

## DAFTAR PUSTAKA

- Aguinis, H. (2019). *Performance management for dummies* (1st edition). John Wiley & Sons.
- Ali, I. Y., & Simamora, R. (2022). Effect of Work Discipline and Work Motivation on Employee Performance. *Almana : Jurnal Manajemen Dan Bisnis*, 6(1), 124–135. <https://doi.org/10.36555/almana.v6i1.1785>
- Arif, M., Syaifani, P. E., Siswadi, Y., & Jufrizen, J. (2019). Effect of Compensation and Discipline on Employee Performance. *Proceeding of The 3 Rd International Conference on Accounting, Business & Economics (UII-ICABE 2019)*.
- Arockiam, P., Banerjee, S., & Roy, S. (2018). *Correlates of Pay Satisfaction with Employee Performance: Patterns of Influence on Bank Managers*. 39(1).
- Bharata, A. (2016). The Influence of Compensation and Training toward Work Discipline and Its Impact on the Employees' Performance in the Research Center of Science and Technology (PUSPIPTEK). *The Winners*, 17(1), 1. <https://doi.org/10.21512/tw.v17i1.1803>
- Blau, P. M. (1964). *Exchange and power in social life*. John Wiley & Sons.
- Budiyanto, E., & Mochklas, M. (2020). *Kinerja Karyawan: Ditinjau dari Aspek Gaya Kepemimpinan, Budaya Organisasi Dan Motivasi Kerja (Pendekatan Riset)*. CV. AA RIZKY.
- Bugdol, M. (2018). *A Different Approach to Work Discipline*. Springer International Publishing. <https://doi.org/10.1007/978-3-319-74008-9>
- Campbell, J. W., & Im, T. (2019). Exchange Ideology, Performance Pay, and Pay Satisfaction: Evidence From South Korean Central Government. *Public Personnel Management*, 48(4), 584–607. <https://doi.org/10.1177/0091026019832632>

- Colquitt, J., LePine, J. A., & Wesson, M. J. (2015). *Organizational behavior: Improving performance and commitment in the workplace* (Fourth edition). McGraw-Hill Education.
- Costinot, A., & Bahmani-Oskooee, M. (2023). The Influence of Work Discipline and Work Spirit on Medical Employee Performance in the Women's Empowerment Office of Population Control and Family Planning in the City of Texas. *Medalion Journal: Medical Research, Nursing, Health and Midwife Participation*, 4(2), 41–48.
- Dessler, G. (2020). *Human Resource Management* (16 ed.). Pearson Education.
- DeVaro, J. (2020). *Strategic Compensation and Talent Management*.
- Ferdinand, A. (2014). *Metodologi Penelitian Manajemen: Pedoman Penelitian untuk Skripsi, Tesis, dan Disertasi Ilmu Manajemen* (5 ed.). Badan Penerbit Universitas Diponegoro.
- Ghozali, I., & Latan, H. (2015). *Partial Least Squares Konsep, Teknik dan Aplikasi Menggunakan Program SmartPLS 3.0 untuk Penelitian Empiris*. Universitas Diponegoro.
- Gim, G. C. W., & Cheah, W.-S. (2020). Pay Satisfaction and Organisational Trust: An Importance-Performance Map Analysis. *Journal of Applied Structural Equation Modeling*, 4(1), 1–16. [https://doi.org/10.47263/JASEM.4\(1\)01](https://doi.org/10.47263/JASEM.4(1)01)
- Hair, J. F., Hult, G. T. M., Ringle, C. M., Sarstedt, M., Danks, N. P., & Ray, S. (2021). *Partial Least Squares Structural Equation Modeling (PLS-SEM) Using R: A Workbook*. Springer International Publishing. <https://doi.org/10.1007/978-3-030-80519-7>
- Hamid, R. S., & Anwar, S. M. (2019). *Structural Equation Modeling (SEM) Berbasis Varian*. PT Inkubator Penulis Indonesia.
- Hardiyanto, D., & Hendarsjah, H. (2021). Analysis of The Relationship Between Pay Level Satisfaction and Individual Work Performance With Person–Environment Fits (Person–Job Fit, Person–Organisation Fit, and Person–Group Fit) as Moderating Variables. *The Asian Journal of Technology Management (AJTM)*, 14(2), 128–140. <https://doi.org/10.12695/ajtm.2021.14.2.2>
- Isham, A., Verfuether, C., Armstrong, A., Elf, P., Gatersleben, B., & Jackson, T. (2022). The Problematic Role of Materialistic Values in the Pursuit of Sustainable Well-Being. *International Journal of Environmental Research and Public Health*, 19(6), 3673. <https://doi.org/10.3390/ijerph19063673>

- Jiang, Z., Gollan, P. J., & Brooks, G. (2017). Relationships between organizational justice, organizational trust and organizational commitment: A cross-cultural study of China, South Korea and Australia. *The International Journal of Human Resource Management*, 28(7), 973–1004. <https://doi.org/10.1080/09585192.2015.1128457>
- Jogiyanto, H. M. (2011). *Konsep dan Aplikasi Structural Equation Modeling Berbasis Varian dalam Penelitian*. UPP STIM YKPN.
- Kadarisman, M. (2014). *Manajemen Kompensasi*. Rajawali Pers.
- Kaur, M., & Dilawari, P. K. (2015). *Factors Affecting the Performance of Professionals in India*. 6(5).
- Kgoedi, T., & Pillay, A. S. (2018). The Impact of Compensation on the Performance of Employees at a Bank in Mpumalanga. *Journal of Management and Administration, II*.
- Kim, B.-J. (2019). Unstable Jobs Cannot Cultivate Good Organizational Citizens: The Sequential Mediating Role of Organizational Trust and Identification. *International Journal of Environmental Research and Public Health*, 16(7), 1102. <https://doi.org/10.3390/ijerph16071102>
- Kirana, I. B. G. A., Sriathi, A. A. A., & Suwandana, I. G. M. (2022). The Effect of Work Environment, Work Discipline, and Work Motivation on Employee Performance in Manufacturing Company. *European Journal of Business and Management Research*, 7(3), 26–30. <https://doi.org/10.24018/ejbmr.2022.7.3.1396>
- Kumarawati, R., Suparta, G., & Yasa, S. (2017). Pengaruh Motivasi Terhadap Disiplin dan Kinerja Pegawai Pada Sekretariat Daerah Kota Denpasar. *Jagadhita: Jurnal Ekonomi & Bisnis*, 4(2), 63–75. <https://doi.org/10.22225/jj.4.2.224.63-75>
- Mangkunegara, A. P. (2017). *Manajemen Sumber Daya Manusia Perusahaan* (14 ed.). PT Remaja Rosdakarya.
- Martocchio, J. J. (2017). *Strategic compensation: A human resource management approach* (Ninth edition). Pearson.
- Muhson, A. (2022). *Analisis Statistik dengan SmartPLS: Path Analysis, Confirmatory Factor Analysis, & Structural Equation Modeling*. Program Pascasarjana Universitas Negeri Yogyakarta.
- Mujanah, S. (2019). *MANAJEMEN KOMPENSASI*. CV. Putra Media Nusantara (PMN).

- Nugraheni, J., Pawenang, S., & Mursito, B. (2022). Analisis Kinerja Karyawan di PT Intan Pariwara Klaten. *JENIUS (Jurnal Ilmiah Manajemen Sumber Daya Manusia)*, 5(2), 337. <https://doi.org/10.32493/JJSDM.v5i2.16512>
- Persada, I. N., Nabella, S. D., & Sina, U. I. (2023). *The Influence of Compensation, Training, Competence and Work Discipline On Employee Performance Pt. Luas Retail Indonesia*. 1(4).
- Rahmayuni, A., & Mukaffi, Z. (2019). Pengaruh Kompensasi terhadap Kinerja Karyawan melalui Disiplin Kerja sebagai Variabel Intervening. *Jurnal Sosial Ekonomi dan Humaniora*, 5(2), 216–225.
- Ratnawati, I., & Sugiharti, R. R. (2023). *The moderating role of readiness for change on the effect of transformational leadership and compensation satisfaction on employee performance: Evidence from post-acquisition companies*. *Diponegoro International Journal of Business*, 6(1), 9-23. <https://doi.org/10.14710/dijb.6.1.2023.9-23>.
- Rojikinnor, Gani, A. J. A., Saleh, C., & Amin, F. (2022). The Role of Compensation As a Determinant of Performance and Employee Work Satisfaction: A Study at The PT Bank Rakyat Indonesia (Persero) Tbk. *Journal of Economic and Administrative Sciences*.
- Roziq, M., Reawaroe, H. P., & Rosyidi, A. I. (2021). Investment Perspectives in Human Resources Management and Its Contribution on Organizational Performance and Competitive Advantages. *Journal of Management and Leadership*, 4(1), 1–13. <https://doi.org/10.47970/jml.v4i1.207>
- Schuler, R. S., Jackson, S. E., & Tarique, I. (2011). Global talent management and global talent challenges: Strategic opportunities for IHRM. *Journal of World Business*, 46(4), 506–516. <https://doi.org/10.1016/j.jwb.2010.10.011>
- Simamora, H. (2015). *Manajemen Sumber Daya Manusia*.
- Sugiyono. (2013). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D* (19 ed.). CV Alfabeta.
- Tsui, A. S., & Porter, L. W. (2023). Alternative Approaches to the Employee-Organization Relationship: Does Investment in Employees Pay off? *Academy of Management Journal*.