**DAFTAR PUSTAKA**

Abdullah, Ma'ruf. (2015). Metodologi Penelitian Kuantitatif. Aswaja Pressindo, Sleman Yogyakarta.

Abbussamad, Zuchri. (2021). Metode Penelitian Kualitatif. Syakir Media Press, Makassar

Afandi, Pandi. (2021). Manajemen Sumber Daya Manusia: Teori, Konsep dan Indikator. Zanafa Publishing, Riau.

Allen, N. J., & Meyer, J. P. 1990. The measurement and antecedents of affective, continuance and normative commitment to the organization. *Journal of Occupational Psychology*, 63, 1-18.

Allen, N. J., & Grisaffe, D. B. (2001). Employee commitment to the organization and customer reactions: Mapping the linkages. Human Resource Management Review, 11(3), 209–236. https://doi.org/10.1016/S1053-4822(00)00049-8

Alrowwad. A., Almajali. D. A., Masa'deh. R., Obeidat. B., Aqqad. N. (2019). *The Role of Organizational Commitment in Enhancing Organizational Effectiveness.* Conference: Proceedings of the 33rd International Business Information Management Association Conference, IBIMA, Granada, Spain, Volume: pp. 9133-9154

Altinoz, M., Cakiroglu, D., & Cop, S. (2012). *The Effect of Job Satisfaction of The Talented Employees on Organizational Commitment: A Field Research*. Procedia -Social and Behavioral Sciences, 58, 322–330. https://doi.org/10.1016/j.sbspro.2012.09.1007

Armstrong, Michael. (2006). A Handbook of Human Resource Management Practice 10th Edition. Kogan Page, London.

Aryee, Samuel; Walumbwa, Fred O.; Zhou, Qin; Hartnell, Chad A. (2012). *Transformational Leadership, Innovative Behavior, and Task Performance: Test of Mediation and Moderation Processes. Human Performance, 25(1), 1–25.* doi:10.1080/08959285.2011.631648

Avolio, Bruce. J., Zhu, Weichun. Koh, William., & Bhatia, Puja. (2004). *Transformational Leadership and Organizational Commitment: Mediating Role of Psychological Empowerment and Moderating Role of Structural* Distance. *Journal of Organizational Behavior,* 25 (8), 951-968. doi:10.1002/job.283

Azwar, Saifuddin. (2018). Penyusunan Skala Psikologi Edisi 2. Pustaka Pelajar, Yogjakarta.

Bacha, Eliane (2014). *The relationship between transformational leadership, task performance and job characteristics. Journal of Management Development, 33(4), 410–420. doi:10.1108/J*MD-02-2013-0025.

Banai, Moshe., and Reisel, William D. (2007). *The influence of supportive leadership and job characteristics on work alienation: A six-country investigation*. *Journal of World Business* 42, 463–476.

Barling, Julian. (2014). *The Science of Leadership Lessons from Research for Organizational Leaders.* Oxford University Press. New York.

Barling, Julian., Cooper, Cary L. (2008). *Organizational Bahavior*. Sage Publications. London.

Bass, Bernard M., and Riggio, Ronald E. (2006). Transformational Leadership Second Edition. Lwrence Erlbaum Associates, London.

Bono, J. E., & Judge, T. A. (2003). Self-Concordance at Work: Toward Understanding the Motivational Effects of Transformational Leaders. The Academy of Management Journal, 46 (5), 554-571. doi:10.2307/30040649

Bycio, Peter., Hackett, Rick D., and Allen, Joyce S. (1995). Further assessments of Bass's (1985) conceptualization of transactional and transformational leadership. Journal of Applied Psychology, 80(4), 468–478. doi:10.1037/0021-9010.80.4.468

Colquitt, Jason A., Lepine, J. A., and Wesson M. J. (2013). Organizational Behavior: Improving Performance and Commitment in the Workplace. Fourth Edition. McGraw-Hill, New York.

Colquitt, Jason A., Lepin, Jeffery A., and Wesson, Michael J. (2021). Organizational Behavior: Improving Performance and Commitment in the Workplace. Seventh Edition. McGraw-Hill, New York.

Darma, Dio C., Purwadi., Sundari, Inda., Hakim, Yundi P., Pusriadi, Tommy. (2020). Job Characteristics, Individual Characteristics, Affective Commitment and Employee Perfomance. *Research and Review: Human Resource and Labour Management*, 1, 7-18.

Darmawan, Didit. (2013). Prinsip-prinsip Perilaku Organiasasi. JePe Press Media Utama, Surabaya.

Djibo, Idriss J. A., Desiderio, Katie P., and Price Noriece M. (2010). *Examining the role of perceived leader behavior on temporary employees' organizational commitment and citizenship behavior.* Human Resource Development Quarterly, 21(4), 321–342. doi:10.1002/hrdq.20049

Dunham, Randall B.; Grube, Jean A.; Castañeda, Maria B. (1994). *Organizational commitment: The utility of an integrative definition. Journal of Applied Psychology, 79(3), 370–380.* doi:10.1037/0021-9010.79.3.370

Faraji, Obeidollah; Ramazani, Abbas Ali; Hedaiati, Pouria; Aliabadi, Ali; Elhamirad, Samira; Valiee, Sina (2015). Relationship Between Job Characteristics and Organizational Commitment: A Descriptive Analytical Study. *Iranian Red Crescent Medical Journal*, 17(11), –. doi:10.5812/ircmj.19815

Felfe, Jörg., and Heinitz, Kathrin (2010). The impact of consensus and agreement of leadership perceptions on commitment, Organizational Citizenship Behaviour, and customer satisfaction. *European Journal of Work and Organizational Psychology, 19(3), 279-303.* doi:10.1080/13594320802708070

Finegan, Joan E. (2000). The impact of person and organizational values on organizational commitment. Journal of Occupational and Organizational Psychology, 73(2), 149–169. https://doi.org/10.1348/096317900166958

Gellatly, Ian R., and Hedberg, Leanne M. (2016). Employee Turnover and Absenteeism. Handbook of Employee Commitment, 195-207. Edward Elgar Publishing, USA.

Gibson, James L., Ivancevich, John M., Donnelly Jr, James H., and Konopaske, Robert. (2012). Organizations: Behavior, Structure, Processes. Fourteenth Edition. McGraw-Hill Companies, Inc., New York.

Gibson, Cristina B., Gibbs, Jennifer L., Stanko, Taryn L., Tesluk, Paul., and Cohen, Susan G. (2011). *Including the "I" in Virtuality and Modern Job Design: Extending the Job Characteristics Model to Include the Moderating Effect of Individual Experiences of Electronic Dependence and Copresence*. Organization Science 22(6):1481-1499. http://dx.doi.org/10.1287/orsc.1100.0586

Gillet, Nicolas., & Vandenberghe, Christian. (2014). Transformational Leadership and Organizational Commitment: The Mediating Role of Job Characteristics. *Human Resource Development Quarterly,* 25(3), 321-347. doi:10.1002/hrdq.21192

Grant, Adam M., Parker, Sharon K. (2009). Redesigning Work Design Theories: The Rise of Relational and Proactive Perspectives. *The Academy of Management Annals,* 3(1), 317–375. doi:10.1080/19416520903047327

Greenberg, Jerald. (2011). Behavior in Organizations. Pearson Education Limited. England.

Groves, K. S., LaRocca, M. A. (2012). *Does Transformational Leadership Facilitate Follower Beliefs in Corporate Social Responsibility? A Field Study of Leader Personal Values and Follower Outcomes. Journal of Leadership & Organizational Studies, 19(2), 215–229.* doi:10.1177/1548051811433852

Hackman, J. Richard., Lawler, Edward. E. (1971). Employee reactions to job characteristics. *Journal of Applied Psychology Monograph*, Vol. 55, No. 3, 259-286.

Hackman, J. R., & Oldham, G. R. (1976). Motivation through the design of work: Test of a theory. Organizational Behavior & Human Performance, 16(2), 250–279. https://doi.org/10.1016/0030-5073(76)90016-7

Hardani, dkk. (2020). Metode Penelitian Kualitatif & Kuantitatif. Pustaka Ilmu, Yogjakarta

Herold, David M., Fedor, Donald B., Caldwell, Steven., & Liu, Yi. (2008). The effects of transformational and change leadership on employees' commitment to a change: A multilevel study. Journal of Applied Psychology, 93(2), 346–357. doi:10.1037/0021-9010.93.2.346

Hill, N. Sharon; Seo, Myeong-Gu; Kang, Jae Hyeung; Taylor, M. Susan (2012). *Building Employee Commitment to Change Across Organizational Levels: The Influence of Hierarchical Distance and Direct Managers' Transformational Leadership. Organization Science, 23(3), 758–777.* doi:10.1287/orsc.1110.0662

Humphrey, Stephen E.; Nahrgang, Jennifer D.; Morgeson, Frederick P. (2007). *Integrating motivational, social, and contextual work design features: A meta-analytic summary and theoretical extension of the work design literature. Journal of Applied Psychology, 92(5), 1332–1356.* doi:10.1037/0021-9010.92.5.1332

Jiang, Y., Wang, Q., & Weng, Q. (2020). *Job characteristics as drivers of occupational commitment: the mediating mechanisms. Current Psychology.* doi:10.1007/s12144-020-00755-8

Johari, Johanim., & Yahya, Khulida Kirana. (2016). Job characteristics, work involvement, and job performance of public servants. *European Journal of Training and Development,* Vol. 40 Iss 7 pp. 554–575. http://dx.doi.org/10.1108/EJTD-07-2015-0051

Johnson, Homer H. (2008). *Mental models and transformative learning: The key to leadership development?. 19(1), 85–89.* doi:10.1002/hrdq.1227

Katz, D. (1964). The motivational basis of organizational Behavior. *Behavioral Science,* 9, 131-146. http://dx.doi.org/10.1002/bs.3830090206

Kessler, Eric H. (2013). Encyclopedia of Management Theory. Volume one. Sage Publication, Inc., USA.

Kiffin-Petersen, Sandra., & Cordery, John. (2003). Trust, individualism and job characteristics as predictors of employee preference for teamwork. *The International Journal of Human Resource Management*, 14:1, 93-116, DOI: 10.1080/09585190210158538

Kim, H., Im, J., & Shin, Y. H. (2021). *The impact of transformational leadership and commitment to change on restaurant employees' quality of work life during a crisis. Journal of Hospitality and Tourism Management, 48, 322–330.* doi:10.1016/j.jhtm.2021.07.010

Kim, Sung-gun., & Kim, Joongwha. (2014). Integration Strategy, Transformational Leadership and Organizational Commitment in Korea's Coorporate Split-offs. Procedia - Social and Behavioral Sciences, 109(), 1353–1364. doi:10.1016/j.sbspro.2013.12.637

Kim, Woocheol; Kim, Jiyoung; Woo, Heajung; Park, Jiwon; Jo, Junghyun; Park, Sang-Hoon; Lim, Se Yung (2017). *The Relationship Between Work Engagement and Organizational Commitment: Proposing Research Agendas Through a Review of Empirical Literature. Human Resource Development Review, (), 153448431772596.* doi:10.1177/1534484317725967

Klein, H., Morrow, J., and Brinsfield, C., (in press), *Understanding commitment in the workplace: Differentiating commitment strength, rationales and targets.* In, H J. Klein, T. E. Becker, and J. P. Meyer, (Eds) Commitment in Organizations: Accumulated Wisdom and New Directions Forthcoming Book for the SIOP Frontiers Series, Lawrence Erlbaum.

Kulik, D. A., Oldham, G. R., & Hackman, J. R. (1987). Work Design as an Approach to Person-Environment fit. *Journal of Vacational Behavior* 31, 278-296.

Lambert, E. G., and Paoline, E. A. (2008). The Influence of Individual, Job, and Organizational Characteristics on Correctional Staff Job Stress, Job Satisfaction, and Organizational Commitment. *Criminal Justice Review,* 33(4), 541–564. doi:10.1177/0734016808320694

Lee, Jean. (2005). Effects of leadership and leader-member exchange on commitment. *Leadership & Organization Development Journal, 26(8), 655–672.* doi:10.1108/01437730510633728

Lussier, Robert N., Hendon, John R. (2019). *Human Resource Management.* Sage Publication, Inc. Los Angeles,

Luthans, Fred. (2011). Organizational Behavior: An Evidence-Based Approach. Twelfth Edition. McGraw-Hill Companies, Inc., New York.

Madi, Mohamed., Abu-Jarad, Ismael., and Alqahtani, Ali H. M. (2012). Employees' Perception and Organizational Commitment: A Study on the Banking Sector in Gaza, Palestine. International Journal f Business and Social Science, 3(16), 299-312.

Mahdi, Omar Rabeea; Mohd, Erzan Shafizan Bin Gulam; Almsafir, Mahmoud Khalid (2014). Empirical Study on the Impact of Leadership Behavior on Organizational Commitment in Plantation Companies in Malaysia. Procedia - Social and Behavioral Sciences, 109(), 1076–1087. doi:10.1016/j.sbspro.2013.12.591

Margono. S. (2017). Metodologi Penelitian Pendidikan. Rineka Cipta, Jakarta.

Mathieu, John E., Zajac, Dennis M. (1990). *A review and meta-analysis of the antecedents, correlates, and consequences of organizational commitment. 108(2), 171–194.* doi:10.1037/0033-2909.108.2.171

McShane, Steven L. and Von Glinow, Marry An. (2008). *Organizational Behavior. Fourth Edition.* McGraw-Hill Companies, Inc., New York

Meyer, J.P. & Allen, N.J. 1991. A three-component conceptualization of organizational commitment. Human Resource Management Review, 1, 61-89.

Meyer, J. P. and Allen, N. J. 1997. Commitment in the workplace: Theory, research, and application. Thousand Oaks, CA: Sage.

Meyer, J. P., & Herscovitch, L. 2001. Commitment in the workplace: Toward a general model. Human Resource Management Review, 11, 299-326

Meyer J. P, Stanley DJ, Herscovitch L, Topolnytsky L. Affective, Continuance, and Normative Commitment to the Organization: A Meta-analysis of Antecedents, Correlates, and Consequences. J Vocation Behav. 2002;61(1):20–52

Mowday, Richard T., Porter, Lyman W., and Steers, Richard M. (1982). Employee-Organization Linkages, The Psychology of Commitment, Absenteeism, and Turnover. Academica Pres, Inc., New York.

Muchinsky, Paul M. (2006). *Psychology Applied to Work. Eighth Edition.* Thomson Wadsworth, USA.

Munir, Fehmidah., Nielsen, Karina., Garde, Anne H. G., Albertsen, Karen., Carneiro, Isabella G., (2012). *Mediating the effects of work–life conflict between transformational leadership and health-care workers' job satisfaction and psychological wellbeing.20(4), 0–0.* Doi:10.1111/j.1365-2834.2011.01308.x

Nurrahmah, Arfatin., dkk (2021). Pengantar Statistika 1. Media Sains Indonesia, Bandung.

Oritz, María Zayas., Rosario, Ernesto., Marquez, Eulalia., and Gruñeiro, Pablo Colón. (2015). Relationship between organizational commitments and organizational citizenship behaviour in a sample of private banking employees. *International Journal of Sociology and Social Policy*, Vol. 35 Iss 1/2 pp. 91 – 106 http://dx.doi.org/10.1108/IJSSP-02-2014-0010

Pentareddy, Sandhya., & Suganthi, L., (2015). Building affective commitment through job characteristics, leadership and empowerment. Journal of Management & Organization, Cambridge University Press, vol. 21(3), pages 307-320. doi:10.1017/jmo.2014.93

Periantalo, Jelpa. (2015). Penyusunan Skala Psikologi: Asyik, Mudah & Bermanfaat. Pustaka Pelajar, Yogyakarta.

Periantalo, Jelpa. (2016). Penelitian Kuantitatif untuk Psikologi. Pustaka Pelajar, Yogyakarta.

Piccolo F. R., and Qolquitt J.A. *Transformational Leadership and Job Behaviors: The Mediating role of core job characteristics.* Academy of Management Journal (2006), Vol. 49, No. 2, 327-340.

Podsakoff, P. M., MacKenzie, S. B., & Bommer, W. H. (1996). Transformational leader behaviors and substitutes for leadership as determinants of employee satisfaction, commitment, trust, and organizational citizenship behaviors. Journal of Management, 22(2), 259–298. https://doi.org/10.1016/S0149-2063(96)90049-5

Popper, M., & Mayseless, O. (2003). Back to basics: Applying a parenting perspective to transformational leadership. *The Leadership Quarterly, 14*(1), 41–65. https://doi.org/10.1016/S1048-9843(02)00183-2

Porter, L. W., Steers, R. M., Mowday, R. T., & Boulin, P. V. 1974. *Organizational commitment, job satisfactions, and turnover among psychiatric technicians*. Journal of Applied Psychology, 59, 603-609

Priyono. (2016). Metodologi Penelitian Kuantitatif. Zifatama Publishing, Sidoarjo.

Riggio, Ronald E. (2013). Introduction to Industrial/ Organizational Psyhology. Pearson Education, Inc., USA.

Riketta, M. (2002). Attitudinal organizational commitment and job performance: A meta-analysis. *Journal of Organizational Behavior, 23*(3), 257–266. https://doi.org/10.1002/job.141

Riketta, M., & Van Dick, R. (2009). Commitment's place in the literature. In H. J. Klein, T. E. Becker, & J. P. Meyer (Eds.), *Commitment in organizations: Accumulated wisdom and new directions* (pp. 69–95). Routledge/Taylor & Francis Group.

Robbins, Stephen P., & Judge, Timothy A. (2013). Organizational Bahavior, 15th edition. Pearson Education Limited, USA.

Robbins, Stephen P., & Judge, Timothy A. (2015). Perilaku Organisasi, Edisi 16. Salemba Empat, Jakarta.

Robbins, Stephen P., & Judge, Timothy A. (2017). Organizational Bahavior, 17th edition. Pearson Education Limited. England.

Roderick D. Iverson., Donna M. Buttigieg (1999). *Affective, Normative and Continuance Commitment: Can the 'Right Kind' of Commitment be Managed?, 36(3), 307–333.* doi:10.1111/1467-6486.00138

Sahir, Syafrida Hafni. (2021). Metodologi Penelitian. Penerbit KBM Indonesia, Jogjakarta.

Sandu, Suyito., dan Sodik, M. Ali. (2015). Dasar Metodologi Penelitian. Literasi Media Publishing, Sleman.

Schermerhorn, John R., Hunt, James G., Osborn, Richard N., Uhl-Bien, Mary. (2010). Organizational Behavior. Wiley. United States of America.

Shahid, A., & Azhar, S. M. (2013). Gaining Employee Commitment: Linking to Organizational Effectiveness. *Journal of Management Research*, 5 (1), 250-268.

Simons, T. L. (1999). Behavioral integrity as a critical ingredient for transformational leadership. *Journal of Organizational Change Management, 12*(2), 89–104. https://doi.org/10.1108/09534819910263640

Sinding, Knud., and Waldstrom, Christian. (2014). Organisational Behavior, Fifth Edition. McGraw-Hill Education, New York.

Siregar, syofian Ir M.M. 2013. Metodologi Penelitian Kuantitatif. Jakarta: kencana

Sneed, Jeannie., Herman, Carole M., (1990). *Influence of Job Characteristics and Organizational Commitment on Job Satizfaction of Hospital Foodservice Employees.* Journal of the American Dietetic Association. Vol 90, 8, 1072-1076, doi:10.1016/S0002-8223(21)01702-8

Suryabrata, S. (2006). *Pengembangan Alat Ukur Psikologis*. Andi Offset, Yogyakarta.

Sutrisno, Edi. (2009). Manajemen Sumber Daya Manusia. Kencana, Jakarta.

Taly Dvir, Dov Eden, Bruce J. Avolio, and Boas Shamir, "Impact of Transformational Leadership on Follower Development and Performance: A Field Experiment," Academy of Management Journal, Vol. 45, No. 4, 2002, pp. 735–744.

Tansky, Judith W., and Cohen, Debra J. (2001). *The relationship between organizational support, employee development, and organizational commitment: An empirical study.,* Human Resource Development Quarterly 12(3), 285–0. doi:10.1002/hrdq.15

Tiegs, Robert B., Tetrick, Lois E., and Fried, Yitzhak (1992). Growth Need Strength and Context Satisfactions as Moderators of the Relations of the Job Characteristics Model. Journal of Management, 18(3), 575–593. doi:10.1177/014920639201800308

Tongol, Florabel T., and Calubana, Alan Y. (2021). Manager's Organizational Commitment and Effect to Business Operation. *International Journal of Academic Management Science Research (IJAMSR)* Vol. 5 Issue 9, 17-46. http://dx.doi.org/10.13140/RG.2.2.31850.44489

Trehan, K. (2007). *Psychodynamic and Critical Perspectives on Leadership Development. Advances in Developing Human Resources, 9(1), 72–82.* doi:10.1177/1523422306294496

Umukoro, J. E. & Egwakhe, A. J. (2019). Job-Characteristics Dimensions and Employee Continuance Commitment. *Global Journal of Management and Business Research: A Administration and Management, Volume 19 Issue 10 Version 1.0*

Vandenberghe, Christian. (2009). Organizational Commitment. *A Publication of the Society for Industrial and Organizational Psychology. Commitment in Organizations, Accumulated Wisdom and New Directions, 99-135,* Routledge, New York.

Walumbwa, Fred O., Orwa, Bani., Wang, Peng., and Lawler, John J. (2005). Transformational Leadership, Organizational Commitment, and Job Satisfaction: A Comparative Study of Kenyan and U.S. Financial Firms. *Human Resource Development Quarterly,* 16(2), 235-256. doi:10.1002/HRDQ.1135

Wang, Xueli; Ma, Lin; Zhang, Mian (2014). Transformational leadership and agency workers' organizational commitment: The mediating effect of organizational justice and job characteristics. Social Behavior and Personality: an international journal, 42(1), 25–36. doi:10.2224/sbp.2014.42.1.25

Werther, J., and Davis, K. (1996). Human Resources and Personnel Management, 5th Edition, McGraw-Hill, New York.

Wibowo. (2015). Perilaku dalam Organisasi, Edisi Kedua. Raja Grafindo Persada, Jakarta.

Yang, M.-L. (2012). Transformational leadership and Taiwanese public relations practitioners' job satisfaction and organizational commitment. Social Behavior and Personality, 40, 31–46. doi:10.2224/sbp.2012.40.1.31

Yukl, Gary., Gardner III, William L. (2020). *Leadership in Organizations.* Pearson. United Kingdom.

Zayas-Ortiz, M., Rosario, E., Marquez, E., & Gruñeiro, P.C. (2015). Relationship between Organizational Commitments and Organizational Citizenship Behaviour in a Sample of Private Banking Employees. International Journal of Sociology and Social Policy, 35 (1/2), 91-106.

https://www.tribunnews.com/bisnis/2022/12/28/rumus-sukses-eka-tjipta-widjaja-padukan-bisnis-dengan-kepedulian-pada-sekitar