

DAFTAR PUSTAKA

- Adiningrat, A. A., Rahayu, Y., Rustan, Wahyuni, S., & Fitriani, A. N. (2022). The effect of financial literature and islamic work motivation on the performance of food micro, small and business enterprises (MSMEs) in makassar city. Budapest International Research and Critics Institute Journal, 5(4).
- Adriani, R., Sulaiman, & Rizalie, A. M. (2022). The Relationship between Principal Transformational Leadership and Teacher Professionalism through Discipline and Work Climate of State Elementary School Teachers in Tanjung District. International Journal of Social Science and Human Research, 5(6), 2313-2320.
- Afandi, P. (2018). Manajemen Sumber Daya Manusia (Teori, Konsep dan Indikator). Zanafa Publishing.
- Afandi, P. (2018). Manajemen Sumber Daya Manusia. Nusa Media.
- Afwindra, F., Indrayani, Khadaffi, M., Ngaliman, N., & Wibisono, C. (2022). The effect of emotional intelligence, quality of human resources and work discipline on employee performance with job satisfaction as an intervening variables in the batam special ksop office. International Journal of Economics, Business, Accounting, Agriculture Manageemnt and Sharia Administration, 2(3).
- Ainurrofq, M., Nasrudin, M. N., & Indawati. (2021). Kualitas kepribadian pekerja (santri): etos kerja dan disiplin kerja dan pengaruhnya terhadap iltizam bil jamaah. Jurnal Ekonomi Syariah Sekolah Tinggi Ilmu Ekonomi Syariah Riyadkul Jannah Mojokerjo, 1(2).

- Al-Jedaia, Y., & Mehrez, A. (2020). The effect of performance appraisal on job performance in governmental sector: The mediating role of motivation. *Management Science Letters*, 10.
- Albuni, H., Aslamiah, & Rizalie, A. M. (2022). The Effect of Transformational Leadership of the Principal, Work Motivation and Work Discipline on Teacher Performance. *International Journal of Social Science and Human Research*, 5(6).
- Anggraini, R., Susita, D., & Wiradendi, C. (2023). The Effect of Work Discipline and Knowledge Sharing on Employee Performance through Work Motivation as an Intervening Variable at Petroleum and Gas Companies in Indonesia. *UTSAHA (Journal of Entrepreneurship)*, 2(2).
- Anomsari, S., Handaru, A. W., & Ahmad, G. N. (2021). The Influence of Work from Home and Work Discipline on the Performance of Employees with Work-Life Balance as Mediating Variable in the COVID-19 Outbreak Period. *Oblik i Finansi*, 4(94).
- Arafat, Mulyati, E., Hartono, H., & Asmitiningsih, S. (2023). Kepemimpinan Adaptif dan Responsif Panduan Praktis untuk Memimpin dalam Era Perubahan. Penerbit Litrus.
- Bakker, A. B., Hetland, J., Olsen, O. K., & Espevik, R. (2022). Daily transformational leadership: A source of inspiration for follower performance? *European Management journal*, 4(5).
- Bangun, W. (2012). Manjemen sumber daya manusia. Jakarta: Erlangga.

- Barbuto, J. E. (2005). Motivation and transactional, charismatic, and transformational leadership: A test of antecedents. *Journal of Leadership and Organizational Studies*, 11(4), 26–40.
- Basri, M., & Arsali, R. (2022). Pengaruh Efektivitas Dan Efisiensi Kerja Pegawai Terhadap Kinerja Organisasi Dinas Sosial Kota Kendari. *Jurnal Publicuho*, 5(4).
- Bastari, A., Eliyana, A., & Wijayanti, T. W. (2020). Effects of transformational leadership styles on job performance with job motivation as mediation: A study in a state-owned enterprise. *Management Science Letters*, 10.
- Batwo, N., & Saleh, M. (2018). *Manajemen Sumber Daya Manusia*. Penerbit Aksara Timur.
- Bienkowska, A. (2022). Strategi Sumber Daya Manusia yang berorientasi pada COVID-19 berpengaruh terhadap pekerjaan dan kinerja organisasi melalui sikap terkait pekerjaan. *PLoS One*, 17(4).
- Blass, T. (1999). The Milgram Paradigm After 35 Years: Some Things We Now Know About Obedience to Authority. *Journal of Applied Social Psychology*, 29 (5), 955-978.
- Brewer, G. A., Selden, S. C., & Facer II, R. L. (2000). Individual conceptions of public service motivation. *Public Administration Review*, 60(3), 254–264.
- Buchari, A., & Marwiyah, S. (2019). *Kepemimpinan dan Kekuasaan*. Penerbit Trim Komunikata.
- Budur, T., & Demir, A. (2022). The Relationship Between Transformational Leadership and Employee Performance: Mediating Effects of

- Organizational Citizenship Behaviors. *Iranian Journal of Management Studies*, 15(4), 899-921.
- Buil, I., Martínez, E., & Matute, J. (2018). Transformational leadership and employee performance: The role of identification, engagement and proactive personality. *International Journal of Hospitality Management*, 77, 64-75.
- Carless, A., Mann, A. (2003). A Short Measure of Transformational Leadership. *Journal of Business and Psychology*.
- Carlsen, A., Dysvik, A., Skerlavaj, M., Kvalsnes, O. (2018, August). Growing givers at work: A systems approach to prosocial agency. *Academy of Management, Annual Meeting*, Chicago, IL.
- Daft, R. L. (2000). *Organization Theory and Design*. (7th ed.) South-Western College Publishing, Thomson Learning. U.S.A.
- Damanik, M. (2021). Artikel Pengaruh Kepemimpinan, Motivasi, Dan Remunerasi Terhadap Budaya Kerja Dan Peningkatan Kinerja Pegawai Di Lingkungandirektorat Jenderal Pajak Kpp Pratama Pematang Siantar.
- Dewangga, T. A., & Rahardja, E. (2022). Pengaruh pelatihan, disiplin kerja, dan kompetensi terhadpa kinerja karyawan (studi pada pegawai dinas komunikasi dan informatika provinsi jawa tengah). *Diponegoro Journal of Management*, 1(1).
- Du, S., Swaen, V., Lindgreen, A., & Sen, S. (2013). The roles of leadership styles in corporate social responsibility. *Journal of Business Ethics*, 114, 155-169.

- Dvir, T., Eden, D., Avolio, B. J. and Shamir, B., (2002). Impact of transformational leadership on follower development and performance: A field experiment. *Academy of Management Journal*, 45(4), 735-744.
- Ekhsan, M., & Setiawan, I. (2021). The Role of Motivation Mediation on the Effect of Transformational Leadership Style on Employee Performance. *International Journal of Management Science and Information Technology*, 1(1).
- Fauzan. (2019). Kepemimpinan kharismatik versus kepemimpinan visioner. *Al'Adalah*, 22(1).
- Ferdinand, A. (2011). Metode Penelitian Manajemen: Pedoman Penelitian untuk Skripsi, Tesis dan Disertasi Ilmu Manajemen. BP Universitas Diponegoro.
- Forson, J. A., Ofosu-Dwamena, E., Opoku, R. A., & Adjavor, S. E. (2021). Employee motivation and job performance: a study of basic school teachers in Ghana. *Future Business Journal*, 7(1).
- Gagné, M., & Deci, E. L. (2010). Self-determination theory and work motivation. *Journal of Organizational Behavior*, 26, 331–362.
- Gautama, K. D., & Edalmen. (2020). Pengaruh Motivasi Kerja Terhadap Kinerja Karyawan dengan Organizational Citizenship Behavior sebagai Mediasi. *Jurnal Manajerial dan Kewirausahaan*, 2(3).
- Ghozali, I. (2008). Structural Equation Modelling, Edisi II. Universitas Diponegoro.
- Grenier, S., Gagne, M., & O'Neill, T. (2024). Self-determination theory and its implications for team motivation. *Applied Psychology*, 8(4).

- Gunawan, A. (2020). Pengaruh Disiplin Kerja Dan Motivasi Kerja Terhadap Kinerja Karyawan PT. Sakura Java Indonesia Ejip. Jurnal Ikra-ITH Ekonomika, 3(3).
- Handayani, P., Astaivada, T., Aisyah, N., & Anshori, M. I. (2023). Kepemimpinan Transformasional. Jurnal Manajemen Kreatif dan Inovasi, 1(3).
- Harsoyo, R. (2022). Teori Kepemimpinan Transformasional Bernard M. Bass dan Aplikasinya Dalam Peningkatan Mutu Lembaga Pendidikan Islam. Southeast Asian Journal of Islamic Education Management, 3(2), 247-262.
- Hasibuan, M. (2020). Manajemen Sumber Daya Manusia. PT Bumi Aksara.
- Hendrich, M., Trianto, A., & Khairuddin. (2019). Pengaruh Motivasi Dan Disiplin Kerja Terhadap Kinerja Karyawan Divisi Logistik Cv. Sinar Laut Palembang. Jurnal EKOBIS, 11(2).
- Hogberg, K. (2022). Multiple social media in practice - investigating emergent work practices. Journal of Computer Information Systems, 63(1).
- Iqbal, M. (2021). Kepemimpinan Transformasional Dalam Upaya Pengembangan Sekolah/Madrasah. Pionir: Jurnal Pendidikan, 10(3).
- Jalil, M. F., & Ali, A. (2023). Pengaruh pekerjaan yang bermakna terhadap kesehatan mental karyawan UKM di era COVID-19: apakah strategi penanggulangan dapat memediasi hubungan tersebut?. Kesehatan Masyarakat BMC, 23.
- Jogiyanto, H. (2014). Metode Penelitian Bisnis. Universitas Gadjah Mada Press.
- Jufrizien, & Hadi, F. P. (2021). Pengaruh Fasilitas Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan Melalui Motivasi Kerja. Jurnal Sains Manajemen, 7(1).

- Juwanti, N., Rochman, T., & Edy, S. (2022). The Effect of Principal Transformational Leadership and Job Satisfaction on Work Discipline and Its Impact on Performance. *Jurnal EMAS: Ekonomi Manajemen Akuntansi Kewirausahaan*, 4(1).
- Karnaya, P., Said, M., & Abduh, T. (2020). Pentingnya Employee Engagement terhadap Kinerja Pegawai. Penerbit Pakalawaki.
- Katzell, R. A., & Thompson, D. E. (1990). An integrative model of work attitudes, motivation, and performance. *Human Performance*, 3(2), 63–85.
- Kim, S. (2004). Individual-level factors and organizational performance in government organizations. *Journal of Public Administration Research and Theory*, 15(2), 245–261.
- Krar, A., Maryen, A., & Renouw, A. A. (2022). Pengaruh Disiplin Kerja Terhadap Kinerja Pegawai Kantor Badan Kepegawaian Pendidikan Dan Pelatihan Daerah Kabupaten Sorong. *Jurnal Ekonomi dan Bisnis*, 11(3).
- Kuvaas, B. (2006). Work performance, affective commitment, and work motivation: The roles of pay administration and pay level. *Journal of Organizational Behavior*, 27(3), 365–385.
- Lee, C. W., & Hidayat, N. (2018). The Influence of Transformational Leadership and Intrinsic Motivation to Employee Performance: Advances in Management & Applied Economics, 8(2).
- Lisawanto, L. (2021). The Effect of Work Discipline on Employee Performance in Determining the Village Boundary Points in the South Barito Regency. *Restorica*, 7(1).

- Lovaas, B. J. (2020). Does managers' motivation matter? Exploring the association between motivation, transformational leadership, and innovation in a religious organization. *Nonprofit Management and Leadership*, 30(4).
- Luthans, F., Luthans, B. C., & Luthans, K. W. (2021). *Organizational Behavior : an evidenced based approach*. IAP.
- Made, A. I., & Gede, M. I. (2023). Effect of Work Discipline on Employee Performance with Compensation as a Moderating Variable at PT Solusi Energy Nusantara. *Enrichment: Journal of Management*, 13(1).
- Madyati, G. M. (2021). Peran pemimpin dalam memotivasi dan meningkatkan kinerja pegawai. *Seminar Nasional Magister Manajemen Pendidikan UNISKA*, 1(1).
- Mahfouz, S. A., Awang, Z., Muda, H., & Bahkia, A. S. (2020). Mediating Role Of Employee Commitment In The Relationship Between Transformational Leadership Style And Employee Performance. *Humanities & Social Sciences Reviews*, 8(2), 624-637.
- Mairia, Komardi, D., & Panjaitan, H. P. (2021). Leadership, Organizational Commitment, Work Discipline, And Employee Performance At Public Health Office Of Pekanbaru City. *Journal of Applied Business and Technology*, 2(2), 154-168.
- Mangkunegara, A. A. (2017). *Manajemen Sumber Daya Manusia Perusahaan*. Remaja Rosdakarya.
- Mu'tafi, A. (2019). Pilar-Pilar Manajemen Sumber Daya Manusia (Msdm) Dalam Menghadapi Era Global. *Jurnal Ilmiah Studi Islam*, 20(2).

- Muhajat, Amir, N. H., Suwandi, Setiawan, R., & Novita, N. I. (2023). Manajemen Kepemimpinan: Konsep, Teori dan Aplikasi. Eureka.
- Mujib, M., Riyanto, F., Samasta, A. S., Wibowo, M. E., & Putri, D. P. (2023). The Impact Of Work Discipline, Leadership Style, Teamwork On Employee Performance Through Satisfaction. International Journal of Accounting, Management and Economics Research, 1(2), 41-50.
- Mulyawati, Y., Marini, A., & Nafiah, M. (2022). Pengaruh Empati Terhadap Perilaku Prososial Peserta Didik Sekolah Dasar. Scholaria: Jurnal Pendidikan dan Kebudayaan, 12(2).
- Nugroho, Y. A., Asbari, M., Purwanto, A., & Basuki, S. (2020). Transformational Leadership And Employees' Performance: The Mediating Role Of Motivationandwork Environment. EduPsyCouns Journal, 2(1).
- Nurhuda, A., Sardjono, S., Purnamasari, W. (2019). Pengaruh Gaya Kepemimpinan Transformasional, Disiplin Kerja, Lingkungan Kerja Terhadap Motivasi dan Kinerja Karyawan Rumah Sakit Anwar Medika Jl. Raya Bypass Krian KM. 33 Balongbendo-Sidoarjo: IqtishaDequity Jurnal Manajemen, 1(1).
- Nurjaya, N. (2021). Pengaruh Disiplin Kerja, Lingkungan Kerja Dan Motivasi Kerja Terhadap Kinerja Karyawan Pada Pt. Hazara Cipta Pesona. AKSELERASI: Jurnal Ilmiah Nasional, 3(1).
- Nursyamsi, S. E., Siregar, N., & Safrianto, A. S. (2019). Pengaruh Kepemimpinan Dan Motivasi Terhadap Kinerja Karyawan (Survei Pada Karyawan Pt Maxindo Karya Anugerah). Jurnal Ikon, 23(1).
- Pandji, A. (2004). Manajemen bisnis, Cetakan Ketiga. Jakarta: Rineka Cipta.

- Purwati, A. A., & Wijaya, I. (2019). Pengaruh Kepemimpinan Transformasional, Integritas, Kompetensi, dan Komitmen Organisasi Terhadap Kinerja Karyawan di PT. Golden Riau Jaya Pekanbaru: Jurnal Sains, Teknologi, dan Industri, 16(2).
- Putra, K. A. P., & Sudibya, I. G. A. (2020). Pengaruh Kepemimpinan Transformasional Terhadap Motivasi Kerja Dan Kinerja Karyawan. E-Jurnal Manajemen, 8(6).
- Rachman, M. M., Sugijanto, & Samsyah, S. (2020). The Influence of Transformational Leadership on the Performance of Employees with Motivation and Job Satisfaction as Intervening (A Study on the Office of the Department of Irrigation works in the District of Sidoarjo, Indonesia). European Journal of Business and Management, 12(14).
- Rafsanjani, H. (2019). Kepemimpinan Transformasional. Jurnal Masharif al-Syariah: Jurnal Ekonomi dan Perbankan Syariah, 4(1).
- Rawashdeh, A. M., Elayan, M., Shamout, M. D., & Saleh, M. H. (2020). Job satisfaction as a mediator between transformational leadership and employee performance: Evidence from a developing country. Management Science Letters, 3855-3864.
- Riana, I. G., Sari, R. M.M 7 Putra, I. B. (2020). Mediasi Motivasi Kerja Pada Hubungan Kompensasi Dengan Komitmen Organisasional. Jurnal Distributif, 8(1).
- Ridwan, M., & Mus'id. (2019). Faktor-Faktor Yang Mempengaruhi Kinerja Organisasi Sektor Publik (Studi Empiris Pada Dinas-Dinas Di Kota Jambi). Jurnal Riset Akuntansi Terpadu, 12(2).

- Robbins & Judge. (2015). Perilaku Organisasi. Salemba Empat.
- Rusmiati, E., Harjadi, D., & Fitriani, L. K. (2021). Analysis Of The Impact Of Risk And Workload On Motivation And Impact On Employee Performance. International Journal of Economics, Business and Accounting Research (IJEBAR), 5(2).
- Safitri, A. N. (2022). Pengaruh Lingkungan Kerja, Pemberdayaan, Dan Kepemimpinan Terhadap Kinerja Karyawan (Studi Di Pt.Phapros,Tbk Semarang). Jurnal Ekonomi dan Bisnis, 11(2).
- Sarmawa, I. W. G. (2019). Gaya Kepemimpinan Transformasional Dan Transaksional Serta Hubungannya Dengan Kinerja Karyawan (Tinjauan Teoritis Dan Empiris). Jurnal Ilmiah Manajemen dan Bisnis, 4(2).
- Schiuma, G., Santrasisero, F., Carlucci, D., & Jarrgr, Y. (2024). Transformative leadership competencies for organizational digital transformation. Business Horizons, 3(1).
- Sedarmayanti. (2013). Human Resources and Work Productivity. Bandung: CV Mandar Maju.
- Sedarmayanti. (2017). Perencanaan dan Pengembangan SDM untuk Meningkatkan Kompetensi, Kinerja dan Produktivitas Kerja. PT. Refika Aditama.
- Septianingsih, H., Kirana, K. C., & Subiyanto, D. (2020). Pengaruh kepemimpinan transformational, disiplin kerja dan komitmen organisasi terhadap kinerja pegawai (Studi pada balai pelestarian cagar budaya DIY). Jurnal Fokus Manajemen Bisnis, 10(1).
- Setiadi, M. T., & Lutfi. (2021). Pengaruh Kepemimpinan Transformasional Dan Komitmen Organisasi Terhadap Kinerja Pegawai Melalui Disiplin Kerja Sebagai Variabel Intervening (Studi Pada Dinas Pekerjaan Umum Dan

- Penataan Ruang Provinsi Banten). Jurnal Riset Bisnis dan Manajemen Tirtayasa, 5(2).
- Setiawan, H. (2020). Manajemen Kepemimpinan Transformasional. AT-TA'LIM, 2(2).
- Setiawan, N. (2021). Determinasi Motivasi Kerja Dan Kinerja Pegawai: Total Quality Management Dan Gaya Kepemimpinan (Literature Review Manajemen Sumberdaya Manusia). JIHHP, 1(3).
- Sihombing, P. L., & Batoebara, M. U. (2019). Strategi Peningkatan Kinerja Karyawan Dalam Pencapaian Tujuan Perusahaan Cv Multi Baja Medan. Jurnal Publik Reform UNDHAR Medan, 6(1).
- Silae, N. R., Syamsuriansyah, Chairunnisah, R., Sari, M. R., & Mahriani, E. (2021). Kinerja Karyawan. Bandung: Penerbit Widiana Bhakti Persada.
- Simatupang, F. (2021). Pengaruh Kepemimpinan Transformasional Dan Disiplin Kerja Terhadap Kinerja Pegawai Melalui Motivasi Kerja Sebagai Variabel Intervening Pada Badan Kepegawaian Daerah Kabupaten Tapanuli Tengah. Judicious (Journal of Management), 2(1).
- Spreitzer, G., Sutcliffe, K., Dutton, J., Sonenshein, S., & Grant, A. M. (2005). A socially embedded model of thriving at work. *Organization Science*, 16(5), 537–549.
- Sugiarti, E. (2023). Manajemen Sumber Daya Manusia. PT Dewangga Energi Internasional.
- Sulastri, T. (2016). Pengaruh gaya kepemimpinan transformasional terhadap kinerja karyawan pada PT. Fifgroup pasir pegaraian. Jurnal Mahasiswa Prodi Manajemen UPP.

- Suryanti, E., Mubarok, H.M, & Lesmana, H. (2022). Antara Kerja Dan Cinta, Motivasi Dan Kepuasan Kerja Karyawan Raos. *Jurnal Bisnis, Manajemen, dan Informatika*, 19(1).
- Susilawati, Y., Suhaimi, & Noorhapizah. (2021). Relationship of Transformational Leadership, Interpersonal Communication with Teacher Performance through Teacher Discipline. *Journal of Advances in Education and Philosophy*, 5(11), 357-363.
- Sutrisno, E. (2016). *Manajemen Sumber Daya Manusia*. Prenadamedia Group.
- Sutrisno, E. (2019). *Manajemen Sumber Daya Manusia*. Kencana.
- Suyatminah. (2013). Peran kepemimpinan transformasional dan kedisiplinan kerja terhadap kinerja guru. *Psikopedagogia*, 87-93.
- Taufik, Nugroho, K. S. (2020). Change Or Die?; Bagaimana Mengelola Perubahan Dalam Organisasi Tetap Survive Menghadapi Tantangan Global. *AL-ITJIMA*, 6(1).
- Taufiqurokhman, T. (2022). *Teori Perkembangan Kepemimpinan Visioner dan Progresif*. Universitas Prof. Dr. Moestopo Press.
- Toto, m. i. (2024). Faktor Yang Mempengaruhi Kinerja Pegawai (Literature Review Manajemen Sumber Daya Manusia). *Manajemen Business Innovation Conference*, 7.
- Trèpanier, S., Fernet, C., & Austin, S. (2012). Social and motivational antecedents of perceptions of transformational leadership: A self-determination theory perspective. *Canadian Journal of Behavioural Science*, 44(4), 272–277.

- Utami, T. (2019). Pengaruh Komitmen Dan Kecerdasan Emosional Terhadap Kinerja Karyawan Dengan Motivasi Kerja Sebagai Variabel Mediasi Pada Akpelni Semarang. Majalah Ilmiah Gema Maritiim, 21(2).
- Wiboso. (2014). Manajemen Kinerja. Rajawali Pers.
- Wijaya, C. (2017). Perilaku Organisasi. Lembaga Peduli Pengembangan Pendidikan Indonesia.
- Yücel, İ. (2021). Transformational leadership and turnover intentions: the mediating role of employee performance during the COVID-19 pandemic. Administrative Sciences, 11(3), 81.
- Yukl, G. (2010). Kepemimpinan Dalam Organisasi. Jakarta: PT Indeks.