

DAFTAR PUSTAKA

- Ahmad, A. (2018). The relationship among job characteristics organizational commitment and employee turnover intentions: A reciprocation perspective. *Journal of Work-Applied Management*, 10(1), 74-92.
- Aktouf, O. (1992). Management and Theories of Organizations in the 1990s: Toward a Critical Radical Humanism? *The Academy of Management Review*, 17(3), 407. <https://doi.org/10.2307/258717>
- Al Banin, Q., Eliyana, A., & Latifiyah, E. R. (2020). Enhancing employee performance with work motivation as a mediation variable. *Systematic Reviews in Pharmacy*, 11(9), 333-346.
- Anand, S., Vidyarthi, P. and Rolnicki, S. (2017) "Leader Member Exchange and organizational citizenship behaviors : Contextual effects of leader power distance and group task interdependence", *The Leadership Quarterly*. Elsevier, 1–12.
- Attahiru, M. S. (2021). The impact of compensation system on employee performance: The Islamic perspectives. *International Journal of Intellectual Discourse*, 4(4), 139-151.
- Bakker, A. B. (2012). An evidence-based model of *Work Engagement*. *Current Directions in Psychological Science*, 20(4), 265–269. <https://doi.org/10.1177/0963721411414534>
- Bakker, A. B., & Demerouti, E. (2007). The Job Demands-Resources model: State of the art. *Journal of Managerial Psychology*, 22(3), 309–328. <https://doi.org/10.1108/02683940710733115>
- Bakker, A. B., & Demerouti, E. (2008). *Towards a model of Work Engagement*. 13(3), 209–223. <https://doi.org/10.1108/13620430810870476>
- Bakker, A. B., & Demerouti, E. (2014). Job Demands-Resources Theory. *Wellbeing, III*, 1–28. <https://doi.org/10.1002/9781118539415.wbwell019>
- Bakker, A. B., Demerouti, E., de Boer, E., & Schaufeli, W. B. (2003). Job demand and job resources as predictors of absence duration and frequency. *Journal of Vocational Behavior*, 62(2), 341–356. [https://doi.org/10.1016/S0001-8791\(02\)00030-1](https://doi.org/10.1016/S0001-8791(02)00030-1)
- Bakker, A. B., Schaufeli, W. B., Salanova, M., & Gon Alez-ro, V. A. (2002). The Measurement of Engagement and Burnout: a Two Sample Confirmatory Factor

- Analytic Approach. *Journal of Happiness Studies*, 3, 71–92. <https://doi.org/10.1023/A:1015630930326>
- Berg, J. M., Wrzesniewski, A., & Dutton, J. E. (2010). Perceiving and responding to challenges in *Job Crafting* at different ranks: When proactivity requires adaptivity. In *Journal of Organizational Behavior* (Vol. 31, Issues 2-3, pp. 158–186). <https://doi.org/10.1002/job.645>
- Breevaart, K. (2015). *Leader Member Exchange, Work Engagement, and job performance. Journal of Managerial Psychology.*
- Chang, S., Han, K., & Cho, Y. (2020). Association of happiness and nursing work environments with *Job Crafting* among hospital nurses in South Korea. *International Journal of Environmental Research and Public Health*, 17(11), 1–9. <https://doi.org/10.3390/ijerph17114042>
- Chen, C. Y., Yen, C. H., & Tsai, F. C. (2014). *Job Crafting* and job engagement: The mediating role of person-job fit. *International Journal of Hospitality Management*, 37, 21–28. <https://doi.org/10.1016/j.ijhm.2013.10.006>
- Cogliser, C., Schriesheim, C., Scandura, T., & Gardner, W. (2009). Balance in leader and follower perceptions of leader — member exchange : Relationships with performance and work attitudes. *The Leadership Quarterly. Elsevier Inc*, 20(3), 452-465.
- Crawford, E. R., LePine, J. A., & Rich, B. L. (2010). Linking job demands and resources to employee engagement and burnout: A theoretical extension and meta-analytic test. *Journal of Applied Psychology*, 95(5), 834–848. <https://doi.org/10.1037/a0019364>
- Dulebohn, J. H., Ang, S., & Shore, L. M. (2012). Leader Member Exchange (LMX) and culture: A meta-analysis of correlates of *Leader Member Exchange* across 23 countries. *Journal of applied psychology*, 97(6), 1097.
- Elfrida, D. (2009). *Analisis pengaruh Iklim Organisasi, Motivasi dan Kompensasi terhadap Semangat Kerja Petugas Lembaga Pemasyarakatan Klas II-B Lubuk Pakam Universitas Sumatera Utara, Medan.*
- Erdogan, B., & Bauer, T. (2015). *Leader Member Exchange Theory. International Encyclopedia of the Social & Behavioral Sciences, 2nd Edition*, 13, 641-647. <https://doi.org/10.1016/B978-0-08-097086-8.22010-2>.
- Erdogan, B., & Enders, J. (2007). Support from the Top: Supervisor's Perceived Organizational Support as a Moderator of *Leader Member Exchange* to Satisfaction and Performance Relationship. *Journal of Applied Psychology*, 92(2), 321-330. <https://doi.org/10.1037/0021-9010.92.2.321>.

- Gerstner, C. R., & Day, D. V. (1997). Meta-Analytic review of Leader Member Exchange theory: Correlates and construct issues. *Journal of applied psychology*, 82(6), 827.
- Gooty, J., Yammarino, F. J. 2013. The Leader- Member Exchange Relationship: A Multiscore, Cross-Level Investigation. *Journal of Management*. DOI: 10.1177/0149206313503009.
- Hasibuan P. Malayu. (2007). *Manajemen Sumber Daya Manusia*. PT. Binarupa Bumi Aksara.
- Hundie, Z. A., & Habtewold, E. M. (2024). The Effect of transformational, transactional, and laissez-faire leadership styles on employees' level of performance: the case of hospital in Oromia Region, Ethiopia. *Journal of healthcare leadership*, 67-82.
- Kusmaningtyas, A., & Priyana, P. O. (2013). The Influence of Compensation and Organization Climate on Work Motivation and Their Impact on Employee Performance of Bank XXX Corporation at Tanjung Perak. *Sustainable Competitive Advantage (SCA)*, 2(1), 1–18.
- Kusuma Ningrum, T. R. (2019). *Hubungan antara Job Crafting dan kepuasan kerja pada perawat rumah sakit*.
- Laschinger, H. K. S. (2007) 'The Impact of Leader Member Exchange Quality , Empowerment , and Core Self-evaluation on Nurse Manager ' s Job Satisfaction', 37(5), pp. 221–229.
- Lee, S., Shin, Y., & Baek, S. I. (2017). The Impact Of Job Demands. *The Journal of Applied Business Research*, 33(4), 829–842.
- Liden, R. C. dan Maslyn. J. M. 1998. Multidimensionality of Leader Member Exchange: An Empirical Assessment Through Scale Development. *Journal of Management*. Vol. 24. No. 1 (43-72).
- Liden, R. C., & Vidyarathi, P. R. (2011). *Leader Member Exchange: Recent research findings and prospects for the future*. *The Sage handbook of leadership*, 311-325.
- Liden, R. C., Erdogan, B., Wayne, S. J., & Sparrowe, R. T. (2006). *Leader Member Exchange, differentiation, and task interdependence: Implications for individual and group performance*. *Journal of Organizational Behavior*, 27(6), 723–746. <https://doi.org/10.1002/job.409>.
- Luthans, F. (2006). *Perilaku organisasi* (edisi 10).

- Martin, R., Guillaume, Y., Thomas, G., Lee, A., & Epitropaki, O. (2016). *Leader Member Exchange (LMX) and performance: A meta-analytic review. Personnel psychology, 69(1), 67-121.*
- Paais, M., & Pattiruhu, J. R. (2020). Effect of motivation, leadership, and organizational culture on satisfaction and employee performance. *The journal of asian finance, economics and business, 7(8), 577-588.*
- Petrou, P., Demerouti, E., Peeters, M. C. W., Schaufeli, W. B., & Hetland, J. (2015). Crafting a job on a daily basis: Contextual correlates and the link to work engagement. *Journal of Organizational Behavior, 36(8), 1120–1141.* <https://doi.org/10.1002/job.2015>
- Qalati, S. A., Zafar, Z., Fan, M., Limón, M. L. S., & Khaskheli, M. B. (2022). Employee performance under transformational leadership and organizational citizenship behavior: A mediated model. *Heliyon, 8(11).*
- Radstaak, M., & Hennes, A. (2017). Leader – member exchange fosters *Work Engagement: The mediating role of Job Crafting. Journal of Industrial Psychology, 40, 1–11.*
- Rimbayana, K., Andreas, T., Erari, A., & Aisyah, S. (2022). The influence of competence, cooperation and organizational climate on employee performance with work motivation as a mediation variable (Study on the food and agriculture office clump of Merauke Regency). *Technium Soc. Sci. J., 27, 556.*
- Robbins, S. P., & Judge, T. A. (2013). Organizational Behavior. In S. Yagan (Ed.), *Pearson Education (15th ed., Vol. 91).* Pearson.
- Schaufeli, W. B., Salanova, M., González-Romá, V., & Bakker, A. B. (2002). The measurement of engagement and burnout: A two sample confirmatory factor analytic approach. *Journal of Happiness Studies, 3(1), 71–92.* <https://doi.org/10.1023/A:1015630930326>
- Schaufeli, W. B., & Bakker, A. B. (2004). Job demands, job resources, and their relationship with burnout and engagement: A multi-sample study. *Journal of Organizational Behavior, 25(3), 293–315.* <https://doi.org/10.1002/job.248>
- Schriesheim, C. A., Castro, S. L., & Cogliser, C. C. (1999). *Leader Member Exchange (LMX) research: A comprehensive review of theory, measurement, and data-analytic practices. The Leadership Quarterly, 10(1), 63–113.*
- Taghinezhad, F., Safavi, M., Raiesifar, A. and Yahyavi, S. H. (2015) 'Antecedents of organizational citizenship behavior among Iranian nurses : a multicenter

study', *BMC Research Notes*. BioMed Central, pp. 1–8. doi: 10.1186/s13104-015-1505-1.

Tims, M., & Bakker, A. B. (2010). *Job Crafting: Towards a new model of individual job redesign*. *SA Journal of Industrial Psychology*, 36(2). <https://doi.org/10.4102/sajip.v36i2.841>

Tims, M., Bakker, A. B., & Derks, D. (2012). Development and validation of the *Job Crafting* scale. *Journal of Vocational Behavior*, 80(1), 173–186. <https://doi.org/10.1016/j.jvb.2011.05.009>

Tims, M., Bakker, A. B., & Derks, D. (2013). The impact of *Job Crafting* on job demands, job resources, and well-being. *Journal of Occupational Health Psychology*, 18(2), 230–240. <https://doi.org/10.1037/a0032141>.

Wrzesniewski, A., & Dutton, J. E. (2001). Crafting a Job: Revisioning Employees as Active Crafters of Their Work. *The Academy of Management Review*, 26(2), 179. <https://doi.org/10.2307/259118>

Yelboğa, A. (2012). Dependability of job performance ratings according to generalizability theory. *Education and Science*, 37(163), 157–164.