

DAFTAR PUSTAKA

- Aboramadan, M., Albashiti, B., Alharazin, H., & Zaidoune, S. (2019). *Organizational culture and innovation with the mediation of job enrichment in the Fars Governor's staff. Journal of Management Development*. 39(4). 437-451. <https://www.emerald.com/insight/0262-1711.htm>.
- Abubakar, R. (2021). *Pengantar Metodologi Penelitian*. Yogyakarta: SUKA-Press UIN Sunan Kalijaga.
- Adamy, M. (2016). *Manajemen Sumber Daya Manusia: Teori, Praktik, dan Penelitian*. Ljokseumawe: Unimal Press.
- Adiawaty, S. (2020). *Dimensi dan indikator kepemimpinan dan budaya organisasi yang mempengaruhi pemberdayaan: Jurnal Manajemen Bisnis*. 23(3). 397-403. <https://ibn.e-journal.id/index.php/ESENSI/article/view/217>.
- Airyq, I. M., Hubeis, A. V. S., & Sukmawati, A. (2023). *Pengaruh kompetensi kepemimpinan dan budaya organisasi terhadap kinerja sumber daya manusia: Jurnal Aplikasi Manajemen dan Bisnis*. 9(1). 285-295. <http://dx.doi.org/10.17358/jabm.9.1.285>.
- Al-Aamri, M. S. H., Soliman, M., & Ponniah, L. S. (2024). *Influencers of academic staff performance in higher education: The role of motivation transformational leadership and involvement in strategic planning: Journal of Applied Research in Higher Education*. 2050(7003). <https://www.emerald.com/insight/2050-7003.htm>.
- Al-Ayyubi, M. S. (2019). *Pengaruh budaya organisasi terhadap kinerja karyawan melalui motivasi sebagai variabel intervening: Jurnal Ilmu Manajemen*. 7(1). 265-272. <https://ejournal.unesa.ac.id/index.php/jim/article/view/25731/23591>.
- Alkhadra, W. A., Khawaldeh, S., & Aldehayyat, J. (2022). *Ethical leadership and organizational culture: The effect on employee performance: International Journal of Ethics and Systems*. 39(4). 737-760. <https://www.emerald.com/insight/2514-9369.htm>.
- Arghode, V., Lathan, A., Alagaraja, M., Rajaram, K., & McLean, G. N. (2021). *Empathic organizational culture and leadership: Conceptualizing the*

- framework: European Journal of Training and Development*. 46(1/2). 239-256. <https://www.emerald.com/insight/2046-9012.htm>.
- Auma, O. F. (2023). *Influence of change in organisational culture on performance of employees in Western Circuit Hotels-Kenya: IJSRM*. 11(11). 538-5386 <https://doi.org/10.18535/ijsrm/v11i11.em11>.
- Batjo, N. & Shaleh, M. (2018) *Manajemen Sumber Daya Manusia*. Palopo: Penerbit Aksara Timur.
- Besley, T., & Persson, T. (2022). *Organizational dynamics: Culture, design, and performance: The Journal of Law, Economics, and Organization*. 00. 1-22. <https://doi.org/10.1093/jleo/ewac020>.
- Brury, M. (2016). *Pengaruh kepemimpinan, budaya organisasi, motivasi kerja, dan kepuasan kerja terhadap kinerja pegawai: UNSRAT*. 1-16. <https://ejournal.unsrat.ac.id/v3/index.php/jrbm/article/view/12348>.
- Bukit, B., Malusa, T., Rahmat, A. (2017). *Pengembangan Sumber Daya Manusia: Teori, Dimensi Pengukuran, dan Implementasi dalam Organisasi*. Sleman: Zahir Publishing.
- Busro, M. (2017). *Teori-Teori Manajemen Sumber Daya Manusia*. Jakarta: Prenada Media.
- Dessler, G. (2020). *Human Resource Management* (16th Ed.). London: Pearson.
- Dudija, N., Wulansari, P., Sary, F. P., Ayuningtyas, H. G., Wahyuningtyas, R. (2023). *Perilaku Organisasi*. Bandung: Tel-U Press.
- Ernawaty. (2017). *Pengaruh kompetensi kepemimpinan, komitmen organisasi, dan komunikasi terhadap kinerja karyawan pada PT. Management & Project Engineering di Surabaya. Jurnal Bisnis Indonesia*. Jurnal Bisnis Indonesia. 8(2). 205-220. <http://ejournal.upnjatim.ac.id/index.php/jbi/article/view/1580>.
- Fitriani, D., FoEh, J. E. H. J., & Manafe, H. A. (2022). *Pengaruh kompetensi, motivasi, dan budaya organisasi terhadap kinerja pegawai melalui kepuasan kerja sebagai variabel intervening: Jurnal Manajemen Pendidikan dan Ilmu Sosial*. 3(2). 981-994. <https://doi.org/10.38035/jmpis.v3i2>.
- George, J.M., & Jones, G.R. (2006). *Understanding and Managing Organizational Behavior*. California: Delta Publishing.

- Gibson, J. L., Ivancevich, J. M., Donnelly Jr., J. H., Konopaske, R. (2012). *Organizations Behavior, Structure, Processes* (14th Ed.). Nebraska: Mc. Graw-Hill Irwin.
- Giglioti, R. A. (2019). *Competencies For Effective Leadership: A Framework for Assessment, Education, and Research. Chapter 1: An Introduction to Competencies and Competency-Based Leadership*. Bingley: Emerald Publishing.
- Giglioti, R. A. & Ruben, B. D. (2019). *Competencies For Effective Leadership: A Framework for Assessment, Education, and Research. Chapter 3: A Two-Dimensional Approach to Preparing Leaders*. Bingley: Emerald Publishing.
- Gupta, V. (2020). *Relationships between leadership motivation and employee-level innovation: Evidence from India: Personel Review*. 49(7). 1363-1379. <https://www.emerald.com/insight/0048-3486.htm>.
- Huo, C., Arslan, M., & Ahmed, S. (2023). *Impact of responsible leadership on sustainable performance: A moderated mediation model: Kybernetes*. 53(13). 0368-492X. <https://www.emerald.com/insight/0368-492X.htm>.
- Hair, J. F., Hult, G. T. M., Ringle, C. M., Sarstedt, M. (2022). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)* (3rd Ed.). Los Angeles: SAGE.
- Hardani, Adriani, H., Ustiawaty, J., Utami, E. F., Istiqomah, R. R., Fardani, R. A., Sukmana, D. J., Auliya, N. H. (2020). *Metode Penelitian Kualitatif & Kuantitatif*. Yogyakarta: CV. Pustaka Ilmu Group.
- Hartini, Ramaditya, M., Irwansyah, R., Putri, D. E., Ramadhani, I., Wijiharta, A., Bairizki, A., Firmadani, F., Febrianty, F., Suandi, S., Julius, A., Pangarso, A., Satriawan, D. G., Indiyati, D., Sudarmanto, E., Panjaitan, R., Lestari, A. S., & Farida, N. (2021). *Perilaku Organisasi*. Bandung: Penerbit Widina.
- Hendra, T. (2018). Pengaruh Budaya Organisasi Terhadap Kinerja Pegawai Negeri Sipil Pada Bagian Umum Sekretariat Daerah Walikota Pekanbaru: *Jurnal Development*. 6(1). 70-79. <https://doi.org/10.53978/jd.v6i1.66>.
- Hidayat, A. (2018). Variabel PLS SEM, Data, Model Hubungan dan Asumsinya: SMARTPLS. [online]. <https://www.statistikian.com/2018/12/variabel-pls->

[sem-data-hubungan-asumsinya.html](#) [20 Maret 2024].

Hidayat, N., Anisah, H. U., Muntoha, H., & Ismanto, T. (2022). *Pengaruh budaya organisasi dan kompetensi terhadap kinerja pegawai dengan mediasi motivasi di Kantor Unit Pelayanan Pendapatan Daerah: Jurnal Ilmu Manajemen*. 10(4). 1016-1025. <https://journal.unesa.ac.id/index.php/jim-/article-/view/-12319>.

Hikmawati. (2020) *Metodologi Penelitian*. Depok: Rajawali Press.

Huda, S., & Abdullah, R. (2020). *Pengaruh kompetensi dan kepemimpinan terhadap kinerja yang dimediasi motivasi kerja karyawan di Hotel Harper Yogyakarta: Jurnal Ilmiah Akomodasi Agung*. 9(1). 21-30. <https://journal.akpardarmaagung.ac.id/index.php/JIAA/article/view/72>.

Indiyati, D., Ghina, A., Romadhona, A. F. (2021). *Human Resource Competencies, Organizational Culture, and Employee Performance: International Journal of Science and Society*. 3(1). 1-10. <https://doi.org/10.54783/ijsoc.v3i1.251>.

Indrayani, T., F., Muah, Masram, Sulton, M. (2019). *Kepeimpinan*. Depok: Rajawali Pers.

Ibrahim, M., Karollah, B., Juned, V., & Mukhlis, Y. (2022). *The effect of transformational leadership work motivation and culture on millennial generation employees' performance of the manufacturing industry in the digital era: Frontiers in Phschology*. 13(908966). 1-5. <https://doi.org/10.3389/fpsyg.2022.908966>.

Joyner, R. L., Rouse, W. A., Glatthorn, A. A. (2018). *Writing the Winning Thesis or Dissertation* (4th Ed.). London: Corwin.

Lolowang, N. L., Troena, E. A., Djazuli, A., & Aisjah, S. (2019). *The effect of leadership and organizational culture on employee performance that is educated by motivation (Study on the implementation empowerment programs in Jayapura City): Problems and Perspectives in Management*. 17(1). 268-277. [http://dx.doi.org/10.21511/ppm.17\(1\).2019.23](http://dx.doi.org/10.21511/ppm.17(1).2019.23).

Luthans, F. (2011). *Organizational Behavior: An Evidence – Based Approach* (12th Ed.). Nebraska: Mc. Graw-Hill Irwin.

Marniati. (2020). *Manajemen Sumber Daya Manusia*. Jakarta

- Masram & Mu'ah. (2017). *Manajemen Sumber Daya Manusia Profesional*. Surabaya: Zifatama Publisher.
- Mathis R. L., Jackson, J. H. (2008). *Human Resource Management* (12th Ed.). Oklahoma: Thompson – South Western.
- Michulek, J., Gajanova, L., Krizanova, A., & Nadanyiova, M. (2023). *Determinants of improving the relationship between corporate culture and work performance: Illusion or reality of serial mediation of leadership and work engagement in a crisis period?: Frontiers in Phschology*. 14(1135199). 1-11. <https://doi.org/10.3389/fpsyg.2023.1135199>
- Mukherjee, S. P. (2020). *A Guide to Research Methodology: An Overview of Research Problems, Tasks and Methods*. New York: Taylor & Francis.
- Musyaffi, A. M. (2021). *Konsep Dasar Structural Equation Model(Partial Least Square SEM-PLS Menggunakan SmartPLS)*. Pascal Book. https://books.google.co.id/books/about/KONSEP_DASAR_STRUCTUREL_EQUATION_MODEL_P.html?id=KXpjEAAAQBAJ&redir_esc=y
- Nguyen, P. T., Yandi, A., & Mahaputra, M. R. (2020). *Factors that influence employee performance: Motivation, leadership, environment, culture, organization, work achievement, competence, and compensation: DIDJBM*. 1(4). 645-662. <https://doi.org/10.31933/dijdbm.v1i1.88>.
- Ningsih, W. L. (2022). Biografi Abraham Maslow, Pencetus Teori Hierarki Kebutuhan. [online]. <https://www.kompas.com/stori/read/2022/07/14/103000379/biografi-abraham-maslow-pencetus-teori-hierarki-kebutuhan>. [20 Maret 2024].
- Noe, R. A., Hollenbeck, J. R., Gerhart, B., Wright P. M. (2019). *Fundamentals Of Human Resource Management* (7th Ed.). Irvine: Mc. Graw Hill Education.
- Nurkarim, S. (2023). *Pengaruh kepemimpinan dan budaya organisasi terhadap kinerja karyawan di PT Swadharma Sarana Informatika: Journal on Education*. 5(3). 7020-7027. <https://jonedu.org/index.php/joe/article/view/1490>
- Pawar, S. & Moghise, M. (2015). *Organisational Behaviour*. Mumbai: University of Mumbai.

- Pujiono, B., Setiawan, M., & Wijayanti, R. (2020). *The effect of transglobal leadership and organizational culture on job performance - Inter-employee trust as moderating variable: International Journal of Public Leadership*. 16(3). 319-335. <https://www.emerald.com/insight/2056-4929.htm>.
- Qomariah, N., Rochmadoni, M., Aviciena, I. R., Navalina, A.E., Nursaid. (2023). *The impact of leadership employee competence and organizational work culture on employee performance at Bank Jatim: BIRCI Journal*. 6(2). 1143-1157. <https://doi.org/10.33258/birci.v6i2.7604>.
- Rahadi, D. R. (2023). *Pengantar Partial Least Squares Structural Equation Model (PLS-SEM)*. Tasikmalaya: Lentera Ilmu Madani.
- Rahmadania, S. E., & Herminingsih, A. (2021). *The influence of organizational culture, work motivation, and work discipline on employee performance at PT TJB: DIJEMSS*. 3(1). 100-115. <https://doi.org/10.31933/dijemss.v3i1>.
- Rosid, M. A., Endarwati, L., & Kusumawati, I. (2022). *The influence of organizational culture and work environment toward work motivation which implications for the job performance: The charitable efforts of Muhammadiyah Education Institutions in Tangerang – Indonesia: Formosa Journal of Science and Technology*. 1(3). 175-190. <https://journal.formosapublisher.org/index.php/fjst/article/download/768/682>.
- Rofiaty. (2017). *The influence of leadership competencies, organizational culture, employee motivation, and performance (Studies in PDAM Malang, East Java, Indonesia): Australian Academy Business & Economy*. 3(4). 155-160. http://www.aabl.com.au/aablConference/public/documents/pdf/2018_03_19_04_35_09_P156-R4_Full_Paper.pdf.
- Sabrina, R. (2021). *Manajemen Sumber Daya Manusia*. Medan: Umsu Press.
- Sabrina, V. A., Utami, D., & Fuad, S. H. (2023). *Pengaruh budaya perusahaan terhadap motivasi kerja dan dampaknya pada kinerja karyawan: Jurnal Mutiara Ilmu Akuntansi*. 1(2). 126-139. <https://ejurnal.stietrianandra.ac.id/-index.php/jumia/article/download/1200/986/>.
- Sahir, H. S. (2021). *Metodologi Penelitian*. Bojonegoro: KBM Indonesia.
- Sarstedt, M., Ringle, C. M., Hair. J. F. (2017). *Partial Least Squares Structural*

Equation Modeling. Magdeburg: Springer International Publishing

- Sary, F. P., Farihin, A., Tamam, B., Prasetio, A., Rahmatika, A. F. (2024). *The influence of leadership on factors related to teachers in Islamic boarding schools: Edelweiss Applied Science and Technology*. 8(5). 26-39. <https://doi.org/10.55214/25768484.v8i5.1628>.
- Sary, F. P. & Masruri, A. F. (2024). *The Effects of Work Environment and Work Motivation on Performance with Job Satisfaction as an Intervening Variable at PT. XYZ: International Conference on Business, Management, Accounting and Sustainable Economy (ICBMASE 2023)*. 254-263. https://doi.org/10.2991/978-94-6463-394-8_25.
- Sekaran, U. & Bougie, R. (2016). *Research Methods for Business: A Skill-Building Approach* (7th Ed.). West Sussex: Wiley.
- Sujarweni, V. W. (2014). *Metodologi Penelitian*. Yogyakarta: Pustaka Baru Press
- Sunarso, B. (2022). *Teori Kepemimpinan*. Sleman: Madani Berkah Abadi.
- Syahza, A. (2021). *Metodologi Penelitian* (Edisi Revisi 2021). Pekanbaru: UR Press.
- Tamimi, M., & Sopiah. (2022). *The influence of leadership style on employee performance: A systematic literature review: IJEBM*. 1(2). 128-138. <https://doi.org/10.54099/ijebm.v1i2.360>.
- Tewal, B., Adolfina, Pandowo, M. H. Ch., Tawas, H. N. (2017). *Perilaku Organisasi*. Bandung: CV. Patra Media Grafino.
- Udin, U., Dharma, R. D., Dananjoyo, R., & Shaikh, M. (2023). *The role of transformational leadership on employee performance through organizational learning culture and intrinsic work motivation: International Journal of Sustainable Development and Planning*. 18(1). 237-246. <https://doi.org/10.18280/ijstdp.180125>.
- Wahyuningtyas, R. (2021). *The Influence of Leadership 3.0 Implementation and Work Motivation On Employee Performance of Telkom Witel Banten: International Conference on Sustainable Management and Innovation (ICoSMI 2020)*. 1-8. <http://dx.doi.org/10.4108/eai.14-9-2020.2304368>.
- Widayanto, T., & Nugroho, S. H. (2022). *The influence of leadership,*

organizational culture, and work competence on employee performance through work motivation: Jurnal Pamator. 15(2). 81-97.

<https://doi.org/10.21107/pamator.v15i2.18807>

Wijaya, C. (2017). *Perilaku Organisasi*. Medan: LPPI.

Widyanti, R. (2019). *Perilaku Organisasi: Teori dan Konsep*. Banjarmasin: Penerbit Uniska MAB.

Wulansari, Puspita. (2022). *Kinerja dan Produktivitas dalam Organisasi. Chapter 2: Model-model Pengukuran Kinerja*. Bandung: Media Sains Indonesia.

Wulansari, Puspita. (2022). *Perilaku Organisasi (Tinjauan Teoritis). Chapter 7: Konsep Kepemimpinan dalam Organisasi*. Bandung: Media Sains Indonesia.

Zeb, A., Akbar, F., Hussain, K., Safi, A., Rabnawaz, M., & Zeb, F. (2021). *The competing value framework model of organizational culture, innovation, and performance: Business Process Management Journal.* 27(2). 658-683.

<https://www.emerald.com/insight/1463-7154.htm>.