

DAFTAR PUSTAKA

- Abuzaid, A. N. (2018). The relationship between ethical leadership and organizational commitment in banking sector of Jordan. *Journal of Economic and Administrative Sciences*.
- Ahmad, I., Donia Magda, B.L. (2018) Do as I say and do as I do? The mediating role of psychological contract fulfillment in the relationship between ethical leadership and employee extra-role performance.
- Allen, N.J. dan J.P. Meyer. 1991. The Measurement and Antecedents of Affective, Continuance and Normative Commitment to the Organizational. *Journal of Occupational Psychology*. 63 (1): 1-18.
- Allen, N. J., J. P. Meyer. (1997). *Commitment in The Workplace Theory Research and Application*. United States of America : Sage Publications, Inc.
- Anggraini, L., Astuti, E. S., & Prasetya, A. 2016 Faktor- Faktor Yang Mempengaruhi *Employee Engagement* Generasi Y (Studi Pada Karyawan PT Unilever Indonesia Tbk-Surabaya). *Jurnal Administrasi Bisnis (JAB)*.37(2):183-191
- Anggreana, V. 2015. Pengaruh Budaya Organisasi Dan Kepemimpinan Terhadap *Employee Engagement* Pada Pegawai Negeri Sipil di Kantor Bupati Bagian Umum Setda Kabupaten Siak. *Jom FEKON*. 2(2):1-13
- Ahmady, G. A., Mehrpour, M., & Nikooravesh, A. (2016). *Organizational Structure*. *Procedia - Social and Behavioral Sciences*, 230(May), 455–462. <https://doi.org/10.1016/j.sbspro.2016.09.057>
- Astika. Zdxxx Suwandana. 2016. Pengaruh kepuasan kerja terhadap Organizational Citizenship Behavior (OCB) dengan Komitmen Organisasional sebagai Variabel Mediasi. *E-Jurnal Manajemen Unud*, Vol. 5, No. 9. PP. 5643- 5670
- Becker, H.S. 1960. "Notes The Concepts Of Commitment", *American Journal of Sociology*, 66, 32-42.
- Bizri, R. (2018), "Diversity management and OCB: the connection evidence from the Lebanese banking sector", *Equality, Diversity and Inclusion: An International Journal*, Vol. 37 No. 3, pp. 233-253, available at: <https://doi.org/10.1108/EDI-03-2017-0059>
- Brief, A.P. and Motowidlo, S.J. (1986), "Prosocial organizational behaviors", *Academy of Management Review*, Vol. 4 No. 11, pp. 710-725.

- Brueller, D. and Carmeli, A. (2011), "Linking capacities of high-quality relationships to team learning and performance in service organizations", *Human Resource Management*, Vol. 50 No. 4, pp. 455-477.
- Chang, W.-J., Hu, D.-C., & Keliw, P. (2021). Organizational culture, organizational citizenship behavior, knowledge sharing and innovation: a study of indigenous people production organizations. *Journal of Knowledge Management*, Volume 25, Number 9, 2021, pp. 2274-2292(19).
- Chih, W.-H. W., Yang, F.-H., & Chang, C.-K. (2012). The study of the antecedents and outcomes of attitude toward organizational change. *Public Personnel Management*, 41, 597–617. doi:10.1177/009102601204100402
- Cohrs, J.C., Kämpfe-Hargrave, N. and Riemann, R. (2012), "Individual differences in ideological attitudes and prejudice: evidence from peer-report data", *Journal of Personality and Social Psychology*, Vol. 103 No. 2, pp. 343-361.
- Dhurupa, Manilall, et al., 2016. Finding Synergic Relationships in Teamwork, Organizational Commitment and Job Satisfaction: A Case Study of a Construction Organization in a Developing Country. *Journal Procedia Economics and Finance* 35 (2016) Int
- Dhurup, M., Surujlal, J., & Kabongo, D. M. (2016). Finding Synergic Relationships in Teamwork, Organizational Commitment and Job Satisfaction: A Case Study of a Construction Organization in a Developing Country. *Procedia Economics and Finance*, Volume 35, 2016, Pages 485-492.
- Duha, Timotius (2016). *Perilaku Organisasi*. Yogyakarta: Deepublish.
- Donia, M.B., Johns, G., Raja, U. and Khalil Ben Ayed, A. (2018), "Getting credit for OCBs: potential costs of being a good actor vs. a good soldier", *European Journal of Work and Organizational Psychology*, Vol. 27 No. 2, pp. 188-203
- Fuad Mas'ud. 2004. *Survai Diagnosis Organisasional Konsep dan Aplikasi*. Semarang : Badan Penerbit Universitas Diponegoro
- Ghozali, Imam. 2014. *Model Persamaan Struktural Konsep Dan Aplikasi Dengan Program Amos 22 Update Bayesian SEM*.
- Graham, J.W. (1991), "An essay on organizational citizenship behaviour", *Employee Responsibilities and Rights Journal*, Vol. 4 No. 4, pp. 249-270.
- Hadian, D. (2017). International Review Of Management And Marketing The Relationship Organizational Culture And Organizational Commitment On Public Service Quality; Perspective Local Government In Bandung,

- Indonesia. *International Review Of Management And Marketing*, 7(1), 230–237. Retrieved From [Http:%0awww.Econjournals.Com](http://www.Econjournals.Com)
- Hazriansyah, Maarif dan Kuswanto. 2017. The Influence Of Organizational Culture With Employee Engagement On Performance (A Lesson from PT. Wika Bitumen Jakarta-Buton). *International Journal of Scientific and Research Publications*. 7(11).
- Hedayat, A., Sogolotappeh, F.N., Abasifard Reza Shakeri, M.,Khaledian Mohamad. (2018), “relationship between Organizational Commitment and Job Satisfaction”. *International Letters of Social and Humanistic Sciences*.
- Hofstede, G & Hofstede, G. J. 2005. *Cultures and Organizations: Software of the Mind. Revised and expanded second edition*, New York: McGraw-Hill USA
- Indarti, S., Solimun, Rinaldo Fernande, A. A., & Hakim, W. (2017). The effect of OCB in relationship between personality, organizational commitment and job satisfaction on performance. *Emerald Insight Journal of Management*, Vol. 36 No. 10.
- Jeong, Y., Kim, E., Kim, M., & Zhang, J. J. (2019). Exploring Relationships among Organizational Culture, Empowerment, and Organizational Citizenship Behavior in the South Korean Professional Sport Industry. *Sustainability*.
- Kandade, K., Samara, G., Parada, M.J. and Dawson, A. (2021), “From family successors to successful business leaders: a qualitative study of how high-quality relationships develop in family businesses”, *Journal of Family Business Strategy*, Vol. 12 No. 2, p. 100334, doi: 10.1016/j.jfbs.2019.100334.
- Karjalainen, H. (2020), “Cultural identity and its impact on today’s multicultural organizations”, *International Journal of Cross-Cultural Management*, Vol. 20 No. 2, pp. 249-262.
- Karjalainen , H. (2020), “Identitas budaya dan dampaknya terhadap organisasi multikultural saat ini”, *Jurnal Internasional Manajemen Lintas Budaya*, Vol. 20No . 2, hlm. 249-262. Wibowo, 2014. *Manajemen Kinerja*. Jakarta: Rajawali Pers.
- Law, S.K. , Wong, C. and Chen, X.Z. (2005), “The construct of organizational citizenship behavior: should we analyze after we have conceptualized?”, in Turnipseed, D.L. (Ed.), *Handbook of Organizational Citizenship Behavior* , Nova Science Publishers, New York, NY, pp. 47-65.
- Locke, E.A. (1976), “The nature and causes of job satisfaction”, in Dunnette, M.D. (Ed.), *Handbook of Industrial and Organizational Psychology*, Rand McNally, Chicago, IL, pp. 1297-349.

- Luthans, Fred. 2006. *Perilaku Organisasi*. Yogyakarta: Andi.
- Manilall, D., Jhalukpreya, S. and Danny, M.K. (2015), “Finding synergic relationships in teamwork, organizational commitment and job satisfaction: a case study of a construction organization in a developing country”, *Procedia Economics and Finance*, Vol. 35 No. 2016, pp. 485-492. 7th International Economics and Business Management Conference, 5th and 6th October 2015.
- Marzuki, 2005, *Metodologi Riset*, Yogyakarta: Ekonisia.
- Masrukhin dan Waridin. (2006). Pengaruh motivasi kerja, kepuasan kerja, budaya organisasi dan kepemimpinan terhadap kinerja pegawai. *Jurnal Ekonomi Bisnis*. Vol.7 No.2
- Marliani, Rosleny.(2015).Psikologi Industri dan Organisasi.Bandung:Pustaka Setia.
- Messner, W. (2013). Effect of organizational culture on employee commitment in the Indian IT services sourcing industry. *Journal of Indian Business Research*, 5(2), 76-100.
- Mohammad, J., Habib, F. Q., & Alias, M. A. (2011). Job Satisfaction And Organisational Citizenship Behaviour: An Empirical Study At Higher Learning Institutions. *Asian Academy Of Management Journal*, , Vol. 16, No. 2, 149–165.
- <https://money.kompas.com/read/2022/11/17/111000526/intip-kinerja-bank-bumn-di-kuartal-iii-2022-siapa-yang-paling-cuan-?page=all>
- Mowday,R.T.,R.M. Steers, dan L.W. Porter (1979), “The Measurement of Organizational Commitment”, *Journal of Vocational Behavior*, Vol. 14 (April), pp. 224-47
- Nadiyanto, A., Djastuti, Indi, & Suharnomo. (2009). Pengaruh Kepuasan Kerja Terhadap Organization Citizenship Behaviour (OCB) Karyawan PT. Telkom Divre IV Semarang Dengan Komitmen Organisasi Sebagai Variabel Intervening : Undip
- Narzary, G., & Palo, S. (2020). Structural empowerment and organisational citizenship behaviour: The mediating–moderating effect of job satisfaction. *Emerald Insight*, Vol. 49 No. 7.
- Natalia, P., & Suharnomo. 2015. Analisis Pengaruh Work Family Conflict dan Ambiguitas Peran Terhadap Kinerja Karyawan Dengan Stres Kerja Sebagai Variabel Intervening (Studi pada Karyawan Wanita Bagian Produksi PT .

- Nyonya Meneer Semarang). *Diponegoro Jurnal Of Management*, 4(2), 1–13
- Obedgiu, V., Bagire, V., & Mafabi, S. (2017). Examination of organizational commitment and organizational citizenship behaviour among local government civil servants in Uganda. *Emelarld Insight*, Vol. 36 No. 10, pp. 1304-1316.
- Organ, D. W. 1988. *Organizational Citizenship Behavior: The Good Soldier Syndrome*. Lexington, MA: *Lexington Books*.
- Özbek , Mehmet Ferhat, Mohammad, Asif Yoldash, and Thomas, Li-Ping Tang. 2015. Theory of Justice, OCB, and Individualism: Kyrgyz Citizens. *Springer Science Business Media Dordrecht*. *J Bus Ethics* 137:365–382.
- Panggabean, Mutiara. (2009). *Manajemen Sumber Daya Manusia*, cetakan Kedua, Bojongkerta: Gahalia Indonesia
- Panicker, A., Agrawal, R.K. and Khandelwal, U. (2018), “Inclusive workplace and organizational citizenship behavior: study of a higher education institution, India”, *Equality, Diversity and Inclusion: An International Journal*, Vol. 37 No. 6, pp. 530-550.
- Podsakoff, P.M. and MacKenzie, S.B. (1994), “Organizational citizenship behaviors and sales unit effectiveness”, *Journal of Marketing Research*, Vol. 3 No. 1, pp. 351-363.
- Podsakoff, P. M., MacKenzie, S. B., & Bommer, W. H. 1996. Transformational leader behaviors and substitutes for leaderships as determinants of employee satisfaction, commitment, trust, and organizational citizenship behaviors. *Journal of Management*, 22: 259-298.
- Qureshi, H. (2015). *A Study of Organizational Citizenship Behavior (OCB) and its Antecedents in an Indian Police Agency*. University of Cincinnati.
- Raf, A.G., Desmiyanti. and Wiguna, M. (2014), “Pengaruh gaya kepemimpinan, budaya organisasi, motivasi kerja dan Locus of Control terhadap kinerja akuntan pemerintah (studi empiris pada perwakilan BPKP provinsi Riau)”, *Jurnal Online Mahasiswa FE Universitas Riau*, Vol. 1 No. 2, pp. 1-15.
- Robbins, S.P. and Judge, T.A. (2015), *Organizational Behavior*, 16th ed., Pearson Education, Inc., Upper Saddle River, NJ.
- Rohayati, Ai. 2014. Pengaruh kepuasan kerja terhadap organizational citizenship behavior : Studi Pada Yayasan Masyarakat Madani Indonesia. *Study & Management Research*. 11 (1) : 20-38.

- Saeed, M., & Hassan, M. (2015). *Organizational culture and work outcomes: Evidence from some Malaya*.
- Saeed, M. and Mughal, Y. (2019), "Role of transactional leadership style upon performance: mediating role of culture", *Journal of Managerial Sciences*, Vol. 13 No. 1, pp. 47-57.
- Sari, N. I. P., Junita, A., & Ritonga, I. M. (2021). Hubungan Kepemimpinan Melayani terhadap Perilaku OCB dengan Pemberdayaan Pekerja dan Interaksi Atasan Bawahan Sebagai Pemediasi serta Gender Sebagai Pemodelasi. *Jurnal Administrasi Bisnis*, 10(1), 65–76. <https://doi.org/10.14710/jab.v10i1.36131>
- Sari, T. Y., Pattipawae, D. A. W., & Kurniasih, A. 2017. Pengaruh Kepemimpinan Transformational dan Budaya Organisasi Terhadap *Employee Engagement* dan Dampaknya Terhadap *Organizational Citizenship Behavior* (Studi Pada Karyawan PT Jakarta Cakratunnggal Steel Mills). *Jurnal Thesis Manajemen Universitas Mercu Buana*.
- Sekerli, E. (2017), Duygusal, Devam ve normative ba glielik boyutlarnm is ten ayrilma egilimi uzerindeki etisinin meta analiz ile arastirilmesi", *Ekonomi Ve Yonetim Arasturmalan Dergisi*, Vol. 6 No.2, pp,60-77
- Sawitri, D., & Suswati, E. (2016). The Impact Of Job Satisfaction, Organization Commitment, Organization Citizenship Behavior (Ocb) On Employees' Performance. *International Journal Of Organizational Innovation*, 9.
- Singh, B., Selvarajan, T.T. and Chapa, O. (2019), "High-quality relationships as antecedents of OCB: roles of identity freedom and komitmen organisasi", Equality, Diversity and Inclusion: *An International Journal*, Vol. 38 No. 8, pp. 793-813, doi: 10.1108/EDI-08-2018-0148.
- Suradi. (2019). The Effect of Organizational Culture on Organizational Commitment for Participants in Leadership Education and Training Level IV of the Ministry of Finance. *International Journal of Multicultural and Multireligious Understanding*, 6(5).
- Tran, KT, Nguyen, PV, Dang, TT and Ton, TN (2018), "Dampak dari hubungan tempat kerja berkualitas tinggi pada kinerja pekerjaan: perspektif perawat staf di Vietnam", *Ilmu Perilaku*, Vol. 8 No.12, hal. 109, doi: 10.3390/bs8120109.
- Saeed , M. dan Mughal , Y. (2019), "Peran gaya kepemimpinan transaksional pada kinerja: peran mediasi budaya", *Jurnal Ilmu Manajerial*, Vol. 13No .1, hlm.47-57.

- Seema, Choudhary, V., & Saini, G. (2021). Effect of Job Satisfaction on Moonlighting Intentions: Mediating Effect of Organizational Commitment. *European Research on Management and Business Economics*, Volume 27, Issue 1.
- Van Dyne, L., Graham, J.W. and Dienesch, R.M. (1994), "Organizational citizenship behaviour: construct redefinition, measurement and validation", *Academy of Management Journal*, Vol. 37 No. 4, pp. 765-802.
- Wibowo . (2014) . *Perilaku Dalam Organisasi* . Edisi 1-2 . Jakarta : Rajawali Pers.
- Wibowo. (2017). *Manajemen Kinerja. Edisi Kelima*. Depok: PT. Raja Grafindo Persada.
- Williams, L.J. and Anderson, S.E. (1991). Job Satisfaction and Organizational Commitment as Predictors of Organizational Citizenship and In-Role Behaviors. *Journal of Management*, Vol. 17, No. 3, hlm. 601-617.
- Zhang.H. Zhaou H.F. dan Chen .H.. 2010, Exploring the Interactive Effect of Time Control and Justice Perception on Job Attitudes *The Journal of Social Psychology*, 150 (2), 181–197.