

## DAFTAR PUSTAKA

- Akanni, A. A., Kareem, D. B., & Oduaran, C. A. (2020). The relationship between emotional intelligence and employee wellbeing through perceived person-job fit among university academic staff: A Structural Equation Modelling Approach. *Cogent Psychology*, 7(1). <https://doi.org/10.1080/23311908.2020.1869376>
- Al Nahyan, M. T., Al Ahbabi, J. M., Alabdulrahman, M. A., Alhosani, I., Jabeen, F., & Farouk, S. (2024). Employee job security and job performance: the mediating role of well-being and the moderating role of perceived organizational support and psychological capital. *European Journal of Management and Business Economics*. <https://doi.org/10.1108/EJMBE-01-2023-0011>
- Alfi, Haryonor, S., & Nuryakin. (2021). The Effect of Person Job Fit and Person Organization Fit on Employee Performance with Organizational Citizenship Behavior as Mediator: Study of Local Government Employees in Tojo Una-Una Regency. In *Business Management Dynamics* (Vol. 10, Issue 12). [www.bmdynamics.com](http://www.bmdynamics.com)
- Bakker, A. B., & Demerouti, E. (2007). The Job Demands-Resources model: State of the art. In *Journal of Managerial Psychology* (Vol. 22, Issue 3, pp. 309–328). <https://doi.org/10.1108/02683940710733115>
- Baptiste, N. R. (2008). Tightening the link between employee wellbeing at work and performance: A new dimension for HRM. *Management Decision*, 46(2), 284–309. <https://doi.org/10.1108/00251740810854168>
- Cable, D. M., & DeRue, D. S. (2002). The convergent and discriminant validity of subjective fit perceptions. *Journal of Applied Psychology*, 87(5), 875–884. <https://doi.org/10.1037/0021-9010.87.5.875>
- Chen, P., Sparrow, P., & Cooper, C. (2016). The relationship between person-organization fit and job satisfaction. *Journal of Managerial Psychology*, 31(5), 946–959. <https://doi.org/10.1108/JMP-08-2014-0236>
- Choi, S. B., Tran, T. B. H., & Kang, S. W. (2017). Inclusive Leadership and Employee Well-Being: The Mediating Role of Person-Job Fit. *Journal of Happiness Studies*, 18(6), 1877–1901. <https://doi.org/10.1007/s10902-016-9801-6>
- Çivilidağ, A., & Durmaz, Ş. (2024). Examining the relationship between flexible working arrangements and employee performance: a mini review. In *Frontiers in Psychology* (Vol. 15). Frontiers Media SA. <https://doi.org/10.3389/fpsyg.2024.1398309>

- Deniz, N., Noyan, A., & Ertosun, Ö. G. (2015). Linking Person-job Fit to Job Stress: The Mediating Effect of Perceived Person-organization Fit. *Procedia - Social and Behavioral Sciences*, 207, 369–376. <https://doi.org/10.1016/j.sbspro.2015.10.107>
- DS, N., Liswandi, L., & Hendrian, H. (2024). Pengaruh Person Job Fit dan Person Organization Fit terhadap Kinerja dengan Job Satisfaction Sebagai Variabel Intervening (Studi Kasus Pada Direktorat Jenderal Pengelolaan Kelautan dan Ruang Laut). *Jurnal Ekonomi Manajemen Sistem Informasi (JEMSI)*, 5(6), 708–721. <https://doi.org/https://doi.org/10.31933/jemsi.v5i6>
- Farooqui, Ms. S., & Nagendra, A. (2014). The Impact of Person Organization Fit on Job Satisfaction and Performance of the Employees. *Procedia Economics and Finance*, 11, 122–129. [https://doi.org/10.1016/s2212-5671\(14\)00182-8](https://doi.org/10.1016/s2212-5671(14)00182-8)
- Ferdinand, A. (2006). *Metode Penelitian Manajemen: Pedoman Penelitian Untuk Penulisan Skripsi Tesis Dan Disertasi Ilmu Manajemen* (1st ed.). Badan Peneberbit Universitas Diponegoro.
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2017). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)* (2nd ed.). Sage Publications Inc.
- Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2019). When to use and how to report the results of PLS-SEM. In *European Business Review* (Vol. 31, Issue 1, pp. 2–24). Emerald Group Publishing Ltd. <https://doi.org/10.1108/EBR-11-2018-0203>
- Huang, W., Zhang, S., & Li, H. (2023). Effects of person-job fit on occupational commitment among kindergarten teachers: occupational well-being as mediator and perceived organizational support as moderator. *BMC Psychology*, 11(1). <https://doi.org/10.1186/s40359-023-01441-7>
- Hussain Bhat, Z. (2013). Relationship Between Person-Job Fit and Employee Performance: An Empirical Study. *Global Research Analysis*, 2(6), 98–99. [www.emeraldinsight.com/0268-3946.htm](http://www.emeraldinsight.com/0268-3946.htm)
- Jaiswal, A., Sengupta, S., Panda, M., Hati, L., Prikshat, V., Patel, P., & Mohyuddin, S. (2024). Teleworking: role of psychological well-being and technostress in the relationship between trust in management and employee performance. *International Journal of Manpower*, 45(1), 49–71. <https://doi.org/10.1108/IJM-04-2022-0149>
- Jalali, Z., & Heidari, A. (2016). The Relationship between Happiness, Subjective Well-Being, Creativity and Job Performance of Primary School Teachers in

- Ramhormoz City. *International Education Studies*, 9(6), 45. <https://doi.org/10.5539/ies.v9n6p45>
- Jimad, H., Roslina, R., & Yuningsih, Y. (2024). The effect of flexible working arrangements on educator performance in Indonesia. *International Journal of Educational Management*. <https://doi.org/10.1108/IJEM-12-2023-0631>
- Johari, J., Mohd Shamsudin, F., Fee Yean, T., Yahya, K. K., & Adnan, Z. (2019). Job characteristics, employee well-being, and job performance of public sector employees in Malaysia. *International Journal of Public Sector Management*, 32(1), 102–119. <https://doi.org/10.1108/IJPSM-09-2017-0257>
- Jumiani, Hattab, S., & Arsyad. (2021). Kinerja Pegawai Pada Kantor Dinas Kependudukan dan Pencatatan Sipil Kabupaten Morowali Utara. *Cenderawasih: Journal of Administration and Management Public Literation (JAMIL)*, 1(1), 1–9. <https://e-journal.iyb.ac.id/index.php/cendrawasih/article/view/153>
- June, S., & Mahmood, R. (2011). The Relationship between Person-job Fit and Job Performance: A Study among the Employees of the Service Sector SMEs in Malaysia. *International Journal of Business, Humanities and Technology*, 1(2), 95–05. [www.ijbhtnet.com](http://www.ijbhtnet.com)
- Kansal, T., & Sengupta, P. R. (2024). Impact of Person Job Fit, Person Organisation Fit and Job Satisfaction on Employee Performance. *Journal of Organisation and Human Behavior*, 13(1), 16–21. <https://www.proquest.com/scholarly-journals/impact-person-job-fit-organisation-satisfaction/docview/3129266102/se-2?accountid=49069>
- Kao, Y. L. (2023). Applying the job demands-resources model to reduce the aberrant behavior of bus drivers: Let them play a good social role. *Journal of Transport and Health*, 33. <https://doi.org/10.1016/j.jth.2023.101711>
- Kaur, H., & Kaur, R. (2023). Longitudinal effects of high-performance work practices on job performance via person–job fit. *Bottom Line*, 36(2), 161–180. <https://doi.org/10.1108/BL-02-2022-0030>
- Kharub, M., Mondal, S., Singh, S., & Gupta, H. (2024). Evaluation of competency dimensions for employee performance assessment: evidence from micro, small, and medium enterprises. *International Journal of Productivity and Performance Management*. <https://doi.org/10.1108/IJPPM-07-2023-0379>
- Khoreva, V., & Wechtler, H. (2018a). HR practices and employee performance: the mediating role of well-being. *Employee Relations*, 40(2), 227–243. <https://doi.org/10.1108/ER-08-2017-0191>

- Khoreva, V., & Wechtler, H. (2018b). HR practices and employee performance: the mediating role of well-being. *Employee Relations*, 40(2), 227–243. <https://doi.org/10.1108/ER-08-2017-0191>
- Lee, Q. L., Tan, C. S., & Krishnan, S. A. P. (2022). The mediating role of job satisfaction and work engagement in the relationship between self-reported person-job fit and job performance. *Organizatsionnaya Psikhologiya*, 12(2), 183–197. <https://doi.org/10.17323/2312-5942-2022-12-2-183-197>
- Lin, Y. C., Yu, C., & Yi, C. C. (2014). The effects of positive affect, person-job fit, and well-being on job performance. *Social Behavior and Personality*, 42(9), 1537–1548. <https://doi.org/10.2224/sbp.2014.42.9.1537>
- Mittal, M., & Bhakar, S. S. (2018). Examining the Impact of Role Overload on Job Stress, Job Satisfaction and Job Performance-A study among Married Working Women in Banking Sector. *International Journal of Management Studies*, V(2(7)), 01. [https://doi.org/10.18843/ijms/v5i2\(7\)/01](https://doi.org/10.18843/ijms/v5i2(7)/01)
- Ngoc, T. D. T., Huu, H. N., Minh, T. P., Lam, T. D. H., & Van, D. N. (2024). Enhancing employee's job satisfaction in Vietnam: Exploring the impact of organizational commitment, supervisor emotional support and training. *Journal of Social Economics Research*, 11(2), 162–174. <https://doi.org/10.18488/35.v11i2.3648>
- Park, H. I., Monnot, M. J., Jacob, A. C., & Wagner, S. H. (2011). Moderators of the Relationship Between Person-Job Fit and Subjective Well-Being Among Asian Employees. *International Journal of Stress Management*, 18(1), 67–87. <https://doi.org/10.1037/a0021854>
- Park, I. J., & Hai, S. (2024). Person-organization fit, person-job fit and organizational commitment among hotel employees: the roles of positive affect and calling. *International Journal of Contemporary Hospitality Management*, 36(3), 852–872. <https://doi.org/10.1108/IJCHM-07-2022-0827>
- Patria Sabil, A. (2021). Pengaruh Employee Well-Being dan Job Satisfaction Terhadap Employee Performance. *Jurnal Ilmu Manajemen*, 9(4), 1341–1348. <https://doi.org/https://doi.org/10.26740/jim.v9n4.p1341-1348>
- Peraturan Pemerintah (PP) Nomor 5 Tahun 2024 Tentang Perubahan Kesembilan Belas Atas Peraturan Pemerintah Nomor 7 Tahun 1977 Tentang Peraturan Gaji Pegawai Negeri Sipil, Pub. L. No. PP No.5 Tahun 2024 (2024).
- Prima Jaya, F., & Nugroho, R. (2017). Organizational Citizenship Behavior As Intervening Variables of The Influence of Person Job Fit And Person Organization Fit On Employee Performance on Local Water Companies in South Ka-limantan Province. In *International Journal of Business and Management Invention ISSN* (Vol. 6). Online. [www.ijbmi.org](http://www.ijbmi.org)

- Putra Pratama, B., Nila Sari, V., & Fitri Sopali, M. (2024). Pengaruh Kompetensi dan Kesejahteraan Pegawai Terhadap Kinerja Pegawai Dengan Kepuasan Kerja Sebagai Variabel Intervening pada Badan Kepegawaian Daerah Sumatera Barat. *Journal of Science Education and Management Business*, 3(3), 300–311. <https://rcf-indonesia.org/jurnal/index.php/JOSEAMB>
- Sarstedt, M., Hair, J. F., Cheah, J. H., Becker, J. M., & Ringle, C. M. (2019). How to specify, estimate, and validate higher-order constructs in PLS-SEM. *Australasian Marketing Journal*, 27(3), 197–211. <https://doi.org/10.1016/j.ausmj.2019.05.003>
- Sengupta, A. S., Yavas, U., & Babakus, E. (2015). Interactive effects of personal and organizational resources on frontline bank employees' job outcomes: The mediating role of person-job fit. *International Journal of Bank Marketing*, 33(7), 884–903. <https://doi.org/10.1108/IJBM-10-2014-0149>
- Shin, G., Hur, W. M., & Shin, Y. (2024). Does person-job fit buffer employees from rumination about customer incivility? *Current Psychology*, 43(8), 7411–7423. <https://doi.org/10.1007/s12144-023-04930-5>
- Sugiyono. (2013). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. ALFABETA, CV.
- Tang, Y., Shao, Y. F., Chen, Y. J., & Ma, Y. (2021). How to Keep Sustainable Development Between Enterprises and Employees? Evaluating the Impact of Person–Organization Fit and Person–Job Fit on Innovative Behavior. *Frontiers in Psychology*, 12. <https://doi.org/10.3389/fpsyg.2021.653534>
- van den Tooren, M., & de Jong, J. (2014). Job demands-resources and employee health and well-being: The moderating role of contract type. *Career Development International*, 19(1), 101–122. <https://doi.org/10.1108/CDI-05-2013-0058>
- van Woerkom, M., Bauwens, R., Gürbüz, S., & Brouwers, E. (2024). Enhancing person-job fit: Who needs a strengths-based leader to fit their job? *Journal of Vocational Behavior*, 154. <https://doi.org/10.1016/j.jvb.2024.104044>
- Viryananta, D. I. S., & Prawitowati, T. (2024). Pengaruh Person-Job Fit Terhadap Kinerja dengan Mediasi Komitmen Organisasi dan Perilaku Kewargaan Organisasi pada Karyawan. *Jurnal Distribusi*, 12(1), 77–92. <https://doi.org/https://doi.org/10.29303/distribusi.v12i1.428>