

## DAFTAR PUSTAKA

- Adesola, M.A., Oyeniya, K.O. and Adeyemi, M.A. (2013). *Empirical Study Of The Relationship Between Staff Training And Job Satisfaction Among Nigerian Banks Employees*. International Journal of Academic Research in Economics and Management Sciences. Vol. 2 No. 6, pp. 108-115.
- Anasi, S. N. (2020). *Perceived Influence Of Work Relationship, Work Load And Physical Work Environment On Job Satisfaction Of Librarians In South-West, Nigeria*. Global Knowledge, Memory and Communication. <https://doi.org/10.1108/GKMC-11-2019-0135>
- Augusty, F. (2006). *Metode Penelitian Manajemen : Pedoman Penelitian untuk Skripsi, Tesis dan Disertai Ilmu Manajemen*. Universitas Diponegoro.
- Bakotic, D., & Babic, T. B. (2013, February). *Relationship Between Working Conditions And Job Satisfaction: The Case Of Croatian Shipbuilding Company*. International Journal of Business and Social Science, 4(2), 206-213.
- Barry, R. dan J. H. (2001). *Prinsip-prinsip Manajemen Operasi : Operations Management*. Salemba Empat.
- Caroline, K., & Nambuswa, E. (2016). *Effects of Working Environment on Employees Performance at Teachers Service Commission Trans Nzoia County*. International Journal of Scientific Engineering and Research (IJSER), 4(10), 151–156.
- Dessler, G. (2010). *Manajemen Sumber Daya Manusia* (10th ed.). PT Indeks.
- Dessler, G. (2015). *Manajemen Sumber Daya Manusia*. Salemba Empat.
- Forgacs L. (2009). *Recruitment And Retention Across Continents*. Journal of T+D, 63(6): 40-44.
- Ghozali, I. (2011). *Aplikasi Analisis Multivariate Dengan Program SPSS*. Universitas Diponegoro.
- Ghozali, I. (2016). *Aplikasi Analisis Multivariate dengan Program SPSS*. Universitas Diponegoro.

- Ghozali, I. (2017). *Pengaruh Motivasi Kerja, Kepuasan Kerja dan Kemampuan Kerja Terhadap Kinerja Pegawai Pada Kantor Kementerian Agama Kabupaten Banjar*. Jurnal Ilmiah Ekonomi Bisnis, 3(1), 130–137.
- Grugulis, I. and Stoyanova, D. (2011). *Skill and Performance*. British Journal of Industrial Relations. Vol. 49, pp. 515-536.
- Hafeez, U., & Akbar, W. (2015). *Impact of Training on Employees Performance (Evidence from Pharmaceutical Companies in Karachi, Pakistan)*. Business Management and Strategy, 6(1), 49. <https://doi.org/10.5296/bms.v6i1.7804>
- Handoko, T. H. (2012). *Manajemen Personalia dan Sumber Daya Manusia*. BPFE.
- Ibrahim, R., Boerhannoeddin, A., & Bakare, K. K. (2017). *The Effect Of Soft Skills And Training Methodology On Employee Performance*. European Journal of Training and Development, 41(4), 388–406. <https://doi.org/10.1108/EJTD-08-2016-0066>
- Iis, E. Y., & Yunus, M. (2016). *Job Satisfaction as an Intervening Variable of Self-Efficacy and Employee Performance*. International Journal of Academic Research in Business and Social Sciences, 6(7). <https://doi.org/10.6007/ijarbss/v6-i7/2249>
- Iqbal, N., Ahmad, N., & Javaid, K. (2013). *Impact of Training on Employee Performance in the Context of Telecommunication Sector of D. G. Khan, (Pakistan)*. International Letters of Social and Humanistic Sciences, 17, 60–73. <https://doi.org/10.18052/www.scipress.com/ilshs.17.60>
- Jain, R., & Kaur, S. (2014). *Impact Of Work Environment On Job Satisfaction*. International Journal of Scientific and Research Publications, 4(1).
- Jayaweera, T. (2015). *Impact of Work Environmental Factors on Job Performance, Mediating Role of Work Motivation: A Study of Hotel Sector in England*. International Journal of Business and Management, 10(3). <https://doi.org/10.5539/ijbm.v10n3p271>
- Juniantara, W., & Riana, I. G. (n.d.). *Pengaruh Motivasi Dan Kepuasan Kerja Terhadap Kinerja Karyawan Koperasi Di Denpasar*.
- Kasmir. (2016). *Manajemen Sumber Daya Manusia (Teori dan Praktik)*. PT. Raja Grafindo Persada.

- L. Mathis, Robert & H. Jackson, J. (2002). *Human Resource Management*. Salemba Empat.
- Leblebici, D. (2012). *Impact of Workplace Quality on Employee's Productivity: Case Study of a Bank in Turkey*. *Journal of Business, Economics and Finance*, 1(1), 38-42.
- Luthans, F. (2006). *Perilaku Organisasi* (10th ed.). Andi.
- Luthans, F. (2010). *Perilaku organisasi*. Andi.
- Maamari, B. E., & Saheb, A. (2018). *How Organizational Culture And Leadership Style Affect Employees' Performance Of Genders*. *International Journal of Organizational Analysis*, 26(4), 630–651. <https://doi.org/10.1108/IJOA-04-2017-1151>
- Mathis, R. L. dan J. H. J. (2011). *Manajemen Sumber Daya Manusia*. Salemba Empat.
- Mathis, R. L. dan J. H. J. (2012). *Manajemen Sumber Daya Manusia* (pertama). Salemba Empat.
- Nkosi, S. M. (2015). *Effects of Training on Employee Commitment, Retention And Performance: A Case Study Of A Local Municipality In South Africa*. *European Journal of Business and Management* [www.iiste.org](http://www.iiste.org) ISSN, 7(15), 104–109. [www.iiste.org](http://www.iiste.org)
- Ocen, E., Francis, K., & Angundaru, G. (2017). *The Role Of Training In Building Employee Commitment: The Mediating Effect Of Job Satisfaction*. *European Journal of Training and Development*, 41(9), 742–757. <https://doi.org/10.1108/EJTD-11-2016-0084>
- Pawirosumarto, S., Sarjana, P. K., & Gunawan, R. (2016). *The Effect Of Work Environment, Leadership Style, And Organizational Culture Towards Job Satisfaction And Its Implication Towards Employee Performance In Parador Hotels And Resorts, Indonesia*. *International Journal of Law and Management*, 59(6), 1337–1358. <https://doi.org/10.1108/IJLMA-10-2016-0085>
- Ramalho Luz, C. M. D., Luiz de Paula, S., & de Oliveira, L. M. B. (2018). *Organizational Commitment, Job Satisfaction And Their Possible Influences On*

*Intent To Turnover*. *Revista de Gestão*, 25(1), 84–101.  
<https://doi.org/10.1108/rege-12-2017-008>

Ramya. (2016). *The Effect Of Training On Employee*. I(I), 697–706.

Raziq, A., & Maulabakhsh, R. (2015). *Impact of Working Environment on Job Satisfaction*. *Procedia Economics and Finance*, 23(October 2014), 717–725.  
[https://doi.org/10.1016/s2212-5671\(15\)00524-9](https://doi.org/10.1016/s2212-5671(15)00524-9)

Rita, M., Randa Payangan, O., Rante, Y., Tuhumena, R., & Erari, A. (2018). *Moderating Effect Of Organizational Citizenship Behavior On The Effect Of Organizational Commitment, Transformational Leadership And Work Motivation On Employee Performance*. *International Journal of Law and Management*, 60(4), 953–964. <https://doi.org/10.1108/IJLMA-03-2017-0026>

Rivai, V., & Sagala, E. J. (2014). *Manajemen Sumber Daya Manusia untuk Perusahaan: Dari Teori ke Praktik (Edisi 3)*. PT Raja Grafindo Persada.

Robbins, Stephen P dan A. Judge, T. (2012). *Perilaku Organisasi*. Salemba Empat.

Robbins, Stephen P dan A. Judge, T. (2015). *Perilaku Organisasi*. Salemba Empat.

Sajuyigbe, A.S. and Amusat, W.A. (2012), “*Staff Training And Development As Managerial Tools For Organizational Effectiveness: An Appraisal Of First Bank*”, *JABU International Journal of Social and Management Sciences*, Vol. 4 No. 1, pp. 100-109.

Samson, G. N., Waiganjo, M., & Koima, J. (2015). *Effect of Workplace Environment on the Performance of Commercial Banks Employees in Nakuru Town*. *International Journal of Managerial Studies and Research (IJMSR)*, 3(12), 76–89. [www.arcjournals.org](http://www.arcjournals.org)

Sawalha, N., Kathawala, Y., & Magableh, I. (2019). *Educator Organizational Citizenship Behavior And Job Satisfaction Moderation In The GCC Expatriate-Dominated Market*. *International Journal of Organizational Analysis*, 27(1), 19–35. <https://doi.org/10.1108/IJOA-09-2017-1247>

Schultz, D., Schultz, S. E. (2006). *Psychology & Work Today* (9 (ed.)). Pearson Education. Inc.

- Sedarmayanti. (2011). *Tata Kerja dan Produktifitas Kerja*. Mandar Maju.
- Sell, L., & Bryan, C. (2011). *Job Satisfaction, Work Environment, and Rewards: Motivational Theory Revisited*. *Labour*, 25(1), 1-23.
- Siagian, S. P. (2014). *Manajemen Sumber Daya Manusia*. Bumi Aksara.
- Siengthai, S., & Pila-Ngarm, P. (2016). *The Interaction Effect Of Job Redesign And Job Satisfaction On Employee Performance*. *Evidence-Based HRM*, 4(2), 162–180. <https://doi.org/10.1108/EBHRM-01-2015-0001>
- Soomro, B. A., & Shah, N. (2019). *Determining The Impact Of Entrepreneurial Orientation And Organizational Culture On Job Satisfaction, Organizational Commitment, And Employee's Performance*. *South Asian Journal of Business Studies*, 8(3), 266–282. <https://doi.org/10.1108/SAJBS-12-2018-0142>
- Sugiyono. (2010). *Metode Penelitian Pendidikan Kualitatif dan R&D*. Alfabeta.
- Sugiyono. (2016). *Metode Penelitian Kuantitatif, Kualitatif dan R&D*. PT. Alfabeta.
- Supomo, I. and. (2002). *Metodologi Penelitian Bisnis untuk Akuntansi dan Manajemen Pertama* (1st ed., Vol. 1). BPF.
- Tahir, N., Yousafzai, I. K., Yousafzai, I. K., Jan, D. S., & Hashim, M. (2014). *The Impact of Training and Development on Employees Performance and Productivity A case study of United Bank Limited Peshawar City, KPK, Pakistan*. *International Journal of Academic Research in Business and Social Sciences*, 4(4). <https://doi.org/10.6007/ijarbss/v4-i4/756>
- Terera, S. R., & Ngirande, H. (2014). *The Impact of Training on Employee Job Satisfaction and Retention among Administrative Staff Members: A Case of a Selected Tertiary Institution*. *Journal of Social Sciences*, 39(1), 43–50. <https://doi.org/10.1080/09718923.2014.11893267>
- Tsui, A. S., Pearce, J. L., Porter, L. W., & Tripoli, A. M. (1997). *Academy of Management Alternative Approaches to the Employee-Organization Relationship : Does Investment in Employee-Organization Relationship : Does*

*Investment In Employees Pay Off?* Hong Kong University of Science and Technology. 40(5), 1089–1121.

Vasudevan, H. (2014). *Examining the Relationship of Training on Job Satisfaction and Organizational Effectiveness*. Journal of Business Management, 4(3), 185–202. <https://doi.org/10.5296/ijld.v6i1.9200>

Yang, Q., & Wei, H. (2017). *Ethical Leadership And Employee Task Performance: Examining Moderated Mediation Process*. Management Decision, 55(7), 1506–1520. <https://doi.org/10.1108/MD-09-2016-0627>

Yang, C., Chen, Y., Zhao, X., & Hua, N. (2020). *Transformational Leadership, Proactive Personality And Service Performance: The Mediating Role Of Organizational Embeddedness*. International Journal of Contemporary Hospitality Management, 32(1), 267–287. <https://doi.org/10.1108/IJCHM-03-2019-0244>