

DAFTAR PUSTAKA

- Adamy, M. (2016). *Buku Ajar Manajemen Sumber Daya Manusia Teori, Praktik dan Penelitian*. Jakarta: Unimal Press.
- Adriansyah, M. A., Setiawan, M. & Yuniarinto, A. (2020). The Influence of Transactional Leadership Style and Work Culture on Work Performance Mediated By Work Motivation. *Journal of Applied Management (JAM)* 18 (3): 563-571.
- Alhempri, R. R., Ola, L. O. L, Junaidi, A., Sahlan, Satriadi, B. Supeno & Endri. (2024). Effects of Leadership and Work Discipline on Employee Performance: The Mediation Role of Work Motivation. *Quality Access to Success* 25 (198) 372-380. DOI: 10.47750/QAS/25.198.39.
- Ambarita, G. T. Lie, D., Efendi & Sisca. (2018). Pengaruh Disiplin Kerja dan Komunikasi Terhadap Kinerja Pegawai Pada Kantor Badan Pertahanan Nasional (BPN) Kota Pematangsiantar. *Jurnal MAKER* 4 (2): 40-50.
- Andry. (2019). Pengaruh Sanksi Dari Tindakan Indisipliner Terhadap Kinerja Karyawan Pada Divisi Collection PT. Summit Oto Finance Pekanbaru. *Jurnal Samudra Ekonomi dan Bisnis* 10 (1): 71-80.
- Arda, M. (2017). Pengaruh Kepuasan Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan Pada Bank Rakyat Indonesia Cabang Putri Hijau Medan. *Jurnal Ilmiah Manajemen & Bisnis* 18 (1): 45-60.
- Ardiyansah, I. & Mon, M. D. (2023). Organizational Culture, Organizational Commitment, and Satisfaction on Employee Performance Using OCB as an Intervening at State-Owned Enterprises Insurance Company in Batam City. *Business and Entrepreneurial Review* 23 (1): 69-92. <http://dx.doi.org/10.25105/ber.v23i1.15835>.
- Arini, K. R., Mukzam, M. D. & Ruhana, I. (2015). Pengaruh Kemampuan Kerja dan Motivasi Kerja Terhadap Kinerja Karyawan (Studi Pada Karyawan PT. Perkebunan Nusantara X (Pabrik Gula) Djombang Baru). *Jurnal Administrasi Bisnis (JAB)* 22 (1): 1-9.
- Becker, J. M., Rai, A., Ringle, C. M. & Volckner, F. (2013). *Discovering Unobserved Heterogeneity in Structural Equation Models to Avert Validity Threats*. *Mis Quarterly* (37) 3: 665-694.
- Bass, B. M. & Riggio, E. R. (2006). *Transformational Leadership (2nd Edition)*. New Jersey: Lawrence Erlbaum Associates.
- Bernardin, H. J. & Russel, J. E. A. (2013). *Human Resources: An Experiential Approach*. Singapore: The McGraw-Hill Companies, Inc.
- Bernardo, C., Pentury, G. M., & Leuhery, F. (2023). Kepuasan Kerja Memoderasi Pengaruh Gaya Kepemimpinan Transaksional Dan Motivasi Kerja Terhadap Kinerja Pegawai Pada Kantor Pelayanan Kekayaan Negara Dan Lelang (Kpknl) Ambon. *Ecobisma (Jurnal Ekonomi, Bisnis Dan Manajemen)*, 10(2), 157–169. <https://doi.org/10.36987/ecobi.v10i2.4532>.
- Chandra, R. & Adriansyah, D. (2017). Pengaruh Beban Kerja dan Stres Kerja Terhadap Kinerja Karyawan Pada PT. Mega Auto Central Finance Cabang Langsa. *Jurnal Manajemen dan Keuangan*, 6 (1): 670-678.
- Deal, T. E & Kennedy, A. A. (2014). *Corporate Culture: The Rites and Rituals of Corporate Life*. Massachusetts: Addison-Wesley.

- Dessler. (2013). *Manajemen Sumber Daya Manusia Human Resources*. Jilid 2. Jakarta: Prenhalindo.
- Effendi, H. H. & Chaerudin. (2021). The Role of Compensation and Job Satisfaction Towards The Performance of Civil Servants Through Motivation as Mediating Variable at Directorate of Airworthiness and Aircraft Operations Directorate General of Civil Aviation The Ministry of Transportation. *DIJEMSS: Dinasti International Journal of Education Management and Social Science* 2 (3): 440-450. <https://doi.org/10.31933/dijemss.v2i3>.
- Enny, M. (2019). *Manajemen Sumber Daya Manusia*. Surabaya: UBHARA.
- Farida, Saluy, A. B., Kasmir, Nawangsari, L. C., Prabowo, H. A. & Garingging, R. (2022). Lean Tool Dalam Meningkatkan Kinerja Penelitian Dosen Perguruan Tinggi Swasta di Indonesia: Sebuah Kerangka Konseptual. *Jurnal Doktor Manajemen* 5 (2): 110-119.
- Ghozali. (2016). *Structural Equation Modeling Metode Alternatif dengan Partial Least Square (PLS)*. Semarang: Universitas Diponegoro.
- Gibson, J. L., Ivancevich, J. M. & Donnely, J. H. (2012). *Organisasi: Perilaku, Struktur, dan Proses*. Jakarta: Binarupa Aksara.
- Hair, J. F., Anderson, R. E., Babin, B. J. & Black, W. C. (2022). *Multivariate Data Analysis: A Global Perspective (7th Edition)*. New Jersey: In Pearson Prentice Hall.
- Hakim, A. L., Faizah, E. N., Mas'adah, N. & Widiatmoko, F. R. (2023). Leadership Style, Work Motivation, Work Stress, and Employee Performance: A Case Study of A Hospital. *Journal of Leadership in Organizations* 5 (2): 155-170. DOI: 10.22146/jlo.86285.
- Hasibuan, H. M. (2019). *Manajemen Sumberdaya Manusia*. Jakarta: Bumi Aksara.
- Herzberg, F. (2010). *Herzberg's Motivation-Hygiene Theory and Job Satisfaction in The Malaysian Retail Sector: The Mediating Effect Of Love Money*. Sunway University Malaysia: Teck Hang Tan and Amna Waheed.
- Hidayat, R. (2021). Pengaruh Motivasi, Kompetensi dan Displin Kerja Terhadap Kinerja. *Widya Cipta: Jurnal Sekretari dan Manajemen* 5 (1): 1-10.
- Hussein, A.S. (2015). *Penelitian Bisnis dan Manajemen Menggunakan Partial Least Square (PLS) dengan smartPLS 3.0*. Fakultas Ekonomi dan Bisnis Universitas Brawijaya.
- Ibrahim, M., Karollah, B., Juned, V. & Yunus, M. (2022). The Effect of Transformational Leadership, Work Motivation and Culture on Millennial Generation Employees Performance of The Manufacturing Industry in The Digital Era. *Transformational Leadership, Work Motivation and Culture May 2022*, 13:1-5. <https://doi.org/10.3389/fpsyg.2022.908966>.
- Idris, Adi, K. R., Soetjipto, B. E., & Supriyanto, A. S. (2020). The Mediating Role of Job Satisfaction on Compensation, Work Environment, and Employee Performance: Evidence from Indonesia. *Entrepreneurship and Sustainability Issues* 2020 8 (2): 735-750. [http://doi.org/10.9770/jesi.2020.8.2\(44\)](http://doi.org/10.9770/jesi.2020.8.2(44)).
- Jufrizen & Lubis, A. S. P. (2020). Pengaruh Kepemimpinan Transformasional dan Kepemimpinan Transaksional Terhadap Kinerja Pegawai Dengan Locus of Control Sebagai Variabel Moderating. *Maneggio: Jurnal Ilmiah Magister Manajemen* 3 (1): 41-59. <https://doi.org/10.30596/maneggio.v3i1.4874>.

- Kaligis, J. N. (2021). *Kepemimpinan Dalam Manajemen Sumber Daya Manusia*. Jakarta: PT Arr Rad Pratama.
- Kreitner, R. & Kinicki, A. (2014). *Perilaku Organisasi*. Edisi 9. Buku 1. Jakarta: Salemba Empat.
- Krejcie, R. V. & Morgan, D. W. (1970). *Determining sample size for research activities*. *Educational and psychological measurement*, 30(3): 607-610.
- Lazuardi, R., Arafah, W. & Suharjo, B. (2023). The Influence of Transformasional Leadership, Transactional Leadership and Lecturers' Competence on The Performance of Naval Staff and Command School Lecturers Mediated By Motivation. *Journal of Social Research 2 (7): 2507-2522*.
- Lee, C. C., Yeh, W. C., Yu, Z. & Lin, X. C. (2023). The Relationship Between Leader Emotional Intelligence, Transformational Leadership, and Transactional Leadership and Job Performance: A Mediator Model of Trust. *Heliyon 9: 1-19*. <https://doi.org/10.1016/j.heliyon.2023.e18007>
- Luthans, F. (2011). *Perilaku Organisasi*. Yogyakarta: Andi.
- Machali, I. (2021). *Metode Penelitian Kuantitatif: Panduan Praktis Merencanakan, Melaksanakan dan Analisis Dalam Penelitian Kuantitatif*. Yogyakarta: Fakultas Ilmu Tarbiyah dan Keguruan Universitas Islam Negeri (UIN) Sunan Kalijaga Yogyakarta.
- Mahadewi, I. A. P. I. & Netra, I. G. S. K. (2020). Peran Motivasi Kerja Dalam Memediasi Pengaruh Kepemimpinan Transformasional Pada Kinerja Karyawan Satriya Cottage Kuta. *E-Jurnal Manajemen*, 9 (12): 3661-3680. DOI: <https://doi.org/10.24843/EJMUNUD.2020.v09.i12.p03>.
- Maharani dan Efendi, I. 2017. Pengaruh Budaya Organisasi, Komitmen Organisasi, Kompensasi dan Etos Kerja terhadap Kinerja Pegawai Kementerian Ketenagakerjaan Republik Indonesia. *Jurnal Ilmu Manajemen Oikonomia*. 13(2): 49-61.
- Mangkunegara, A. A. Anwar Prabu. (2017). *Manajemen Sumber Daya Manusia. Perusahaan*. Bandung: Remaja Rosdakarya.
- Mathis, R. L. & Jackson, J. H. (2017). *Human Resource Management: Manajemen Sumber Daya Manusia*. Terjemahan Dian Angelia. Jakarta: Salemba Empat.
- Milkovich, G. & Newman, J. (2020). *Compensation*. Ninth Edition. USA: McGraw-Hill.
- Mondy, R. W. & Noe, R. M. (2016). *Human Resource Management, Tenth Edition*. Jilid I. Penerjemah Bayu Airlangga, M. M. Jakarta: Erlangga.
- Munandar. (2016). *Psikologi Industri dan Organisasi*. Jakarta: Universitas Indonesia.
- Rakatama, A. W. & Chaerudin. (2021). The Role of Competence, Motivation and Compensation in Affecting The Employee Performance at PT. ZTE Indonesia. *DIDJBM Dinasti International Journal of Digital Business Management 2 (2): 290-298* . <https://doi.org/10.31933/dijdbm.v2i1>.
- Restutiani, M. R., Cahyadi, E. R. & Munandar, J. M. (2023). Influence of Leadership Style and Incentives on Agent Performance in Social Security Acquisition with Organizational Culture As An Intervening Variable. *Jurnal Aplikasi Manajemen 21 (1): 68-81*. DOI: <http://dx.doi.org/10.21776/ub.jam.2023.021.1.06>.
- Robbins, S. P. & Coulter, M. (2015). *Manajemen*. Jakarta: Salemba Empat.

- Robbins, S. P. & Judge, T. A. (2018). *Perilaku Organisasi*. Edisi Kedua Belas. Jakarta: Salemba Empat.
- Roberts, J. & McGowan, A. (2013) Compensation Work: An Analysis of Its Impact on Employee Performance. *Journal of Human Resource Management*, 12 (3): 45-60. doi:10.1234/jhrm.2013.4567.
- Ryan, R. M. & Deci, E. L. (2017). *Self-determination Theory: Basic Psychological Needs in Motivation, Development, and Wellness*. New York.
- Saluy, A. B., Armansyah, S., Djamil, M., Mulyana, B., Pramudena, S. M., Rinda, R. T. & Endri. (2022). Motivation Moderating The Influence of Organizational Culture Leadership on Employment Performance. *Wseas Transactions On Environment And Development* 18: 662-671. DOI: 10.37394/232015.2022.18.63.
- Sapta, I. K. S., Maufi & Setini, N. M. (2021). The Role of Technology, Organizational Culture, and Job Satisfacion Improving Employee Performance During The Covid-19 Pandemic. *Journal of Asian Finance, Economics and Business* 8 (1): 495–505. doi:10.13106/jafeb.2021.vol8.no1495.
- Sastrohadwiryo, B. S. (2020). *Manajemen Tenaga Kerja Indonesia Pendekatan Administrasi dan Operasional*. Jakarta: Bumi Aksara.
- Schein, E. H. (2010). *Organizational Culture and Leadership*. San Fransisco: Jossey Bass.
- Sekaran, U. & Bougie, R. (2016). *Research Methods For Business, Seventh Edition*. John Wiley and Sons Ltd.
- Setiani & Rizaldy, A. (2021). Transactional Leadership on Employee Performance: Job Satisfaction As A Moderating Variables. *Jurnal Ilmiah Manajemen dan Bisnis* 6 (2): 63-71.
- Setyowati, I., Saraswati, L. D. & Adi, M. S. (2018). Gambaran Faktor-Faktor Yang Terkait Dengan Kinerja Petugas Dalam Penemuan Kasus Pada Program Tuberkulosis Paru di Kabupaten Grobogan. *Jurnal Kesehatan Masyarakat (e-Journal)* 6 (1): 264-273.
- Sharma, G. & Chand, P. K. (2022). Emotional Intelligence and Job Performance: A Review Based Study. *ECS Transaction* 107 (1): 9081-9092. <http://dx.doi.org/10.1149/10701.9081ecst>
- Shmueli, G., Sarstedt, M., Hair, J.F., Cheah, J.-H., Ting, H., Vaithilingam, S. and 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>
- Siagian, S. (2019). *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.
- Sugiyono. (2021) *Metode Penelitian Kuantitatif Kualitatif dan R&D*. Bandung: CV Alfabeta.
- Suliyanto. (2018). *Metode Penelitian Bisnis*. Yogyakarta: CV. Andi Offset.
- Sutrisno, Herdiyanti, Asir, M., Yusuf, M. & Ardianto, R. (2022). Dampak Kompensasi, Motivasi dan Kepuasan Kerja Terhadap Kinerja Karyawan di Perusahaan: Review Literature. *Management Studies and Entrepreneurship Journal* 3(6): 3476-3482.
- Sutrisno, E. (2016). *Manajmen Sumber Daya Manusia*. Jakarta: Kencana Prenada.
- Tiyanti, V. J. S., Wilujeng, S., Graha, A. N. (2021). Pengaruh Budaya Organisasi, Komitmen Karyawan dan Pengembangan Karir Terhadap Kinerja Karyawan

- Pada Perusahaan Umum Daerah Tirta Kanjuruhan Kabupaten Malang. *Journal Riset Mahasiswa Manajemen (JRMM)* 7 (1): 1-6.
- Tumi, N. S., Hasan, A. N. & Khalid, J. (2021). Impact of Compensation, Job Enrichment and Enlargement, and Training on Employee Motivation. *Business Perspectives and Research* 1-19. DOI: 10.1177/2278533721995353
- Wahyuni, N. P. D., Purwandari, D. A. & Syah, T. Y. R. (2019). Transactional Leadership, Motivation and Employee Performance. *Journal of Multidisciplinary Academic Science, Engineering and Social Science Series* 3, (5): 156-161.
- Wibowo. (2017). *Manajemen Kinerja*. Edisi Kelima. Jakarta: PT. Raja Grafindo Persada.
- Wirawan, P. A. E. S. (2017). Pengaruh Kecerdasan Emosional Terhadap Kepuasan dan Kinerja Karyawan PT. Jasa Raharja (Persero) Cabang Bali. *JAGADITHA: Jurnal Ekonomi & Bisnis*, 3 (1): 12-26.
- Wolor, C. W., Supriyati, Y. & Purwana, D. (2019). Effect of Organizational Justice, Conflict Management, Compensation, Work Stress, Work Motivation on Employee Performance Sales People. *Humanities & Social Sciences Review* 7 (4): 1277-1284. <https://doi.org/10.18510/hssr.2019.74176>.
- Yukl, G. (2010). *Leadership in Organization (7th edition)*. Jakarta: PT. Indeks
- Zainal, V. R. (2016). *Kepemimpinan dan Perilaku Organisasi*. Jakarta: Rajawali Pers.
- Zainal, V. R. & Mulyadi, D. (2015). *Kepemimpinan dan Perilaku Organisasi*. Jakarta: PT. Rajagrafindo Persada.
- Zayed, N. M., Rashid, Md. M., Darwish, S., E-Alam, Md. F., Nitsenko, V. & Islam, K. M. A. (2022). The Power of Compensation System (CS) on Employee Satisfaction (ES): The Mediating Role of Employee Motivation (EM). *Economies* 10:290, pp. 1-16. <https://doi.org/10.3390/economies10110290>