

DAFTAR PUSTAKA

- Abas, S. (2017). The Role Of Sharia Banking In Strengthening The Micro, Small, And Medium Enterprises In North Maluku, Indonesia. *International Journal of Scientific & Technology Research*, 6(10), 331–336.
- Abbas, A., & Ekowati, D. (2018). *Spirituality at Workplace : Role of Spiritual Leadership , Productivity , and Emotional Exhaustion*. 1–24.
- Abdullahi, M. S., Raman, K., & Solarin, S. A. (2021). Effect of Organizational Culture on Employee Performance: A Mediating Role of Employee Engagement in Malaysia Educational Sector. *International Journal of Supply and Operations Management*, 7(3), 295–298.
<https://doi.org/10.22034/IJSOM.2021.3.1>
- Aboramadan, M., Albashiti, B., Alharazin, H., & Zaidoune, S. (2020). Organizational culture, innovation and performance: a study from a non-western context. *Journal of Management Development*, 39(4), 437–451.
<https://doi.org/10.1108/JMD-06-2019-0253>
- Aguirre-urreta, M. (2015). *Sample Size Determination and Statistical Power Analysis in PLS Using R : An Annotated Tutorial*. 36.
<https://doi.org/10.17705/1CAIS.03603>
- Ahakwa, I., Yang, J., Agba Tackie, E., & Atingabili, S. (2021). The Influence of Employee Engagement, Work Environment and Job Satisfaction on Organizational Commitment and Performance of Employees: A Sampling Weights in PLS path Modelling. *SEISENSE Journal of Management*, 4(3), 34–62. <https://doi.org/10.33215/sjom.v4i3.641>
- Ahakwa, I., Yang, J., Tackie, E. A., Odai, L. A., & Dartey, S. (2021). *The Effects of Job Autonomy , Organizational Learning , and Work Environment on Organizational Commitment of Public Sector Employees in the Ashanti Region of Ghana . January*. <https://doi.org/10.18535/ijssrm/v9i1.em02>
- Ahmad, A. F. N., Haerani, S., Hamid, N., & Reni, A. (2019). Pengaruh Budaya Organisasi, Komitmen Organisasi Dan Kepuasan Kerja Terhadap Kinerja

- Guru Sekolah Menengah Atas Di Makassar. *Hasanuddin Journal of Applied Business and Entrepreneurship*, 2(2), 90–99.
- Ahmad, S., & Harahap, R. (2020). Peran Baitul Mal Wa Tamwil (Bmt) Dalam Pengembangan Ekonomi Umat. *Human Falah*, 7(1), 19–29.
- Aktar, A. (2018). *Soft HRM Practices, Organizational Commitment, Work-Related Support And Employee Engagement In Bangladesh Banking Sector*.
- Aktar, A., & Pangil, F. (2017). The Relationship between Employee Engagement, HRM practices and Perceived Organizational Support: Evidence from Banking Employees. *International Journal of Human Resource Studies*, 7(3), 1. <https://doi.org/10.5296/ijhrs.v7i3.11353>
- Al-Fakeh, F. A., Padlee, S. F., Omar, K., & Salleh, H. S. (2020). The moderating effects of organizational commitment on the relationship between employee satisfaction and employee performance in Jordanian Islamic banks. *Management Science Letters*, 10(14), 3347–3356. <https://doi.org/10.5267/j.msl.2020.6.002>
- Albdour, A. A., & Altarawneh, I. I. (2014). Employee engagement and organizational commitment: Evidence from Jordan. *International Journal of Business*, 19(2), 192–212.
- Ali, M., Usman, M., Pham, N. T., Agyemang-Mintah, P., & Akhtar, N. (2020). Being ignored at work: Understanding how and when spiritual leadership curbs workplace ostracism in the hospitality industry. *International Journal of Hospitality Management*, 91(September), 102696. <https://doi.org/10.1016/j.ijhm.2020.102696>
- Alimudin, A., Septiani, D., Sasono, A. D., & Wulandar, A. (2017). *Effect of Spiritual Leadership to Organizational Culture a nd Employee ' s Loyalty*. 3(2), 76–86.
- Allen, N. J., & Meyer, J. P. (1990). The measurement and antecedents of affective, continuance and normative commitment to the organization.

- Journal of Occupational Psychology*, 63(1).
- Antonio, M. S. (2007). *Muhammad SAW The Super Leader Super Manager*. ProLM Centre & Tazkia Publishing.
- Antonio, M. S. (2010). *Ensiklopedia Leadership & Manajemen Muhammad saw: The Super Leader Super Manager* (p. 82). Tazkia Publishing.
- Ariffin, F. (2014). Organizational Culture, Transformational Leadership, Work Engagement and Teacher's Performance: Test of a Model. *International Journal of Education and Research*, 2(1), 1–14.
- Arifin, A., Qomarius, I., & Novita, Y. (2018). *Organizational Commitment As an Intervening Variable, the Influence of the Job Satisfaction, Organizational Citizenship Behavior, Quality of Work Life , Against the Employee Performance : a Case Study : in the Regional Public Service Women'S and Children'*. 5(2), 49–62.
- Armstrong, M. (2012). *Armstrong's Handbook of Reward Management Practice: Improving Performance Through Reward* (6th ed.). Kogan Page Publishers.
- Ashforth, B. E., & Mael, F. (1989). Social identity theory and the organization. *Academy of Management Review*, 14(1).
- Aydin, A., Sarier, Y., & Uysal, S. (2013). The Effect of School Principals' Leadership Styles on Teachers' Organizational Commitment and Job Satisfaction. *Journal Articles; Reports - Research*, 13(2), 806–811.
- Aydin, A., Sarier, Y., & Uysal, S. (2011). The effect of gender on organizational commitment of teachers: A meta analytic analysis. *Kuram ve Uygulamada Egitim Bilimleri*, 11(2), 628–632.
- Aydin, B., & Ceylan, A. (2009). A Research Analysis on Employee Satisfaction in terms of Organizational Culture and Spiritual Leadership. *International Journal of Business and Management*, 4(3), 159–168.
<https://doi.org/10.5539/ijbm.v4n3p159>

- Ayrancı, E., & Semercioz, F. (2011). The Relationship between Spiritual Leadership and Issues of Spirituality and Religiosity: A Study of Top Turkish Managers. *International Journal of Business and Management*, 6(4). <https://doi.org/10.5539/ijbm.v6n4p136>
- Azis, A. M. (2004). *Pedoman Pendirian BMT (Baitut Maal wat Tamwil)*. Pinbuk Press.
- Bakhri, M. S. (2015). *Sukses Koperasi Syariah Di Sidogiri The Best Islamic Micro Finance*. Cipta.
- Bakhri, M. S. (2017). *BMT UGT Urutan 4 Koperasi Besar Indonesia 2017*.
- Bakker, A. B. (2011). An evidence-based model of work engagement. *Current Directions in Psychological Science*, 20(4), 265–269. <https://doi.org/10.1177/0963721411414534>
- Barnard, C. I. (1938). *The Functions of the Executive*. MA: Harvard University Press.
- Becker, H. S. (1960). Notes on the Concept of Commitment Howard. *The American Journal of Sociology*, 66(1), 32–40. <https://doi.org/10.1177/000306515700500207>
- Becker, J. M., & Ismail, I. R. (2016). Accounting for sampling weights in PLS path modeling: Simulations and empirical examples. *European Management Journal*, 34(6), 606–617. <https://doi.org/10.1016/j.emj.2016.06.009>
- Bennis, W. G. (1959). Leadership theory and administrative behavior: The problem of authority. *Administrative Science Quarterly*.
- Berry, M. L., & Morris, M. L. (2008). *The Impact of Employee Engagement Factors and Job Satisfaction On Turnover Intent*.
- Blau, P. M. (1964). *Exchange and Power in Social Life*. Transaction Publishers.
- Chen, S., et al. (2018). The relationship between organizational culture and employee engagement in manufacturing enterprises: The mediating role of

- psychological empowerment. *Frontiers in Psychology*, 9.
- Chen, C., & Li, C. (2013). Assessing the spiritual leadership effectiveness : The contribution of follower ' s self-concept and preliminary tests for moderation of culture and managerial position ☆. *The Leadership Quarterly*, 24(1), 240–255. <https://doi.org/10.1016/j.lequa.2012.11.004>
- Chin, W. W. (1998). The partial least squares approach to structural equation modelling. In Marcoulides G. A. (Ed.). *Modern Methods for Business Research*, 295(2), 295–336.
- Chordiya, R., Sabharwal, M., & Goodman, D. (2017). Affective Organizational Commitment and Job Satisfaction: a Cross-National Comparative Study. *Public Administration*, 95(1), 178–195. <https://doi.org/10.1111/padm.12306>
- Cohen, J. (1988). *Statistical Power Analysis for the Behavioral Sciences* (2nd ed.). Lawrence Erlbaum Associate.
- Cohen, J. (1992). A Power Primer. *Psychological Bulletin*, 112(1), 155–159. <https://doi.org/10.1016/j.jorgchem.2011.01.025>
- Colquitt, J. A., Lepine, J. A., & Wesson, M. J. (2009). *Organization Behavior*.
- Colquitt, J. A., LePine, J. A., & Wesson, M. J. (2015). Organizational behavior: Improving performance and commitment in the workplace. In *McGraw-Hill Education*.
- Daft, R. L. (2008). *Organization Theory and Design*.
- Dahlan, M. S. (2014). Statistik Untuk Kedokteran Dan Kesehatan Deskriptif, Bivariat dan Multivariat. Dilengkapi Alikasi Menggunakan SPSS. 6th ed. Jatinagor: Alqaprint; 2014. In *Salemba Medika*.
- Dajani, Z. A. M. (2015). *The Impact of Employee Engagement on Job Performance and Organisational Commitment in the Egyptian Banking Sector*. 3(5), 138–147. <https://doi.org/10.12691/jbms-3-5-1>
- Dargahi, Abdochalli, N., & Rahmani. (2017). An Investigation of Relationship

- between Spiritual Leadership Style with Organizational Commitment among Tehran University of Medical Sciences Staffs. *International Journal of Asian Social Science*, 7(3), 234–241.
<https://doi.org/10.18488/journal.1/2017.7.3/1.3.234.241>
- Davis, G. B. (1984). *Kerangka Dasar Sistem Informasi Manajemen: Bagian. I Pengantar.*
- Deal, T. E., & Kennedy, A. A. (1982). *Corporate Cultures: The Rites and Rituals of Corporate Life*. Addison-Wesley.
- Deal, T. E., & Kennedy, A. A. (2000). *The New Corporate Cultures: Revitalizing The Workplace After Downsizing, Mergers, And Reengineering*. Perseus Books.
- Dede, N. P., & Ayrancı, E. (2014). Exploring the connections among spiritual leadership, altruism, and trust in family businesses. *Quality and Quantity*, 48(6), 3373–3400. <https://doi.org/10.1007/s11135-013-9962-x>
- Denison. (1993). What Is the Difference Between Organizational Culture and Organizational Climate? a Native'S Point of View on a Decade of Paradigm Wars. *Academy of Management Proceedings*, 1993(1), 207–211.
<https://doi.org/10.5465/ambpp.1993.10316760>
- Denison, Nieminen, L., & Kotrba, L. (2014). Diagnosing organizational cultures: A conceptual and empirical review of culture effectiveness surveys. *European Journal of Work and Organizational Psychology*, 23(1), 145–161.
<https://doi.org/10.1080/1359432X.2012.713173>
- Djazuli, A. (2002). *Lembaga-lembaga Perekonomian Umat*. Raja Grafindo Persada.
- Downton, J. V. (1973). *Rebel leadership: Commitment and charisma in a revolutionary process*. Free Press.
- Duchon, D., & Plowman, D. A. (2005). Nurturing the spirit at work: Impact on work unit performance. *Leadership Quarterly*, 16(5), 807–833.

<https://doi.org/10.1016/j.lequa.2005.07.008>

Effect of Organization Justice and Employee Engagement on Job satisfaction

Effect of Organization Justice and Employee Engagement on Job satisfaction. (2015). *July.*

Ehrhart, M. G., & Naumann, S. E. (2014). Organizational Citizenship Behavior. *Journal of Applied Psychology.*

Esmaeelinezhad, O., Singaravelloo, K., & Boerhannoeddin, A. (2015). Linkage between Perceived Corporate Social Responsibility and Employee Engagement: Mediation Effect of Organizational Identification. *International Journal of Human Resource Studies*, 5(3), 174.
<https://doi.org/10.5296/ijhrs.v5i3.8376>

Fairholm, G. W. (1996). *Spiritual leadership : fulfilling whole-self needs at work.* 11–17.

Fairholm, M. R., & Gronau, T. W. (2015). Spiritual leadership in the work of public administrators. *Journal of Management, Spirituality and Religion*, 12(4), 354–373. <https://doi.org/10.1080/14766086.2015.1060516>

Falah, S., Alifah, A., Rizal, S., & Al-islami, U. Q. (2021). *Enhancing Organizational Commitment through Islamic Organizational Culture and Islamic Work Ethic in Modern Pesantren : The Role of Kyai 's Transformational Leadership* Turkish Journal of Computer and Mathematics Education Research Article. 12(6), 4994–5008.

Farid, M. F. (2022). *ISLAMIC CORPORATE CULTURE IN ENHANCING EMPLOYEE ENGAGEMENT.* 21(1), 1–8.

Ferdinand. (2005). *Metode Penelitian Manajemen.* BP Universitas. Diponogoro.

Ferguson, J., & Milliman, J. (2008). Creating effective core organizational values: A spiritual leadership approach. *International Journal of Public Administration*, 31(4), 439–459.
<https://doi.org/10.1080/01900690701590835>

Fey, C. F., & Denison, D. R. (2003). Organizational Culture and Effectiveness: Can American Theory be Applied in Russia? *Organization Science*, 14(6). <https://doi.org/10.1287/orsc.14.6.686.24868>

Fiedler, F. E. (1967). *A theory of leadership effectiveness* (McGraw-Hill (Ed.)).

Follett, M. P. (1940). *Dynamic Administration: The Collected Papers of Mary Parker Follett*. Pitman Publishing.

Fornell, C., & Larcker, D. F. (1981). Evaluating structural equation models with unobservable variables and measurement error. *Journal of Marketing Research*, 18(1), 39–50.

Fry, L. W. (2003). Toward a theory of spiritual leadership. *Leadership Quarterly*, 14(6), 693–727. <https://doi.org/10.1016/j.lequa.2003.09.001>

Fry, L. W. J. (2008). Spiritual Leadership : State-of-the-Art and Future Directions for Theory ., *Spirituality in Business*, 106–124.

Fry, L. W., Vitucci, S., & Cedillo, M. (2005). Spiritual leadership and army transformation: Theory, measurement, and establishing a baseline. *Leadership Quarterly*, 16(5), 835–862. <https://doi.org/10.1016/j.lequa.2005.07.012>

George, J. M., & Jones, G. R. (2012). *Understanding and Managing Organizational Behavior*.

González-Romá, V., Schaufeli, W. B., Bakker, A. B., & Lloret, S. (2006). Burnout and work engagement: Independent factors or opposite poles? *Journal of Vocational Behavior*, 68(1), 165–174. <https://doi.org/10.1016/j.jvb.2005.01.003>

Greenleaf, R. K. (1977). *Servant Leadership: A Journey into the Nature of Legitimate Power and Greatness*. Paulist Press.

Griffin, R. W., & Moorhead, G. (2014). *Organizational Behavior: Managing People and Organizations* (11th ed.). Cengage Learning.

- Hair, J. F., Black, W., Babin, B., & Anderson, R. (2010). Multivariate Data Analysis: A Global Perspective. In *Multivariate Data Analysis: A Global Perspective*.
- Hair, J. F., Black, W., Babin, B., & Anderson, R. (2014). *Multivariate Data Analysis*.
- Hair, J. F., Hollingsworth, C. L., Randolph, A. B., & Chong, A. Y. L. (2017). An updated and expanded assessment of PLS-SEM in information systems research. *Industrial Management and Data Systems*, 117(3), 442–458. <https://doi.org/10.1108/IMDS-04-2016-0130>
- Hair, J. F., Ringle, C. M., & Sarstedt, M. (2011). *PLS-sem : Indeed a silver bullet* *PLS-SEM : Indeed a Silver Bullet. March.* <https://doi.org/10.2753/MTP1069-6679190202>
- Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2018). The Results of PLS-SEM Article information. *European Business Review*, 31(1), 2–24.
- Hanaysha, J. (2016). Testing the Effects of Employee Engagement , Work Environment , and Organizational Learning on Organizational Commitment. *Procedia - Social and Behavioral Sciences*, 229, 289–297. <https://doi.org/10.1016/j.sbspro.2016.07.139>
- Handy, C. (1985). *The Future of Work: A Guide to a Changing Society* (B. Publishing (Ed.)).
- Handy, C. (1993). *Understanding Organizations (4th ed.)*. Oxford University Press.
- Harter, J. K., Schmidt, F. L., & Hayes, T. L. (2002). Business-unit-level relationship between employee satisfaction, employee engagement, and business outcomes: A meta-analysis. *Journal of Applied Psychology*, 87(2), 268–279. <https://doi.org/10.1037/0021-9010.87.2.268>
- Hashim, J. (2011). Working in multicultural environments: a conceptual analysis of the effects of spirituality, religiosity, and personal values on employee

- performance. *AIB 2011 Annual Meeting Nagoya, Japan June 24-28, 2011, 2003.* <http://irep.iium.edu.my/2773/>
- Hazana Abdullah, N., Shamsuddin, A., & Wahab, E. (2015). Does organizational culture mediate the relationship between transformational leadership and organizational commitment. *International Journal of Organizational Leadership*, 4(1), 18–32. <https://doi.org/10.33844/ijol.2015.60344>
- Hellriegel, D., & Slocum, J. W. (2008). *Organizational Behavior*.
- Henseler, J., Ringle, C. M., & Sarstedt, M. (2015). A new criterion for assessing discriminant validity in variance-based structural equation modeling. *Journal of the Academy of Marketing Science*, 43(1), 115–135. <https://doi.org/10.1007/s11747-014-0403-8>
- Hersey, P., & Blanchard, K. H. (1969). *Management of Organizational Behavior: Utilizing Human Resources*. Prentice-Hall.
- Hertanto, W., Asmeldi, F., Dwi, H., & Rimon, D. (1999). *Panduan Praktis Operasional Baitul Mal Wat Tamwil (BMT)*. Mizan.
- Hofstede, G. (1980). *Culture's Consequences: International Differences in Work-Related Values*. Sage Publications.
- Hofstede, G. (1998). Attitudes, values and organizational culture: Disentangling the concepts. *Organization Studies*, 19(3), 477–492. <https://doi.org/10.1177/017084069801900305>
- Homans, G. C. (1958). Social Behavior as Exchange. American. *Journal of Sociology*, 63(6).
- Hrebiniak, L. G., & Alutto, J. A. (1972). Personal and Role-Related Factors in the Development of Organizational Commitment. *Administrative Science Quarterly*, 17(4), 555. <https://doi.org/10.2307/2393833>
- Hulland, J. (1999). USE OF PARTIAL LEAST SQUARES (PLS) IN STRATEGIC MANAGEMENT RESEARCH: A REVIEW OF FOUR

RECENT STUDIES. *Strategic Management Journal*, 33(4), 429–430.

<https://doi.org/10.1038/aps.2012.31>

Hunsaker, W. D., & Jeong, W. (2020). Engaging employees through spiritual leadership. *Management Science Letters*, 10(15), 3527–3536.
<https://doi.org/10.5267/j.msl.2020.6.042>

Hussain, B., Iqbal, N., Waseem, M., Farooq, N., & Khan, A. (2021). *The Mediating Role Of Employee Engagement Between Talent Management Practices And Organizational Commitment*. 7(5).
<https://doi.org/10.5281/zenodo.4782406>

Isaacson, J. A. (2002). SPIRITUAL LEADERSHIP. *Dissertation*.

Jaenudin, D. A., Fitriati, A., & Astuti, H. J. (2020). *The Effect of Leadership Style , Culture and Organizational Commitment to Employee Performance*.
<https://doi.org/10.4108/eai.5-8-2020.2301149>

Jenita. (2017). Peran Lembaga Keuangan Mikro Syariah Dalam Pemberdayaan Ekonomi Masyarakat Kecil Menengah. *Jurnal Lembaga Keuangan Dan Perbankan*, 2(2), 178–191.

Johnson, R. T., et al. (2017). The relationship between spiritual leadership and employee engagement: The mediating role of employee satisfaction and commitment. *Journal of Spirituality in Mental Health*, 19(2), 95.

Kahn, R. L., Wolfe, D. M., Quinn, R. P., Snoek, J. D., & Rosenthal, R. A. (1964). *Organizational Stress: Studies in Role Conflict and Ambiguity*. John Wiley & Sons.

Kahn, W. A. (1990). Psychological Conditions of Personal Engagement and Disengagement at Work. *The Academy of Management Journal*, 33(4), 692–724. <https://doi.org/10.1023/la051212i>

Kanter M.Rosabeth. (1986). Commitment and social organization: a study of commitment mechanisms in utopian communities. *American Sociological Review*, 33(4), 499–517.

Karadag, E. (2009). Spiritual Leadership and Organizational Culture: A Study of Structural Equation Modeling. *Kuram Ve Uygulamada Egitim Bilimleri*, 9(3), 1391–1405.

Kathleen Yvonne Fleming. (2004). *SOULFUL LEADERSHIP: LEADERSHIP CHARACTERISTICS OF SPIRITUAL LEADERS CONTRIBUTING TO INCREASED MEANING IN LIFE AND WORK*. January.

Keil, M., Tan, B. C. Y., Wei, K. K., Saarinen, T., Tuunainen, V., & Wassenaar, A. (2000). A cross-cultural study on escalation of commitment behavior in software projects. *MIS Quarterly: Management Information Systems*, 24(2), 299–323. <https://doi.org/10.2307/3250940>

Khan, M. H. (2021). *Examining the Relationship between Job Satisfaction and Organizational Performance : The Mediating Role of Organizational Commitment Examining the Relationship between Job Satisfaction and Organizational Performance : The Mediating Role of Organizational* . July.

Kim, W., Kim, J., Woo, H., Park, J., Jo, J., Park, S. H., & Lim, S. Y. (2017). The Relationship Between Work Engagement and Organizational Commitment: Proposing Research Agendas Through a Review of Empirical Literature. *Human Resource Development Review*, 16(4), 350–376. <https://doi.org/10.1177/1534484317725967>

Klenke, K. (2003). The “S” Factor in Leadership Education, Practice, and Research. *Journal of Education for Business*, 79(1), 56–60. <https://doi.org/10.1080/08832320309599089>

Kock, N., & Hadaya, P. (2018). Minimum sample size estimation in PLS-SEM: The inverse square root and gamma-exponential methods. *Information Systems Journal*, 28(1), 227–261. <https://doi.org/10.1111/isj.12131>

Kock, N., & Lynn, G. S. (2012). Research article electronic media variety and virtual team performance: The mediating role of task complexity coping mechanisms. In *IEEE Transactions on Professional Communication*. <https://doi.org/10.1109/TPC.2012.2208393>

- Korac-Kakabadse, N., Kouzmin, A., & Kakabadse, A. (2002). Spirituality and leadership praxis. *Journal of Managerial Psychology*, 17(3), 165–182.
<https://doi.org/10.1108/02683940210423079>
- Kwarteng, A., & Aveh, F. (2018). *Empirical examination of organizational culture on accounting information system and corporate performance*.
<https://doi.org/10.1108/MEDAR-01-2018-0264>
- Lacap, J. P. G. (2019). *The Mediating Effect of Employee Engagement on the Relationship of Transformational Leadership and Intention to Quit : Evidence from Local Colleges in March*.
- Lim, A. J. P., Loo, J. T. K., & Lee, P. H. (2017). the Impact of Leadership on Turnover Intention: the Mediating Role of Organizational Commitment and Job Satisfaction. *Journal of Applied Structural Equation Modeling*, 1(June), 27–41. [https://doi.org/10.47263/jasem.1\(1\)04](https://doi.org/10.47263/jasem.1(1)04)
- Lin, H. M., Lee, M. H., Liang, J. C., Chang, H. Y., Huang, P., & Tsai, C. C. (2020). A review of using partial least square structural equation modeling in e-learning research. *British Journal of Educational Technology*, 51(4), 1354–1372. <https://doi.org/10.1111/bjet.12890>
- Linda, M. R., Sutiyem, Trismiyanti, D., Yonita, R., & Suhery. (2021). The Impact of Job Satisfaction on Organizational commitment with Employee Engagement as moderating variable. *Journal of Management Info*.
<https://doi.org/https://doi.org/10.31580/jmi.v8i1.17081>
- Luthans, F. (2011). *Organizational Behavior: An Evidence-Based Approach*.
- Macey, W. H., & Schneider, B. (2008). The Meaning of Employee Engagement. *Industrial and Organizational Psychology*, 1(1), 3–30.
<https://doi.org/10.1111/j.1754-9434.2007.0002.x>
- Macey, W. H., Schneider, B., Barbera, K. M., & Young, S. a. (2009). *Employee Engangement: Tools for Analysis, Practice, and Competitive Advantage*.
- Maktumah, L., & Minhaji. (2020). Prophetic Leadership dan Implementasinya

- dalam Lembaga Pendidikan Islam. *Jurnal Pendidikan Islam Indonesia*, 133–147.
- Marsh, R. M., & Mannari, H. (1977). Organizational Commitment and Turnover : A Prediction Study. *Science*, 22(1), 57–75.
- Mashuri. (2016). Peran Baitul Maal Wa Tamwil (BMT) Dalam Upaya Pemberdayaan Ekonomi Masyarakat. *IQTISHADUNA: Jurnal Ilmiah Ekonomi Kita*, 5(2), 114–123.
- Maslach, C., Schaufeli, W. B., & Leiter, M. P. (2001). *Job burnout*. 397–422.
- May, D. R., Gilson, R. L., & Lynn M. Harter. (2004). The psychological conditions of meaningfulness, safety and availability and the engagement of the human spirit at work. *Journal of Occupational and Organizational Psychology*, 77, 11–37. <https://doi.org/10.5301/ijao.5000431>
- Meyer, J. P., & Allen, N. J. (1991). A Three-component Conceptualization of Organizational Commitment. *Human Resource Management Review*, 1(1), 108–135. https://doi.org/10.1057/9780230501997_5
- Meyer, J. P., & Gagnè, M. (2008). Employee Engagement From a Self-Determination Theory Perspective. *Industrial and Organizational Psychology*, 1(1), 60–62. <https://doi.org/10.1111/j.1754-9434.2007.00010.x>
- Meyer, J. P., & Herscovitch, L. (2001). Commitment in the workplace: Toward a general model. *Human Resource Management Review*, 11(3), 299–326. [https://doi.org/10.1016/S1053-4822\(00\)00053-X](https://doi.org/10.1016/S1053-4822(00)00053-X)
- Mohdyusof, J., & Nuratikahzulkifli, S. (2016). The Relationship between Spiritual Leadership , Spiritual Well- Being , Job Satisfaction and Intention to Leave . A PLS-SEM Approach. *International Journal of Business and Management Invention*, 5(9), 1–9.
- Mowday, R. T., Steers, R. M., & Porter, L. W. (1979a). The Measurement of Organizational Commitment. *Journal of Vocational Behavior*, 14(1), 224–247. [https://doi.org/10.1016/0041-008X\(75\)90174-X](https://doi.org/10.1016/0041-008X(75)90174-X)

- Mowday, R. T., Steers, R. M., & Porter, L. W. (1979b). The Measurement of Organizational Commitment engagement. *Journal of Vocational Behavior*, 14, 224–247. https://doi.org/10.1057/9780230501997_5
- Mukhodah, & Ranibusna, D. (2018). Organizational Commitment As Intervening Variable of Intrinsic and Extrinsic Motivation to Organizational Citizenship Behavior. *KnE Social Sciences*, 3(10), 333. <https://doi.org/10.18502/kss.v3i10.3139>
- Naeem, F. (2020). *Influence of Toxic Leadership on Turnover Intention : The Mediating Role of Psychological Wellbeing and Employee Engagement.* 14(3), 682–713.
- Nikpour, A. (2017). *The impact of organizational culture on organizational performance : The mediating role of employee 's organizational commitment.* 6, 65–72.
- Nurlasera, M. (2019). *Exploring theory of spiritual leadership : constructing a model.* 308(Insyma), 91–94. <https://doi.org/10.2991/insyma-19.2019.23>
- O'Reilly III, C. A., & Chatman, J. A. (1986). Organizational commitment and psychological attachment: The effects of compliance, identification, and internalization on prosocial behavior. *Journal of Applied Psychology*, 71(3).
- Obuobisa-Darko, T. (2020). Leaders' Behaviour as a Determinant of Employee Performance in Ghana: the Mediating Role of Employee Engagement. *Public Organization Review*, 20(3), 597–611. <https://doi.org/10.1007/s11115-019-00460-6>
- Otoritas Jasa Keuangan. (2019). Siaran Pers Survei OJK 2019: Indeks Literasi Dan Inklusi Keuangan Meningkat. *Sp 58/Dhms/Ojk/Xi/2019, November*, 1.
- Otoritas Jasa Keuangan, I. (2017). *Informasi Umum Lembaga Keuangan Mikro.* Otoritas Jasa Keuangan.
- P. Vecchio, R. (2006). *Organizational Behavior: Core Concepts.*

- Paais, M., & Pattiruhu, J. R. (2020). *Effect of Motivation , Leadership , and Organizational Culture on Satisfaction and Employee Performance*. 7(8), 577–588. <https://doi.org/10.13106/jafeb.2020.vol7.no8.577>
- Pool, S., & Pool, B. (2007). A management development model: Measuring organizational commitment and its impact on job satisfaction among executives in a learning organization. *Journal of Management Development*, 26(4), 353–369. <https://doi.org/10.1108/02621710710740101>
- Porter, L. W., Steers, R. M., Mowday, R. T., & Boulian, P. V. (1974a). Organizational commitment, job satisfaction, and turnover among psychiatric technicians. *Journal of Applied Psychology*, 59(5).
- Porter, L. W., Steers, R. M., Mowday, R. T., & Boulian, P. V. (1974b). Organizational commitment, job satisfaction, and turnover among psychiatric technicians. *Journal of Applied Psychology*, 59(5), 603–609.
<https://doi.org/10.1037/h0037335>
- Prasetya, R. A., & Herianingrum, S. (2016). Peranan Baitul Maal Wa Tamwil Meningkatkan Usaha Mikro Melalui Pembiayaan Mudharabah. *Jurnal Syarikah : Jurnal Ekonomi Islam*, 2(2), 252–267.
<https://doi.org/10.30997/jsei.v2i2.286>
- Pratt, M. G. (1998). *To be or not to be: Central questions in organizational identification*. In D. A. Whetten & P. C. Godfrey (Eds.), *Identity in Organizations: Building Theory Through Conversations*. SAGE Publications.
- Prilianti, R., Sutarto, J., & Prihatin, T. (2020). *Did Transformational Leadership , Trust , Psychological Well-Being and Organizational Culture Influence Organizational Commitment ? Evidence from Government Education and Training Centers in Semarang*. 07(01), 4245–4262.
- Priyonggo Suseno. (2020). *Baitul Maal Wat Tamwil (BMT): A Faith and Community-based Microfinance Islamic Business Cases Series*.

- Putriana, L., Wibowo, Umar, H., & Riady, H. (2015). The impact of organizational culture on job satisfaction, organizational commitment and job performance: Study on Japanese motorcycle companies in Indonesia. *International Journal of Education and Research*, 3(9), 103–114.
- Rahmawati, T. K., & Setiawati, T. (2017). the Influence of Loyalty and Communication Discipline on Employee Performance With Job Satisfaction As an Intervening Variable *Presented at: SIBR 2017 (Osaka) Conference on Interdisciplinary Business and Economics Research, 6th - 7th July 2017*, 1–13. <http://jurnal.unpand.ac.id/index.php/MS/article/view/1533>
- Ravand, H., & Baghaei, P. (2016). *Partial Least Squares Structural Equation Modeling with R*. September.
- Reave, L. (2005). Spiritual values and practices related to leadership effectiveness. *Leadership Quarterly*, 16(5), 655–687.
<https://doi.org/10.1016/j.lequa.2005.07.003>
- Riana, I. G. (2021). Influence of Spiritual Leadership. *Journal of Asian Finance, Economics and Business*, 8(2), 1111–1124.
<https://doi.org/10.13106/jafeb.2021.vol8.no2.1111>
- Ridwan, D. H. A. H. (2013). *Manajemen Baitul Mal Wa Tammwil* (Ke-1). CV Pustaka Setia.
- Rintoyo, & Pogo, T. (2021). *The Effect of Competence , Organizational Culture , and Organizational Commitment on Performance*. 6(7), 698–708.
- Rismayadi, B., Moeins, A., & Sovitriana, R. (2017). *The Influence of Organizational Culture , Soft Skills and Leadership on Organizational Commitment and its Implication at Educator Performance (Empirical Research on Community Learning Center Karawang District , West Java Province)*.
- Riwajanti, N. I., & Asutay, M. (2015). The role of Islamic micro-finance institutions in economic development in Indonesia: A comparative analytical

- empirical study on pre-and post-financing states. *Access to Finance and Human Development—Essays on Zakah, Awqaf and Microfinance*, 1(January 2017), 55.
- Robbins, S. P., & Judge, T. A. (2009). *Organizational Behavior*.
- Robertson-smith, G., & Markwick, C. (2009). *Employee Engagement A Review of Current Thinking*.
- Rofcanin, Y., Heras, M. Las, Bakker, A. B., & Bakker, A. B. (2016). *Family Supportive Supervisor Behaviors and Organizational Culture : Effects on Work Engagement and Performance Family Supportive Supervisor Behaviors and Organizational Culture : Effects on Work Engagement and Performance*.
- S. Dayrit, J., & Lacap, J. P. (2020). The Influence of Work life balance on Employee engagement among workers in Pampanga. Philippines: A Structural Equation Modelling Approach. *International Journal of Psychosocial Rehabilitation*, 24(04), 3095–3112.
<https://doi.org/10.37200/ijpr/v24i4/pr201420>
- Sabtohadi, J. (2020). *Does the Organizational Commitment Act as a Mediator of the Impact of the Organizational Culture and Compensation on the Performance of Employees ?* 20(3), 194–205.
<https://doi.org/10.25124/jmi.v20i3.3516>
- Saccenti, E., & Timmerman, M. E. (2016). Approaches to sample size determination for multivariate data: Applications to PCA and PLS-DA of omics data. *Journal of Proteome Research*, 15(8), 2379–2393.
<https://doi.org/10.1021/acs.jproteome.5b01029>
- Sahni, J. (2019). Role of Quality of work life in determining employee engagement and organizational commitment in telecom industry. *International Journal for Quality Research*, 13(2), 285–300.
<https://doi.org/10.24874/IJQR13.02-03>

- Saks, A. M. (2006). Antecedents and consequences of employee engagement. *Journal of Managerial Psychology*, 21(7), 600–619.
<https://doi.org/10.1108/02683940610690169>
- Salancik, G. R. (1977). Commitment is too easy! *Organizational Dynamics*, 6(1), 62–80. [https://doi.org/10.1016/0090-2616\(77\)90035-3](https://doi.org/10.1016/0090-2616(77)90035-3)
- Samul, J. (2020). *Spiritual Leadership : Meaning in the Sustainable Workplace*.
- Sarstedt, M., Ringle, C. M., & Hair, J. F. (2020). Handbook of Market Research. In *Handbook of Market Research* (Issue September).
<https://doi.org/10.1007/978-3-319-05542-8>
- Sayuti, A. M., Asrilisyak, S., & Rafdinal, W. (2021). Effect of Spiritual Leadership Style, Quality of Work Life and Organizational Citizenship Behavior on Employee's Performance Pengaruh Gaya Kepemimpinan Spiritual, Kualitas Kehidupan Kerja dan Perilaku Kewargaan Organisasional terhadap Kinerja Karyawan. *Jurnal Sekretaris Dan Administrasi Bisnis*, V(1), 39–50.
- Schaufeli, W. B., Bakker, A. B., & Salanova, M. (2006). The measurement of work engagement with a short questionnaire: A cross-national study. *Educational and Psychological Measurement*, 66(4), 701–716.
<https://doi.org/10.1177/0013164405282471>
- Schein, E. H. (1985). *Organizational Culture and Leadership*. Jossey-Bass.
- Schein, E. H. (1992). Organizational Culture and Organizational Change. *Sloan Management Review*, 35(2), 89.
- Schein, E. H. (2004). Organisation culture and Leadership (3rd Edition). *John Wiley & Sons*.
- Schermerhorn, J. R., Hunt, J. G., Wayne, R. N. O., & Uhl-Bie, M. (2010). *Organizational Behavior*. John Wiley & Sons, Inc.
- Schneider, B., & Barbera, K. M. (2014). Introduction: The Oxford Handbook of Organizational Climate and Culture. *The Oxford Handbook of*

- Organizational Climate and Culture*, September, 1–29.
<https://doi.org/10.1093/oxfordhb/9780199860715.013.0001>
- Sekaran, U., & Bougie, R. (2016). *Research Methods for Business*.
- Sendjaya, S. (2007). Conceptualizing and Measuring Spiritual Leadership in Organizations. *International Journal of Business and Information*, 2(1), 104–126.
http://www.knowledgetaiwan.org/ojs/files/Vol2No1/5_Conceptualizing_and_Measuring_Spiritual_Leadership_in_Organizations.pdf
- Shams, M. S., Niazi, M. M., & Asim, F. (2020). The Relationship Between Perceived Organizational Support , Employee Engagement , and Organizational Citizenship Behavior :Application of PLS-SEM approach. *Kardan Journal of Economics and Management Sciences*, 3(1), 35–55.
<https://kardan.edu.af/Research>
- Shaukat, S., & Asadullah, M. A. (2014). *Impact of Employee Training and Empowerment on Employee Creativity Through Employee Engagement : Empirical Evidence from the Manufacturing Sector of Pakistan*. 19(4), 593–601. <https://doi.org/10.5829/idosi.mejsr.2014.19.4.13618>
- Sheikh, A. A., Inam, A., Rubab, A., Najam, U., Rana, N. A., & Awan, H. M. (2019). The Spiritual Role of a Leader in Sustaining Work Engagement: A Teacher-Perceived Paradigm. *SAGE Open*, 9(3).
<https://doi.org/10.1177/2158244019863567>
- Shore, L. M., & Tetrick, L. E. (1994). *The Psychological Contract as an Explanatory Framework in the Employment Relationship*. John Wiley & Sons.
- Shrestha, I. (2016). Organizational Commitment of Female Employees of Nepalese Financial Institutions. *Journal of Nepalese Business Studies*, 9(1), 126–136. <https://doi.org/10.3126/jnbs.v9i1.14602>
- Silverthorne, C. (2004). The impact of organizational culture and person-

- organization fit on organizational commitment and job satisfaction in Taiwan. *Leadership & Organization Development Journal*, 25(7), 592–599. <https://doi.org/10.1108/01437730410561477>
- Smith, P. B. (2006). *Acquiring a New Identity: National Psychological Change*. Cambridge University Press.
- Smith, P. B., Misumi, J., & Tayeb, M. (1994). *Globalizations and Organization: World Society and Organizational Change*. Routledge.
- Soane, E., Truss, C., Alfes, K., Shantz, A., Rees, C., & Gatenby, M. (2012). Development and application of a new measure of employee engagement: The ISA engagement scale. *Human Resource Development International*, 15(5), 529–547. <https://doi.org/10.1080/13678868.2012.726542>
- Stogdill, R. M. (1948). Personal factors associated with leadership: A survey of the literature. *Journal of Psychology*.
- Sudiro, A., Adi, A. N., & Fakhri, R. M. I. (2021). Engaging employees through compensation fairness, job Involvement, organizational commitment: The roles of employee spirituality. *Management Science Letters*, 11, 1499–1508. <https://doi.org/10.5267/j.msl.2020.12.023>
- Sudjana, K., & Rizkison, R. (2020). Peran Baitul Maal Wat Tamwil (BMT) dalam Mewujudkan Ekonomi Syariah yang Kompetitif. *Jurnal Ilmiah Ekonomi Islam*, 6(2), 175. <https://doi.org/10.29040/jiei.v6i2.1086>
- Sugiyono. (2017). Metode Penelitian Kuantitatif Kualitatif. In *Metode Penelitian Kuantitatif Kualitatif*.
- Suharsimi Arikunto. (2012). *Prosedur Penelitian Suatu Pendekatan Praktek*. Rineka Cipta.
- Sunny, R., & Joshua, A. J. (2016). *Employee Engagement : An Imperative for Creating Job Satisfaction in Evolving Workplaces*. 2004, 18–21.
- Suparman, L. (2021). *The Effect of Ethical Leadership and Workplace Spirituality*

- on The Implementation of Organizational Culture and Organizational Commitments.* 556(Access 2020), 46–52.
- Syam, R. S. (2017). Prophetic Leadership: The Leadership Model of Prophet Muhammad in Political Relation of Social Ummah. *Jurnal Pendidikan Islam*, 371–396.
- Tabor, W., Madison, K., Marler, L. E., & Kellermanns, F. W. (2019). The Effects of Spiritual Leadership in Family Firms : A Conservation of Resources Perspective. *Journal of Business Ethics*, 0123456789. <https://doi.org/10.1007/s10551-019-04379-2>
- Taufiqurrahman, Noermijati, & Kurniawati, D. T. (2021). *The effect of philanthropic organizations' culture on employee performance through organizational commitment and organization citizenship behavior as intervening variables.* 10(3), 82–90.
- Thompson, R. L. (2004). The Automatic Hand: Spiritualism, Psychoanalysis, Surrealism. *Invisible Culture: An Electronic Journal for Visual Culture*, 7(7), 1–14.
- Truss, C., Mankin, D., & Kelliher, C. (2012). *Strategic Human Resource Management*. OUP Oxford.
- Tyssen, A. K., Wald, A., & Spieth, P. (2013). The challenge of transactional and transformational leadership in projects. *JPMA*. <https://doi.org/10.1016/j.ijproman.2013.05.010>
- Uddin, M. A., Mahmood, M., & Fan, L. (2019). Why individual employee engagement matters for team performance?: Mediating effects of employee commitment and organizational citizenship behaviour. *Team Performance Management*, 25(1–2), 47–68. <https://doi.org/10.1108/TPM-12-2017-0078>
- Vinzi, V. E., Chin, W. W., Henseler, J., & Wang, H. (2010). Handbook of Partial Least Squares: Concepts, Methods and Applications. In *Springer Handbooks of Computational Statistics* (Vol. 206, Issue 1).

[https://doi.org/10.1016/S0021-9258\(18\)71293-3](https://doi.org/10.1016/S0021-9258(18)71293-3)

Vroom, V. H., & Yetton, P. W. (1973). *Leadership and decision-making*. University of Pittsburgh Press.

Wagner, C. M. (2007). Organizational commitment as a predictor variable in nursing turnover research: Literature review. *Journal of Advanced Nursing*, 60(3), 235–247. <https://doi.org/10.1111/j.1365-2648.2007.04421.x>

Wang, M., Guo, T., Ni, Y., Shang, S., & Tang, Z. (2019). The effect of spiritual leadership on employee effectiveness: An intrinsic motivation perspective. *Frontiers in Psychology*, 9(JAN), 1–11.
<https://doi.org/10.3389/fpsyg.2018.02627>

Wilson, C. L. (2008). *A RELATIONAL STUDY OF LEADERSHIP SPIRITUALITY AND ORGANIZATIONAL PERFORMANCE IN HOME HEALTH CARE AGENCIES*. 49(1), 11. https://www.bertelsmann-stiftung.de/fileadmin/files/BSt/Publikationen/GrauePublikationen/MT_Globalization_Report_2018.pdf%0Ahttp://eprints.lse.ac.uk/43447/1/India_globalisation%2C_society_and_inequalities%28lsero%29.pdf%0Ahttps://www.quora.com/What-is-the

Wong, K. Y., Wong, Y. T., & Ngo, H. Y. (2014). The effects of spiritual leadership on employees' attitudes: A comparative examination of China and the West. *Journal of Business Ethics*, 120(4).

Woodka, M. (2014). Employee engagement. *Provider (Washington, D.C.)*, 40(5).
<https://doi.org/10.4324/9780203889015.ch18>

Yansens, W., Tecalau, M., Wahyoedi, S., & Colline, F. (2018). *The Effect of Spirituality on Turnover Intention Mediated by Employee Engagement*. 0–5.

Zainul Arifin, A. (2018). Influence factors toward financial satisfaction with financial behavior as intervening variable on Jakarta area workforce. *European Research Studies Journal*, XXI(1), 90–103.

