

## DAFTAR PUSTAKA

- Abroms, D. (2021). *Lived experiences of psychological safety A phenomenological study of interdisciplinary work teams*. Creighton University.
- Allen, J. A., Yoerger, M. A., Lehmann-Willenbrock, N., & Jones, J. (2015). Would you please stop that!? *Journal of Management Development*, 34(10), 1272–1287. <https://doi.org/10.1108/jmd-02-2015-0032>
- Arellano, J. S. (2020). *Who is willing to speak up and why? Examining individual and organizational predictors of employee voice behavior in higher education institutions* [University of Texas at El Paso]. [https://scholarworks.utep.edu/open\\_etd](https://scholarworks.utep.edu/open_etd)
- Avery, D. R., McKay, P. F., Wilson, D. C., Volpone, S. D., & Killham, E. A. (2011). Does voice go flat? How tenure diminishes the impact of voice. *Human Resource Management*, 50(1), 147–158. <https://doi.org/10.1002/hrm.20403>
- Barhydt, J. (2023). Psychological safety in startup organizations. [Master's Theses, Pepperdine University]. 1300. <https://digitalcommons.pepperdine.edu/etd/1300>
- Bestari, N. P. (2022, June 2). *Kenapa banyak startup besar gagal di RI? ini alasannya*. CNBC Indonesia. <https://www.cnbcindonesia.com/tech/20220602072033-37-343573/kenapa-banyak-startup-besar-gagal-di-ri-ini-alasannya>
- Bienefeld, N., & Grote, G. (2013). Speaking up in ad hoc multiteam systems: Individual-level effects of psychological safety, status, and leadership within and across teams. *European Journal of Work and Organizational Psychology*, 23(6), 930–945. <https://doi.org/10.1080/1359432x.2013.808398>
- BPS (Badan Pusat Statistik). (2022). *Keadaan Angkatan Kerja Di Indonesia Agustus 2022*
- Bukhori, A. (2021). *The role of youth in managing educational startup: case study of PrivatQ Startup*. 1(2), 62–70. <http://journal.publindoakademika.com/index.php/RH>
- Cahyono, G. P. (2022). *Pengaruh employee engagement pada turnover intention karyawan milenial di perusahaan start-up*. Universitas Muhammadiyah Malang.
- Chou, S. Y., & Barron, K. (2016). Employee voice behavior revisited: Its forms and antecedents. *Management Research Review*, 39(12), 1720–1737. <https://doi.org/10.1108/MRR-09-2015-0199>
- Das, K., Gryseels, M., Sudhir., P., & Tan, K. T. (2016). *Unlocking Indonesia's digital opportunity*. McKinsey & Company.

- De Smet, A., Rubenstein, K., Schrah, G., Vierow, M., & Edmondson, A. (2021). *Psychological safety and leadership development*. McKinsey. <https://www.mckinsey.com/business-functions/people-and-organizational-performance/our-insights/psychological-safety-and-the-critical-role-of-leadership-development>
- Edmondson, A. C., Higgins, M., Singer, S., & Weiner, J. (2016). Understanding psychological safety in health care and education organizations: A comparative perspective. *Research in Human Development*, 13(1), 65–83. <https://doi.org/10.1080/15427609.2016.1141280>
- Edmondson, A. C., & Bransby, D. P. (2023). Psychological safety comes of age: Observed themes in an established literature. *Annual Review of Organizational Psychology and Organizational Behavior*, 10(1), 55–78. <https://doi.org/10.1146/annurev-orgpsych-120920-055217>
- Elsayed, M. M. (2019). Supportive leadership, proactive personality and employee voice behavior. *American Journal of Business*, 34(1), 2–18. <https://doi.org/10.1108/ajb-01-2017-0004>
- Ge, Y. (2020). Psychological safety, employee voice, and work engagement. *Social Behavior and Personality: An International Journal*, 48(3), 1–7. <https://doi.org/10.2224/sbp.8907>
- Gravetter, F. J., & Forzano, L.-A. B. (2018). *Research method for the behavioral sciences* (6th ed.). Cengage
- Goss-Sampson, M. A. (2022). *Statistical analysis in JASP: a guide for students* (4th ed). <https://doi.org/10.6084/m9.figshare.9980744>
- Hirschman, A. O. (1970). *Exit, voice, and loyalty: Responses to decline in firms, organizations, and states*. Cambridge.
- Hosseini, E., Tajpour, M., Salamzadeh, A., & Ahmadi, A. (2022). Team performance and the development of Iranian digital start-ups: The mediating role of employee voice. In L.-P. Dana, N. Sharma, & V. K. Singh (Eds.), *Managing Human Resources in SMEs and Start-ups: International Challenges and Solutions* (Vol. 5, pp. 117–139). World Scientific. [https://doi.org/https://doi.org/10.1142/9789811239212\\_0006](https://doi.org/https://doi.org/10.1142/9789811239212_0006)
- Kerrigan, R. (2018). *Startup VS. Corporate: which culture is the right fit for you?* Harvard Business School Online. <https://online.hbs.edu/blog/post/startup-vs-corporate-culture>
- Kwon, B., & Farndale, E. (2020). Employee voice viewed through a cross-cultural lens. *Human Resource Management Review*, 30(1). <https://doi.org/10.1016/j.hrmr.2018.06.002>
- Lee, J., Choi, D., & Cheong, M. (2023). Leader boundary-spanning behavior and employee voice behavior: The job demands–resources perspective. *Behavioral Sciences*, 13(2), 146. <https://doi.org/10.3390/bs13020146>

- Li, A. N., & Tangirala, S. (2022). How employees' voice helps teams remain resilient in the face of exogenous change. *Journal of Applied Psychology*, 107(4), 668–692. <https://doi.org/10.1037/apl0000874>
- Liang, J., Farh, C. I. C., & Farh, J. L. (2012). Psychological antecedents of promotive and prohibitive voice: A two-wave examination. *Academy of Management Journal*, 55(1), 71–92. <https://doi.org/10.5465/amj.2010.0176>
- Martínez-Córcoles, M., & Zhu, X. (2020). Leading proactivity in innovative startups:a moderated mediation model. *Sustainability (Switzerland)*, 12(23), 1–17. <https://doi.org/10.3390/su12239878>
- Maximo, N., Stander, M. W., & Coxen, L. (2019). Authentic leadership and work engagement: The indirect effects of psychological safety and trust in supervisors. *SA Journal of Industrial Psychology*. <https://doi.org/10.4102/sajip>
- Men, L. R. (2021). The impact of startup CEO communication on employee relational and behavioral outcomes: Responsiveness, assertiveness, and authenticity. *Public Relations Review*, 47(4). <https://doi.org/10.1016/j.pubrev.2021.102078>
- MIKTI. (2021). *MIKTI Mapping & Database Startup Indonesia 2021*.
- Mishika, A. (2020). *Factors affecting employee voice behavior*. ResearchGate. Lambert Academic Publishing.
- Morrison, E. W. (2023). Employee voice and silence: Taking stock a decade later. *Annual Review of Organizational Psychology and Organizational Behavior*, 10(1), 79–107. <https://doi.org/10.1146/annurev-orgpsych-120920-054654>
- Moon, S. J. (2021). Investigating beliefs, attitudes, and intentions regarding green restaurant patronage: An application of the extended theory of planned behavior with moderating effects of gender and age. *International Journal of Hospitality Management*, 92. <https://doi.org/10.1016/j.ijhm.2020.102727>
- Moore, J. H., & Wang, Z. (2017). Mentoring top leadership promotes organizational innovativeness through psychological safety and is moderated by cognitive adaptability. *Frontiers in Psychology*, 8(MAR). <https://doi.org/10.3389/fpsyg.2017.00318>
- Park, J. (2021). *When and how helping behaviors of startup employees can reduce their turnover intention?* [Sogang University].
- <https://www.proquest.com/openview/615ee0fee852df0d848811f4fb43e1a2/1?pq-origsite=gscholar&cbl=2026366&diss=y>

- Prastika, A. K. A. (2018). *Hubungan antara gaya kepemimpinan transformasional dan transaksional dengan voice behavior pada karyawan*.
- Ramadhanti, G. A., Jannatania, J., Adiyanto, D. I., & Vashty, S. Q. (2022). Pengalaman komunikasi pekerja startup pada praktik hustle culture. *Jurnal Ilmu Komunikasi*, 5(2). <https://journal.unpas.ac.id/index.php/linimasa/article/view/5728/2396>
- Rubbab, U. E., & Naqvi, S. M. (2020). Employee voice behavior as a critical factor for organizational sustainability in the Telecommunications Industry. *PLOS ONE*, 15(9). <https://doi.org/10.1371/journal.pone.0238451>
- Setiawan, N. R. (2020). *Analisis pengaruh kompensasi finansial, lingkungan kerja, dan budaya organisasi terhadap motivasi kerja generasi Y yang bekerja di perusahaan startup di wilayah Jabodetabek* [Sekolah Tinggi Ilmu Ekonomi Indonesia Banking School]. [http://lib.ibs.ac.id/index.php?p=show\\_detail&id=10172&keywords=Naufal+Rifqi+Setiawan](http://lib.ibs.ac.id/index.php?p=show_detail&id=10172&keywords=Naufal+Rifqi+Setiawan)
- Shankar, S., & Tewari, V. (2021). Impact of collective intelligence and collective emotional intelligence on the psychological safety of the organizations. *Vision*. <https://doi.org/10.1177/09722629211012256>
- Sherf EN, Parke MR, Isaakyan S. 2021. Distinguishing voice and silence at work: unique relationships with perceived impact, psychological safety, and burnout. *Acad. Manag. J.* 64(1):114–48
- Shultz, K. S., Whitney, D. J., & Zickar, M. J. (2014). *Measurement theory in action : Case studies and exercises*.
- Song, Y., Peng, P., & Yu, G. (2020). I would speak up to live up to your trust: The role of psychological safety and regulatory focus. *Frontiers in Psychology*, 10. <https://doi.org/10.3389/fpsyg.2019.02966>
- Startup Ranking. (2022). *Countries*. Startup Ranking. <https://www.startupranking.com/countries>
- Sugiyono. (2017). Metode penelitian kuantitatif, kualitatif, dan R&D. Alfabeta. Bandung.
- Wulandari, S., & Helmy, I. (2022). Pengaruh workplace friendship dan ethical leadership terhadap knowledge sharing melalui psychological safety Sebagai Pemediasi. *Jurnal Ilmiah Mahasiswa Manajemen, Bisnis Dan Akuntansi (JIMMBA)*, 4(2), 242–264. <https://doi.org/10.32639/jimmaba.v4i2.94>
- Xu, Z., Yang, F., & Peng, J. (2021). How does authentic leadership influence employee voice? From the perspective of the theory of planned behavior. *Current Psychology*. <https://doi.org/10.1007/s12144-021-01464-6>