

## DAFTAR PUSTAKA

- Abdul Rashid, Z., Sambasivan, M., & Johari, J. (2003). The influence of corporate culture and organisational commitment on performance. *Journal of Management Development*, 22(8), 708–728.  
<https://doi.org/10.1108/02621710310487873>
- Aboramadan, M., Dahleez, K., & Hamad, M. H. (2020). Servant leadership and academics outcomes in Higher Education: The role of job satisfaction. *International Journal of Organizational Analysis*, 29(3), 562–584.  
<https://doi.org/10.1108/ijoa-11-2019-1923>
- Abualoush, S. H., Obeidat, A. M., Tarhini, A., Masa'deh, R., & Al-Badi, A. (2018). The role of employees' empowerment as an intermediary variable between knowledge management and information systems on employees' performance. *VINE Journal of Information and Knowledge Management Systems*, 48(2), 217–237. <https://doi.org/10.1108/vjikms-08-2017-0050>
- Asj'ari, F. (2009). *Pengaruh Budaya Organisasi Dan Lingkungan Kerja Terhadap Kepuasan Dan Motivasi Kerja Serta Kinerja Supervisor Hotel Bintang Tiga, Empat Dan Lima Di Surabaya*.
- Bank Indonesia. (2021, February 5). *PERTUMBUHAN EKONOMI INDONESIA TRIWULAN IV 2020 MELANJUTKAN PERBAIKAN*. Siaran Pers Bank Indonesia. Retrieved September 26, 2022, from [https://www.bi.go.id/id/publikasi/ruang-media/news-release/Pages/sp\\_233321.aspx](https://www.bi.go.id/id/publikasi/ruang-media/news-release/Pages/sp_233321.aspx)
- Bank Indonesia. (2022, November 30). Bank Indonesia Proyeksikan Pertumbuhan Ekonomi 4,5-5,3% dan Inflasi akan kembali ke dalam Sasaran 3,0±1% pada Tahun 2023. Retrieved December 1, 2022, from [https://www.bi.go.id/id/publikasi/ruang-media/news-release/Pages/sp\\_2432222.aspx](https://www.bi.go.id/id/publikasi/ruang-media/news-release/Pages/sp_2432222.aspx)
- Blanchard, K., & Broadwell, R. (2018). *Servant leadership in action how you can achieve great relationships and results*. Berrett-Koehler.

- Bougie, R., & Sekaran, U. (2020). *Research Methods For Business: A Skill Building Approach, 8th Edition*. John Wiley & Sons.
- BPS. (2022, September 5). *Tingkat Pengangguran Terbuka Menurut Provinsi (Persen), 2021-2022*. Badan Pusat Statistik. Retrieved December 2, 2022, from <https://www.bps.go.id/indicator/6/543/1/tingkat-pengangguran-terbuka-menurut-provinsi.html>
- Carroll, J. S. (2002). Leading organisational learning in Health Care. *Quality and Safety in Health Care*, 11(1), 51–56. <https://doi.org/10.1136/qhc.11.1.51>
- Castiglione, J. (2006). Organizational learning and transformational leadership in the library environment. *Library Management*, 27(4/5), 289–299. <https://doi.org/10.1108/01435120610668223>
- Chin, W. W. (1998). *The Partial Least Squares Approach to Structural Equation Modeling in George A Marcoulides*. Modern Metods for Business Research , Lawrence Erlbaum Associates.
- Cingöz, A., & Akdoğan, A. A. (2013). Strategic flexibility, environmental dynamism, and Innovation Performance: An empirical study. *Procedia - Social and Behavioral Sciences*, 99, 582–589. <https://doi.org/10.1016/j.sbspro.2013.10.528>
- Egan, T. M., Yang, B., & Bartlett, K. R. (2004). The effects of organizational learning culture and job satisfaction on motivation to transfer learning and turnover intention. *Human Resource Development Quarterly*, 15(3), 279–301. <https://doi.org/10.1002/hrdq.1104>
- Eva, N., Robin, M., Sendjaya, S., van Dierendonck, D., & Liden, R. C. (2019). Servant leadership: A systematic review and call for future research. *The Leadership Quarterly*, 30(1), 111–132. <https://doi.org/10.1016/j.lequa.2018.07.004>
- Foss, N. J., Heimeriks, K. H., Winter, S. G., & Zollo, M. (2012). A hegelian dialogue on the micro-foundations of organizational routines and capabilities. *European Management Review*, 9(4), 173–197. <https://doi.org/10.1111/emre.12001>

- Furnham, A., Eracleous, A., & Chamorro-Premuzic, T. (2009). Personality, motivation and job satisfaction: Herzberg meets the big five. *Journal of Managerial Psychology*, 24(8), 765–779. <https://doi.org/10.1108/02683940910996789>
- Gong, Y., Law, K. S., Chang, S., & Xin, K. R. (2009). Human Resources Management and firm performance: The Differential Role of managerial affective and continuance commitment. *Journal of Applied Psychology*, 94(1), 263–275. <https://doi.org/10.1037/a0013116>
- Greenleaf, R. K. (2002). *Servant leadership: A journey into the nature of legitimate power and Greatness*. Paulist Press.
- Hair, J. F. (2017). *A primer on partial least squares structural equation modeling (Pls-Sem)*. Sage.
- Hair, J. F., Hult, G. T., Ringle, C. M., Sarstedt, M., Danks, N. P., & Ray, S. (2021). Partial least squares structural equation modeling (PLS-SEM) using R. *Classroom Companion: Business*. <https://doi.org/10.1007/978-3-030-80519-7>
- Hair, J. 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, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2019). When to use and how to report the results of PLS-SEM. *European Business Review*, 31(1), 2–24. <https://doi.org/10.1108/ebr-11-2018-0203>
- Harwiki, W. (2016). The impact of servant leadership on organization culture, organizational commitment, Organizational Citizenship Behaviour (OCB) and employee performance in Women Cooperatives. *Procedia - Social and Behavioral Sciences*, 219, 283–290. <https://doi.org/10.1016/j.sbspro.2016.04.032>
- Hendri, M. I. (2019). The mediation effect of job satisfaction and organizational commitment on the organizational learning effect of the employee performance. *International Journal of Productivity and Performance*

- Management*, 68(7), 1208–1234. <https://doi.org/10.1108/ijppm-05-2018-0174>
- Imran, M., & Tanveer, A. (2015). *Impact of Training & Development on Employees' Performance in Banks of Pakistan*, 3(1), 22–44.
- Jang, J., & Kandampully, J. (2017). Reducing employee turnover intention through servant leadership in the restaurant context: A mediation study of affective organizational commitment. *International Journal of Hospitality & Tourism Administration*, 19(2), 125–141. <https://doi.org/10.1080/15256480.2017.1305310>
- Jung-Geum Lee and Seung-Nam Son (2015). Exploring the relationship between workplace learning by type, innovation, organizational commitment, and organizational citizenship behavior. *Education and Culture Research*, 21( 6), 107- 140.
- Kaur, P. (2018). Mediator analysis of job satisfaction: Relationship between servant leadership and employee engagement. *Metamorphosis: A Journal of Management Research*, 17(2), 76–85. <https://doi.org/10.1177/0972622518804025>
- Kemenkes, R. I. (2021, December 23). *Penguatan Sistem Kesehatan Dalam pengendalian covid-19*. P2P Kemenkes RI. Retrieved September 12, 2022, from <http://p2p.kemkes.go.id/penguatan-sistem-kesehatan-dalam-pengendalian-covid-19/>
- Kementerian Keuangan, P. P. I. D. (2021, April 13). *Pemerintah Perpanjang Insentif Pajak*. Pemerintah Perpanjang Insentif Pajak | Direktorat Jenderal Pajak. Retrieved September 26, 2022, from <https://pajak.go.id/id/siaran-pers/pemerintah-perpanjang-insentif-pajak>
- Kementerian Keuangan, R. I. (2022, November 9). *Pertumbuhan Ekonomi Nasional Triwulan III-2022*. Kementerian Keuangan Republik Indonesia. Retrieved December 2, 2022, from <https://www.kemenkeu.go.id/informasi-publik/publikasi/berita-utama/Perekonomian-Indonesia-Triwulan-III-2022-5,7>

- Ling, Q., Lin, M., & Wu, X. (2016). The trickle-down effect of servant leadership on Frontline Employee Service behaviors and performance: A Multilevel Study of Chinese Hotels. *Tourism Management*, 52, 341–368. <https://doi.org/10.1016/j.tourman.2015.07.008>
- Ling, Q., Liu, F., & Wu, X. (2016). Servant versus authentic leadership. *Cornell Hospitality Quarterly*, 58(1), 53–68. <https://doi.org/10.1177/1938965516641515>
- Luthans, F., Luthans, B. C., & Luthans, K. W. (2021). *Organizational Behaviour An Evidence-Based Approach* (14th ed.). Information Age Publishing.
- Mercurio, Z. A. (2015). Affective commitment as a core essence of organizational commitment. *Human Resource Development Review*, 14(4), 389–414. <https://doi.org/10.1177/1534484315603612>
- Moynihan, L. M., Boswell, W. R., & Boudreau, J. W. (2000). *The Influence of Job Satisfaction and Organizational Commitment on Executive Withdrawal and Performance*.
- Ng, T. W. H., Butts, M. M., Vandenberg, R. J., DeJoy, D. M., & Wilson, M. G. (2006). Effects of Management Communication, opportunity for learning, and work schedule flexibility on organizational commitment. *Journal of Vocational Behavior*, 68(3), 474–489. <https://doi.org/10.1016/j.jvb.2005.10.004>
- Perry, S. J., Hunter, E. M., & Currall, S. C. (2016). Managing the innovators: Organizational and professional commitment among scientists and Engineers. *Research Policy*, 45(6), 1247–1262. <https://doi.org/10.1016/j.respol.2016.03.009>
- Prasetyono, H., & Ramdayana, I. P. (2020). Pengaruh servant leadership, Komitmen Organisasi Dan Lingkungan fisik terhadap kinerja guru. *Jurnal Akuntabilitas Manajemen Pendidikan*, 8(2), 108–123. <https://doi.org/10.21831/jamp.v8i2.28458>
- Pratiwi, Y. R. (2022, February 24). *Pemulihan Perekonomian Indonesia Setelah Kontraksi Akibat Pandemi Covid-19*. Pemulihan Perekonomian Indonesia Setelah Kontraksi Akibat Pandemi covid-19. Retrieved September 2, 2022,

- from <https://www.djkn.kemenkeu.go.id/kpknl-banjarmasin/baca-artikel/14769/Pemulihan-Perekonomian-Indonesia-Setelah-Kontraksi-Akibat-Pandemi-Covid-19.html>
- Ragnarsson, S., Kristjánsdóttir, E. S., & Gunnarsdóttir, S. (2018). To be accountable while showing care: The lived experience of people in a servant leadership organization. *SAGE Open*, 8(3), 215824401880109. <https://doi.org/10.1177/2158244018801097>
- Rahardjo, T. H., & Purwanto, P. (2018). Organisasi Pembelajaran, kompetensi Dan Kinerja Karyawan bank xxx di Jakarta. *Jurnal Muara Ilmu Ekonomi Dan Bisnis*, 1(2), 136. <https://doi.org/10.24912/jmieb.v1i2.962>
- Rahardjo, T. H., & Purwanto, P. (2018). Organisasi Pembelajaran, kompetensi Dan Kinerja Karyawan bank xxx di Jakarta. *Jurnal Muara Ilmu Ekonomi Dan Bisnis*, 1(2), 136. <https://doi.org/10.24912/jmieb.v1i2.962>
- Robbins, S. P., & Judge, T. A. (2019). *Organizational behavior*. Pearson Education Limited.
- Robbins, S. P., & Judge, T. A. (2022). *Organizational behavior*. Pearson.
- Rose, R. C., Kumar, N., & Pak, O. G. (2011). The effect of organizational learning on organizational commitment, Job Satisfaction and Work Performance. *Journal of Applied Business Research (JABR)*, 25(6). <https://doi.org/10.19030/jabr.v25i6.995>
- Rowden, R. W., & Conine, C. T. (2005). The impact of workplace learning on job satisfaction in small US commercial banks. *Journal of Workplace Learning*, 17(4), 215–230. <https://doi.org/10.1108/13665620510597176>
- Sarstedt, M., Ringle, C. M., Cheah, J.-H., Ting, H., Moisescu, O. I., & Radomir, L. (2019). Structural model robustness checks in PLS-sem. *Tourism Economics*, 26(4), 531–554. <https://doi.org/10.1177/1354816618823921>
- Sekaran, U., & Bougie, R. J. (2016). *Research methods for business: A skill building approach Seventh Edition*. John Wiley & Sons.
- Simanjuntak, P. J. (2011). *Manajemen dan Evaluasi Kinerja*. Lembaga Penerbit Fakultas Ekonomi Universitas Indonesia.

- Sofyan, Y. (2022). *Olah Data Statistik SmartPLS 3 SmartPLS4 Amos Stata* (2nd ed.). Dewangga Energi Internasional.
- Sultana, A., Irum, S., Ahmed, K., & Mehmood, N. (2012). *Impact of Training on Employee Performance: A Study of Telecommunication Sector in Pakistan*, 4(6), 646–661.
- Wang, X. (2007). Learning, job satisfaction and commitment: An empirical study of organizations in China. *Chinese Management Studies*, 1(3), 167–179. <https://doi.org/10.1108/17506140710779285>
- Wetzel, Odekerken-Schröder, & van Oppen. (2009). Using PLS PATH modeling for assessing hierarchical construct models: Guidelines and empirical illustration. *MIS Quarterly*, 33(1), 177. <https://doi.org/10.2307/20650284>
- Williams, W. A., Brandon, R.-S., Hayek, M., Haden, S. P., & Atinc, G. (2017). Servant leadership and followership creativity. *Leadership & Organization Development Journal*, 38(2), 178–193. <https://doi.org/10.1108/lodj-02-2015-0019>
- Worldometer, W. (2022, September). *Coronavirus Cases*. Worldometer. Retrieved September 2, 2022, from <https://www.worldometers.info/coronavirus/>
- Wright, B. E., Christensen, R. K., & Isett, K. R. (2013). Motivated to adapt? the role of public service motivation as employees face organizational change. *Public Administration Review*, 73(5), 738–747. <https://doi.org/10.1111/puar.12078>
- Yoon, D.-Y., Han, S.-hyun, Sung, M., & Cho, J. (2018). Informal learning, organizational commitment and self-efficacy. *Journal of Workplace Learning*, 30(8), 640–657. <https://doi.org/10.1108/jwl-02-2018-0034>