

DAFTAR PUSTAKA

- Ali, B.J., & Anwar, G. (2021). An Empirical Study of Employees Motivation and its Influence Job Satisfaction. *International Journal of Engineering, Business and Management*, 5(2): 21-30.
- Al Mehrzi, N. and Singh, S.K. (2016). *Competing Through Employee Engagement: A Proposed Framework*. *International Journal of Productivity and Performance Management*, 65(6): 831-843. <https://doi.org/10.1108/IJPPM-02-2016-0037>
- Arikunto, S. (2017). *Pengembangan Instrumen Penelitian dan Penilaian Program*. Pustaka Belajar.
- Aruan, Q. S., & Fakhri, M. (2015). Pengaruh Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan Lapangan Departemen Grasberg Power Distribution PT Freeport Indonesia. *MODUS*, 27(2).
- Aworemi et al. (2011). *An Empirical Study of the Motivational Factors of Employees in Nigeria*. *International Journal Economy Finance*, 3(5): 227-233.
- Basri, S. K., & Rauf, R. (2021). *Pengaruh Semangat Kerja dan Kepuasan Kerja terhadap Kinerja Pegawai*. *YUME: Journal Of Management*, 4(1): 103-120.
- Benati I, Coccia M. (2018). Rewards in bureaucracy and politics. *Global Encyclopedia of Public Administration, Public Policy, and Governance*– section Bureaucracy, 3417-1.
- Björk Brämberg, E., et al. (2019). Facilitators, Barriers And Ethical Values Related To The Coordination Of Return-To-Work Among Employees On Sick Leave Due To Common Mental Disorders: A Protocol For A Qualitative Study (The CORE-Project). *BMJ Open*, 9(9): e032463.
- <https://pubmed.ncbi.nlm.nih.gov/31530623/>

Bougie, R. and Sekaran, U. (2020). *Research Methods For Business: A Skill Building Approach* (8th ed.). John Wiley & Sons.

Bosch-Sijtsema, P.M., Ruohomäki, V. and Vartiainen, M. (2009). Knowledge work productivity in distributed teams. *Journal of Knowledge*

Management, 13(6): 533-546.
<https://doi.org/10.1108/13673270910997178>

Burgess et al. (2020). Why Interventions Fail: A Systematic Review of Occupational Health Psychology Interventions. *International Journal of Stress Management*, 27(2): 195-207.

Candra, A., Sudiro, A., & Susilowati, C. (2023). The Relationship Between Work Professionalism And Job Satisfaction Toward Employee Performance In Mediating Of Organizational Climate. *International Journal of Research in Business and Social Science*, 12(2), 177-186.

Çetin, F. and Aşkun, D. (2019). The Effect Of Occupational Self-Efficacy On Work Performance Through Intrinsic Work Motivation. *Management Research Review*, 41(2): 186-201. <https://doi.org/10.1108/MRR-032017-0062>

Chandra, S., Mohammadnezhad, M., & Ward, P. (2018). Trust And Communication In A Doctor- Patient Relationship: A Literature Review.

Journal of Healthcare Communications, 03(03).
<https://doi.org/10.4172/2472-1654.100146>

Chen, W., Feng, Y., Fang, J., Wu, J., Huang, X., Wang, X., Wu, J., & Zhang, M. (2020). Effect Of Trust In Primary Care Physicians On Patient Satisfaction: A Cross-Sectional Study Among Patients With Hypertension In Rural China. *BMC Family Practice*, 21(1). <https://doi.org/10.1186/s12875-020-01268-w>

Curado, C. and Santos, R. (2022). Transformational Leadership And Work Performance In Health Care: The Mediating Role Of Job Satisfaction.

Leadership in Health Services, 35(2): 160-173.
<https://doi.org/10.1108/LHS-06-2021-0051>.

Edizal, A. E., Noviantoro, D., & Raharjo, D. (2022). The Influence Of Competence And Work Facilities On The Employees' Performance With Work.

Faramarzpour, M., Farokhzadian, J., Tirgari, B., Mangolian shahrbabaki, P., Borhani, F., & Rafati, F. (2021). Nurses' perceptions of hospital ethical climate and their job satisfaction. *Ethics, Medicine and Public Health*, 18, 100664.

Fereidouni A, Salesi M, Rassouli M, Hosseinzadegan F, Javid M, Karami M, Elahikhah M, Barasteh S.(2022). Preferred place of death and end-of-life care for adult cancer patients in Iran: A cross-sectional study. doi: 10.3389/fonc.2022.911397. PMID: 35992820; PMCID: PMC9382894.

Emeka, N; Amaka, O; Ejim, EP. (2015). The Effect Of Employee Motivation On Organizational Performance Of Selected Manufacturing Firms In Enugu State. *World J Manag Behav Stud*, 3(1): 1-8.

Ferawati, Apfia. (2017). Pengaruh Lingkungan Kerja dan Disiplin Kerja terhadap Kinerja Karyawan. *AGORA*, 5(1).

Garces, A. E., & Ferreira, S. (2019). Do Better Workplace Environmental Conditions Improve Job Satisfaction?. *Journal of Cleaner Production*, 219: 936-948.

Ghozali, I. (2017). *Aplikasi Analisis Multivariate dengan Program SPSS*. Badan Penerbit UNDIP.

Grant Kirkpatrick. (2009). The corporate governance lessons from the financial crisis. *OECD Journal: Financial Market Trends*, 1: 61-87.

Gultom, D.K. (2015). Pengaruh Budaya Organisasi Perusahaan dan Motivasi Terhadap Kinerja Karyawan Pada PT Perusahaan Gas Negara (Persero) Tbk Medan. *Jurnal Ilmiah Manajemen dan Bisnis*, 14(2).

Haddon, J. (2018). The Impact of Employees Well-Being on Performance in the Workplace. *Strategic HR Review*, 17(2): 72-75.

<https://doi.org/10.1108/SRH-01-2018-0009>

Hair, J. F. (2001). *Multivariate Data Analysis: With Reading*. Prentice-Hall.

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>.

Hair, J., & Alamer, A. (2022). Partial Least Squares Structural Equation Modeling (PLS-SEM) In Second Language And Education Research: Guidelines Using An Applied Example. *Research Methods in Applied Linguistics*, 1(3), 100027.
<https://doi.org/10.1016/j.rmal.2022.100027>.

Hanafi, B. D., dan Yohana, C. (2017). Pengaruh motivasi, dan lingkungan kerja, terhadap kinerja karyawan, dengan kepuasan kerja sebagai variabel mediasi pada PT BNI Lifeinsurance. *Jurnal pendidikan ekonomi dan bisnis (JPEB)*, 5(1), 73-89.

Hasibuan, M. 2006. *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.

Heizer, J., Reder, B., & Muson, C. (2016). *Operations Management: Sustainability and Supply Chain Management* JAY. In Pearson (TWELFTH ED). Pearson.

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>

Johari et al. (2018). Autonomy, Workload, Work-Life Balance and Job Performance Among Teachers. *International Journal of Educational Management*, 32(1): 107-120.

- Jufrizen, J. (2017). Pengaruh Kemampuan dan Motivasi Terhadap Kinerja Perawat Studi Pada Rumah Sakit Umum Medan. *Jurnal Riset Sains Manajemen*, 1(1): 27-34.
- Kamadi & Sunariah, N. S. (2014). *Panduan Modern Penelitian Kuantitatif*. Alfabeta Komara.
- Kareem, M. A. (2019). The Impact of Human Resource Development on Employee Performance and Organizational Effectiveness. *Management Dynamics in the Knowledge Economy*, 7(3): 307-322. Doi: 10.25019/MDKE/7.3.02.
- Kitsios, F., & Kamariotou, M. (2021). Job Satisfaction behind Motivation: An Empirical Study in Public Health Workers. *Heliyon*, 7(4).
- Krijgsheld, M., Tummers., L. G., Scheepers, F. E. (2022). Job Performance in Healthcare: A Systematic Review. *BMC Health Services Research*, 22(149).
- Kumari, J., & Kumar, J. (2023). Influence of motivation on teachers' job performance. *Humanities & Social Sciences Communications*, 10(1), 158. doi: <https://doi.org/10.1057/s41599-023-01662-6>.
- Kurnianto et al. (2021). Work Environment on Performance Through Employee Job Satisfaction. *Journal of Business and Management*, 23(1): 36-43.
- Liawati & Widowati. (2021). Pengaruh Lingkungan Kerja dan Disiplin Kerja terhadap Kinerja Karyawan PT Mustika Citra Rasa. *Jurnal ARASTIRMA Fakultas Ekonomi Program Studi Manajemen UNPAM*, 2021: 181-191.
- Logahan, J. M., Tjoe, T. F., & Naga, N. (2012). Analisis Pengaruh Lingkungan Kerja dan Pemberian Kompensasi Terhadap Kinerja Karyawan CV Mum Indonesia. *Binus Business Review*, 3(1), 573-586.
- Mahmud. (2011). *Metode Penelitian Pendidikan*. Pustaka Setia.

Mangkunegara, A. P. (2017). *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: PT. Remaja Rosdakarya

Mardiana. (2018). In Manajamen Sumber Daya Manusia. *Kompensasi Tidak Langsung dan Lingkungan Kerja Fisik*, by Sudaryo Dkk, 47. Yogyakarta: ANDI Anggota IKAPI

Martono, N. (2015). *Metodologi Penelitian Kuantitatif*. PT Rajagrafindo Perkasa.

Matsson A, Dahlqvist A. (2013). The Impact of Extrinsic and Intrinsic Rewards on Employee's Motivation- A Case Study of an Insurance Company, the Lund University.

Moeheriono (2015). *Pengukuran Kinerja Berbasis Kompetensi Edisi Revisi*.

Moon et al. (2022). Armchair Tourism: Exploring Individuals' Innovative Travel Experience In The With-Corona Era. *Tourism Management*.

Naharuddin, N., & Sadegi, M. (2013). Factors of Workplace Environment that Affect Employees Performance: A Case Study of Miyazu Malaysia. *International Journal of Independent Research & Studies*, 2(2): 66-78.

Noermijati, N. (2015). Peran Kepemimpinan Transformasional dan Motivasi Terhadap Kinerja Karyawan Dengan Moderasi Masa Kerja. *Jurnal Keuangan Dan Perbankan*, 19(2), 326-335.

Notoatmodjo, S. (2018). *Metodologi Penelitian Kesehatan*. Jakarta: Rineka Cipta.

Nurdin, R., & Ihya, M. A. (2019). The Influence of Individual Characteristics, Organizational Characteristics and Work Environment on Employee Performance and Its Impact on the Performance of Bkkbn Representative

Organization of Aceh Province. *Researchgate*.
Doi:10.30845/ijbss.v10n5p10

Octaviannand, Ramona; Pandjaitan, Nurmala K.; Kuswanto, Sadikin.

- (2017). Effect of Job Satisfaction and Motivation towards Employee's Performance in XYZ Shipping Company. *Journal of Education and Practice*, 8(8).
- Odehalshawabkeh, R., & Alsawalhah, A. (2019). Effects of Training Strategies on Employees Performance: A Practical Study in Amman's Municipality Jordan. *International Journal of Business and Social Science*, 10(6), 84-88. <https://doi.org/10.30845/ijbss.v10n6p10>
- Ott JS. (1989). *Classic Readings in Organizational Behavior*. Brooks: Cole Publishing Co., Pacific Grove CA
- Otoo et al. (2019). Impact of Human Resource Development (HRD) Practices on Pharmaceutical Industry's Perfomance: The Mediating Role of Employee Perfomance. *European Journal of Training and Development*.
- Pawirosumarto, S., Sarjana, P.K. and Gunawan, R. (2017). The effect of work environment, leadership style, and organizational culture towards job satisfaction and its implication towards employee performance in Parador Hotels and Resorts, Indonesia. *International Journal of Law and Management*, 59(6): 1337-1358. <https://doi.org/10.1108/IJLMA-102016-0085>
- Rahmawanti, Nela Pima, Swasto, Bambang & Prasetya, Arik. (2014). Pengaruh Lingkungan Kerja terhadap Kinerja Karyawan (Studi pada Karyawan Kantor Pelayanan Pajak Pratama Malang Utara). *Jurnal Administrasi Bisnis*, 8 (2):1-9.
- Rivaldo, Y. (2021). Leadership and Motivation to Performance through Job Satisfaction of Hotel Employees at D'Merlion Batam. *The Winners*, 22(1): 25-30.
- Robbins, Stephen P. (2006). *Perilaku Organisasi* Jilid 1. Edisi 9. Penerjemah Tim Indeks. Jakarta : PT. Indeks, Gramedia Grup.

Rosmaini, R., & Tanjung, H. (2019). Pengaruh Kompetensi, Motivasi, dan Kepuasan Kerja Terhadap Kinerja Pegawai Maneggio. *Jurnal Ilmah Magister Manajemen*, 2(1): 1-15.

Ryan, RM; Deci, EL. Intrinsic And Extrinsic Motivations: Classic Definitions And New Directions. *Contemp Educ Psychol*. 2000, 25(1): 54-67. Doi:
<https://dx.doi.org/10.1006/ceps.1999.1020>

Sadewo, I. P. P. N., Surachman., Rofiaty. The Influence of Working Environment to Employee Performance Mediated by Work Motivation: A Study of Malang, Indonesia Retails Stores. *International Journal of Research in Business and Social Science*, 10(3): 213-22. Doi: 10.20525/ijrbs.v10i3.1112

Samson, G. N., Waiganjo, M., & Koima, J. (2015). Effect of Workplace Environment on the Performance of Commercial Banks Employees in Nakuru Town. *International Journal of Managerial Studies and Research (IJMSR)*, 3(12), 76-89

Sara et al. (2022). The Effect of Work Environment on Employee Performance Through Motivation and Job Satisfaction as Intervening Variables on Permanent Employees. *Journal of Universal Studies*, 2(1): 2007-2018.

Schmidt, G.A., D. Bader, L.J. Donner, G.S. Elsaesser, J.-C. Golaz, C. Hannay, A. Molod, R. Neale, and S. Saha, (2017). Practice and philosophy of climate model tuning across six U.S. modeling centers Geosci. *Model Dev.*, 10, 3207-3223, doi:10.5194/gmd-10-3207-2017.

Sedarmayanti. (2018). *Sumber Daya Manusia dan Produktivitas Kerja. In Manajamen Sumber Daya Manusia Kompensasi Tidak Langsung dan Lingkungan Kerja*, by Sudaryo Dkk, 47. Yogyakarta: ANDI (Anggota IKAPI).

Sekaran, U., & Bougie, R. (2020). *Research methods for business: A skillbuilding approach*. Wiley.

Shahzadi et al. (2014). Impact of Employee Motivation on Employee Performance. *European Journal of Business and Management*, 6(23): 159-166.

- Siagian, S. P. (2015). *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.
- Suardi. (2020). Pengaruh Kepuasan Kerja Terhadap Kinerja Pegawai. *Menara Ekonomi*, 6(1).
- Sudaryono. (2019). *Metodologi Penelitian Kuantitatif, Kualitatif, dan Mix Methods* (2nd ed., Ser. 3). PT RajaGrafindo Persada.
- Sugiyono. (2020). *Metodologi Penelitian Kuantitatif Kualitatif dan R&D*. Alfabeta.
- Sunarsih, N., & Helmiantin. (2017). Influence Of Organizational Climate, Motivation, And Job Satisfaction On Employee Performance. *Review of Integrative Business and Economics Research*, Supplementary Issue 1, 6, 262-276.
- Taheri et al. (2020). Impact of Working Environment on Job Satisfaction. *European Journal of Business and Management Research*, 5(6).
- Trislianto, D. A. (2020). *Metodologi Penelitian, Panduan Lengkap Penelitian dengan Mudah*. Penerbit Andi.
- Tumilaar, B. R. (2015). The Effect Of Discipline, Leadership, And Motivation On Employee Performance At Bpjs Ketenagakerjaan Sulut. *Jurnal EMBA*, 3(2): 787-797.
- Wibowo. (2010). *Budaya Organisasi: Sebuah Kebutuhan untuk Meningkatkan Kinerja Jangka Panjang*, Rajawali Pers, Jakarta.
- Wibowo et al. (2014). Pengaruh Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan (Studi pada Karyawan PT. Telekomunikasi Indonesia Tbk. Kandatel Malang). *Jurnal Administrasi Bisnis*, 16(1).
- Wijanto, S. H. (2008). *Structural Equation Modeling Dengan Lisrel 8.8 : Konsep dan Tutorial*. Yogyakarta: Graha Ilmu.