyg.2025.1559427>
- Rachmad, Y. E., Abubakar, F., Arief, I., Hartati, S., & Kristanti, D. (2023). *The Influence of Organizational Culture , Educational Background and Compensation on Employee Performance at National Sharia Bank. 9(2)*, 327–332.
- Rahmadiyanti, V. O., & Kuswinarno, M. (2024). *Efektivitas Kecerdasan Emosional : dalam Peningkatan Komitmen Organisasi dan Kepuasan Kerja Karyawan. 2.*
- Rannala, I. E., Gorman, J., Tierney, H., Guðmundsson, Á., Hickey, J., Corney, T., Gorman, J., Tierney, H., Guðmundsson, Á., Hickey, J., & Corney, T. (2024). *Ethical Practice in Professional Youth Work : Perspectives from Four Countries Ethical Practice in Professional Youth Work : Perspectives from Four Countries. 6535*. <https://doi.org/10.1080/17496535.2024.2312274>
- Risten, R., Sinaga, F., & Pustika, R. (2021). *EXPLORING STUDENTS ' ATTITUDE TOWARDS ENGLISH ONLINE LEARNING USING MOODLE DURING COVID-19 PANDEMIC AT. 2(1)*, 8–15.
- Riza, M. F., Hutahayan, B., & Chong, H. Y. (2025). Fostering high-performing organizations in higher education : the effect of participative leadership , organizational culture , and innovation on organizational performance and commitment. *Cogent Education*, 12(1). <https://doi.org/10.1080/2331186X.2024.2448884>
- Salguero, J. (2024). *education sciences Creative Thinking in Art and Design Education : A Systematic Review.*
- Sekaran, U., & Bougie, R. (2016). *Research Methods for Business.*
- Sena, S., Kumari, S., Kumar, V., & Husen, A. (2024). Current Research in Biotechnology Light emitting diode (LED) lights for the improvement of plant performance and production : A comprehensive review. *Current Research in Biotechnology*, 7(November 2023), 100184. <https://doi.org/10.1016/j.crbiot.2024.100184>
- Setyorini, E., & Noviandari, H. (2022). *Pengaruh Tingkat Pendidikan, Pengalaman Kerja, dan Komitmen terhadap Kinerja Karyawan. 3(1)*, 47–61. <https://doi.org/10.54396/qlb.v3i1.295>

- Siddique, A., Younas, S., & Akbar, G. (2025). *Organizational Culture Dimensions and Employee Commitment: A Correlational Study of Educational Institutions in Pakistan*. 3(1), 488–496.
- Sim, M., Lee, G., & Kim, C. (2024). *Antecedents of innovative behavior in public organizations: the role of public service motivation, organizational commitment, and perceived innovative culture*. May. <https://doi.org/10.3389/fpsyg.2024.1378217>
- Soeling, P. D., Dhea, S., Arsanti, A., & Indriati, F. (2022). *Heliyon Organizational reputation: does it mediate the effect of employer brand attractiveness on intention to apply in Indonesia?* *Heliyon*, 8(March), e09208. <https://doi.org/10.1016/j.heliyon.2022.e09208>
- Soleas, E. (2021). *Environmental factors impacting the motivation to innovate: a systematic review*. 9.
- Sugiyono, P. D. (2019). *Metode Penelitian Kuantitatif Kualitatif dan R&D*.
- Suryani, E., Hasanah, N. N., Fauzi, F. M., Suhaedi, E., & Chadit, J. (2024). *Budaya Inovasi: Upaya Membangun Organisasi Publik Yang Agile*. 11(1), 81–92.
- Suwito, E., Susiyatik, E., & Utami, S. (2026). *Pengaruh Budaya Organisasi dan Lingkungan Kerja Terhadap Kinerja Pegawai Melalui Motivasi Pada Dinas Kebudayaan dan Pariwisata Kabupaten Tulungagung*. 5942, 2117–2129.
- Taber, K. S. (2018). *The Use of Cronbach's Alpha When Developing and Reporting Research Instruments in Science Education*. 1273–1296. <https://doi.org/10.1007/s11165-016-9602-2>
- Taherdoost, H. (2020). *Validity and Reliability of the Research Instrument; How to Test the Validation of a Questionnaire / Survey in a Research Hamed Taherdoost To cite this version: HAL Id: hal-02546799 Validity and Reliability of the Research Instrument; How to Test the Validation of a Questionnaire / Survey in a Research*.
- Tjahjaulan, I. (2021). *Collaboration in the arts for interdisciplinary practice at the Institut Kesenian Jakarta, Indonesia*. 3(2), 98–109.
- Todorovi, D. (2024). *Organizational commitment in the private and public sectors: a regression analysis based on personality traits, subjective wellbeing, organizational orientations, and perceived employment uncertainty in Serbia*.
- Utami, E. U. S., & Kamal, B. (2023). *FAKTOR PENENTU TERBENTUKNYA BUDAYA KERJA INOVATIF (STUDI PADA POLITEKNIK HARAPAN*

BERSAMA). 7(April), 920–931.

Verneert, F., Nijs, L., & Baets, T. De. (2021). *A Space for Collaborative Creativity . How Collective Improvising Shapes ‘ a Sense of Belonging .’* 12(March). <https://doi.org/10.3389/fpsyg.2021.648770>

Vuk, S., & Bosnar, M. (2021). *PROCESS IN CONTEMPORARY VISUAL ART AS A PARADIGM SHIFT IN THE VISUAL ART EDUCATION: PERSPECTIVE OF CREATIVITY*. 14(1), 99–111.

Yuliana, I., & Lämmli, D. (2022). *Social-Engaged Art in Indonesia : Many in One , Nurturing Diversity & Inclusion*. 149–154.

Zhang, W., Zeng, X., Liang, H., Xue, Y., & Cao, X. (2023). *Understanding How Organizational Culture Affects Innovation Performance : A Management Context Perspective*.

Zlotnyk, O., Mokrenko, I., & Lesyk, V. (2025). *Principles of Tradition as the Foundation for Learning Processes in the Arts*. 7(1), 19–34.