

DAFTAR PUSTAKA

- Aluf, W. al, Sudarsih, Musmedi, D. P., & Supriyadi. (2017). Assessing the Impact of Motivation, Job Satisfaction, and Work Environment on The Employee Performance in Healthcare Services. *International Journal of Scientific & Technology Research*, 6(10), 337–341.
- Arab, A. M., Nurmayanti, S., & Furqan, L. (2019). Effect of Locus of Control, Non-Physical Work Environment and Work Discipline on Job Satisfaction. *International Journal of Humanities, Religion and Social Science*, 3(2), 17–37.
- Arif, M., Putri, E. S., Yudi, S., & Jufrizien. (2019). Effect of compensation and discipline on employee performance. *Proceeding of The 3rd Internasional Conference on Accounting, Business & Economics*, 263–276.
- Armstrong, M. (2010). *Armstrong's Essential Human Resource Management Practice: A Guide to People Management*. Kogan Page Limited.
- Biesok, G., & Wyród-Wróbel, J. (2017). Job Satisfaction and Its Influence on Proactive Behaviour. *European Journal of Business Science and Technology*, 3(1), 44–53.
- Bugdol, M. (2018). *A Different Approach to Work Discipline*. Palgrave Macmillan.
- Fadhilah, M. L. (2010). *Analisis Pengaruh Stress Kerja terhadap Kepuasan Kerja dengan Dukungan Sosial sebagai Variabel Moderating (Studi Pada PT. Coca Cola Amatil Indonesia, Central Java)*. Universitas Diponegoro.
- Ghozali, I. (2018). *Aplikasi Analisis Multivariete SPSS 25 Edisi 9*. Badan Penerbit Universitas Diponegoro.
- Hamid, A., & Riyanto, S. (2020). The Reactions over Employees Performance Viewed from Work Environment, Discipline, and Leadership variables at Directorate General Development of Rural Areas of the Ministry of Village, Regional Development and Transmigration. *International Journal of Innovative Science and Research Technology*, 5(4), 1049–1056.
- Harinoto. (2017). The Role of Organizational Culture and Work Discipline on Job Performance Mediated Job Satisfaction. *Management and Business Review*, 1(1), 17–23.
- Idris, M. (2018). The impact of education and training, work discipline and organizational culture on employee's performance: The study of Disaster Management and Fire Department in Palembang City, Indonesia. *International Journal of Human Resource Studies*, 8(3), 1–18. <https://doi.org/10.5296/ijhrs.v8i3.13013>

- Ifriana, & Susanti, F. (2019). *Pengaruh Lingkungan Kerja dan Disiplin Kerja terhadap Kepuasan Kerja Karyawan pada Kantor Samsat Painan*. <https://doi.org/https://doi.org/10.31219/osf.io/ezxtq>
- Ilahi, D. K., Mukzam, M. D., & Prasetya, A. (2017). Pengaruh Kepuasan Kerja terhadap Disiplin Kerja dan Komitmen Organisasional (Studi pada Karyawan PT. PLN (Persero) Distribusi Jawa Timur Area Malang). *Jurnal Administrasi Bisnis*, 44(1), 31–39.
- Jayanti, E., Utaminingtyas, R. R. B., & Farouk, U. (2020). The Effect of Work Motivation , Work Discipline , and Work Environment on Employee Job Satisfaction at PT . Samudera Perdana Selaras. *Admisi Dan Bisnis*, 21, 131–142. <https://journal.polines.ac.id/index.php/admisi>
- Jeffrey, I., & Supendi, D. P. (2018). Influence of Work Discipline, Work Motivation and Career Development to Performance of Civil Servant. *The Social Sciences*, 13(4), 956–963.
- Jena, L., & Nayak, U. (2020). Theories of Career Development: An Analysis. *Indian Journal of Natural Sciences*, 10(60), 23515–23523.
- Kaya, Ç., & Ceylan, B. (2014). An Empirical Study on the Role of Career Development Programs in Organizations and Organizational Commitment on Job Satisfaction of. *American Journal of Business and Management*, 3(3), 178–191. <https://doi.org/10.11634/216796061403551>
- Kim, J. Y., & Keane, A. (2019). Factors Contributing to Korean Employees ' Job Satisfaction: A Multilevel Study. *Journal of Career Development*, 1–16. <https://doi.org/10.1177/0894845319880611>
- Kinanti, A. Q. (2012). *Hubungan Lingkungan Kerja dengan Kepuasan Kerja pada Divisi Sumber Daya Manusia PT. Surveyor Indonesia*. Universitas Indonesia.
- Kitana, A., & Karam, A. A. (2017). The Relationship between Work Environment into Women' s Career Development and Job Satisfaction in the United Arab Emirates: A Large Scale Sampling. *International Journal of Business and Management Invention*, 6(1), 22–28.
- Lusigita, K. (2017). Pengaruh Kepemimpinan dan Disiplin Kerja terhadap Kepuasan Kerja dan Kinerja Pegawai Negeri Sipil pada Dinas Sosial dan Tenaga Kerja Kabupaten Badung. *JAGADITHA: Jurnal Ekonomi & Bisnis*, 4(1), 27–37. <https://doi.org/10.22225/JJ.4.1.209.27-37>
- Lussier, R. N. (2016). *Human Relations in Organizations: Applications and Skill Building*. McGraw-Hill Education.
- Manonmani, A. (2019). A Study of Career Planning and Career Development on Employee Satisfaction in Private Sector Banks at Thanjavur District. *Journal of the Gujarat Society*, 21(16), 424–437.

- Mariyanti, E. (2014). Pengaruh Keterlibatan Kerja dan Kepuasan Kerja terhadap Komitmen Organisasi (Studi Kasus pada Perawat Rumah Sakit Swasta di Kota Malang). *Jurnal KomTekInfo Fakultas Ilmu Komputer*, 1(1), 38–45.
- Marpaung, F. K., Rangkuti, D. A., Ryantono, A. F. R., & William. (2019). Pengaruh Pengembangan Karir dan Disiplin Kerja Terhadap Kinerja Karyawan pada PT. Angkasa Pura II Medan. *Jurnal Manajemen*, 5(2), 117–128.
- Mohammad, J., Quoquab, F., Halimah, S., & Thurasamy, R. (2019). Workplace internet leisure and employees' productivity. *Internet Research*, 29(4), 725–748. <https://doi.org/10.1108/IntR-05-2017-0191>
- Mrhálek, T., & Kajanová, A. (2017). Work Satisfaction and Mental Pressure of Social Workers and Workers in Social Services. *Kontakt*, 1–5. <https://doi.org/10.1016/j.kontakt.2017.10.001>
- Natsir, M., Riduwan, A., & Ujianto. (2018). Employee Satisfaction and Performance?: The Impact Analysis on Leadership, Work Motivation, Work Discipline and Compensation. *Journal of Business and Management*, 20(4), 6–12.
- Parashakti, R. D., Juniarti, S., & Khotimah, N. (2019). The Effect of Workload, Work Environment, Career Development on Employee Job Satisfaction on PT. Sari Coffee Indonesia, Tbk. *Dinasti International Journal of Education Management and Social Science*, 1(1), 44–54. <https://doi.org/10.31933/DIJEMSS>
- Parimita, W., Pambudi, W. S., & Aminah, H. (2017). The Impact of career development and workload toward employee job satisfaction at PT. Askindo Jakarta. *Jurnal Riset Manajemen Sains Indonesia*, 8(1), 39–57.
- Prayogi, M. A., Lesmana, M. T., & Siregar, L. H. (2019). The influence of communication and work discipline to employee performance. *Advances in Social Science, Education and Humanities Research*, 343, 423–426. <https://doi.org/10.2991/icas-19.2019.88>
- Priyono, M., & Soesatyo, Y. (2016). Influence of Motivation and Discipline on the Performance of Employees (Studies on CV Eastern Star Home in Surabaya). *Journal of Global Economics, Management and Business Research*, 212–220.
- Rahman, H., Rahman, W., Khan, M. A., & Anwar, K. J. (2016). The Mediating Role of Career Development in its Antecedents and Outcomes: Empirical Evidence from Pakistan. *Sarhad Journal of Management Sciences*, 2(2).
- Santoso, J. B., & Sidik, Y. (2020). Effect of Career Development, Work Discipline and Work Environment to Job Satisfaction. *Advances in Economics, Business and Management Research*.
- Sekaran, U., & Bougie, R. (2010). *Research Methods for Business: A Skill Building*

- Approach*. John Wiley & Sons.
- Sheraz, F., Batool, S., & Adnan, S. (2019). Employee's Retention and Job Satisfaction: Mediating Role of Career Development Programs. *The Dialogue*, 14(2), 67–78.
- Sholikhah, Simanjuntak, A. S., & Parimita, W. (2018). Pengaruh Pengembangan Karir, Motivasi dan Budaya Organisasi terhadap Kepuasan Kerja pada Karyawan Perum Perumnas Kantor Pusat Jakarta Timur. *Jurnal Riset Manajemen Sains Indonesia*, 9(2), 299–319.
- Singh, T., Chetty, N., & Karodia, A. M. (2016). An Investigation into the Impact of Absenteeism on the Organisational Performance of a Private Security Company in Durban, Kwazulu-Natal. *Singaporean Journal of Business Economics, and Management Studies*, 4(11), 105–159.
- Sudarsih, & Supriyadi. (2019). The Role of Workload and Work Discipline in Improving Job Satisfaction. *International Journal of Scientific Research and Management*, 7(10), 1375–1383. <https://doi.org/10.18535/ijsrn/v7i10.em03>
- Susita, D., & Muslimah, W. (2017). The Influence of Work Discipline and Work Environment on Organizational Commitment Employee of SBU Energy at PT. Biro Klasifikasi Indonesia (Persero) North Jakarta. *Jurnal Riset Manajemen Sains Indonesia*, 8(2), 275–297.
- Tepret, N. Y., & Tuna, K. (2015). Effect of Management Factor on Employee Job Satisfaction: an Application in Telecommunication Sector. *Procedia - Social and Behavioral Sciences*, 195(224), 673–679. <https://doi.org/10.1016/j.sbspro.2015.06.264>
- Waspodo, A. A., Dharmawan, R., & Handaru, A. W. (2017). The Influence of Compensation, Motivation, and Career Development on Employees Job Satisfaction at PT. Nikko Cahaya Electric. *Jurnal Riset Manajemen Sains Indonesia*, 8(1), 58–83. <https://doi.org/10.21009/jrmsi.008.1.04>
- Yadewani, D., & Wijaya, R. (2019). The Relationship between Reward, Work Discipline, Motivation and Employee Job Satisfaction among Employees of Inews TV Padang, Indonesia. *International Journal of Recent Technology and Engineering*, 8(2), 491–494.
- Yu-Chuan, C. (2019). Study of the Factors Affecting the Career Development of New-Immigrant-Children University Students in Taiwan. *International Journal of Higher Education*, 8(6), 192–202. <https://doi.org/10.5430/ijhe.v8n6p192>
- Yuliandi, & Tahir, R. (2019). Work discipline, competence, empowerment, job satisfaction, and employee performance. *International Journal of Recent Technology and Engineering*, 8(3), 7209–7215. <https://doi.org/10.35940/ijrte.C6221.098319>

Zainal, H. (2017). Influence of Work Motivation and Discipline on Work Productivity. *Advances in Social Science, Education and Humanities (ASSEHR)*, 149, 25–27.

