

## DAFTAR PUSTAKA

- Ainanur, & Tirtayasa, S. (2018). Pengaruh budaya organisasi, kompetensi, dan motivasi terhadap kinerja karyawan. *Meneggio : Jurnal ilmiah magister manajemen*, 1-14.
- Amabile, T. (1997). Motivating Creativity in Organizations: On Doing What You Love and Loving What You Do. *Calivornia Management Riview*, 39-58.
- Anam, K. (2023, Juni 8). *Pemerintah Apresiasi Kinerja Terbaik PLN Sepanjang Sejarah*. Dipetik November 14, 2023, dari [cnbcindonesia.com: https://www.cnbcindonesia.com/news/20230608090017-4-444070/pemerintah-apresiasi-kinerja-terbaik-pln-sepanjang-sejarah](https://www.cnbcindonesia.com/news/20230608090017-4-444070/pemerintah-apresiasi-kinerja-terbaik-pln-sepanjang-sejarah)
- Anastasios D., Diamantidis, & Chatzoglou, P. (2019). Factors affecting Employee Performance : an empirical approach. *International Journal of Productivity and Performance management*, 171-193.
- Arsintadiani, D., & Harsono, M. (2002). Pengaruh tingkat LMX terhadap penilaian kinerja dan kepuasan kerja dengan kesamaan jender dan locus of control sebagai variable moderator. *Prespektif*, 113-122.
- As'ad, M. (2005). *Psikologi Industri*. Yogyakarta: Liberty.
- Asrori. (2016). Keterkaitan Antara Leader Member Exchange, Perceived Organizational Support , Komitmen Afektif Dan Kinerja Studi Pada Karyawan PT Adikencana Mahkotabuana Kebakkramat Karanganyar. *Jurnal Ilmiah Cano Ekonomos*, 25-32.
- Hubungan Antara Job Autonomy, Adversity Quotient dan Kinerja Karyawan.

*University Research Colloquium*, 89-94.

Azahra, F., & Isa, M. (2021). Pengaruh motivasi sebagai variable mediasi hubungan antara job autonomy, adversity quotient dan kinerja karyawan. *University Research Colloquium* , 88-94.

Azwar, S. (2012). *Penyusunan skala psikologi* (II ed.). Yogyakarta: Pustaka Belajar.

Bateman, T., & Crant, J. (1993). The proactive component of organizational behavior : A measure and correlates. *Journal of Organitational Behavior*, 103-118.

Bauer, T., & Green , S. (1996). Development of Leader Mamber Exchange : A Longitudinal Test. *Academy of Management*, 1538-1567.

Buechardt, T., Evans, M., & Holly , H. (2012). Measuring Inequality : Autonomy The degree of empowerment in decisions about one's own life. *Center for Analysis of Social Exclusion*.

Bunyana, & Somantri, B. (2022). Penerapan Job Autonomy Pada masa Pandemi (Studi Pada Perusahaan Penyedia Infrastruktur Telekomunikasi di Jakarta). *Jurnal Disrupsi Bisnis*, 52-518.  
doi:<http://dx.doi.org/10.32493/drj.v5i5.23781>

Cheung, M., & Wu, W.-p. (2011). Leader-member exchange and employee work outcomes in Chinese firm : the mediating role of

job satisfaction. *Asia Pacific Bussiness Review*, 65-81.

Cook, K., & Rice, E. (2003). Social Exchange Theory. *Departement of Sociologi*, 53-55.

Darma, P. S., & Supriyanto, A. S. (2017, December). The Effect of Compesation on Satisfaction and Employee Performance. *Management and Economis Journal*, 1(1), 69-78.  
Doi:<http://dx.doi.org/10.18860/mec-j.v1i1.4524>

Dodd, N. G., & Ganster, D. C. (1996). The Interactive effect of variety, autonomy, and feedback on attitudes and performace. *Journal of Organizational Behavior*, 17, 329-347.

Fonataba, D., & Marchyta, N. K. (2021). Pengaruh Job Satisfaction terhadap Employee Performance melalui Work Motivation pada PT. Wellgan Gemilang Group. *Agora*, 1-7.

Garaika, & Darmanah. (2019). *Metodologi Penelitian*. Lampung Selatan: CV. Hira Tech.

Graen, G., & Uhl-bien, M. (1995). Relationship-Based Approach to Leadership : Development of Leader-Mamber Exchange (LMX)Theory of Leadership Over 25 Years : Applying a Multi-Level Multi-Dominan Perspective. *Leadership Quarteryly*, 219-247.

Green, G., & Cashman, J. (1975). A role-making model of leadership in formal organization : A developmental approach. In J.G Hunt, & L.L Larson (Eds), *Ledership Frontiers*, pp. 143-165.

- Gunawan, K., Yudiaatmaja, F., Suandana, N., & Adi, N. (2022). Pengaruh leader member exchange terhadap kinerja karyawan dengan budaya tri hita karana sebagai pemoderasi. *Jurnal Ekonomi Modernisasi*, 305-316.
- Hackman, R., & Oldham, G. R. (1975). Development of the Job Diagnostic Survey. *Journal of Applied Psychology*, 60, No.2, 159-170.
- Hakim, M., & Fanani, M. R. (2019). Analisis Kinerja Karyawan Studi Kasus PT. Reycom Dokumen Solusi. *JDEB*.
- Harwita, & Suryani, A. I. (2018). Pengaruh Otonomi Terhadap Kinerja Pegawai dengan Kejelasan Tujuan Organisasi sebagai Pemediasi pada PT. PLN (Persero) Wilayah Aceh. *Jurnal Ilmiah Mahasiswa Ekonomi Manajemen*, 3 No. 3, 59-72.
- Hasibuan. (2013). *Manajemen Sumber Daya Manusia. Cetakan Ketujuh Belas*. Jakarta: PT. Bumi Aksara.
- Hasibuan, M. S. (2002). *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.
- Heriyadi. (2021). Dampak leader member exchange terhadap organisasi. *Civil Service*, 25-35.
- Hirlak, B., Ciftci, G. E., & Balikci, O. (2018). The Effect of Organizational Climate on the Employee Performance : The Mediating Role of Employee Creativity. Dalam J. U. Dr. Aleksander Marcinkowski, *Recent Research On Social Sciences* (hal. 81-91). Krakow: Jagiellonia University Institute of Public

Affair.

- Hon, A. (2011). Enhancing employee creativity in the Chinese context: The mediating role of employee self-concordance. *International Journal of Hospitality Management*, 375-384.
- Hutama, P., & Goenawan, R. (2017). Pengaruh Leader Member Exchange terhadap Kinerja Karyawan di Hotel X Surabaya. *Jurnal Hospitality dan Manajemen Jasa*, 522-533.
- Hutasuhut, S. P., & Reskino. (2016). Pengaruh budaya organisasi, pelaksanaan tanggung jawab, otonomi kerja dan ambiguitas peran terhadap kinerja auditor. *Akuntabilitas : Jurnal Ilmu Akutansi*, 55-72.
- Indrasari, D. (2017). *Kepuasan kerja dan Kinerja Karyawan : Tinjauan dari dimensi iklim organisasi, kreativitas individu, dan karakteristik pekerjaan*. Yogyakarta: Indomedia Pustaka.
- Inuwa, M. (2017). Relationship between Job Equity and Performance of Employee : A Literature Review. *International Journal of Business and Managemen Future*, 14-21.
- Jasmalinda. (2021). Pengaruh Citra Merek dan Kualitas Produk terhadap Keputusan Pembelian Konsumen Motor Yamaha di Kabupaten Padang Pariaman. *Jurnal Inovasi Penelitian*, 2199-2206.
- Justina, S., Susetyo, S., & Kananlua, P. (2019). Pengaruh Leader Member Exchange terhadap kinerja karyawan melalui peran variable mediasi Work Engagement pada PT. Perusahaan Listrik Negara (Persero) area bengkulu. *Management Insight*, 51-62.

- Kamilia, R., & Arwiyah, Y. (2019). Pengaruh leader member exchange (LMX) terhadap kinerja karyawan melalui komitmen organisasi (Studi kasus pada pegawai kecamatan semen kabupaten kediri). *E-Proceeding of Management*, 1213-1228.
- Kapil, K., & Rastogi, R. (2018). Promoting Organizational Citizenship Behavior : The Roles of Leader - Mamber Exchange and Organizational Job Embeddedness. *South Asian Journal of Human Resources management*, 5(i)(SAGE Publication), 1-20.
- Langfred, C. W., & Moyer, N. A. (2004). Effect of Task Autonomy on Performance : An Extended Model Considering Motivational, Informational, and Structural Mechanisms. *Journal of Applied Psychology*, 89, No. 6, 934-945.
- Liana, Y., & Irawati, R. (2014). Peran Motivasi, Disiplin Kerja terhadap Komitmen Karyawan dan Kinerja Karyawan pada Perusahaan Air Minum di Malang Raya. *Jurnal Manajemen dan Akutansi*, 17-34.
- Liden, R. C., & Maslyn, J. M. (1998). Multidimensionality of Leader Mamber Exchange: An Empirical Assesmen through Scale Development. *Journal Of management*, 24, 43-72.
- Lin, B. Y.-J., Lin, Y.-K., Lin, C.-C., & Lin, T. (2011). Job autonomy, its predispositions and its relation to work outcomes in community health centers in taiwan. *Health Promotion International*, 166-177.

- Lubis, T. J., Sunaryo, & Tahura, T. (2022). Influence of Leader Member Exchange, and Employee Empowerment by Organizational Commitment to Employee Performance at PT. Plantation Nusantara IV Medan. *International Journal OF Education, social Sciences and Linguistics*, 81-91.
- Mangkunegara. (2011). *Manajemen Sumber Daya Perusahaan* . Bandung: PT. Remaja Rosdakarya.
- Masllyn, J., & Uhl-Bien, M. (2001). Leader - Mamber Exchange and its Dimensions : Effects of Self - Effort and Other's Effort on Relationship Quality. *Journal of Applied Psycology*, 697-708.
- Mathias, R., & Jackson, J. (2000). *Human Resource Management*. OH: South Western Collage Publishing.
- Meilani, Y. C., & Nahar, F. H. (2022). The Relalationship between autonomy, workload, and work life balance to job performance of female lecturers at private universitas during pandemic covid 19. *Journal of Applied Management*, 477-487.
- Miner, J. (2005). *Organizational Behavior 1*. New York: M.E Sharpe.
- Morgenson, F. P., Reider, M. H., & Campion, M. A. (2005). Selecting Individuals in Team Settings : The Importance of Social Skills, Personality Characteristics, and Teamwork Knowledge. *Personel Psychology*, 583-611.
- Muhi, C. (2022). What is an employee ? The answer depends on the Federal law. *Monthly Labor Review*, 3-11.

- Ozkoc, A. G. (2016). Job Autonomy and Work Alienation: Organizational and Occupational Identification as a Mediator. *European Journal of Business and* , 61-73.
- Panjaitan , M. (2018). Peran Keterlibatan dan Partisipasi Karyawan Terhadap Kinerja Karyawan. *Jurnal Manajemen*, 4, 52-60.
- Pradhan, R. K., & Jena, L. K. (2017). Employee Performance at Workplace: Conceptual Model and Empirical Validation. *Business Prespective and Research*, 69-85.
- Prasetyo, Y. D., Anindita, R., & Purwandasari, D. A. (2021). Pengaruh otonomi kerja, beban kerja, dan work life balance terhadap kinerja pejabat fungsional, badan pendidikan dan pelatihan keuangan dengan kepuasan kerja sebagai variable intervening. *Jurnal Manajemen Bisnis*, 47-56.
- Purwanto. (2018). *Tekni Penyusunan Instrumen*. Magelang: Staia Press.
- Quade , M., McLarty, B., & Bonner, J. (2019). The influence of supervisor bottom- line mentality and employee bottom-line mentality on leader-mamber exchange and subsequent employee performance. *Sage Journals*, 1-25.
- Reskino, & Hutasuhut, S. P. (2016). Pengaruh budaya organisasi, pelaksanaan tanggung jawab, otonimi kerja, dan ambiguitas peran terhadap kinerja auditor. *Akuntabilitas : Jurnal Ilmu Akutansi*, 55-72.



Sadikoglu, E., & Zehir, C. (2010). Investigating the effects of innovation and employee performance on the relationship between total quality management practices and firm performance: An empirical study of Turkish firms. *Int. J. Production Economics*, 13-26.

Safitri, D. A., & Suharmono. (2022). Analisis Pengaruh Otonomi Kerja (Job Autonomy), Keterlibatan Kerja (Work Engagement), dan Kepuasan Kerja (Job Satisfaction) terhadap keinginan untuk Keluar (Turnover Intention). *Diponegoro Journal of Management*, 11 No. 1, 1-14.

Santoso, A. (2023). Rumus Slovin : Panacea Masalah ukuran sampel ? *Suksma : Jurnal Psikologi Universitas Sananta Dharma*, IV, 24-43.

Saragih, S. (2011). The Effects of Job Autonomi on Work Outcomes : Self Efficacy as an Intervening Variable. *Internasional Research Journal of Business Studies*, IV no. 03, 203-2015.

Shahzad, M. B. (2021). Role of Psychological Capital in the Curvilinear Association between Job Autonomy and Job Performance. *Performance Improvement Quarterly*, 603-625.

Siagian, S. (2006). *Manajemen Sumber Daya Manusia* (13 ed.). Jakarta: Bumi Aksara.

Sinaga, D. (2014). *Statistika Dasar*. Jakarta timur: Uki Press.

- Soedarjadi. (2009). *Hak dan Kewajiban Pekerja Pengusaha*. Yogyakarta: Pustaka Yustisia.
- Sonnentag, S., & Frese, M. (2002). Performance Concepts and Performance Theory. *Psychological Management of Individual Performance*, 4-19.
- Spiegelaere, S. D., Gyes, G. V., & Hootegem, G. V. (2016). Not All Autonomy is the Same. Different Dimensions of Job Autonomy and Their Relation to Work Engagement & Innovative Work Behavior. *Human Factor and Ergonomics in Manufacturing & Service Industries*, 1-13.
- Sudarnaya, I. K., Supartha, I. G., Riana, I. G., & Wibawa, I. A. (2020). The Influence Of Leader Mamber Exchange Toward Work Engagement and Employee Performance. *Journal of Critical Riview*, 2734-2744.
- Suti, M. (2021). *PERILAKU ORGANISASI HASIL RISET, LENGKAP, MUDAH, DAN PRAKTIS*. Yogyakarta: Deepublish.
- Tahrir, S. (2013). Analisis Kinerja Karyawan pada PT. Sinar Galesong Pratama (SPG) Cabang Gorontalo. *Jurnal KIM Ekonomi dan Bisnis : Universitas Negeri Gorontalo*.
- Taqiuddin, H., Tricahyadinata, I., & Sampeliling, A. (2018). Pengaruh leader member exchange dan komitmen organisasi terhadap kinerja karyawan teladan prima group kota samarinda. *Forum Ekonomi*, 111-122.
- Tariq, U., Mumtaz, R., Mushtaq, A., & Whaeed, A. (2014). Impact of

leader member exchange on organizational performance and commitment with organizational culture as moderator: a non-monetary tactic to enhance outcome. *International Journal of Scientific & Engineering Research*, V, 92-100.

Uyun, M., & Yoseanto, B. L. (2022). *Seri Buku Psikologi : Pengantar Metode Penelitian Kuantitatif*. Yogyakarta: CV. Budi Utama.

Wang, C.-J. (2016). Does Leader-member exchange enhance performance in the hospitality industry? *International Journal of Contemporary Hospitality Management*, 28. doi:10.1108/IJCHM-10-2014-0513

Waruwu, M. (2023). Pendekatan penelitian pendidikan : Metode penelitian Kualitatif, Metode Penelitian Kuantitatif, dan Metode penelitian Kombinasi (Mixed Method). *Jurnal Pendidikan Tambusai*, 2896-2910

Wu, C.-H., Griffin, M., & Parker, S. (2015). Developing agency through good work: longitudinal effects of job autonomy and skill utilization on locus of control. *Journal of Vocational Behavior*, 102-108.

Wu, C.-H., Luksyte, A., & Parker, S. K. (2014). Overqualification and Subjective Well-Being at Work : The Moderating Role of Job Autonomi and Culture. *Journal of Social Services Reaserch*, 917-937.