

DAFTAR PUSTAKA

- Al-Mahdy, Yasser F.H., Aisha S. Al-Harhi, and Nesren S. Salah El-Din. "Perceptions of School Principals' Servant Leadership and Their Teachers' Job Satisfaction in Oman." *Leadership and Policy in Schools* 15, no. 4: 543–66. 2016. <https://doi.org/10.1080/15700763.2015.1047032>.
- Amanchukwu, Rose Ngozi, Gloria Jones Stanley, and Nwachukwu Prince Ololube. "A Review of Leadership Theories, Principles and Styles and Their Relevance to Educational Management." *Management* 5, no. 1: 6–14. 2015. <https://doi.org/10.5923/j.mm.20150501.02>.
- Astuti, Retno Widia, Happyn Fitria, and Rohana. "The Influence of Leadership Styles and Work Motivation on Teacher's Performance" 1, no. 20: 105–14. 2020. <https://doi.org/10.2991/assehr.k.201204.055>.
- Baluyos, Genelyn R., Helen L. Rivera, and Esther L. Baluyos. "Teachers' Job Satisfaction and Work Performance." *Open Journal of Social Sciences* 07, no. 08: 206–21. 2019. <https://doi.org/10.4236/jss.2019.78015>.
- Barbuto, J. E., R.W. Hayden, Rick Christman, Emina Subašić, Katherine J. Reynolds, John C. Turner, Kristine E. Veenstra, S. Alexander Haslam, Jon K. Maner, and Nicole L. Mead. "Testing Relationships Betw Servant Leadership Dimensions and LMX." *Journal of Personality and Social Psychology* 10, no. 1: 482–97. 2011.
- Blyznyuk, Tetyana. "Formation of Teachers' Digital Competence: Domestic Challenges and Foreign Experience." *Journal of Vasyl Stefanyk Precarpathian National University* 5, no. 1: 40–46. 2019. <https://doi.org/10.15330/jpnu.5.1.40-46>.
- Bolarinwa, Oladimeji Akeem. "Principles and Methods of Validity and Reliability Testing of Questionnaires Used in Social and Health Science Researches." *Nigerian Postgraduate Medical Journal* 22, no. 4: 195. 2015. <https://doi.org/10.4103/1117-1936.173959>.
- Carvalho, Adelina de Cruz, I Gede Riana, and Augusto de C. Soares. "Motivation on Job Satisfaction and Employee Performance." 2020.
- Chomeya, Rungson. "Quality of Psychology Test between Likert Scale 5 and 6 Points." *Journal of Social Sciences* 6, no. 3: 399–403. 2010. <https://doi.org/10.3844/jssp.2010.399.403>.
- Coetzer, Michiel Frederick, Mark Bussin, and Madelyn Geldenhuys. "The Functions of a Servant Leader." *Administrative Sciences* 7, no. 1: 1–32. 2017. <https://doi.org/10.3390/admsci7010005>.
- Creswell, John W. *Educational Research: Planning, Conducting and Evaluating Quantitative and Qualitative Research*. 4th ed. Boston: Pearson. 2012.
- Dierendonck, Dirk van, and Inge Nuijten. "The Servant Leadership Survey: Development and Validation of a Multidimensional Measure." *Journal of Business and Psychology* 26, no. 3: 249–67. 2011. <https://doi.org/10.1007/s10869-010-9194-1>.
- Farida, Ida, Syarifudin Tippe, and Billy Tunas. "The Effect Of Competence and Motivation on Teacher Performance In Development Technology Vocational School Bekasi West Java." *Asia Pacific Journal of*

- Management and Education* 3, no. 1: 12–15. 2020.
<https://doi.org/10.32535/apjme.v3i1.739>.
- Fernet, Claude, Caroline Sencal, Frdric Guay, Herbert Marsh, and Martin Dowson. “The Work Tasks Motivation Scale for Teachers (WTMST).” *Journal of Career Assessment* 16, no. 2: 256–79. 2008.
<https://doi.org/10.1177/1069072707305764>.
- Fischer, Paul von, and David de Jong. “The Relationship between Teacher Perception of Principal Servant Leadership Behavior and Teacher Job Satisfaction.” *Servant Leadership: Theory & Practice* 4, no. 2: 53–84. 2017.
- Gašková, Jana. “Servant Leadership and Its Relation to Work Performance.” *Central European Business Review* 9, no. 3: 24–37. 2020.
<https://doi.org/10.18267/j.cebr.236>.
- Ghozali, Imam. *Partlal Least Squares: Konsep, Teknik Dan Aplikasi Menggunakan Program SmartPLS 3.2.9 Untuk Penelitian Empiris*. Edisi 3. Semarang: Badan Penerbit - Undip. 2021.
- Hafni, Roswita. “Dampak Pandemi Covid-19 Terhadap Pendidikan Online.” *Seminar Nasional Teknologi Edukasi Sosial Dan Humaniora* 1, no. 1: 601–11. 2021.
- Hair, J. F., G.T. M. Hult, C. Ringle, M. Sarstedt, N. Danks, and S. Ray. *Partial Least Squares Structural Equation Modeling (PLS-SEM) Using R: A Workbook*. Springer. 2021.
- Haryono, Siswoyo, Nurul Iman Hima Amrullah, and Suhaimi Surah. “The Effect of Principal Leadership and Teacher Competence on Teacher Performance: The Role of Work Motivation.” *Quality - Access to Success* 22, no. 180: 91–96. 2021.
- He, Tao, Chang Zhu, and Frederik Questier. “Predicting Digital Informal Learning: An Empirical Study among Chinese University Students.” *Asia Pacific Education Review* 19, no. 1: 79–90. 2018.
<https://doi.org/10.1007/s12564-018-9517-x>.
- Hendrawijaya, Arief Tukiman, Muhammad Irfan Hilmi, Fuad Hasan, Niswatul Imsiyah, and Deditiani Tri Indrianti. “Determinants of Teacher Performance with Job Satisfactions Mediation.” *International Journal of Instruction* 13, no. 3: 845–60. 2020.
<https://doi.org/10.29333/iji.2020.13356a>.
- Hidayat, Dylmoon, Vinsensius V. S. Maitimo, and Selvi Ester Suwu. “Increasing Teachers’ Work Engagement Through Servant Leadership, Organizational Culture, and Job Satisfaction.” *Jurnal Pendidikan Dan Pengajaran* 53, no. 1: 90. 2020.
<https://doi.org/10.23887/jpp.v53i1.24911>.
- Hidayatullah, Danang, Anis Eliyana, Hamidah, Tuty Sariwulan, and Agung Dharmawan Buchdadi. “Testing the Role of Competence and Supervision of Job Satisfaction and Its Impact on Teacher Performance.” *Systematic Reviews in Pharmacy* 11, no. 9: 668–75. 2020.
<https://doi.org/10.31838/srp.2020.9.98>.
- Indrawan, Rully, and Poppy Yaniawati. *Metodologi Penelitian Kuantitatif, Kualitatif Dan Campuran Untuk Manajemen, Pembangunan Dan Pendidikan*. Bandung: Refika Aditama. 2014.

- INTEF. "Common Digital Competence Framework for Teachers." *Ministry of Education, Science and Sports*, no. September: 1–70. 2017. <http://aprende.educalab.es>.
- Iqbal, M, and Amirulmukminin. "Pengaruh Disiplin Kerja Dan Motivasi Kerja Terhadap Kinerja Pegawai Pada UPT Puskesmas Kecamatan Ambalawi." *Sekolah Tinggi Ilmu Ekonomi (STIE) Bima* 2, no. 1: 11–18. 2020.
- Kaur, Prabhjot. "Mediator Analysis of Job Satisfaction: Relationship between Servant Leadership and Employee Engagement." *Metamorphosis: A Journal of Management Research* 17, no. 2: 76–85. 2018. <https://doi.org/10.1177/0972622518804025>.
- Kian, Tan Shen, Wan Fauzian Wan Yusoff, and Sivan Rajah. "Job Satisfaction and Motivation: What Are the Differences among These Two?" *European Journal of Business and Social Sciences* 3, no. 2: 99–102. 2014. <https://doi.org/10.1093/ajhp/39.9.1460>.
- Kulikowski, Konrad, Sylwia Przytuła, and Łukasz Sułkowski. "E-Learning? Never Again! On the Unintended Consequences of COVID-19 Forced e-Learning on Academic Teacher Motivational Job Characteristics." *Higher Education Quarterly*, no. January: 1–16. 2021. <https://doi.org/10.1111/hequ.12314>.
- Kumar, Ranjit. *Research Methodology: A Setp-by-Step Guide for Beginners*. 3rd ed. London: SAGE Publications. 2011.
- Langhof, Jan G., and Stefan Güldenber. "Servant Leadership: A Systematic Literature Review—toward a Model of Antecedents and Outcomes." *German Journal of Human Resource Management* 34, no. 1: 32–68. 2020. <https://doi.org/10.1177/2397002219869903>.
- Locke, Edwin A. "What Is Job Satisfaction?" *Organizational Behavior and Human Performance* 4, no. 4: 309–36. 1969. [https://doi.org/10.1016/0030-5073\(69\)90013-0](https://doi.org/10.1016/0030-5073(69)90013-0).
- Loose, Crystal C., and Michael G. Ryan. "Cultivating Teachers When the School Doors Are Shut: Two Teacher-Educators Reflect on Supervision, Instruction, Change and Opportunity During the Covid-19 Pandemic." *Frontiers in Education* 5, no. November: 1–11. 2020. <https://doi.org/10.3389/feduc.2020.582561>.
- Mahler, Daniela, Jörg Großschedl, and Ute Harms. "Does Motivation Matter? – The Relationship between Teachers' Self-Efficacy and Enthusiasm and Students' Performance." *PLoS ONE* 13, no. 11: 1–18. 2018. <https://doi.org/10.1371/journal.pone.0207252>.
- Makki, Arooj, and Momina Abid. "Influence of Intrinsic and Extrinsic Motivation on Employee's Task Performance." *Studies in Asian Social Science* 4, no. 1: 38. 2017. <https://doi.org/10.5430/sass.v4n1p38>.
- Mauludin, Hanif. "The Influence of Organizational Culture And Work Motivation on Employee Performance , Job Satisfaction As Intervening Variable (Study On Secretariat Staff of Pasuruan Regency)" 20, no. 8: 30–39. 2018. <https://doi.org/10.9790/487X-2008013039>.
- Mulyana, Yayan. "The Influence of Motivation, Ability, Organizational Culture, Work Environment on Teachers Performance." *Turkish Journal*

- of *Computer and Mathematics Education* 12, no. 4: 99–108. 2021. <https://turcomat.org/index.php/turkbilmat/article/view/2549>.
- Munandar, Aris, Achmad S. Supriyatno, and Alfiana Yuli E. “The Influence of Work Environment and Teacher Competence through School Climate toward Teacher Performance at All Islamic Junior High School in Malang.” *Journal of Economics, Finance And Management Studies* 4, no. 7: 896–903. 2021. <https://doi.org/10.47191/jefms/v4-i7-02>.
- Nguyen, Phong Thanh, Andri Yandi, and M Rizky Mahaputra. “Factors That Influence Employee Performance: Motivation, Leadership, Environment, Culture Organization, Work Achievement, Competence and Compensation (a Study of Human Resource Management Literature Studies).” *Dinasti International Journal of Digital Business Management* 1, no. 4: 645–62. 2020. <https://doi.org/10.31933/DIJDBM>.
- Northouse, Peter G. *Leadership: Theory and Practice*. 8th ed. California: SAGE Publications. 2019.
- Novitasari, Dewiana, Mochammad Fahlevi, Rocky Nagoya, Albert Surya Wanasida, Agus Purwanto, and Juliana Sekolah Tinggi Ilmu Ekonomi Insan Pembangunan. “The Role of Financial Compensation, Work Motivation, and Work Discipline on Performance through Teacher Personality: Evidence from Indonesian Elementary Schools.” *Turkish Journal of Computer and Mathematics Education* 12, no. 12: 2975–85. 2021.
- Paais, Maartje, and Jozef R. Pattiruhu. “Effect of Motivation, Leadership, and Organizational Culture on Satisfaction and Employee Performance.” *Journal of Asian Finance, Economics and Business* 7, no. 8: 577–88. 2020. <https://doi.org/10.13106/JAFEB.2020.VOL7.NO8.577>.
- Pala’langan, Alvin Yuwono. “Pengaruh Servant Leadership, Disiplin Kerja, Dan Kepuasan Kerja Terhadap Kinerja Guru Di Sekolah Xyz.” *Universitas Pelita Harapan*. 9, no. 2: 223–31. 2020.
- Pancasila, Irwan, Siswoyo Haryono, and Beni Agus Sulisty. “Effects of Work Motivation and Leadership toward Work Satisfaction and Employee Performance: Evidence from Indonesia.” *Journal of Asian Finance, Economics and Business* 7, no. 6: 387–97. 2020. <https://doi.org/10.13106/jafeb.2020.vol7.no6.387>.
- Pangestu, Umigiarini, and Dedy H. Karwan. “The Role of the Principal to Increase Teacher Innovation and Creativity during the Pandemic.” *Nidhomul Haq: Jurnal Manajemen Pendidikan Islam* 6, no. 251–266. 2021.
- Prayogi, Rayinda Dwi, and Rio Estetika. “Kecakapan Abad 21: Kompetensi Pendidikan Masa Depan.” *Jurnal Manajemen Pendidikan* 14, no. 2: 144–51. 2019.
- Purwanto, Agus. “Studi Eksplorasi Dampak WFH Terhadap Kinerja Guru.” *Journal of Education, Psychology and Counseling* 2, no. 1: 92–100. 2020.
- Redecker, Christine. “European Framework for the Digital Competence of Educators: DigCompEdu.” *Publications Office of the European Union*. Luxembourg. 2017.

https://moodle.ktu.edu/pluginfile.php/428841/mod_resource/content/1/pdf_digcomedu_a4_final.pdf.

- Riyanto, Setyo, Endri Endri, and Novita Herlisha. "Effect of Work Motivation and Job Satisfaction on Employee Performance: Mediating Role of Employee Engagement." *Problems and Perspectives in Management* 19, no. 3: 162–74. 2021. [https://doi.org/10.21511/ppm.19\(3\).2021.14](https://doi.org/10.21511/ppm.19(3).2021.14).
- Ruben, Brent D., and Ralph A. Gigliotti. "Communication: Sine Qua Non of Organizational Leadership Theory and Practice." *International Journal of Business Communication* 54, no. 1: 12–30. 2017. <https://doi.org/10.1177/2329488416675447>.
- Saepurohman, Lukman, and Djam'an Satori. "The Effect of Servant Leadership on Teacher Performance." *Proceedings of the 4th International Conference on Research of Educational Administration and Management (ICREAM 2020)* 526, no. Icream 2020: 189–92. 2021. <https://doi.org/10.2991/assehr.k.210212.040>.
- Santoso, Priyono Budi, Masduki Asbari, Edy Siswanto, and Khaerul Fahmi. "The Role of Job Satisfaction and Organizational Citizenship Behaviour on Performance: Evidence from Indonesian Teachers." *International Journal of Social and Management Studies (IJOSMAS)* 01, no. 01: 22–31. 2020. <https://ijosmas.org/index.php/ijosmas/article/view/2>.
- Sendjaya, Sen, Nathan Eva, Ivan Butar Butar, Mulyadi Robin, and Samantha Castles. "SLBS-6: Validation of a Short Form of the Servant Leadership Behavior Scale." *Journal of Business Ethics* 156, no. 4: 941–56. 2017. <https://doi.org/10.1007/s10551-017-3594-3>.
- Sendjaya, Sen, James C. Sarros, and Joseph C. Santora. "Defining and Measuring Servant Leadership Behaviour in Organizations." *Journal of Management Studies* 45, no. 2: 402–24. 2008. <https://doi.org/10.1111/j.1467-6486.2007.00761.x>.
- Sihombing, Sahat, Endang Siti Astuti, Mussadieg Mussadieg, Djamhur Hamied, and Kusdi Rahardjo. "The Effect of Servant Leadership to Rewards, Organizational Culture, and Its Implication to Employee's Performance (Case Study on the Employees of PT. Bank Tabungan Negara (Persero) Tbk. Indonesia)." *International Journal of Law and Management-Emerald Insight* 7, no. 5: 1–13. 2018.
- Singh, Sonika, and Piar Chand Ryhal. "How Does Servant Leadership Behaviour Affect Job Satisfaction? A Study on Indian Academia." *FIIB Business Review* 10, no. 1: 52–61. 2021. <https://doi.org/10.1177/2319714520968697>.
- Siregar, Syofian. *Metode Penelitian Kuantitatif*. Jakarta: Kencana. 2013.
- Stanton, Jeffrey M., Evan F. Sinar, William K. Balzer, Amanda L. Julian, Paul Thoresen, Shahnaz Aziz, Gwenith G. Fisher, and Patricia C. Smith. "Development of a Compact Measure of Job Satisfaction: The Abridged Job Descriptive Index." *Educational and Psychological Measurement* 62, no. 1: 173–91. 2002. <https://doi.org/10.1177/001316440206200112>.
- Starkey, Louise. "A Review of Research Exploring Teacher Preparation for the Digital Age." *Cambridge Journal of Education* 50, no. 1: 37–56. 2020. <https://doi.org/10.1080/0305764X.2019.1625867>.

- Supriyanto, Amiartuti Kusmaningtyas, and Riyadi Nugroho. "The Relationship between Competence and Job Satisfaction on the Performance of Private Madrasah Tsanawiyah Teachers in the City of Surabaya." *Journal of Asian Multicultural Research for Economy and Management Study* 2, no. 3: 22–28. 2021. <http://www.tjyybjb.ac.cn/CN/article/downloadArticleFile.do?attachType=PDF&id=9987>.
- Suratman, Suratman, Yasir Arafat, and Syaiful Eddy. "The Influence of Principal's Leadership and Teacher's Competence toward Teacher's Performance in Indonesia." *Journal of Social Work and Science Education* 1, no. 2: 96–104. 2020. <https://doi.org/10.52690/jswse.v1i2.32>.
- Sutrisni, Sahara Indah, and Endi Sarwoko. "The Role of Leadership Styles and Motivation on Teacher Performance." *Proceedings of the International Conference on Education Universitas PGRI Palembang (INCoEPP 2021)* 565, no. Ancosh 2020: 293–96. 2021. <https://doi.org/10.2991/assehr.k.210716.225>.
- Toropova, Anna, Eva Myrberg, and Stefan Johansson. "Teacher Job Satisfaction: The Importance of School Working Conditions and Teacher Characteristics." *Educational Review* 73, no. 1: 71–97. 2021. <https://doi.org/10.1080/00131911.2019.1705247>.
- Tremblay, Maxime A., Céline M. Blanchard, Sara Taylor, Luc G. Pelletier, and Martin Villeneuve. "Work Extrinsic and Intrinsic Motivation Scale: Its Value for Organizational Psychology Research." *Canadian Journal of Behavioural Science* 41, no. 4: 213–26. 2009. <https://doi.org/10.1037/a0015167>.
- Undang-Undang Republik Indonesia Nomor 14 Tahun 2005 Tentang Guru Dan Dosen*. 2005.
- Wahyuni, Dewi Urip, Budiman Christiananta, and Anis Eliyana. "Influence of Organizational Commitment, Transactional Leadership, and Servant Leadership to the Work Motivation, Work Satisfaction and Work Performance of Teachers at Private Senior High Schools in Surabaya." *Educational Research International Vol. 3(2) April 2014* 3, no. April: 82–96. 2014.
- Zubaidah, R. A., Siswoyo Haryono, and Udin Udin. "The Effects of Principal Leadership and Teacher Competence on Teacher Performance: The Role of Work Motivation." *Quality - Access to Success* 22, no. 180: 91–96. 2021.
- Zulhafizh, Zulhafizh, and Silvia Permatasari. "Developing Quality of Learning in the Pandemic Covid-19 Through Creative and Critical Thinking Attitudes." *JURNAL PAJAR (Pendidikan Dan Pengajaran)* 4, no. 5: 937. 2020. <https://doi.org/10.33578/pjr.v4i5.8080>.