

DAFTAR PUSTAKA

- Aamodt, M. A. (2013). *Industrial/Organizational Psychology: An Applied Approach* (8th ed.). Boston: Cengage Learning.
- Ahmadi, E. (2011). Organizational culture and productivity. *Procedia - Social and Behavioral Sciences*, 15, 772–776. <https://doi.org/10.1016/j.sbspro.2011.03.182>
- Akbari, P., Nazari, K., & Mahmoudi, A. (2015). Analysis of the Impact of Organizational Culture on Employee Productivity: Case Study Bistoon Petrochemical Company. *Global Journal of Multidisciplinary and Applied Sciences*, 3(1), 5–9.
- Ali Alhashedi, A. A., Bardai, B., Al-Dubai, M. M. M., & Alaghbari, M. A. (2021). Organizational citizenship behavior role in mediating the effect of transformational leadership on organizational performance in gold industry of Saudi Arabia. *Business: Theory and Practice*, 22(1), 39–54.
- Anderson, J. C., & Gerbing, D. W. (1988). Structural equation modeling in practice: A review and recommended two-step approach. *Psychological Bulletin*, 103(3), 411–423.
- Arifin, M., Amali, H., & Puteri, H. E. (2019). The determinant of organizational citizenship behavior and examining the mediating roles of job involvement: Survey on lecturers of Higher Education of the Ministry of Industry in Indonesia. *Advances in Economics, Business and Management Research*, 88(ICIIR 2018), 155–162. <https://doi.org/10.2991/iciir-18.2019.29>
- Avolio, B. J., & Bass, B. M. (2002). *Developing Potential Across a Full Range of Leadership: Cases on Transactional and Transformational Leadership*. New Jersey: Lawrence Erlbaum Associates, Inc.
- Baird, K. M., Harrison, G. L., & Reeve, R. C. (2004). Adoption of activity management practices: a note on the extent of adoption and the influence of organizational and cultural factors. *Management Accounting Research*, 15(4), 383–399.
- Barsulai, S. C., Makopondo, R. O. B., & Fwaya, E. V. O. (2019). The Effect of Organizational Citizenship Behavior on Employee Productivity in Star Rated Hotels in Kenya. *European Journal of Hospitality and Tourism Research*, 7(1), 1–8.
- Bateman, T. S., & Snell, S. A. (2015). *Management* (11th ed.). New York: McGraw-Hill Company, Inc.
- Berger, L., & Berger, D. R. (2006). *Talent Management Handbook*. New York: McGraw-Hill Company, Inc.
- Bergeron, D. M., Esch, C. van, & Thompson, P. S. (2018). Citizenship Behaviour and Objective Career Outcomes: A Review and Agenda for Future Work. In P. M. Podsakoff, S. B. MacKenzie, & N. P. Podsakoff (Eds.), *The Oxford Handbook of Organizational Citizenship Behavior*. New York: Oxford University Press.
- Bergeron, D., Ostroff, C., Schroeder, T., & Block, C. (2014). The Dual Effects of Organizational Citizenship Behavior: The Dual Effects of Organizational

Citizenship Behavior : Relationships to Research Productivity and Career Outcomes in Academe. *Human Performance*, 27(99), 99–128.
<https://doi.org/10.1080/08959285.2014.882925>

Bernardin, J., & Russell, J. E. A. (2013). *Human Resource Management*. New York: McGraw-Hill Company, Inc.

Bhatnagar, J. (2007). Talent Management Strategy of Employee Engagement In Indian ITES Employees: Key To Retention. *Employee Relations*, 29(6), 640–643.

Brown, D. J., & Keeping, L. M. (2005). Elaborating the construct of transformational leadership: The role of affect. *The Leadership Quarterly*, 16, 245–272.
<https://doi.org/10.1016/j.leaqua.2005.01.003>

Buckingham, M., & Clifton, D. O. (2003). *Now, Discover Your Strengths*. New Jersey: Free Press.

Budiono, A. M. S. (2006). *Bunga Rampai Hiperkes dan Kesehatan Kerja*. Semarang: Badan Penerbit UNDIP.

Burnes, B., & Jackson, P. (2011). Success and failure in organizational change: An exploration of the role of values. *Journal of Change Management*, 11(2), 133–162.
<https://doi.org/10.1080/14697017.2010.524655>

Butt, F. S., Waseem, M., Rafiq, T., Nawab, S., & Khilji, B. A. (2014). The impact of leadership on the productivity of employees: An evidence from Pakistan. *Research Journal of Applied Sciences, Engineering and Technology*, 7(24), 5221–5226.
<https://doi.org/10.19026/rjaset.7.917>

Canon, J. A., & McGee, R. (2007). *Talent Management and Succession Planning*. London: The Chartered Institute of Personnel and Development.

Canon, J. A., & McGee, R. (2007). *Talent Management and Succession Planning*. London: The Chartered Institute of Personnel and Development.

Cascio, W. F. (2016). *Managing Human Resources: Productivity, Quality of Work Life, Profit* (10th ed.). New York: McGraw-Hill Education.

Chodorek, M., & Sudolska, A. (2016). The significance of organisational citizenship behaviours for talent management: The example of Polish companies. *Journal of Economic and Social Development*, 3(1), 76–86.

Choi, W. S., Heo, J. S., & Kim, L.-J. (2015). A Study on the Impact of Material, Social, Symbolic Reward on OCB: Moderate Effect of the Rank. *Journal of Economics, Business and Management*, 3(3), 377–382.
<https://doi.org/10.7763/joebm.2015.v3.213>

Chompookum, D., & Derr, C. B. (2006). The effects of internal career orientations on organizational citizenship behavior in Thailand. *Career Development International*, 9(4), 406–423. <https://doi.org/DOI.10.1108/13620430410544355>

Collings, D. G., & Mellahi, K. (2009). Strategic Talent Management: A review and research agenda. *Human Resource Management Review*, 19(4), 304–313.
<https://doi.org/10.1016/j.hrmr.2009.04.001>

Colquitt, J. A., LePine, J. A., & Wesson, M. J. (2015). *Organizational Behavior:*

Improving Performance and Commitment in the Workplace (4th ed.). New York: McGraw-Hill Education.

- Colquitt, J. A., LePine, J. A., & Wesson, M. J. (2019). *Organizational Behavior: Improving Performance and Commitment in the Workplace* (6th ed.). <https://doi.org/10.1002/pdh.22>
- Creelman, D. (2005). *Return on Investment in Talent Management: Measures You Can Put to Work Right Now*. Washington: Human Capital Institute.
- Daft, R. L. (2008). *Management*. Mason: South-Western Cengage Learning.
- Daft, R. L. (2014). *New Era of Management*. New Jersey: South-Western Cengage Learning.
- Danim, S., & Suparno. (2009). *Manajemen dan Kepemimpinan Transformasional Kepala Sekolah*. Jakarta: Rineka Cipta.
- Dessler, G. (2014). *Human Resource Management*. New Jersey: Pearson Education, Inc.
- Dhanalakshmi, R. V., & Gurunathan, K. B. (2014). A study on talent management as a strategy to influence employee engagement and its affect on the organizational outcome. *International Journal of Business and Administration Research Review*, 2(2347), 183–186.
- Diana, I. N. (2012). Organizational citizenship behavior (OCB) dalam Islam. *Jurnal Ilmu Ekonomi Dan Sosial*, 1(2).
- Ding, L., Velicer, W. F., & Harlow, L. L. (1995). Effects of estimation methods, number of indicators per factor, and improper solutions on structural equation modeling fit indices. *Structural Equation Modeling: A Multidisciplinary Journal*, 2(2), 119–143. <https://doi.org/10.1080/10705519509540000>
- DuBrin, A. J. (2013). *Principles of Leadership* (7th ed.). Mason: South-Western Cengage Learning.
- Ebrahimpour, H., Zahed, A., Khaleghkhah, A., & Sepehri, M. B. (2011). A survey relation between organizational culture and organizational citizenship behavior. *Procedia - Social and Behavioral Sciences*, 30, 1920–1925. <https://doi.org/10.1016/j.sbspro.2011.10.373>
- Erkutlu, H. (2011). The moderating role of organizational culture in the relationship between organizational justice and organizational citizenship behaviors. *Leadership & Organization Development Journal*, 32(6), 532–554.
- Ferdinand, A. (2002). *Structctural Equation Modeling dalam Penelitian Manajemen*. Semarang: Fakultas Ekonomi Universitas Diponegoro.
- Foote, D. A., & Tang, T. L. (2008). Job satisfaction and organizational citizenship behavior (OCB): Does team commitment make a difference in self-directed teams? *Management Decision*, 46(6), 933–947. <https://doi.org/https://doi.org/10.1108/00251740810882680>
- Gibson, J. L., Ivancevich, J. M., & Donnelly, J. H. (2012). *Organization: Behavior, Structure, Processes*. Texas: Business Publication, Inc.
- Gibson, J. L., Ivancevich, J. M., Donnelly, J. H., & Konopaske, R. (2012). *Organizations:*

- Behavior, Structure, Process*. New York: McGraw-Hill Company, Inc.
- Goffee, R., & Jones, G. (2007). Leading clever people. *Harvard Business Review*, 85(3), 72–79.
- Gomes, F. C. (2005). *Manajemen Sumber Daya Manusia*. Yogyakarta: Andi.
- Gomez-Mejia, L. R. (2008). *Management* (3rd ed.). New York: McFarland & Company, Inc.
- Gomez-Mejia, L. R., Balkin, D. B., & Cardy, R. L. (2007). *Managing Human Resources* (5th ed.). New Jersey: Pearson Education Inc.
- Greenberg, J., & Baron, R. A. (2008). *Behavior in Organizations*. New Jersey: Pearson Education Inc.
- Hadi, S. (2002). *Metodologi Research 2*. Yogyakarta: Yayasan Penerbitan Fakultas Psikologi Universitas Gadjah Mada.
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2014). *Multivariate Data Analysis*. New Jersey: Prentice Hall.
- Hamilton-Attwell, A. (1998). Productivity and work ethics. *Work Study*, 47(3), 79–86.
- Hancock, G. R., & Mueller, R. O. (2015). *Structural Equation Modeling: A Second Course*. Charlotte: Information Age Publishing.
- Harbour, S. (2018). Company Culture is Linked to Employee Productivity. Retrieved June 12, 2021, from <https://www.zenefits.com/workest/company-culture-linked-employee-productivity/>
- Harwiki, W. (2016). The Impact of Servant Leadership on Organization Culture, Organizational Commitment, Organizational Citizenship Behaviour (OCB) and Employee Performance in Women Cooperatives. *Procedia - Social and Behavioral Sciences*, 219, 283–290. <https://doi.org/10.1016/j.sbspro.2016.04.032>
- Hasibuan, M. S. P. (2003). *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.
- Hatun, A. (2010). *Next Generation Talent Management: Talent Management to Survive Turmoil*. Hampshire: Palgrave MacMillan.
- Haynes, B. P. (2007). Office productivity: A shift from cost reduction to human contribution. *Facilities*, 25(11–12), 452–462. <https://doi.org/10.1108/02632770710822562>
- Hersey, P., Blanchard, K. H., & Johnson, D. E. (2008). *Management of Organizational Behavior: Leading Human Resources* (9th ed.). New Jersey: Pearson-Prentice Hall.
- Hojjat, V., Taheri, M. J., & Sadegh, J. M. (2014). The impact of organizational culture on organizational citizenship behavior (case study: Lorestan Mellat Bank). *Asian Journal of Research in Social Sciences and Humanities*, 4(6), 312–321.
- Hughes, R. L., Ginnett, R. C., & Curphy, G. J. (2015). *Leadership: Enhancing the Lessons of Experience* (8th ed.). New York: McGraw-Hill Company, Inc.
- Ismacelzadeh, M. R., Anjomshoa, M. R., & Fard, M. K. (2016). Effect of transformational leadership on organizational citizenship behavior in physical education teachers in mashhad. *Global Journal of Scientific Researches*, 4(5), 86–

90.

- Ivancevich, J. M., Konopaske, R., & Matteson, M. T. (2014). *Organizational Behavior & Management* (10th ed.). New York: McGraw-Hill Education.
- Jain, A. K. (2015). Volunteerism and organisational culture: Relationship to organizational commitment and citizenship behaviors in India. *Cross Cultural Management*, 22(1), 116–144. <https://doi.org/10.1108/CCM-11-2013-0167>
- Jeong, Y., Kim, E., Kim, M., & Zhang, J. J. (2019). Exploring relationships among organizational culture, empowerment, and organizational citizenship behavior in the South Korean professional sport industry. *Sustainability (Switzerland)*, 11(19), 1–16. <https://doi.org/10.3390/su11195412>
- Jha, Shweta, & Jha, S. (2010). Determinants of Organizational Citizenship Behaviour: A Review of Literature. *Journal of Management & Public Policy*, 1(2), 27–36.
- Jha, Sumi. (2014). Transformational leadership and psychological empowerment: Determinants of organizational citizenship behavior. *South Asian Journal of Global Business Research*, 3(1), 18–35. <https://doi.org/10.1108/sajgbr-04-2012-0036>
- Jiang, W. (2017). The impact of transformational leadership on employee sustainable performance: The mediating role of organizational citizenship behavior. *Sustainability*, 9(1567), 1–17. <https://doi.org/10.3390/su9091567>
- Keegan, A. E., & Hartog, D. N. Den. (2004). Transformational leadership in a project-based environment: A comparative study of the leadership styles of project managers and line managers. *International Journal of Project Management*, 22, 609–617. <https://doi.org/10.1016/j.ijproman.2004.05.005>
- Kelepile, K. (2015). Impact of organizational culture on productivity and quality management: A case study in diamond operations unit, DTC Botswana. *International Journal of Research in Business Studies and Management*, 2(9), 35–45.
- Khaola, P., & Rambe, P. (2021). The effects of transformational leadership on organisational citizenship behaviour: the role of organisational justice and affective commitment. *Management Research Review*, 44(3), 381–398. <https://doi.org/10.1108/MRR-07-2019-0323>
- Khezri, S., Niknafs, S., Ashrafi, H., & Najaf, Z. (2016). The Impact of Talent Management on Productivity of Bank Mellat of West Azerbaijan Province. *International Academic Institute for Science and Technology*, 3(12), 39–42.
- Kinicki, A., & Kreitner, R. (2008). *Organizational Behavior: Key Concepts, Skills and Best Practices*. New York: McGraw-Hill Company, Inc.
- Koontz, H., & Weihrich, H. (2004). *Essentials of Management: An International Perspective*. New Delhi: McGraw-Hill Company, Inc.
- Langton, N., & Robbins, S. P. (2006). *Fundamental of Organizational Behavior*. Canada: Pearson Education Inc.
- Lewis, R. E., & Heckman, R. J. (2006). Talent management: A critical review. *Human Resource Management Review*, 16, 139–154. <https://doi.org/10.1016/j.hrmr.2006.03.001>

- Lian, L. K., & Tui, L. G. (2012). Leadership styles and organizational citizenship behavior: The mediating effect of subordinates' competence and downward influence tactics. *Journal of Applied Business and Economics*, 13(2).
- Lopez, R. (2017). The Correlation Between Company Culture and Productivity. Retrieved June 12, 2021, from <https://rmi-solutions.com/the-correlation-between-company-culture-and-productivity/>
- Luthans, F. (2011). *Organizational Behavior: An Evidence-Based Approach* (12th ed.). New York: McGraw-Hill/Irwin.
- Mahdiyeh, M., Nakhaei, H., & Kebriaci, A. (2016). Impact of organizational culture on productivity: A study among employees of Ministry of Youth and Sports, Iran. *International Journal of Humanities and Cultural Studies*, 3(3), 170–177.
- Mallick, E., Pradhan, R. K., Tewari, H. R., & Jena, L. K. (2014). Organizational Citizenship Behaviour, Job Performance and HR Practices: A Relational Perspective. *Management and Labour Studies*, 39(4), 449–460. <https://doi.org/10.1177/0258042x15578023>
- Mangkunegara, A. P. (2006). *Evaluasi Kinerja Sumber Daya Manusia*. Bandung: PT. Repika Aditama.
- Manoppo, V. P. (2020). Transformational leadership as a factor that decreases turnover intention: A mediation of work stress and organizational citizenship behavior. *The TQM Journal*, 32(6), 1395–1412. <https://doi.org/10.1108/tqm-05-2020-0097>
- Mathew, J. (2007). The relationship of organisational culture with productivity and quality: A study of Indian software organisations. *Employee Relations*, 29(6), 677–695. <https://doi.org/10.1108/01425450710826140>
- Mathis, R. L., & Jackson, J. H. (2011). *Human Resource Management* (13th ed.). Mason: South-Western Cengage Learning.
- Maya, M., & Thamilselvan, R. (2013). Impact of talent management on employee performance and organizational efficiency in itsp's with reference to Chennai city. *International Journal of Economic Research*, 10(2), 451–463.
- McShane, S. L., & Glinow, M. A. Von. (2015). *Organizational Behavior: Emerging Knowledge, Global Reality*. New York: McGraw-Hill Company, Inc.
- McShane, S. L., & Glinow, M. A. Von. (2018). *Organizational Behavior* (8th ed.). New York: McGraw-Hill Education, Inc.
- Meihami, B., Varmaghani, Z., & Meihami, H. (2013). A survey on the impact of transformational leadership on organizational citizenship behavior in public organization in Kurdistan province. *International Letters of Social and Humanistic Sciences*, 8, 66–76. <https://doi.org/10.18052/www.scipress.com/ILSHS.8.66>
- Mensah, J. K. (2019). Talent management and employee outcomes: A psychological contract fulfilment perspective. *Public Organization Review*, 19(3), 325–344.
- Moeljono, D. (2006). *Budaya Organisasi Dalam Tantangan*. Jakarta: Media Elex Komputindo.
- Moghimi, B. (2021). Impact of talent management on knowledge sharing by mediating

- organizational citizenship behavior. *Psychology and Education*, 58(3), 3680–3685.
- Mohanty, J., & Rath, B. P. (2012). Influence of organizational culture on organizational citizenship behavior: A three-sector study. *Global Journal of Business Research*, 6(1), 65–76. Retrieved from <http://ssrn.com/abstract=1946000> 65
- Mohelska, H., & Sokolova, M. (2018). Management approaches for industry 4.0 – The organizational culture perspective. *Technological and Economic Development of Economy*, 24(6), 2225–2240. <https://doi.org/10.3846/tede.2018.6397>
- Moorhead, G., & Griffin, R. W. (2014). *Organizational Behavior: Managing People and Organizations* (11th ed.). Mason: South-Western Cengage Learning.
- Muchinsky, P. M. (2006). *Psychology Applied to Work* (8th ed.). New York: Thomson Wadsworth.
- Mullins, L. J. (2005). *Organizational Behavior*. New York: McGraw-Hill Company, Inc.
- Nafchi, M. Z., & Mohelská, H. (2020). Organizational culture as an indication of readiness to implement industry 4.0. *Information (Switzerland)*, 11(3). <https://doi.org/10.3390/INFO11030174>
- Nelson, D. L., & Quick, J. C. (2006). *Organizational Behavior: Foundation Realities & Challenges*. Boston: Thompson South Western.
- Newstrom, J. W. (2015). *Organizational Behavior: Human Behavior at Work* (4th ed.). New York: McGraw-Hill Education.
- Ngadiman, Eliyana, A., & Ratmawati, D. (2013). *Influence of Transformational Leadership and Organization Climate to the Work Satisfaction, Organizational Commitment and Organizational Citizenship Behavior on the Educational Personnel of*. 5(10), 97–115.
- Okatan, K., & Alankus, O. B. (2017). Effect of Organizational Culture on Internal Innovation Capacity. *Journal of Organisational Studies and Innovation*, 4(3), 18–50.
- Oktariyani, F. (2009). Pengaruh kompensasi dan pengembangan karir terhadap organizational citizenship behaviour (OCB). *Prosiding Manajemen*.
- Onyango, W. P. (2015). Effects of transformational leadership styles on talent management: A case of micro, small and medium size enterprises in Migori County, Kenya. *Journal of Poverty, Investment and Development*, 10, 51–60.
- Pavlina, S. (2005). What Is Productivity? Retrieved January 2, 2017, from <http://www.stevpavlina.com/blog/2005/10/what-is-productivity/>
- Plunkett, W. R., Attner, R. F., & Allen, G. S. (2005). *Management: Meeting and Exceeding Customer Expectations*. New York: Thomson South-Western.
- Podsakoff, N. P., Blume, B. D., Whiting, S. W., & Podsakoff, P. M. (2009). Individual- and organizational-level consequences of organizational citizenship behaviors: A meta-analysis. *Journal of Applied Psychology*, 94, 122–141.
- Podsakoff, P. M., Mackenzie, S. B., Paine, J. B., & Bachrach, D. G. (2000). Organizational citizenship behaviors: A critical review of the theoretical and empirical literature and suggestions for future research. *Journal of Management*,

26(3), 513–563.

- Prokopenko, J. (1992). *Productivity Management: A Practical Handbook*. Geneva: International Labour Office.
- Pujiono, B., Setiawan, M., Sumiati, & Wijayanti, R. (2020). The effect of transglobal leadership and organizational culture on job performance - Inter-employee trust as Moderating Variable. *International Journal of Public Leadership*, 16(3), 319–335. <https://doi.org/10.1108/ijpl-11-2019-0071>
- Ranjbar, M., Zamani, H., & Amiri, N. (2014). The study on relationship between organizational citizenship behavior and organizational productivity. *International Conference on Arts, Economics and Management*, (March 22-23), 92–97. <https://doi.org/http://dx.doi.org/10.15242/ICEHM.ED0314031>
- Ratnaningsih, I. Z. (2011). *Metode Umpan Balik 360 Derajat Untuk Mengembangkan Kepemimpinan Dalam Talent Management System*. Semarang.
- Rezai, H., & Sabzikaran, E. (2012). Exploring the Effect of Organizational Citizenship Behavior on Human Resources Productivity Enhancement. *Kuwait Chapter of Arabian Journal of Business and Management Review Vol.*, 1(7), 1–15.
- Robbins, S. P., & Coulter, M. (2016). *Management* (13th ed.). London: Pearson Education Ltd.
- Robbins, S. P., & Judge, T. A. (2015). *Organizational Behavior* (16th ed.). Essex: Pearson Education Ltd.
- Rutkauskas, J., & Paulavicien, E. (2005). Concept of productivity in service sector. *Journal of Engineering Economics*, 3(43).
- Ryan, T. P. (2013). *Sample Size Determination and Power* (1st ed.). New Jersey: John Wiley & Sons, Inc.
- Schein, E. H. (2010). *Organizational Culture and Leadership* (4th ed.). San Fransisco: Jossey-Bass.
- Schermerhorn, J. R. (2008). *Introduction to Management*. New Jersey: John Wiley & Sons, Inc.
- Schermerhorn, J. R., Hunt, J. G., Osborn, R. N., & Uhl-Bien, M. (2011). *Organizational Behavior*. New Jersey: John Wiley & Sons, Inc.
- Schultz, D., & Schultz, S. E. (2016). *Psychology and Work Today* (10th ed.). New York: Routledge.
- Schumacker, R. E., & Lomax, R. G. (2016). *A Beginner's Guide To structural Equation Modeling*. New York: Taylor & Francis.
- Sedarmayanti. (2009). *Sumber Daya Manusia dan Produktivitas Kerja* (3rd ed.). Bandung: Mandar Maju.
- Sekaran, U. (2010). *Research Methods for Business*. New York: John Wiley & Sons, Inc.
- Seppälä, E., & Cameron, K. (2015). Proof That Positive Work Cultures Are More Productive. Retrieved June 15, 2021, from <https://hbr.org/2015/12/proof-that-positive-work-cultures-are-more-productive>

- Shafritz, J. M., Russell, E. W., & Borick, C. P. (2007). *Introducing Public Administration*. New Jersey: Pearson Education Inc.
- Sinamo, J., & Santosa, A. (2012). *The Ethos Leadership: Pemimpin Kredibel Pemimpin Visioner*. Jakarta: Institut Darma Mahadirka.
- Slocum, J. W., & Hellriegel, D. (2007). *Fundamentals of Organizational Behavior*. New York: Thomson South Western.
- Smilansky, J. (2006). *Developing Executive Talent*. New Jersey: John Wiley & Sons, Inc.
- Snell, S., & Bohlander, G. (2007). *Human Resource Management*. Mason: Thomson/South-Western.
- Sobirin, A. (2009). *Budaya Organisasi: Pengertian, Makna dan Aplikasinya*. Yogyakarta: UPP-STIM YKPN.
- Sunarsih. (2003). Kepemimpinan Transformasional Dalam Era Perubahan Organisasi. *Jurnal Manajemen Dan Bisnis*, 5(2), 50–62.
- Supriadi, D., Hardhienata, S., & Retnowati, R. (2016). The relationship of transformational leadership, personality and job satisfaction to organizational citizenship behavior (OCB). *International Journal of Managerial Studies and Research*, 4(11), 43–47.
- Suwibawa, A., Agung, A. A. P., & Sapta, I. K. S. (2018). Effect of Organizational Culture and Organizational Commitment to Employee Performance through Organizational Citizenship Behavior (OCB) as *Intervening Variables* (Study on Bappeda Litbang Provinsi Bali). *International Journal of Contemporary Research and Review*, 9(08), 20997–21013. <https://doi.org/10.15520/ijcrr/2018/9/08/582>
- Tabachnick, B. G., Fidell, L. S., & Ullman, J. B. (2018). *Using Multivariate Statistics* (7th ed.). Needham Heights: Allyn & Bacon.
- Tarwaka, Ha, S., Bakri, & Sudiajeng, I. (2006). *Ergonomi untuk Keselamatan, Kesehatan Kerja dan Produktivitas*. Surakarta: UNIBA Press.
- Teguh, A., & Rosidah. (2006). *Manajemen Sumber Daya Manusia: Konsep, Teori dan Pengembangan dalam Konteks Organisasi Publik*. Yogyakarta: Graha Ilmu.
- Tinsley, H. E. A., & Tinsley, D. J. (1987). Uses of factor analysis in counseling psychology research. *Journal of Counseling Psychology*, 34(4), 414–424. <https://doi.org/https://psycnet.apa.org/doi/10.1037/0022-0167.34.4.414>
- Tripathi, P. C. C., & Reddy, P. N. (2008). *Principles of Management* (4th ed.). New Delhi: McGraw-Hill Company, Inc.
- Vatankhah, S., Alirezai, S., Khosravizadeh, O., Mirbahaeddin, S. E., & Alipanah, M. (2017). Role of transformational leadership on employee productivity of teaching hospitals: using structural equation modeling. *Electronic Physician*, 9(8), 4978–4984. <https://doi.org/http://dx.doi.org/10.19082/4978>
- Veisch, S. (2015). The relation between transformational leadership and organizational culture: Case study Medical School of Ilam. *Journal of Business Studies Quarterly*, 5(3), 110–121.
- Villotti, P., Corbiere, M., Dewa, C. S., Fraccaroli, F., Sultan-Taïeb, H., Zaniboni, S., &

- Lecomte, T. (2017). A serial mediation model of workplace social support on work productivity: the role of self-stigma and job tenure self-efficacy in people with severe mental disorders. *Disability and Rehabilitation*, 40(26), 3113–3119. <https://doi.org/10.1080/09638288.2017.1377294>
- Vyas, S. (2017). Organization Culture and Employee's Productivity: A Study of Pharmaceutical Industry. *International Journal of Research and Scientific Innovation, IV(IA)*, 15–20.
- Waspodo, A. A. W. S., & Minadaniati, L. (2012). Pengaruh kepuasan kerja dan iklim terhadap organizational citizenship behavior (OCB) karyawan pada PT. Trubus Swadaya, Depok. *Jurnal Riset Manajemen Sains Indonesia*, 3(1), 1–16.
- Wijanto, S. H. (2008). *Structural Equation Modeling dengan Lisrel 8.8: Konsep dan Tutorial*. Yogyakarta: Graha Ilmu.
- Wilkinson, A., Townsend, K., & Suder, G. (2015). *Handbook of Research on Managing Managers*. Cheltenham: Edward Elgar Publishing.
- Williams, M. (2005). *The War For Talent: Getting The Best From The Best*. London: CIPD.
- Winardi. (2009). *Teori Organisasi dan Pengorganisasian*. Jakarta: Rajawali Pers.
- Wulani, F. (2005). Sikap kerja dan implikasi dalam pengelolaan sumber daya manusia: Suatu kajian terhadap organizational citizenship behavior. *Jurnal Studi Bisnis*, 3(1).
- Yukl, G. (2010). *Leadership in Organizations*. New Jersey: Pearson Education, Inc.
- Yunarsih, T., & Suwatno. (2008). *Manajemen Sumber Daya Manusia*. Bandung: Alfabeta.
- Zachary, W. B., & Kuzuhara, L. W. (2005). *Organizational Behavior: Integrated Models and Application*. Ohio: Thomson/South-Western.
- Zadch, M. J., & Ahmadi, Y. (2017). Studying the relationship between talent management and workforce productivity in governmental organizations of Bam city. *International Review of Management and Marketing*, 7(3), 196–205.