

## DAFTAR PUSTAKA

- Ababneh, O. M. A. (2020). The impact of organizational culture archetypes on quality performance and total quality management: the role of employee engagement and individual values. *International Journal of Quality and Reliability Management*, 38(6), 1387–1408. <https://doi.org/10.1108/IJQRM-05-2020-0178>
- Abbas, M. (2017). The Effect of Organizational Culture and Leadership Style towards Employee Engagement and Their Impact towards Employee Loyalty. *Asian Journal of Technology and Management Research*, 7(2), 1–11. [https://ajtmr.com/papers/Vol7Issue2/Vol7Iss2\\_P1.pdf](https://ajtmr.com/papers/Vol7Issue2/Vol7Iss2_P1.pdf)
- Abbas, W., & Wu, W. (2018). Employee engagement, fairness and trust: An empirical assessment. *Human Systems Management*, 37(3), 287–297. <https://doi.org/10.3233/HSM-17182>
- Abdullah, K., Fadilla, Z., Ardiawan, K. N., Masita, Taqwin, Sari, M. E., Jannah, M., Hasda, S., & Aiman, U. (2022). *METODOLOGI PENELITIAN KUANTITATIF* (N. Saputra, Ed.). Yayasan Penerbit Muhammad Zaini. <http://penerbitzaini.com>
- Abujudeh, S. (2020). Examining the impacts of organizational culture and leadership styles on the organizational performance indicators. *Acta Medicina et Sociologica*, 11(31). <https://doi.org/10.19055/ams.2020.11/31/4>
- AlNuaimi, B. K., Kumar Singh, S., Ren, S., Budhwar, P., & Vorobyev, D. (2022). Mastering digital transformation: The nexus between leadership, agility, and digital strategy. *Journal of Business Research*, 145, 636–648. <https://doi.org/10.1016/j.jbusres.2022.03.038>
- Ananda Ismail, I., Lian Pernadi, N., & Febriyanti, A. (2022). How to Grab And Determine the Size of The Sample For Research. *International Journal of Academic and Applied Research*, 6(9), 88–92. [www.ijaeis.org/ijaar](http://www.ijaeis.org/ijaar)
- Anggraini, S., & Dudija, N. (2020). PENGARUH GAYA KEPEMIMPINAN TRANSFORMASIONAL DAN KOMPENSASI TERHADAP

EMPLOYEE ENGAGEMENT PADA CV. SEMAR DAN CV. PUNAKAWAN SEMARBANDUNG. *JIMEA | Jurnal Ilmiah MEA (Manajemen, Ekonomi, dan Akuntansi)*, 4(3), 1310–1324. <https://doi.org/10.31955/mea.vol4.iss3.pp1310-1324>

Aranki, D. H., Suifan, T. S., & Sweis, R. J. (2019). The Relationship between Organizational Culture and Organizational Commitment. *Modern Applied Science*, 13(4), 137. <https://doi.org/10.5539/mas.v13n4p137>

Armstrong, M., & Taylor, S. (2020). *ARMSTRONG'S HANDBOOK OF HUMAN RESOURCE MANAGEMENT PRACTICE - A Guide to the Theory and Practice of People Management* (S. Taylor, Ed.; 15th ed.). KoganPage. <https://www.koganpage.com/hr-learning-development/armstrong-s-handbook-of-human-resource-management-practice-9781398606630>

Azim, M. T., Fan, L., Uddin, M. A., Abdul Kader Jilani, M. M., & Begum, S. (2019). Linking transformational leadership with employees' engagement in the creative process. *Management Research Review*, 42(7), 837–858. <https://doi.org/10.1108/MRR-08-2018-0286>

Azis, E., Prasetyo, A. P., Gustiyana, T. T., Putril, S. F., & Rakhmawati, D. (2019). The mediation of intrinsic motivation and affective commitment in the relationship of transformational leadership and employee engagement in technology-based companies. *Polish Journal of Management Studies*, 20(1), 54–63. <https://doi.org/10.17512/pjms.2019.20.1.05>

Basuki, Widyanti, R., & Husnurropiq. (2023). Peran Moderasi Budaya Organisasi Terhadap Pengaruh Kepemimpinan Transformasional dengan Keterlibatan Pegawai Organisasi Publik. *AL-ULUM ILMU SOSIAL DAN HUMANIORA*, 9(2), 119–131. <https://doi.org/10.31602/alsh.v9i2.12711>

Bhaduri, R. M. (2019). Leveraging culture and leadership in crisis management. *European Journal of Training and Development*, 43(5–6), 554–569. <https://doi.org/10.1108/EJTD-10-2018-0109>

- CHERNYAVSKAYA, S. A., POLONKOEVA, F. Y., DIUZHEVA, M. B., MUKHAMBETOVA, A. A., & TOKAYEVA, B. B. (2021). Digital corporate culture as an element of the transformation of the organization in the context of digitalization. *Journal of Contemporary Issues in Business and Government*, 27(02). <https://doi.org/10.47750/cibg.2021.27.02.403>
- Decuyper, A., & Schaufeli, W. (2020). Leadership and work engagement: Exploring explanatory mechanisms. *German Journal of Human Resource Management*, 34(1), 69–95. <https://doi.org/10.1177/2397002219892197>
- Dharma, S., Jadmiko, P., & Azliyanti, E. (2020). *Aplikasi SPSS dalam Analisis Multivariates* (1 ed.). LPPM Universitas Bung Hatta.
- Drewniak, R., Drewniak, Z., & Posadzinska, I. (2020). Leadership Styles and Employee Expectations. *European Research Studies Journal*, XXIII(1), 398–411. <https://doi.org/10.35808/ersj/1768>
- Dwiyanti, N., & Dudija, N. (2019). The Effect of Rewards on Employee Performance with Employee Engagement as an Intervening Variable in Indonesian Pharmaceutical Companies. *Journal of International Conference Proceedings (JICP)*, 2(3), 192–199. <https://doi.org/doi.org/10.32535/jicp.v2i3.662>
- Febriani, F. A., & Ramli, A. H. (2023). Pengaruh Budaya Organisasi Terhadap Kinerja Karyawan Melalui Keterikatan Karyawan. *Jurnal Ilmiah Manajemen Kesatuan*, 11(2), 309–320. <https://doi.org/10.37641/jimkes.v11i2.1999>
- Hair, Jr. , J. F., Hult, G. T. M., Ringle, C. M., Sarstedt, M., Danks, N. P., & Ray, S. (2021). *Partial Least Squares Structural Equation Modeling (PLS-SEM) Using R: A Workbook* (1 ed.). Springer Cham. <https://doi.org/https://doi.org/10.1007/978-3-030-80519-7>
- Haveman, H. A. (2022). *The Power of Organizations: A New Approach to Organizational Theory* (M. Levinson & J. Delaney, Ed.; 1st ed.). Princeton University Press.

[https://press.princeton.edu/books/hardcover/9780691238043/the-power-of-organizations?srsltid=AfmBOoqunQ6sGe8sSMOen5o0q\\_QPBav6aGr4\\_tUtWUuxA8Uue95JjArz](https://press.princeton.edu/books/hardcover/9780691238043/the-power-of-organizations?srsltid=AfmBOoqunQ6sGe8sSMOen5o0q_QPBav6aGr4_tUtWUuxA8Uue95JjArz)

- Inayah, M. N. (2024). Effect Organizational Culture and Leadership Style on Turnover Intention through Work Motivation as an Intervening Variable. *Formosa Journal of Sustainable Research*, 3(7), 1431–1446. <https://doi.org/10.55927/fjsr.v3i7.10290>
- Indiyati, D. (2018). The role of organisational culture, intellectual capital and competitive advantage in supporting the government policies in education. *Int. J. Economic Policy in Emerging Economies*, 11(1/2), 68–82. <https://doi.org/10.1504/IJEPEE.2018.091028>
- Javadi, Dr. M. H. M., & Ahmadi, A. A. (2013). Investigating the Roles of Organizational Culture, Leadership Style, and Employee Engagement in Knowledge Transfer. *International Journal of Academic Research in Business and Social Sciences*, 3(9). <https://doi.org/10.6007/ijarbss/v3-i9/261>
- Jones, G. R. (2013). *Organizational theory, design, and change* (S. Yagan, Ed.; 7th ed., Vol. 1). Pearson Education Limited. <https://www.pearson.com/en-us/subject-catalog/p/organizational-theory-design-and-change/P200000005943/9780132729949>
- Kaur Bagga, S., Gera, S., & Haque, S. N. (2023). The mediating role of organizational culture: Transformational leadership and change management in virtual teams. *Asia Pacific Management Review*, 28(2), 120–131. <https://doi.org/10.1016/j.apmr.v.2022.07.003>
- Khan, M. A., Ismail, F. B., Hussain, A., & Alghazali, B. (2020). The Interplay of Leadership Styles, Innovative Work Behavior, Organizational Culture, and Organizational Citizenship Behavior. *SAGE Open*, 10(1). <https://doi.org/10.1177/2158244019898264>
- Luthans, F., Luthans, B. C., & Luthans, K. W. (2021). *Organizational behavior: an evidence-based approach* (14 ed.). Information Age

Publishing, Incorporated. [https://www.amazon.com/Organizational-Behavior-Evidence-Based-Approach-Fourteenth/dp/1648021255/ref=sr\\_1\\_4?crid=34EB9J2TUNADR&dib=eyJ2IjoiMSJ9.SXJWuFYg3HnIIOrNngmfP-8KeNwL1szS0\\_Y12n-rnCQLrGrZIuc8R3YR5crngsNU\\_iZSY9ZckJAwdLKqrEI-jO1UCQ7-8z7CiMe9b8EbbQdScuibPogFhbAY9X-Oo1OyUCKJY9\\_xMb4Y-tkAM52qZxCE0f-vpV6KIsInupFI5QpXt2C-t0wfetLYL0Ny7AltDE591f4zmUuEJHLApneDeJLA7TTUMivea6YG EaGD9UQ.PnQEbvDrPiz5\\_uhwX5KpnJ0bGCrErQSVO6vkWqEtiRo &dib\\_tag=se&keywords=organizational+behavior+an+evidence-based&qid=1717236171&s=books&sprefix=organizational+behavior+an+evidence-based+g%2Cstripbooks-intl-ship%2C397&sr=1-4](https://www.amazon.com/Organizational-Behavior-Evidence-Based-Approach-Fourteenth/dp/1648021255/ref=sr_1_4?crid=34EB9J2TUNADR&dib=eyJ2IjoiMSJ9.SXJWuFYg3HnIIOrNngmfP-8KeNwL1szS0_Y12n-rnCQLrGrZIuc8R3YR5crngsNU_iZSY9ZckJAwdLKqrEI-jO1UCQ7-8z7CiMe9b8EbbQdScuibPogFhbAY9X-Oo1OyUCKJY9_xMb4Y-tkAM52qZxCE0f-vpV6KIsInupFI5QpXt2C-t0wfetLYL0Ny7AltDE591f4zmUuEJHLApneDeJLA7TTUMivea6YG EaGD9UQ.PnQEbvDrPiz5_uhwX5KpnJ0bGCrErQSVO6vkWqEtiRo &dib_tag=se&keywords=organizational+behavior+an+evidence-based&qid=1717236171&s=books&sprefix=organizational+behavior+an+evidence-based+g%2Cstripbooks-intl-ship%2C397&sr=1-4)

Ly, B. (2024). The Interplay of Digital Transformational Leadership, Organizational Agility, and Digital Transformation. *Journal of the Knowledge Economy*, 15(1), 4408–4427. <https://doi.org/10.1007/s13132-023-01377-8>

Mappamiring, M., & Putra, A. H. P. K. (2021). Understanding Career Optimism on Employee Engagement: Broaden-Built and Organizational Theory Perspective. *Journal of Asian Finance, Economics and Business*, 8(2), 0605–0616. <https://doi.org/10.13106/jafeb.2021.vol8.no2.0605>

Martínez-Caro, E., Cegarra-Navarro, J. G., & Alfonso-Ruiz, F. J. (2020). Digital technologies and firm performance: The role of digital organisational culture. *Technological Forecasting and Social Change*, 154. <https://doi.org/10.1016/j.techfore.2020.119962>

Maslach, C. (2011). Burnout and Engagement in the Workplace: New Perspectives. *The European Health Psychologist*, 13(3), 44–47. <https://doi.org/10.1002/job.4030020205>

Maslach, C., Schaufeli, W. B., & Leiter, M. P. (2001). Job Burnout. *Annual Review of Psychology*, 52, 397–422. <https://doi.org/10.1146/annurev.psych.52.1.397>

- Megananda, E., Limgiani, & Dullah, M. (2023). ANALISIS EMPLOYEE ENGAGEMENT DIPENGARUHI OLEH BUDAYA ORGANISASI DAN GAYA KEPEMIMPINAN PADA DINAS PERHUBUNGAN KABUPATEN MALANG. *Arthavidya Jurnal Ilmiah Ekonomi*, 25(2), 272–289. <https://doi.org/10.37303/a.v25i2.469>
- Meskelis, S., & Whittington, J. L. (2020). Driving employee engagement: how personality trait and leadership style impact the process. *Journal of Business and Industrial Marketing*, 35(10), 1457–1473. <https://doi.org/10.1108/JBIM-11-2019-0477>
- Miller, V. (2020). *Understanding Digital Culture* (M. Ainsley, Ed.; 2nd ed.). SAGE Publications Ltd. <https://uk.sagepub.com/en-gb/eur/understanding-digital-culture/book252120>
- Mulang, H. (2022). Analysis of The Effect of Organizational Justice, Worklife Balance on Employee Engagement and Turnover Intention. *Golden Ratio of Human Resource Management*, 2(2), 86–97. <https://doi.org/10.52970/grhrm.v2i2.169>
- Muniroh, M., Hamidah, H., & Abdullah, T. (2022). MANAGERIAL IMPLICATIONS ON THE RELATION OF DIGITAL LEADERSHIP, DIGITAL CULTURE, ORGANIZATIONAL LEARNING, AND INNOVATION OF THE EMPLOYEE PERFORMANCE (CASE STUDY OF PT. TELKOM DIGITAL AND NEXT BUSINESS DEPARTMENT). *Management and Entrepreneurship: Trends of Development*, 1(19), 58–75. <https://doi.org/10.26661/2522-1566/2022-1/19-05>
- Natasya, N. S., & Awaluddin, R. (2021). The Effect of Quality of Work Life, Organizational Culture and Job Satisfaction on Employee Engagement. *Bina Bangsa International Journal of Business and Management*, 1(2), 158–165. <https://doi.org/10.46306/bbijbm.v1i2.16>
- Nienaber, H., & Martins, N. (2020). Exploratory study: Determine which dimensions enhance the levels of employee engagement to improve

- organisational effectiveness. *TQM Journal*, 32(3), 475–495.  
<https://doi.org/10.1108/TQM-05-2019-0151>
- Nugroho, Y., & Elmi, F. (2022). THE INFLUENCE OF ORGANIZATIONAL CULTURE, LEADERSHIP STYLE AND EMPLOYEE ENGAGEMENT ON THE PERFORMANCE OF MILLENNIAL EMPLOYEE (CASE STUDY AT PT. RITEL GLOBAL SOLUSI EMPLOYEES). *Dinasti International Journal of Education Management and Social Science*, 3(4).  
<https://doi.org/10.31933/dijemss.v3i4>
- O'Connor, E. P., & Crowley-Henry, M. (2019). Exploring the Relationship Between Exclusive Talent Management, Perceived Organizational Justice and Employee Engagement: Bridging the Literature. *Journal of Business Ethics*, 156(4), 903–917. <https://doi.org/10.1007/s10551-017-3543-1>
- Opatha, H. H. D. N. P. (2021). A Simplified Study of Definitions of Human Resource Management. *Sri Lankan Journal of Human Resource Management*, 11(1), 2021.  
<http://dr.lib.sjp.ac.lk/bitstream/handle/123456789/11164/Paper%2b2%2bDefinitions%2bof%2bHuman%2bResource%2bManagement.pdf?sequence=1&isAllowed=y>
- Paramita, R. W. D., Rizal, N., & Sulistyan, R. B. (2021). *METODE PENELITIAN KUANTITATIF: Buku Ajar Perkuliahan Metodologi Bagi Mahasiswa Akuntansi & Manajemen* (3 ed., Vol. 1). Widya Gama Press.
- Philip, J. (2021). Viewing Digital Transformation through the Lens of Transformational Leadership. *Journal of Organizational Computing and Electronic Commerce*, 31(2), 114–129.  
<https://doi.org/10.1080/10919392.2021.1911573>
- Prakasa, Y., Raharjo, K., & Wiratama, I. D. (2020). Transformational Leadership and Digital Maturity: The Mediating Role of Organizational Culture. *Annual International Conference on Business and Public*

- Administration (AICoBPA)*, 154, 224–229.  
<https://doi.org/10.2991/aebmr.k.201116.045>
- PT. Dayamitra Telekomunikasi. (2022). *Continue Growing, Sustainability in Resilience - Sustainability Report/Laporan Keberlanjutan 2022*.  
<https://www.mitratel.co.id/wp-content/uploads/2023/03/Laporan-Keberlanjutan-2022.pdf>
- PT. Dayamitra Telekomunikasi. (2023). *Continue Growing and Catalyzing Connectivity Nationwide Sustainable with Integrated Digital Infrastructure - Sustainability Report/Laporan Keberlanjutan 2023*.  
<https://www.mitratel.co.id/wp-content/uploads/2024/04/Laporan-Keberlanjutan-Sustainaibility-Report-2023.pdf>
- PT. DAYAMITRA TELEKOMUNIKASI TBK. (2023). *LAPORAN SURVEY DCI 2023*.
- Robbins, S. P., & Judge, T. A. (2013). *Organizational Behavior* (S. Yagan, Ed.; 15 ed., Vol. 1). Pearson Education, Inc./Pearson Hall.  
[https://digilib.stekom.ac.id/assets/dokumen/ebook/feb\\_c5d15cc7c32d4985a70c200bad26dc576781601d\\_1648649445.pdf](https://digilib.stekom.ac.id/assets/dokumen/ebook/feb_c5d15cc7c32d4985a70c200bad26dc576781601d_1648649445.pdf)
- Robbins, S. P., Judge, T. A., & Beward, K. E. (2018). *Essentials of Organizational Behaviour (Canadian Edition)* (C. O'Donnell, K. Townsend, & R. Stuckey, Ed.; Canadian, Vol. 1). Pearson Education (Canada), Inc. <https://www.amazon.com/Essentials-Organizational-Behaviour-First-Cana/dp/0134182979>
- Saks, A. M. (2006). Antecedents and consequences of employee engagement. *Journal of Managerial Psychology*, 21(7), 600–619.  
<https://doi.org/10.1108/02683940610690169>
- Saks, A. M. (2019). Antecedents and consequences of employee engagement revisited. *Journal of Organizational Effectiveness*, 6(1), 19–38.  
<https://doi.org/10.1108/JOEPP-06-2018-0034>
- Schaufeli, W. B., Salanova, M., González-Romá, V., & Bakker, A. B. (2002). THE MEASUREMENT OF ENGAGEMENT AND BURNOUT: A TWO SAMPLE CONFIRMATORY FACTOR ANALYTIC



- APPROACH. *Journal of Happiness Studies*, 3, 72–92.  
<https://doi.org/10.1023/A:1015630930326>
- Singh, M. K. J., & See, P. P. (2022). THE INFLUENCE OF LEADERSHIP STYLE ON EMPLOYEE ENGAGEMENT. *JOURNAL OF BUSINESS AND SOCIAL SCIENCES*, 2022(8), 1–26.  
<http://ipublishing.intimal.edu.my/jobss.html>
- Sitohang, R. (2023). The Influence of Transformational Leadership Style, Job Satisfaction and Organizational Culture on Turnover Intention in Employees of PT. Medan Distribusindo Raya Kabanjahe. *Asian Journal of Management Analytics*, 2(2), 133–142.  
<https://doi.org/10.55927/ajma.v2i2.3887>
- Sun, L., & Bunchapattanasakda, C. (2019). Employee Engagement: A Literature Review. *International Journal of Human Resource Studies*, 9(1), 63. <https://doi.org/10.5296/ijhrs.v9i1.14167>
- Supriyati. (2021). *Metodologi Penelitian Structural Equation Modeling-Partial Least Squares*. <https://doi.org/10.13140/RG.2.2.15759.71849>
- Syabrina, & Maivalinda. (2024). PENGARUH KEPEMIMPINAN, KOMPENSASI DAN BUDAYA ORGANISASI TERHADAP EMPLOYEE ENGAGEMENT (KETERIKATAN KARYAWAN) (Studi Kasus PT. BPR Lengayang, Pesisir Selatan). *Jurnal Penelitian Dan Pengkajian Ilmiah Sosial Budaya*, 3(1), 447–471.  
<https://doi.org/10.47233/jppisb.v3i1.1577>
- Thohir, E., & Agustian, A. G. (2021). *AKHLAK Untuk Negeri* (A. G. Agustian, Ed.). Arga Tilanta.  
[https://books.google.co.id/books/about/AKHLAK\\_Untuk\\_Negeri.html?id=wIIfEAAAQBAJ&redir\\_esc=y](https://books.google.co.id/books/about/AKHLAK_Untuk_Negeri.html?id=wIIfEAAAQBAJ&redir_esc=y)
- Wang, C., Xu, J., Zhang, T. C., & Li, Q. M. (2020). Effects of professional identity on turnover intention in China's hotel employees: The mediating role of employee engagement and job satisfaction. *Journal of Hospitality and Tourism Management*, 45, 10–22.  
<https://doi.org/10.1016/j.jhtm.2020.07.002>

- Wilton, N. (2019). *An Introduction to HUMAN RESOURCE MANAGEMENT* (K. Smy, Ed.; 4th ed.). SAGE Publications, Ltd. <https://uk.sagepub.co>
- Yuliani, I. (2023). *Manajemen Sumber Daya Manusia* (AlFitri, Ed.; 1 ed., Vol. 1). PT. RajaGrafindo Persada, Depok. <https://repository.uinsi.ac.id/bitstream/handle/123456789/3108/Buku%20Manajemen%20Sumberdaya%20Manusia.pdf?sequence=1>