

DAFTAR PUSTAKA

- Al-Ali, A. A., Singh, S. K., Al-Nahyan, M., & Sohal, A. S. (2017). *Change management through leadership: The mediating role of organizational culture*. *International Journal of Organizational Analysis*, 25(4), 723–739. <https://doi.org/10.1108/IJOA-01-2017-1117>.
- Ambrose, M. L., & Kulik, C. T. (1999). Old friends, new faces: Motivation research in the 1990s. *Journal of Management*, 25(3), 231–292. <https://doi.org/10.1177/014920639902500302>.
- Amerthadi, S. I. M. A., and I. W. Suana. "Pengaruh Kepemimpinan Transformasional, Kepuasan Kerja dan Komitmen Organisasi terhadap Kinerja Karyawan Bagus Hayden Hotel Kuta, Bali." *E-Jurnal Manajemen Universitas Udayana*, vol. 5, no. 2, 2016.
- Abawi, K. (2013). *Data Collection Instruments (Questionnaire & Interview)*. Geneva: Geneva Foundation for Medical Education and Research.
- Abdulsalam, D., & Mawoli, M. A. (2012). Motivation and job performance of academic staff of state universities in Nigeria: the case of Ibrahim Badamasi Babangida University, Lapai, Niger State. *International Journal of Business and management*, 7(14), 142.
- Al Kindy, A.M,Z, Ishak M, S, & Ahmad J. (2016). *The Impact of Transformational Leadership Behaviors on Work Performance of Omani Civil Service Agencies*. *Asian Social Science*; Vol. 12, No. 3; 2016 ISSN 1911-2017 E-ISSN 1911-2025 Published by Canadian Center of Science and Education. <http://dx.doi.org/10.5539/ass.v12n3p152>.
- Adams, C. and Zutshi, A. (2004), *Corporate Social Responsibility: Why Business Should Act Responsibly and Be Accountable*. *Australian Accounting Review*, 14: 31-39. <https://doi.org/10.1111/j.1835-2561.2004.tb00238>.
- Adeoye (2019) *Perspective of University Industry-Technology Transfer in Africa Emerging Economies ; Evaluating the Nigerian Scenario via a Data Envelopment Approach*, *Journal of Social Science*, 8,286-300. *Journal of Social Science*. 8. 286.
- Agyemang, F. G., Boateng, H., & Dzanduo, M. D. (2017). *Examining intellectual stimulation, idealised influence and individualised*

consideration as an antecedent to knowledge sharing: Evidence from Ghana. Knowledge Management & E-Learning, 9(4), 484–498.

Altındağ, E., & Köseadağı, Y. (2015). *The Relationship Between Emotional Intelligence of Managers, Innovative Corporate Culture and Employee Performance. Procedia - Social and Behavioral Sciences, 210, 270–282.* <https://doi.org/10.1016/j.sbspro.2015.11.367>.

Ali Mohammad Mosadegh Rad, Mohammad Hossein Yarmohammadian. "A study of relationship between." *Emerald*, 2016: 1 -19.

Antonakis, John. *The Nature Of Leadership*. United States Of America: SAGE Publications, 2016.

Antaka, P. F. (2018). Pengaruh Motivasi Kerja dan Beban Kerja terhadap Kinerja Karyawan DIPO Lokomotif dan Kereta PT. Kereta Api Indonesia (Persero) Daerah Operasi 6 Yogyakarta. *Jurnal Manajemen Bisnis Indonesia (JMBI), 7(6), 647-654.*

Abawi, K. (2013). *Data Collection Instruments (Questionnaire & Interview)*. Geneva: Geneva Foundation for Medica Education and Research.

Astadi P, Putri I, S. 2016. Pengaruh Gaya Kepemimpinan Transformasional terhadap Kinerja Karyawan PT PLN Cabang Pekanbaru Rayon. *Jurnal Manajemen Teori dan Terapan Vol. 9, No. 2.*

Asria, M., & Amali, H. (2018). The Influence of Job Involvement, Perceptions Of Organizational Support, And Organizational Culture On Employee Performance At The Village Community Empowerment Office Of West Sumatera Province. *European Journal of Business and Management, 10(34), 84–90.*

Avolio, B. J., Bass, B. M., & Jung, D. I. (1999). Re-examining the components of transformational and transactional leadership using the Multifactor Leadership Questionnaire. *Journal of Occupational and Organizational Psychology, 72(4), 441–462.* <https://doi.org/10.1348/096317999166789>.

Azizah, L.A., A.L., & Sulastiana, M. (2020). Gambaran Motivasi Kerja Pada Karyawan Airport Company. *Psyche, 2, 1-14.*

Akbar, Saeed & Hughes, Jannine & Elfaitouri, Ramadan & Shah, Syed. (2016). More on the Relationship between Corporate Governance and Firm Performance in the UK: Evidence from the Application of Generalized Method of Moments Estimation. *Research in International Business and Finance. 38. Forthcoming. 10.1016/j.ribaf.2016.03.009.*

- Arendt, Sebastian & Brettel, Malte. (2010). Understanding the influence of corporate social responsibility on corporate identity, image, and firm performance. *Management Decision - MANAGE DECISION*. 48. 1469-1492. 10.1108/00251741011090289.
- Arshadi, Nasrin. (2010). Basic need satisfaction, work motivation, and job performance in an industrial company in Iran. *Procedia - Social and Behavioral Sciences*. 5. 1267-1272. 10.1016/j.sbspro.2010.07.273.
- A. Rantesalu dkk. (2016). The Effect Of Competence, Motivation, and Organizational Culture on Employee Performance The Mediating Role of Organizational Commitment. *Journal of Research in Business and Management*, Vol 4 -Issue 9, 2347-3002.
- Atkinson, Hall, Laura &, Carol. (2006). Improving working lives: Flexible working and the role of employee control. *Employee Relations*. 28. 10.1108/01425450610673420.
- Bethke-Langenegger, P. (2012). *The differentiated workforce: Effects of categorization in talent management on workforce level. Unpublished working paper, No.18. Switzerland: Department of Business Administration, University of Zurich.*
- Bass, B. M. (1985). *Leadership and Performance beyond Expectations*. Free Press; Collier Macmillan.
- Bass, B. M. and Avolio, B. J. 1994. *Improving Organizational Effectiveness through Transformational Leadership*. Sage. Thousand Oaks.
- Bass, B. M., Avolio, B. J., Jung, D. I., & Berson, Y. (2003). Predicting unit performance by assessing transformational and transactional leadership. *Journal of Applied Psychology*, 88(2), 207–218. <https://doi.org/10.1037/0021-9010.88.2.207>.
- Bass, B.M., & Riggio, R.E. (2005). *Transformational Leadership* (2nd ed.). Psychology Press. <https://doi.org/10.4324/9781410617095>.
- Bass, B. M., Waldman, D. A., Avolio, B. J., & Bebb, M. (1987). Transformational Leadership and the Falling Dominoes Effect. *Group & Organization Studies*, 12(1), 73–87. <https://doi.org/10.1177/105960118701200106>.
- Bass, B.M & Avolio, 1993, *Transformational Leadership and Organizational Culture*, *Public Administration Quarterly*.

- B. Efron. "Bootstrap Methods: Another Look at the Jackknife." *Ann. Statist.* 7 (1) 1 - 26, January, 1979. <https://doi.org/10.1214/aos/1176344552>.
- Barney, J. B. (1986). Organizational culture: Can it be a source of sustained competitive advantage? *The Academy of Management Review*, 11(3), 656–665. <https://doi.org/10.2307/258317>.
- Blakely, G.L. 1993. The effect of performance rating discrepancies on supervisors and subordinates. *Organizational behavior and human decision process*. 54(1): 57–80.
- Budhwar, Pawan & Sparrow, Paul. (2002). Strategic HRM through the Cultural Looking Glass: Mapping the Cognition of British and Indian Managers. *Organization Studies - ORGAN STUD.* 23. 599-638. 10.1177/0170840602234005.
- Bodla, M. A., & Naeem, B. (2014). Creativity as mediator for intrinsic motivation and sales performance. *Creativity Research Journal*, 26(4), 468–473. <https://doi.org/10.1080/10400419.2014.961783>
- Chan, et al (2019) Human origins in a southern African palaeo-wetland and first migrations. *Nature*. <https://doi.org/10.1038/s41586-019-1714-1>.
- Charoensukmongkol, P., and Puyod, J. V. (2021). *Influence of transformational leadership on role ambiguity and work–life balance of Filipino University employees during COVID-19: does employee involvement matter?* *Int. J. Leadership Educ.* 4, 1–20. doi: 10.1080/13603124.2021.1882701.
- Colquitt, J., LePine, J., & Wesson, M. (2019). *Organizational Behavior: Improving Performance and Commitment in the Workplace* (6th Edition). MacGraw-Hill.
- Cronin, J. J., Smith, J. S., Gleim, M. R., Ramirez, E., & Martinez, J. D. (2011). *Green marketing strategies: An examination of stakeholders and the opportunities they present.* *Journal of the Academy of Marketing Science*, 39(1), 158-174. <https://doi.org/10.1007/s11747-010-0227-0>.
- Creswell, J. (2015). *Educational Research: Planning, Conducting, and Evaluating Quantitative and Qualitative Research*. New York: Pearson.
- Challagalla, Goutam & Shervani, Tasadduq. (2006). Influence Tactics for Effective Adaptive Selling. *Journal of Marketing - J MARKETING.* 70. 103-117. 10.1509/jmkg.70.4.103.

- Chitiris, L. 1984 "Management and Motivation in the Greek Hotel Industry. Testing Herzberg's Two-factor Theory." Doctoral thesis, University of Kent, U.K.
- Davis, Keith dan Newstrom. 2008. *Perilaku dalam Organisasi*. Edisi Ketujuh, Jakarta :Penerbit Erlangga
- Dewi, D. Y., Supriadi, Y. N., and Iswanto, A. H. (2022). *The effect of transformational leadership, quality of work-life on organizational citizenship behavior with organizational commitment mediation*. J. Soc. Sci. 3, 308–323.doi: 10.31838/srp.2022.10.123. Dal Forno, Arianna & Merlone, Ugo. (2010). Incentives and individual motivation in supervised work groups. *European Journal of Operational Research*. 207. 878-885. 10.1016/j.ejor.2010.05.023.
- Direction, S. (2015). *Transformational leadership: the impact of its behaviors on manufacturing strategy*. *Strat. Direct.* 31, 25–27. doi: 10.1108/SD-12-2014-0169.
- Diah A, L, Djamhur H, Mohammad I, The Effect Of Transformational And Transactional Leadership And Organizational Culture In Determining Employee's Job Satisfaction. Faculty of Administrative Science Brawijaya University Malang.
- Diefendorff, J. M., & Chandler, M. M. (2011). Motivating employees. In S. Zedeck (Ed.), *APA handbook of industrial and organizational psychology: Maintaining, expanding, and contracting the organization* (Vol. 3, pp. 65–135). Washington, DC: APA Books
- Dewi, R,N, Zulkifli M,E,S,Yudi P, (2020). *The Effect of Training on Work Performance and Career Development: The Role of Motivation as Intervening Variable*. *Budapest International Research and Critics Institute-Journal (BIRCI-Journal)* Volume 4, No 2, May 2021, Page: 2385-2393 e-ISSN: 2615-3076 (Online), p-ISSN: 2615-1715 (Print). DOI: <https://doi.org/10.33258/birci.v4i2.1940>.
- Dwi E, K,and Any W, (2020). *Forecasting the number of lecturers by multi-input intervention model for human resource university planning policy*. *Journal of Physics: Conference Series* 1490 (2020) 012037 doi:10.1088/1742-6596/1490/1/012037.
- Dwi Andika, Muhammad A, Muslim A. D, Ridwan N. (2020). The Effect of Transformational Leadership and Job Satisfaction on Employee Performance through Work Motivation (Case Study at Tax Service Office, Pratama Banda Aceh, Indonesia). *East African Scholars Journal of Economics, Business and Management*. Abbreviated Key

Title:East African Scholars J Econ Bus ManagISSN 2617-4464 (Print) | ISSN 2617-7269 (Online) Published By East African Scholars Publisher, Kenya. Volume-3 | Issue-2 | Feb-2020 |. DOI: 10.36349/easjebm.2020.v03i02.009.

Dwi Zulkarnain, Mahlia M, Nuraeni K, (2022). Pengaruh karakteristik individu dan karakteristik organisasi terhadap motivasi kerja dan kinerja karyawan pada PT. Bank Sulselbar.
<http://repository.unhas.ac.id:443/id/eprint/16310>.

Dung, Luu Tien; Ho, Dinh Phi; Hiep, Nguyen Thi Kim; Hoi, Phan Thi; and Hanh, Duong Thi Phuong (2019) "Job Satisfaction, Leadership Styles, Demographic Variables and Organisational Commitment among Pharmacists in Vietnam," The South East Asian Journal of Management: Vol. 13: No. 1, Article 3.DOI: 10.21002/seam.v13i1.10693 Available at: <https://scholarhub.ui.ac.id/seam/vol13/iss1/3>.

Dilmaç, Bülent. (2009). An Analysis of Teachers' General Tendency to Procrastinate, Perception of Professional Efficiency / Self Efficiency and Altruism. Electronic journal of research in educational psychology, ISSN 1696-2095, Vol. 7, N°. 19, 2009, pags. 1323-1338. 7. 10.25115/ejrep.v7i19.1332.

Dawson, Wayne & Moser, Dietmar & van Kleunen, Mark & Kreft, Holger & Pergl, Jan & Pyšek, Petr & Weigelt, Patrick & Winter, Marten & Lenzner, Bernd & Blackburn, Tim & Dyer, Ellie & Cassey, Phil & Scrivens, Sally & Economo, Evan & Guénard, Benoit & Capinha, César & Seebens, Hanno & García, Pablo & Nentwig, Wolfgang & Essl, Franz. (2017). Global hotspots and correlates of alien species richness across taxonomic groups. Nature Ecology & Evolution. 1. 0186. 10.1038/s41559-017-0186.

Edison Emron, Yohny Anwar, Imas Komariyah. 2017. Manajemen Sumber Daya Manusia. Alfabeta, Bandung

Elgelal, Kamel Saleh Khalifa., and Noermijati. 2015. *The Influences of Transformational Leaderships on Employees Performance (A Study of the Economics and Business Faculty Employee at University of Muhammadiyah Malang)*.Asia Pacific Management and Business Application Vol. 3 (1) pp. 48-66.

Elgelal, Kamel & Noermijati, Noermijati. (2014). The Influences of Transformational Leaderships on Employees Performance (A Study of the Economics and Business Faculty Employee at University of

Muhammadiyah Malang). Asia Pacific Management and Business Application. 3. 48-66. 10.21776/ub.apmba.2014.003.01.4.

Esty, Daniel Cushing, The Sustainability Imperative (March 22, 2021). Harvard Business Review, Forthcoming, Available at SSRN: <https://ssrn.com/abstract=3809958> or <http://dx.doi.org/10.2139/ssrn.3809958>.

Ermita, E, Santoso, Y., Irsyad, I., & Martini, S.. (2021). Budaya Organisasi Pada Dinas Kependudukan Dan Pencatatan Sipil Kota Payakumbuh. Jurnal Pendidikan Tambusai, 5(3), 7414–7417. <https://doi.org/10.31004/jptam.v5i3.2126>.

Efendi, R, dkk, 2020. The Mediation of Work Motivation on the Effects of Work Discipline and Compensation on Performance Batik MSMEs Employees in Yogyakarta City, Indonesia, International Journal of Multicultural and Multireligious Understanding, Volume 7, Issue 1 February 2020.

Ekawati, and Hanifah Ekawati. "Penerapan metode finite state machine (FSM) pada game agent legenda anak borneo." Sebatik 23.1 (2019): 116-123.

Erniwati, E., & Roestamy, M. (2017). Analysis Of Juridis Household Contract House Rent (Rusunawa) In Acceleration Of Housing Supply For Low-Income Community. Jurnal Ilmiah Living Law, 9(1). <https://doi.org/10.30997/Jill.V9i1.1020>.

Efendi, S, & Utama, R. Z. (2021). Analysis of the Influence of Organizational Culture, Competence, Motivation, and Compensation on Employee Performance in Jakarta Department of Spatial Planning, influence: International Journal of, 3(2), 1–14. <http://internationaljournal.net/index.php/influence/article/view/131>.

Fabio, B. P., Hubeis, M., dan Puspitawati, H. 2016. Pengaruh Gaya Kepemimpinan, Motivasi Kerja terhadap Komitmen Organisasi yang Berimplikasi Pada Kinerja Karyawan. Vol. 2, No. 1. E-ISSN: 2460-7819.

Fithriana, Noora; Adi, Agung Nugroho. Dominant Effect Between Compensation, Leadership And Organizational Culture On Employee Performance Improvement. Jurnal Aplikasi Manajemen, [S.L.], V. 15, N. 4, P. Pp. 670 – 676, Dec. 2017. Issn 2302-6332. Available At: <<https://jurnaljam.ub.ac.id/index.php/jam/article/view/1184>>. Date Accessed: 23 Dec. 2022. Doi:<http://dx.doi.org/10.21776/ub.jam2017.015.04.14>.

- Farrell, Sara & Finkelstein, Lisa. (2011). The Impact of Motive Attributions on Coworker Justice Perceptions of Rewarded Organizational Citizenship Behavior. *Journal of Business and Psychology*. 26. 57-69. 10.1007/s10869-010-9174-5.
- Gupta, S., & Kumar, V. (2013). *Sustainability as corporate culture of a brand for superior performance*. *Journal of World Business*, 48(3), 311-320. <https://doi.org/10.1016/j.jwb.2012.07.015>.
- Gema S, Hairudinor H, Muhammad R, S. (2021). Pengaruh Budaya Organisasi, Motivasi Kerja Dan Gaya Kepemimpinan Transformasional Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Intervening Di Mining Support Division Pt Kaltim Prima Coal. *Jurnal Bisnis dan Pembangunan*, Edisi Januari-Juni 2021 Vol 10, No. 1, ISSN 2541-1403, E-ISSN 2541-187X. <http://dx.doi.org/10.20527/jbp.v10i1.9958>.
- Govindarajan, V., & Srinivas, S. (2012). *Shareholder capitalism to responsible capitalism*. *The Times of India*. Retrieved from http://timesofindia.indiatimes.com/articleshow/17790281.cms?utm_source=contentofinterest&utm_medium=text&utm_campaign=cppst.
- Ghasemi A, Zahediasl S. *Normality Tests for Statistical Analysis: A Guide for NonStatisticians*. *Int J Endocrinol Metab*. 2012;10(2):486-9. DOI: 10.5812/ijem.3505.
- Gruenberg, B. (1980). The Happy Worker: An Analysis of Educational and Occupational Differences in Determinants of Job Satisfaction. *American Journal of Sociology*, 86, 247 - 271. Fred Luthans, (2006), *Perilaku Organisasi*. Edisi Sepuluh, PT. Andi: Yogyakarta.
- Giauque, David & Anderfuhren-Biget, Simon & Varone, Frédéric. (2013). HRM Practices, Intrinsic Motivators, and Organizational Performance in the Public Sector. *Public Personnel Management*. 42. 123-150. 10.1177/0091026013487121.
- Ghozali, I dan Latan, H. 2015. *Partial Least Square: Konsep, Teknik, dan Aplikasi Menggunakan Program SmartPLS 4.0*, Edisi 2. Semarang: Badan Penerbit Universitas Diponegoro.
- Hemsworth, Muterera, & Baregheh, (2013). *Examining Bass's Transformational Leadership In Public Sector Executives: A Psychometric Properties Review*. *The Journal of Applied Business Research* – May/June 2013 Volume 29, Number 3.

- Hair, Joseph & Ringle, Christian & Sarstedt, Marko. (2013). Partial Least Squares Structural Equation Modeling: Rigorous Applications, Better Results and Higher Acceptance. *Long Range Planning*. 46. 1-12. 10.1016/j.lrp.2013.08.016.
- Hakim, Lukman. Membangun Budaya Organisasi Unggul Sebagai Upaya Meningkatkan Kinerja Karyawan Di Era Kompetitif. *Benefit: Jurnal Manajemen Dan Bisnis*, [S.L.], P. 106-123, Dec. 2012. Issn 2541-2604. Available At: <<https://journals.ums.ac.id/index.php/benefit/article/view/1342>>. Date Accessed: 23 Dec. 2022. Doi:<https://doi.org/10.23917/benefit.v15i2.1342>.
- Hemed M. Cross-sectional studies. Paper presented at: Training Course in Sexual and Reproductive Health Research; 2015 Nov 20; Geneva.
- Howell, A. J., & Watson, D. C. (2007). Procrastination: Associations with achievement goal orientation and learning strategies. *Personality and Individual Differences*, 43(1), 167–178. <https://doi.org/10.1016/j.paid.2006.11.017>.
- Himmer, R.P. (2016). The Effect of Target Demographics and Emotional Intelligence on Workplace Bullying. Hemsworth, David; Muterera, Jonathan; Baregheh, Anahita. "*Examining Bass Transformational Leadership In Public Sector Executives: A Psychometric.*" *Journal of Applied Business Research*, 2013: 15-16.
- Hair JF, Hult GT, Ringle C, Sarstedt M (2013) A primer on partial least squares structural equation modeling (PLS-SEM). Sage, Thousand Oak.
- Hemed M. *Cross-sectional studies. Paper presented at: Training Course in Sexual and Reproductive Health Research; 2015 Nov 20; Geneva* <https://www.gfmer.ch/SRH-Course-2015/research-methodology/Cross-sectional-studies-Hemed-2015.htm>.
- Henry & Zamralita, Zamralita & Suyasa, P. Tommy. (2019). Kepuasan Kerja dan Kesejahteraan Psikologis Karyawan. *Phronesis: Jurnal Ilmiah Psikologi Industri dan Organisasi*. 10. 96-115.
- Hartono, J. (2016). *Teori Portofolio dan Analisis Investasi*. Cetakan Kedua. Yogyakarta, Indonesia: BPFE Yogyakarta.
- Hartono. (2018). *Konsep Analisa Laporan Keuangan Dengan Pendekatan Rasio dan SPSS*. Yogyakarta, Indonesia: Deepublish.

- Hayati, Keumala & Caniago, Indra. (2012). Islamic Work Ethic: The Role of Intrinsic Motivation, Job Satisfaction, Organizational Commitment and Job Performance. *Procedia - Social and Behavioral Sciences*. 65. 272–277. [10.1016/j.sbspro.2012.11.122](https://doi.org/10.1016/j.sbspro.2012.11.122).
- Hussein, Ananda Sabil. 2015. Penelitian Bisnis dan Manajemen Menggunakan Partial Least Squares (PLS) dengan SmartPLS versi 4.0, (Online), (<http://www.researchgate.net>, diakses 16 Maret 2022).
- Isyana Emita (2021). The effect of motivation and commitment organization on employee performance (Case study of PT. PLN Bantar Gebang Bekasi). *Journal of Economics and Business Letters*, 2021, 1(4), 62-67. ISSN: 2798-8651 & E-ISSN: 2798-4885. : <https://doi.org/10.32479/jeb1.11374>.
- Jetsalid, A, Ketsara, B, Kittisak,J,d. (2019). Factors That Influence Job Performance of Agricultural Workers. *International Journal of Innovation, Creativity and Change*. www.ijicc.net Volume 7, Issue 2, 2019.
- Judge, Stephen and Robbins, Timothy A. 2007. *Organizational Behaviour*. 12nd edition. Upper Saddle River : New Jersey.
- Judge, T. A., & Bretz, R. D. (1994). Political influence behavior and career success. *Journal of Management*, 20(1), 43–65. <https://doi.org/10.1177/014920639402000103>.
- Wirae, et al. "Pengaruh Budaya Organisasi dan Gaya Kepemimpinan terhadap Kinerja Pegawai melalui Motivasi Kerja DLHKP Kabupaten Gunung Mas." *Journal of Environment and Management*, vol. 3, no. 1, 2022, pp. 16-25, doi:10.37304/jem.v3i1.4282.
- Kanfer, R., Frese, M., and Johnson, R. E. (2017). *Motivation related to work: a century of progress*. *J. Appl. Psychol.* 102, 338–355. doi: 10.1037/apl0000133.
- Kanfer, Ruth & Chen, Gilad & Pritchard, Robert. (2008). The three C's of work motivation: Content, context, and change.
- Kumar, V., & Christodouloupoulou, A. (2014). *Sustainability and branding: An integrated perspective*. *Industrial Marketing Management*, 43(1), 6-15. <https://doi.org/10.1016/j.indmarman.2013.06.008>.
- King, G. A., & Mavin, G. H. (1982). Individual construct accessibility and subjective impressions and recall. *Journal of Personality and Social Psychology*, 43(1), 35–47. <https://doi.org/10.1037/0022-3514.43.1.35>.

- Kurniawan, I. S. ., & Wijayanti, M. . (2021). Meningkatkan Kinerja Karyawan: Peran Komunikasi, Motivasi Kerja, dan Lingkungan Kerja pada Rumah Makan Candisari Kebumen. *Jurnal Pendidikan Tambusai*, 5(3), 10348–10354. Retrieved from <https://jptam.org/index.php/jptam/article/view/2624>.
- Kenny, David & Kash, Deborah & Bolger, Niall. (1998). *Data Analysis in Social Psychology*. 1.
- Lubis , T. ., Paramita, W., & Sholikhah. (2022). Pengaruh Keterikatan Karyawan dan Fasilitas Kerja Terhadap Kepuasan Kerja Karyawan Pada Bank Swasta di Jakarta. *Jurnal Bisnis, Manajemen, Dan Keuangan - JBMK*, 3(2), 327 - 339. Retrieved from <http://pub.unj.ac.id/index.php/jbmk/article/view/646>.
- Latham, G. P., & Pinder, C. C. (2005). Work Motivation Theory and Research at the Dawn of the Twenty-First Century. *Annual Review of Psychology*, 56, 485–516. <https://doi.org/10.1146/annurev.psych.55.090902.142105>.
- Loon, Mark & Lim, Yet & Lee, Teck & Tam, Cai Lian. (2012). Transformational leadership and job-related learning. *Management Research Review*. 35. 192-205. 10.1108/01409171211210118.
- Lolowang, Nansi & Troena, Eka & Djazuli, Atim & Aisjah, Siti. (2019). The effect of leadership and organizational culture on employee performance that is educated by motivation (study on the implementation empowerment programs in Jayapura city). *Problems and Perspectives in Management*. 17. 268-277. 10.21511/ppm.17(1).2019.23.
- Mappamiring, Muhammad, A, Aditya, H,P,K. (2020). *What Millennial Workers Want? Turnover or Intention to Stay in Company. Journal of Asian Finance, Economics and Business Vol 7 No 5 (2020) 237 – 248*. Print ISSN: 2288-4637 / Online ISSN 2288-4645 doi:10.13106/jafeb.2020.vol7.no5.237.
- Maseko Thokozani, S, B, (2017). Strong vs. Weak Organizational Culture: Assessing the Impact on Employee Motivation. *Arabian Journal of Business and Management Review VL - 7, DO - 10.4172/2223-5833.1000287*.
- Makawi, Umar, Normajatun dan Abdul Haliq. 2015. Analisis Pengaruh Kompetensi Terhadap Kinerja Pegawai Dinas Perindustrian Dan Perdagangan Kota Banjarmasin. *Al-Ulum Ilmu Sosial dan Humaniora*, ISSN: 2476-9576. Volume 1, Nomor 1, Oktober.

- Maharani, Vivin, et. al. 2013. Organizational Citizenship Behavior Role in Mediating the Effect of Transformational Leadership, Job Satisfaction on Employee Performance: Studies in PT Bank Syariah Mandiri Malang East Java. *International Journal of Business and Management*; Vol. 8, No. 17; 2013.
- Martini, P, and Toni H. "Pengaruh lingkungan kerja dan disiplin kerja terhadap kinerja karyawan dengan motivasi kerja sebagai variabel intervening pada perusahaan umum daerah air minum." *KINERJA* 19.1 (2022).
- Muafi, Olivia, F, Yuni S, Zainal, M, Q, and Dwipraptono, A, H, (2019). *Empowering Leadership and Individual Readiness to Change: the Role of People Dimension and Work Method. Journal of the Knowledge Economy*, 2019, vol. 10, issue 4, No 11, 1515-1535. 10.1007/s13132-019-00618-z.
- Mudrajad Kuncoro, (2013). "Metode Riset untuk Bisnis dan Ekonomi" Edisi 4. Jakarta: Erlangga.
- Muthuveloo, Rajendran & Kathamuthu, Kanagaletchumy & Ping, Teoh. (2014). Impact of Leadership Styles on Employee Adaptability in Call Center: A Perspective of Telecommunication Industry in Malaysia. *Asian Social Science*. 10. 10.5539/ass.v10n7p96.
- Miner, John. B. 1990. *Organizational Behavior: Performance and Productivity*. New York: Random House.
- Monecke A, Leisch F (2012) *semPLS: structural equation modeling using partial least squares. J Stat Softw* 48(3):1–32.
- Muhammad H, Kuras P, Syaifuddin L, Rasinta R, G, Yusuf R, E. (2021). The Effect Of Transformational Leadership And Organizational Culture On Employee Performance With Job Satisfaction As Intervening Variables In Minhajus Sunnah Medan Foundation. *International Journal of Business, Economics and Law*, Vol. 24, Issue 3 (April) ISSN 2289-1552.
- Mitchell, T. R., & Daniels, D. (2003). Motivation. In W. C. Borman, D. R. Ilgen, & R. J. Klimoski (Eds.), *Handbook of psychology: Industrial and organizational psychology*, Vol. 12, pp. 225–254). John Wiley & Sons, Inc.
- Mahdani, Reza & Yusuf, Rusli & Mahdani, Zarvedi. (2017). Pengaruh Kepemimpinan, Budaya Organisasi Dan Kompetensi Terhadap Kinerja Pegawai Serta Implikasinya Pada Kinerja Sekretariat Kabupaten Pidie

Jaya. Jurnal Perspektif Ekonomi Darussalam. 2. 201-217. 10.24815/jped.v2i2.6694.

Muliati, M., & Kusumayadi, F. . (2022). Pengaruh Pengembangan Karir Dan Motivasi Kerja Terhadap Kepuasan Kerja Pegawai Pada Dinas Komunikasi Dan Informatika Statistik Kabupaten Bima. Jurnal Riset Rumpun Ilmu Ekonomi, 1(2), 001–013. <https://doi.org/10.55606/jurrie.v1i2.163>.

Milgram, N., Mey-Tal, G., & Levison, Y. (1998). Procrastination, Generalized Or Spesific, In College Student And Their Parents. Jurnal Personality And Individual Differences, 25, 297-316.

Mickahail, Hynes, Rilla & Bethany. (2019). Leadership, Culture, and Innovation: Improving Organizational Performance and Culture in the Workplace. 10.1007/978-3-030-02348-5_4. Maharani, Vivin & Troena, Eka & Noermijati, Noermijati. (2013). Organizational Citizenship Behavior Role in Mediating the Effect of Transformational Leadership, Job Satisfaction on Employee Performance: Studies in PT Bank Syariah Mandiri Malang East Java. International Journal of Business and Management. 8. 10.5539/ijbm.v8n17p1.

Megheirkoun Majd. "*Leadership styles and organizational learning in UK for-profit and non-profit sports organizations.*" *International Journal of Organizational Analysis*, 2017: 1 - 19.

Mudrajad Kuncoro, (2013). "Metode Riset untuk Bisnis dan Ekonomi" Edisi 4. Jakarta: Erlangga.

Monecke, A. and Leisch, F. (2012) semPLS: Structural Equation Modeling Using Partial Least Squares. Journal of Statistical Software, 48, 1-32. <https://doi.org/10.18637/jss.v048.i03>.

Munawarah, Madinatul. Pengaruh Gaya Kepemimpinan Terhadap Disiplin Kerja Pegawai Pada Kecamatan Candi Laras Utara Kabupaten Tapin. Diss. Universitas Islam Kalimantan Mab, 2020.

Nursyamsi, Idayanti. 2012. Pengaruh Kepemimpinan, Pemberdayaan, dan Stres Kerja Terhadap KOMitmen Organisasional serta Dampaknya terhadap Kinerja Dosen. Proceedings of Conference in Business, Accounting, and Management (ICBAM). Vol. 1, No. 1, pp. 405-423.

Nasution, MI. 2018. "*Peran Kepuasan Kerja dan Kepemimpinan Transformasional Terhadap Kinerja Karyawan.*" *Proceedings Of The National Conferences Management and Business (NCMAB)*, Medan: 2018. Hal. 425-439.

Nevy Romawati, Bambang Supriadi, M. C. Sina Setyadi East African Scholars J Econ Bus Manag, 2022; 5(8): 215-222 DOI: 10.36349/easjebm.2022.v05i08.003.,

Noermijati; Irawanto, Dodi W. The Influence Of Transformational Leadership And Work Motivation On Employee Performance Mediated By Job Satisfaction. Jurnal Aplikasi Manajemen, [S.I.], v. 16, n. 1, p. pp. 171 – 178, mar. 2018. ISSN 2302-6332. Available at: <<https://jurnaljam.ub.ac.id/index.php/jam/article/view/1237>>. Date accessed: 23 dec. 2022. doi:<http://dx.doi.org/10.21776/ub.jam.2018.016.01.20>.

Nansi Lidya Lolowang, Eka Afnan Troena, Atim Djazuli and Siti Aisjah (2019). *The effect of leadership and organizational culture on employee performance that is educated by motivation (study on the implementation empowerment programs in Jayapura city)*. *Problems and Perspectives in Management*, 17(1), 268-277. doi:10.21511/ppm.17(1).2019.23.

Naeem, AT., Freeha Ihsan and Zahid Mahmood. 2014. *The study of organizational justice, violation of psychological contract and its effect on job satisfaction in Paris Industry of Pakistan*. *International Journal of Academy Research in Business and Social Sciense*. 4(12).pp. 244-251.

Niken W, Habibullah J, RR Erlina, "The Effect of Transformational Leadership on Employee Performance Mediated by Work Motivation in Car Rental Services Companies in Lampung Province," SSRG International Journal of Economics and Management Studies, vol. 9, no. 3, pp. 53-59, 2022. Crossref, <https://doi.org/10.14445/23939125/IJEMS-V9I3P107>.

Noruzzy, Ali & Dalfard, Vahid & Azhdari, Behnaz & Nazari-Shirkouhi, Salman & Rezazadeh, Aliasghar. (2012). Relations between transformational leadership, organizational learning, knowledge management, organizational innovation, and organizational performance: An empirical investigation of manufacturing firms. *The International Journal of Advanced Manufacturing Technology*. 64. 10.1007/s00170-012-4038-y.

Nur Ghufron, M. 1978-; Rini R, S.; Rose K, (2017). *Teori-teori psikologi*. Yogyakarta: Ar-Ruzz Media,.

- Nemanich, L. A., & Keller, R. T. (2007). Transformational leadership in an acquisition: A field study of employees. *The Leadership Quarterly*, 18(1), 49–68. <https://doi.org/10.1016/j.leaqua.2006.11.003>.
- Nugroho, A. and Simanjuntak, B.H. (2014) ARMA (Autoregressive Moving Average) Model for Prediction of Rainfall in Regency of Semarang—Central Java—Republic of Indonesia. *International Journal of Computer Science Issues*, 11, 27-32.
- Odor, Hillary. (2018). Organisational Culture and Dynamics. *International Journal of Scientific Research and Management*. 6. 10.18535/ijstrm/v6i1.em05.
- Paracha, M & Qamar, Adnan & Mirza, Anam & Inam-ul-Hassan, & Waqas, Hamid. (2012). "Impact of Leadership Style (Transformational & Transactional Leadership) On Employee Performance & Mediating Role of Job Satisfaction" Study of Private School (Educator) In Pakistan.
- Piched Gridwichai, P., Anuchit Kulwanich, A., Piromkam, B., & Kwanmuangvanich, P. (2020). *Role of Personality Traits on Employees Job Performance in Pharmaceutical Industry in Thailand*. *Systematic Review Pharmacy*, 11(3): 185- 194.
- Puti Tahira, A, Musran M, Fauziah U, (2022). *The Effect of Transformational Leadership and Work Motivation Against Employee Performance With Job Satisfaction as Mediation Variable: The Case of The Takalar District Court*. *Hasanuddin Journal of Applied Business and Entrepreneurship*, 5(1), 104-119. <https://doi.org/https://doi.org/10.26487/hjabe.v5i1.510>.
- Peter, N. P. (2018). *Sampling Theory. See discussions, stats, and author profiles for this publication at: https://www.researchgate.net/publication/329923788,1–4.*
- Priyatno, Duwi. 2014. *SPSS 22 Pengolahan Data Terpraktis*. Yogyakarta: CV Andi Offset.
- Pinder, C.C. (1984) *Work Motivation; Theory, Issues, and Applications*. Foresman and Company, Glenview.
- Podsakoff, P. M., MacKenzie, S. B., Moorman, R. H., & Fetter, R. (1990). Transformational leader behaviors and their effects on followers' trust in leader, satisfaction, and organizational citizenship behaviors. *The Leadership Quarterly*, 1(2), 107–142. [https://doi.org/10.1016/1048-9843\(90\)90009-7](https://doi.org/10.1016/1048-9843(90)90009-7).

- Pancasila, Irwan & Haryono, Siswoyo & Sulistyono, Beni. (2020). Effects Of Work Motivation And Leadership Toward Work Satisfaction And Employee Performance: Evidence From Indonesia. *The Journal Of Asian Finance, Economics And Business*. 7. 387-397. 10.13106/Jafeb.2020.Vol7.No6.387.
- Shkoler O and Kimura T (2020) *How Does Work Motivation Impact Employees' Investment at Work and Their Job Engagement? A Moderated-Moderation Perspective Through an International Lens*. *Front. Psychol.* 11:38. doi: 10.3389/fpsyg.2020.00038.
- Sukdee, Thitipong. (2021). The Development of Indicators for Transformational Leadership of Undergraduate Students at Thailand National Sports University. *World Journal of Education*. 11. 94. 10.5430/wje.v11n1p94.
- Sugiyono. 2013. *Metode Penelitian Bisnis (Pendekatan Kuantitatif, Kualitatif dan R&D)*. Bandung: Alfabeta.
- Silla, I., Navajas, J., & Koves, K. (2017). *Organizational Culture and a Safety-Conscious Work Environment: The Mediating Role of Employee Communication Satisfaction*. *Journal of Safety Research*, 61, 121–127.
- Stephanie. (2013). Pengaruh Pengungkapan Sustainability Report Terhadap Kinerja Keuangan Perusahaan (Studi Empiris Pada Perusahaan Manufaktur Yang Tendaftar Dalam Bursa Efek Indonesia). Skripsi S1 Jurusan Akuntansi Fakultas Ekonomi Universitas Kristen Satya Wacana, Salatiga 2013.
- Shao, J. and Tu, D. (2016) *The Jackknife and the Bootstrap*. Springer Verlag, New York. <http://dx.doi.org/10.1007/978-1-4612-0795-5>.
- Sapitri (2016) "Pengaruh Komitmen Organisasi Terhadap Kinerja Pegawai Perusahaan Listrik Negara (PLN) Area Pekanbaru". *JOM Fisip* Vol. 3 No. 2 Oktober 2016.
- Sulaefi, S. (2019). The Influence of Organizational Culture and Work Motivation toward Employee Performance at Lestari Raharja Hospital Magelang Indonesia. *American Scientific Research Journal for Engineering, Technology, and Sciences*, 53, 145-163.
- Susanti, Yessy dan Kurnia. 2017. Pengaruh Struktur Modal, Ekonomi Makro Dan Profitabilitas Terhadap Nilai Perusahaan. *Jurnal Ilmu dan Riset Akuntansi* Volume 6, Nomor 6.

- Joseph A Raelin. "*From Leadership as Practice to Leaderful Practice.*" Sage Publications, 2011: 2-30.
- Judge, T. A., & Bretz, R. D. (1994). Political influence behavior and career success. *Journal of Management*, 20(1), 43–65. <https://doi.org/10.1177/014920639402000103>.
- Jannah, Elok Faiqotul; Tobing, Diana Sulianti K.; Sunardi, Sunardi. Pengaruh Lingkungan Kerja dan Kompensasi Terhadap Kinerja Melalui Motivasi Karyawan Bagian Produksi UD.Lumintu Ambulu Jember. *e-Journal Ekonomi Bisnis dan Akuntansi*, [S.l.], v. 4, n. 1, p. 104-108, may 2017. ISSN 2685-3523. Available at: <<https://jurnal.unej.ac.id/index.php/e-JEBAUJ/article/view/4601>>. Date accessed: 22 dec. 2022. doi: <https://doi.org/10.19184/ejeba.v4i1.4601>.
- Jayaweera, T. (2015). Impact of Work Environmental Factors on Job Performance, Mediating Role of Work Motivation: A Study of Hotel Sector in England. *International Journal of Business and Management*, 10, 271-278. <https://doi.org/10.5539/ijbm.v10n3p271>.
- Jose Verissimo And Teresa Lacerda, (2015), The Impact Of Ceos' Transformational Leadership And Ethical Integrity On Strategic Orientation To Corporate Social Responsibility, *Portuguese Journal Of Management Studies*, Xx, (2), 95-114.
- Ibrahim M, Karollah B, Juned V and 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. *Front. Psychol.* 13:908966.doi: 10.3389/fpsyg.2022.908966.
- Ikhsan, M. Dkk (2019). Pengaruh Motivasi Kerja, Kompetensi dan Kompensasi terhadap Kinerja Agen melalui Kepuasan Kerja (Studi pada Prudetial Live Assurance di Makassar). *Journal of Applied Business and Entrepreneurship*. Vol.2 Nomor. 1. Fakultas Ekonomi dan Bisnis Universitas Hasanuddin.
- Ivancevich, J. M., James H. Donnelly, J., & Konopaske, R. (2012). *Organizations - Behaviour, Structure Processes*. McGraw-Hill, Irwin (Fourteenth). New York, NY, 10020: McGraw-Hill Irwin. <https://doi.org/10.1007/s13398-014-0173-7.2>.
- Isyana E, Syamsudin , Otto S. (2021). The effect of motivation and commitment organization on employee performance (Case study of PT. PLN Bantar Gebang Bekasi). *Journal of Economics and Business*

Letters ISSN: 2798-8651 & E-ISSN: 2798-4885 available at <http://www.privietlab.org>.

Rasool, Humayun & Arfeen, Muhammad & Mothi, Wahbeeah & Aslam, Usman. (2015). Leadership Styles and its Impact on Employee's Performance in Health Sector Of Pakistan. *City University Research Journal*, Vol. 05 No. 01, pp. 97-109.. 05. 97-109.

Regina A, Bambang M, Achmad S, The effect of work discipline, supervisory leadership and the work environment on employee performance at the Rectorate of Palangka Raya University , *Journal of Environment and Management: Vol. 3 No. 2 (2022): Journal of Environment and Management*

Robert, Dubin. *Human Relation in Administration, the sociology of organization, with reading and case*. New York: Prentice Hall-Book Comp, 1951.

Rotwell, Stavros dkk. *Practicing Organization Development: Leading Transformational Change: Fourth Edition. Learning & Performance Systems*, English: Wiley-Blackwell, 2015.

Rodríguez del Bosque, Perez, A., & García de los Salmones, M. M., , I. (2012). The effect of corporate associations on consumer behavior. *European Journal of Marketing*, 47(1), 218–238.

Robbins (2016:260) dalam Bintoro dan Daryanto (2017:107) *Manajemen Penilaian Kinerja Karyawan*, Penerbit Gaya Media.

Robbins, Stephen P., Timothy A. Judge. (2016). *Perilaku Organisasi Edisi 16*. Jakarta : Salemba Empat. Robbins, S. 2008. *Perilaku Organisasi*. Jilid I dan II, Alih Bahasa : Hadyana Pujaatmaja. Jakarta : Prenhallindo.

Risqina; Helpi a, Selfi B; Sasongko. Transformational Leadership and Organizational Culture at The Institute for Islam Studies Jember. *Regional Dynamic: Journal of Policy and Business Science*, [S.l.], v. 2, n. 1, p. 31-44, may 2020. ISSN 2722-9343. Available at:<<https://jurnal.unej.ac.id/index.php/ISSRD/article/view/17470>>. Date accessed: 21 dec. 2022. doi: <https://doi.org/10.19184/issrd.v2i1.17470>.

Riani, M. E., MaarifM. S., & AffandiJ. (2017). Pengaruh Program Pelatihan dan Motivasi Kerja terhadap Kinerja Karyawan PT. Td Automotive Compressor Indonesia. *Jurnal Aplikasi Bisnis Dan Manajemen (JABM)*, 3(2), 290. <https://doi.org/10.17358/jabm.3.2.290>

- Rothfelder, Kathrin & Ottenbacher, Michael & Harrington, Robert. (2012). The impact of transformational, transactional and non-leadership styles on employee job satisfaction in the German hospitality industry. *Tourism and Hospitality Research*. 12. 201-214. 10.1177/1467358413493636.
- Saunders, M., & Lewis P. *Research methods for bussiness student*. England: Pearson Education, 2016.
- Saragih, R. (2020). Pengaruh Work-Life Balance dan Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan di PT Telkom Divisi Telkom Regional III Jawa Barat. *Jurnal Ilmiah MEA (Manajemen, Ekonomi, & Akuntansi)*, 4(3), 84-95. <https://doi.org/10.31955/mea.v4i3.29>
- Sarmanu. 2017. *Dasar Metodologi Penelitian Kuantitatif Kualitatif dan Statistika*. Surabaya: Airlangga University Press.
- Steven Set Xaverius Tumbelaka, Taher A, Umar N. "Pengaruh Budaya Organisasi Terhadap Kepuasan Kerja, Komitmen Organisasional dan Intention to Leave (Studi pada Karyawan PT.Bitung Mina Utama)", *Jurnal Bisnis dan Manajemen*, Vol. 3, No. 1, 2016, hal 99-105.
- Shkoler, O., & Kimura, T. (2020). How does work motivation impact employees' investment at work and their job engagement? A moderated-moderation perspective through an international lens. *Frontiers in Psychology*, 11, Article 38. <https://doi.org/10.3389/fpsyg.2020.00038>.
- Thoha, Miftah. 2013. *Kepemimpinan dalam Manajemen*. Jakarta: Raja Grafindo Persada.
- Trice, H. M., & Beyer, J. M. (1993). *The cultures of work organizations*. Englewood Cliffs, NJ: Prentice Hall.
- Tziner, Aharon & Sharoni, Gil. (2017). The relationship between work-family conflict, stress, and work attitudes. *International Journal of Manpower*. 38. 00-00. 10.1108/IJM-01-2014-0014.
- Tsai Hwang, Gwo-Jen & Chin-Chung. (2011). Research trends in mobile and ubiquitous learning: A review of publications in selected journals from 2001 to 2010. *British Journal of Educational Technology*. 42. E65 - E70. 10.1111/j.1467-8535.2011.01183.x. Umar, Muhammad, et al. "Stochastic numerical technique for solving HIV infection model of CD4+ T cells." *The European Physical Journal Plus* 135.5 (2020): 1-19.

- Ugheoke, Isa, Mohd &, Solomon & Noor, Wan. (2016). The Influence of Organizational Culture on Employees' Performance: Evidence from Oman. *Journal of Entrepreneurship and Business*. 4. 1-12. 10.17687/JEB.0402.01.
- Virgiawan, Ade & Riyanto, Setyo & Endri, Endri. (2021). Organizational Culture As A Mediator Motivation And Transformational Leadership On Employee Performance. *Academic Journal of Interdisciplinary Studies*. 10. 67. 10.36941/ajis-2021-0065.
- Van Aswegen, A. S., & Engelbrecht, A. S. (2009). The Relationship between Transformational Leadership, Integrity and an Ethical Climate in Organisations. *SA Journal of Human Resource Management*, 7, Article No. 175. <https://doi.org/10.4102/sajhrm.v7i1.175>.
- Viorenchea, PT, Mantikei, B., & Syamsudin, A. (2022). The effect of work environment and organizational climate on employee performance through work motivation as an intervening variable: (Study at the Department of Youth and Sports of Central Kalimantan Province). *Journal of Environment and Management* , 3 (3), 207–218. <https://doi.org/10.37304/jem.v3i3.5698>.
- Verissimo, Jose Manuel & Lacerda, Teresa. (2015). Does integrity matter for CSR practice in organizations? The mediating role of transformational leadership. *Business Ethics A European Review*. 24. 10.1111/beer.12065.
- Welly N, A, Susi E, Dina P. The Influence of Transformational Leadership Organizational Culture on Employee Performance with Job Satisfaction as Mediating Variable in Ibnu Sina Hospital in West Sumatera. *Third International Conference On Economics Education, Economics, Business and Management, Accounting and Entrepreneurship (PICEEBA 2019)*. *Advances in Economics, Business and Management Research*, volume 97.
- Wibowo,H, And Isnaini Rokhmatin. "Pengaruh Kompetensi Dan Stress Kerja Terhadap Kinerja Karyawan Pt Busana Utama Textile (Departemen Sewing)." *Jurnal Ekonomi Syariah Pelita Bangsa* 6.01 (2021): 86-98.
- Weiss, T. & Berger, R., Eds.(2010). *Posttraumatic growth and culturally competent practice: Lessons learned from around the globe*.
- Waldman, D. A., Avolio, B. J., & Bebb, M. (1987). Transformational leadership and the falling dominoes effect. *Group & Organization Studies*, 12(1), 73–87. <https://doi.org/10.1177/105960118701200106>.

- Xuan Thi Ngo, Hoang Anh Le, Thanh Kim Doan. The Impact Of Transformational Leadership Style And Employee Creativity On Organizational Innovation In Universities During The Covid-19 Pandemic. *Humanities and Social Sciences Letters* 2022 Vol. 10, No. 1, pp. 36-53. ISSN(e): 2312-4318 ISSN(p): 2312-5659. DOI: 10.18488/73.v10i1.2234.
- Yateno. (2020). *Perilaku Organisasional (Corporate Approach)*. Yogyakarta: UPP STIM YKPN.
- Yamin, Sofyan. 2011. *Generasi Baru mengolah Data dengan Partial Least Square Path Modelling*. Jakarta: Penerbit Salemba Infotek.
- Yi Fan, Jiquan C, Gabriela S, Ranjeet J, Susie R. Wu, Hogeun P and Changliang S. Fan et al. *Ecological Processes* (2016) 5:19 DOI 10.1186/s13717-016-0063-3.
- Yukl, Gary. (2012). Effective Leadership Behavior: What We Know and What Questions Need More Attention. *Academy of Management Perspectives*. 26. 66-85. 10.5465/amp.2012.0088.
- Yunus, A. N. M. T., Hamid, N., dan Yusuf., R. M. 2018. Kepemimpinan Dan Pengembangan Karir Terhadap Komitmen Organisasional Serta Dampaknya Pada Kinerja Karyawan PT. Bank Mandiri (Persero), Tbk Area Makassar Kartini. *Hasanuddin Journal of Applied Business and Entrepreneurship*. Vol. 1, No. 2.
- Zhu, Weichun Zhou, Jinyi & Chi, Wei &. (2021). No good deed is too small: field experimental studies of different self-identities and workplace saving behavior. *Chinese Management Studies*. ahead-of-print. 10.1108/CMS-12-2020-0529.
- Zahriyah, Triave & Yusuf, A & S, Neviyarni. (2015). Hubungan Gaya Belajar dan Keterampilan Belajar dengan Hasil Belajar Mahasiswa Serta Implikasinya dalam Pelayanan Bimbingan dan Konseling di Fakultas Ilmu Pendidikan Universitas Negeri Padang. *Konselor*. 6. 18. 10.24036/02017615734-0-00.

LAMPIRAN

Lampiran 1: Instrumen Penelitian (Kuesioner)

KUESIONER PENELITIAN



**PROGRAM PASCASARJANA
PROGRAM STUDI MAGISTER SAINS MANAJEMEN
FAKULTAS EKONOMI DAN BISNIS
UNIVERSITAS HASANUDDIN**

A. IDENTITAS RESPONDEN (diisi Oleh Karyawan tetap)

- Nomor/kode** : (diisi oleh peneliti)
- Nama (Jika berkenan)** :
- Umur** : (tahun)
- Jenis kelamin** : Laki-laki/Perempuan (coret yang tidak perlu)
- Pendidikan Terakhir** :
- Divisi unit kerja** :
- Lama bekerja** :

Kuesioner ini bertujuan untuk mengetahui Pengaruh Kepemimpinan Transformasional, Budaya Organisasi Melalui Kepuasan Kerja Dan Motivasi Kerja Terhadap Kinerja Karyawan (Kasus PT. Perkebunan Nusantara XIV (Persero) Pabrik Gula Takalar). Data-data dari kuesioner ini akan digunakan untuk keperluan dalam menyelesaikan Tesis (S2) pada Program Studi Magister Sains Manajemen Fakultas Ekonomi dan Bisnis Universitas Hasanuddin. Oleh karena itu saya berharap Bapak/Ibu dapat meluangkan waktu untuk mengisi kuesioner ini.

Saya menjamin tanggapan Bapak/Ibu diberlakukan secara rahasia dan identitas Bapak/Ibu tidak dimunculkan dalam studi ini. Maka saya berharap dapat menjawab kuesioner ini dengan jujur dan sebenarnya. Atas partisipasi bapak/ibu, saya ucapkan terima kasih

B. PETUNJUK PENGISIAN

Bapak,Ibu, Saudara/I dimohon untuk memberi tanda (X) pada salah satu jawaban yang paling tepat untuk setiap pertanyaan yang sesuai kenyataan yang ada.

Keterangan :

STS : Sangat Tidak Setuju

TS : Tidak Setuju

R : Ragu-Ragu

S : Setuju

SS : Sangat Setuju

Bagian 1.

KUESIONER KEPEMIMPINAN TRANSFORMASIONAL (X1)

Pernyataan berikut berkaitan tentang Pengaruh ideal (<i>Idealized Influence</i>)						
Pilihan Jawaban						
No.	Item Pernyataaan	ST S	TS	R	S	SS
1.	Pimpinan Memiliki visi dan mampu menyampaikannya.					
2.	Pimpinan Mempromosikan pencapaian, loyalitas, dan kepercayaan diri.					
3.	Pimpinan mampu Mengatasi emosi dan stress.					
4.	Pimpinan Bermoral dan beretika.					
5.	Pimpinan Fokus pada kepentingan bersama					
Pernyataan berikut berkaitan tentang Motivasi inspirasional (<i>Inspirational Motivation</i>)						
Pilihan Jawaban						
No.	Item Pernyataaan	ST S	TS	R	S	SS
1.	Pimpinan Memiliki standar kualifikasi.					
2.	Pimpinan selalu Berpikir positif.					
3.	Pimpinan berkomunikasi untuk memotivasi karyawan.					
4.	Pimpinan Mendorong kerja tim.					
Pernyataan berikut berkaitan tentang Stimulasi intelektual (<i>Intellectual Stimulation</i>)						
Pilihan Jawaban						
No.	Item Pernyataaan	ST S	TS	R	S	SS
1.	Pimpinan Mendorong pemikiran kreatif.					
2.	Pimpinan Memecahkan masalah secara sistematis.					
3.	Pimpinan menciptakan kepercayaan diri dalam mengatasi rintangan.					
Pernyataan berikut berkaitan tentang Pertimbangan Individual (<i>Individualized Consideration</i>).						
No.	Item Pernyataaan	ST S	TS	R	S	SS
1.	Pimpinan Mengenalkan nilai dan pentingnya orang lain.					
2.	Pimpinan Ciptakan suasana kerja bersama.					
3.	Pimpinan Memberikan kesempatan untuk kinerja terbaik.					

Bagian II
KUESIONER BUDAYA ORGANISASI (X2)

Pernyataan berikut berkaitan tentang Perhatian terhadap detail pekerjaan						
Pilihan Jawaban						
No.	Item Pernyataaan	ST S	TS	R	S	SS
1.	Bekerja sesuai ketentuan dan memperhatikan hasil kerja secara detail.					
Pernyataan berikut berkaitan tentang Orientasi hasil						
Pilihan Jawaban						
No.	Item Pernyataaan	ST S	TS	R	S	SS
1.	Terlibat dalam tim kerja untuk mencapai output.					
Pernyataan berikut berkaitan tentang Menghargai hasil kinerja						
Pilihan Jawaban						
No.	Item Pernyataaan	ST S	TS	R	S	SS
1.	Hasil kinerja dimasukkan dalam pengembangan karir karyawan.					

Bagian III

KUESIONER KEPUASAN KERJA (I)

Pernyataan berikut berkaitan tentang Pekerjaan itu sendiri						
Pilihan Jawaban						
No.	Item Pernyataan	ST S	TS	R	S	SS
1.	Bekerja sesuai kualifikasi.					
2.	Pekerjaan memiliki daya tarik					
Pernyataan berikut berkaitan tentang Gaji /lembur						
Pilihan Jawaban						
No.	Item Pernyataan	ST S	TS	R	S	SS
1.	Gaji yang diberikan oleh perusahaan sesuai dengan beban kerja/lembur.					
2.	Gaji diberikan sesuai ketentuan perusahaan.					
Pernyataan berikut berkaitan tentang Kondisi/suasana kerja						
Pilihan Jawaban						
No.	Item Pernyataan	ST S	TS	R	S	SS
1.	Kebersihan ruang kerja karyawan diperhatikan.					
Pernyataan berikut berkaitan tentang Rekan Kerja						
No.	Item Pernyataan	ST S	TS	R	S	SS
1.	Komunikasi yang baik dengan rekan kerja.					
2.	Memiliki rekan kerja yang solid dalam bekerja sama					
Pernyataan berikut berkaitan tentang Sikap atasan						
No.	Item Pernyataan	ST S	TS	R	S	SS
1.	Pimpinan merancang jalur kerja yang jelas kepada karyawan .					

Bagian IV

KUESIONER MOTIVASI KERJA (I)

Pernyataan berikut berkaitan tentang Pengembangan karir						
Pilihan Jawaban						
No.	Item Pernyataaan	ST S	TS	R	S	SS
1.	Setiap karyawan yang memiliki prestasi kerja tinggi akan mendapatkan kesempatan untuk mengembangkan karir.					
2.	Setiap karyawan memiliki kesempatan untuk mengikuti pendidikan dan pelatihan.					
Pernyataan berikut berkaitan tentang Pemberian tanggung jawab						
Pilihan Jawaban						
No.	Item Pernyataaan	ST S	TS	R	S	SS
1.	Karyawan memiliki wewenang dan tanggung jawab atas keberhasilan perusahaan .					
2.	Dalam menyelesaikan pekerjaan karyawan memiliki cara tersendiri dan kewenangan yang dapat dipertanggungjawabkan .					
Pernyataan berikut berkaitan tentang Hubungan antar karyawan dan atasan						
Pilihan Jawaban						
No.	Item Pernyataaan	ST S	TS	R	S	SS
1.	Kerjasama tim					
2.	Mengetahui karakter atasan dan rekan kerja					
Pernyataan berikut berkaitan tentang Asuransi kesehatan dan jaminan hari tua						
No.	Item Pernyataaan	ST S	TS	R	S	SS
1.	Karyawan diberikan asuransi kesehatan dari perusahaan.					
2.	Perusahaan menjamin hidup di hari tua.					
Pernyataan berikut berkaitan tentang Penghargaan						
No.	Item Pernyataaan	ST S	TS	R	S	SS
1.	Pemberian imbalan finansial.					
2.	Pemberian pujian bagi karyawan yang berprestasi					

KUESIONER PENELITIAN



PROGRAM PASCASARJANA PROGRAM STUDI MAGISTER SAINS MANAJEMEN FAKULTAS EKONOMI DAN BISNIS UNIVERSITAS HASANUDDIN

A. IDENTITAS RESPONDEN (diisi Oleh Pimpinan)

Nomor/kode : (diisi oleh peneliti)
Jabatan :
Nama karyawan yang dinilai :
Divisi Unit/ Kerja :

Kuesioner ini bertujuan untuk mengetahui Pengaruh Kepemimpinan Tranformasional, Budaya Organisasi Melalui Kepuasan Kerja Dan Motivasi Kerja Terhadap Kinerja Karyawan (Kasus PT. Perkebunan Nusantara XIV (Persero) Pabrik Gula Takalar). Data-data dari kuesioner ini akan digunakan untuk keperluan dalam menyelesaikan Tesis (S2) pada Program Studi Magister Sains Manajemen Fakultas Ekonomi dan Bisnis Universitas Hasanuddin. Oleh karena itu saya berharap Bapak/Ibu dapat meluangkan waktu untuk mengisi kuesioner ini. Saya menjamin tanggapan Bapak/Ibu diberlakukan secara rahasia dan identitas Bapak/Ibu tidak dimunculkan

dalam studi ini. Maka saya berharap dapat menjawab kuesioner ini dengan jujur dan sebenarnya. Atas partisipasi bapak/ibu, saya ucapkan terima kasih.

B. PETUNJUK PENGISIAN

Bapak,Ibu,Saudara/I dimohon untuk memberi tanda (X) pada salah satu jawaban yang paling tepat untuk setiap pertanyaan yang sesuai kenyataan yang ada.

Keterangan :

STS : Sangat Tidak Setuju

TS : Tidak Setuju

T : Ragu-Ragu

U : Setuju

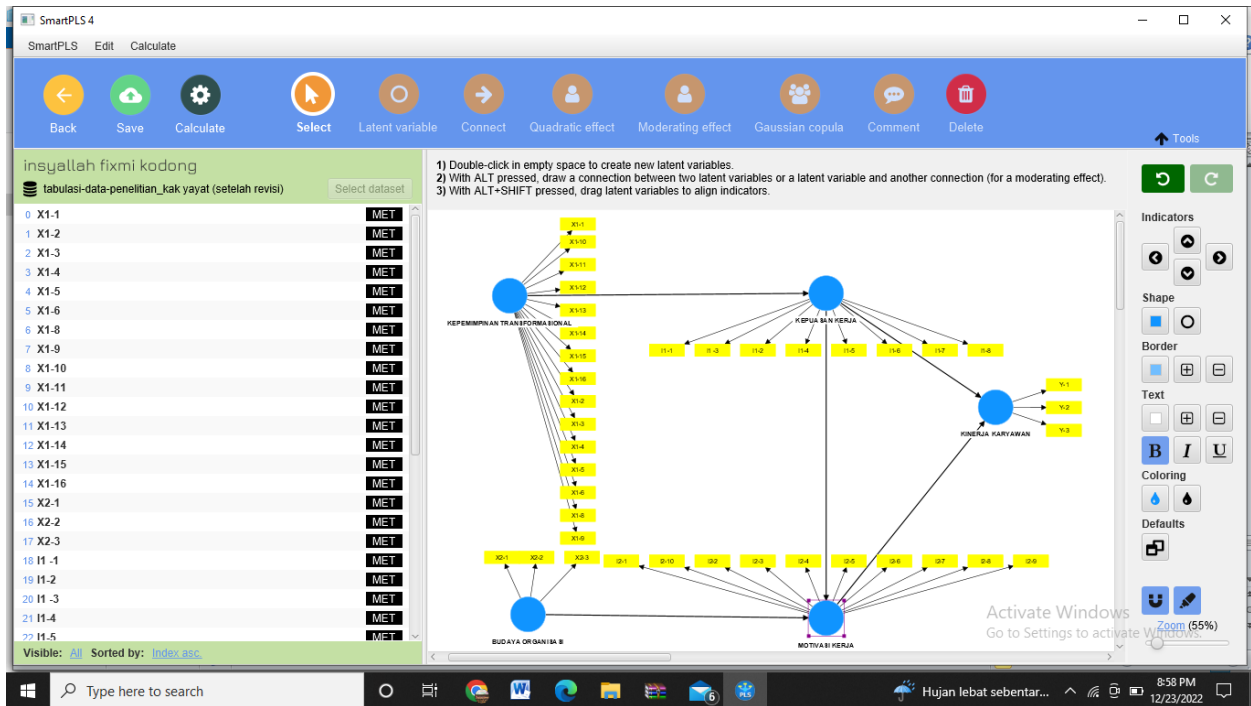
SS : Sangat Setuju

BAGIAN V
KUESIONER KINERJA KARYAWAN (Y)

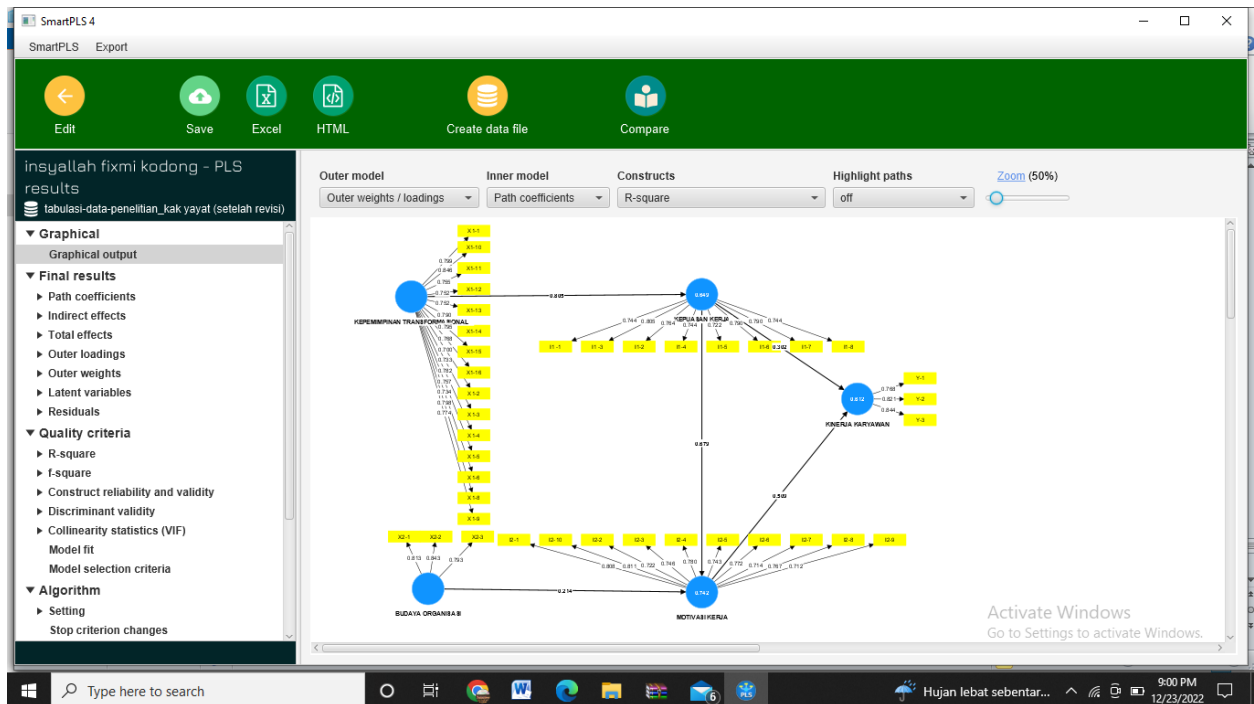
Pernyataan berikut berkaitan tentang Target						
		Pilihan Jawaban				
No.	Item Pernyataaan	ST S	TS	R	S	SS
1.	Memiliki target dalam bekerja.					
Pernyataan berikut berkaitan tentang Kualitas						
		Pilihan Jawaban				
No.	Item Pernyataaan	ST S	TS	R	S	SS
1.	Lakukan pekerjaan dengan cepat dan teliti.					
Pernyataan berikut berkaitan tentang Menghargai Waktu						
		Pilihan Jawaban				
No.	Item Pernyataaan	ST S	TS	R	S	SS
1.	Waktu digunakan bukan untuk mengerjakan pekerjaan lain.					

Lampiran 2: Hasil Analisis Data

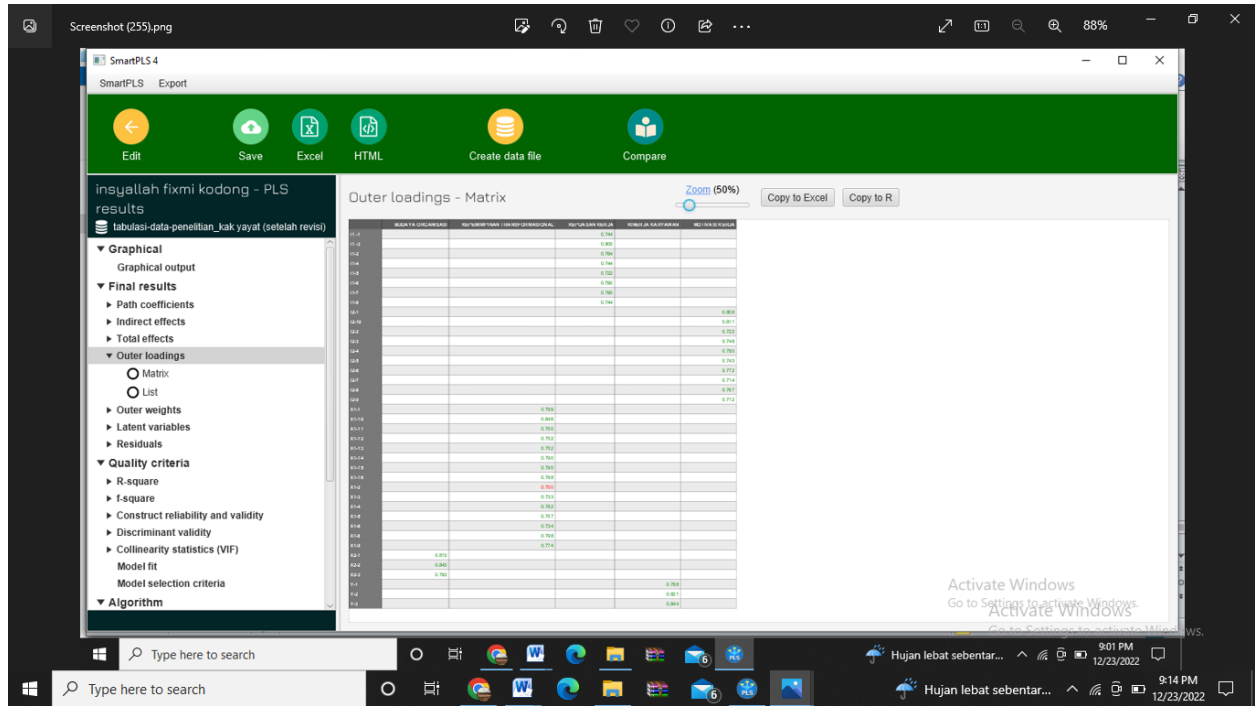
A. Model Pengukuran



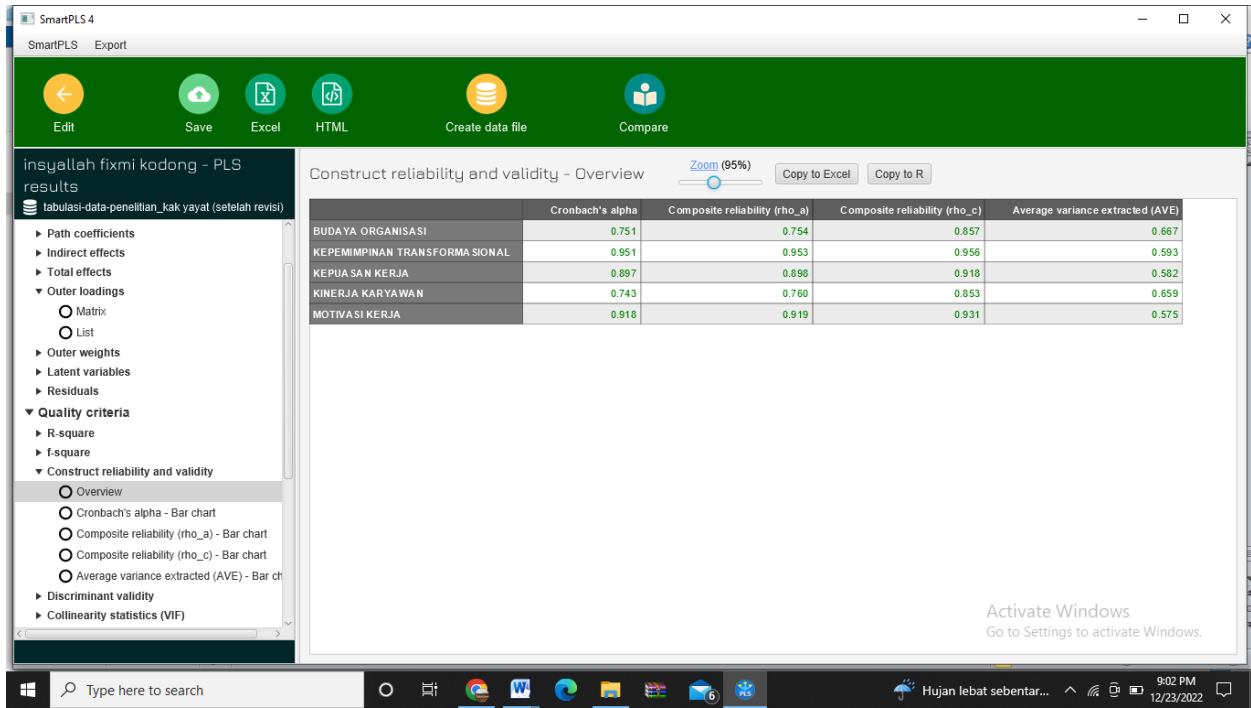
B. PLS Measurement Model



C. Outer Loadings



D. Construct Validity and Reliability (Cronbach's Alpha, Composite Reliability, dan Average Variance Extract).



E. Discriminant Validity (Cross Loadings)

Discriminant validity - Cross loadings

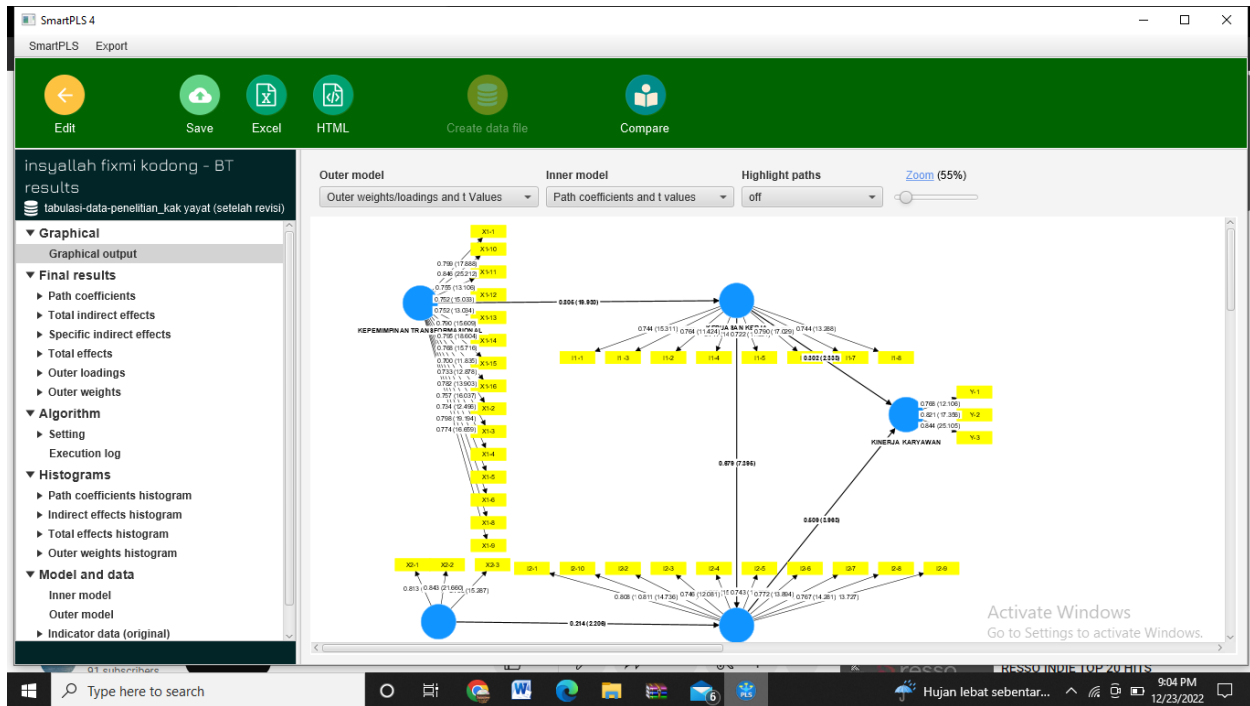
	KEPUASAN KERJA	KINERJA KARYAWAN	MOTIVASI KERJA
K1	0.891	0.003	0.074
K2	0.877	0.004	0.001
K3	0.885	0.008	0.794
K4	0.722	0.012	0.794
K5	0.820	0.001	0.702
K6	0.640	0.027	0.790
K7	0.870	0.039	0.790
K8	0.821	0.011	0.794
K9	0.698	0.033	0.602
K10	0.890	0.004	0.794
K11	0.870	0.002	0.801
K12	0.822	0.001	0.604
K13	0.870	0.008	0.698
K14	0.462	0.003	0.801
K15	0.802	0.002	0.603
K16	0.877	0.010	0.603
K17	0.890	0.401	0.801
K18	0.400	0.003	0.602
K19	0.800	0.700	0.803
K20	0.801	0.840	0.700
K21	0.407	0.700	0.800
K22	0.870	0.702	0.698
K23	0.870	0.702	0.698
K24	0.870	0.702	0.698
K25	0.870	0.702	0.698
K26	0.870	0.702	0.698
K27	0.870	0.702	0.698
K28	0.870	0.702	0.698
K29	0.870	0.702	0.698
K30	0.870	0.702	0.698
K31	0.870	0.702	0.698
K32	0.870	0.702	0.698
K33	0.870	0.702	0.698
K34	0.870	0.702	0.698
K35	0.870	0.702	0.698
K36	0.870	0.702	0.698
K37	0.870	0.702	0.698
K38	0.870	0.702	0.698
K39	0.870	0.702	0.698
K40	0.870	0.702	0.698
K41	0.870	0.702	0.698
K42	0.870	0.702	0.698
K43	0.870	0.702	0.698
K44	0.870	0.702	0.698
K45	0.870	0.702	0.698
K46	0.870	0.702	0.698
K47	0.870	0.702	0.698
K48	0.870	0.702	0.698
K49	0.870	0.702	0.698
K50	0.870	0.702	0.698

F. R-Square (R2)

R-square - Overview

	R-square	R-square adjusted
KEPUASAN KERJA	0.649	0.645
KINERJA KARYAWAN	0.612	0.604
MOTIVASI KERJA	0.742	0.737

G. Struktural Model (Bootstrapping)

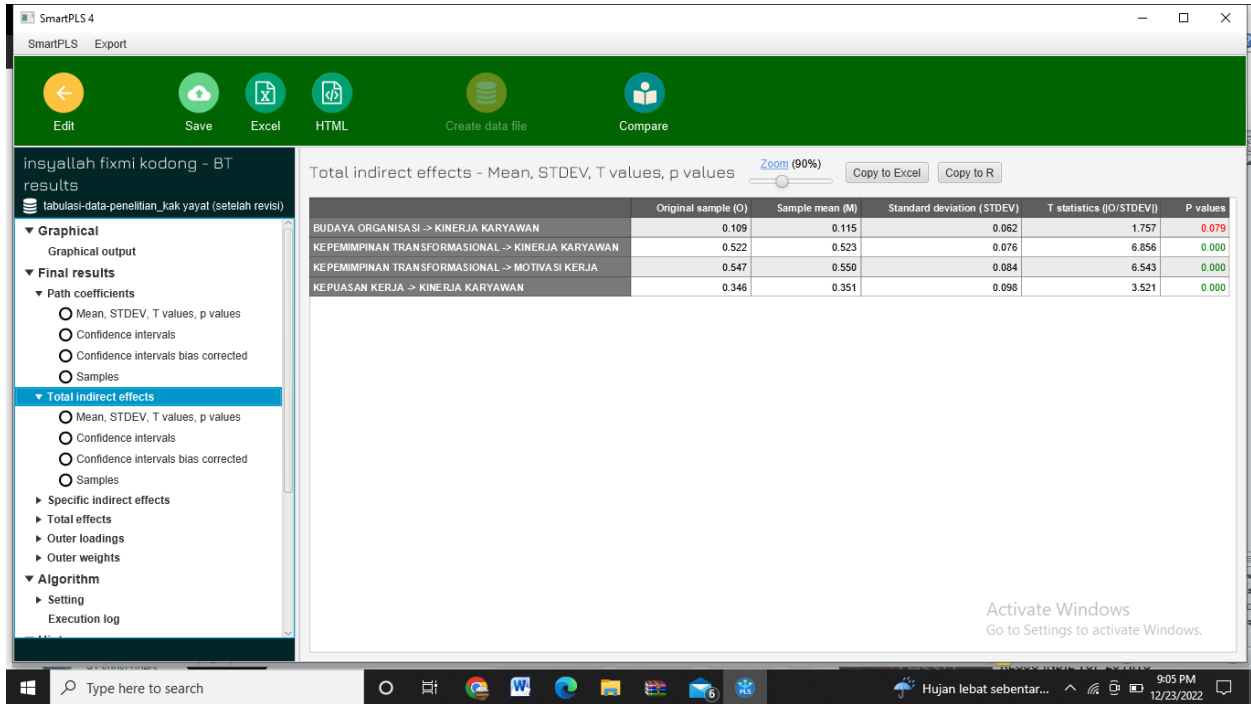


H. Total direct Effects (Mean, STDEV, T-Values, P-Values).

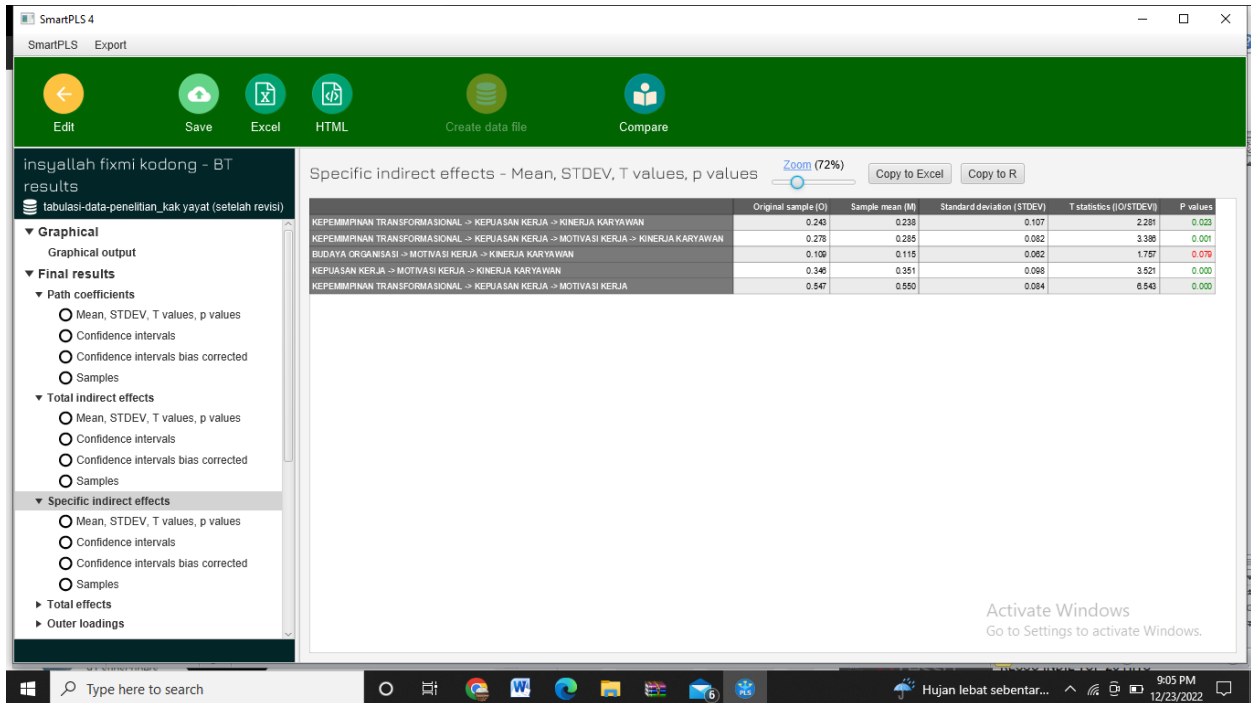
The figure displays a table of path coefficients in SmartPLS 4. The table shows the mean, standard deviation, t-statistics, and p-values for the following paths:

Path	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (O/STDEV)	P values
BUDAYA ORGANISASI -> MOTIVASI KERJA	0.214	0.220	0.097	2.206	0.027
KEPEMIMPINAN TRANSFORMASIONAL -> KEPUASAN KERJA	0.805	0.810	0.040	19.930	0.000
KEPUASAN KERJA -> KINERJA KARYAWAN	0.302	0.294	0.129	2.333	0.020
KEPUASAN KERJA -> MOTIVASI KERJA	0.679	0.678	0.092	7.395	0.000
MOTIVASI KERJA -> KINERJA KARYAWAN	0.509	0.519	0.128	3.963	0.000

I. Total Indirect Effects (Mean, STDEV, T-Values, P-Values)



J. Specific Indirect Effects (Mean, STDEV, T-Values, P-Values)



K. Total Effects (Mean, STDEV, T-Values, P-Values)

insyallah fixmi kodong - BT results
tabulasi-data-penelitian_kak yayat (setelah revisi)

Total effects - Mean, STDEV, T values, p values Zoom (87%) Copy to Excel Copy to R

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (O /STDEV)	P values
BUDAYA ORGANISASI -> KINERJA KARYAWAN	0.109	0.115	0.062	1.757	0.079
BUDAYA ORGANISASI -> MOTIVASI KERJA	0.214	0.220	0.097	2.206	0.027
KEPEMIMPINAN TRANSFORMASIONAL -> KEPUASAN KERJA	0.805	0.810	0.040	19.930	0.000
KEPEMIMPINAN TRANSFORMASIONAL -> KINERJA KARYAWAN	0.522	0.523	0.076	6.856	0.000
KEPEMIMPINAN TRANSFORMASIONAL -> MOTIVASI KERJA	0.547	0.550	0.084	6.543	0.000
KEPUASAN KERJA -> KINERJA KARYAWAN	0.648	0.645	0.081	7.985	0.000
KEPUASAN KERJA -> MOTIVASI KERJA	0.679	0.678	0.092	7.395	0.000
MOTIVASI KERJA -> KINERJA KARYAWAN	0.509	0.519	0.128	3.963	0.000

Activate Windows
Go to Settings to activate Windows.