

DAFTAR PUSTAKA

- Campos, R. C., Cappelle, M. C. A., & Silva, T. M. (2017). COACHING: UMA PONTE NO ABISMO RELACIONAL E GERENCIAL EM ORGANIZAÇÕES. *Revista Gestão Em Análise*, 6(1/2), 287. <https://doi.org/10.12662/2359-618xregea.v6i1/2.p287-299.2017>
- Coppola G, M. N. & L. R. (2010). *Leadership for Health Professionals: Theory, Skills and Applications.*" *Health Policy and Management Faculty Publications, Paper 60* (First). Jones & Bartlett Learning.
- Demik, R. J. (2007). *Coaching, Counseling, and Mentoring: A Strategic Need in Training and Development.* Indiana State University.
- Donaldson, S. I., Ensher, E. A., & Vallone, E. J. G. (2000). Longitudinal Examination of Mentoring Relationships on Organizational Commitment and Citizenship Behavior . *Journal of Career Development* , 26(4), 233–249.
- dos Santos, F. P., Siqueira, E. G. Q., Mota Ramos, K. J. A., & Nascimento Jr., O. R. (2020). O COACHING COMO FERRAMENTA PARA DESENVOLVER COMPETÊNCIAS: Um estudo de caso na Secretaria de Planejamento do Estado de Alagoas - SEPLAG. *Revista Estudos e Pesquisas Em Administração*, 4(2), 24–41. <https://doi.org/10.30781/repad.v4i2.10225>
- Geroy, G. D., Bray, A., & Venneberg, D. L. (2008). The CCM Model: A Management Approach to Performance Optimization. *Performance Improvement Quarterly*, 18(2), 19–36. <https://doi.org/10.1111/j.1937-8327.2005.tb00331.x>
- Ghozali, I. Prof. Drs. H., & Latan, H. S. (2015). *Partial Least Squares : Konsep, Teknik dan Aplikasi menggunakan Program SmartPLS 3.0.* Badan Penerbit-UNDIP.
- Guest, D. E. (2015). Career Counseling. In *Wiley Encyclopedia of Management* (pp. 1–2). John Wiley & Sons, Ltd. <https://doi.org/10.1002/9781118785317.weom050006>
- Indriastuti, M., Hindiarto, F., & Haryanti, K. (2015). Individual Coaching Program Dengan Metode Grow Untuk Meningkatkan Kompetensi Coaching Kepala Sub Bagian Personalia Pdam Tirta Bumi Serasi Kabupaten Semarang. *Kajian Ilmiah Psikologi-No. 1* (Vol. 4).
- Irwan. (2020). *Rakornas Pengembangan Kompetensi ASN: Kebijakan Pengembangan Kompetensi ASN Di Era New Normal.* <https://lan.go.id/?P=2628>.
- Korotov, K., & Berger. (2016). *Coaching for Leadership Development.* <https://www.researchgate.net/publication/307544613>
- Kurniawan, A. W., & Puspitaningtyas, Z. (2016). *Metode Penelitian Kuantitatif.* Pandiva Buku.

- Lilian T Eby, Jean E Rhodes, & Tammy D Allen. (2007). The Blackwell Handbook of Mentoring. In T. D. Allen & L. T. Eby (Eds.), *The Blackwell Handbook of Mentoring* (pp. 7–20). Blackwell Publishing Ltd. <https://doi.org/10.1111/b.9781405133739.2007.00002.x>
- Ling, Y.-L., Gee-Whai Kho, M., Neo, B. A., Ghani, A., & Abdullah, K. (2020). COACHING COMMUNICATION: STRENGTHENING CONSTRUCT SHARPNESS AND MEASUREMENT. *International Journal of Education and Pedagogy* (Vol. 2, Issue 1). <http://myjms.moe.gov.my/index.php/ijeap>
- Luecke, Richard (2004). *Coaching and Mentoring : How to Develop Top Talent and Achieve Stronger Performance: Vol. III.* Harvard Business Review Press.
- Mangkunegara, A. A. A. (2015). Manajemen Sumber Daya Manusia Perusahaan. Edisi 14. Bandung: Remaja Rosda Karya.
- MILLER, M. J. (1993). A Career Counseling Diagnostic Model: How to Assess and Counsel Career-Concerned Clients. *Journal of Employment Counseling*, 30(1), 35–43. <https://doi.org/10.1002/j.2161-1920.1993.tb00965.x>
- Nathan, R. & Hill, L. (2012). *Konseling Karier. Vol. II.* Yogyakarta: Pustaka Pelaja.
- Neupane, R. (2015). Effects of Coaching and Mentoring on Employee Performance in the UK Hotel Industry. *International Journal of Social Sciences and Management*, 2(2), 123–138. <https://doi.org/10.3126/ijssm.v2i2.12323>
- Passmore, J. (2013). *Excellence in Coaching : Panduan Lengkap menjadi Coach Profesional.* Ed. III. Jakarta: PPM Manajemen.
- Passmore, J., & Lai, Y.-L. (2019). Coaching Psychology: Exploring definitions and research contribution to practice? *International Coaching Psychology Review 1* (Vol. 14, Issue 2).
- Peraturan Kepala BKN Nomor 16 Tahun 2016, Biro Perencanaan Badan Kepegawaian Negara (2016).
- Peraturan Menteri Pendayagunaan Aparatur Negara dan Reformasi Birokrasi Nomor 11 Tahun 2015 tentang Roadmap Reformasi Birokrasi Tahun 2015-2019. Menpan RB, (2015).
- Peraturan Menteri Pendayagunaan Aparatur Negara dan Reformasi Birokrasi Nomor 3 Tahun 2020 tentang Manajemen Talenta Aparatur Sipili Negara, Kementerian Hukum dan HAM (2020).
- Peraturan Menteri Pendayagunaan Aparatur Negara dan Reformasi Birokrasi Nomor 8 Tahun 2021 tentang Sistem Manajemen Kinerja PNS, 1 (2021).
- Peraturan Pemerintah Nomor 53 Tahun 2010 tentang Disiplin PNS, (2010).
- Peraturan Pemerintah Nomor 11 Tahun 2017 tentang Manajemen Pegawai Negeri Sipil, Kementerian Hukum dan Hak Asasi Manusia (2017).
- Peraturan Pemerintah Nomor 30 Tahun 2019 tentang Penilaian Kinerja PNS, (2019).

- Pérez-Rosas, V., Mihalcea, R., Resnicow, K., Singh, S., Ann, L., Goggin, K. J., & Catley, D. (2017). Predicting Counselor Behaviors in Motivational Interviewing Encounters. *Proceedings of the 15th Conference of the European Chapter of the Association for Computational Linguistics: Volume 1, Long Papers*, 1128–1137. <https://doi.org/10.18653/v1/E17-1106>
- Shukla, S. & P. (2014). Men are From Mars Women are from Venus. HRMAsia. Singapore: Key Media Pte.Ltd.
- Sodre, R., Leite, C., Vinicius, M., & Calvosa, D. (2020). *Coaching, Mentoring e Career Counseling-Análise sobre os Processos de Orientação Profissional nas Organizações*. <https://www.researchgate.net/publication/355917799>
- Stone, F. M. (2007). *Coaching, Counseling & Mentoring, Second Edition*.
- Suliyanto. (2018). *Metode Penelitian Bisnis* (A. Christian, Ed.). Andi Offset.
- Undang-undang Nomor 5 Tahun 2014, Kementerian Hukum dan Hak Asasi Manusia (2014).
- Viveiros, P., Krakauer, C., Sodre, R., Leite, C., Vinicius, M., & Calvosa, D. (2020). *Coaching, Mentoring e Career Counseling-Análise sobre os Processos de Orientação Profissional nas Organizações Pesquisas dos Docentes Pesquisadores e Respectivos Orientandos do ICSA / UFRRJ View project ENTREPRENEURSHIP EDUCATION IN BRAZIL View project*. <https://www.researchgate.net/publication/355917799>
- Wibowo, (2016). *Manajemen Kinerja* (5th ed., Vol. 11). Depok: Raja Grafindo Persada.