DAFTAR PUSTAKA

Aldag, R. & Reschke, W. (1997). Employee value added: Measuring Discretionary Effort and its Value to the Organization. Center for Organization Effectiveness.

Ambrose, M. L., Seabright, M. A., & Schminke, M. (2002). Sabotage in the workplace: The role of organizational in justice. *Organizational Behavior and Human Decision Processes, 89*, 947–965.

Aquino, K., Lewis, M. U., dan Bradfield, M. (1999). Justice constructs, negative affectivity, and employee deviance: A proposed model and empirical test. Journal of Organizational Behavior, 20 (7): 1073-1091.

Avey, J. B., Wernsing, T. S., & Palanski, M. E. (2012). Exploring the process of ethical leadership: The mediating role of employee voice and psychological ownership. *Journal of Business Ethics, 107*(1), 21-34. doi:10.1007/s10551-012-12298-2.

Bashir, S., Nasir, M., Qayyum, S., Bashir, A. (2012). Dimensionality of Counterproductive Work Behaviors, in Public Sector Organizations of Pakistan. *Public Organization Review, 12*, 357-366.

Bass, B. 1990. *Bass & Stogdill's Hand Book of Leadership (3rd ed)*. New York: Free Press.

Bello, S. M. (2012). Impact of Ethical Leadership on Employee Job Performance. International Journal of Business and Social Science. Vol. 3 No. 11, June 2012.

Bennett, R. J., & Robinson, S. L. (2003).The past, present and future of workplace
Blanchard, K. H., & Peale, N. V. (1996). *The power of ethical management*: Ballantine Books.

Brown, M.E., Trevino, L.K. ve Harrison, D.A. (2005). "Ethical Leadership: A Social Learning Perspective for Construct Development and Testing" *Organizational Be- haviour and Human Decision Processes*, 97:117-134.

Chiang, F. F. T., & Birtch, T. A. (2007). Examining the perceived causes of successful employee performance: an East–West comparison. *The International Journal of Human Resource Management, 18*(2), 232-248.
Coffin, C., Curry, M.J., Goodman, S., Swann, L. (2003). *Teaching Academic Writing.* London:Routledge.

Dalal, R. S. (2005). A meta-analysis of the relationship between organizational citizenship behavior and counterproductive behavior. *Journal of Applied Psychology*, 90: 1241-1255.

De Hoogh, A. H. B., & Den Hartog, D. N. (2008). Ethical and Despotic Leadership, Relationships with Leader's Social Responsibility, Top Management Team Effectiveness and Subordinates' Optimism: A Multi-Method Study. *Leadership Quarterly, 19*(3), 297-311.

Dessler, Garry. 2000. Human Resource Management. New Jersey: Prentice–Hall Inc.

Dian, Nita (2016) Hubungan Stress Kerja Dengan Kontrol Diri Terhadap Kencenderungan Perilaku Kerja Kontraproduktif Pada Pegawai Kantor Layanan Pajak Di Jawa Timur. Undergraduate thesis, UIN Sunan Ampel Surabaya

Dinc, M. C., & Aydemir, M. (2014). The Effects of Ethical Climate and Ethical Leadership on Employee Attitudes: Bosnian Case. International Journal of Management Sciences, 2(9), 391-405

Djarwanto, PS. 1994, Pokok – Pokok Analisa Laporan Keuangan. BPFE, Cetakan I, Yogyakarta.

Djarwanto. (1994) Pokok-pokok Metode Riset dan Bimbingan Teknis Penulisan Skripsi. Yogyakarta : Liberty.

Elci, M., Şener İ., Aksoy, S. ve Alpkan, L. (2012). "The Impact of Ethical Leadership and Leadership Effectiveness on Employees' Turnover Intention: The Mediating Role of Work Related Stress" Procedia-Social and Behavioral Sciences, 58:289-297.

Fernandez, S. (2008). Examining the Effects of Leadership Behavior on Employee Perceptions of Performance and Job Satisfaction. *Public Performance & Management Review, 32*(2), 175-205.

Folger, R., Sheppard B.H., dan Buttram R.T. (1995). *Equity, equality, and need: Three faces of social justice*. San fransisco: Jossey-Bass.

Fox, S., Spector, P. E., & Miles, D. (2001). Counterproductive work behavior (CWB) in response to job stressors and organizational justice: Some mediator and moderator tests for autonomy and emotions. *Journal of Vocational Behavior*, 59 (3), 291-309.

Galperin, B.L., (2002). Determinants of deviance in the workplace: an empirical examination in Canada and Mexico [unpublished doctoral dissertation], Concordia University, Montreal.

Garay, Hannah Dara Vanzuela, (2006). Kinerja Extra-Role dan Kebijakan Kompensasi," SINERGI, Kajian Bisnis Dan Manajemen, Vol. 8, No. 1, Januari 2006: 33-42.

Gardner, D. G., Van Dyne, L., & Pierce, J. L. (2004). The effects of pay level on organization-based self-esteem and performance: A field study. Journal of Occupational and Organizational Psychology, 77, 307-322.

Gibson, James L. et al (1997). *Organisasi: Perilaku struktur dan Proses.* Alih Bahasa: Ir. Hanuk Adiarni, M.M. Jakarta: Bina Rupa Aksara.

Hair, et al. (2006). Multivariate Data Analysis 6 Ed. New Jersey: Pearson Education

Hall T. Douglas. & James Goodale G, Human Resources Management, Strategy, Design and Impelementation, Scott Foresman and Company, Glenview, 1986.

Handoko, T. H. (2001). Manajemen Personalia dan Sumber Daya Manusia. Edisi ke-2. Yogyakarta: BPFE.

Hasibuan, Malayu S.P,. (2005). *Manajemen Sumber Daya Manusia*, edisi Revisi. PT Bumi Aksara: Jakarta.

Hasibuan, Melayu S.P.1996. Manajemen Dasar, Pengertian, dan Masalah. CV haji Masagung: Jakarta.

Hassan, S., Yukl, G., & Wright, B. E. (2010). Does Ethical Leadership Matter in Government? Effects on Organizational Commitment, Absenteeism, and Willingness to Report Ethical Problems. *Public Administration Review, 74*(3), 333–343.

Hollinger, R. C., & Clark, J. P. (1982). Formal and informal social controls of employee deviance, The Sociological Quarterly, 23(3), 333–343

Ikhtiar. (2015, 24 Januari). Membangun Nilai Kepemimpinan yang Etis, dengan cara melakukan Hal yang Benar. Retrieved 30 September 2017 from World Wide Web: http://ikhtisar.com/kepemimpinan-etis-melakukan-hal-yang-benar/

Indriantoro, Supomo N. dan Bambang (1999). Metodologi Penelitian Bisnis Untuk Akuntansi & Manajemen. Yogyakarta : Penerbit BPFE.

Jahangir, Nadim, Mohammad Muzahid Akbar, dan Mahmudul Haq, (2004). "Organizational Citizenship Behavior: Its Nature and Antecedents," *BRAC University Journal*, Vol. I, No. 2, p. 75-85.

Jex, S. M., & Beehr, T. A. (1991). Emerging theoretical and methodological issues in the study of work-related stress. Research in Personnel and Human Resource Management, 9, 311– 365.

Jones, D. A. (2009). "Getting Even with One's Supervisor and One's Organization: Relationships among Types of Injustice, Desire for Revenge, and Counterproductive Work Behaviors." *Journal of Organizational Behavior* 30 (4): 525–42.

Kalshoven, K., Den Hartog, N., dan Den Hoogh, A. H. B. (2011). Ethical leadership at work questionnaire (ELW): Development and validation of multi-dimensional measure. Leadership Quarterly, 22:51-69.

Kanungo, R. N., & Mendonca, M. (1996). *Ethical dimensions of leadership*: Sage Publications, Inc.

Kanungo, R.N. (2001). Ethical values of transactional and transformational leaders. Canadian Journal of Administrative Sciences, 18, 257-260.

Kasiram, Mohammad. (2008). Metode Penelitian Kuantitatif-Kualitatif. Malang: UIN Malang Press.

Katz, D. (1964). Motivational basis of organizational behavior. *Behavioral Science*, 9: 131–146.

Khalid, S & Ali, H. (2005). The Effect Of Organizational Citizenship Behavior On Withdrawal Behavior: A Malaysian Study. International Journal Of Management and Entreprenuership, 1(1):30-40, 2005.

Khokhar, A. M., & Rehman M. Z,. (2017). Linking Ethical Leadership to Employees' Performance: Mediating Role of Organizational Citizenship Behavior and Counterproductive Work Behavior. Pakistan Journal of Commerce and Social Sciences, Vol. 11 (1), 321-350.

Khuong, M. N., and Nhu, N. V. Q. (2015). The effects of ethical leadership and organizational culture towards employee's sociability and commitment: A study of Tourism Sector in Ho Chi Minh City, Vietnam. Journal of Advanced Management Science, 3(4):329-336.

Kidder, D. L. & McLean, P. J. (1993). The good soldier: Who is (s)he? In D. P. Moore (Ed.). *Academy of Management Best Papers Proceedings,* 363-367.

Ladkin, D. (2008). Leading beautifully: How mastery, congruence and purpose create aesthetics of embodied leadership practice. Leadership Quarterly, 19(2):31-41.

Liao, H., D. Liu, and L. Raymond. (2010). "Looking at Both Sides of The Social Exchange Coin: A Social Cognitive Perspective on The Join Effects of The Relationship Quality and Differentiation on Creativity." *Academy of Management Journal* 53 (5): 1090–109.

Mamman, A., Kamoche, K., & Bakuwa, R. (2012). Diversity, organizational commitment and organizational citizenship behavior: An organizing framework. *Human Resource Management Review*, *22*, 285-302.

Mangkunegara, A. A. A. P. (2006). Manajemen Sumber Daya Manusia. Rineka Cipta: Jakarta

Mathis, R. L., dan J.H. Jackson. (2001). Manajemen Sumber Daya Manusia. Jakarta: Salemba Empat.

Mount, M., R. Ilies, and E. Johnson. (2006). "Relationship of Personallity Traits and Counterproductive Work Behaviors: The Mediating Effects of Job Satisfaction. "*Personnel Psychology* 59 (3): 591–622.

Naibaho, H., and Meloche, J. A. (2016). Does Leader-Member Exchange (LMX) Quality Always Yield Positive Outcomes for Organizations? LMX as the Moderating Variable of the Formation of Counter-productive Work Behavior's Ripple Effect. Organizational Cultures: An International Journal, Volume 16 Issue 4.

Neuman, J.H. and Baron, R.A. (1997). Aggression in the Workplace. In: Giacalone, R.A. and Greenberg, J. (eds), Antisocial Behavior in Organizations. Thousand Oaks, CA: Sage, 37–67.

Oates, V., and Dalmau, T. (2013). Ethical leadership: A legacy for a longer future. Performance, 5(2):20-27.

Obbici, P.A. (2014). Effects of ethical leadership on employee performance in Uganda. *Net Journal of Business Management,* Vol. 3(1).

Oktavianus, B. (2017, Januari 9). Masyarakat Ekonomi ASEAN (MEA). Retrieved 6 September 2017 from World Wide Web: https://www.cermati.com/artikel/masyarakat-ekonomi-asean-mea-inilah-yang-perlu-diketahui

Organ, D. W. (1988). *Organizational citizenship behavior: The good soldier syndrome*. Lexington, MA: Lexington Books.

Organ, D.W., Podsakoff, P.M., & MacKenzie, S.B. (2006). Organizational Citizenship Behavior: Its Nature, Antecedents, and Consequences. Sage, Beverly Hills, CA.

Pakpahan, Muchtar, & Damaihati Pakpahan. (2010). Konflik Kepentingan Outsourcing dan Kontrak Dalam UU.No.13 Th. 2003. Jakarta: Pt Bumi Intitama Sejahtera, hal:66.

Pattanayak, B. (2002). Human Resources Management. New Delhi: Printice-Hall of India.

Penney, L. M., and P. E. Spector. (2005). "Job Stress, Incivility and Counterproductive Work Behavior (CWB): The Moderating Role of Negative Affectivity." *Journal of Organizational Behavior* 26 (7): 777–96.

Piccolo, R. F., Greenbaum, R., Den Hartog, D. N., & Folger, R. (2010). The relationship between ethical leadership and core job characteristics. *Journal of Organizational Behavior, 31*(2-3), 259–278.

Podsakoff, P. M. & Mackenzie, S. B. (1997). The impact of organizational citizenship in organizational performance: Review and suggestion for future research. *Human Performance, 10,* 133-151.

Podsakoff, P. M., KacKenzie, S. B., Paine, J. B., Bachrach, D. G. (2000). Organizational citizenship behaviors: A critical review of the theoretical and empirical literature and suggestions for future research. *Journal of Management, 26,* 3, 513-563.

Prawirosentono, Suyadi. (1999). Manajemen Sumber Daya Manusia. Yogyakarta : BPFE.

PT. Perkebunan Nusantara (2016). Retrieved 4 Oktober 2017 from World Wide Web: http://www.ptpn10.com/

Rahmawati, T. dan Prasetya, A. (2017). Analisis Faktor-faktor yang memperngaruhi Organizational Citizenship Behavior (OCB) pada Karyawan Tetap dan Kontrak. Jurnal Administrasi Bisnis (JAB)|Vol. 48 No.1

Rivai & Veithzal. (2004). Manajemen Sumber Daya Manusia Untuk Perusahaan. Rajawali Pers: Jakarta.

Robbins, Stephen P. dan Timothy A. Judge. (2008). Perilaku Organisasi." Buku 1. Edisi 12. Diana Angelica, Ria Cahyani, dan Abdul Muhyi. Jakarta: Salemba Empat. Sekaran, Uma, 2003. Research Methods for Business. Danver: John Willey & sons, Inc.

Robinson, S. L., and R. J. Bennett. (1995). "A Typology of Deviant Workplace Behaviors: A Mutidimensional Scaling Study." *The Academy of Management Journal* 38 (2): 555–72.

Rose, K. (2016). Examining organizational citizenship behavior in the context of human resource development: An integrative review of the literature. *Human Resource Development Review*, *15*, 295-316. doi:10.1177/1534484316655668.

Sackett, P. R. dan DeVore, C. J. (2001). Counterproductive Behaviors at Work. Dalam N. Anderson, D. S. Ones, H. K. Sinangil dan C.Viswesvaran (editor). Handbook of Industrial, Work and Organizational Psychology. Thousand Oaks, CA: Sage.

Schemerhon, Jhon R., et. al., .2010.Organizational Behavior 11th Ed. USA: Jhon Wiley & Sons, Inc.

Shin, Y. (2012). CEO ethical leadership, ethical climate, climate strength, and collective organizational citizenship behavior. *Journal of Business Ethics, 108*(3), 299-312. doi:10,1007/s10551-011-1091-7

Sihombing, N. (2016, 4 April). Pentingnya Sumber Daya Manusia. Retrieved 8 September 2017 from World Wide Web: https://www.kompasiana.com/nandadianats/pentingnya-sumber-daya-manusia_5701db3bb593738b051879c6

Smith, C. A., Organ, D. W., & Near, J. P. (1983). Organizational citizenship behavior: Its nature and antecedents. *Journal of Applied Psychology, 68*(4), 655–663.

Spector, P. E., & Fox, S. (2002). An emotion-centered model of voluntary work behavior some parallels between counterproductive work behavior and organizational citizenship behavior. *Human Resource Management Review, 12*(2), 1–24.

Spector, P. E., Fox, S., & Domagalski, T. (2006). Emotions, violence and counterproductive work behavior. In E. K. Kelloway, J. Barling, & J. J. Hurrell (Eds.), Handbook of workplace violence (pp. 29−46). Thousand Oaks, CA: SAGE.

Spector, P. E., Fox, S., Penney, L. M., Bruursema, K., Goh, A., & Kessler, S. (2006). The dimensionality of counterproductivity: Are all counterproductive behaviors created equal? *Journal of Vocational Behavior*, 68 (3), 446−460.

Sugiyono.(2011). Metode Penelitian Pendidikan. Bandung: Alfabeta.

Sultana, Afshan., Irum, Sobia., Ahmed, Kamran., & Mehmood, Nasir. 2012. Impact of training on employee performance: A study of telecommunication sector in Pakistan. *Interdisciplnary Journal of Contemporary Research In Business* 4(6): 646-661.

Tepper, B. J., Henle, C. A., Lambert, L. S., Giacalone, R. A., & Duffy, M. K. (2008). Abusive supervision and subordinates'organization deviance. *Journal of Applied Psychology*, 93: 721-732.

Thomas, C. (2001). The Ethical Leader, *Executive Excellence* (Vol. 18, pp. 15): Executive Excellence Publishing.

Thomas, J., 2012. Counterproductive work behaviour: Living in wonderland. Master Thesis, The University of Auckland, Auckland New Zealand deviance research. *Organizational Behavior*, the State of Science. 2nd Ed. 247281.

Titisari, P. 2014. *Peranan Organizational Citizenship Behavior (OCB) dalam Meningkatkan Kinerja Karyawan.* Jember: Mitra Wacana Media.

Treviño, L. K., Brown, M., & Hartman, L. P. (2003). A Qualitative Investigation of Perceived Executive Ethical Leadership: Perceptions from Inside and Outside the Executive Suite. Human Relations, 56(1), 5–37.

Utaminingsih, A. (2014). *PerilakuOrganisasi: Kajian Teoritik & Empirik terhadap Budaya Organisasi, Gaya Kepemimpinan, Kepercayaan, dan Komitmen*. Malang: UB Press.

Van Dyne, L., Graham, J. W., & Dienesch, R. M. (1994). Organizational citizenship behavior: Construct redefinition, measurement, and validation. *The Academy of Management Journal*, *37*, 765-802.

Van Gils, S., Niels V.Q., Daan V.K., Marius V.D., dan David D.C. (2015). Ethical leadership and follower organizational deviance: the moderating role of follower moral attentiveness. *The Leadership Quaterly*, Vol. 26(1), pp: 190-203.

Walumbwa, F. O., Cropanzano, R., and Hartnell, C. A. (2009). Organizational justice, voluntary learning behavior, and job performance: A test of the mediating effects of identification and leader-member exchange. *Journal of Organizational Behavior, 30*(8), 1103-1126.

Wang, Z. (2014). Perceived Supervisor Support and Organizational Citizenship Behavior: The Role of Organizational Commitment. International Journal of Business and Social Science, 5(1), 201-214.

Watson, T. (2010). "Leader Ethics and Organizational Commitment" Mid-Atlantic Leadership Scholars Forum, 3(1):16-26.

Wiratama, J. W., Riana, I. G., Rahyuda, A., G. (2017). Keadilan Organisasional Sebagai Pemediasi Pengaruh Kepemimpinan Etis Terhadap *Counterproductive Work Behavior* Pada Hotel Discoverry Kartika Plaza Kuta. E-Jurnal Ekonomi dan Bisnis Universitas Udayana 6.5: 2133-2160

Wulani, F. (2005). Sikap Kerja dan Implikasinya dalam Pengelolaan Sumber Daya Manusia: Suatu kajian terhadap Organizational Citizenship Behavior, Journal Studi Bisnis, Universitas Widya Mandala Surabaya, Vol. 3, No. 1, 13-25.

Yates, L. A. (2014). Exploring the Relationship of Ethical Leadership with Job Satisfaction, Organizational Commitment, and Organizational Citizenship Behavior. The Journal of Values-Based Leadership, 7(1), 1-15.

Yusop, Maisura M,. (2007). Iklim Organisasi dan Hubungannya dengan Gelagat Kewarganegaraan Organisasi Di Kalangan Guru-Guru Sekolah Menengah Dareah Pontian, Johor," Johor: Thesis. Universiti Teknologi Malaysia.

Zhu, W., May, D.R. ve Avolio, B.J. (2004). "The Im- pact of Ethical Leadership Behavior on Employee Out- comes: The Roles of Psychological Empowerment and Authenticity" Journal of Leadership and Organizational Studies, 11(1):16-26.