

DAFTAR PUSTAKA

- Anitha. (2014). Determinants of employee engagement and their impact on employee performance. *International Journal of Productivity and Performance Management*, 63(3), 308–323. <https://doi.org/10.1108/IJPPM-01-2013-0008>
- Arif, S., Zainudin, Z., & Hamid, A. (2019). Influence of Leadership, Organizational Culture, Work Motivation, and Job Satisfaction of Performance Principles of Senior High School in Medan City. *Budapest International Research and Critics Institute (BIRCI-Journal) : Humanities and Social Sciences*, 2(4), 239–254. <https://doi.org/10.33258/birci.v2i4.619>
- Asim, M. (2013). Impact of Motivation on Employee Performance with Effect of Training: Specific to Education Sector of Pakistan. *International Journal of Scientific and Research Publications*, 3(9), 1–9.
- Buble, M. (2012). Interdependence of organizational culture and leadership styles in large firms. *Management (Croatia)*, 17(2), 85–97.
- Chien, G. C. L., Mao, I., Nergui, E., & Chang, W. (2020). The effect of work motivation on employee performance: Empirical evidence from 4-star hotels in Mongolia. *Journal of Human Resources in Hospitality and Tourism*, 19(4), 473–495. <https://doi.org/10.1080/15332845.2020.1763766>
- Darma, P. S., & Supriyanto, A. S. (2017). The Effect of Compensation on Satisfaction and Employee Performance. *Management and Economics Journal (MEC-J)*, 1(1), 66. <https://doi.org/10.18860/mec-j.v1i1.4524>
- Dewi, N. N., & Wibowo, R. (2020). The effect of leadership style, organizational culture and motivation on employee performance. *Management Science Letters*, 10(9), 2037–2044. <https://doi.org/10.5267/j.msl.2020.2.008>
- Djuremi, Hasiolan, L. B., & Minarsh, M. M. (2016). Pengaruh Lingkungan Kerja, Budaya Organisasi, Dan Kepemimpinan Terhadap Kinerja Pegawai Pada Dinas Pasar Kota Semarang. *Journal Of Management*, 2(2), 7–16.
- Djuwita, T. M. (2011). Pengembangan Sumber Daya Manusia Dan Produktivitas Kerja Pegawai. *Manajerial : Jurnal Manajemen Dan Sistem Informasi*, 10(2),

15–21.

- Fauzi, M., Warso, M. M., & Haryono, A. T. (2016). Pengaruh Budaya Organisasi dan Kepuasan Kerja Terhadap Kinerja Karyawan dengan Komitmen Organisasi sebagai Variabel Intervening (Studi Pada Karyawan PT Toys Games Indonesia Semarang). *Journal of Management*, 02(81), 51–64.
- Gaskin, J., & Lowry, P. (2014). Partial Least Squares (PLS) Structural Equation Modeling (SEM) for Building and Testing Behavioral Causal Theory: When to Choose It and How to Use It. *IEEE Transactions on Professional Communication*, 57(2), 123–146.
- Ghozali, I. (2014). *Structural Equation Modeling: Metode Alternatif Dengan Partial Least Square (PLS)*. Badan Penerbit UNDIP.
- Ghozali, I. (2018). *Aplikasi Analisis Multivariate Dengan Program IBM SPSS 25*. Badan Penerbit UNDIP.
- Habba, D., Modding, B., Bima, M. J., & Bijang, J. (2017). The Effect of Leadership, Organisational Culture and Work Motivation on Job Satisfaction and Job Performance among Civil Servants in Maros District Technical Working Unit. *IRA-International Journal of Management & Social Sciences (ISSN 2455-2267)*, 7(1), 52. <https://doi.org/10.21013/jmss.v7.n1.p7>
- Hadipapo, A., & Hakim, A. (2015). *Peran Kepemimpinan dan Budaya Organisasi Terhadap Kinerja Sumber Daya Manusia Di Wawotobi*. 1–11.
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2014). *Multivariate Data Analysis (7th Editio)*. Pearson Education Limited.
- Haryono, P. D. H. S. (2017). *Metode SEM Untuk Penelitian Manajemen dengan AMOS LISREL PLS (Cetakan I)*. Luxima.
- Hasan, M. N. (2017). Influence of Work Motivation, Leadership and Organizational Culture Principal of the Teacher Performance in Vocational School (SMK) Muhammadiyah, Rembang City, Central Java Province , Indonesia. *European Journal of Business and Management*, 9(2), 36–44.
- Hidayat, R., Alam, A. ., & Syamsu, S. (2018). Analisis Tipe Kepemimpinan Aras Tammauni di Kabupaten Mamuju Tengah. *JAKPP (Jurnal Analisis Kebijakan Dan Pelayanan Publik)*, 4(1), 46–59.

- Hong, D., & Yeh, H. (2018). The Mediating Effect of Organizational Commitment on Leadership Type and Job Performance. *Journal of World Economic Research*, 7(1), 14. <https://doi.org/10.11648/j.jwer.20180701.12>
- Indah, N. M. I. C., & Riana, I. G. (2020). The Influence of Physical Work Environment and Organizational Culture on Work Motivation and Employee Performance at Ibis Styles Bali Denpasar Hotel. *American Journal of Humanities and Social Sciences Research (AJHSSR)*, 51(8), 43–51.
- Iqbal, Anwar, & Haider. (2015). Effect of Leadership Style on Employee Performance. *Arabian Journal of Business and Management Review*, 5(5), 1–6. <https://doi.org/10.4172/2223-5833.1000146>
- Jamaluddin, J., Salam, R., Yunus, H., & Akib, H. (2017). Pengaruh Budaya Organisasi terhadap Kinerja Pegawai pada Dinas Pendidikan Provinsi Sulawesi Selatan. *Jurnal Ad'ministrare: Jurnal Pemikiran Ilmiah Dan Pendidikan Administrasi Perkantoran*, 4(1), 25. <https://doi.org/10.26858/ja.v4i1.3443>
- Keskes, I. (2014). *Relationship between leadership styles and dimensions of employee organizational commitment: A critical review and discussion of future directions*. 27.
- Malhotra, N. K. (2010). *Marketing Research: An Applied Orientation (6th Edition)*. Prentice Hall.
- Malhotra, N. K., Birks, D. F., & Nunan, D. (2017). Marketing Research: an Applied Approach. In *The Marketing Book: Seventh Edition* (Fifth Edit). Pearson Education Limited. <https://doi.org/10.4324/9781315890005>
- Manggis, I. W., Yuesti, A., & Sapta, I. K. S. (2018). The Effect of Career Development and Organizational Culture to Employee Performance with Motivation of Work as Intervening Variable in Cooperation in Denpasar Village. *International Journal of Contemporary Research and Review*, 9(07), 20901–20916. <https://doi.org/10.15520/ijcrr/2018/9/07/553>
- Mangkunegara, A. P., & Octorend, T. R. (2015). Effect of Work Discipline, Work Motivation and Job Satisfaction on Employee Organizational Commitment in the Company (Case Study in PT. Dada Indonesia). *Universal Journal of*

- Management*, 3(8), 318–328. <https://doi.org/10.13189/ujm.2015.030803>
- Muizu, W. O. Z., Kaltum, U., & Sule, E. T. (2019). Pengaruh Kepemimpinan Terhadap Kinerja Karyawan. *Jurnal Pendidikan Kewirausahaan Indonesi*, 1.
- Muizu, W. O. Z., & Sari, D. (2019). Improving Employee Performance Through Organizational Culture, Leadership, and Work Motivation: Survey on Banking Organizations in Southeast Sulawesi. *Jurnal Bisnis Dan Manajemen*, 20(1), 71–88. <https://doi.org/10.24198/jbm.v20i1.266>
- Mulyono, H., Ekonomi, F., Muslim, U., & Al, N. (2018). Kepemimpinan (Leadership) Berbasis Karakter Dalam Peningkatan Kualitas Pengelolaan Perguruan Tinggi. *Jurnal Penelitian Pendidikan Sosial Humaniora*, 3(1), 290–297.
- Munadji, Wulan, H. S., & Haryono, A. T. (2019). The Effect of Organizational Culture, Work Discipline and Communication on Employee Performance in the Juana River Area. *Journal of Management*, 14, 63–65. <https://doi.org/10.15900/j.cnki.zylf1995.2018.02.001>
- Nguyen, P. T., Yandi, A., & Mahaputra, M. R. (2020). Factors That Influence Employee Performance: Motivation, Leadership, Environment, Culture Organization, Work Achievement, Competence and Compassion (A Study of Human Resources Management Literature Studies). *Dinasti International Journal of Digital Business Management*, 2020. <https://doi.org/10.31933/DIJDBM>
- Panagiotis, M., Alexandros, S., & George, P. (2014). Organizational Culture and Motivation in the Public Sector. The Case of the City of Zografou. *Procedia Economics and Finance*, 14(14), 415–424. [https://doi.org/10.1016/s2212-5671\(14\)00730-8](https://doi.org/10.1016/s2212-5671(14)00730-8)
- Ratnasari, S. L., Rahmawati, Sutjahjo, G., & Yana, D. (2018). Lecturer's Performance: Leadership, Organizational Culture, Work Motivation, and Work Behavior. *KnE Social Sciences*, 3(10), 703–715. <https://doi.org/10.18502/kss.v3i10.3416>
- Rawung, F. H. (2013). The Effect of Leadership on the Work Motivation of Higher Education Administration Employees (Study at Manado State University).

- IOSR Journal of Business and Management*, 15(1), 28–33.
<https://doi.org/10.9790/487x-1512833>
- Rêgo, E. B. do, Supartha, W. G., & Yasa, N. N. K. (2017). Pengaruh Kepemimpinan Terhadap Motivasi dan Kinerja Karyawan pada Direktorat Jenderal Administrasi dan Keuangan, Kementerian Estatal Timor Leste. *E-Jurnal Ekonomi Dan Bisnis Universitas Udayana*, 11, 3731–3764.
- Rozalia, N. A., Utami, H. N., & Ruhana, I. (2015). Pengaruh Motivasi Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan (Studi Kasus Pada Karyawan PT. Pattindo Malang). *Jurnal Administrasi Bisnis*, 26(2), 86280.
- Sarwono, J., & Narimawati, U. (2015). *Membuat Skripsi, Tesis dan Disertasi dengan Partial Least Square SEM (PLS-SEM)*. Penerbit ANDI.
- Sekaran, U., & Bougie, R. (2013). *Research Methods for Business: A Skill-Building Approach* (7th Editio). John Wiley & Sons Ltd.
- Shah, S. K. A., Iqbal, J. J., Razaq, A., Yameen, M., Sabir, S., & Khan, M. A. (2011). Influence Role of Culture on Leadership Effectiveness and Organizational Performance. *Information Management and Business Review*, 3(2), 127–132.
- Shahzadi, I., Javed, A., Pirzada, S. S., Nasreen, S., & Khanam, F. (2014). Impact of Employee Motivation on Employee Performance. *European Journal of Business and Management*, 6(23), 2222–2839.
- Sugiyono. (2017). *Metode Penelitian Kuantitatif, Kualitatif dan R&D*. ALFABETA.
- Sulaksono, H. (2019). *Budaya Organisasi dan Kinerja*. Deepublish.
- Sulila, I. (2019). The Effect of Discipline and Work Motivation on Employee Performance, BTPN Gorontalo. *International Journal of Applied Business and International Management*, 4(3), 121–131.
- Supratman, O. V., Entang, M., & Tukiran, M. (2021). The Relationship of Charismatic Leadership, Employee Personality, and Employee Performance: Evidence from PT. Karya Abadi Luhur. *INTERNATIONAL JOURNAL OF SOCIAL AND MANAGEMENT STUDIES (IJOSMAs)*, 01, 17–41.
- Syaiyid, E., Utami, H. N., & Riza, M. F. (2013). Pengaruh Gaya Kepemimpinan Terhadap Motivasi Kerja (Studi Pada Karyawan Radar Malang PT Malang

- Intermedia Pers). *Jurnal Administrasi Bisnis*, 1(1), 104–113.
- Taguchi, Y. (2015). Factors Forming Work Motivation in Japan. *Procedia Manufacturing*, 3(Ahfe), 717–722.
- Tobing, D. S. K., & Syaiful, M. (2019). The Influence of Transformational Leadership and Organizational Culture on Work Motivation and Employee Performance at The State Property Service Office and Auction in East Java Province. *International Journal of Business and Commerce*, 6(9), 8–13.
- Walumbwa, F. O., Mayer, D. M., Wang, P., Wang, H., Workman, K., & Christensen, A. L. (2011). Linking ethical leadership to employee performance: The roles of leader-member exchange, self-efficacy, and organizational identification. *Organizational Behavior and Human Decision Processes*, 115(2), 204–213. <https://doi.org/10.1016/j.obhdp.2010.11.002>
- Widodo, T. (2010). Pengaruh Lingkungan Kerja, Budaya Organisasi dan Kepemimpinan Terhadap Kinerja (Studi pada Pegawai Kecamatan Sidorejo Kota Salatiga). *Among Makarti*, 3(5), 14–35.
- Yuan, C.-K., & Lee, C.-Y. (2011). Exploration of a construct model linking leadership types, organization culture, employees performance and leadership performance. *Procedia - Social and Behavioral Sciences*, 25, 123–136. <https://doi.org/10.1016/j.sbspro.2011.10.534>
- Yukl, G. (2011). *Leadership in Organizations* (8th Editio). Prentice Hall.
- <http://ppsdml.bpsdm.dephub.go.id/kualitas-sdm-indonesia-meningkat/>
- <https://www.cnbcindonesia.com/news/20200701184938-4-169544/kualitas-sdm-ri-belum-optimal-nih-mas-nadiem>
- <https://databoks.katadata.co.id/datapublish/2019/05/29/keterampilan-sdm-indonesia-menduduki-peringkat-4-di-asia-tenggara>