

Improving The Quality Of Learning In School Through Implementing Teacher Innovation Management And Creativity

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Abstrak

Penelitian ini berupaya menerapkan manajemen inovatif dan kreativitas guru untuk meningkatkan kualitas pendidikan. Metodologi deskriptif dan pendekatan kualitatif digunakan dalam penelitian ini. Menurut temuan penelitian, penerapan manajemen inovasi dan kreativitas guru dalam meningkatkan kualitas pembelajaran kemungkinan akan berhasil karena setiap guru melakukan upaya bersama untuk mentransfer pengetahuan mereka berdasarkan kepribadian dan waktu mengajar siswa mereka. Kualitas pendidikan sekolah ini terhambat oleh kurangnya bahan penunjang pembelajaran, yang sangat membantu pertumbuhan guru dan siswa. Menerapkan sistem pembelajaran e-learning, menerapkan Total Quality Service (TQS), dan sering mengupdate informasi pembelajaran sesuai mata pelajaran masing-masing, baik melalui media cetak, buku, maupun internet, merupakan cara-cara yang dilakukan guru dalam menerapkan manajemen inovasi dan kreativitas guru untuk ditingkatkan kualitas pembelajaran.

Kata Kunci: Kualitas, Kreativitas, Manajemen Inovasi.



Abstract

This study seeks to implement innovative management and teacher creativity to enhance the quality of education. A descriptive methodology and a qualitative approach are used in this study. According to the study's findings, the implementation of innovation management and teacher creativity in enhancing the quality of learning is likely to be successful because every teacher makes a concerted effort to transfer their knowledge based on the personality and teaching time of their students. This school's quality of education is hampered by a shortage of learning support material, which aids both the teachers' and students' growth. Implementing an e-learning learning system, implementing Total Quality Service (TQS), and frequently updating learning information following their respective subjects, whether through print media, books, or the internet, are ways in which teachers implement innovation management and teacher creativity to improve the quality of learning.

Keywords: Quality, Creativity, Innovation Management.

INTRODUCTION

Renewal accompanies the cycle of time that never stops rotating within a predetermined period. The need for individual services and improving learning opportunities for students has become the main driver of educational reform. Therefore, educational institutions must be able to anticipate these developments by continuously seeking a program following the development of children, the result of the times, situations, conditions, and needs of students (Kocacheva & Hristozova, 2022).

In general, education is a process of transferring knowledge which is generally carried out in three ways: oral, written and deed. Education is closely related to science because the main object of education is science. Education that lasted several decades showed its development as an increasingly steady science in terms of content and method (Manca, 2020). The development of the contents of this branch of education, apart from the comparison of the

education system, also includes the relationship or role of education to the development of other aspects of life, including economic, social and political. Today's education in Indonesia only pays attention to and analyzes the problems of formal education in schools. The concentration of science education on non-formal issues is relatively small. Educational growth is not only determined by formal education experiences but is also influenced by non-formal and informal education (Singer-Brodowski et al., 2019).

Education is the basis for a person's development into a complete human being. The target of education is humans. Education intends to help students to develop their human potential. His human potential is the seed of the possibility of becoming human. The education task can only be carried out correctly and with appropriate goals, if the educator has a clear picture of the human being (Kioupi & Voulvoulis, 2019).

The school is an educational institution, which is one of the variables that determine the quality of human resources. Mentally and intellectually, this institution encourages pupils to achieve the school's established quality standards. In the meantime, if we observe the state of Indonesia's human resources, we find that the inadequate quality of Indonesian human resources has been a common topic of discussion in the media. The low quality of education is one of the primary reasons for the low quality of the Indonesian population, as well as its primary cause. Without persons with a quality education, socioeconomic prosperity and a high standard of nourishment cannot endure (Guoyan et al., 2021).

SMP as a junior high school is required to be a school that can develop children's ability to learn well, whether, from the ability to be creative, the ability to innovate and other supporting abilities, it requires a continuous effort to be better. One alternative is to provide a touch of management, especially the management of educational innovation for junior high schools, which of course, is expected to improve the ability of teachers and students as well as the image of junior high schools (Halik et al., 2018).

One of the education policies of the Government of Indonesia is to improve the quality and relevance of education by applying national education standards as references and legal signs to enhance the quality of various aspects of national education, including the quality of educators and education personnel, quality of educational facilities and infrastructure, graduate competence, education financing and academic assessment (Riinawati, 2021). The basis for strengthening education policy in Indonesia is the Law of the Republic of Indonesia. No. 20 of 2003 article 3 which explains that national education functions to develop capabilities and shape the character and civilization of a dignified nation in the context of educating the nation's life, aiming to create the potential of students to become human beings who believe and fear God Almighty, have a noble character, are healthy, knowledgeable, capable, creative, independent, and become a democratic and responsible citizen (Marasabessy et al., 2022).

The Indonesian government is attempting to enhance the quality of education, but the results have been disappointing. Efforts are currently being made to improve the quality of education by opening elite schools or implementing various concepts and theories, one of which is Total Quality Management, which is viewed as an alternative to improve the quality of education and Indonesian human resources. In terms of the content of success, Indonesian schools using total quality management are advancing toward meeting the criteria for schools able to measure some of their academic and non-academic skills (Rosser, 2022). At the level of the actual idea, total quality management attempts to make improvements that continuously enhance their performance and optimize their use of resources in order to increase and broaden student success. This means that not just academic performance but also the potential for psychic, physical, ethical, moral, religious, emotional, spiritual, adversity, and intelligence are formed and nurtured (Franco et al., 2020).

Teachers are encouraged to carry out various learning innovations so that learning can run effectively and efficiently and increase productivity and the quality of education. One indicator that the school still has low quality can be seen from the lack of learning achievement and the number of graduates who continue to the next level of education (Rostini et al., 2022).

Learning will run even better if it is supported by teacher creativity in improving the quality of education, including a teacher must be able to make students more interested in

each subject. With more creative teaching, students will certainly be more enthusiastic about participating in learning during class. Therefore, a teacher must continue to improve their innovation and creativity to improve the quality of learning for their students. Therefore, teachers in increasing innovation and creativity need to be supported by the quality of learning that has good quality and high motivation, both from within and from outside.

Innovation Management

Management is formed from the Latin *manus* and *agere*. *Manus* means hand, and *agere* means to do. So if combined into *managere* which means to handle. The word *managere* is translated into English into to manage, with changes when it is positioned as a noun to become management and manager. The word management or management is then absorbed into the Indonesian language. From this, it is known that the notion of management is the art of doing work through people. This understanding follows the definition popularized by Mary Parker Follett. Follett defines management as 'the art of getting things done through people (Andestas et al., 2021).

Management is a process consisting of planning, organizing, driving, and controlling actions that are carried out to identify and achieve predetermined goals through the use of people and other resources. This definition is considered superior to Terry's. Therefore, management is the process of planning, coordinating, mobilizing, and regulating existing resources to fulfill predetermined goals (Bahri et al., 2022).

Furthermore, innovation is the center of business activities that want to launch new business units and renew their strategic business units. Innovation is also defined as the design and implementation of new processes, products and services, and delivery systems that result in substantial enhancements to a market's revenue, productivity, or quality. More fully, borrowing the meaning from the Organization for Economic Co-Operation and Development (OECD), innovation is a change introduced to improve the operation of a system, its performance, and stakeholder satisfaction simultaneously (Del Giudice et al., 2021). So that innovation has characteristics including, first, innovation is a product, process or procedure that can be touched within an organization or across organizations. Second, innovation must be something new within a certain organizational scope. Third, innovation is not routine change. Fourth, innovation must produce measurable benefits. Fifth, innovation must have consequences in society. So it can be concluded that innovation is a change made to create better conditions with the characteristics of the change being something new, not a routine, causing effects, and generating profits (Radziwon & Bogers, 2019).

Innovation management as above can be managed and controlled by the principal with the following five basic innovation management activities:

1. Technology integration pays attention to the relationship between technology and products from schools.
2. The innovation process includes the function of creating and maintaining innovation.
3. Strategic planning, strategic planning refers to innovation planning and related technology.
4. The organizational change consists of the disruptive nature of innovation related to knowledge and skills, new markets, new employees and others.
5. Developing a business refers to creating new markets for innovative products (Kerdpitak, 2022).

Creativity

According to Luthans, creativity is comprised of three primary elements: expertise, creative thinking skills, and motivation. Technical, procedural, and intellectual understanding comprise expertise. Thinking creatively determines a person's adaptability, ingenuity, and ability to make sound decisions. According to Mumford and Gustafson, creativity is the innovative combination of individual or group answers or ideas. Creative thought acts on what it understands to be possible. Creativity necessitates limitless observation, experience, knowledge, and skills; everyone must organize familiar materials into novel patterns (Peng & Chen, 2022).

According to Rhodes, "creativity is the process of using intelligence, imagination, and skills to develop new or new products, objects, processes, or thoughts". The definition shows

that creativity is using intelligence, imagination, and skills to develop new products, objects, processes, or thoughts. They also explain that the definition highlights three types of intelligence "one can create something new (creation), one can combine or synthesize something (synthesis), or one can increase the change of things (modification)". People who are creative can produce something new (creation), connect or synthesize something (synthesis), or enhance or alter something (improvement or change) (modification). Someone is creative if they can invent something new, synthesize something, or change something (Lucchiari et al., 2019).

Creativity is determined by three primary factors: expertise, creative thinking abilities, and motivation. Expertise is composed of technical, procedural, and intellectual understanding. Simply said, creativity causes individuals to perceive things differently. In contrast to the normal individual, creative people appear to be stronger at abstracting, visualizing, synthesizing, seeing patterns, and empathizing, according to research. They also appear to be good intuitive decision-makers, know how to capitalize on brilliant ideas, and may break old paradigms or ways of thinking in order to make decisions that can appear irrational at times (Behnamnia et al., 2020). If there is interaction between an individual and his surroundings, creativity will emerge. Changes in the individual and the surrounding environment can either encourage or inhibit creative pursuits. According to Mumford and Gustafson, creativity is the highest form of problem-solving, which entails the transformation of new or original ideas and the generation of new integrative principles that provide an explanation. Creativity varies along a continuum, but it is less widely distributed among students than IQ or problem-solving ability (Karakowsky et al., 2021).

According to Fischer, Giaccardi, Eden, Sugimoto, and Ye, creativity is the highest expression of the human problem-solving process, which involves original ideas and is acquired in a genetically transmitted, integrated manner from generation to generation (Parjanen & Hyypia, 2019).

Accordingly, Zhou and George defined creativity as "the process by which individuals, organizations, or teams produce fresh and useful ideas to solve problems or exploit opportunities." Creativity is an intelligence or aptitude possessed by all individuals, which evolves organically through continual training and is unbounded. It can also be defined as the process by which an individual, group, or team generates novel and useful ideas for addressing problems or seizing opportunities. The creative process consists of two stages: discovering and proving. Discovery requires creativity, ideation, and investigation (Liedtka, 2020).

Creativity is the manifestation of the mental capacity, intelligence, and inquisitiveness of an individual or community to discover something new (thoughts, ideas, and products).

Learning Quality

Quality is the results obtained from competitive developments in an organization or institution. Similar to Abunifa, quality can be understood as a thorough description and set of qualities of goods and services that demonstrate their capacity to meet anticipated or implied needs. In other words, quality encompasses all aspects of a product (goods and services) that contribute to its ability to meet stated or defined requirements. Achieving quality is the goal of every organization or institution, and this goal must be agreed upon by all members of the organization or institution. Therefore, the quality of education at an institution must be a top focus (Raza et al., 2020).

Principal leadership type, school culture and the teaching and learning process all have a role in determining how well students learn. The principal is a leading figure who will be responsible for the overall fate of the institution he leads. From here, the principal has full authority to run the organization's wheels at the school or institution he leads both in the context of monitoring, guiding, building, giving, motivating performance, driving the organization, establishing communication networks within the school environment and outside the school. Similar to Abunifa, quality can be understood as a thorough description and set of qualities of goods and services that demonstrate their capacity to meet anticipated or implied needs. In other words, quality encompasses all aspects of a product (goods and services) that contribute to its ability to meet stated or defined requirements. The teaching and learning process is the

primary and most important activity that the Indonesian government and its citizens engaged in in order to attain their educational goals. According to Sedarmayanti, teaching and learning activities in the classroom include an interactive process between teachers and students (Anwar et al., 2020).

METHOD

This research will be carried out using a qualitative approach the method. The data in this study were obtained through various research results and previous studies still relevant to this research. When the research data has been successfully collected, then the data will then be analyzed by the researcher so that conclusions from this research can be found.

RESULT AND DISCUSSION

Implementation of Innovation Management

As the spearhead in learning during class, the teacher must be able to prepare all kinds of administration related to learning. Starting from preparing the syllabus, lesson plans and other supporting administration. In addition, teachers not only prepare teaching administration but also have to be good at delivering learning materials using innovative methods, media, and techniques following their students' circumstances. As defined by Saefudin, innovation is everything that a person or group (society) perceives or notices as something new, regardless of whether the result of invention or discovery. With innovative learning methods, media or techniques, students will be more interested in learning so that their learning achievement will be good. Of course, the Learning Completeness Criteria (KKM) will be easily achieved.

In addition, professional teachers can prepare various teaching administrations well. Administrative preparations include preparing syllabus, lesson plans, annual programs, semester programs and other administration. Teachers must also be able to innovate during the teaching and learning process in the classroom, of course, learning innovations that support their students' progress. Innovation is held to achieve certain goals or to solve a particular problem.

It is the duty of a teacher to prepare all kinds of learning administration. Starting from preparing the syllabus, lesson plans and other supporting administration. In addition, teachers not only prepare teaching administration but also have to be good at innovating when delivering learning materials during the teaching and learning process. In addition, the management of the innovation preparation stages must be sequenced so that the preparation is mature. As Ahmad Elqorni, innovation management can be carried out in several stages: planning, organizing and directing. Students will have more enjoyment in the classroom if teachers use a variety of creative teaching methods.

Teacher Creativity Carrying Out Their Duties

Teachers as role models in various ways must be able to show creativity in teaching their knowledge to their students. Creative learning will make students more interested and explore the knowledge taught by the teacher. Hurlock explains that creativity is "a process that produces something new, whether an idea or an object in a new form or arrangement". Creativity will grow if the teacher is good at motivating students to study seriously. Students who are already motivated will develop their creativity during the classroom teaching and learning process.

A teacher's creativity in the classroom learning process is needed to support interesting learning for their students. Students' success in education is determined by how creative the teacher who teaches them is. Creative teachers will always provide teaching that interests their students and wants to explore the science taught to them. Children's creativity is also created when a teacher can motivate their students well so that creative students will be born in their learning.

A teacher's creativity is needed during the teaching and learning process in the classroom. Creative learning will make students more interested and can further develop the material well. Stimulating students in learning to be more active is a creativity that is already

good, especially when teachers often motivate their students to be more serious in their studies and achieve. Besides that, a teacher must also be able to accept students' ideas in learning that are following the science he teaches.

Learning Quality

A professional teacher can overcome any learning difficulties well during class. Teachers realize that quality teachers will always provide the best teaching to their students, not only that teachers are not only satisfied with teaching their students well, but also a teacher must be able to participate in achieving outside school so that his teaching abilities will continue to develop and progress. If this can be done continuously, the quality of education in schools will be good. Yusuf highlighted that in the context of education, quality refers to the intake, process, outcome, and impact. The quality of information can be observed from multiple perspectives. The status of human resources such as school principals, instructors, administrative personnel, and students is the first consideration. Second, whether the material input criteria for instructional aids, curriculum books, school infrastructure and facilities have been met. Third, whether it fits the input criteria in software form, such as organizational structure regulations, job descriptions, and organizational structures. Fourth, the kind of expectations and demands, such as vision, motivation, tenacity, and aspirations, determines the quality of input.

A quality or quality school requires a teacher who has qualified competence and can overcome any existing learning difficulties. In addition, have competent teachers and students with good learning achievements. A teacher's ability to flourish both inside and outside of the classroom is essential if he or she hopes to further his or her education and improve his or her abilities as a teacher.

In addition, qualified teachers will always continue to develop their competencies well. Whatever the learning problem in the classroom, the teacher will try to solve the problem quickly and well. Teachers realize that quality teachers will always provide the best teaching to their students, not only that teachers are not only satisfied with teaching their students well, but also a teacher must be able to participate in achieving outside school so that his teaching abilities will continue to develop and progress. In addition, the quality of schools is determined by how many students continue their education to a higher level.

Implementation of Innovation Management and Teacher Creativity in Improving the Quality of Learning

Based on the study's results, implementing innovation management and teacher creativity to improve the quality of learning in State Junior High Schools in West Java can run well. The performance of innovations in schools carried out by teachers follows the authors' expectations because the innovations developed can be accepted by the students and the students are more enthusiastic and interested in learning the various subjects being taught. In addition, teachers can make learning innovations because they read a lot from multiple media, both print and the internet, so the learning innovations that have been created have succeeded in increasing students' abilities in learning. The relationship with other research conducted by Komala shows that innovations made by teachers can increase school productivity in producing quality students.

The more innovations teachers make, the more productive things teachers do, such as thorough teaching preparation, preparation of interesting study rooms that support student learning, media that attracts students to study more actively, and development of school policies related to learning both inside and outside the classroom and so on.

As a result of the teacher's innovative teaching methods, pupils are more enthusiastic about learning both in and out of the classroom, according to research. Students are encouraged to think beyond the box when their teachers emphasize the importance of creativity. The findings of a study conducted by Winirawati, who found that teachers' creativity can boost their own job enthusiasm, are linked to learning creativity. Creativity can be implemented in the teacher's way of thinking and behaving. Creative teachers are teachers

who can not only motivate themselves but can also motivate their students to excel in learning. Creative teachers will create a pleasant learning atmosphere for their students, not only fun but also making children required to study more actively and be more enthusiastic about achieving achievements inside and outside school.

The quality of learning results from this school can be said to be good, indicating that many teachers have high competency scores following their respective subjects. Besides that, the quality of the graduates is also good. They can compete with other, more favorite schools, as evidenced by the fact that they are accepted at their favorite SMA/SMK in West Java. When associated with the results of research conducted by Rohaedi explained that the quality of schools can be seen from the average value of the final semester exams and national exams, which means that the quality of schools is indeed determined by these factors that determine the quality of students in a school. If students have low learning abilities during school, then they will not be able to compete or enter a good or favorite high school, on the contrary, if these students have good learning abilities, they will easily enter favorite schools. Of course, to produce students with high learning abilities, it is necessary to provide high learning motivation, supportive learning facilities in schools, creative teachers who can support learning that requires students to study with enthusiasm and achievement and others.

Barriers to the implementation of Innovation Management and Teacher Creativity in Improving the Quality of Learning

Based on the results of the study, various obstacles that were often encountered during the teaching and learning process took place in general, and the obstacles were the lack of facilities and infrastructure as a media to support learning, whether it was a supporter for the progress of the teachers and their students so that it could hinder the quality of learning in this school, as well as many teachers who still not yet serious about continuing their education to a higher level, the lack of interest of students who want to study seriously, is due to internal student factors and the lack of encouragement from parents to study seriously. If these obstacles can be overcome quickly, God willing, the innovation and creativity of teachers will soon increase so that the quality of learning in this school will automatically increase.

Teacher's Efforts in Implementing Teacher Innovation and Creativity Management to Improve the Quality of Learning

The teachers' efforts in applying innovation management and teacher creativity to enhance the quality of learning include of routinely updating learning information following their individual subjects, whether in print, in books, or online. Besides that, they will increase their school level to a higher level so that their thinking will also expand, which will have an effect on increasing their innovation and creativity in teaching. Other efforts can be carried out by e-learning and Total Quality service to improve student services.

In this way, the innovation and creativity of teachers can increase so that they can carry out the teaching and learning process well, which in turn can increase the enthusiasm of students in learning and improve their achievement, ultimately improving the school's quality.

CONCLUSION

The results of the study indicate that integrating innovation management and teacher creativity to enhance the quality of education in State Junior High Schools in West Java may be carried out successfully. Teachers are following the authors' expectations when it comes to implementing new ideas in the classroom since students can embrace the new ideas and are more passionate about learning the various subjects being taught.

In addition, teachers can make learning innovations because they read a lot from various media, both print and the internet, so the learning innovations that have been created have succeeded in increasing students' abilities in learning. Multiple obstacles that are frequently encountered during the teaching and learning process occur in general. These obstacles include the lack of learning support media, both for the teachers and the students, which can hinder the quality of learning in this school, as well as the large number of teachers

who are not yet committed to pursuing a higher education, and the lack of interest in students who want to study seriously, which is caused by internal stumbling blocks.

Teachers' efforts in applying innovation management and teacher creativity to improve the quality of learning are demonstrated by their frequent updating of subject-specific learning content in print media, books, and the internet. Besides that, they will increase their school level to a higher level so that their thinking will also expand, which will have an effect on increasing their innovation and creativity in teaching.

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