

DAFTAR PUSTAKA

- Abiodun-oyebanji, O. J. (2021). *Teacher Professionalism And Task Performance In Oyo State Public Secondary Schools , Nigeria. November.*
- Aguinis, H. (2011). Performance Management. In *United Kingdom. Edinburgh Business School Heriot-Watt University.*
<https://doi.org/10.2307/j.ctvbnm2fh.3>
- Agustina, Z. E. N. (2002). *Pengaruh kinerja tugas dan kinerja konstektual terhadap Kepuasan Kerja dan komitmen Afektif.* Universitas Diponegoro.
- Alfes, K., Shantz, A. D., Truss, C., & Soane, E. C. (2013). The link between perceived human resource management practices, engagement and employee behaviour: A moderated mediation model. *International Journal of Human Resource Management, 24(2), 330–351.*
<https://doi.org/10.1080/09585192.2012.679950>
- Ali, M., Lei, S., SHi-Jie, Z., & Rahman, M. A. (2018). Empowering leadership and employee performance: A mediating role of thriving at work. *International Journal of Asian Business and Information Management, 9(2), 1–14.*
<https://doi.org/10.4018/IJABIM.2018040101>
- Alkassabi, O. Y., Al-Sobayel, H., Al-Eisa, E. S., Buragadda, S., Alghadir, A. H., & Iqbal, A. (2018). Job satisfaction among physiotherapists in Saudi Arabia: Does the leadership style matter? *BMC Health Services Research, 18(1), 1–10.* <https://doi.org/10.1186/s12913-018-3184-9>
- Amundsen, S., & Martinsen, Ø. L. (2014). Empowering leadership: Construct clarification, conceptualization, and validation of a new scale. *Leadership Quarterly, 25(3), 487–511.* <https://doi.org/10.1016/j.leaqua.2013.11.009>
- Amundsen, S., & Martinsen, Ø. L. (2015). Linking Empowering Leadership to Job Satisfaction, Work Effort, and Creativity: The Role of Self-Leadership and Psychological Empowerment. *Journal of Leadership and Organizational Studies, 22(3), 304–323.* <https://doi.org/10.1177/1548051814565819>
- Ariani, D. W. (2010). Hubungan Kinerja Tugas dan Kinerja Kontekstual dengan Kepuasan Kerja, Komitmen dan Kepribadian. *KINERJA, 14, 165–181.*
- Arini, D. E., Purwana, D., & Luddin, M. R. (2020). The Influence of Training, Customer Orientation and Work Engagement on The Hotel Supervisor Professionalism. *IJHCM (International Journal of Human Capital Management), 4(2), 114–124.* <https://doi.org/10.21009/ijhcm.04.02.10>

- Arlan, J. (2020). *Perhitungan Ukuran sampel, Power dan Ukuran Efek* (Issue July). Penerbit Gunadarma.
- Arnold, J. A. ;, Arad, S. ;, Rhoades, J. A. ;, & Drasgow, F. (2000). The empowering leadership questionnaire: The construction and. *Journal of Organizational Behavior*, 21(May), 249.
- Arnold, J. A., Arad, S., Rhoades, J. A., & Drasgow, F. (2000). The empowering leadership questionnaire: The construction and validation of a new scale for measuring leader behaviors. *Journal of Organizational Behavior*, 21(3), 249–269. [https://doi.org/10.1002/\(sici\)1099-1379\(200005\)21:3<249::aid-job10>3.0.co;2-%23](https://doi.org/10.1002/(sici)1099-1379(200005)21:3<249::aid-job10>3.0.co;2-%23)
- Aryee, S., & Zhen Xiong Chen. (2006). Leader-member exchange in a Chinese context: Antecedents, the mediating role of psychological empowerment and outcomes. *Journal of Business Research*, 59(7), 793–801. <https://doi.org/10.1016/j.jbusres.2005.03.003>
- Avolio, B. J., Zhu, W., Koh, W., & Bhatia, P. (2004). Transformational leadership and organizational commitment: Mediating role of psychological empowerment and moderating role of structural distance. *Journal of Organizational Behavior*, 25(8), 951–968. <https://doi.org/10.1002/job.283>
- Bacha, E. (2014). The relationship between transformational leadership, task performance and job characteristics. *Journal of Management Development*, 33(4), 410–420. <https://doi.org/10.1108/JMD-02-2013-0025>
- Badan Penelitian dan Pengembangan Kesehatan, K. K. (2013). *Riset Kesehatan Dasar (RISKESDAS 2013)*.
- Badan Penelitian dan Pengembangan Kesehatan, K. K. (2018). *Riset Kesehatan Dasar (RISKESDAS 2018)*.
- Bowen, D., & Lawler, E. (1995). Empowering Service Employees. *Sloan Management Review*, 36(4), 73–84.
- Budijaji, W. (2017). Skala Pengukuran Skala Likert (The Measurement Scale in Likert Scale). *E-Jurnal Mitra Pendidikan*, 2(2), 127–133.
- Carlos, V. S., & Rodrigues, R. G. (2016). Development and Validation of a Self-Reported Measure of Job Performance. *Social Indicators Research*, 126(1), 279–307. <https://doi.org/10.1007/s11205-015-0883-z>
- Cheong, M., Spain, S. M., Yammarino, F. J., & Yun, S. (2016). Two faces of empowering leadership: Enabling and burdening. *Leadership Quarterly*, 27(4), 602–616. <https://doi.org/10.1016/j.leaqua.2016.01.006>

- Clercq, D. De, Bouckenooghe, D., Raja, U., & Matsyborska, G. (2014). Servant Leadership and Work Engagement: The Contingency Effects of Leader-Follower Social Capital. *Human Resource Development Quarterly*, 2(1), 1–9. <https://doi.org/10.1002/hrdq.21185>
- Dali, N., & Mas'ud, A. (2014). The impact of professionalism, locus of control and job satisfaction on auditors' performance: Indonesian evidence. *International Journal of Business and Management Invention*, 3(10), 63–73.
- Dali, N., & Setiawan, M. (2013). Professionalism and Locus of Control Influence On Job Satisfaction Moderated By Spirituality At Work And Its Impact On Performance Auditor. *International Journal of Business and Management Invention ISSN*, 2(10), 1–011.
- Demirkasimoğlu, N. (2010). Defining “teacher professionalism” from different perspectives. *Procedia - Social and Behavioral Sciences*, 9, 2047–2051. <https://doi.org/10.1016/j.sbspro.2010.12.444>
- Dessler, G. (2013). *Human Resource Management* (13th ed.). Pearson.
- Erkutlu, H., & Chafra, J. (2015). Empowering Leadership and Organizational Job Embeddedness: The Moderating Roles of Task Interdependence and Organizational Politics. *Procedia - Social and Behavioral Sciences*, 210, 3–10. <https://doi.org/10.1016/j.sbspro.2015.11.321>
- Evans, L. (2011). The “shape” of teacher professionalism in England: Professional standards, performance management, professional development and the changes proposed in the 2010 white paper. *British Educational Research Journal*, 37(5), 851–870. <https://doi.org/10.1080/01411926.2011.607231>
- Evans, L., & Cosnefroy, L. (2013). The dawn of a new professionalism in the French academy? Academics facing the challenges of change. *Studies in Higher Education*, 38(8), 1201–1221. <https://doi.org/10.1080/03075079.2013.833024>
- Fachmi, M., Sultan, Z., Ngandoh, A. M., Tinggi, S., Ekonomi, I., Tinggi, S., Ekonomi, I., Dharma, T., Tinggi, S., & Ekonomi, I. (2020). *Do Professionalism Affect Motivation and Employee Performance? New Evidence From Perception Among Civil Servant in Makassar City*. 39–50.
- Farmalkes, S. (2020). Rencana Aksi Kegiatan 2020 - 2024. In *Sekretariat Ditjen Kefarmasian dan Alat Kesehatan*.
- Fikri, K., Haryadi, Edward, & Setiawati, R. (2021). Mediation and moderation models on the effect of empowering leadership and professionalism toward

- lecturer performance. *Quality - Access to Success*, 22(184), 192–202. <https://doi.org/10.47750/QAS/22.184.25>
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2019). *Multivariate Data Analysis* (8th ed.). Cengage.
- Hattrup, K., O'Connell, M. S., & Wingate, P. H. (1998). Prediction of Multidimensional Criteria: Distinguishing Task and contextual Performance. *Human Performance*, 305–319.
- Hou, F. I., Wu, Y. L., Li, M. H., & Huang, W. Y. (2021). Physiotherapist' job performance, impression management and organizational citizenship behaviors: An analysis of hierarchical linear modeling. *PLoS ONE*, 16(5 May), 1–11. <https://doi.org/10.1371/journal.pone.0251843>
- Ispas, D., & Borman, W. C. (2015). *Learn more about Task Performance Personnel Selection , Psychology of Information Architecture and Web Navigation. 2010.*
- Jeong, S., Hsiao, Y.-Y., Song, J. H., Kim, J. K., & Bae, S. H. (2016). The Moderating Role of Transformational Leadership on Work Engagement: The Influences of Professionalism and Openness to Change. *Human Resource Development Quarterly*. <https://doi.org/10.1002/hrdq>
- Jung, K. B., Kang, S. W., & Choi, S. B. (2020). Empowering leadership, risk-taking behavior, and employees' commitment to organizational change: The mediated moderating role of task complexity. *Sustainability (Switzerland)*, 12(6). <https://doi.org/10.3390/su12062340>
- Kaawaase, T. K., Bananuka, J., Peter Kwizina, T., & Nabaweesi, J. (2020). Intellectual capital and performance of small and medium audit practices: The interactive effects of professionalism. *Journal of Accounting in Emerging Economies*, 10(2), 165–189. <https://doi.org/10.1108/JAEE-03-2018-0032>
- Kadarisman, Muh. (2011). The Effect of Professionalism and Competence on The Performance of Regional Representatives Council. *Journal of Administrative Science & Organization*, 18(01), 53–62.
- Kamal, E. M. (2014). Empirical Assessment of Nigerian Construction Industry Consultancy Services Innovation Practices. *International Journal of Managerial Studies and Research (IJMSR)*, 2(9), 175–186.
- Kemenkes, B. P. (2020). *Data Tenaga Keterampilan Fisik yang Didayagunakan di Fasyankes Provinsi DKI Jakarta.*

- Kementerian PPN, & Bappenas. (2019). The Consolidated Report on Indonesia Health Sector Review 2018. In *Kementerian PPN/Bappenas*.
- Keyko, K., Cummings, G. G., Yonge, O., & Wong, C. A. (2016). Work engagement in professional nursing practice: A systematic review. *International Journal of Nursing Studies*, *61*, 142–164. <https://doi.org/10.1016/j.ijnurstu.2016.06.003>
- Kirkman, B. L., & Rosen, B. (1999). Beyond self-management: Antecedents and consequences of team empowerment. *Academy of Management Journal*, *42*(1), 58–74. <https://doi.org/10.2307/256874>
- Komarudin, & Sarkadi. (2017). Evaluasi Pembelajaran. In *Laboratorium Sosial Politik Press*.
- Konczak, L. J., Stelly, D. J., & Trusty, M. L. (2000). Defining and measuring empowering leader behaviors: Development of an upward feedback instrument. *Educational and Psychological Measurement*, *60*(2), 301–313. <https://doi.org/10.1177/00131640021970420>
- Koopmans, L., Bernaards, C., Hildebrandt, V., Van Buuren, S., Van Der Beek, A. J., & de Vet, H. C. w. (2013). Development of an individual work performance questionnaire. *International Journal of Productivity and Performance Management*, *62*(1), 6–28. <https://doi.org/10.1108/17410401311285273>
- Koopmans, L., Bernaards, C. M., Hildebrandt, V. H., De Vet, H. C. W., & Van Der Beek, A. J. (2014). Measuring individual work performance: Identifying and selecting indicators. *Work*, *48*(2), 229–238. <https://doi.org/10.3233/WOR-131659>
- Koopmans, L., Bernaards, C. M., Hildebrandt, V. H., Schaufeli, W. B., De Vet Henrica, C. W., & Van Der Beek, A. J. (2011). Conceptual frameworks of individual work performance: A systematic review. *Journal of Occupational and Environmental Medicine*, *53*(8), 856–866. <https://doi.org/10.1097/JOM.0b013e318226a763>
- Kundu, S. C., Kumar, S., & Gahlawat, N. (2019). Empowering leadership and job performance: mediating role of psychological empowerment. *Management Research Review*, *42*(5), 605–624. <https://doi.org/10.1108/MRR-04-2018-0183>
- Lee, A., Willis, S., & Tian, A. W. (2018). Empowering leadership: A meta-analytic examination of incremental contribution, mediation, and moderation. *Journal of Organizational Behavior*, *39*(3), 306–325. <https://doi.org/10.1002/job.2220>
- Lee, C., Chao, C., & Chen, H. (2015). *The relationship between HRM practices and the service performance of student interns : Industry perspective*. *46*(3), 1–10.

- Lee, M. C. C., & Ding, A. Y. L. (2020). Comparing empowering, transformational, and transactional leadership on supervisory coaching and job performance: A multilevel perspective. *PsyCh Journal*, 9(5), 668–681. <https://doi.org/10.1002/pchj.345>
- Liang, S. G., & Steve Chi, S. C. (2013). Transformational Leadership and Follower Task Performance: The Role of Susceptibility to Positive Emotions and Follower Positive Emotions. *Journal of Business and Psychology*, 28(1), 17–29. <https://doi.org/10.1007/s10869-012-9261-x>
- Lu, L., Lu, A. C. C., Gursoy, D., & Neale, N. R. (2016). Work engagement, job satisfaction, and turnover intentions: A comparison between supervisors and line-level employees. *International Journal of Contemporary Hospitality Management*, 28(4), 737–761. <https://doi.org/10.1108/IJCHM-07-2014-0360>
- Marimon, C. E. (2022). *Professionalism and Work Performance of Commissioned Officers : The Mediating Role of Work Values*. 7(2).
- Mazzetti, G., Schaufeli, W. B., & Guglielmi, D. (2018). Are workaholism and work engagement in the eye of the beholder?: A multirater perspective on different forms of working hard. *European Journal of Psychological Assessment*, 34(1), 30–40. <https://doi.org/10.1027/1015-5759/a000318>
- Melnick, S. (2015). *European Journal of Physical Education and Sport Science Physiotherapy and clinical approaches – An overview*. 1(1), 27–37.
- Motowidlo, S. J., & Kell, H. J. (2013). Job Performance. In I. B. Weiner (Ed.), *Handbook of Psychology, Industrial and Organizational Psychology: Industrial and Organizational Psychology* (Second Ed, pp. 82–103). John Wiley & Sons, Incorporated.
- Muafi, Fachrunnisa, O., Siswanti, Y., El Qadri, Z. M., & Harjito, D. A. (2019). Empowering Leadership and Individual Readiness to Change: the Role of People Dimension and Work Method. *Journal of the Knowledge Economy*, 10(4), 1515–1535. <https://doi.org/10.1007/s13132-019-00618-z>
- Muga, R., & Rihardjo, I. B. (2022). The Effect of Professionalism and Workload on The performance of Employees of Regional Revenue Agency in Sikka Regency. *International Conference on Business & Social Sciences (ICOBUSS)*.
- Murtaza, B., Ashar, A., & Sabir, S. (2021). Correlation of Medical Professionalism with Academic Performance in Final Year Medical Students. *Pak Armed Forces Med J*, 71(1).

- Ngatno. (2015). *Buku Ajar Metodologi Penelitian Bisnis*. Lembaga Pengembangan dan Penjaminan Mutu Universitas Diponegoro.
- Nguyen, H. M., Nguyen, C., Ngo, T. T., & Nguyen, L. V. (2019). The effects of job crafting on work engagement and work performance: A study of Vietnamese commercial banks. *Journal of Asian Finance, Economics and Business*, 6(2), 189–201. <https://doi.org/10.13106/jafeb.2019.vol6.no2.189>
- Nirwan, A. (2017). Pattern of empowerment in improving the professionalism of school supervisors. *Jurnal Akuntabilitas Manajemen Pendidikan*, 5(1), 1–15.
- Noesgaard, M. S. (2018). How Home Health Caregivers' Perceive the Influence of Professionalism on Their Experienced Work Engagement. *Journal of Career Development*, 45(4), 378–392. <https://doi.org/10.1177/0894845317699516>
- Otley, D. (1999). Performance Management: A Framework For Management Control Systems Research. *Management Accounting Research*, 10(September), 363–382. <https://doi.org/10.1006/mare.1999.0115>
- Physiotherapy, W. (2021). *Annual Membership Meeting*. <https://doi.org/10.1093/poq/60.3.509>
- Purwanto. (2018). *Teknik Penyusunan Uji Validitas dan Reliabilitas Ekonomi Syariah* (Issue April). Staia Press.
- Qatrunnada, R. Z., & Parahyanti, E. (2019). *Empowering Leadership and Work Engagement: The Role of Psychological Empowerment as a Mediator*. 229(Iciap 2018), 954–964. <https://doi.org/10.2991/iciap-18.2019.78>
- Qian, J., Song, B., Jin, Z., Wang, B., & Chen, H. (2018). Linking empowering leadership to task performance, taking charge, and voice: The mediating role of feedback-seeking. *Frontiers in Psychology*, 9(OCT), 1–11. <https://doi.org/10.3389/fpsyg.2018.02025>
- Ramawickrama, J., Opatha, H. H. D. N. P., & PushpaKumari. (2017). A Synthesis towards the Construct of Job Performance. *International Business Research*, 10(10), 66. <https://doi.org/10.5539/ibr.v10n10p66>
- Rivai, H. A. (2013). Antecedent Komitmen Organisasional Dan Dampaknya Terhadap Kinerja Tugas (Job Performance) Guru. *Jurnal Siasat Bisnis*, 17(1), 1–16. <https://doi.org/10.20885/jsb.vol17.iss1.art1>
- Robertson-smith, G., & Markwick, C. (2009). *Employee Engagement A Review of Current Thinking*. Institute for Employment Studies.

- Saputra, D. P., & Noor, J. (2022). Influence of Empowering Leadership to Employee Performance of Bank in Indonesia: Mediating Role of Trust in Manager. *Jurnal Manajemen, Strategi Bisnis Dan Kewirausahaan*, 16(1), 127–140.
- Sarstedt, M., Ringle, C. M., & Hair, J. F. (2017). Partial Least Squares Structural Equation Modeling. In *Handbook of Market Research*. Springer International Publishing. <https://doi.org/10.1007/978-3-319-05542-8>
- Schaufeli, W. B., Salanova, M., ´Alez-Rom´A, V. G., & Bakker, A. B. (2002). The Measurement Of Engagement And Burnout: A Two Sample Confirmatory Factor Analytic Approach. *Journal of Happiness Studies*, 3. <https://doi.org/10.9790/487x-1810041925>
- Schermuly, C. C., Creon, L., Gerlach, P., Graßmann, C., & Koch, J. (2022). Leadership Styles and Psychological Empowerment: A Meta-Analysis. *Journal of Leadership and Organizational Studies*, 29(1), 73–95. <https://doi.org/10.1177/15480518211067751>
- Seibert, S. E., Silver, S. R., & Randolph, W. A. (2004). Taking empowerment to the next level: A multiple-level model of empowerment, performance, and satisfaction. *Academy of Management Journal*, 47(3), 332–349. <https://doi.org/10.2307/20159585>
- Siregar, A. D., & Nahumury, J. (2015). The effect of professionalism and locus of control on the auditor’s job performance with working motivation as intervening variable. *The Indonesian Accounting Review*, 10(1), 197. <https://doi.org/10.14414/tiar.v5i2.650>
- Smith, B. A., Louis, K. S., & Smith, B. A. (1991). Restructuring, Teacher Engagement and School Culture: Perspectives on School Reform and the Improvement of Teacher’s Work1. *School Effectiveness and School Improvement*, 2(1), 34–52. <https://doi.org/10.1080/0924345910020104>
- Sonnentag, S., & Volmer, J. (2010). *Job Performance. I*, 427–447.
- Sparrowe, R. T. (1994). Empowerment in the hospitality industry: An exploration of antecedents and outcomes. *Journal of Hospitality & Tourism Research*, 17(3), 51–73. <https://doi.org/10.1177/109634809401700306>
- Spreitzer, G. (2007). Taking stock: A review of more than twenty years of research on empowerment at work. In *The Handbook of Organizational Behavior* (Issue January). SAGE Publication. <https://doi.org/10.4135/9781849200448.n4>
- Srivastava, A., Bartol, K. M., & Locke, E. A. (2006). Empowering leadership in management teams: Effects on knowledge sharing, efficacy, and performance.

Academy of Management Journal, 49(6), 1239–1251.
<https://doi.org/10.5465/AMJ.2006.23478718>

Statistik, B. P. (2021). *Hasil Sensus Penduduk 2020*.

Stokes, C. K. (2009). Adaptive performance: An examination of convergent and predictive validity. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 69(7-B), 4470.

Suminto, Nurcahyono, D., Wulansari, K., & Caterina Kalangit, D. O. (2021). *The Effect of Motivation and Compensation on Job Performance through Job Satisfaction of Vocational Higher Education Lecturers in East Kalimantan*. 78–84. <https://doi.org/10.5220/0010532100780084>

Talbert, J. E., & McLaughlin, M. W. (1994). Teacher Professionalism in Local School Contexts. *The University of Chicago Press*, 102(2), 123–153.

Tang, G., Chen, Y., van Knippenberg, D., & Yu, B. (2020). Antecedents and consequences of empowering leadership: Leader power distance, leader perception of team capability, and team innovation. *Journal of Organizational Behavior*, 41(6), 551–566. <https://doi.org/10.1002/job.2449>

Thang, P. L., Thein, S. D., & Duodu, E. A. (2019). Exploring the Effect of Professional skills and Personality Traits on Employee Job Performance in Automotive Corporation, Laguna, Philippines. *Abstract Proceedings International Scholars Conference*, 7(1), 1117–1132. <https://doi.org/10.35974/isc.v7i1.984>

van Zyl, L. E., van Oort, A., Rispens, S., & Olckers, C. (2021). Work engagement and task performance within a global Dutch ICT-consulting firm: The mediating role of innovative work behaviors. *Current Psychology*, 40(8), 4012–4023. <https://doi.org/10.1007/s12144-019-00339-1>

World Confederation for Physical Therapy (WCPT). (2007). Description of physical therapy. *Position Statement, appendix 1*, 7. <https://doi.org/http://dx.doi.org/10.1097/OPX.0b013e318290cd7b>

Yulias, M., Idris, & Yulhendri. (2019). *Factor Analysis of the Determinants of Student Learning Behavior and its Influence on Student Learning Outcomes in Accounting Department of vocational high school (SMK) 3 padang. December*. <https://doi.org/10.2991/piceeba-19.2019.22>

Yunianto, L. L. and A. (2012). the Effect of Empowerment on Employee Performance With Organizational. *Conference in Business, Accounting and Management*, 335–343.

Zhu, J., Yao, J., & Zhang, L. (2019). Linking empowering leadership to innovative behavior in professional learning communities: the role of psychological empowerment and team psychological safety. *Asia Pacific Education Review*, 20(4), 657–671. <https://doi.org/10.1007/s12564-019-09584-2>

