

DAFTAR PUSTAKA

- Al-Asadi, R., Muhammed, S., Abidi, O., & Dzenopoljac, V. (2019). Impact of servant leadership on intrinsic and extrinsic job satisfaction. *Leadership and Organization Development Journal*, 40(4), 472–484. <https://doi.org/10.1108/LODJ-09-2018-0337>
- Aldrin, N., & Yunanto, K. T. (2019). Job satisfaction as a mediator for the influence of transformational leadership and organizational culture on organizational citizenship behavior. *The Open Psychology Journal*, 12(1), 126–134. <https://doi.org/10.2174/1874350101912010126>
- Ali, Sobia, & Farooqi, Y. A. (2014). Effect of work overload on job satisfaction, effect of job satisfaction on employee performance and employee engagement (A case of public sector university of Gujranwala division). *International Journal of Multidisciplinary Sciences and Engineering*, 5(8), 23–30. Retrieved from file:///C:/Users/Steve/Documents/Argosy EdD OL/Leadership articles/Org Behavior/work overload_job satisfaction_engagement.pdf
- Amador, L. B., Nicolas, A. L., & Vila, L. E. (2008). Education and competence mismatches : job satisfaction consequences for workers. *Classification JEL (Journal of Economic Literature)*, 1:105(1), 1–12.
- Andre, R. (2008). *Organizational Behavior: An Introduction Your Life in Organization*, New Jersey: Pearson Education Inc.
- Arsyad, M., Maarif, M. S., & Sukmawati, A. (2020). Effect of quality of work life and leadership on job satisfaction and performance workforce at the State University of Medan. *Asian Journal of Social Sciences and Management Studies*, 7(3), 188–197. <https://doi.org/10.20448/journal.500.2020.73.188.197>
- Asfar Amir, *Pengaruh Kompetensi Guru terhadap Kepuasan Kerja Guru SMA Negeri Pariaman, Jurnal Kebijakan dan Pengembangan Pendidikan*, ISSN: 2337-7623; ISSN: 2337-7615, Vol. 2 No. 2, Juli 2014, h. 101-106.
- Asghar, S., & Oino, I. (2018). Leadership styles and job satisfaction. *Market Forces College of Management Sciences*, 13(1), 1–13.
- Asmaryadi 2013. Kinerja Guru Bimbingan dan Konseling dalam Pelayanan Bimbingan dan Konseling dan Upaya yang dilakukan Kepala sekolah. Tesis. Tidak diterbitkan. Padang Program Pasca sarjana UNP.
- Bakan, I., Buyukbese, T., Ersahan, B., & Sezer, B. (2014). Effects of job satisfaction on job performance and occupational commitment. *Journal of Advances in Chemistry*, 9(1), 1472–1480.
- Baltaci, F., Kara, E., Tascan, E., & Avsalli, H. (2012). The effects of leadership on job satisfaction (Visionary leadership, transformational leadership, transactional leadership). In *13rd International Symposium on Sustainable Development* (pp.

220–226).

- Baluyos, G. R., Rivera, H. L., & Baluyos, E. L. (2019). Teachers' job satisfaction and work performance. *Open Journal of Social Sciences*, 07(08), 206–221. <https://doi.org/10.4236/jss.2019.78015>
- Basit, A., Sebastian, V., & Hassan, Z. (2017). Impact of leadership style on employee performance (A case study on a private organization in Malaysia). *International Journal of Accounting & Business ManagementManagement*, 5(2), 112–130. <https://doi.org/24924/ijabm/2017.11/v5.iss2/112.130>
- Bayram, H., & Dinç, S. (2015). Role of transformational leadership on employee's job satisfaction: The case of private universities in Bosnia and Herzegovina. *European Researcher*, 93(4), 270–281. <https://doi.org/10.13187/er.2015.93.270>
- Belias, D., & Koustelios, A. (2014). Leadership and job satisfaction: A review. *European Scientific Journal*, 10(8), 24–46. Retrieved from <http://liberty.summon.serialssolutions.com/>
- Bin Atan, J., & Mahmood, N. H. N. (2019). The role of transformational leadership style in enhancing employees' competency for organization performance. *Management Science Letters*, 9(Special Issue 13), 2191–2200. <https://doi.org/10.5267/j.msl.2019.7.033>
- Bozdoğan, Ö. G. D. S. C., & Aksoy, A. G. A. (2020). Effect of transformational leadership on job satisfaction and organizational commitment. *Journal of Economics and Administrative Sciences*, 4(1), 56–67. <https://doi.org/10.2139/ssrn.2713386>
- Bushra, F., Usman, A., & Naveed, A. (2011). Effect of transformational leadership on employees' job satisfaction and organizational commitment in banking sector of Lahore (Pakistan). *International Journal of Business and Social Science*, 2(18), 261–267. <https://doi.org/10.5829/idosi.wasj.2013.26.07.1565>
- Çetin, M., Karabay, M. E., & Efe, M. N. (2012). The effects of leadership styles and the communication competency of bank managers on the employee's job satisfaction: The case of Turkish banks. In *8th International Strategic Management Conference* (Vol. 58, pp. 227–235). <https://doi.org/10.1016/j.sbspro.2012.09.996>
- Chang, H. (2017). Does leadership matter? Study of leadership style, job performance and job satisfaction. *Poslovna Ekonomija*, 11(2), 1–28. <https://doi.org/10.5937/poseko12-16191>
- Chong, K. Y., & Kee, D. M. H. (2019). Job satisfaction and performance of police officers in Penang. In *International Conference on Business Sustainability and innovation* (pp. 155–165). The European Proceedings of Social & Behavioural Sciences. <https://doi.org/10.15405/epsbs.2019.08.16>
- Colquitt, J.A., LePine, J.A., & Wesson, M.J. (2013). *Organizational Behavior*. New York: McGraw-Hill Education.

- Danişman, Ş., Tosuntaş, Ş. B., & Karadağ, E. (2015). The effect of leadership on organizational performance. *Leadership and Organizational Outcomes: Meta-Analysis of Empirical Studies*, (July), 143–168. https://doi.org/10.1007/978-3-319-14908-0_9
- Dionne, S. D., Yammarino, F. J., Atwater, L. E., & Spangler, W. D. (2004). Transformational leadership and team performance. *Journal of Organizational Change Management*, 17(2), 177–193. <https://doi.org/10.1108/09534810410530601>
- Elpers, K. & Westhuis, D. (2008). Organizational leadership and its impact on social workers' job satisfaction: A national study. *Administration in Social Work* 32(3), 26-43. DOI: 10.1080/03643100801922399
- Faradila, N., Heksarini, A., & Darma, D. C. (2020). Antecedents that affect job satisfaction and employee performance. *Saudi Journal of Business and Management Studies*, 5(6), 293–302. <https://doi.org/10.36348/sjbms.2020.v05i06.001>
- Firmansyah, M. A., Mochklas, M., & Andrianto. (2020). The effect of leadership style and financial incentives on employee performance. In *1st Borobudur International Symposium on Humanities, Economics and Social Sciences (BIS-HESS 2019)* (Vol. 10, pp. 2037–2044). Atlantis press. <https://doi.org/10.5267/j.msl.2020.2.008>
- Francis, J.D. (2015). The effects of competency on job satisfaction for professional counselors when providing court testimony. Dissertation. Walden University.
- Hadian, D. & Yulianti, I. (2011). *Pengaruh Kompetensi Guru Pembimbing terhadap Kinerja Guru Pembimbing pada SMA Se-kota Cimahi*, Jurnal Ekonomi, Bisnis & Entrepreneurship, Vol. 5 No. 2, ISSN 2443-0633, Oktober 2011, 63-73.
- Haleem, F., Jehangir, M., & Khalil-Ur-Rahman, M. (2018). Job satisfaction from leadership perspective. In *Proceedings of the 12th International Conference on Business Excellence 2018* (Vol. 12, pp. 363–373). <https://doi.org/10.2478/picbe-2018-0032>
- Hamzah, M. F., Hussain, M. N. B. M., & Rahim, A. K. A. (2019). The competency effects towards the job performance of Islamic banking employees in Malaysia: Religiosity as a moderator. *Asia Proceedings of Social Sciences*, 4(3), 109–112. <https://doi.org/10.31580/apss.v4i3.879>
- Hersey, P. & Blanchard, K.H. (1998). *Management of Organizational Behavior: Utilizing Human Resources*, 5th ed., Englewood Cliffs, NJ: Prentice-Hall.
- Hossain, S., & Saleh, F. (2016). Role of leadership in performance excellence. *Global Journal of Business Management*, 10(1), 23–38.
- Hoy, W.K., & Smith, P.A. (2007). Influence: A key to successful leadership. *International Journal of Educational Management*, 21(2), 158-167. DOI: 10.1108/09513540710729944

- George, J.M. & Jones, G.R. (2012). *Organizational Behavior: Understanding and Managing*, New Jersey: Pearson Education Inc.
- Gibson, J.L., Ivancevich, J.M., Donnelly, J.H. & Konopaske, R. (2012). *Organizations: Behavior, Structure, Processes*. Fourteenth Edition, New York: McGraw-Hill.
- Gladding, S.T. (2012). *Konseling: Profesi yang Menyeluruh*, Jakarta: Pearson Education Inc.
- Greenberg, J. (2010). *Managing Behavior in Organizations*, New Jersey: Pearson Publishing Inc.
- Goetsch, D.L. & Davis, S.B. (2010). *Quality Management for Organizational Excellence Introduction to Total Quality*, New Jersey: Pearson Education Inc.
- Ivancevich, J.M., Konopaske, R., & Matteson, M.T. (2011). *Organizational Behavior & Management*. Tenth Edition, New York: McGraw-Hill Education.
- Jain, S., & Verma, S. (2014). Teacher's job satisfaction & job performance. *Global Journal of Multidisciplinary Studies*, 2(2), 1–15.
- Jalagat Jr, R. (2016). Job performance, job satisfaction and motivation: A critical review of their relationship. *International Journal of Advances in Management and Economics*, 5(6), 36–43.
- Jeon, J. R., Lee, A., & Chen, N. (2014). Effect of competency at work on job satisfaction and organizational commitment in the restaurant industry. In *13th Asia Pacific Forum for Graduate Students Research in Tourism* (pp. 11–17).
- Judge, T. A., Bono, J. E., Thoresen, C. J., & Patton, G. K. (2001). The job satisfaction–job performance relationship: A qualitative and quantitative review. *Psychological Bulletin*, 127(3), 376–402. <https://doi.org/10.1037//0033-2909.127.3.376>
- Jung, J., & Shin, J. C. (2015). Administrative staff members' job competency and their job satisfaction in a Korean research university. *Studies in Higher Education*, 40(5), 881–901. <https://doi.org/10.1080/03075079.2013.865161>
- Jyoti, J., & Bhau, S. (2015). Impact of transformational leadership on job performance: Mediating role of leader–member exchange and relational identification. *SAGE Open*, 5(4), 1–13. <https://doi.org/10.1177/2158244015612518>
- Keceli, Y., Zaim, H., Kum, S., Dinc, M. S., & Momin, M. (2020). The impact of diversity management and leadership on performance in maritime industry. *Euro Economica*, 1(39), 58–72.
- Kemendiknas (2002). Tentang Kurikulum Inti Pendidikan Tinggi, No. 045/U/2002
- Kessler, S. R., Lucianetti, L., Pindek, S., Zhu, Z., & Spector, P. E. (2020). Job satisfaction and firm performance: Can employees' job satisfaction change the trajectory of a firm's performance? *Journal of Applied Social Psychology*, 00, 1–10. <https://doi.org/10.1111/jasp.12695>

- Khan, A., Masrek, M. N., & Nadzar, F. M. (2015). Analysis of competencies, job satisfaction and organizational commitment as indicators of job performance: A conceptual framework. *Education for Information*, 31(3), 125–141. <https://doi.org/10.3233/EFI-150954>
- Kolibáčová, G. (2014). The relationship between competency and performance. *Acta Universitatis Agriculturae et Silviculturae Mendelianae Brunensis*, 62(6), 1315–1327. <https://doi.org/10.11118/actaun201462061315>
- Kunto, K. (2015). Pengaruh sertifikasi terhadap kepuasan kerja motivasi kerja, dan kinerja guru BK SMAN, *Journal of EST*, ISSN:2460-1497, Vol. 1 No. 2, September 2015 hal 61 –73.
- Lin, L. L. C., Irawan, A. P., Anggarina, P. T., & Yu-Wen, Z. (2020). The relationship between servant leadership and job satisfaction: The mediating effect of job empowerment. In *8th International Conference of Entrepreneurship and Business Management Untar (ICEBM 2019)* (pp. 301–306). <https://doi.org/10.2991/aebmr.k.200626.053>
- Long, C. S., Yusof, W. M. M., Kowang, T. O., & Heng, L. H. (2014). The impact of transformational leadership style on job satisfaction. *World Applied Sciences Journal*, 29(1), 117–124. <https://doi.org/10.5829/idosi.wasj.2014.29.01.1521>
- Madanchian, M., Hussein, N., Noordin, F., & Taherdoost, H. (2016). The effect of leadership on organizational performance. *Economisc and Education*, (January), 115–119.
- Mahmoud, A. B., Sitladin, M., Tehseen, S., Fuxman, L., Reisel, W. D., Purkayastha, H., & Grigoriou, N. (2020). Job satisfaction as a mediator between performance appraisal effectiveness and organizational outcomes in the Caribbean. In *BAM2020 Conference, Alliance Manchester Business School* (pp. 1–14). <https://doi.org/10.2224/sbp.2014.42.8.1315>
- Menken, I. (2012). *Organizational Behavior and Leadership Management Essentials*, Second Edition. Emereo Publishing.
- Mullins, L.J. (2010). *Management & Organizational Behaviour*, England: Pearson Education Limited.
- Nababan, H., & Hutasuhut, E. (2016). Pengaruh Kepemimpinan Kepala Sekolah terhadap Kinerja Guru BK SeKota Medan, *Jurnal Psikologi Konseling*, Vol. 9 No. 2, ISSN: 2502-7190, Desember 2016. [../..../USER/Downloads/5283-10522-1-SM.pdf](https://doi.org/10.2224/sbp.2014.42.8.1315)
- Nelson, D.L. & Quick, J.C. (2013). *Organizational Behavior: Science, the Real World, and You*. Eight Edition, USA: South Western Cengage Learning.
- Nessipbayeva, O. (2012). International perspectives on education: The competencies of the modern teacher. *Bulgarian Comparative Education Society (BCES) Conference Books*, Volume 10, 148-154.

- Newstrom, J.W. (2011). *Organizational Behavior: Human Behavior at Work*, New York: McGraw Hill Education.
- Obiekwe, O., Obibhunun, L., & Omah, O. (2020). Impact of employee job satisfaction on organizational performance. *Academic Journal of Current Research*, 6(12), 6-12. (January).
- Othman, F. S., Saad, M. S. M., Robani, A., & Abdullah, A. N. (2014). A conceptual framework of the impact of leadership styles on heterogeneous R&D team performance. In *International Symposium on Research in Innovation and Sustainability 2014* (Vol. 26, pp. 1759–1762).
- Özer, F., & Tinaztepe, C. (2014). Effect of strategic leadership styles on firm performance: A study in a Turkish SME. *Procedia - Social and Behavioral Sciences*, 150, 778–784. <https://doi.org/10.1016/j.sbspro.2014.09.059>
- Pantic, N. (2011). *The Meaning of Teacher Competence in Context of Change: In search of missing elements of a knowledge base for teacher education-moral purpose and change agency*. Serbia: ZuidamUithof Drkkerijen. Retrieved from: <https://www.researchgate.net/publication/254886432>
- Peraturan Menteri Negara Pendayagunaan Aparatur Negara dan Reformasi Birokrasi No 16 Tahun 2009 tentang *Jabatan Fungsional Guru dan angka Kreditnya*. Kementerian Pendayagunaan Aparatur Negara dan Reformasi Birokrasi.
- Permendikbud Nomor 27 Tahun 2008, tentang Standar Kualifikasi Akademik dan Kompetensi Konselor. Kementerian Pendidikan Nasional
- Permendikbud Nomor 81 A Tahun 2013, tentang Implementasi Kurikulum. Kementerian Pendidikan Nasional
- Permendikbud Nomor 111 tahun 2014 tentang *Bimbingan dan Konseling pada Pendidikan Dasar dan Menengah*. Kementerian Pendidikan Nasional
- Pham, M. T. (2020). Factors influencing job satisfaction and performance of the lawyers in Vietnam. *Management Science Letters*, 10(9), 1981–1992. <https://doi.org/10.5267/j.msl.2020.2.014>
- Posner, K. (2002). *Leadership Challenge*, San Fransisco: John Wiley & Sons Inc.
- Pradeep, D. D., & Prabhu, N. R. V. (2011). The relationship between effective leadership and employee performance. In *2011 International Conference on Advancements in Information Technology* (Vol. 20, pp. 198–207). Singapore. <https://doi.org/10.18000/ijisac.50113>
- R. M. Hanaysha, J., Khalid, K., Kamariah Nik Mat, N., Sarassina, F., Yahya Bin Ab Rahman, M., & Sazali Bin Zakaria, A. (2012). Transformational leadership and job satisfaction. *American Journal of Economics*, 2(4), 145–148. <https://doi.org/10.5923/j.economics.20120001.32>
- Robbins, S.P. & Judge, T.A. (2013). *Organizational Behavior*, USA: Pearson Education.

- Saleem, H. (2015). The impact of leadership styles on job satisfaction and mediating role of perceived organizational politics. In *Global Conference on Business & Social Science-2014, GCBSS-2014, Kuala Lumpur* (Vol. 172, pp. 563–569). Elsevier B.V. <https://doi.org/10.1016/j.sbspro.2015.01.403>
- Sarboini, S., Rizal, S., Surya, J., & Yusuf, Z. (2018). The effect of leadership, compensation and competency on employee performance of Banda Aceh public health office. *Jurnal Ilmiah Peuradeun*, 6(2), 215–234. <https://doi.org/10.26811/peuradeun.v6i2.199>
- Sarwar, A., Mumtaz, M., & Batool, Z. (2015). Impact of leadership styles on job satisfaction and organizational commitment. *International Review of Management and Business Research*, 4(3), 834–844.
- Schnurr, S. (2009). *Leadership Discourse at Work: Interactions of Humour, Gender and Workplace Culture*, New York: Palgrave Macmillan.
- Selvi, K. (2010). Teachers' competencies. *International Journal of Philosophy of Culture and Axiology*, 167-175. Retrieved from: <https://www.researchgate.net/publication/283961538>
- Shani, A.B., et al, (2009). *Behavior in Organizations: Experiential Approach*. Ninth Edition, New York: McGraw-Hill Companies Inc.
- Shukla, S. (2014). Teaching competency, professional commitment and job satisfaction- A study of primary school teachers. *IOSR Journal of Research & Method in Education (IOSRJRME)*, 4(3), 44–64. <https://doi.org/10.9790/7388-04324464>
- Siengthai, S., & Pila-Ngarm, P. (2016). The interaction effect of job redesign and job satisfaction on employee performance. *Evidence-Based HRM: A Global Forum for Empirical Scholarship*, 4(2), 162–180. <https://doi.org/10.1108/EBHRM-01-2015-0001>
- Silitonga, N., Novitasari, D., Sutardi, D., Sopa, A., Asbari, M., Yulia, Y., ... Fauji, A. (2020). The relationship of transformational leadership, organizational justice and organizational commitment: A mediation effect of job satisfaction. *Journal of Critical Reviews*, 7(19), 89–108. Retrieved from <http://www.jcreview.com/?mno=101999>
- Silva, R., Dutra, J., Veloso, E. F. R., & Trevisan, L. (2020). Leadership and performance of millennial generation in Brazilian companies. *Management Research*, (April). <https://doi.org/10.1108/MRJIAM-02-2019-0910>
- Slocum, J.W. & Hellriegel, D. (2009). *Principles of Organizational Behavior*. Twelfth Edition, South-Western: Cengage Learning.
- Sohail, A., & Hameed, R. M. (2013). Impact of leadership on performance: In context of school leadership. *International Journal of Research in Computer Application & Management*, 3(3), 59–65. Retrieved from <http://ijrcm.org.in/>
- Sumardi, H., & Wibowo. (2018). The effect of compensation, empowerment,

- competency and job satisfaction toward performance of lecture in Wiralodra Universiti of Indramayu. *International Journal of Scientific Research and Management*, 6(05), 317–334. <https://doi.org/10.18535/ijstrm/v6i5.e102>
- Sun, Y., Gergen, E., Avila, M., & Green, M. (2016). Leadership and job satisfaction: Implications for leaders of accountants. *American Journal of Industrial and Business Management*, 06(03), 268–275. <https://doi.org/10.4236/ajibm.2016.63024>
- Torlak, N. G., & Kuzey, C. (2019). Leadership, job satisfaction and performance links in private education institutes of Pakistan. *International Journal of Productivity and Performance Management*, 68(2), 276–295. <https://doi.org/10.1108/IJPPM-05-2018-0182>
- Undang-Undang RI Nomor 22 Tahun 1999 tentang *Otonomi Daerah*
- Undang-undang RI Nomor 20 Tahun 2003 Tentang *Sistem Pendidikan Nasional*.
- Vathanophas, V., & Thai-ngam, J. (2007). Competency requirements for effective job performance in Thai public sector. *Contemporary Management Research*, 3(1), 45–70. <https://doi.org/10.7903/cmr.49>
- Verma, S., & Emirates, U. A. (2018). Teacher 's job satisfaction and job performance, (February).
- Wei, F., Li, Y., Zhang, Y., & Liu, S. (2018). The interactive effect of authentic leadership and leader competency on followers' job performance: The mediating role of work engagement. *Journal of Business Ethics*, 153(3), 763–773. <https://doi.org/10.1007/s10551-016-3379-0>
- Wolomasi, A. K., Asaloei, S. I., & Werang, B. R. (2019). Job satisfaction and performance of elementary school teachers. *International Journal of Evaluation and Research in Education*, 8(4), 575–580. <https://doi.org/10.11591/ijere.v8i4.20264>
- Wu, X., Li, J., Liu, G., Liu, Y., Cao, J., & Jia, Z. (2018). The effects of emotional labor and competency on job satisfaction in nurses of China: A nationwide cross-sectional survey. *International Journal of Nursing Sciences*, 5(4), 383–389. <https://doi.org/10.1016/j.ijnss.2018.08.001>
- Xu, A., & Ye, L. (2014). Impacts of teachers' competency on job performance in research universities with industry characteristics: Taking academic atmosphere as moderator. *Journal of Industrial Engineering and Management*, 7(5), 1283–1292. <https://doi.org/10.3926/jiem.1261>
- Yirik, Ş., & Baltacı, F. (2014). The effect of leadership behavior on job satisfaction: A research on four and five star hotels' employees in Alanya. *Asian Academic Research Journal of Social Sciences & Humanities*, 1(26), 102–120. Retrieved from www.asianacademicresearch.org
- Yıldız, S., Baştürk, F., & Boz, İ. T. (2014). The effect of leadership and innovativeness on business performance. In *10th International Strategic Management Conference*

(Vol. 150, pp. 785–793). Elsevier. <https://doi.org/10.1016/j.sbspro.2014.09.064>

Yuen, K. F., Loh, H. S., Zhou, Q., & Wong, Y. D. (2018). Determinants of job satisfaction and performance of seafarers. *Transportation Research Part A: Policy and Practice*, 110(April), 1–12. <https://doi.org/10.1016/j.tra.2018.02.006>

Yukl, G. (2010). *Leadership in Organizations*, New Jersey: Pearson Prentice Hall.

Yukl, G., Mahsud, R., Prussia, G., & Hassan, S. (2019). Effectiveness of broad and specific leadership behaviors. *Personnel Review*, 48(3), 774–783. <https://doi.org/10.1108/PR-03-2018-0100>

Zaim, H., Yaşar, M. F., & Ünal, Ö. F. (2013). Analyzing the effects of individual competencies on performance: A field study in services industries in Turkey. *Journal of Global Strategic Management*, 7(2), 67–77. <https://doi.org/10.20460/jgsm.2013715668>

Zubaidah, (2016). *Pengaruh Kepemimpinan Kepala Sekolah dan Kompetensi Guru terhadap Motivasi Kerja Guru serta Implikasinya terhadap Kinerja Guru di SMPN Kota Palembang*, Jurnal Ecoment Global 19, ISSN : 2540-816X, Vol. 1 No. 2, Agustus

