DAFTAR PUSTAKA

Ahmad, R., Nawaz, M. R., Ishaq, M. I., Khan, M. M., & Ashraf, H. A. (2023). Social exchange theory: Systematic review and future directions. Frontiers in Psychology, 13, 1015921. https://doi.org/10.3389/fpsyg.2022.1015921

Alvesson, M., & Kärreman, D. (2011). Qualitative research and theory development: Mystery as method. Sage.

Bailey, C., Madden, A., Alfes, K., & Fletcher, L. (2017). The meaning, antecedents and outcomes of employee engagement: A narrative synthesis. International Journal of Management Reviews, 19(1), 31-53. https://doi.org/10.1111/ijmr.12077

Bakker, A. B. (2022). The social psychology of work engagement: State of the field. Career Development International, 27(1), 36-53. https://doi.org/10.1108/CDI-08-2021-0213

Bannya, A. R., Bainbridge, H. T. J., & Chan-Serafin, S. (2023). HR practices and work relationships: A 20 year review of relational HRM research. Human Resource Management, 62(4), 391-412. https://doi.org/10.1002/hrm.22151

Black, P. W., Cecchini, M. S., & Newman, A. H. (2024). When being recognized makes employees feel less appreciated: Evidence regarding when and why peer-to-peer recognition could backfire. Accounting, Organizations and Society, 113, 101565. https://doi.org/10.1016/j.aos.2024.101565

Blau, P. M. (1964). Exchange and power in social life. John Wiley & Sons.

Blustein, D. L., & Allan, B. A. (2025). Dignity at work: A critical conceptual framework and research agenda. Journal of Career Assessment, 33(3), 489-509. https://doi.org/10.1177/10690727241283685

Bolton, R., Logan, C., & Gittell, J. H. (2021). Revisiting relational coordination: A systematic review. The Journal of Applied Behavioral Science, 57(3), 290-322. https://doi.org/10.1177/0021886321991597

Brown, M. E., Treviño, L. K., & Harrison, D. A. (2005). Ethical leadership: A social learning perspective for construct development and testing. Organizational Behavior and Human Decision Processes, 97(2), 117-134. https://doi.org/10.1016/j.obhdp.2005.03.002

Brugere, C., Bansal, T., Kruijssen, F., & Williams, M. (2023). Humanizing aquaculture development: Putting social and human concerns at the center of future aquaculture development. Journal of the World Aquaculture Society, 54(2), 482-526. https://doi.org/10.1111/jwas.12959

Bush, S. R., Belton, B., Hall, D., Vandergeest, P., Murray, F. J., Ponte, S., Oosterveer, P., Islam, M. S., Mol, A. P. J., Hatanaka, M., Kruijssen, F., Ha, T. T. T., Little, D. C., & Kusumawati, R. (2019). Certify sustainable aquaculture? Science, 364(6438), 1067-1068.

Carmeli, A., Dutton, J. E., & Hardin, A. E. (2015). Respect as an engine for new ideas: Linking respectful engagement, relational information processing and creativity among employees and teams. Human Relations, 68(6), 1021-1047. https://doi.org/10.1177/0018726714550256

Clarke, N., & Mahadi, N. (2015). Mutual recognition respect between leaders and followers: Its relationship to follower job performance and well-being. Journal of Business Ethics, 128(1), 1-16.

Clarke, N., & Mahadi, N. (2017). Mutual recognition respect between leaders and followers: Its relationship to follower job performance and well-being. Journal of Business Ethics, 141(1), 163-178. https://doi.org/10.1007/s10551-015-2724-z

Crevani, L., Lindgren, M., & Packendorff, J. (2010). Leadership, not leaders: On the study of leadership as practices and interactions. Scandinavian Journal of Management, 26(1), 77-86. https://doi.org/10.1016/j.scaman.2009.12.003

Creswell, J. W., & Poth, C. N. (2018). Qualitative inquiry and research design: Choosing among five approaches (4th ed.). Sage.

Darwall, S. L. (1977). Two kinds of respect. Ethics, 88(1), 36-49. https://doi.org/10.1086/292054

Dong, R. K., Li, X., & Roxas, H. (2024). Psychological safety and psychosocial safety climate in workplace: A bibliometric analysis and systematic review towards a research agenda. Journal of Safety Research, 91, 1-19. https://doi.org/10.1016/j.jsr.2024.08.001

Edmondson, A. (1999). Psychological safety and learning behavior in work teams. Administrative Science Quarterly, 44(2), 350-383. https://doi.org/10.2307/2666999

Føre, M., Frank, K., Norton, T., Svendsen, E., Alfredsen, J. A., Dempster, T., Eguiraun, H., Watson, W., Stahl, A., Sunde, L. M., Schellewald, C., Skøien, K. R., Alver, M. O., & Berckmans, D. (2018). Precision fish farming: A new framework to improve production in aquaculture. Biosystems Engineering, 173, 176-193. https://doi.org/10.1016/j.biosystemseng.2017.10.014

Freeney, Y., & Fellenz, M. R. (2013). Work engagement, job design and the role of the social context at work: Exploring antecedents from a relational

perspective. Human Relations, 66(11), 1427-1445. https://doi.org/10.1177/0018726713478245

Friedman, A., Carmeli, A., & Dutton, J. E. (2018). When does respectful engagement with one's supervisor foster help-seeking behaviors and performance? Journal of Vocational Behavior, 104, 184-198. https://doi.org/10.1016/j.jvb.2017.11.007

Gervasi, D., Faldetta, G., Pellegrini, M. M., & Maley, J. (2022). Reciprocity in organizational behavior studies: A systematic literature review of contents, types, and directions. European Management Journal, 40(3), 441-457. https://doi.org/10.1016/j.emj.2021.07.008

Graen, G. B., & Uhl-Bien, M. (1995). Relationship-based approach to leadership: Development of leader-member exchange (LMX) theory of leadership over 25 years. The Leadership Quarterly, 6(2), 219-247. https://doi.org/10.1016/1048-9843(95)90036-5

Greenleaf, R. K. (1977). Servant leadership: A journey into the nature of legitimate power and greatness. Paulist Press.

Grote, G. (2015). Promoting safety by increasing uncertainty: Implications for risk management. Safety Science, 71, 71-79. https://doi.org/10.1016/j.ssci.2014.02.010

Grote, G. (2020). Safety and autonomy: A contradiction forever? Safety Science, 127, 104709. https://doi.org/10.1016/j.ssci.2020.104709

Guest, G., Bunce, A., & Johnson, L. (2006). How many interviews are enough? An experiment with data saturation and variability. Field Methods, 18(1), 59-82. https://doi.org/10.1177/1525822X05279903

Hakanen, J. J., & Kaltiainen, J. (2026). Work engagement: Feeling happy, motivated, and resilient at work. Annual Review of Organizational Psychology and Organizational Behavior, 13, 23-48. https://doi.org/10.1146/annurev-orgpsych-020924-064233

Hodson, R. (2001). Dignity at work. Cambridge University Press.

Jiang, H., & Shen, H. (2023). Toward a relational theory of employee engagement: Understanding authenticity, transparency, and employee behaviors. International Journal of Business Communication, 60(3), 948-975. https://doi.org/10.1177/2329488420954236

Kahn, W. A. (1990). Psychological conditions of personal engagement and disengagement at work. Academy of Management Journal, 33(4), 692-724. https://doi.org/10.2307/256287

Kahn, W. A. (1992). To be fully there: Psychological presence at work. Human Relations, 45(4), 321-349. https://doi.org/10.1177/001872679204500402

Kahn, W. A., & Heaphy, E. D. (2014). Relational contexts of personal engagement at work. In C. Truss, K. Alfes, R. Delbridge, A. Shantz, & E. Soane (Eds.), Employee engagement in theory and practice (pp. 82-96). Routledge.

Kvale, S., & Brinkmann, S. (2015). Interviews: Learning the craft of qualitative research interviewing (3rd ed.). Sage.

LaGree, D., Houston, J. B., Duffy, M., & Shin, H. (2023). The effect of respect: Respectful communication at work drives resiliency, engagement, and job satisfaction among early career employees. International Journal of Business Communication, 60(3), 844-864. https://doi.org/10.1177/23294884211016529

Lincoln, Y. S., & Guba, E. G. (1985). Naturalistic inquiry. Sage.

Liu, X., He, R., Ji, T., Shao, B., & Meng, H. (2025). A social-technical-ecological systems analysis of sustainable development paths for marine ranching in Guangdong Province, China. Water, 17(13), 1838. https://doi.org/10.3390/w17131838

Miles, M. B., Huberman, A. M., & Saldaña, J. (2014). Qualitative data analysis: A methods sourcebook. Sage.

Morrison, E. W. (2011). Employee voice behavior: Integration and directions for future research. Academy of Management Annals, 5(1), 373-412. https://doi.org/10.5465/19416520.2011.574506

Morrison, E. W. (2023). Employee voice and silence: Taking stock a decade later. Annual Review of Organizational Psychology and Organizational Behavior, 10, 79-107. https://doi.org/10.1146/annurev-orgpsych-120920-054654

Orozco-Lugo, A. G., McLernon, D. C., Lara, M., Zaidi, S. A. R., González, B. J., Illescas, O., & Rodríguez-Vázquez, R. (2022). Monitoring of water quality in a shrimp farm using a FANET. Internet of Things, 18, 100170. https://doi.org/10.1016/j.iot.2020.100170

Owens, B. P., Baker, W. E., Sumpter, D. M., & Cameron, K. S. (2016). Relational energy at work: Implications for job engagement and job performance. Journal of Applied Psychology, 101(1), 35-49. https://doi.org/10.1037/apl0000032

Raelin, J. A. (2011). From leadership-as-practice to leaderful practice. Leadership, 7(2), 195-211. https://doi.org/10.1177/1742715010394808

Raelin, J. A. (2023). Leadership-as-practice: Its past history, present emergence, and future potential. Academy of Management Collections, 2(2), 19-30. https://doi.org/10.5465/amc.2021.0005

Rogers, K. M., & Ashforth, B. E. (2017). Respect in organizations: Feeling valued as “we” and “me”. Journal of Management, 43(5), 1578-1608. https://doi.org/10.1177/0149206314557159

Saks, A. M. (2006). Antecedents and consequences of employee engagement. Journal of Managerial Psychology, 21(7), 600-619.

Schaufeli, W. B., Salanova, M., González-Romá, V., & Bakker, A. B. (2002). The measurement of engagement and burnout: A two sample confirmatory factor analytic approach. Journal of Happiness Studies, 3(1), 71-92. https://doi.org/10.1023/A:1015630930326

van Dierendonck, D. (2011). Servant leadership: A review and synthesis. Journal of Management, 37(4), 1228-1261. https://doi.org/10.1177/0149206310380462

van Manen, M. (2014). Phenomenology of practice: Meaning-giving methods in phenomenological research and writing. Left Coast Press.

Willett, J. F., LaGree, D., Shin, H., Houston, J. B., & Duffy, M. (2026). The role of leader communication in fostering respectful workplace culture and increasing employee engagement and well-being. International Journal of Business Communication, 63(2), 361-385. https://doi.org/10.1177/23294884231195614

Winchenbach, A. (2025). Fishing for dignity: Cornish fishers’ perspectives on dignity at work - conceptual grounding and implications for policy and practice. Marine Policy, 182, 106864. https://doi.org/10.1016/j.marpol.2025.106864