

DAFTAR PUSTAKA

- A.Hakim, 2012, The Implementation of Islamic Leadership and Islamic Organizational Culture and Its Influence on Islamic Working Motivation and Islamic Performance PT Bank Mu'amalat Indonesia Tbk.Employee in the Central Java, Asia Pacific Management Ulasan
- Abuznaid SA. 2009. Business ethics in Islam : the glaring gap in practice. International Journal of Islamic and Middle Eastern Finance and Management.
- Adler dan Kwon ,2000, Social Capital: the good, the bad and the ugly. In E. Lesser (Ed).
- Agus Y, 2006, Strategi Pendidikan Islam Dalam Meningkatkan Kualitas Sumber Daya Manusia, www.pkesinteraktif.com
- Agus Supriono, Dance J. Flassy, Sasli Rais, 2010, modal social : definisi, dimensi dan tipologi
- Agrawal, V., Farrell, D., and Remes, J. K. (2003). 'Offshoring and beyond'. The McKinsey Quarterly,
- Alcorn, D. S. (1992). Dynamic followership: Empowerment at work. *Management Quarterly*,
- Ali AJ, Al-Owaihan A. 2008. Islamic work ethic: a critical review. Cross Cultural Management: An International Journal.
- Allen, Natalie J and Meyer, John P, 1990, The Measurement And Antecedents Of Affective, Countinuance And Normative Commitment To Organization, Journal of Occupational Psychology
- Allen, D. G., Shore, L. M., & Griffeth, R. W. 2003. The Role of Perceived Organizational Support and Supportive Human Resource Practices in the Turnover Process. Journal of Management,
- Alvesson, M. (1993). Organisations as rhetoric: knowledge-intensive firms and the struggle with ambiguity. Journal of Management Studies, 30
- Amanda Bowman ,2004, ENGAGE and IBLF , Engage Week: Conference On Community Engagement Conference, International Business Leaders Forum and Volunteering Australia
- Amrizal, SE, Ak. MM, CFE,2011,. Membangun kultur dan etika internal organisasi yang anti kecurangan, UGM
- Angel de la Fuente,2002,human capital in global and knowledge-based economy, Instituto de analisis economico (CSIC)
- Arakawa, D., & Greenberg, M. (2007). Optimistic managers and the influence on productivity and employee engagement in a technology organization: Implications for coaching psychologists. International Coaching Psychology Review

- Ardichvili, A., & Seung Won, Y. (2009). Designing integrative knowledge management systems: theoretical considerations and practical applications. *Advances in Developing Human Resources*, 11
- Arga. Ahmad, I. 2004. Islam, commerce and business ethics. Plenary address. Loyola Institute for Ethics and Spirituality in Business International Ecumenical Conference
- Aryee, S., PS. Budhwar and ZX. Chen. 2002. Trust as a Mediator of the Relationship Between Organizational Justice and Work Outcomes: Test of a Social Exchange Model. *Journal of Organizational Behavior*.
- Ashforth, B. E., & Mael, F. (1989). Social identity theory and the organization. *Academy of Management Review*
- Aston, C. and Morton, L. (2005) "Managing Talent for competitive advantage", *Strategic HR Review*,
- Avery, D. R., McKay, P. F., & Wilson, D. C. (2007). Engaging the aging workforce: The relationship between perceived age similarity, satisfaction with coworkers, and employee engagement. *Journal of Applied Psychology*, 92,
- Ayers, K. E. (2008). *Engagement is not enough: You need passionate employees to achieve your dream*. Charleston, SC: Elevate
- Bagozzi,RP,Yi,Y and Phillips LW,1991, assessing construct validity in organizational research,administrative science quartely
- Baraba, Achmad (1999), "Prinsip Dasar Operasional Perbankan Syariah," *Buletin Ekonomi Moneter dan Perbankan (BEMP)*, Volume 2Nomor 3, Desember,
- Bakker, A. B., & Demerouti, E. (2008). Towards a model of work engagement. *Career Development International*
- Bakker, A. B., & Schaufeli, W. B. (2008). Positive organizational behavior: Engaged employees in flourishing organizations. *Journal of Organizational Behavior*,
- Bakker, A.B., & Leiter, M.P. (Eds.). (2010). *Work engagement: A handbook of essential theory and research*. New York, NY: Psychology Press
- Barbuto dan Wheeler, 2006,Scale development and construct clarification of servant leadership". *Group and Organization Management*
- Bambacas, Mary & Patrickson, Margaret (2008) Interpersonal communication skills that enhance organizational commitment, *Journal of Communication Management*
- Barney,1991 ; Becker&Gerhart,1996 The impact of human resource management on organizational performance.Progress and prospects,Academy of management).

- Barney, J., 1991, Firm Resources and sustained competitive advantage, *Journal of management*, 1996, Looking inside for competitive advantage. *Academy of management executive*
- Bart Barthelemy, 1997, *The Sky Is Not The Limit - Breakthrough Leadership*. St. Lucie Press.
- Bashir AH. 1998. Ethical Norms and Enforcement Mechanism in Profit-Sharing Arrangements. *The Mid-Atlantic Journal of Business*. Vol.34, No.3.
- Baswir, Revisond. 2004. *Etika Bisnis*. 2004. Penerbit PT Gramedia, Jakarta.
- Bhatnagar, J. (2007), "Talent Management Strategy of employee engagement in Indian ITES employees : Key to retention", *Employee Relations*
- Bhatnagar, J., (2009). "Talent management – competency development: key to global leadership" *Industrial and Commercial Training*
- Baumruk R, and Gorman B, 2006, *Why managers are crucial to increasing engagement*, Melcrum publishing
- Beheshtifar, M, 2010, *To Promote Job Involvement via Talent Management*
- Beheshtifar, M. & Nekoie-Moghadam, M. (2011). *Talent Management: A Complementary Process for Succession Planning*, *Life Science Journal*,
- Bennis, W. 1994 *On Becoming a Leader*, Addison-Wesley Publishing, Reading,
- Bernthal, Paul R., 2006, *Measuring Employee Engagement*, Research of Development Dimensions International, Inc.,
- Becker, B. & Gerhart, B. (1996). The impact of human resource management on organizational performance: progress and prospects. *Academy of Management Journal*
- Benkhoff, B. 1997. Ignoring commitment is costly: New approaches establish the missing link between commitment and performance. *Human Relations*
- Benkhoff, Birgit, 1997, *Disentangling organizational commitment: The dangers of the OCQ for research and policy*, *Personnel Review*,
- Berger, L. and Berger, D. (2008) *The Talent Management Handbook*. New York: McGraw Hill
- Berke, D., Kossler, M. E., & Wakefield, M. (2008). *Developing Leadership Talent*. Wiley: Pfeiffer
- Bernthal, P. R., & Wellins, R. S. (2000). *Retaining talent: A benchmark study*. Developmental Dimensions International (DDI). Retrieved from <http://www.ddiworld.com/pdf/ddi>
- Berry, M. L., & Morris, M. L. (2008). The impact of employee engagement factors and job satisfaction on turnover intent. In T. J. Chermack (Ed.), *Academy of*

Human Resource Development International Research Conference in The Americas (1-3).Panama City, FL: AHRD.

- Bhal, K. T., & Ansari, M. A. (2007).exchange-subordinate outcomes relationship: role of voice and justice,Leadership & Organisation Development Journal,
- Blanchard, K. (2007). Leading at a higher level. Upper Saddle River, NJ: Prentice Hall.
- Blau, P., 1964, Exchange and Power in Social Life. New York, John Wiley & Sons, Inc)
- Blessing White, 2006, Employee Engagement Report 2006 Blessing White, Inc Princeton New Jersey
- Bontis, N (1998). Intellectual Capital: An exploratory study that develops measures and models. Management Decision,
- Bono J.E. & Ilies R. 2006 Charisma, positive emotions and mood contagion. The Leadership Quarterly
- Brayfield, A. H., & Rothe, H. F. (1951). An index of job satisfaction. Journal of Applied Psychology,
- Breje Cristina Emilia , labour force important factor in a bank system,University of Oradea, Faculty of Economics Scienties, Univesity Street, cristinab_or@yahoo.com,
- Britt, T. W., Castro, C. A., & Adler, A. B. (2005). Self-engagement, stressors, and health: A longitudinal study. Personality and Social Psychology Bulletin, 31,
- Brown, S. P., & Leigh, T. W. (1996). A new look at psychological climate and its relationship to job involvement, effort, and performance. Journal of Applied Psychology,
- Brown, D. Andrew,2003,Organizational Culture. Great Britain: Pearson Education Limite
- Brunetto, Y .and Farr-Wharton, R. (2004), “Does the talk affect your decision to walk :a comparative pilot study examining the effect of communication practices on employee commitment post-managerialism”, Management Decision,
- Buchanan, L. (2004). The things they do for love. Harvard Business Review,
- Buchholtz, R.A and S. B. Rosenthal. 1998. Business Ethics. Upper Saddle River,N.J.: Prentice Hall.
- Buckingham, M., & Coffman, C. (1999). First, break all the rules; What the world’s greatest managers do differently. New York: Simon and Schuster.
- Buckingham, M., & Clifton, D. (2001). Now, discoveryour strengths. New York: The Free Press
- Burt ,1992, Excerpt from The Sosial Structure of Competition, in Structure Holes: The Social Structure of Competition. Cambridge, MA and London: Harvard University.

- Cable, D. M., & Judge, T. A. (1996). Person-organization fit, job choice decisions, and organizational entry. *Organizational Behavior and Human Decision Processes*,
- Cabrera, Cabrera, E.F., Cabrera, A., 2005, Fostering knowledge sharing through people management practices. *International Journal of Human Resource Management*).
- Campbell, D.T., and Fiske, 1959, convergent and discriminant validation by the multitrait-multimethod matrix, *psychological bulletin*
- Campbell, J. P., McCloy, R. A., Oppler, S. H., & Sager, C. E. (1993). A theory of performance. In N. Schmitt, W. C. Borman, & Associates (Eds.), *Personnel selection in organizations*. San Francisco: Jossey-Bass.
- Canon, McGee, 2007 *Talent Management and Succession Planning* Chartered Institute of Personnel and Development
- Cappelli, P., 2008. *Talent on Demand: Managing Talent in an Age of Uncertainty*. Boston, MA: Harvard Business School Press
- Caplan, R. D. (1987). Person-environment fit theory: Commensurate dimensions, time perspectives, and mechanisms. *Journal of Vocational Behavior*, 31,
- Carmeli, A., & Weisberg, J. (2006). Exploring turnover intentions among three professional groups of employees. *Human Resource Development International*,
- Cartwright, S., & Holmes, N. (2006). The meaning of work: The challenge of regaining employee engagement and reducing cynicism. *Human Resource Management Review*,
- Chasserio, S., & Legault, M.-J. (2009). Strategic human resources management is irrelevant when it comes to highly skilled professionals in the Canadian new economy. *International Journal of Human Resource Management*,
- Chen Chen Jui, Colin Silverthorne and Jung-Yao Hung 2006, Organization communication, job stress, organizational commitment, and job performance of accounting professionals in Taiwan and America, *Leadership & Organization Development Journal*
- Cheng, Y., & Stockdale, M. S. (2003). The validity of the three-component model of organizational commitment in a Chinese context. *Journal of Vocational Behavior*,
- Chin, W.W., 1998, issues and opinion on structural equation modeling *MIS Quarterly*
- Christian, M. S., & Slaughter, J. E. (2007, August). Work engagement: A meta-analytic review and directions for research in an emerging area. Paper presented at the sixty-seventh annual meeting of the Academy of Management, Philadelphia, PA.
- Churchill, Jr., G.A., 1979, a paradigm for developing better measures of marketing construct, *journal of marketing research*

- Chusmir LH(1984), Job Commitment and the Organizational Woman, *The Academy of Management Review*,
- Clarke,N (2006), The relationships between network commitment, its antecedents and network performance, *Management Decision*,
- Claude-Levi Strauss, 1989,*The Elementary Structures of Kinship* Boston: Beacon Press,
- Cohen, J., & Cohen, P. (1983). *Applied multiple regression/correlation analysis for the behavioral sciences*. Hillsdale, NJ: Erlbaum.
- Cohen, J. (1988). *Statistical power analysis for the behavioral sciences*. San Diego, CA: Academic Press.
- Cohen dan Levinthal, Cohen, W., Levinthal, D., 1990, Absorptive capacity: a new perspective on learning and innovation,*Administrative Science Quarterly*,
- Cohen, S., & Seeman, T. E. (2000). Measuring social integration and social networks.In S. Cohen, L. G. Underwood, & B. H. Gottlieb (Eds.), *Social support measurement and intervention* New York: Oxford University Press
- Cohen dan Prusak L2001. In *Good Company: How Social Capital Makes Organization Work*. London: Harvard Business Pres..
- Collings, D.G. and Mellahi, K. (2009) “Strategic Talent Management: A review and research agenda”, *Human Resource Management Review*,
- Collins & Porras,1997 *Built to last:Successful habits of visionary companies*.New York:Harper Business
- Colarelli, S. M. (1984). Methods of communication and mediating processes in realistic job previews. *Journal of Applied Psychology*,
- Coleman, J.S. (1998) ‘Social capital and the creation of human capital’, *American Journal of Sociology*
- Cook, T. D., & Campbell, D. T. (1979). *Quasi experimentation: Design and analysis issues for field settings*. Chicago: Rand McNally.
- Corporate Leadership Council. (2004). *Driving performance and retention through employee engagement*. Retrieved from <http://www.mckpeople.com.au/SiteMedia/w3svc161/Uploads/Documents>
- Cox ,1995, *A Truly Civil Society*. Sydney:ABC Book
- Crabtree, S. (2004). Getting personal in the workplace: Are negative relationships squelching productivity in your company? *Gallup Management Journal*.
- Crampton, S. M., & Wagner, J. A. (1994). Percept-percept inflation in micro organizational research: An investigation of prevalence and effect. *Journal of Applied Psychology*,

- Crawford, S. D., Couper, M. P., & Lamias, M. J. (2001). Web surveys: Perceptions of burden. *Social Science Computer Review*,
- Creswell, J. W. (2003). *Research design: Qualitative, quantitative, and mixed methods approaches* (2nd ed.). Thousand Oaks, CA: Sage.
- Creswell, J. W. (2005). *Educational research planning, conducting and evaluating quantitative and qualitative research* (2nd ed.). Upper Saddle River, NJ: Pearson Prentice Hall.
- Crim, S. (2006). An examination of social presence in an online learning environment. Unpublished doctoral dissertation, University of Louisville, Kentucky.
- Cropanzano, R. and Mitchell, M.S. (2005) 'Social exchange theory: an interdisciplinary review', *Journal of Management*
- Csikszentmihalyi, M. (2003). *Good business: Leadership, flow, and the making of meaning*. New York: Viking Penguin.
- Cut Zurnali ,2010, *Learning Organization, Competency, Organizational Commitment, dan Customer Orientation : Knowledge Worker - Kerangka Riset Manajemen Sumberdaya Manusia di Masa Depan* ,penerbit Unpad Press Bandung
- Czarnowsky, M. (2008). *Learning's role in employee engagement: An ASTD research Study*. Alexandria, VA: American Society for Training & Development.
- D'Annunzio-Green, N. (2008). *Managing the Talent Management Pipeline*, *International Journal of Contemporary Hospitality Management*,
- Dalimunthe, Rita F. 2004. *Etika Bisnis*. Dalam Website Google: *Etika Bisnis dan Pengembangan Iptek*.
- Damsar, 2002, *Sosiologi Ekonomi*. Rajawali Pers, Jakarta
- Darroch, J., 2003, *Developing a measure of knowledge management behaviors and practices*. *Journal of knowledge management*,
- Dasborough M.T. 2006. *Cognitive asymmetry in employee emotional reactions to leadership behaviors*. *The Leadership Quarterly*
- Dasgupta dan Serageldin, 1999 *Economic Progress and the Idea of Social Capital*. Washington DC: Word Bank,
- Davenport, J. A., & Davenport, J. (1982). Utilizing the social network in rural communities. *Social Casework*, 63,
- David . Skyrme dan Jan Willie dalam ,1997, *knowledge management" : the Story Unfolds"*, <http://www.skyrme.com/updates/km97.htm>).
- David J. Skyrme, 1997, *the 3Cs of knowledge sharing* ,(<http://www.skyrme.com/updates/u64.fl.htm>),
- Davis, T., Cutt, M., Flynn, N., Mowl, P., & Orme, S. (2007). *Talent Assessment. A New Strategy for Talent Management*. Aldershot: Gower.

- Carl Davidson and Philip Voss (2003). Knowledge Management: An Introduction to creating □ competitive advantage from intellectual capital. New Delhi: Vision Books
- DeGeorge, R. 2002. Business Ethics. Upper Saddle River, N.J.: Prentice-Hall, 5th Ed.
- Dess, G. G., & Picken, J. C. 1999. Creating competitive (dis)advantage; Learning from food lion's freefall. Academy of Management Executive
- Delaney, J.T. & Huselid, M.A. (1996). "The Impact of Human Resource Management Practices on Perceptions of Organisational Performance". Academy of Management Journal.
- De Saa-Perez, P. and JM. Garcia-Falcon. 2002, A Resource-based View of Human Resource Management and Organizational Capabilities Development. International Journal of Human Resource Management.
- Dessler, G. 2000. Human Resource Management 8th edition, New Jersey : Prentice Hall, Inc.
- Dierickx & Cool ,1989, Assets stock accumulation and sustainability of competitive advantage. Management Science,
- Doug Lennick dan Fred Kiel, 2005 (dalam Itpin, 2006) ,Moral Intelligence,
- Dunham, Randall B.; Grube, Jean A.; Castañeda, Maria B. Organizational commitment: The utility of an integrative definition, 1994, Journal of Applied Psychology, Vol 79.
- Dunod, Gazendam, Henk W.M. 1974 "De statistisch-mechanische interpretatie van het entropiebegrip." (The statistical-mechanical interpretation of the entropy concept.) Unpublished M.Sc. Thesis, Utrecht: Filosofisch Instituut.
- Djamaludin Ancok dan Fuat Nashori Suroso, 2008, Psikologi Islami, Pustaka Pelajar, Yogyakarta
- Dyer dan Singh, Dyer, J.H. and Singh, H. 1998, "The relational view: cooperative strategy and sources of interorganizational competitive advantage", Academy of Management Review
- Echols, John M and Shadily, Hasan. 1992. Kamus Inggris Indonesia. Penerbit PT Gramedia, Jakarta.
- Elinor Ostrom and T.K. Ahn. 2003. Foundation of Social Capital. Massachusetts: Edward Elgar Publishing Limited
- Edvardsson, I. R. (2008). HRM and knowledge management. Employee relations
- Elinor Ostrom and T.K. Ahn. 2003. Foundation of Social Capital. Massachusetts: Edward Elgar Publishing Limited

- Edmondson, A. (1999) 'Psychological safety and learning behaviour in work teams', *Administrative Science Quarterly*
- Eisenberger, R., PM. Fasolo and V. Davis-LaMastro. 1990. Effects of Perceived Organizational Support on Employee Diligence, Innovation, and Commitment. *Journal of Applied Psychology*.
- Falk, RF, and Miller, 1992, a primer for soft modeling, Akropn university
- Farley, C. (2005). HR's role in talent management and driving business results. *Employment Relations Today*
- Fayol, Henri, 1916/1956, "Administration, industrielle et générale". Extrait du Bulletin de la Société de l'Industrie Minérale, 3e livraison de Quarantième Mille. Paris:
- Ferdinand, Augusty, 2003, Sustainable Competitive Advantage, sebuah explorasi model konseptual, Badan Penerbit UNDIP
- Ferdinand, Augusty, 2005, Structural Equation Modelling perspektif penelitian manajemen, Badan Penerbit UNDIP
- Ferdinand, Augusty, 2006, Metode Penelitian Manajemen, Badan Penerbit UNDIP
- Ferdinand, Augusty, 2013, Metode Penelitian Manajemen, Badan Penerbit UNDIP
- Ferguson, A. (2007) 'Employee engagement: Does it exist, and if so, how does it relate to performance, other constructs and individual differences?'
- Fleming, J. H., & Asplund, J. (2007). *Human sigma*. New York: Gallup Press.
- Forman, D.C. (2005). *Principles of human capital management*. White River, V.T.: Human Capital Institute
- Fowler, F. J. (2002). *Survey research methods* (3rd ed.). Newberry Park, CA: Sage.
- Frank, F. D., Finnegan, R. P., & Taylor, C. R. (2004). *The race for talent: Retaining and engaging workers in the 21st century*. Human Resource Planning,
- Fredrickson, B. L. (1998). What good are positive emotions? *Review of General Psychology*
- Fredrickson, B. L., & Joiner, T. (2002). Positive emotions trigger upward spirals toward emotional well-being. *Psychological Science*,
- Freud, S. (1922). *Group psychology and the analysis of the ego*. London: International Psychoanalytic Press.
- Fry, L.W. , Matherly, L. L., Whittington, J. L. and Winston, B. E. (2007). "Spiritual leadership as an integrating paradigm for servant leadership". In Singh-Sengupta, S., and Fields, D. (Eds.). *Integrating Spirituality and Organizational Leadership*, Macmillan Ltd., India
- Fukuyama, 1995, *Social Capital and The Global Economy*. Foreign Affairs,

- Fukuyama (1995) Trust: The Social Virtues and The Creation of Prosperity. New York: Free Press., 2000 Social Capital and Civil Society. International Monetary Fund Working Paper, WP/00/74,
- Galagan, P. (2008). Talent Management: What is it, who owns it, and why should you care? Training & Development,
- Gall, M. D., Borg, W. R., & Gall, J. P. (2006). Educational research: An introduction (8th ed.). White Plains, NY: Longman.
- Gallup, 2006, Study engaged employees inspire company innovation, Gallup Business Journal
- Gamin, D.A, 1993, Building a Learning Organization. Harvard Business Review
- Gebauer, J., & Lowman, D. (2008). Closing the engagement gap: How great companies unlock employee potential for superior results. New York: Penguin Group.
- George J.M. 2000. Emotions and leadership: The role of emotional intelligence, Human Relations George J.M. 2006. Leader Positive Mood and Group Performance: The Case of Customer Service. Journal of Applied Social Psychology
- Guthridge, M., Komm, A.B., 2008. Why multinationals struggle to manage talent. McKinsey Quarterly
- Guthridge, M., McPherson, J.R., Wolf, W.J., 2008. Upgrading talent. The McKinsey Quarterly
- Gibson, James L., Ivancevich, John M., Donnelly Jr., James H., Organizations: Behaviour, Structure, and Process, 10th edition, McGraww-Hill, Boston, 2000
- Gill, R. , 2006, Theory and practice of leadership. Thousand Oaks, CA: Sage
- Gilley, J., & Maycunich, A. (2000). Organizational learning, performance and change. Cambridge, MA: Perseus.
- Ginsberg, L. (1998). Social work in rural communities (3rd ed.). Alexandria, VA: Council on Social Work Education.
- Goffman, E. (1961). The presentation of self in everyday life. New York: Anchor-Doubleday.
- Gogoi, P. (2005). A little bit of corporate soul.
- Gouldner, A.W. 1960. The norm of reciprocity: A preliminary statement. American Sociological Review
- Gopal, A. (2003). Disengaged employees cost Singapore \$4.9 billion. Gallup Management Journal.
- Ghozali, Imam, 2012, Partial Least square, konsep, metode dan aplikasi menggunakan program Warp PLS 2.0, Badan Penerbit UNDIP

- Ghoshal, S. 2003. Bad management theories are destroying good management practices. *Academy of Management Learning & Education*
- Gibbons, J. (2006). Employee Engagement: A Review of Current Research and Its Implications (Research Report E-0010-06-RR).
- Glen, C. (2006). Key skills retention and motivation: the war for talent still rages and retention is the high ground. *Industrial and Commercial Training*
- Glock, Charles and Stark, Rodney 1968. *American Piety, Patterns of Religious Commitment*. Berkeley/Los Angeles: University of California Press.
- Grant, 1996 Towards a knowledge-based Theory of the firm; strategic management journal)
- Green, S. B. (1991). How many subjects does it take to do a regression analysis? *Multivariate Behavioral Research*,
- Green, S. B., & Salkind, N. J. (2005). *Using SPSS for Windows and Macintosh* (4th ed.). Upper Saddle River, NJ: Pearson.
- Griffin, W.R. 2004. *Manajemen*, Jilid 2: Edisi 7. Jakarta: Penerbit Airlangga.
- Groves, R. M. (2006). Nonresponse rates and nonresponse bias in household surveys. *Public Opinion Quarterly*
- Gubman, E. (2004). From engagement to passion for work: The search for the missing person. *Human Resource Planning*, 29, 2.
- Guthridge, M., Komm, A.B., 2008. Why multinationals struggle to manage talent. *McKinsey Quarterly*
- Guthridge, M., et al., (2008) ." Making talent a strategic priority". *The McKinsey Quarterly*
- Guest, D. 1997. *Human Resource Management and Performance: A Review and Research Agenda*. *The International Journal of Human Resource Management*.
- Hackman, J. R., & Oldham, G. R. (1980). *Work redesign*. Reading, MA: Addison-Wesley.
- Hair, Joseph F et al, 2010, *Multivariate Data Analysis*, Englewood Cliffs, NJ Practice Hall
- Hair, JF, Ringle, 2011, PLS-SEM indeed a silver bullet, *Journal of Marketing Theory and Practice*
- Hameed, S., A. Wirman, B. Alrazi, M. Nazli dan S. Pramono. 2004. "Alternative Disclosure and Performance Measures for Islamic Bank". www.iium.edu.my diakses tanggal 20 April 2011.
- Hamel, G. (2007), *The future of management*, Harvard Business School Press, Boston.

- Hamel, G., & Prahalad, C. K. (1994). *Competing for the future*. Cambridge, MA: Harvard Business School Press.
- Hansen, M, Nohria, N., Tierney, T., 1999, "What's your strategy for managing knowledge?" *Harvard Business Review*
- Harlow, L. L. (2004). *The essence of multivariate thinking: Basic themes and methods*. Mahwah, NJ: Erlbaum.
- Harter, J. K., Schmidt, F. L., & Hayes, T. L. (2002). Business-unit-level relationship between employee satisfaction, employee engagement, and business outcomes: A meta-analysis. *Journal of Applied Psychology*,
- Harter, J. K., Schmidt, F. L., & Keyes, C. L. M. (2003). Wellbeing the workplace and its relationship to business outcomes: A review of the Gallup studies. In C. L. Keyes & J. Haidt (Eds.), *Flourishing: The positive person and the good life* Washington, DC: American Psychological Association.
- Halbesleben, J. R. B., & Wheeler, A. R. (2008). The relative roles of engagement and embeddedness in predicting job performance and intention to leave. *Work & Stress*,
- Hasbullah, Jousairi.2006. *Social Capital: Menuju Keunggulan Budaya Manusia Indonesia*. MR-United Press: Jakarta.
- Hatta, Mohammad. 1960. *Pengantar ke Djalan Ilmu dan Pengetahuan*. PT.Pembangunan Djakarta
- Heger, B. K. (2007). Linking the employee value proposition (evp) to employee engagement and business outcomes: Preliminary findings for a linkage research pilot study. *Organizational Development Journal*.
- Henry, N. 1975. Knowledge management: bureaucracy, technology, and knowledge management. *Public Administration Review*,
- Hermawan Kertajaya dan Syakir Sula, 2006, *Syariah Marketing*, Mizan Media Utama ,Bandung
- Hinkle, D. E., Wiersma, W., & Jurs, S. G. (2003). *Applied statistics for the behavioral sciences* (5th ed). New York: Houghton Mifflin.
- Hislop, D., 2003, Linking human resource managemen and knowledge management via commitment.A review and research agenda. *Employee Relations*,
- Hochschild, A. R. (1979). Emotion work, feeling rules, and social structure. *American Journal of Sociology*,
- Hodges, T. (2010). An experimental study on the impact of psychological capital on performance, engagement, and the cognition effect. Unpublished doctoral dissertation, University of Nebraska, Lincoln.

- Hoffman, B. J., & Woehr, D. J. (2006). A quantitative review of the relationship between person-organization fit and behavioral outcomes. *Journal of Vocational Behavior*,
- Holley, G. J., Greenley, G. E., Cadogan, J. W., & Fahy, J. (2005). The performance impact of marketing resources. *Journal of Business Research*
- Homans, G. (1961). *Social Behavior*. New York: Harcourt, Brace & World.
- Hom, P. & Griffeth, R., 1995. Employee turnover, Cincinnati, OH: Southwest
- Honeycutt, Jerry (2000). Knowledge management strategies = strategi manajemen pengetahuan; Penerjemah, Frans Kowa. Jakarta : Elex Media Komputindo.
- Hofstede, Geert, Gert Jan Hofstede, and Michael Minkov. 2010. *Cultures and Organizations-3rd edition*. New York: Mc Graw Hill.
- Hofstede, Geert. 1980. *Culture's Consequences: International Differences in Work-Related Values*. California: SAGE Publications, Inc. 1984. *Cultural Dimensions In Management And Planning*. Asia Pacific Journal of Management:
- Holmes, N. (2006), "The meaning of work: the challenge of regaining employee engagement and reducing cynicism", *Human Resource Management Review*,
- Houkes, I., Janssen, P. P. M., Jonge, J. & Nijhuis, F. J. N. (2001). Specific relationships between work characteristics and intrinsic work motivation, burnout and turnover intention: A multi-sample analysis. *European Journal of Work and Organizational Psychology*,
- Hudson, 2005, The case for work-life balance: closing the gap between policy and practice
- Hughes, J. & Rog, E. (2008), *Talent Management: A Strategy for Improving Employee Recruitment, Retention and Engagement within Hospitality Organizations*, *International Journal of Contemporary Hospitality Management*, 20(7), 746
- Humphrey, R. H. (1993). Emotional labor in service roles: The influence of identity. *The Academy of Management Review*,
- Huselid, M.A. 1995, "The impact of human resource management practices on turnover, productivity, and corporate financial performance" 1995;
- Huysman, M., & Wit, D. d. (2002). *Knowledge sharing in practice*. Dordrecht, The Netherlands: Kluwer. Jarvenpaa
- Iffatin Nur, 2007, Revitalisasi Nilai-nilai Syariah, *JURNAL HUKUM ISLAM*, Sekolah Tinggi Agama Islam Tulungagung, Volume 09
- It Pin. 2006. *Etika dan Bisnis*. 2006. penerbit PT Gramedia Jakarta

- International Survey Research. (n.d.). Retention matters: A proactive strategy to address turnover. Stamford, CT: Towers Perrin. Retrieved from www.isrinsight.com/pdf/inisght/retentionmatters.pdf
- Ingrid Bens (2006). *Facilitating to Lead*. Jossey-Bass. ISBN 0-7879-7731-4
- Isaac, S., & Michael, W.B. (1995). *Handbook in research and evaluation: A study of principles, methods, and strategies useful in the planning, design, and evaluation of studies in education and the behavioral sciences*. San Diego, CA: EdITS.
- James, J. B., Swanberg, J. E., & McKechnie, S. P. (2007). Responsive workplaces for older workers: Job quality, flexibility and employee engagement. An Issue in Brief #11. Chestnut Hill, MA: The Center for Aging and Work/Workplace Flexibility at Boston College.
- James, L. R., & Jones, A. P. (1974). Organizational climate: A review of theory and research. *Psychological Bulletin*,
- James, L. R., James, L. A., & Ashe, D. K. (1990). The meaning of organizations: The role of cognition and values. In B. Schneider (Ed.), *Organizational climate and culture*. San Francisco: Jossey Bass.
- Jamie A. Gruman Alan M. Saks 2009, performance management and employee engagement, a School of Hospitality & Tourism Management, and Department of Business, University of Guelph, Guelph, Ontario, Canada
- Joanna Moczydłowska. (2012) *Talent Management: Theory and Practice of Management. The Polish Experience* Johns, G. (2001). In praise of context. *Journal of Organizational Behavior*,
- Johnson, J. W. (2003). Toward a better understanding of the relationship between personality and individual job performance. In M. R. Barrick & A. M. Ryan (Eds.), *Personality and work: Reconsidering the role of personality in organizations*. San Francisco: Jossey-Bass.
- Jones, G. R. (1986). Socialization tactics, self-efficacy, and newcomers' adjustments to organizations. *Academy of Management Journal*,
- Jones, J. R., & Harter, J. K. (2005). Race effects on the employee engagement-turnover intentional relationship. *Journal of Leadership & Organizational Studies*,
- Joo, B. (2010). Organizational commitment for knowledge workers: The roles of perceived organizational learning culture, leader-member exchange quality, and turnover intention. *Human Resource Development*.
- Judge, T. A., & Cable, D. M. (1997). Applicant personality, organizational culture, and organizational attraction. *Personnel Psychology*,
- Judge, T. A., & Watanabe, S. (1993). Another look at the job satisfaction-life satisfaction relationship. *Journal of Applied Psychology*

- Judge, T. A., Van Vianen, A. E. M., & De Pater, I. (2004). Emotional stability, core selfevaluations, and job outcomes: A review of the evidence and an agenda for future research. *Human Performance*
- J. W. Thibaut and H. H. Kelley (1959) *The Social Psychology of Groups* (New York:Wiley),
- Kahn, W.A. (1990) 'Psychological conditions of personal engagement and disengagement at work', *Academy of Management Journal*
- Kahn, W. (1992). To be fully there: Psychological presence at work. *Human Relations*,
- Kacmar, K. M., Witt, L. A., Zivnuska, S., & Gully, S. M. (2003). The interactive effect of leader-member exchange and communication frequency on performance ratings. *Journal of Applied Psychology*,
- Karim, Adiwarmarman. 2004. "Bank Islam, Analisis Fiqih dan Keuangan". Raja Grafindo Persada. Jakarta.
- Karim Business Consulting,2012,Pembajakan karyawan mulai hinggapi perbankan syariah,<http://www.investorindonesia.com>
- Karim Review, special edition,January,2008, Steade et al (1984: 701)"Business, Its Natura and Environment An Introduction
- Kausar. 2009. *Sistem Birokrasi Pemerintahan Di Daerah Dalam Bayang-Bayang Budaya Patron-Klien*, Bandung: Alumni.
- Kazmi, A., & Ahmad, F. 2001. Differencing Approaches to Strategic Human Resource Management. *Journal of Management Research*.
- Kelley R. E. (2008). Rethinking followership. In R. E. Riggio, I. Chaleff & J. R. Lipman-Blumen (Eds.), *The art of followership: how great followers create great leaders and organizations*. San Francisco:Jossey-Bass.
- Kent Bjugstad,Comcast Spotlight,Elizabeth C. Thach, Karen J. Thompson, and Alan Morris, 2006, *A Fresh Look at Followership: A Model for Matching Followership and Leadership Styles* Institute of Behavioral and Applied Management.Sonoma State University
- Ketter, P. (2008). What's the big deal about employee engagement? Kiesler, S., & Sproull, L.S. (1986). Response effects in the electronic survey. *Public Opinion Quarterly*,
- Khan B, Farooq A, Hussain Z. 2010. *Human Resource Management : an Islamic Perspective*. Asia-Pasific Journal of Business. www.proquest.com
- Khuntia, R., S. Damodar, 2004. A scale to assess ethical leadership of Indian private and public sector managers. *Journal of Business Ethics*,
- Kogut, B. and Zander, U. 1992, "Knowledge of the firm, combinative capabilities, and the replication of technology", *Organization Science*

- Konovsky, MA. and SD. Pugh. 1994. Citizenship Behavior and Social Exchange. *Academy of Management Journal*.
- Konrad, A.M. (2006) 'Engaging employees through high-involvement work practices', *Ivey Business Journal*,
- Kotter, J. (1996). *Leading change*. Boston: Harvard Business School Press
- Kraut, A. I. (1996). Introduction and overview of organizational surveys. In A. I. Kraut (Ed.), *Organizational surveys: Tools for assessment and change* San Francisco: Jossey-Bass.
- Kristof-Brown, A. L., Zimmerman, R. D., & Johnson, E. C. (2005). Consequences of individuals' fit at work: A meta-analysis of person-job, person-organization, person-group, and person-supervisor fit. *Personnel Psychology*,
- Kroth, M., and Keeler, C. (2009). Caring as a managerial strategy. *Human Resource Development Review*,
- Kular, S., Gatenby, M., Rees, C., Soane, E., & Truss, K. (2008). Employee engagement: A literature review. Kingston University, Kingston Business School.
- Kuntowijoyo. 1994. *Demokrasi dan Budaya Birokrasi*. Yogyakarta: Yayasan Bentang Budaya.
- Latham, G. P., & Ernst, C. (2006). Keys to motivating tomorrow's workforce. *Human Resource Management Review*,
- Lau, ML. and H. Ngo. 2004. The HR System, Organizational Culture and Product Innovation. *International Business Review*.
- Lawler, E. E. (1990). *Strategic pay: Aligning organizational strategies and pay systems*. San Francisco: Jossey Bass.
- Lee, C. H. (2003). Creating value for employees: Investing in employee development. *International Journal of Human Resource Management*,
- Levi-Strauss, C. (1969) *The elementary structures of kinship*, Boston: Beacon Press.
- Liden, RC., SJ. Wayne and D. Stilwell. 1993. A Longitudinal Study on the Early Development of Leader-Member Exchanges'. *Journal of Applied Psychology*
- Liden, R. C., Wayne, S. J., Zhao, H. and Henderson, D. (2008). "Servant leadership: Development of a multidimensional measure and multi-level assessment". *The Leadership Quarterly*, Vol. 19
- Lloyd, R. (2008). Discretionary effort and the performance domain. *The Australian and New Zealand Journal of Organizational Psychology*,
- Lockhart, D. C., & Russo, J. R. (1996). Mail and telephone surveys in marketing research: A perspective from the field. In P. Bagozzi (Ed.), *Principles of marketing research*. Cambridge, UK: Blackwell.

- Lockwood, N. R. (2007). Leveraging employee engagement for a competitive advantage. Alexandria, VA: Society for Human Resource Management.
- Lockwood, NR. (2006). Talent Management: Driver for Organizational Success, HR Content Program,
- Lopez - Cabrales, A., Pérez-Luño, A., & Cabrera, R. V. 2009. Knowledge as a mediator between HRM practices and innovative activity. Human Resource Management,
- Lum, L., Kervin, J., Clark, K., Reid, F., & Sirola, W. (1998). Explaining nursing turnover intent: Job satisfaction, pay satisfaction, or organizational commitment? Journal of Organizational Behavior,
- Luthans, F. 2006, "Organizational Behavior", McGraw-Hill, Inc.
- Luthans, F., Norman, S.M., Avolio, B.J., & Avey, J.B. (2008). The mediating role of psychological capital in the supportive organizational climate-employee performance relationship. Journal of Organizational Behavior,
- Luthans, F., & Peterson, S. J. (2002). Employee engagement and manager self-efficacy: Implications for managerial effectiveness and development. Journal of Management Development,
- Luthans, Fred dan Jonathan P. Doh. 2009. International Management-Culture, Strategy, and Behavior. New York: McGraw-Hill/Irwin
- Maccoby, M. (2007). The leaders we need. Boston: Harvard Business School Press.
- Macey, W. H., & Schneider, B. (2008). The meaning of employee engagement. Industrial and Organizational Psychology
- Macey, W. H., Schneider, B., Barbera, K. M., and Young, S. A. (2009), Employee engagement: Tools for analysis, practice, and competitive advantage, Wiley-Blackwell, Malden, MA.
- Mac Kenzie, SB, Podsakoff, 2011, construct measurement and validation procedure in MIS and behavioral research itegrating new and existing techniques, MIS Quartely
- Magnus, Ugochukwu (2009) Success of an organization depend on the managers communication skills [Online] Available <http://www.AssociatedContent.com>
- Magnus, 2009, Persuasive Engagement: Exploiting lifestyle as a driving force to promote energy-aware use patterns and behaviours. Sheffield Hallam University Research Archive (SHURA) at: <http://shura.shu.ac.uk/455/>
- Malecki, E. (2000) Network Models for Technology-Based Growth. In: Acz, Z. (ed.) Regional Innovation, Knowledge and Global Change. London:

- Manfreda, K. L., Batagelj, Z., & Vehovar, V. (2002). Design of web survey questionnaires: Three basic experiments. *Journal of Computer-Mediated Communications*,
- Mangione, T. W. (1998). Mail surveys. In L. Bickman & D. J. Rog (Eds.), *Handbook of applied social research methods*. Thousand Oaks, CA: Sage.
- Maslach, C. (1998). A multidimensional theory of burnout. In C. L. Cooper (Ed.), *Theories of organizational stress* (pp. 68 – 85). Oxford, England: Oxford University Press.
- Maslach, C., & Leiter, M. P. (1997). *The truth about burnout: How organizations cause personal stress and what to do about it*. San Francisco: Jossey-Bass.
- Maslach, C., & Leiter, M. P. (2008). Early predictors of job burnout and engagement. *Journal of Applied Psychology*,
- Maslach, C., Schaufeli, W. B., & Leiter, M. P. (2001). Job burnout. *Annual Review of Psychology*
- Maslow, A. (1970). *Motivation and personality* (2nd ed). New York: Harper and Row.
- May, D. R., Gilson, R. L., & Harter, L. M. (2004). The psychological conditions of meaningfulness, safety, and availability and the engagement of the human spirit at work. *Journal of Occupational Psychology*,
- Martin,2003,Building organisational culture that stimulates creativity and innovation, *European Journal of innovation Management*
- Marzuki, Sukarno, 2002, Analisis Pengaruh Perilaku Kepemimpinan terhadap Kepuasan Kerja dan Kinerja Account Officer : Studi Empirik pada Kantor Cab BRI di Wilayah Jawa Timur, Tesis, Program Pasca Sarjana Magister Manajemen Universitas Diponegoro (tidak dipublikasikan)
- Mastuhu, 1998,Menuju Sistem Pendidikan yang Lebih Baik Menyongsong Era Baru Pasca Orba, Makalah: disampaikan pada Diskusi Panel HMJ-KI IAIN Jakarta,
- Mathieu, J. E., & Zajac, D. M. (1990). A review and meta-analysis of the antecedents, correlates and consequences of organizational commitment. *Psychological Bulletin*,
- Mathis, R.L. dkk. 2002. *Manajemen sumber daya manusia*. Jakarta Salemba Empat
- Mathis, R. L. & Jackson, J. H. (2008). *Human resource management* (12th edition). Mason, OH: Thomson South Western.
- Maxwell, J.C. (1998). *The 21 irrefutable laws of leadership*. Nashville, TN: Thomas Nelson Inc.
- Max Dupree (DePree, M. (1989). *Leadership is an art*. New York, NY: Bantam Doubleday Dell Publishing Group, Inc

- McCauley, C. and Wakefield, M. (2006), “*Talent Management in the 21st Century: Help Your Company Find, Develop, and Keep its Strongest Workers*”, [Journal for Quality & Participation](#)
- McDermott, R. 1999. Why Information Technology Inspired But Cannot Deliver Knowledge Management. *California Management Review*,
- McLagan, P. (1989). Models for HRD practice
- Meere, M. (2005). The high cost of disengaged employees (Employee Engagement Industry Briefing). Hawthorne, Victoria: Swinburne University of Technology
- Meglino, B.M, Ravlin, E.C and Adkins C.L. (1989) “A work values approach to corporate culture: A field test of the value congruence process and its relationship to individual outcomes”, *Journal of Applied Psychology*
- Meyer & Allen, 1991, A three-component conceptualization of organizational commitment The University of Western Ontario Canada
- Meyer & Allen ,1993,commitment to organization and occupation:extention and test of three component conceptualization,journal of psychology
- Meyer & Allen, 1996 Affective, Continuance, and Normative Commitment to the Organization: An Examination Construct Validity. *Journal of Vocational Behavior*, the University of Western Ontario
- Meyer, J. P., & Allen, N. J. (1997). *Commitment in the workplace: Theory, research, and application*. Thousand Oaks, CA: Sage
- Meyer, J. P., Allen, N. J., & Smith, C. A. (1997). Commitment to organizations and occupations: Extension and test of a three-component conceptualization. *Journal of Applied Psychology*,
- Meyer J P and Herscovitch L (2001), “Commitment in the Workplace: Toward a General Model”, *Human Resource Management Review*,
- Michaels, E., Hadfield-Jones, H. & Axelrod, B. (Eds.) (2001). *The war for talent*. Boston:Harvard Business School Press.
- Minbaeva, D., Foss, N., & Snell, S. 2009. Bringing the knowledge perspective into HRM. *Human Resource Management*.
- Minbaeva, D., 2005, HRM practices and MNC knowledge transfer. *Personnel Review*,
- Molm, L. D. (2001). Theories of social exchange and exchange networks. In G. Ritzer & B.Smart (Eds.), *Handbook of social theory* (pp. 260-272). London: Sage.
- Mone, E.M., & London, M. (2010). *Employee Engagement, Through Effective Performance Management, A Practical Guide for Managers*. New York: Routledge.

- Mitroff, Ian I., Elizabeth A Denton, 1999, A Spiritual Audit of Corporate America: Ten Years Later Spirituality and Attachment Theory, An Interim Report (A Spiritual Audit of Corporate America, A Hard Look at Spirituality, Religion, and Values. San Francisco: Jossey-Bass.)
- Morrison R., Erickson T., & Dychtwald, K. (2006) Managing middlecence. Harvard Business Review,
- Morrison, E. W. (1994). Role definitions and organizational citizenship behavior: The importance of the employee's perspective. *Academy of Management Journal*,
- Morton, L. (2005). Talent management value imperatives: Strategies for execution, New York: The Conference Board.
- Morrow, P.C., McElroy, J.C., dan Blum M., 1988. Work Commitment Among Departement of Transportation Employees, Profesional Notes, Review of Public Personnel Administration,
- Mowday, R. T., Porter, L. W., & Steers, R. M. (1982). Employee-organization linkages: The psychology of commitment, absenteeism, and turnover. New York: Academic Press.
- Mowday, R., R. Strees, dan L. Porter. 1979. The Measurement of Organizational Commitment. *Journal of Vocational Behavior*
- Muafi, Pengaruh Motivasi Spiritual Karyawan terhadap Kinerja Religius, ISSN : 0853 - 76658 JSB No. 8 Vol. 1 Th. 2003
- Muba, S. (2009). Manajemen kinerja. Yogyakarta : Pustaka Belajar.
- Muhammad, Siswanto, 2012, sikap kerja karyawan perbankan syariah berdasarkan karakteristik biografis, Malang
- Muhammad Riaz Khan, Ziauddin, Farooq Ahmed Jam, M. I. Ramay, 2010, The Impacts of Organizational Commitment on Employee Job Performance, *European Journal of Social Sciences – Volume 15*
- Muhlis, 2011, perilaku menabung di bank syariah di Jawa Tengah, disertasi
- Mulkhan, Abdul Munir. 2005. Etika Welas Asih dan Reformasi Sosial Budaya Kiai Ahmad Dahlan. 2005. Penerbit PT Gramedia, Jakarta.
- Murphy, P. R., Daley, J., & Dalenberg, D. R. (1991). Exploring the effects of postcard pre-notification on industrial firms' response to mail surveys. *Journal of the Market Research Society*,
- Nahapiet, J., & Ghoshal, S. 1998. Social capital, intellectual capital, and the organizational advantage. *Academy of Management Review*
- Nijhof WJ, De Jong MJ, Beukhof G (1998). Employee commitment in changing organizations: an exploration. *J. Eur. Ind. Train*

- Nik, M., Ab. Rahman, M. Nordin, S. Abdullah, 2004. The relationship between Islamic work ethics and organizational commitment: A case analysis. Malaysian Management.
- Nitin Vazirani (2007), "Employee Engagement", SIES College of Management Studies, Working Paper Series
- Nofie, Iman, Nofie ,2006, Pengantar Etika Bisnis. Dalam Website Google: Etika Bisnis dan Pengembangan Iptek.
- Nonaka, I., & Takeuchi, H. 1995. The Knowledge Creating Company. New York: Oxford University Press.
- Northouse, P. G. (2007). Leadership: Theory and practice. Thousand Oaks, CA: Sage.
- Nordholt, Nico Schulte. 1987. Ojo Dumeu, Perilaku Kepemimpinan Lokal dalam Pembangunan.Jakarta: Pustaka Sinar Harapan
- Nowack, Kenneth (2004) Does Leadership Practices affect a Psychologically a healthy Workplace? Working Paper. Consulting Tools Inc
- O'Neill, B. S., & Arendt, L. A. (2008). Psychological climate and work attitudes: The importance of telling the right story. Journal of Leadership & Organizational Studies,
- Ordo'n ~ ez de Pablos, Ordo'n~ez de Pablos, P. 2004b, "Strategic human resource management and organizational competitiveness: the importance of fit and flexibility", International Journal Human Resources Development and Management, ;
- Page, D., & Wong, T. P. (n.d.),2003, A conceptual framework for measuring servantleadership.Langley, B.C.: Trinity Western University.
- Pamela Bethke-Langenegger, et al, 2011, Effectiveness of talent management strategies
- Parolini, J. L. 2005. "Investigating the Relationships among Emotional Intelligence, Servant Leadership Behaviors and Servant Leadership Culture."
- Patton, M. Q. (1990), Qualitative evaluation and research methods (2nd ed.), Sage, Newbury Park, CA.
- Paul F Buller1995,successful partnerships:HR Strategic Planning at eight top firms,Academy of Management Executive,vol.9 no 2
- Payne, K., Cangemi, J. P., Fuqua, H., & Muhleakamp, R. (1998). Leadership and employee empowerment: The foundation for organizational success and profit in the twenty-first century. In J. P. Cangemi, C. J. Kowalski, & K. H. Khan (Eds.), Leadership behavior (pp. 119-130). Lantham, MD: University Press of America.
- Peason, C. M., & Porath C. L. (2005). On incivility, its impact, and directions for future research. In R. M. Griffin & A. M. O'Leary-Kelly (Eds.), The dark side of organizational behavior. San Francisco: Jossey-Bass.

- Pedhazur, E. J., & Scmelkin, L. (1991) *Measurement, design, and analysis: An integrated approach*. Hillsdale, NY: Lawrence Erlbaum Associates Publishers.
- Penrose, 1959 *The theory of the growth of the firm*, New York; Willey,
- Perrin T, 2003, *Working Today: Understanding What drives Employee engagement the 2003 Tower Perrin Talent Report US Report*
- Peters & Waterman, 1982 *In search of excellence* New York: Harper & Row;
- Petersen, N. J., & Poulfelt, F. 2002. *Knowledge management in action: A study of knowledge management in management consultancies*. In A. F. Buono (Ed.), *Developing Knowledge and Value in Management Consulting (Volume 2): Research in Management Consulting*. Greenwich: Information Age Publishing.
- Pfeffer, 1998; Schuler dan Jackson, 1987; Wright et al, Wright, P.M., Smart, D.L. and McMahan, G.C. 1995, "Matches between human resources and strategy among NCAA basketball teams", *Academy of Management Journal* .
- Pfeffer, J. (1998). *The human equation: Building profits by putting people first*. Boston: Harvard Business School Press.
- Pfeffer, J. (2003). *Business and the spirit*. In R. A. Giacalone, and C. L. Jurkiewicz (eds.), *Handbook of Workplace Spirituality and Organizational Performance*
- PN Pasaribu, 2011, *Model SDM Perbankan Syariah berbasis nilai*, repository, mb ipb.ac.id
- Pruijt, Hans, 2003, "Performance and Quality of Work Life", *Journal of Organizational Change Management*, Vol. 13
- Putnam, R. D. 1993. *Making democracy work: Civic traditions in modern Italy*. Princeton, NJ: Princeton University Press
- Podsakoff, N., MacKenzie, S. B., Lee, J., & Podsakoff, P. M. (2003). *Common method bias in behavioral research: A critical review of the research and recommended remedies*. *Journal of Applied Psychology*,
- Poloma, MM & Pendleton BF, 1991, *the effect of prayer and prayer experiences on measures of general well-being*, *journal of psychology and theology*
- Quarterly, Joo, B., & McLean, G. N. (2006). *Best employer studies: A conceptual model from a literature review and a case study*. *Human Resource Development Review*,
- Rafferty A.M, Maben J, West E, and Robinson D, 2005, *What makes a good employeer*, Issue Paper 3 International Council of Nurses Geneva
- Rahmat J dalam Taufiq Abdullah dan Rusli Karim (ed), *Penelitian Agama : Sebuah Pengantar*. Yogyakarta : Tiara Wacana,

- Rastogi, 2000, sustaining enterprise competitiveness – is human capital the answer? (Human systems Management).
- Rice G. 1999. Islamic Ethics and the Implications for Business. *Journal for Business Ethic*
- Rice, E.M. (2004). Capitalizing on the contingent workforce-outsourcing benefits programs for noncore workers improves companies' bottom line. *Employee Plan Benefit Review*
- Rich, B. L., Lepine, J. A., & Crawford, E. R. (2010). Job engagement: Antecedents and effects on job performance. *Academy of Management Journal*,
- Rhoades, L., Eisenberger, R., & Armeli, S. (2001). Affective commitment to the organization: The contribution of perceived organizational support. *Journal of Applied Psychology*
- Robbins, Stephen P. 1996. *Organizational Behavior*. alih bahasa: *Perilaku Organisasi*. Hadyana Pujaatmaka. Jakarta: Prenhallindo
- Robbins, Stephen, 2001, *organization behavior*, 9th edition, Prentice Hall international Inc, Upper saddle river, New Jersey, USA
- Robbins, S. P. (2003). *Organizational behavior* (10th ed). New Jersey : Prentice Hall
- Robbins, Stephen, 2006, *Perilaku Organisasi*, Penerbit PT Indeks Kelompok Gramedia, Jakarta
- Robbins, Stephen, 2008, *Perilaku Organisasi*, Penerbit Salemba Empat, Jakarta
- Roberts-DeGennaro, M., & Packard, T. (2002). Framework for developing a social administration concentration. *Journal of Teaching in Social Work*,
- Robertson, M., & Hammersley, G. O. M. 2000. Knowledge management practices within a knowledge-intensive firm: the significance of the people management dimension. *Journal of European Industrial Training*,
- Robinson, D., Perryman, S. and Hayday, S. (2004) *The Drivers of Employee Engagement*. Brighton, Institute for Employment Studies.
- Robinson, I. (2006) *Human Resource Management in Organisations*. London, CIPD.
- Roessler, R. T., & Rubin, S. (1998). *Case management and rehabilitation counseling*. Austin, TX: Pro-Ed.
- Rogelberg, S. G. & Luong, A. (1998). Nonresponse to mailed surveys: A review and guide. *Current Directions in Psychological Science*
- Rogelberg, S. G., & Luong, A. (1998). Nonresponse to mailed surveys: A review and guide. *Current Directions in Psychological Science*,
- Rost, J. C. *Leadership for the Twenty-First Century*. Westport, Conn.: Praeger, 1993.

- Rost, J. C. Presentation at the Kravis–de Roulet Rethinking Followership Conference, Claremont, California, Feb. 2006. Title: “An Outmoded Concept”
- Rothbard NP (2001), 'Enriching or depleting? The dynamics of engagement in work and family roles', *Administrative Science Quarterly*
- Rothmann, S. (2003). Burnout and engagement: A South African perspective. *South African Journal of Industrial Psychology*
- Rothwell, W. J. (2002). Putting success into your succession planning. *Journal of Business Strategy*
- Rothmann, S., & Storm, K. (2003, May). Work engagement in the South African police service. Paper presented at the 11th European Congress of Work and Organizational Psychology, Lisbon, Portugal
- Rothwell W.J., Kazanas H.C. (2003), *The Strategic Development of Talent*. HRD Press
- Rucci, Q. (1998). The employee-customer profit chain, *Harvard Business Review*
- Rukmana, 2004. Etika Bisnis dalam Prinsip Ekonomi Syariah. Makalah Seminar “Etika Bisnis Dalam Pandangan Islam” yang Diselenggarakan oleh Ikatan Sarjana Ekonomi Indonesia Cabang Bandung,
- Rumelt ,1984, Towards a strategic theory of the firm. In R. Lamb (Ed) *competitive strategic management*, Englewood Cliffs: Prentice-Hall),
- Saks, A.M. (2006) ‘Antecedents and consequences of employee engagement’, *Journal of Managerial Psychology*.
- Saks, A. M., & Ashforth, B. E. (1997). A longitudinal investigation of the relationships between job information sources, applicant perceptions of fit, and work outcomes. *Personnel Psychology*.
- Salanova, M., Agut, S., & Peiro, J. M. (2005). Linking organizational resources and work engagement to employee performance and customer loyalty: The mediation of service climate. *Journal of Applied Psychology*
- Salkever, D. (2000). Activity status, life satisfaction, and perceived productivity for young adults with developmental disabilities. *Journal of Rehabilitation*,
- Solomon Markos and M. Sandhya Sridevi (2010), *Employee Engagement: The Key to Improving Performance*, *International Journal of Business and Management*
- Santoso. 2001. “Etika Bisnis: Perspektif Islam”. Maryadi dan Syamsuddin (ed.). *Agama Spiritualisme dalam Dinamika Ekonomi Politik*. Surakarta: Muhammadiyah University Pr.
- Scarbrough, H., Carter, C., 2000. *Investigating Knowledge Management*, CIPD, London
- Schaefer, D. R., & Dillman, D. A. (1998). Development of a standard email methodology: Results of an experiment. *Public Opinion Quarterly*,

- 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*
- Schaufeli, W. B., Bakker, A. B., & Salanova, M. (2006). The measurement of work engagement with a short questionnaire: A cross-national study. *Educational & Psychological Measurement*,
- Schaufeli, W. B., Martinez, I., Pinto, A. M., Salanova, M., & Bakker, A. B. (2002). Burnout and engagement in university students: A cross-national study. *Journal of Cross-Cultural Psychology*
- Schaufeli, W. B., & Salanova, M. (2007). Work engagement: an emerging psychological and its implications for organizations. In S. W. Gilliland, D. D. Steiner, & D. P. Skarlicki (Eds.), *Research in Social Issues in Management (Volume 5): Managing Social and Ethical Issues in Organizations*. Greenwich, CT: Information Age Publishers.
- Schaufeli, W. B., Salanova, M., Gonzalez-Roma, V., & Bakker, A. B. (2002). The measurement of engagement and burnout: A two sample confirmatory factor analytic approach. *Journal of Happiness Studies*
- Schein, Edgar H. 1985. *Organizational Culture and Leadership*. San Francisco, California: The Jossey-Bass Business & Management Series.
- Schein, E.H. (1987) *Process Consultation*. Reading, Mass. Addison-Wesley.
- Schein EH. 2004. *Organizational Culture and Leadership*. San Francisco: Jossey-Bass
- Schmidt, W. C. (1997). World-Wide Web survey research: Benefits, potential problems, and solutions. *Behavior Research Methods, Instruments, & Computers*,
- Schonlau, M., Fricker, R. D., & Elliott, M. N. (2001). Conducting research surveys via email and the web. Retrieved April 5, 2008, from <http://www.rand.org/publications/MR/MR1480/html>
- Schneider, B., W.H. Macey, K.M. Barbera and N. Martin. 2009. Driving Customer Satisfaction and Financial Success through Employee Engagement. *People and Strategy*
- Shore, L.M., Barksdale, K., & Shore, T.H. (1995). Managerial perceptions of employee commitment to the organization. *Academy of Management Journal*,
- Schuler, R. S., Jackson, S. E., & Tarique, I. (2010). Global talent management and global talent challenges: Strategic opportunities for IHRM. *Journal of World Business*, from doi:10.1016/j.jwb.2010.10.011.
- Seijts, G.H and Crim, D. (2006) 'What engages employees the most or, the ten C's of employee engagement', *Ivey Business Journal*, March/April
- Sekarani Yuteva, 2010, analisis pengaruh etika kerja islam terhadap komitmen profesi internal auditor, komitmen organisasi dan sikap perubahan organisasi ,Undip

- Sendjaya, S., Sarros, J. C. and Santora, J. C. (2008) "Defining and measuring servant leadership behaviour in organizations", *Journal of Management Studies*
- Senge, Peter, M, 1992, *Mental models*, Planning Review
- Smeenk, S.G.A.; Eisinga, R.N.; Teelken, J.C.; Doorewaard, J.A.C.M. (2006) The effects of HRM practices and antecedents on organizational commitment among university employees
- Smythe, J. (2007). Employee engagement-its real essence... and how it helped to transform a top-four UK bank. *Human Resource Management International Digest*
- Shaw, K. (2005) 'An engagement strategy process for communicators', *Strategic Communication Management*,
- Shaw, K. (2005). *Employee engagement, how to build a high-performance workforce*. Melcrum Publishing Limited, ISBN: 0-9547741-3-2.
- Sheehan, K. B., & Hoy, M. G. (1999). Using email to survey Internet users in the United States: Methodology and assessment. *Journal of Computer Mediated Communications*
- Shirom, A. (2003). Feeling vigorous at work? The construct of vigor and the study of positive affect in organizations. In D. Ganster & P. L. Perrewe (Eds.), *Research in organizational stress and well-being*. Greenwich, CN: JAI Press.
- Shirom, A. (2007). Explaining vigor: On the antecedents and consequences of vigor as a positive affect at work. In C. L. Cooper & D. Nelson (Eds.), *Positive Organizational Behavior* London: Sage.
- Shraga, O. (2007). *Vigor at work: Its construct validity, and its relations with jobsatisfaction and job characteristics: Triangulating qualitative and quantitative methodologies*. Unpublished doctoral dissertation, Tel Aviv University, Israel.
- Sims, R. 2003. *Ethics and Corporate Social Responsibility - Why Giants Fall*. C.T.Greenwood Press.
- Simsek, Z., & Veiga, J. (2001). *A primer on Internet organizational surveys*. Organizational Research Methods,
- Sinkula, James, 1997, *A Framework for market-based organizational Learning: Linking values, knowledge and behavior*, *Journal of the academy of marketing research*.
- Slater, P. E. (1966). *Microcosms: Structural, psychological, and religious evolution in groups*. New York: Wiley.
- Smith, K. K., & Berg, D. N. (1987). *Paradoxes of group life*. San Francisco: Jossey Bass.

- Snell, et al, 1996, Establishing a framework for research in strategic human resource management. Merging resource theory and organizational learning. In G. Ferris (Ed) research in personnel and human resource management)
- Solow , 1999, Notes Social Capital and Economic Performance. In Partha D., Ismail S., 1999. Social Capital A Multifaceted Perspective. Washington DC: The World Bank.)
- Shondrick, S. J., & Lord, R. G. (2010). Implicit leadership and followership theories: dynamic structures for leadership perceptions, memory, and leader-follower processes. In G. P. Hodgkinson & J. K. Ford (Eds.)
- Somers, MJ and Dee Birnbaum (1998), Work-Related Commitment and Job Performance: It's also the Nature of the Performance That Counts, Journal of Organizational Behavior,
- Somers, M. J. (1995). Organizational commitment, turnover and absenteeism: An examination of direct and interaction effects. Journal of Organizational Behavior
- Sonnentag, S. (2003). Recovery, work engagement, and proactive behavior: A new look at the interface between nonwork and work. Journal of Applied Psychology
- Sopiah, 2008, Perilaku Organisasional, Penerbit Andi, Yogyakarta
- Spears, L.C. 2010. Character and servant leadership: Ten characteristics of effective, caring leaders. The Journal of Virtues and Leadership, 1(1): 25-30. Virginia Beach, Va.: School of Global Leadership & Entrepreneurship, Regent University.
- Spender, J. C. 1996. Making knowledge the basis of a dynamic theory of the firm. Strategic Management Journal,
- Spilka, B., Hood, R.W., Hunsberger, B, & Gorsuch, R. (2003). The Psychology of religion: an empirical approach., 3rd ed. New York: The Guilford Press.
- Sprang, G., Clark, J. J., & Whitt-Woosley, A. (2007). Compassion fatigue, compassion satisfaction, and burnout: Factors impacting a professional's quality of life. Journal of Loss and Trauma,
- Sri Anik & Arifuddin, 2003, Analisis Pengaruh Komitmen Organisasi dan Keterlibatan Kerja terhadap Hubungan antara etika kerja islam dengan sikap perubahan organisasi,
- Sri Kuntjoro, 2002, Komitmen Organisasi, <http://www.e-psikologi.com/masalah/250702.htm>
- Srimulyo, K. (1999). Analisis Pengaruh Faktor-Faktor terhadap Kinerja Perpustakaan di Kotamadya Surabaya. Tesis. Surabaya : Program Pascasarjana Ilmu Manajemen Universitas Airlangga.
- Stairs, M., Galpin, M., Page, N., & Linley, A. 2006. Retention on a knife edge: The role

of employee engagement in talent management. *Selection & Development Review*

- Stanton, J. M. (1998). An empirical assessment of data collection using the Internet. *Personnel Psychology*,
- States, A. (2008). The rage to engage. *Time*. Retrieved June 14, 2008,
- Steade, Richard D.; Lowry James R., and Gloss, Raymond E. 1984. *BUSINESS, Its Nature and Environment An Introduction*. South-Western Publishing Co, Cincinnati-Palo Alto, California.
- Steel, R. P., & Ovalle, N. K. (1984). A review of the meta-analysis of research on the relationship between behavioral intentions and employee turnover. *Journal*
- Steers, Richard M, dan D.G., Spencer, 1977. The Role of Achievement Motivation in Job Design, *Journal of Applied Psychology*,
- Strebel, P. (1996). Why do employees resist change? *Harvard Business Review of Applied Psychology*,
- Sularto, St. 2002. Pengembangan Iptek tidak Bisa Liar. Dalam *Kompas*, Penerbit Pt Gramedia, Jakarta.
- Suliman, A. M., & Iles, P. A. 1999. The multi-dimensional nature of organizational commitment in a non-western context. *Journal of Management Development*
- Suria Sumantri, Yuyun. 2005. *Pengantar Filsafat Ilmu*. Penerbit PT Sinar Harapan, Jakarta.
- Schwartz, S.H. 1994. *Beyond Individualism/Collectivism: New Cultural Dimensions of Values*. California: SAGE Publications.
- Schwartz, S.H. 2004. Mapping and Interpreting Cultural Differences around the World appear in *Comparing Cultures, Dimensions of Culture in a Comparative Perspective* by H.Vinken, J. Soeters & P. Ester (Eds). Leiden, The Netherlands: Brill.
- Sy, T.; Cote, S.; Saavedra, R. (2005). "The contagious leader: Impact of the leader's mood on the mood of group members, group affective tone, and group processes". *Journal of Applied Psychology*
- Szulanski, G., 1996, Exploring internal stickiness: impediments to the transfer of best practice within the firm. *Strategic Management Journal*,
- Szulanski, 1996, Exploring internal stickiness: impediments to the transfer of best practice within the firm. *Strategic Management Journal*,
- Tabachnick, B. G., & Fidell, L. S. (2001). *Using multivariable statistics* (4th ed.). Boston: Allyn & Bacon.

- Tanriverdi, H., & Zehir, C. (2006). Impact of Learning Organization' Applications and Market Dynamism on Organizations' Innovativeness and Market Performance. The Business Review Cambridge
- Taylor, S., & Lynn, P. (1998). The effect of a preliminary notification letter to a postal survey of young people. Journal of the Market Research Society
- Teece et al., Teece, D., Pisano, G. and Shuen, A. 1997, "Dynamic capabilities and strategic management", Strategic Management Journal.
- The Gallup Organization. (2001, March 15). What your disaffected workers cost. Gallup Management Journal. Retrieved from <http://gmj.gallup.com/content/439/What-Your-Disaffected-Workers-Cost.aspx>
- The Ken Blanchard Companies. (2008). 2008 corporate issues survey. Guildford, United Kingdom: Author.
- Thomas, C. H. (2007). A new measurement scale for employee engagement: Scale development, pilot test, and replication. Academy of Management Proceedings,
- Thoits, P. A. (1991). On merging identity theory and stress research. Social Psychology Quarterly
- Tonkiss, F. (2000) 'Trust, social capital and the economy', in F. Tonkiss and A. Passey (eds) Trust and civil society, London: Macmillan Press
- Towers Perrin (2003), Working Today: Understanding What Drives Employee Engagement, Towers Perrin HR Services
- Towers Perrin (2005), Is Your Workforce Truly Engaged in Helping Your Organisation Succeed? Towers Perrin Rapid Engagement Diagnostic Survey, Towers Perrin HR Services
- Towers Perrin (2007), Largest Ever Study of Global Workforce Finds Senior Management Holds Trigger to Unleash Talent Potential, www.towersperrin.com/tp/showdctmdoc.jsp?url=HR_Services/Canada/English/Press_
- Tri Wikaningrum, 2011, sumberdaya manusia pada perbankan syariah, jurnal siasat bisnis, vol 15,
- Tsui, A. S., Pearce, J. L., Porter, L. W., & Tripoli, A. M. (1997). Alternative approaches to the employee-organization relationship: Does investment in employees pay off? Academy of Management Journal, 40, 1089-1121
- Tzafirir, SS. and ABA. Gur. 2007. HRM Practices and Perceived Service Quality: The Role of Trust as a Mediator. Research and Practice in Human Resource Management,
- Ulrich dan Lake Ulrich, D. and Lake, D. (1990), Organisational Capability: Competing from the Inside Out, Wiley, New York, NY.

- Uno, Mien R. 2004. Jangan Bernapas dalam Lumpur. Dalam Website Google: Etika Bisnis dan Pengembangan Iptek.
- Vance, R.J.,2006, Employee Engagement and Commitment SHRM Foundation, USA
- Volberda, Henk W.1992 Organizational Flexibility: Change and Preservation: A Flexibility Audit and Redesign Method. Groningen: Wolters-Noordhoff.
- Wagner, R., & Harter, J. K. (2006). 12: The great elements of managing. Washington, DC: The Gallup Organization.
- Wakhudin, Tarmizi Taher; Jembatan Umat, Ulama dan Umara, (Bandung: Granesia,1998)
- Waltman, G. H. (1990). New options in continuing education: Professional development for rural social workers. *Human Services in the Rural Environment*, 13,
- Watson Wyatt Worldwide,2005, Employee Engagement and Talent Management (Online) Available www.watsonwyatt.com,2009
- Watt, J. W., & Kelly, M. J. (1996). Addressing practitioner's isolation through new technologies: Creating an electronic journal for students, practitioners, and educators via the internet. *Human Services in the Rural Environment*,
- Wefald, A. J., & Downey, R. G. (in press). The construct dimensionality of engagement and its relationship with satisfaction. *The Journal of Psychology: Interdisciplinary and Applied*.
- Welfad, A. (2008). An examination of job engagement, transformational leadership, and related psychological constructs. Unpublished doctoral dissertation, Kansas State University, Manhattan.
- Wernerfelt, Birger 1984, A Resource-based View of the Firm Graduate School of Business Adfntiistraton, The University oi Michigan, Ann Arbor, Michigan, U.S.A.
- Whitener, EM. 2001. Do "High Commitment" Human Resource Practices Affect Employee Commitment? A Cross-Level Analysis Using Hierarchical Linear Modelling. *Journal of Management*).
- William R. King, William R.,2008, Knowledge Management and Organizational Learning,Katz Graduate School of Business, University of Pittsburgh
- Williamson, Williamson, O.E. (1985), *The Economic Institutions of Capitalism*, The Free Press, New York, NY
- Willman, P., Fenton OCreevy, M., Nicholson,N.& Soane, E., 2001, "Kowing the risks: theory and practice in financial market trading" *Human Reations*, Vol.54,
- Woolcock dan Narayan, 2000, Social Capital: Implication for Development Theory,Research, and Policy. *World Bank Research Observer*,

- Wong, P. T. P. (2003). An opponent-process model of servant leadership and a typology of leadership styles.
- Wright, P. M., Dunford, B. B., & Snell, S. A. (2001). Human resources and the resource based view of the firm. *Journal of Management*,
- Wright, P.M. and McMahan, G.C. 1992, “Theoretical perspectives for strategic human resource management”, *Journal of Management*,
- Wright, P.M., Smart, D.L. and McMahan, G.C. (1995), “Matches between human resources and strategy among NCAA basketball teams”, *Academy of Management*
- Wright et al, 2001, Human resources and the resource-based view of the firm, *journal of management*).
- Vance, R. J. (2006). Employee engagement and commitment: A guide to understanding, measuring, and increasing engagement in your organization. Alexandria, VA: The SHRM Foundation.
- Verquer, M.L., Beehr, T. A., & Wagner, S. H. (2003). A meta-analysis of relations between person-organization fit and work attitudes. *Journal of Vocational Behavior*,
- Xanthopoulou, D., Bakker, A. B., Demerouti, E., & Schaufeli, W. B. (2007). The role of personal resources in the job demands-resources model. *International Journal of Stress Management*, U.S. Department of Labor, Bureau of Labor Statistics. (2009, December 4). Total employment and the labor force (Household Survey data). Retrieved from <http://www.bls.gov/news.release/pdf/empst.pdf>
- Xanthopoulou, D., Bakker, A. B., Heuven, E., Demerouti, E., & Schaufeli, W. B. (2008). Working in the sky: A diary study on work engagement among flight attendants. *Journal of Occupational Health Psychology*,
- Xanthopoulou, D., Bakker, A.B., Demerouti, E., & Schaufeli, W.B. (2009). Work engagement and financial returns: A diary study on the role of job and personal resources. *Journal of Occupational and Organizational Psychology*
- Yaghi, A., Goodman, D., Holton, E. F., & Bates, R. A. (2008). Validation of the Learning Transformation System Inventory. A study in the public sector in Jordan. *Journal of Occupational Health Psychology*
- Yildirim, I. (2008). Relationships between burnout, sources of social support and sociodemographic variables. *Social Behavior and Personality*.
- Yin, R. K. (2003), *Case study research: Design and methods* (3rd ed.), London: Sage.
- Youndt & Snell, 2004, Human resource configurations, intellectual capital and organizational performance. *Journal of Managerial Issues*,
- Yousef, D.A. (2000). Organizational commitment as a mediator of the relationship between Islamic work ethics and attitudes toward organizational change.

- Yousef DA. 2001. Islamic work ethic : a moderator between organization commitment and job satisfaction in cross-cultural context. *Personnel Review*. Farnborough. Vol.30, Edisi 2.
- Yukl, G. (2006). *Leadership in organizations* (6th ed.).Upper Saddle River, NJ: Prentice Hall.
- Yun, G. W., & Trumbo, C. W. (2000). Comparative response to a survey executed by post, e-mail, & web form. *Journal of Computer Mediated Communication*,
- Yusro Widiastomo , 2009, etika bisnis dalam islam,
- Yusuf CF. 1997. Etika Bisnis Islam: Sebuah Perspektif Lingkungan Global. *Ulumul Qur'an*, No. 3/V/199
- Zadjuli, Suroso Imam (1999) *Prinsip-Prinsip Ekonomi Islam*. Surabaya: Fakultas Ekonomi
- Zeeshan Ashraf, et al, 2012, Increasing Employee Organizational Commitment by Correlating Goal Setting, Employee Engagement and Optimism at Workplace, *European Journal of Business and Management Optimism at Workplace Human Resource Development Review Universitas Airlangga*.Bottom of Form
- Zenger, J., & Folkman, J. (2002). *The extraordinary leader*. New York: McGraw-Hill.
- Zerbe, WJ., D. Dobni and GH. Harel. 1998.Promoting Employee Service Behaviour: The Role of Perceptions of Human Resource Management Practices and Service Culture.*Canadian Journal of Administrative Sciences*.).
- Zigarmi, D., Nimon, K., Houson, D., Witt, D., & Diehl, J. (2009). Beyond engagement:Toward a framework and operational definition for employee work passion.