DAFTAR PUSTAKA

- Abdel Hamid MS. 2009. The level of organizational justice and citizenship behaviors relationships with social workers. Proceedings of the 20th Secondary Scientific Conference; Faculty of Social Work, Fayoum University;
- Aboazoum, Hassan M E, Umar Nimran, and Mochammad Al Musadieq. July 2015.

 Analysis Factors Affecting Employees Job Performance In Libya. IOSR Journal of Business and Management.42-49
- Abou Arraj H. 2018. Professionalism among employees in Lebanon: the Lebanese University. World Journal of Entrepreneurship, Management and Sustainable Development.385-392.
- Ågotnes K, Einarsen S, Hetland J, Skogstad A. 2018. The moderating effect of laissez-faire leadership on the relationship between co-worker conflicts and new cases of workplace bullying: A true prospective design. Human Resource Management Journal.;28(4):555-568.
- Agung W, e. (2016). Metode Penelitian Kuantitatif (Vol. 1). Perpustakaan Nasional.
- Aravamudhan, N. R., Krishnaveni, R. 2015. Spirituality at workplace—An emerging template for organization capacity building? Purushartha: A Journal of Management Ethics and Spirituality.;7(1):63–78.
- Ashmos, D. P., & Duchon, D. (2000). Spirituality at work: A conceptualization and measure. Journal of management inquiry, 9(2), 134
- Baber, P., Baber, R., & Agarwal, T. (2021). Revisiting Relationship Between Workplace

- Spirituality and Employee's Performance-Review And Reconceptualization. *JIMS8M The Journal of Indian Management & Strategy*, 26, 57–63.

 https://doi.org/10.5958/0973-9343.2021.00006.5
- Benarto, I. Panduan Praktis Format Skripsi/Tesis. Universitas Pelita Harapan, Departemen Manajemen Fakultas Ekonomi, Jakarta
- Billett S, Harteis C, Gruber H. 2014.International Handbook of Research in Professional and Practice-based Learning. Dordrecht: Springer Netherlands.
- Briestenský, R., Ključnikov, A. (2019). Identification of the Key Factors for Successful Hospital Management in Slovakia. Adiktologie, 19(4), 203–211; doi 10.35198/01-2019-004-0004
- Brown T, Yu M, Hewitt A, Etherington J. 2020. Professionalism as a Predictor of Fieldwork Performance in Undergraduate Occupational Therapy Students: An Exploratory Study. *Occupational Therapy In Health Care*. 131-154.
- Campbell, John P., and Brenton M. Wiernik. April 10, 2015. The Modeling and Assessment of Work Performance. *Annual Review of Organizational Psychology and Organizational Behavior* 2, no. 1. 47–74. https://doi.org/10.1146/annurev-orgpsych-032414-111427.
- Cauchick Miguel P. 2015. Receiving a national quality award three times. The TQM Journal.;27(1):63-78.
- Cavanagh, G. F. (1999). Spirituality for managers: Context and critique. Journal of organizational change management, 12(3), 186–199.

- Çelik B, Karadağ A, Hisar F. 2012. Instrument of Professional Attitude for Student Nurses (IPASN): A confirmatory factor analytic study. Nurse Education Today. 497-500.
- Chesley C. 2020. Merging Cultures. Journal of Healthcare Management.;65(2):135-150.
- Cornoiu T, Gyorgy M. 2013. Mobbing in Organizations. Benefits of Identifying the Phenomenon. Procedia Social and Behavioral Sciences.;78:708-712.
- Damianus A, Luciano A, Ubasa A, Magallaned T, Encarnacion M, Ranay F. 2021 April Attitude toward the work and its influence on the individual work performance of employees: Basis for attitude management. Tech Soc Sci J.;18:378–94.
- Dessler, G. (2016). Fundamental of Human Resource Management (Vol. 4). (e. Wall Stephanie, Ed.) Harlow, England: Pearson Education Limited
- Dhiman S, Roberts G, Crossman J. 2018. The Palgrave handbook of workplace spirituality and fulfillment. New York: Springer International Publishing; Palgrave Macmillan;.
- Diamantidis, A. D., & Chatzoglou, P. (2018, December). Factors affecting employee performance: an empirical approach.
- Divincová A, Siváková B. 2014. Mobbing at Workplace And Its Impact On Employee Performance. Human Resources Management & Ergonomics.;8(2):20-34.
- Doshi N, McGregor L. 2015. Primed to perform. New York: Harper Business;
- Duffy M, Yamada D. 2018. Workplace bullying and mobbing in the United States.

 Westport: ABC-CLIO

- Egener B, Mason D, McDonald W, Okun S, Gaines M, Fleming D et al. 2017. The Charter on Professionalism for Health Care Organizations. Academic Medicine.;92(8):1091-1099.
- Ekingen, Erhan. (2021). The Effect of Organizational Justice on Job Performance and the Mediating Role of Job Satisfaction: A Study on Nurses. Hospital Topics. 1-10. 10.1080/00185868.2021.1969874
- Eliyana A, Sridadi A. 2020. Workplace spirituality and job satisfaction toward job performance: The mediation role of workplace deviant behavior and workplace passion. Management Science Letters.2507-2520.
- Erdìrençelebì M, Sendogdu AA. 2016. Effects of mobbing and organizational silence on employee's performance. Macrotheme Rev.;5(5):101–16
- Ertürk A, Cemaloğlu N. 2014.Causes of Mobbing Behavior. Procedia Social and Behavioral Sciences.;116:3669-3678.
- Faro Albuquerque I, Campos Cunha R, Dias Martins L, Brito Sá A. 2014. Primary health care services: workplace spirituality and organizational performance. Journal of Organizational Change Management.:59-82.
- Friedman A. 2019. Juxtapositioning Populism and Professionalism. Professions and Professionalism.
- Ghalem Â, Okar C, Chroqui R, Semma E. 2016.Performance: A concept to define. In: Okar C, Chroqui R. LOGISTIQUA 2016. 1st ed. Berrechid: EST Berrechid.
- Ghozali, I., & Latan, H. (2015). Partial Least Squares: Konsep, Teknik dan Aplikasi

- Menggunakan Program SmartPLS 3.0 (2nd ed). Badan Penerbit Undip, Semarang.
- Giacalone RA, Jurkiewicz CL (2003) Toward a science of workplace spirituality. In:

 Giacalone RA, Jurkiewicz CL (eds) The handbook of workplace spirituality & organizational performance. M.E. Sharpe, Armonk, pp 3–28
- Hair, Joseph F., Black, W. C., Babin, B. J., & Anderson, R. E. (2009). Multivariate Data Analysis (7th ed). Pearson.
- Hair, Joe F., Ringle, C. M., & Sarstedt, M. (2011). PLS-SEM: Indeed a Silver Bullet.

 Journal of Marketing Theory and Practice, 19(2), 139–152.

 https://doi.org/10.2753/MTP1069-6679190202
- Hair, Joseph F., Sarstedt, M., Pieper, T. M., & Ringle, C. M. (2012). The Use of Partial Least Squares Structural Equation Modeling in Strategic Management Research:

 A Review of Past Practices and Recommendations for Future Applications. Long Range Planning, 45(5–6), 320–340. https://doi.org/10.1016/j.lrp.2012.09.008
- Hair J.F, et al, (2017). A Primer on PLS-SEM (Vol. 2nd Edition). Sage Publication.
- Hair J.F, et al. (2019). When to use and how to report the results of PLS-SEM. Euroean Bussines Review, 31 (1), 2 24.
- Hair J.F, et. al. (2020). Assessing measurement model quality in PLS-SEM using confirmatory composite analysis. journal of Bussines Research, 109, 101 110
- Hamid, M., Sami, Waqas., & Sidek, M. (2017). Discriminant Validity Assessment: Use of Fornell & Larcker criterion versus HTMT Criterion. Journal of Physics:Conference Series. 890. 012163. 10.1088/1742-6596/890/1/012163.

- Harrits G. 2016. Being Professional and Being Human. Professional's Sensemaking in the Context of Close and Frequent Interactions with Citizens. Professions and Professionalism. e1522.
- Hasbullah R, Moeins A. 2020. The influence of professionalism, achievement motivation and empowerment against the work discipline and its implication on teacher performance: Empirical study on high school teachers in Karawang regency. Int J Bus Commer.;5(06):18–36.
- Heffernan M, Dundon T. 2016. Cross-level effects of high-performance work systems (HPWS) and employee well-being: the mediating effect of organisational justice. Human Resource Management Journal.;26(2):211-231.
- Henseler, J., Ringle, C. M., & Sarstedt, M. (2015). A new criterion for assessing discriminant validity in variance-based structural equation modeling. Journal of the Academy of Marketing Science, 43(1), 115–135. https://doi.org/10.1007/s11747-014-0403-8
- Henseler, J., & Sarstedt, M. (2012). Goodness-of-fit indices for partial least squares path modeling. Computational Statistics, 28(2), 565–580. https://doi.org/10.1007/s00180-012-0317-1
- Hidayah N, Putri AT. 2020. Enhancing nurse performance by improving quality of work life, knowledge and attitude. J Medicolegal-Ethics Hosp Manag.;9(1):30–41.
- Jafari, S., & Cheraghi, P., (2018). The Effect of Organizational Justice Dimensions on Nurses' Job Performance. Science Arena Publications Specialty Journal of Medical Research and Health Science ISSN: 2521-3172

- Jaghargh, Fateme Zamani, Hashem Ghorbanpanah, Seyed Ehsan Nabavi, Alireza Saboordavoodian, and Zahra Farvardin. 2012. "A Survey on Organizational Culture Based on Stephan Robbins's Theory (Case Study)," n.d., 5.
- Joshi, Ankur, Saket Kale, Satish Chandel, and Dinesh Pal. "Likert Scale: Explored and Explained." *British Journal of Applied Science & Technology* 7 (January 10, 2015): 396–403. https://doi.org/10.9734/BJAST/2015/14975.
- Kijsanayotin, B., Pannarunothai, S., & Speedie, S. M. (2009). Factors influencing health information technology adoption in Thailand's community health 130 centers: Applying the UTAUT model. International Journal of Medical Informatics, 78(6), 404–416. https://doi.org/10.1016/j.ijmedinf.2008.12.005
- Kim T, Chang J. 2019. Organizational culture and performance: a macro-level longitudinal study. Leadership & Organization Development Journal.65-84
- Kock, N., & Hadaya, P. (2018). Minimum sample size estimation in PLS-SEM: The inverse square root and gamma-exponential methods. Information Systems Journal, 28(1), 227–261.
- Leymann, H., & Gustafsson, A. (1996). Mobbing at work and the development of posttraumatic stress disorders. European Journal of Work and Organizational Psychology, 5(2), 251–275
- Luthan E, Ali S, Hairaty E. 2019. The Professionalism, Competence, Organizational Commitment & Job Satisfaction on The Performance Of Auditor. The International Journal of Business Review (The Jobs Review). 87-104

- Matkó A, Takács T. 2017. Examination of the relationship between organizational culture and performance. International Review of Applied Sciences and Engineering.;8(1):99-105.
- Mayasari D, Gustinya D. 2021 September. The Influence of Professionalism and Work Ethics of Employees on the Quality of Health Services: Study in the Directorate General of Railways, Ministry of Transportations RI. Soc Perspect J. 16;1(1):1–18.
- Memon, Mumtaz., Rmayah, T., Cheah, J., Ting, Hiram., Chuah, Francis., & Cham, Tat Huei. (2021). PLS-SEM STATISTICAL PROGRAMS: A REVIEW. Journal of Applied Structural Equation Modeling. 5. i-xiv. 10.47263/JASEM.5(1)06
- Minov J, Stoleski S, Mijakoski D, Karadžinska-Bislimovska J. 2015. Mobbing at The Workplace. Mechanical Engineering Scientific Journal.;33(3):253–259.
- Milliman, J., Czaplewski, A., & Ferguson, J. (2003). Workplace spirituality and employee work attitudes: An exploratory empirical assessment. *Journal of Organizational Change Management*, *16*, 426–447. https://doi.org/10.1108/09534810310484172
- Mohamed S. 2014. The Relationship between Organizational Justice and Quality Performance among Healthcare Workers: A Pilot Study. The Scientific World Journal.:1-7.
- Mohammed, M., & Mohsin, 2020. A. Activating Organizational Culture to Achieve Requirements of Management by Wandering Around. Journal of Engineering and Applied Sciences.888-897.

- Mohsen A, Neyazi N, Ebtekar S. 2020. The Impact of Organizational Culture On Employees Performance: An Overview. International Journal of Management (IJM). 879-888.
- Moon T, Youn N, Hur W, Kim K. 2018. Does employees' spirituality enhance job performance? The mediating roles of intrinsic motivation and job crafting. Current Psychology.1618-1634.
- Moorman R.H. (1991) Relationship between organizational justice and organizational citizenship behaviours: do fairness perceptions influence employee citizenship?

 Journal of Applied Psychology 86, 386–400.
- Narayana A. 2017. A Critical Review of Organizational Culture on Employee Performance. Am J Eng Technol Manag.;2(5):72.
- Nwakoby, N, Okoye, J, Anugwu, C. 2019. Effect of Organizational Culture on Employee Performance in Selected Deposit Money Banks in Enugu State. Journal of Economics and Business.;2(4):1213-1225.
- Olsaretti S. 2018. The Oxford handbook of distributive justice. Oxford: Oxford University Press.
- Omar A, Salessi S, Vaamonde J, Urteaga F. Psychometric properties of Colquitt's Organizational Justice Scale in Argentine workers. 2018. Liberabit Revista Peruana de Psicología.;24(1):61-79.

- Pakpahan M, Eliyana A, Hamidah, Buchdadi AD, Bayuwati TR. 2020 October. The role of organizational justice dimensions: Enhancing work engangement and employee performance. Syst Rev Pharm.;11(9):323–32.
- Pandey J. 2019. Factors affecting job performance: an integrative review of literature.

 Manag Res Rev. 18;42(2):263–89.
- Parameswari R, Tholok FW, Pujiarti P. 2020 May The effect of professionalism on employee work productivity at Sakura Jaya Company. Primanomics J Ekon Bisnis. 20;18(2):56.
- Pathiranage, Yasas L, Lakmini V K Jayatilake, and Ruwan Abeysekera. 2020. A Literature Review on Organizational Culture towards Corporate Performance. International Journal of Management, Accounting and Economics Vol. 7. 24.
- Pawar, B. S. (2008). Two approaches to workplace spirituality facilitation: A comparison and implications. Leadership & Organization Development Journal, 29(6), 544-567
- Petchsawang P, Duchon D. 2012. Workplace spirituality, meditation, and work performance. Journal of Management, Spirituality & Religion.;9(2):189-208.
- Pirkola H, Rantakokko P, Suhonen M. 2016. Workplace spirituality in health care: an integrated review of the literature. Journal of Nursing Management.:859-868.
- Pracha AT, Malik S, Azeem MF, Yasmin R. 2017. Impact of organizational justice on employee performance: Mediating role of emotional intelligence: An analysis of public sector organizations of Pakistan. J Manag Sci.;XI(3):315–34.

- Qureshi M, Iftikhar M, Janjua S, Zaman K, Raja U, Javed Y. 2013. Empirical investigation of mobbing, stress and employees' behavior at work place: quantitatively refining a qualitative model. Quality & Quantity.;49(1):93-113.
- Rasool S, Wang M, Zhang Y, Samma M. 2020. Sustainable Work Performance: The Roles of Workplace Violence and Occupational Stress. International Journal of Environmental Research and Public Health.;17(3):912.
- Rathee R, Rajain P. 2020. Workplace Spirituality: A Comparative Study of Various Models. Jindal Journal of Business Research.;9(1):27-40.
- Ringle, Christian & Sarstedt, Marko. (2015). Gain More Insight from Your PLS-SEM Results: The Importance-Performance Map Analysis. Industrial Management & Data Systems. 116. 10.1108/IMDS-10-2015-0449.
- Risgiyanti, Hidayah R, Fithrayudi T M. (2020 November) The role of workplace spirituality in reducing the negative impact of organizational cynicism on job performance. J Appl Manag JAM.;18(4):692–704
- Rizany I, Hariyati RTS, Handayani H. 2018. Factors that affect the development of nurses' competencies: a systematic review. Enferm Clínica.;28:154–7.
- Roopa S, Rani MS. Questionnaire Designing for a Survey. J Ind Orthod Soc 2012;46(4):273-277.
- Roscoe, J. T. (1975). Fundamental research statistics for the behavioral sciences (Second ed.). New York: Holt Rinehart and Winston

- Sabag K, Schmitt M. 2016. Handbook of Social Justice Theory and Research. 1st ed. New York: Springer-Verlag.
- Saif M, Yeop N. 2020. The Effect of Organizational Culture on Knowledge Management and Managerial Performance of Government Department in Dubai. European Journal of Multidisciplinary Studies.47.
- Salehipour A, Ahmand A. 2018. The Impact of Organizational Culture and Performance

 Work System on Employees' Performance. International Business

 Research.;11(6):199-212.
- Sarstedt, M., Ringle, C. M., & Hair, J. F. (2017). Partial Least Squares Structural Equation Modeling. Handbook of Market Research, 1–40. https://doi.org/10.1007/978-3-319-05542-8_15-1.
- Sekaran, U. (2003). Research methods for business: A skill-building approach (4th ed). John Wiley & Sons.
- Sekaran, U., &R, B. (2013). Research Methods for Business: A Skill Building Approach (5 ed.). John Willey and Son. New York
- Shahzadi I, Javed A, Pirzada S, Nasreen S, Khanam F. 2014. Impact of Employee Motivation on Employee Performance. European Journal of Business and Management.159-166.
- Shmueli, G., Sarstedt, M., Hair, J. F., Cheah, J.-H., Ting, H., Vaithilingam, S., & Ringle, C. M. (2019). Predictive model assessment in PLS-SEM: guidelines for using PLSpredict. European Journal of Marketing, 53(11), 2322–2347.

 https://doi.org/10.1108/ejm-02-2019-0189

- Shohani, Masoumeh, Shahla Shahbazi, Fatemeh Sadat Izadi-Avanji, Sayed Rahmatollah Mousavimoghadam, and Abbas Nasrollahi. February 16, 2020. Translation and Psychometrics of Instrument of Professional Attitude for Student Nurses (IPASN) Scale. Shiraz E-Medical Journal 21, no. 3.
- Shrestha A. 2016. Further Validation of Workplace Spirituality Scale in an Eastern Context. Journal of Business and Management Research.;1(1):1-13.
- Shukla, Satishprakash, (2020) Research Methodology and Statistics. Ahmedabad: Rishit Publications
- Simamora, B. H., M., J., & Hartono, H. (2016). Strategy alignment with organizational culture assessment instrument (OCAI) results of cellular industry in Indonesia. 10, 81–93.
- Sirgy MJ, Efraty D, Siegel P, Lee D-J. 2001. A new measure of quality of work life (QWL) based on need satisfaction and spillover theories. *Social Indicators**Research. ;55(3):241–302.
- Steffgen G, Sischka P, Schmidt A, Kohl D, Happ C. 2019. The Luxembourg Workplace Mobbing Scale. European Journal of Psychological Assessment. 164-171
- Stephen C N, Catherine W. 2016.Part VII Structure and Operations, Ch.43 Organizational Culture. The Oxford Handbook of International Organizations.
- Suherman, U. D. (2020, December 29). Analysis of Spirituality Effect on Workplace and

 Work Motivation on Employee Performance Bank Syariah Mandiri in Jawa Barat

 Region | suherman | Li Falah: Jurnal Studi Ekonomi dan Bisnis Islam.

- Swalhi A, Zgoulli S, Hofaidhllaoui M. 2017. The influence of organizational justice on job performance. Journal of Management Development.;36(4):542-559.
- Terzioglu F, Temel S, Uslu Sahan F. 2016. Factors affecting performance and productivity of nurses: professional attitude, organisational justice, organisational culture and mobbing. J Nurs Manag.;24(6):735–44.
- Vainieri M, Ferrè F, Giacomelli G, Nuti S. 2019 December. Explaining performance in health care: How and when top management competencies make the difference. Health Care Manage Rev.;44(4):306–17.
- Watoni, H. M. (2020, March 26). The Influence of Workplace Spirituality and Workplace

 Climate on Employee Performance. International Journal of Economics, Business

 and Accounting Research (IJEBAR).
- Widyastuti T, Hidayat R. 2018. Adaptation of Individual Work Performance Questionnaire (IWPQ) into Bahasa Indonesia. International Journal of Research Studies in Psychology.;7(2).
- Yean T, Yusof A. 2016. Organizational Justice: A Conceptual Discussion. Procedia Social and Behavioral Sciences.;219:798-803.
- Zikmun, e. (2010). Bussiness Research Methods (8 ed.). South Western Educational Publishing.