

DAFTAR PUSTAKA

- Abdul Aziz Wahab. (2008). Anatomi organisasi dan kepemimpinan pendidikan: Telaah terhadap organisasi dan pengelolaan organisasi pendidikan. *Bandung: Alfabeta*.
- Acquah, A., Nsiah, T. K., Antie, E. N. A., & Otoo, B. (2021). Literature review on theories of motivation. *EPRA International Journal of Economic and Business Review*, 9(5), 25–29.
- Adha, R. N., Qomariah, N., & Hafidzi, A. H. (2019). Pengaruh motivasi kerja, lingkungan kerja, budaya kerja terhadap kinerja karyawan dinas sosial kabupaten Jember. *Jurnal Penelitian IPTEKS*, 4(1), 47–62.
- Aesah, S. (2018). Pengaruh Gaya Kepemimpinan dan Motivasi Terhadap Loyalitas Karyawan PT. National Nobu Bank Cabang Kemang Village. *Jurnal Disrupsi Bisnis*, 1(3), 85–105.
- Aisyaturrido, A., Wibowo, I., & Nuridin, S. E. (2021). The Effect of Leadership and Work Environment on Job Satisfaction Through Motivation as a Mediation Variables in PT. Trinitan Plastic Industries. *International Journal of Business and Social Science Research*, 2(2), 7–15.
- Al-Sada, M., Al-Esmael, B., & Faisal, M. N. (2017). Influence of organizational culture and leadership style on employee satisfaction, commitment and motivation in the educational sector in Qatar. *EuroMed Journal of Business*.
- Alnisyar, A., Ardiansyah, M., & Wahed, A. (2022). Pengaruh Gaya Kepemimpinan Terhadap Motivasi. *EDUSTUDENT: Jurnal Ilmiah Pendidikan Dan Pembelajaran*, 1, 280. <https://doi.org/10.26858/edustudent.v1i4.35920>
- Ananda, F. T., Rahmani, N. A. B., & Aslami, N. (2022). Pengaruh Budaya Organisasi Dan Gaya Kepemimpinan Terhadap Organizational Citizenship Behaviour (OCB) Di UPT Puskesmas Teladan Medan. *Jurnal Ekonomika Dan Bisnis (JEBS)*, 2(3), 731–741.
- Appelbaum, S., Bartolomucci, N., Beaumier, E., Boulanger, J., Corrigan, R., Dore, I., Girard, C., & Serroni, C. (2004). Organizational citizenship behavior: a case study of culture, leadership and trust. *Management Decision*.
- Arif, S., Zainudin, H. K., & Hamid, A. (2019). Influence of Leadership, Organizational Culture, Work Motivation, and Job Satisfaction of Performance Principles of Senior High School in Medan City. *Budapest International Research and Critics Institute-Journal (BIRCI-Journal)*, 239254.
- Armawan, P. A., & Suana, I. W. (2019). *Pengaruh Budaya Organisasi, Gaya Kepemimpinan, Dan Lingkungan Kerja Fisik Terhadap Disiplin Kerja Karyawan*. Udayana University.
- Aryanti, S., & Panjaitan, S. (2023). Pengaruh Gaya Kepemimpinan dan Lingkungan

Kerja terhadap Organizational Citizenship Behavior (OCB) dan Implikasinya terhadap Kinerja Karyawan (Studi pada Karyawan PT. Nippo Mechatronics Indonesia). *JIIP-Jurnal Ilmiah Ilmu Pendidikan*, 6(2), 1358–1364.

Azeemi, I. A. I., Shaheen, A. S. D. A., Ahmed, Z. A. S. D. Z., Sumayya, U. S. U., & Akhund, Y. A. Y. (2023). Leadership Styles and Organizational Citizenship Behavior: A Case of Pakistani Corporates. *PERIODICALS OF SOCIAL SCIENCES*, 3(1), 153–164.

Baihaqi, I., & Saifudin, S. (2021). Pengaruh Budaya Organisasi, Gaya Kepemimpinan Transformasional dan Komitmen Organisasi Terhadap Kinerja Karyawan Dengan OCB Sebagai Variabel Intervening. *Jurnal Ilmiah Mahasiswa Ekonomi Dan Bisnis Islam*, 2(1), 10–22.

Barbuto Jr, J. E., & Story, J. S. P. (2011). Work motivation and organizational citizenship behaviors: A field study. *Journal of Leadership Studies*, 5(1), 23–34.

Bass, B. M., & Avolio, B. J. (1990). The implications of transactional and transformational leadership for individual, team, and organizational development. *Research in Organizational Change and Development*, 4(1), 231–272.

Bateman, T. S., & Organ, D. W. (1983). Job satisfaction and the good soldier: The relationship between affect and employee “citizenship.” *Academy of Management Journal*, 26(4), 587–595.

Bottomley, P., Mostafa, A. M. S., Gould-Williams, J. S., & León-Cázares, F. (2016). The impact of transformational leadership on organizational citizenship behaviours: The contingent role of public service motivation. *British Journal of Management*, 27(2), 390–405.

Budianto, A., Pongtuluran, Y., & Syharuddin, Y. (2017). Pengaruh etika kerja, motivasi kerja dan kompensasi finansial terhadap kinerja karyawan. *KINERJA*, 14(1), 1–5.

Bustomi, A., Sanusi, I., & Herman, H. (2020). Pengaruh Organizational Citizenship Behavior (OCB) Terhadap Kinerja Pegawai Kementerian Agama Kota Bandung. *Tadbir: Jurnal Manajemen Dakwah*, 5(1), 1–16.

Christin, C., Ginting, R. R., Purba, M. N., & Sutanto, A. T. (2023). The Influence Of Leadership And Organizational Culture On Teacher Performance With Work Motivation As An Intervening Variable At The Kristen Methodist Indonesia College 5. *International Journal of Science, Technology & Management*, 4(4), 1054–1060.

Collier, J. E. (2020). *Applied Structural Equation Modeling using AMOS: Basic to Advanced Techniques*. Taylor & Francis. <https://books.google.co.id/books?id=lgHpDwAAQBAJ>

Corwin, E. S., Loncarich, H., & Ridge, J. W. (2022). What’s it like inside the hive?

- Managerial discretion drives TMT gender diversity of women-led firms. *Journal of Management*, 48(4), 1003–1034.
- Darmawan, A. (2022). Pengaruh Budaya Organisasi, Kepemimpinan, Lingkungan Kerja Dan Disiplin Kerja Terhadap Kinerja Karyawan. *Journal of Applied Managerial Accounting*, 6(1), 21–32.
- Dedic, S., Ilidža, B., Hadzaihmetovic, H. N., & Mujezinovic, H. M. (2022). *The Role of Leadership Styles in Organizational Citizenship Behavior*.
- Demirtas, O. (2020). *A Handbook of Leadership Styles*. Cambridge Scholars Publishing. <https://books.google.co.id/books?id=QwXPDwAAQBAJ>
- Dewanggana, B. D., Paramita, P. D., & Haryono, A. T. (2016). Pengaruh komitmen organisasi, kepuasan kerja, budaya organisasi terhadap organizational citizenship behavior (OCB) yang berdampak pada prestasi kerja karyawan (Studi pada PT. PLN APP Semarang). *Journal of Management*, 2(2).
- Edison, E., Anwar, Y., & Komariyah, I. (2017). *Manajemen Sumber Daya Manusia: Strategi dan perubahan dalam rangka meningkatkan kinerja pegawai dan organisasi*.
- Edison Emron, Anwar Yohny, K. I. (2016). *Manajemen Sumber Daya Manusia*. Alfabeta.
- Ependi, N., & Sudirman, S. (2021). Pengaruh Budaya Organisasi dan Kepercayaan (Trust) terhadap Komitmen Organisasi. *Jurnal Ilmu Pendidikan (JIP) STKIP Kusuma Negara*, 12, 172–181. <https://doi.org/10.37640/jip.v12i2.858>
- 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.
- Fahriyansyah, M. S., Natsir, M., Sumarsono, T. G., Mazya, S. U., & As, N. (2022). Leadership style and organizational citizenship behavior in the local public hospital of Indonesia: The impact of job satisfaction. *International Journal Of R Esearch In Business And Social Science (IJRBS)*, 11(5), 249–260.
- Fathiyah, F., & Pasla, B. N. (2021). Factors Affecting Organizational Citizenship Behavior (OCB) in Jambi Province Government Employees. *Jurnal Prajaiswara*, 2(2), 127–136.
- Febrian, R., & Ekowati, S. (2023). PENGARUH GAYA KEPEMIMPINAN DAN MOTIVASI TERHADAP PRODUKTIVITAS KERJA PEGAWAI. (*JEMS*) *Jurnal Entrepreneur Dan Manajemen Sains*, 4(1), 28–40.
- Ferdinand, A. (2014). *Metode penelitian manajemen: Pedoman penelitian untuk penulisan skripsi tesis dan desrtasi ilmu manajemen*.
- Fiaz, M., Su, Q., Ikram, A., & Saqib, A. (2017). LEADERSHIP STYLES AND EMPLOYEES' MOTIVATION: PERSPECTIVE FROM AN EMERGING ECONOMY. *The Journal of Developing Areas*, 51(4), 143–156.

- Finkelstein, M. A., & Penner, L. A. (2004). Predicting organizational citizenship behavior: Integrating the functional and role identity approaches. *Social Behavior and Personality: An International Journal*, 32(4), 383–398.
- Fred, L. (2011). *Organizational Behavior* (G. International (ed.); 12th ed). Paul Ducham.
- Ganyang, M. T. (2018). Manajemen Sumber Daya Manusia Konsep dan Realita. *Bogor: In Media*.
- Gaskin, J., & Lim, J. (2016). Model fit measures. *Gaskination's StatWiki*, 37(3), 814–822.
- Gerhart, B., & Fang, M. (2014). Pay for (individual) performance: Issues, claims, evidence and the role of sorting effects. *Human Resource Management Review*, 24(1), 41–52.
- Ghozali, I. (2011). Model Persamaan Struktural: Konsep dan Aplikasi dengan Program Amos 22(Cetakan VI). In *Badan Penerbit Diponegoro, Semarang*. Badan Penerbit Universitas Diponegoro.
- GHOZALI, I. (2016). *Aplikasi analisis multivariete: dengan program IBM SPSS 23* (Cetakan VI).
- Gibson, I. (n.d.). Donnelly. 2011. *Perilaku, Struktur, Proses. II Ed. Jakarta: Salemba Empat*.
- Gibson, I. (2009). *Donnelly, and Konopaske, "Organizational Behavior Thirteenth Edition," Thirteenth*. New York: McGraw Hill.
- Grasiaswaty, N. (2021). Reviu Sistematis Penelitian Organizational Citizenship Behavior (OCB) di Indonesia. *Buletin Psikologi*, 29(1), 28–44.
- Graves, D. (1986). *Corporate Culture: Diagnosis and Change: Auditing and Changing the Culture of Organizations*. Pinter. <https://books.google.co.id/books?id=b91HAAAAYAAJ>
- Greenberg, J., & Baron, R. A. (1993). *Behavior in organizations: Understanding and managing the human side of work*.
- Hadiyati, E. (2011). Kreativitas dan inovasi berpengaruh terhadap kewirausahaan usaha kecil. *Jurnal Manajemen Dan Kewirausahaan*, 13(1), 8–16.
- Hair, J., Anderson, R., Black, B., & Babin, B. (2016). *Multivariate Data Analysis*. Pearson Education. <https://books.google.co.id/books?id=LKOSAgAAQBAJ>
- Hajjali, I., Kessi, A. M. F., Budiandriani, B., Prihatin, E., & Sufri, M. M. (2022). Determination of work motivation, leadership style, employee competence on job satisfaction and employee performance. *Golden Ratio of Human Resource Management*, 2(1), 57–69.
- Halepota, H. A. (2005). Motivational theories and their application in construction. *Cost Engineering*, 47(3), 14.

- Handayani, D. A. (2017). Hubungan Antara Work Engagement Dengan Organizational Citizenship Behavior pada Karyawan Kontrak. *Jurnal Psikologi*, 9(1).
- Hariyono, R., Putra, R. B., Dewi, R. C., & Fitri, H. (2022). Pengaruh Budaya Organisasi dan Komitmen Organisasi Terhadap Organizational Citizenship Behaviour dengan Dukungan Organisasi Sebagai Variabel Mediasi pada Karyawan PT. Famili Raya Padang. *Journal of Law and Economics*, 1(1), 63–70.
- Haryono, S. (2017). *Metode SEM Untuk Penelitian Manajemen Amos Lisrel PLS*. Luxima.
- Herawati, J., Kurniawan, I. S., & Azhari, L. (2021). The Impact of Workload, Organizational Culture, and Motivation for Organizational Citizenship Behavior that is Mediated by Loyalty. *JBTI: Jurnal Bisnis: Teori Dan Implementasi*, 12(3), 140–154.
- Hersey, P., & Blanchard, K. H. (1982). *Leadership style: Attitudes and behaviors*.
- Hia, R. P., Wiyono, G., & Kirana, K. C. (2021). ANALYSIS OF THE IMPACT OF LEADERSHIP STYLE AND ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE THROUGH ORGANIZATIONAL CITIZENSHIP BEHAVIOR AS AN INTERVENING VARIABLES MODERATED WORK MOTIVATION IN GRIYA MAHARDHIKA GENERAL HOSPITAL YOGYAKARTA. *JIM UPB (Jurnal Ilmiah Manajemen Universitas Putera Batam)*, 9(2), 128–135.
- Hidayat, R. N. (2022). *KORELASI KOMPETENSI PEGAWAI DENGAN KUALITAS PELAYANAN DI KANTOR DESA SUMBER SARI KECAMATAN SUNGAI LOBAN KABUPATEN TANAH BUMBU*. Universitas Islam Kalimantan MAB.
- Hidayat, W., & Prabawanto, S. (2018). Improving students' creative mathematical reasoning ability students through adversity quotient and argument driven inquiry learning. *Journal of Physics: Conference Series*, 948(1), 12005.
- Higgins, J. M. (1994). *The Management Challenge: An Introduction to Management*. Macmillan.
<https://books.google.co.id/books?id=9eKHQgAACAAJ>
- Hitka, M., Lorincová, S., Potkány, M., Balážová, Ž., & Caha, Z. (2021). Differentiated approach to employee motivation in terms of finance. *Journal of Business Economics and Management*, 22(1), 118–134.
- Ibrahim, M. A., & Aslinda, A. (2015). The effect of motivation on organizational citizenship behavior (OCB) at Telkom Indonesia in Makassar. *BISNIS & BIROKRASI: Jurnal Ilmu Administrasi Dan Organisasi*, 21(2), 114–120.
- Iis, E. Y., & Yanita, Y. (2021). Peran Motivasi Kerja Dan Kepuasan Kerja Dalam Memediasi Pengaruh Budaya Organisasi Terhadap Kinerja Karyawan Pada PT

- Bank Aceh Syariah Cabang Bireuen. *E-Mabis: Jurnal Ekonomi Manajemen Dan Bisnis*, 22(1), 85–96.
- Inegbedion, H., Inegbedion, E., Peter, A., & Harry, L. (2020). Perception of workload balance and employee job satisfaction in work organisations. *Heliyon*, 6(1), e03160.
- Ja'afaru Bambale, A. (2014). Relationship between servant leadership and organizational citizenship behaviors: Review of literature and future research directions. *Journal of Marketing & Management*, 5(1).
- Kahn, R. L., & Katz, D. (1952). *Leadership practices in relation to productivity and morale*. Institute for Social Research, University of Michigan Ann Arbor, MI.
- Kamery, R. H. (2004). Motivation techniques for positive reinforcement: A review. *Allied Academies International Conference. Academy of Legal, Ethical and Regulatory Issues. Proceedings*, 8(2), 91.
- Kao, J.-C., Cho, C.-C., & Kao, R.-H. (2023). Perceived organizational support and organizational citizenship behavior—A study of the moderating effect of volunteer participation motivation, and cross-level effect of transformational leadership and organizational climate. *Frontiers in Psychology*, 14, 1082130.
- Kartika, C., Firmansyah, E., & Wahyudi, W. (2019). Pengaruh Budaya Organisasi, Lingkungan Kerja Motivasi, Organizational Citizenship Behaviour (OCB), Terhadap Kinerja Pegawai PT. Pegadaian (Persero) Jawa Timur. *Management & Accounting Research Journal Global*, 3(2).
- Kartono, K. (2008). *Pemimpin dan Kepemimpinan*. PT. Raja Grafindo Persada.
- Kreitner, R., & Kinicki, A. (2014). *Organizational behavioral*. Boston: McGraw-Hill.
- Lako, A. (2011). Dekonstruksi CSR dan Reformasi Paradigma Bisnis dan Akuntansi. *Jakarta: Erlangga*.
- Latham, G., & Pinder, C. (2005). Work Motivation Theory and Research at the Dawn of the Twenty-First Century. *Annual Review of Psychology*, 56, 485–516. <https://doi.org/10.1146/annurev.psych.55.090902.142105>
- Lewin, K., Lippitt, R., & White, R. K. (1939). Patterns of aggressive behavior in experimentally created “social climates.” *The Journal of Social Psychology*, 10(2), 269–299.
- Lim, Y. H., Kee, D. M. H., Lai, X. Y., Lee, Z. M., Low, M. Q., Sariya, S., & Sharma, S. (2020). Organizational culture and customer loyalty: A case of Harvey Norman. *Asia Pacific Journal of Management and Education (APJME)*, 3(1), 47–62.
- Limaj, E., & Bernroider, E. W. N. (2019). The roles of absorptive capacity and cultural balance for exploratory and exploitative innovation in SMEs. *Journal*

- of Business Research*, 94, 137–153.
- Lin, L.-H., & Ho, Y.-L. (2010). Guanxi and OCB: the Chinese cases. *Journal of Business Ethics*, 96, 285–298.
- Locke, E. A. (1978). The Ubiquity of the Technique of Goal Setting in Theories of and Approaches to Employee Motivation. *The Academy of Management Review*, 3(3), 594–601. <https://doi.org/10.2307/257548>
- Lolowang, N. L., & Aisjah, S. (2019). The effect of leadership and organizational culture on employee performance that is educated by motivation (study on the implementation empowerment programs in Jayapura city). *Problems and Perspectives in Management*, 17(1), 268.
- LUBIS, M. I. A. N. (2022). *PENGARUH ORGANIZATIONAL CITIZENSHIP BEHAVIOR, GAYA KEPEMIMPINAN DAN MOTIVASI KERJA TERHADAP KINERJA PEGAWAI DI DINAS PERINDUSTRIAN DAN PERDAGANGAN PROVINSI SUMATERA UTARA*.
- Majavando, A., & Malekzadeh, A. R. (1998). *Organizational behavior: The personorganization fit*. Upper Saddle River, NJ: Prentice Hall.
- Malayu, S. P. H. (2005). *Manajemen Sumber Daya Manusia* (Edisi Revi). PT.Bumi Aksara.
- Mangkunegara, A. A. A. P. (2011). *Manajemen sumber daya manusia perusahaan*.
- Marimin, A. (2011). Pengaruh Gaya Kepemimpinan, Motivasi Kerja dan Budaya Organisasi terhadap Kinerja Karyawan pada Bank Muamalat Indonesia Cabang Surakarta. *Muqtasid: Jurnal Ekonomi Dan Perbankan Syariah*, 2(1), 23–37.
- Mendrofa, S. S. (2021). Pengaruh gaya kepemimpinan terhadap motivasi kerja pegawai di dinas ketahanan pangan kabupaten nias selatan. *Jurnal Ilmiah Mahasiswa Nias Selatan*, 4(2).
- Michel, J. W., & Tews, M. J. (2016). Does leader–member exchange accentuate the relationship between leader behaviors and organizational citizenship behaviors? *Journal of Leadership & Organizational Studies*, 23(1), 13–26.
- Miftah, T. (2015). *Kepemimpinan dalam manajemen*. Rajawali Pers.
- Mirsya, I. (2022). Budaya Organisasi, Kompensasi, dan Kompetensi terhadap Organizational Citizenship Behaviour (OCB) dengan Komitmen Organisasi Sebagai Pemediasi. *Journal of Business and Economics (JBE) UPI YPTK*, 7(1), 1–11.
- Moeljono, D. (2003). *Budaya korporat dan keunggulan korporasi*. Elex Media Komputindo.
- 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.

- MOSADEGH, R. A. D. A. M. (2003). *The role of participative management (suggestion system) in Shahid Fayazbakhsh Hospital effectiveness and efficiency.*
- Moton, N. O. L., Kirana, K. C., & Wiyono, G. (2022). Analisis pengaruh kepemimpinan transformasional dan budaya organisasi terhadap organizational citizenship behavior (ocb) dengan motivasi intrinsik sebagai variabel intervening. *JURNAL MANAJEMEN*, 14(2).
- Muizu, W. O. Z., Kaltum, U., & Sule, E. T. (2019). Pengaruh kepemimpinan terhadap kinerja karyawan. *Perwira-Jurnal Pendidikan Kewirausahaan Indonesia*, 2(1), 70–78.
- Muklis, M., Nugroho, R., & Riyadi, S. (2022). Transformational leadership, work motivation on job satisfaction, employee performance at national Amil Zakat Institution. *Indonesian Journal of Multidisciplinary Science*, 1(7), 722–736.
- Munthe, R. A. (2019). *Pengaruh Budaya Organisasi dan Motivasi Kerja terhadap Organizational Citizenship Behavior pada PT. Bank Sumut Kantor Pusat Medan.*
- Musnadi, S. (2018). Pengaruh Lingkungan Kerja, Kompensasi Dan Motivasi Terhadap Kepuasan Kerja Serta Dampaknya Terhadap Loyalitas Kerja Pegawai Rutan Di Provinsi Aceh (Studi Kasus Pada Rutan Kelas II B Banda Aceh Dan Rutan Kelas II B Jantho). *Jurnal Magister Manajemen*, 2(1), 88–98.
- Naile, I., & Selesho, J. M. (2014). The role of leadership in employee motivation. *Mediterranean Journal of Social Sciences*, 5(3), 175.
- Niehoff, B. P. (2005). A theoretical model of the influence of organizational citizenship behaviors on organizational effectiveness. *New Research in Organizational Citizenship Behaviors*, Nova, New York, 385–397.
- Novira, I., & Lubis, E. E. (2019). Pengaruh Komunikasi Interpersonal Terhadap Organizational Citizenship Behavior (Ocb) Pada Pegawai Dinas Pekerjaan Umum Dan Penataan Ruang Provinsi Riau. *Jurnal Online Mahasiswa (JOM) Bidang Ilmu Sosial Dan Ilmu Politik*, 6(2), 1–15.
- Ocampo, L., Acedillo, V., Bacunador, A. M., Balo, C. C., Lagdameo, Y. J., & Tupa, N. S. (2018). A historical review of the development of organizational citizenship behavior (OCB) and its implications for the twenty-first century. *Personnel Review*, 47(4), 821–862.
- Oemar, Y. (2013). Pengaruh Budaya Organisasi, Kemampuan Kerja dan Komitmen Organisasi terhadap Organizational Citizenhsip Behavior (OCB) Pegawai pada BAPPEDA Kota Pekanbaru. *Jurnal Aplikasi Manajemen*, 11(1), 65–76.
- Oetomo, H. W. (2011). The effect of job motivation, work environment and leadership on organizational citizenship behavior, job satisfaction and public service quality in Magetan, East Java, Indonesia. *International Journal of Economics and Management Engineering*, 5(3), 277–285.

- Organ, D W. (2015). *Organizational Citizenship Behavior*. In *International Encyclopedia of the Social & Behavioral Sciences* (2nd ed).
- Organ, Dennis W. (1988). *Organizational citizenship behavior : the good soldier syndrome*. Lexington Books.
- Organ, Dennis W, Podsakoff, P. M., & MacKenzie, S. B. (2005). *Organizational citizenship behavior: Its nature, antecedents, and consequences*. Sage Publications.
- Paais, M., & Pattiruhu, J. R. (2020). Effect of motivation, leadership, and organizational culture on satisfaction and employee performance. *The Journal of Asian Finance, Economics and Business*, 7(8), 577–588.
- Pace, R. W., & Don, F. (2015). *Faules. Komunikasi Organisasi: Strategi Meningkatkan Kinerja Perusahaan*. Bandung: PT Remaja Rosdakarya.
- Park, C. H., Song, J. H., Yoon, S. W., & Kim, J. (2013). A missing link: psychological ownership as a mediator between transformational leadership and organizational citizenship behaviour. *Human Resource Development International*, 16(5), 558–574.
- Persada, W. (2014). *Kepemimpinan: Teori, Psikologi, Perilaku Organisasi. Aplikasi dan Penelitian*. Jakarta: Rajawali Pers.
- Piyandini, L., Nurweni, H., & Hartati, R. (2021). Pengaruh Komitmen Organisasi, Lingkungan Kerja, dan Motivasi Terhadap Organizational Citizenship Behavior (OCB) Karyawan PT Sport Glove Indonesia Cabang Wonosari. *Cakrawangsa Bisnis: Jurnal Ilmiah Mahasiswa*, 1(2).
- Podsakoff, P. (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. [https://doi.org/10.1016/S0149-2063\(00\)00047-7](https://doi.org/10.1016/S0149-2063(00)00047-7)
- Poluakan, M. V., Dikayuana, D., Wibowo, H., & Raharjo, S. T. (2019). Potret generasi milenial pada era revolusi industri 4.0. *Focus: Jurnal Pekerjaan Sosial*, 2(2), 187–197.
- Pongtuluran, A. K. (2018). *The Effect of Leadership Style, Work Motivation and Local Culture on Organizational Citizenship Behavior and Civil Servants Performance*.
- Pradhiptya, A. (2018). Pengaruh Kepuasan Kerja terhadap Organizational Citizenship Behaviour (OCB) dengan Mediasi Komitmen Organisasional. *BISMA (Bisnis Dan Manajemen)*, 6, 50. <https://doi.org/10.26740/bisma.v6n1.p50-58>
- Prakosa, N. A. (2011). pengaruh Motivasi Kerja dan Budaya Organisasi Terhadap Kinerja Karyawan Bank Syariah. *Ultimaccounting Jurnal Ilmu Akuntansi*, 3(2), 44–63.

- Pramudjadi, A., & Utari, W. (2022). Pengaruh Gaya Kepemimpinan Dan Budaya Kerja Terhadap Kinerja Karyawan PT. BPR Bank Daerah Karanganyar (Perseroda) Yang Dimediasi Oleh Motivasi. *Ekonomika45: Jurnal Ilmiah Manajemen, Ekonomi Bisnis, Kewirausahaan*, 9(2), 124–138.
- Prasetyo, K. D., & Mas'ud, F. (2021). Analisis Pengaruh Budaya Organisasi, Servant Leadership, & Komitmen Organisasi Terhadap Organizational Citizenship Behavior (Studi pada Karyawan Hotel Grasia Semarang). *Diponegoro Journal of Management*, 10(1).
- Purwana, D., Ahmad, A., & Saptono, A. (2020). The Influence of Leadership and Work Environment toward Organizational Citizenship Behavior (OCB) through Work Satisfaction. *International Journal on Advanced Science, Education, and Religion*, 3(2), 57–71.
- Putra, G. A. E., & Subudi, M. (2017). *Pengaruh Gaya Kepemimpinan Transformasional Dan Budaya Organisasi Terhadap Motivasi Dalam Meningkatkan Organizational Citizenship Behavior*. Udayana University.
- Rafferty, A. E., & Griffin, M. A. (2004). Dimensions of transformational leadership: Conceptual and empirical extensions. *The Leadership Quarterly*, 15(3), 329–354.
- Rahmawati, L., & Marhalinda, M. (2023). Determinan Komitmen Organisasional Terhadap Kinerja Karyawan Pada PT. Magendra Shatra Pratama Di Jakarta. *IKRAITH-EKONOMIKA*, 6(2), 28–38.
- Rahmawati, T., & Prasetya, A. (2017). Analisis Faktor-Faktor yang Mempengaruhi Organizational Citizenship Behavior (OCB) pada Karyawan Tetap dan Karyawan Kontrak. *Jurnal Administrasi Bisnis*.
- Raito, R., & Baety, P. N. (2022). PENGARUH MOTIVASI PRESTASI MENURUT DAVID MCCLELLAND TERHADAP PRESTASI AKADEMIK SISWA DALAM PEMBELAJARAN PAI KELAS XI AKL DI SMK CILEDUG AL-MUSADDADIYAH GARUT. *Masagi*, 1(1), 191–201.
- Ramadhan, F. P. (2018). *Pengaruh Organizational Citizenship Behavior (OCB) dan Good Corporate Governance (GCG) Terhadap Kinerja Karyawan (Studi Pada Karyawan PT. TASPEN (Persero) Kantor Cabang Malang)*. Universitas Brawijaya.
- Rao, C. R. (2022). The Influence of Gender on Leadership. *Spicer Adventist University Research Articles Journal*, 1(1), 26–37.
- Ratnasari, R. T., Gunawan, S., Mawardi, I., & Kirana, K. C. (2021). Emotional experience on behavioral intention for halal tourism. *Journal of Islamic Marketing*, 12(4), 864–881.
- Rioux, S. M., & Penner, L. A. (2001). The causes of organizational citizenship behavior: a motivational analysis. *Journal of Applied Psychology*, 86(6), 1306.
- Rita, M., Randa Payangan, O., Rante, Y., Tuhumena, R., & Erari, A. (2018).

- Moderating effect of organizational citizenship behavior on the effect of organizational commitment, transformational leadership and work motivation on employee performance. *International Journal of Law and Management*, 60(4), 953–964. <https://doi.org/10.1108/IJLMA-03-2017-0026>
- Rivaldo, Y. (2021). Leadership and motivation to performance through job satisfaction of hotel employees at D'Merlion Batam. *The Winners*, 22(1), 25–30.
- Robbins, Stephen, & J. A. T. (2007). *Prinsip-prinsip perilaku organisasi* (5th ed (ed). Erlangga.
- Robbins, P. S. dan T. A. J. (2012). *Perilaku Organisasi*. Salemba Empat.
- Robbins, S P, & Judge, T. A. (2017). *Organizational Behavior*. Pearson. <https://books.google.co.id/books?id=UKY1jgEACAAJ>
- Robbins, Stephen P, Bergman, R., Stagg, I., & Coulter, M. (2014). *Management*. Pearson Australia.
- Robbins, Stephen P, & Coulter, M. (2019). *Manajemen Jilid 1*.
- Robbins, Stephen P, & Judge, T. (2009). *Organizational behavior*. Pearson South Africa.
- Rosalinda, N. A., Subagyo, S., & Bhirawa, S. W. S. (2022). PENGARUH GAYA KEPEMIMPINAN, LINGKUNGAN KERJA DAN ORGANIZATION CITIZENSHIP BEHAVIOR (OCB) TERHADAP KINERJA KARYAWAN PADA PERUSAHAAN DAERAH AIR MINUM (PDAM) KABUPATEN KEDIRI. *Seminar Nasional Manajemen, Ekonomi Dan Akuntansi*, 7(1), 876–883.
- Rosidi, E., Madjid, I., & Dewi, N. N. (2018). PENGARUH KOMPENSASI, GAYA KEPEMIMPINAN DAN ORGANIZATIONAL BEHAVIOR CITIZENSHIP (OCB) TERHADAP KINERJA KARYAWAN PT LAZIZA CHICKEN & PIZZA. *Ecopreneur*. 12, 1(1), 1–7.
- Rusandi, R. Y., & Daspar, D. (2022). *Pengaruh Kepuasan Kerja, Motivasi Kerja Dan Loyalitas Kerja Terhadap Organizational Citizenship Behaviour (Ocb) Pada Karyawan Pt. Ngk Ceramics Indonesia (Studi Kasus Pada Bagian Produksi P1 Ram Line)*.
- Sadewo, D., & Chaerudin, C. (2021). THE IMPACT OF THE LEADERSHIP, MOTIVATION AND JOB SATISFACTION TOWARDS EMPLOYEES PERFORMANCE IN ONE OF FINANCING COMPANY IN INDONESIA. *Dinasti International Journal of Management Science*, 2(4), 670–679.
- Santoso, S. (2015). *AMOS 22 untuk Structural Equation Modelling*. Elex Media Komputindo. <https://books.google.co.id/books?id=nCVtDwAAQBAJ>
- Sayan, I., & Güney, S. (2019). *THE IMPACT OF LEADERSHIP STYLE ON ORGANIZATIONAL CITIZENSHIP BEHAVIOR: DETERMINING THE*

LEVEL OF MOTIVATION IN HEALTH WORKERS.
<https://api.semanticscholar.org/CorpusID:199140956>

- Schein, E. H. (2010). *Organizational culture and leadership* (Vol. 2). John Wiley & Sons.
- Schyve, P. M. (2009). *Leadership in healthcare organizations: A guide to joint commission leadership standards, a governance institute white paper*. Governance Institute.
- Sekaran, U., & Bougie, R. (2017). *Metode Penelitian Untuk Bisnis: Pendekatan Pengembangan Keahlian Edisi 6 Buku 1*.
- Setyawan, A., Kirana, K. C., & Lukitaningsih, A. (2023). Analisis Budaya Kerja, Kepemimpinan, dan Pendidikan Pengembangan Spesialisasi terhadap OCB dengan Motivasi Kerja sebagai Variabel Intervening. *Al-Kharaj: Jurnal Ekonomi, Keuangan & Bisnis Syariah*, 5(3), 1107–1123.
- Setyowati, D., & Sulaiman, A. (n.d.). International Journal of Social Science And Human Research. *Leadership*, 1, 0–592.
- Shadare Oluseyi, A., & Hammed, T. A. (2009). *Influence of Work Motivation, Leadership Effectiveness and Time Management on Employees' Performance in Some Selected Industries in Ibadan, Oyo State, Nigeria*. EuroJournals, Inc.: <http://www.eurojournals.com>.
- Sholihin, M. (2019). Analisis Pengaruh Kepemimpinan, Budaya Organisasi, Dan Kompensasi, Terhadap Kinerja Karyawan Ama Ypk Yogyakarta Dengan Motivasi Kerja Sebagai Variabel Intervening. *Alabama*, 9(2), 95–134.
- Siagian, S. P. (2006). *Manajemen sumber daya manusia/* (Cet. 13). Bumi aksara. <https://opac.perpusnas.go.id/DetailOpac.aspx?id=648792#>
- Simon, A., & Gunawan, S. N. (2016). Analisa Pengaruh Motivasi Kerja Terhadap Organizational Citizenship Behaviour (Ocb) Melalui Kepuasan Kerja Karyawan Di Restaurant Halim Surabaya. *Jurnal Hospitality Dan Manajemen Jasa*, 4(1), 347–361.
- Soelton, M., Azmi, F., Anah, S., Maryanto, J., & Fajrin, N. K. (2021). Bagaimanakah Pengaruh Contract Psychology, Personality Type, Emotional Intelligence Terhadap Organizational Citizenship Behavior. *Conference on Economic and Business Innovation (CEBI)*, 1362–1374.
- Sokro, E. (2012). Analysis of the relationship that exists between organisational culture, motivation and performance. *Problems of Management in the 21st Century*, 3, 106.
- Steven L. McShane, M. A. V. G. (2018). *Organizational Behavior* (eighth edi). McGraw-Hill Education.
- Sugiyono, P. D. (2022). *Metode penelitian kuantitatif, kualitatif dan kombinasi (mixed methods)*. Alfabeta.

- Suhardi, S. (2019). Pengaruh Motivasi Kerja, Kompetensi, Lingkungan Kerja dan Kompensasi Terhadap Kinerja Karyawan PT. Asuransi Jiwa di Kota Batam Dengan Organizational Citizenship Behavior Sebagai Variabel Intervening. *Jurnal Benefita*, 4(2), 296–315.
- Sujono, D., Tunas, B., & Sudiarditha, I. (2020). Vitality of work involvement in mediation: The effect of organizational justice on organizational citizenship behavior. *Management Science Letters*, 10(5), 1061–1068.
- Sukriadi, E. H. (2018). Pengaruh Kepemimpinan Visioner Dan Motivasi Kerja Terhadap Kepuasan Kerja. *The Journal: Tourism and Hospitality Essentials Journal*, 8(2), 139–146.
- Sulaiman, N., & Fariz, M. (2022). Analisis Peran Organizational Citizenship Behavior dalam Memediasi Pengaruh Motivasi Kerja Terhadap Kinerja. *Robust: Research of Business and Economics Studies*, 1(2), 11–19.
- Suparjo, D. P. R. R. (2016). Pengaruh komitmen organisasi, kepuasan kerja dan budaya organisasi terhadap organizational citizenship behavior (OCB)(Studi Pada PT. Plasa Simpanglima Semarang). *Jurnal Ilmiah Dinamika Ekonomi Dan Bisnis*, 1(1).
- Susanto, Y., & Siswoyo Haryono, S. (2020). The Effect of Leadership and Compensation on Employee Performance: Evaluating the Role of Work Motivation. *Journal of Talent Development and Excellence*, 12(2), 2439–2449.
- Susilo, M. A., Jufrizen, J., & Khair, H. (2023). Pengaruh Iklim Organisasi dan Motivasi terhadap Kinerja Pegawai melalui Organizational Citizenship Behavior. *Jesya (Jurnal Ekonomi Dan Ekonomi Syariah)*, 6(1), 587–605.
- Suzana, A. (2017). Pengaruh Organizational Citizenship Behavior (OCB) terhadap kinerja karyawan (studi di: PT. Taspen (Persero) kantor cabang Cirebon). *LOGIKA Jurnal Ilmiah Lemlit Unswagati Cirebon*, 19(1), 42–50.
- Titisari, P. (2014). *Peranan organizational citizenship behavior (OCB) dalam meningkatkan kinerja karyawan.*
- Towers, D. (2006). An investigation whether organizational culture is directly linked to motivation and performance through looking at Google Inc. *The Birmingham Business School*, 1(1), 1–31.
- Tran, Q. H. N. (2023). The role of leadership skills in organisational citizenship behaviour at Vietnamese libraries: organisational culture as a mediator. *Global Knowledge, Memory and Communication*.
- Tran, T. B. H., & Choi, S. B. (2019). Effects of inclusive leadership on organizational citizenship behavior: the mediating roles of organizational justice and learning culture. *Journal of Pacific Rim Psychology*, 13, e17.
- Tremblay, M., & Simard, G. (2018). A multifoci approach to study social support and job performance: A target similarity consideration of development-

- enhancing practices, leadership, and structure. *Journal of Business Research*, 92, 118–130.
- Triono, T., Agustang, A., Idkhan, A. M., & Rifdan, R. (2021). Motivasi Kerja Pegawai Dalam Pelayanan Publik. *JISIP (Jurnal Ilmu Sosial Dan Pendidikan)*, 5(4).
- Tufan, P., & Wendt, H. (2020). Organizational identification as a mediator for the effects of psychological contract breaches on organizational citizenship behavior: Insights from the perspective of ethnic minority employees. *European Management Journal*, 38(1), 179–190.
- Uliyah, I., & Ariyanto, S. (2021). The effect of organizational culture and employee competence on Organizational Citizenship Behavior (OCB) with work motivation as a mediation variable (Case study in Pekalongan District Land Office). *European Journal of Business and Management Research*, 6(5), 70–77.
- Vanesa, Y. Y., Matondang, R., Sadalia, I., & Daulay, M. T. (2019). The influence of organizational culture, work environment and work motivation on employee discipline in PT Jasa Marga (Persero) TBK, Medan Branch, North Sumatra, Indonesia. *American International Journal of Business Management (AIJBM)*, 37–45.
- Vianello, M., & Moore, G. (2004). *Women and Men in Political and Business Elites: A Comparative Study in the Industrialized World*. SAGE Publications. <https://books.google.co.id/books?id=cMLmpfnv11QC>
- Wallach, E. J. (1983). Organizations: The cultural match. *Training and Development Journal*, 37(2), 29–36.
- Widarko, A., & Anwarodin, M. K. (2022). Work Motivation and Organizational Culture on Work Performance: Organizational Citizenship Behavior (OCB) as Mediating Variable. *Golden Ratio of Human Resource Management*, 2(2), 123–138.
- Widiastuti, T., & Suaris, S. (2017). PENGARUH KOMITMEN ORGANISASI DAN KEPUASAN KERJA TERHADAP ORGANIZATIONAL CITIZENSHIP BEHAVIOUR (OCB)(Studi pada Karyawan Kantor Konsultan Manajemen Rizqi). *Fokus Ekonomi: Jurnal Ilmiah Ekonomi*, 12(1), 81–98.
- Williams, L. J., & Anderson, S. E. (1991). Job satisfaction and organizational commitment as predictors of organizational citizenship and in-role behaviors. *Journal of Management*, 17(3), 601–617.
- Yukl, G. (2010). *Kepemimpinan dalam organisasi* (5th ed.). PT Indeks.
- Zainal, V. R., Hadad, M. D., & Mansyur Ramly. (2017). *Kepemimpinan dan perilaku organisasi* (4th ed.). Jakarta: Rajawali Pers. <https://opac.perpusnas.go.id/DetailOpac.aspx?id=1135624#>

Zakarias, M. R., & Mulyatno, C. B. (2022). Empati Dalam Servant Leadership: Studi Kasus pada Anggota Kongregasi Suster-Suster Cintakasih Santo Carolus Borromeus Indonesia. *NUSANTARA: Jurnal Ilmu Pengetahuan Sosial*, 9(10), 3944–3952.

