

DAFTAR REFERENSI

- Adair, John. *Leadership & motivation: The fifty-fifty rule & and eight key principles of motivating others*. London: Kogan Page Limited, 2006.
- Adams, John David. "More than a Feeling: The Influence of Emotions in Learning and Implications for Church Ministry." *Christian Education Journal* 18, no. 1 (April): 129–43. <https://doi.org/10.1177/0739891320967017>, 2021.
- Afsar, Bilal, Yuosre Badir, dan Umar Safdar Kiani. "Linking spiritual leadership and employee pro-environmental behavior: The influence of workplace spirituality, intrinsic motivation, and environmental passion." *Journal of Environmental Psychology* 45: 79–88. <https://doi.org/https://doi.org/10.1016/j.jenvp.2015.11.011>, 2016.
- Aljumah, Abdulsalam. "The impact of extrinsic and intrinsic motivation on job satisfaction: The mediating role of transactional leadership." *Cogent Business and Management* 10, no. 3: 1–23. <https://doi.org/10.1080/23311975.2023.2270813>, 2023.
- André, Stéfanie, Ridwan Maulana, Michelle Helms-Lorenz, Sibel Telli, Seyeoung Chun, Carmen María Fernández-García, Thelma de Jager, dkk. "Student Perceptions in Measuring Teaching Behavior Across Six Countries: A Multi-Group Confirmatory Factor Analysis Approach to Measurement Invariance." *Frontiers in Psychology* 11, no. Februari (Februari). <https://doi.org/10.3389/fpsyg.2020.00273>, 2020.
- Arikunto, Suharsimi. *Prosedur penelitian: Suatu pendekatan praktik*. Jakarta: Rineka Cipta, 2014.
- Armstrong, Michael. *Performance management: Key strategies and practical guidelines*. 3rd ed. London: Kogan Page, 2006.
- Ashmos, Donde P, dan Dennis Duchon. "Spirituality at Work: A Conceptualization and Measure." *Journal of Management Inquiry* 9, no. 2 (Juni): 134–45. <https://doi.org/10.1177/105649260092008>, 2000.
- Ayers, M. *Power to Lead: Five Essentials for the Practice of Biblical Leadership*. RBK Publishing Group. <https://books.google.co.id/books?id=Bw-euAEACAAJ>, 2018.
- Bandhu, Din, M. Murali Mohan, Noel Anurag Prashanth Nittala, Pravin Jadhav, Alok Bhadauria, dan Kuldeep K. Saxena. "Theories of motivation: A comprehensive analysis of human behavior drivers." *Acta Psychologica*. Elsevier B.V. <https://doi.org/https://doi.org/10.1016/j.actpsy.2024.104177>, 2024.
- Bass, Bernard M. *Leadership and Performance Beyond Expectations*. New York: Free Press, 1985.
- Bass, Bernard M., dan Ronald E. Riggio. *Transformational Leadership*. 2 ed. Mahwah, New Jersey: Lawrence Erlbaum Associates, 2006.

- Bavinck, Herman. *Reformed dogmatics, Volume 3, Sin and salvation in Christ*. Disunting oleh John Bolt. Ada, Michigan: Baker Academic, 2006.
- Belwalkar, Shibani, Veena Vohra, dan Ashish Pandey. "The relationship between workplace spirituality, job satisfaction and organizational citizenship behaviors – an empirical study." *Social Responsibility Journal* 14, no. 2: 410–30. <https://doi.org/10.1108/SRJ-05-2016-0096>, 2018.
- Berkhof, Louis, dan Cornelius Van Til. "Antitesis dalam pendidikan." Dalam *Dasar pendidikan Kristen: Ceramah-ceramah kepada guru-guru Kristen*, disunting oleh Steve Hendra, 3–36. Surabaya: Momentum, 2022.
- Bidang Pengembangan Pendidikan GMT. "Potret Pendidikan GMT." Kupang, 2023.
- Blerkom, Malcolm L Van. *Measurement and statistics for teachers*. 1 ed. New York: Routledge, 2009.
- Burns, James MacGregor. *Leadership*. New York: Harper & Row, 1978.
- Butarbutar, Marisi, Indah Purnama Sari, Sufyati, dan Dermawan Waruwu. *Metodologi Penelitian: Pendekatan Multidisipliner*. Bandung: Media Sains, 2022.
- Byars, Lloyd L., dan Leslie W. Rue. *Human Resource Management*. 10 ed. New York: McGraw-Hill, 2011.
- Caniëls, Marjolein C J, Carmen Neghina, dan Nico Schaetsaert. "Ambidexterity of employees: the role of empowerment and knowledge sharing." *Journal of Knowledge Management* 21, no. 5 (Januari): 1098–1119. <https://doi.org/10.1108/JKM-10-2016-0440>, 2017.
- Chaplin-Cheyne, Trish. "The Limitations of Transformational Leadership." *Scope: (Teaching & Learning)* 2021, no. 10: 170–74. <https://doi.org/10.34074/scop.4010023>, 2021.
- Chi, Hsinkuang, Thinh–Van Vu, Hoang Viet Nguyen, dan Thanh Ha Truong. "How financial and non–financial rewards moderate the relationships between transformational leadership, job satisfaction, and job performance." *Cogent Business and Management* 10, no. 1 (Maret): 1–18. <https://doi.org/10.1080/23311975.2023.2173850>, 2023.
- Chin, Wynne W. "The partial least squares approach for structural equation modeling." Dalam *Modern methods for business research*, disunting oleh George A. Marcoulides, 295–336. London: Lawrence Erlbaum Associates, 1998.
- Chu, Li-Chuan, dan Chun-Che Lai. "A Research on the Influence of Leadership Style and Job Characteristics on Job Performance among Accountants of County and City Government in Taiwan." *Public Personnel Management* 40, no. 2: 101–18. <https://doi.org/10.1177/009102601104000202>, 2011.
- Cohen, Jacob. *Statistical power analysis for the behavioral sciences*. 2 ed. Mahwah, New Jersey: Lawrence Erlbaum Associates, 1988.

- Cohen, Louis, Lawrence Manion, dan Keith Morrison. *Research methods in education*. 8 ed. New York: Routledge, 2018.
- Cox, Brian. *Care conversations: Christian education for teachers, leaders and student leaders*. The Excellent Centre, 2023.
- Creswell, John W., dan Timothy C. Guetterman. *Educational research: Planning, conducting, and evaluating quantitative and qualitative research*. New Jersey: Pearson, 2018.
- Cully, Iris V. *Dinamika pendidikan Kristen*. Jakarta: Gunung Mulia, 2015.
- Day, Christopher, Pam Sammons, David Hopkins, Alma Harris, Ken Leithwood, Qing Gu, Eleanor Brown, Elpida Ahtaridou, dan Alison Kington. "The impact of school leadership on pupil outcomes," 2009.
- Deci, Edward L., dan Richard M. Ryan. *Intrinsic motivation and self-determination in human behavior*. New York: Plenum Press. <https://doi.org/10.1007/978-1-4899-2271-7>, 1985.
- . "The 'What' and 'Why' of Goal Pursuits: Human Needs and the Self-Determination of Behavior." *Psychological Inquiry* 11, no. 4 (Oktober): 227–68. https://doi.org/10.1207/S15327965PLI1104_01, 2000.
- . *Handbook of self-determination research*. New York: University of Rochester Press. <https://archive.org/details/handbookofselfde0000unse/mode/2up>, 2002.
- Deng, Connie, Duygu Gulseren, Carlo Isola, Kyra Grocutt, dan Nick Turner. "Transformational leadership effectiveness: an evidence-based primer." *Human Resource Development International* 26, no. 5: 627–41. <https://doi.org/10.1080/13678868.2022.2135938>, 2023.
- Denning, Stephanie. "Religious faith, effort and enthusiasm: motivations to volunteer in response to holiday hunger." *Cultural Geographies* 28, no. 1 (Januari): 57–71. <https://doi.org/10.1177/1474474020933894>, 2021.
- Djuwadi, Handi Irawan. "Tantangan dan Solusi Sekolah Kristen di Indonesia." Jakarta, 2023.
- Donkor, Francis, Isaac Sekyere, dan Frank Akwasi Oduro. "Transformational and Transactional Leadership Styles and Employee Performance in Public Sector Organizations in Africa: A Comprehensive Analysis in Ghana." *Journal of African Business* 23, no. 4 (Oktober): 945–63. <https://doi.org/10.1080/15228916.2021.1969191>, 2022.
- Dumdum, Uldarico Rex, Kevin B Lowe, dan Bruce J Avolio. "A Meta-Analysis of Transformational and Transactional Leadership Correlates of Effectiveness and Satisfaction: An Update and Extension." Dalam *Transformational and Charismatic Leadership: The Road Ahead 10th Anniversary Edition*, 5:39–70. Monographs in Leadership and Management. Emerald Group Publishing Limited. <https://doi.org/10.1108/S1479-357120130000005008>, 2013.
- Edlin, Richard J. *Hakikat pendidikan Kristen*. Jakarta: BPK Gunung Mulia, 2015.

- Eisenberg, Julia, Corinne Post, dan Nancy DiTomaso. "Team Dispersion and Performance: The Role of Team Communication and Transformational Leadership." *Small Group Research* 50, no. 3: 348–80. <https://doi.org/10.1177/1046496419827376>, 2019.
- Evalyna, dan I Made Artha Wibawa. "The Effect of Workplace Spirituality on Organizational Commitment and Teacher Performance (Study of Vocational High School Teachers in North Kuta, Bali, Indonesia)." *International Journal of Economics, Commerce and Management* 8, no. 1: 271–88. <http://ijecm.co.uk/>, 2020.
- Frisken, Bob. *Pengantar interaksi belajar mengajar yang efektif*. Jakarta: BPK Gunung Mulia, 2016.
- Fry, Louis W. "Toward a theory of spiritual leadership." *The Leadership Quarterly* 14, no. 6: 693–727. <https://doi.org/https://doi.org/10.1016/j.leaqua.2003.09.001>, 2003.
- Fullan, Michael. *The principal 2.0: Three keys to maximizing impact*. Hoboken, New Jersey: Jossey-Bass, 2023.
- Garg, Naval. "Workplace Spirituality and Employee Well-being: An Empirical Exploration." *Journal of Human Values* 23, no. 2 (Mei): 129–47. <https://doi.org/10.1177/0971685816689741>, 2017.
- Garg, Naval, dan Damini Saini. "Workplace spirituality to cultivate innovative work behaviour: the moderating role of perceived working conditions." *International Journal of Sociology and Social Policy* 44, no. 1/2 (Januari): 22–42. <https://doi.org/10.1108/IJSSP-03-2023-0050>, 2024.
- Giacalone, Robert A, dan Carole L Jurkiewicz. *Handbook of workplace spirituality and organizational performance*. 2nd ed. Armonk, N.Y: M.E. Sharpe, 2010.
- Giamos, Dimitris, Olivier Doucet, dan Pierre Majorique Léger. "Continuous Performance Feedback: Investigating the Effects of Feedback Content and Feedback Sources on Performance, Motivation to Improve Performance and Task Engagement." *Journal of Organizational Behavior Management*, Agustus (Agustus), 1–20. <https://doi.org/10.1080/01608061.2023.2238029>, 2023.
- Gupta, Vinod, dan Ashok Singh. "Conceptualization and Organizational Outcome Correlates of Spirituality at Workplace." *Indian Journal of Community Psychology* 12, no. September (September), 2016.
- Hair, Joseph F Jr., G. Tomas M. Hult, Christian M. Ringle, dan Marko Sarstedt. *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)*. 3 ed. Los Angeles: Sage, 2022.
- Harris, Alma, dan Michelle Jones. "The dark side of leadership and management." *School Leadership and Management* 38, no. 5 (Oktober): 475–77. <https://doi.org/10.1080/13632434.2018.1509276>, 2018.

- . “The importance of school leadership? What we know.” *School Leadership and Management*. Routledge. <https://doi.org/10.1080/13632434.2023.2287806>, 2023.
- Hartanto, Setyo, dan Sodi Purwanto. *Supervisi dan Penilaian Kinerja Guru*. Direktorat Jenderal Guru dan Tenaga Kependidikan. <http://repositori.kemdikbud.go.id/id/eprint/15035>, 2019.
- Herman, Allison N, Tracy Dearth-Wesley, dan Robert C Whitaker. “The Association Between Early Childhood Education Professionals’ Perception of Workplace Spirituality and Their Intention to Stay in Their Current Program.” *Early Childhood Education Journal*. <https://doi.org/10.1007/s10643-023-01506-7>, 2023.
- Hester, Patrick T., dan Kevin MacG. Adams. *Systemic decision making: Fundamentals for addressing problems and messes*. 2 ed. Vol. 33. Springer International Publishing. <https://doi.org/https://doi.org/10.1007/978-3-319-54672-8>, 2017.
- Hilton, Sam Kris, Albert Puni, dan Eric Yeboah. “Leadership practices and job involvement: does workplace spirituality moderate the relationship?” *Cogent Business and Management* 11, no. 1. <https://doi.org/10.1080/23311975.2024.2316582>, 2024.
- House, Robert J. “A Path Goal Theory of Leader Effectiveness.” *Administrative Science Quarterly* 16, no. 3: 321–39. <https://doi.org/10.2307/2391905>, 1971.
- Huo, Jiaying. “Vocational-technical teachers’ mindfulness: Does it matter for teachers’ well-being and motivation?” *Heliyon*. Elsevier Ltd. <https://doi.org/10.1016/j.heliyon.2023.e17184>, 2023.
- Ijigu, Amare Werku, Abebe Ejigu Alemu, dan Abdurezak Mohammed Kuhil. “The mediating role of employee ambidexterity in the relationship between high-performance work system and employee work performance: An empirical evidence from ethio-telecom.” *Cogent Business and Management* 9, no. 1. <https://doi.org/10.1080/23311975.2022.2135220>, 2022.
- Irnidayanti, Yulia, dan Nurul Fadhillah. “Teaching Quality in Indonesia: What Needs to Be Improved?” Dalam *Effective Teaching Around the World: Theoretical, Empirical, Methodological and Practical Insights*, disunting oleh Ridwan Maulana, Michelle Helms-Lorenz, dan Robert M Klassen, 225–44. Cham: Springer International Publishing. https://doi.org/10.1007/978-3-031-31678-4_10, 2023.
- Ivancevich, John M., dan Robert Konopaske. *Human resource management*. 12 ed. New York: McGraw-Hill, 2013.
- Jena, Lalatendu Kesari. “Does workplace spirituality lead to raising employee performance? The role of citizenship behavior and emotional intelligence.” *International Journal of Organizational Analysis* 30, no. 6 (Januari): 1309–34. <https://doi.org/10.1108/IJOA-06-2020-2279>, 2022.

- Joen, Sienze, Purnamawati, dan Amiruddin. *Kinerja guru, pendekatan kepemimpinan transformasional kepala sekolah dan motivasi kerja guru*. Makassar: Magama. <http://magama.online/kinerjaguru.html>, 2022.
- Jyoti, Jeevan, dan Sonia Bhau. "Impact of Transformational Leadership on Job Performance: Mediating Role of Leader–Member Exchange and Relational Identification." *SAGE Open* 5, no. 4: 2158244015612518. <https://doi.org/10.1177/2158244015612518>, 2015.
- Keller, Timothy. *Every good endeavor: Connecting your work to God's work*. New York: Dutton, 2012.
- Kementerian Pendayagunaan Aparatur Negara dan Reformasi Birokrasi. *Peraturan Menteri Pendayagunaan Aparatur Negara dan Reformasi Birokrasi Nomor 16 Tahun 2009 tentang Jabatan Fungsional Guru dan Angka Kreditnya*. Kementerian Pendayagunaan Aparatur Negara dan Reformasi Birokrasi. <https://peraturan.bpk.go.id/Details/132929/permen-pan-rb-no-16-tahun-2009>, 2009.
- Kementerian Pendidikan dan Kebudayaan Direktorat Jenderal Guru dan Tenaga Kependidikan. *Pembinaan dan Pengembangan Profesi Guru Buku 1: Pedoman Pengelolaan Pengembangan Keprofesian Berkelanjutan Guna Mendukung Pengembangan Profesi Guru Pembelajar (PPGP)*. Kementerian Pendidikan dan Kebudayaan Direktorat Jenderal Guru dan Tenaga Kependidikan. <https://gtkdikmendikus.kemdikbud.go.id/pedoman-pengelolaan-penilaian-kinerja-guru-tahun-2016/>, 2016.
- Khassawneh, Osama, dan Hamzah Elrehail. "The Effect of Participative Leadership Style on Employees' Performance: The Contingent Role of Institutional Theory." *Administrative Sciences* 12, no. 4 (Desember). <https://doi.org/10.3390/admsci12040195>, 2022.
- Khassawneh, Osama, Tamara Mohammad, dan Rabeb Ben-Abdallah. "The Impact of Leadership on Boosting Employee Creativity: The Role of Knowledge Sharing as a Mediator." *Administrative Sciences* 12, no. 4 (Desember). <https://doi.org/10.3390/admsci12040175>, 2022.
- Kinjerski, Val M., dan Berna J. Skrypnik. "Defining spirit at work: Finding common ground." *Journal of Organizational Change Management* 17, no. 1: 26–42. <https://doi.org/10.1108/09534810410511288>, 2004.
- Koopmans, Linda, Claire Bernaards, Vincent Hildebrandt, Stef Van Buuren, Allard J. Van Der Beek, dan Henrica C.w. de Vet. "Development of an individual work performance questionnaire." *International Journal of Productivity and Performance Management* 62, no. 1 (November): 6–28. <https://doi.org/10.1108/17410401311285273>, 2012.
- Krishnani, Hemlata. "Workplace Spirituality: Exploring the Meaning and Purpose of Life Through Work." *Journal of Advanced Research in Social Sciences* 6, no. 2 (Mei): 48–58. <https://doi.org/10.33422/jarss.v6i2.939>, 2023.

- Labetubun, Mario Roberto, dan I Gusti Ayu Manuati Dewi. "Organizational Commitment: It's Mediating Role in the Effect of Human Resource Management Practices and Workplace Spirituality on Employee Performance." *European Journal of Business and Management Research* 7, no. 2 (Maret): 112–23. <https://doi.org/10.24018/ejbmr.2022.7.2.1279>, 2022.
- Lee, Mei. "Transformational leadership: is it time for a recall?" *International Journal of Management and Applied Research* 1, no. 1 (Agustus): 17–29. <https://doi.org/10.18646/2056.11.14-002>, 2014.
- Lee, Tzong-Ru, Shiou-Yu Chen, Saint-Hei Wang, dan Agnieszka Dadura. "The relationship between spiritual management and determinants of turnover intention." *European Business Review* 22, no. 1 (Januari): 102–16. <https://doi.org/10.1108/09555341011009034>, 2010.
- Leithwood, Kenneth, Alma Harris, dan David Hopkins. "Seven strong claims about successful school leadership revisited." *School Leadership & Management* 40, no. 1 (Januari): 5–22. <https://doi.org/10.1080/13632434.2019.1596077>, 2020.
- Li, Chunxiao, Xinzhi Hu, Yandan Wu, Ying Hwa Kee, dan Heetae Cho. "Work climate, motivation, emotional exhaustion, and continuance intention in sport volunteers: A two-wave prospective survey." *Asian Journal of Sport and Exercise Psychology* 3, no. 2 (September): 137–43. <https://doi.org/10.1016/j.ajsep.2023.08.004>, 2023.
- Liaquat, Malka, Ghina Ahmed, Hina Ismail, Qurat Ul Ain, Saadia Irshad, Syeda Sadaf Izhar, dan Muhammad Tariq Mughal. "Impact of motivational factors and green behaviors on employee environmental performance." *Research in Globalization* 8, no. Juni (Juni). <https://doi.org/10.1016/j.resglo.2023.100180>, 2024.
- Lin, Szu-Han (Joanna), Brent A Scott, dan Fadel K Matta. "The Dark Side of Transformational Leader Behaviors for Leaders Themselves: A Conservation of Resources Perspective." *Academy of Management Journal* 62, no. 5: 1556–82. <https://doi.org/10.5465/amj.2016.1255>, 2019.
- Maddock, Richard C., dan Richard L. Fulton. *Motivation, emotions, and leadership: The silent side of management*. 1 ed. United States: Quorum Books, 1998.
- Madjid, Abd. *Pengembangan kinerja guru melalui kompetensi, komitmen, dan motivasi kerja*. Yogyakarta: Samudra Biru, 2016.
- Maqbool, Samra, Hafiz Muhammad Ihsan Zafeer, Pingfei Zeng, Tamara Mohammad, Osama Khassawneh, dan Ling Wu. "The role of diverse leadership styles in teaching to sustain academic excellence at secondary level." *Frontiers in Psychology* 13, no. Januari (Januari). <https://doi.org/10.3389/fpsyg.2022.1096151>, 2023.
- Markow, Frank, dan Karin Klenke. "The Effects of Personal Meaning and Calling on Organizational Commitment: An Empirical Investigation of Spiritual Leadership." *International Journal of Organizational Analysis* 13, no. 1 (Januari): 8–27. <https://doi.org/10.1108/eb028995>, 2005.

- Mathis, Robert L., John H. Jackson, Sean R. Valentine, dan Patricia A. Meglich. *Human Resource Management*. 15 ed. Boston: Cengage Learning, 2017.
- Maulana, Ridwan, Stéfanie André, Michelle Helms-Lorenz, James Ko, Seyeoung Chun, Abid Shahzad, Yulia Irnidayanti, dkk. "Observed teaching behaviour in secondary education across six countries: measurement invariance and indication of cross-national variations." *School Effectiveness and School Improvement* 32, no. 1: 64–95. <https://doi.org/10.1080/09243453.2020.1777170>, 2021.
- Menteri Pendidikan Nasional Republik Indonesia. *Peraturan Menteri Pendidikan Nasional Republik Indonesia Nomor 16 Tahun 2007 tentang Standar Kualifikasi Akademik dan Kompetensi Guru*. Biro Hukum dan Organisasi Departemen Pendidikan Nasional. Indonesia. https://jdih.kemdikbud.go.id/detail_peraturan?main=480, 2007.
- Milliman, John, Andrew J Czaplewski, dan Jeffery Ferguson. "Workplace spirituality and employee work attitudes." *Journal of Organizational Change Management* 16, no. 4 (Januari): 426–47. <https://doi.org/10.1108/09534810310484172>, 2003.
- Miner, John B. *Organizational behavior I. Essential theories of motivation and leadership*. New York: M.E. Sharpe, Inc., 2005.
- Mitroff, Ian I, dan Elizabeth A. Denton. "A study of spirituality in the workplace." *Sloan Management Review*, 83–92, 1999.
- Morales, Jennifer C. "Transformational Leadership and Teacher Work Motivation in Private Educational Institutions." *International Journal of Research Publications* 105, no. 1 (Juli): 578–614. <https://doi.org/10.47119/ijrp1001051720223687>, 2022.
- Mousa, Ahmed Ebrahim. "The Impact of Workplace Spirituality on Employee Performance: Evidence from Abu Dhabi University." *International Business Research* 13, no. 5 (April): 79. <https://doi.org/10.5539/ibr.v13n5p79>, 2020.
- Muhson, Ali. *Analisis Statistik dengan SmartPLS: Path Analysis, Confirmatory Factor Analysis, & Structural Equation Modeling*. Yogyakarta: Program Pascasarjana Universitas Negeri Yogyakarta, 2022.
- Muijs, Daniel. *Doing quantitative research in education with IBM SPSS Statistic*. 3 ed. London: Sage Publications Ltd, 2022.
- Mulyono. *Manajemen Administrasi dan Organisasi Pendidikan*. Yogyakarta: Ar-Ruzz Media, 2017.
- Näkk, Anne Mai, dan Inge Timoštšuk. "In pursuit of primary teachers' work motivation amid increased external neoliberal pressure in education." *Teacher Development* 25, no. 5: 585–603. <https://doi.org/10.1080/13664530.2021.1899040>, 2021.
- Northouse, Peter G. *Leadership: Theory and Practice*. 9 ed. SAGE Publications, 2021.

- OECD. "Indonesia Student performance (PISA 2022)." 5 Desember 2023a. <https://gpseducation.oecd.org/CountryProfile?primaryCountry=IDN&treshold=10&topic=PI>, 2023.
- . "PISA 2022 Results: Factsheets Indonesia." The Organisation for Economic Co-operation and Development (OECD) . 5 Desember 2023b. <https://www.oecd.org/publication/pisa-2022-results/country-notes/indonesia-c2e1ae0e/>, 2023.
- . *PISA 2022 Results (Volume I): The State of Learning and Equity in Education*. Paris: OECD Publishing. <https://doi.org/10.1787/53f23881-en>, 2023c.
- Ogbeibu, Samuel, Charbel Jabbour, James Gaskin, Abdelhak Senadjki, dan Mathew Hughes. "Leveraging STARA Competencies and Green Creativity to Boost Green Organisational Innovative Evidence: A Praxis for Sustainable Development." *Business Strategy and the Environment* 30, no. Februari (Februari): 2421–40. <https://doi.org/10.1002/bse.2754>, 2021.
- Olalere, Anthony A. "Workplace Spirituality and Creativity." Dalam *The Palgrave Handbook of Workplace Spirituality and Fulfillment*, 1–22. Springer International Publishing. https://doi.org/10.1007/978-3-319-61929-3_58-1, 2018.
- Ozdemir, Seyhan, Jason Timothy Palframan, Melih Sever, dan Hulya Agcasulu. "Workplace Spirituality as a Mediator Between Organizational Trust and Thriving at Work." *Vision*, Juni (Juni), 09722629221101156. <https://doi.org/10.1177/09722629221101156>, 2022.
- Palmer, Parker J., dan Arthur Zajonc. *The heart of higher education: A call to renewal*. San Francisco: Jossey-Bass, 2010.
- Pandey, Ashish, Rajen K. Gupta, dan Praveen Kumar. "Spiritual Climate and Its Impact on Learning in Teams in Business Organizations." *Global Business Review* 17: 159S-172S. <https://doi.org/10.1177/0972150916631208>, 2016.
- Park, Sohee, dan Sunyoung Park. "Employee Adaptive Performance and Its Antecedents: Review and Synthesis." *Human Resource Development Review*. SAGE Publications Ltd. <https://doi.org/10.1177/1534484319836315>, 2019.
- Paul, Moitreyee, Lalatendu Kesari Jena, dan Kalpana Sahoo. "Workplace Spirituality and Workforce Agility: A Psychological Exploration Among Teaching Professionals." *Journal of Religion and Health* 59, no. 1 (Februari): 135–53. <https://doi.org/10.1007/s10943-019-00918-3>, 2020.
- Pekrun, Reinhard. "Teachers need more than knowledge: Why motivation, emotion, and self-regulation are indispensable." *Educational Psychologist*. Routledge. <https://doi.org/10.1080/00461520.2021.1991356>, 2021.
- Perry, Raymond P, dan John C Smart. "Introduction to the Scholarship of Teaching and Learning in Higher Education: An Evidence-Based Perspective." Dalam *The Scholarship of Teaching and Learning in Higher Education: An Evidence-Based Perspective*, disunting oleh Raymond P Perry dan John C

- Smart, 1–8. Dordrecht: Springer Netherlands. https://doi.org/10.1007/1-4020-5742-3_1, 2007.
- Pettigrew, Andrew, Ewan Ferlie, dan Lorna McKee. “Shaping strategic change - The case of the NHS in the 1980s.” *Public Money & Management* 12, no. Juli (Juli): 27–31. <https://doi.org/10.1080/09540969209387719>, 1992.
- Pinder, Craig C. *Work motivation in organizational behavior*. Psychology Press, 2014.
- Piper, John. *A hunger for God: Desiring God through fasting and prayer*. Wheaton, Illinois : Crossway Books, 1997.
- . *Don't waste your life*. Wheaton, Illinois: Crossway, 2009.
- . *The marks of a spiritual leader*. Desiring God, 2014.
- Porter, Steven L. “Will/Heart/Spirit: Discipleship that Forms the Christian Character.” *Christian Education Journal* 16, no. 1 (April): 79–94. <https://doi.org/10.1177/0739891318820334>, 2019.
- Pulakos, Elaine D., Sharon Arad, Michelle A. Donovan, dan Kevin E. Plamondon. “Adaptability in the workplace: Development of a taxonomy of adaptive performance.” *Journal of Applied Psychology* 85, no. 4: 612–24. <https://doi.org/10.1037/0021-9010.85.4.612>, 2000.
- Rego, Arménio, dan Miguel Pina e Cunha. “Workplace spirituality and organizational commitment: an empirical study.” *Journal of Organizational Change Management* 21, no. 1 (Januari): 53–75. <https://doi.org/10.1108/09534810810847039>, 2008.
- Rinaldi, Sony Faisal, dan Bagya Mujianto. *Metodologi penelitian dan statistik*. Jakarta: Pusat Pendidikan Sumber Daya Manusia Kesehatan, 2017.
- Rivaldo, Yandra, dan Septa Diana Nabella. “Employee Performance: Education, Training, Experience and Work Discipline.” *Quality - Access to Success* 24, no. 193 (Maret): 182–88. <https://doi.org/10.47750/QAS/24.193.20>, 2023.
- Riwukore, Jefirstson Richset, Tien Yustini, dan Fellyanus Habaora. “Mengukur kinerja pegawai pemerintahan di masa krisis: Konstruksi instrumen kinerja pegawai dinas sosial Kota Kupang saat masa pandemi Covid-19.” *Jurnal Kawistara* 13, no. 3 (Desember): 420–38. <https://doi.org/10.22146/kawistara.73481>, 2023.
- Rogers, Anissa. *Human behavior in the social environment: New directions in social work*. 2 ed. New York: Routledge, 2010.
- Rorimpandey, Widdy H.F. *Faktor-faktor yang mempengaruhi kinerja guru sekolah dasar*. Malang: Ahlimedia Press, 2020.
- Runes, Dagobert D, ed. *The dictionary of philosophy*. New York: Philosophical Library. <https://archive.org/search.php?query=external-identifier%3A%22urn%3Aoclc%3Arecord%3A1148849168%22>, 1942.

- Ryan, Richard M., dan Edward L. Deci. "Self-determination theory and the facilitation of intrinsic motivation, social development, and well-being." *American Psychologist* 55, no. 1: 68–78. <https://doi.org/10.1037/0003-066X.55.1.68>, 2000a.
- . "Intrinsic and Extrinsic Motivations: Classic Definitions and New Directions." *Contemporary Educational Psychology* 25, no. 1 (Januari): 54–67. <https://doi.org/https://doi.org/10.1006/ceps.1999.1020>, 2000b.
- . *Self-determination theory: Basic psychological needs in motivation, development, and wellness*. New York: Guilford Press. <https://lcn.loc.gov/2016046662>, 2017.
- Sapta, I. Ketut Setia, Ni Wayan Rustiarini, I. Gusti Agung Eka Teja Kusuma, dan I. Made Purba Astakoni. "Spiritual leadership and organizational commitment: The mediation role of workplace spirituality." *Cogent Business and Management* 8, no. 1. <https://doi.org/10.1080/23311975.2021.1966865>, 2021.
- Sarwar, Uzma, Sidrah Al Hassan, Osama Khassawneh, Tamara Mohammad, dan Rashida Parveen. "One pot sets another boiling: A case of social learning perspective about leader self-serving behaviour and followers self-serving counterproductive work behaviour." *Heliyon* 9, no. 4 (Maret): 1–11. <https://doi.org/10.1016/j.heliyon.2023.e14611>, 2023.
- Sarwar, Uzma, Rameez Tariq, dan Qi Zhan Yong. "Principals' leadership styles and its impact on teachers' performance at college level." *Frontiers in Psychology* 13, no. 919693: 1–8. <https://doi.org/10.3389/fpsyg.2022.919693>, 2022.
- Shankar Pawar, Badrinarayan. "Two approaches to workplace spirituality facilitation: a comparison and implications." *Leadership & Organization Development Journal* 29, no. 6 (Januari): 544–67. <https://doi.org/10.1108/01437730810894195>, 2008.
- Sierra, Lauren K. "The God who Condescends: Leadership in the Gospel of John." *Christian Education Journal* 18, no. 1 (April): 58–73. <https://doi.org/10.1177/0739891320930234>, 2021.
- Sinaga, Dameria. *Buku Ajar Metodologi Penelitian (Penelitian Kuantitatif)*. Jakarta: UKI Press, 2022.
- Smith, Eliot R, Diane M Mackie, dan Heather M Claypool. *Social psychology, 4th ed. Social psychology, 4th ed*. New York: Psychology Press, 2015.
- Sugiyono. *Metode penelitian kuantitatif, kualitatif, dan R&D*. Bandung: Alfabeta, 2013.
- Tabiu, Abubakar, Faizuniah Pangil, dan Siti Zubaidah Othman. "Examining the link between HRM Practices and Employees' performance in Nigerian public sector." *Management Science Letters*, 395–408. <https://doi.org/10.5267/j.msl.2016.4.006>, 2016.

- Thommen, Désirée, Vanda Sieber, Urs Grob, dan Anna Katharina Praetorius. "Teachers' motivational profiles and their longitudinal associations with teaching quality." *Learning and Instruction* 76, no. Desember (Desember). <https://doi.org/10.1016/j.learninstruc.2021.101514>, 2021.
- Undang-Undang Republik Indonesia Nomor 14 Tahun 2005 tentang Guru Dan Dosen*. Indonesia, 2005.
- Vo, Thuy Thi Diem, Kristine Velasquez Tuliao, dan Chung Wen Chen. "Work Motivation: The Roles of Individual Needs and Social Conditions." *Behavioral Sciences* 12, no. 49 (Februari): 1–19. <https://doi.org/10.3390/bs12020049>, 2022.
- Vo-Thanh, Tan, Thinh Van Vu, Nguyen Phong Nguyen, Duy Van Nguyen, Mustafeed Zaman, dan Hsinkuang Chi. "How does hotel employees' satisfaction with the organization's COVID-19 responses affect job insecurity and job performance?" *Journal of Sustainable Tourism* 29, no. 6: 907–25. <https://doi.org/10.1080/09669582.2020.1850750>, 2020.
- Wicaksono, Triadhy, Achmad Hidayat Sutawijaya, Lenny C. Nawangsari, dan M. Havidz Aima. "The Influence of Transformational Leadership and Motivation on Teachers Performance." *Saudi Journal of Humanities and Social Sciences* 5, no. 12 (Desember): 716–21. <https://doi.org/10.36348/sjhss.2020.v05i12.001>, 2020.
- Wiltshire, Kenneth, Aastha Malhotra, dan Micheal Axelsen. *Transformational Leadership and Not for Profits and Social Enterprises*. New York: Routledge, 2018.
- Wolterstorff, Nicholas P. *Mendidik untuk kehidupan: Refleksi mengenai pengajaran dan pembelajaran Kristen*. Surabaya: Momentum, 2022.
- Worthington, Jonathan D. "Deep Motivation in Theological Education." *Themelios* 45, no. 3 (Desember): 620–37. <https://www.thegospelcoalition.org/themelios/issue/45-3/>, 2020.
- Wyatt-Smith, Claire, Lenore Adie, Michele Haynes, dan Chantelle Day. *Professionalizing Teacher Education: Performance Assessment, Standards, Moderation, and Evidence*. New York: Routledge. <https://doi.org/10.4324/9780429318504>, 2022.
- Yosepha, Anita, Dinn Wahyudin, Mohammad Ali, dan Jawa Barat. "The Effect of Organizational Culture and Work Motivation on Teacher Performance in Private Schools in Central Jakarta." *European Online Journal of Natural and Social Sciences* 11, no. 4: 901–8. <http://www.european-science.com>, 2022.
- Yukl, Gary A., dan William L. Gardner. *Leadership in organizations*. 9 ed. Pearson, 2019.