DAFTAR PUSTAKA

Aaltonen, KirsiHietajärvi, Anna-Maija, dan Harri Haapasalo. 2017. "What is project alliance capability?" *International Journal of Managing Projects in Business* 10(2): 404–22.

Abdullah, Muhammad Ibrahim, Muddassar Sarfraz, Wang Qun, dan Neelum Javaid. 2018. "Drivers of green supply chain management." *logforum* 14(4).

Abdullah, Rahman Bin et al. 2009. "The linkage of employee satisfaction and loyalty in hotel industry in Klang Valley, Malaysia." *International Journal of Business and Management* 4(10): 152–60.

Aboramadan, Mohammed, Belal Albashiti, Hatem Alharazin, dan Khalid Abed Dahleez. 2019. "Human resources management practices and organizational commitment in higher education: The mediating role of work engagement." *International Journal of Educational Management*.

Aboramadan, Mohammed, dan Khalid Abed Dahleez. 2020. "Leadership styles and employees' work outcomes in nonprofit organizations: the role of work engagement." *Journal of Management Development* 39(7/8): 869–93.

Abou Hashish, Ebtsam Aly. 2017. "Relationship between ethical work climate and nurses' perception of organizational support, commitment, job satisfaction and turnover intent." *Nursing ethics* 24(2): 151–66.

Adnan, Nosheen, Omar Khalid Bhatti, dan Waqas Farooq. 2020. "Relating ethical leadership with work engagement: How workplace spirituality mediates?" *Cogent Business & Management* 7(1): 1739494.

Aftab, Junaid et al. 2022. "Ethical leadership, workplace spirituality, and job satisfaction: moderating role of self-efficacy." *International Journal of Emerging Markets* (ahead-of-print).

Ahamefula, Magnus Kelechi. 2019. *The Relationship between Ethical Leadership and Organizational Success, the Mediating Role of Employees' Job Satisfaction*. Gonzaga University.

Ahmad, Rehan et al. 2023. "Social exchange theory: Systematic review and future

directions." *Frontiers in Psychology* 13: 1015921.

Alam, Imtiaz, Jugindar Singh Kartar Singh, dan Muhammad Umar Islam. 2021. "Does supportive supervisor complements the effect of ethical leadership on employee engagement?" *Cogent Business & Management* 8(1): 1978371.

Alfes, Kerstin, Amanda Shantz, dan Catherine Truss. 2012. "The link between perceived HRM practices, performance and well-being: The moderating effect of trust in the employer." *Human Resource Management Journal* 22(4): 409–27.

Alkatya, Dwi Rini et al. 2020. "Ethical Leadership Anomaly On Organizational Commitment In The Indonesian FDA." *Jurnal Doktor Manajemen (JDM)* 3(1): 75.

Allen, Natalie J, dan John P Meyer. 1990. "The measurement and antecedents of affective, continuance and normative commitment to the organizational." *Journal of occupational psychology* 63(1): 1–18.

Aloustani, Soudabeh et al. 2020a. "Association between ethical leadership, ethical climate and organizational citizenship behavior from nurses' perspective: a descriptive correlational study." *BMC nursing* 19(1): 1–8.

———. 2020b. "Association between ethical leadership, ethical climate and organizational citizenship behavior from nurses' perspective: A descriptive correlational study." *BMC Nursing* 19(1).

Alshurideh, M, M Nicholson, dan S Xiao. 2012. "The effect of previous experience on mobile subscribers' repeat purchase behaviour." *European Journal of Social Sciences* 30(3): 366–76.

Amin, Farah Azaliney Binti Mohd. 2021. "A review of the job satisfaction theory for special education perspective." *Turkish Journal of Computer and Mathematics Education (TURCOMAT)* 12(11): 5224–28.

Amoah, Cosmos, Josephine Jehu-Appiah, dan Emmanuel Agyenim Boateng. 2022. "Ethical Leadership, Job Satisfaction, and Organisational Commitment among Health Workers in Ghana: Evidence from Central Region Hospitals." *Journal of Human Resource and Sustainability Studies* 10(1): 123–41.

Andriani, Rian, Disman Disman, Eeng Ahman, dan Budi Santoso. 2023. "Empirical Effects of Work Environment, Job Satisfaction and Work Engagement on

Turnover Intention in Hospitality Industry." *Jurnal Aplikasi Bisnis dan Manajemen (JABM)* 9(1): 129.

Anne, Martensen, dan Lars Grønholdt. 2001. "Using employee satisfaction measurement to improve people management: An adaptation of Kano's quality types." *Total quality management* 12(7–8): 949–57.

Appelbaum, Steven H., dan Lee Wohl. 2000. "Transformation or change: Some prescriptions for health care organizations." *Managing Service Quality: An International Journal* 10(5): 279–98.

Appelbaum, Steven H, Kyle J Deguire, dan Mathieu Lay. 2005. "The relationship of ethical climate to deviant workplace behaviour." *Corporate Governance: The international journal of business in society*.

Aristana, I Nengah, I Wayan Edi Arsawan, dan Ni Wayan Rustiarini. 2022. "Employee loyalty during slowdown of Covid-19: Do satisfaction and trust matter?" *International Journal of Tourism Cities* 8(1): 223–43.

Armstrong, Michael. 2006. *A handbook of human resource management practice*. Kogan Page Publishers.

Armstrong, Michael, dan Stephen Taylor. 2014. *Armstrong's Handbook of Human Resource Management Practice: Edition 13*. Kogan Page.

Aryati, Ana Sofia, Achmad Sudiro, Djumilah Hadiwidjaja, dan Noermijati Noermijati. 2018a. "The influence of ethical leadership to deviant workplace behavior mediated by ethical climate and organizational commitment." *International Journal of Law and Management* 60(2): 233–49.

———. 2018b. "The influence of ethical leadership to deviant workplace behavior mediated by ethical climate and organizational commitment." *International Journal of Law and Management* 60(2): 233–49.

Asgari, Sharareh, Vida Shafipour, Zohreh Taraghi, dan Jamshid Yazdani-Charati. 2019. "Relationship between moral distress and ethical climate with job satisfaction in nurses." *Nursing Ethics* 26(2): 346–56.

Ashraf, Mohammad Ali. 2020. "Demographic factors, compensation, job satisfaction and organizational commitment in private university: an analysis using SEM." *Journal of Global Responsibility* 11(4): 407–36.

Asif, Muhammad et al. 2020a. "How ethical leadership influence employee

creativity: A parallel multiple mediation model." *Current Psychology*: 1–17.

———. 2020b. "How ethical leadership influence employee creativity: A parallel multiple mediation model." *Current Psychology*.

———. 2022. "How ethical leadership influence employee creativity: A parallel multiple mediation model." *Current Psychology* 41(5): 3021–37.

ATTAR, Melis, Vural ÇAĞLIYAN, dan Zejnepe AJDAROVSKA. 2017. "THE EFFECT OF ETHICAL LEADERSHIP ON EMPLOYEES'JOB SATISFACTION: A STUDY ON MUNICIPALITIES IN KONYA." *Kastamonu Üniversitesi İktisadi ve İdari Bilimler Fakültesi Dergisi* 19(4): 18–35.

Aziri, Brikend. 2008. "Menaxhimi i burimeve njerëzore." *Satisfaksioni nga puna dhe motivimi i punëtorëve, Tringa Design, Gostivar* 46.

AZZAM, Muhammad Abdullah, dan Mugi HARSONO. 2021. "Organizational commitment and loyalty: A millennial generation perspective in Indonesia." *The Journal of Asian Finance, Economics and Business* 8(3): 1371–83.

Babcock-Roberson, Meredith Elaine, dan Oriel J Strickland. 2010. "The relationship between charismatic leadership, work engagement, and organizational citizenship behaviors." *The Journal of psychology* 144(3): 313–26.

Badallah, Ridwan, Murjani Kamaluddin, dan Endro Sukotjo Nurwati. 2022. "The Role Of Organizational Commitment In Mediating The Influence Of Ethical Leadership On Employee Engagement: Evidence From Public Organizations In Indonesia." *Journal of Positive School Psychology*: 1338–50.

Bahadori, Mohammadkarim et al. 2021. "The influence of ethical leadership on the organizational commitment in fire organizations." *International Journal of Ethics and Systems* 37(1): 145–56.

Bakker, A B, dan A B Bakker. 2011. "Current Directions in Psychological Science." *Luettavissa: http://poplab. com/beheer/userupload/files/41. pdf. Luettu* 16: 2016.

Bakker, Arnold B., Evangelia Demerouti, dan Ana Isabel Sanz-Vergel. 2014. "Burnout and Work Engagement: The JDR Approach." *Annual Review of Organizational Psychology and Organizational Behavior* 1(July): 389–411.

Bakker, Arnold B., Hetty Van Emmerik, dan Martin C. Euwema. 2006. "Crossover of burnout and engagement in work teams." *Work and Occupations* 33(4): 464–89.

Bakker, Arnold B, dan Michael P Leiter. 2010. *Work engagement: A handbook of essential theory and research*. Psychology press.

Baljoon, Reem A, Hasnah Banjar, dan Maram Banakhar. 2019. "Factors affecting nurses' work motivation level at a governmental hospital: A cross-sectional study." *Journal of Nursing education and Practice* 9(9): 25–35.

Bandura, Albert. 1986. "Social foundations of thought and action." *Englewood Cliffs, NJ* 1986(23–28).

Bandura, Albert, dan Richard H Walters. 1977. 1 *Social learning theory*. Englewood cliffs Prentice Hall.

Barattucci, Massimiliano et al. 2021. "Ethical climate (s), distributed leadership, and work outcomes: The mediating role of organizational identification." *Frontiers in Psychology*: 3987.

Barnes, Donald C, dan Joel E Collier. 2013. "Investigating work engagement in the service environment." *Journal of Services Marketing*.

Bass, Bernard M, dan Paul Steidlmeier. 1999. "Ethics, character, and authentic transformational leadership behavior." *The leadership quarterly* 10(2): 181–217.

Batson, C Daniel. 1995. "Prosocial motivation: Why do we help others." *Advanced social psychology*: 333–81.

Becker, Thomas E. 2016. "Integrity in Organizations : Beyond Honesty and Conscientiousness Author (s): Thomas E . Becker Source : The Academy of Management Review , Vol . 23 , No . 1 (Jan ., 1998), pp . 154-161 Published by : Academy of Management Stable URL : http://www.jsto." 23(1): 154–61.

Becker, Thomas E, Donna M Randall, dan Carl D Riegel. 1995. "The multidimensional view of commitment and the theory of reasoned action: A comparative evaluation." *Journal of Management* 21(4): 617–38.

Bedi, Akanksha, Can M Alpaslan, dan Sandy Green. 2016. "A meta-analytic review of ethical leadership outcomes and moderators." *Journal of Business Ethics* 139: 517–36.

Beer, M, B Spector, dan P R Lawrence. 1984. "D. Quinn Mills en RE Walton."

Beeri, Itai, Rachel Dayan, Eran Vigoda-Gadot, dan Simcha B Werner. 2013. "Advancing ethics in public organizations: The impact of an ethics program on employees' perceptions and behaviors in a regional council." *Journal of business ethics* 112(1): 59–78.

Benevene, Paula et al. 2018. "Ethical leadership as antecedent of job satisfaction, affective organizational commitment and intention to stay among volunteers of non-profit organizations." *Frontiers in psychology* 9: 2069.

Bennis, Warren G, Burt Nanus, dan Stefano Bennis. 1985. 200 *Leaders: Strategies for taking charge*. Harper & Row New York.

Bettencourt, Lance A, Kevin P Gwinner, dan Matthew L Meuter. 2001. "A comparison of attitude, personality, and knowledge predictors of service-oriented organizational citizenship behaviors." *Journal of applied psychology* 86(1): 29.

binti Ismail, Ilham, dan Yaakob bin Daud. 2014. "Influence of ethical leadership towards organizational commitment in schools." *International Journal of Scientific and Research Publications* 4(9).

Blanchard, Kenneth, dan Norman Vincent Peale. 2011. *The power of ethical management*. Random house.

Blau, Peter. 1964. "Power and exchange in social life."

Book, Laura, Anthony Gatling, dan Jungsun Kim. 2019. "The effects of leadership satisfaction on employee engagement, loyalty, and retention in the hospitality industry." *Journal of Human Resources in Hospitality & Tourism* 18(3): 368–93.

Botella-Carrubi, Dolores, Hermenegildo Gil-Gomez, Raul Oltra-Badenes, dan José M Jabaloyes-Vivas. 2021. "Employer branding factors as promoters of the dimensions of employee organizational commitment." *Economic Research-Ekonomska Istraživanja* 34(1): 1836–49.

Bougie, Roger, dan Uma Sekaran. 2019. *Research methods for business: A skill building approach*. John Wiley & Sons.

Bright, Leonard. 2022. "Why does PSM lead to higher work stress? Exploring the role that organizational identity theory has on the relationship between public

service motivation and external-related stress among federal government employees." *Public Organization Review* 22(3): 803–20.

Brown, Michael E., dan Linda K. Treviño. 2006a. "Ethical leadership: A review and future directions." *Leadership Quarterly* 17(6): 595–616.

Brown, Michael E., Linda K. Treviño, dan David A. Harrison. 2005a. "Ethical leadership: A social learning perspective for construct development and testing." *Organizational Behavior and Human Decision Processes* 97(2): 117–34.

Brown, Michael E, dan Linda K Treviño. 2006b. "Ethical leadership: A review and future directions." *The leadership quarterly* 17(6): 595–616.

Brown, Michael E, Linda K Treviño, dan David A Harrison. 2005b. "Ethical leadership: A social learning perspective for construct development and testing." *Organizational behavior and human decision processes* 97(2): 117–34.

Brown, Sarah, Jolian McHardy, Robert McNabb, dan Karl Taylor. 2011. "Workplace performance, worker commitment, and loyalty." *Journal of Economics & Management Strategy* 20(3): 925–55.

Brown, Steven P, dan Thomas W Leigh. 1996. "A new look at psychological climate and its relationship to job involvement, effort, and performance." *Journal of applied psychology* 81(4): 358.

Bruck, Carly S, Tammy D Allen, dan Paul E Spector. 2002. "The relation between work–family conflict and job satisfaction: A finer-grained analysis." *Journal of vocational behavior* 60(3): 336–53.

Budiharto, Sus, dan Fathul Himam. 2006. "Konstruk teoritis dan pengukuran kepemimpinan profetik." *Jurnal Psikologi* 33(2): 133–45.

Campbell, Steve et al. 2020. "Purposive sampling: complex or simple? Research case examples." *Journal of research in Nursing* 25(8): 652–61.

CANSOR, Ramazan, Hanifi PARLAR, dan M. Emin TÜRKOĞLU. 2021. "The Effect of School Principals' Ethical Leadership on Teacher Job Satisfaction: The Mediating Role of School Ethical Climate." *International Journal of Psychology and Educational Studies* 8(4): 210–22.

Cao, Jie, dan Monika Hamori. 2016. "The impact of management development

practices on organizational commitment." *Human Resource Management* 55(3): 499–517.

Cao, Yudi et al. 2019. "The mediating role of organizational commitment between calling and work engagement of nurses: A cross-sectional study." *International Journal of Nursing Sciences* 6(3): 309–14.

Çelik, Sedat, Bekir Bora Dedeoğlu, dan Ali Inanir. 2015. "Relationship between ethical leadership, organizational commitment and job satisfaction at hotel organizations." *Ege Academic Review* 15(1): 53–64.

ÇETİN, Canan, DEDE Ezgi, dan Serdar ERYILMAZ. 2020. "The Effect of Ethical Leadership on Work Engagement: A Study on Humanitarian Aid Organizations in Turkey." *Adam Akademi Sosyal Bilimler Dergisi* 10(1): 105–24.

Chan, Simon C H. 2019. "Participative leadership and job satisfaction: The mediating role of work engagement and the moderating role of fun experienced at work." *Leadership & Organization Development Journal* 40(3): 319–33.

Chanana, Nisha. 2021. "Employee engagement practices during COVID-19 lockdown." *Journal of public affairs* 21(4): e2508.

Chang, Chih C, C M Chiu, dan C A Chen. 2010. "The effect of TQM practices on employee satisfaction and loyalty in government." *Total quality management* 21(12): 1299–1314.

Charoensap, Anoma, Busaya Virakul, Kalayanee Senasu, dan Roya Ayman. 2019. "Effect of ethical leadership and interactional justice on employee work attitudes." *Journal of leadership studies* 12(4): 7–26.

Chen, Shoukun, Kaili Xu, dan Xiwen Yao. 2022. "Empirical study of employee loyalty and satisfaction in the mining industry using structural equation modeling." *Scientific Reports* 12(1): 1–15.

Choe, Kum Lung, Yuen Onn Choong, dan Luen Peng Tan. 2017. "The impact of ethical climate on organizational commitment: A study of Malaysian higher learning institutions." *Global Business and Management Research* 9(1s): 208.

Christie, R, dan F L Geis. 1970. "Studies in Machiavellianism New York: Academic Press."

Christina, Michael s. 2011. "Coiled-tubing-conveyed fracturing technique provides

economic alternative to workover rigs in stimulation campaign." *WORK ENGAGEMENT: A QUANTITATIVE REVIEW AND TEST OF ITS RELATIONS WITH TASK AND CONTEXTUAL PERFORMANCE* 2011: 77–90.

Ciulla, Joanne B. 2014. *Ethics, the heart of leadership*. ABC-CLIO.

Cleveland, Jeanette N, Lena-Alyeska Huebner, Kemol J Anderson, dan Della V Agbeke. 2019. "Lifespan perspectives on job performance, performance appraisal/management and creative performance." In *Work across the lifespan*, Elsevier, 291–321.

Cook, Karen S, Coye Cheshire, Eric R W Rice, dan Sandra Nakagawa. 2013. "Social exchange theory." *Handbook of social psychology*: 61–88.

Cooper-Hakim, Amy, dan Chockalingam Viswesvaran. 2005. "The construct of work commitment: testing an integrative framework." *Psychological bulletin* 131(2): 241.

Cortez, Roberto Mora, dan Wesley J Johnston. 2020. "The Coronavirus crisis in B2B settings: Crisis uniqueness and managerial implications based on social exchange theory." *Industrial Marketing Management* 88: 125–35.

Costa, Patrícia L., Ana M. Passos, dan Arnold B. Bakker. 2015. "Direct and Contextual Influence of Team Conflict on Team Resources, Team Work Engagement, and Team Performance." *Negotiation and Conflict Management Research* 8(4): 211–27.

Coughlan, Richard. 2005. "Employee loyalty as adherence to shared moral values." *Journal of Managerial Issues*: 43–57.

Cropanzano, Russell, dan Marie S Mitchell. 2005. "Social exchange theory: An interdisciplinary review." *Journal of management* 31(6): 874–900.

Cropanzano, Russell, dan Jordan H Stein. 2009. "Organizational justice and behavioral ethics: Promises and prospects." *Business Ethics Quarterly* 19(2): 193–233.

Crossman, A., & Harris, P. 2006. "Job Satisfaction of Secondary School Teachers Dr. Asif Iqbal 1 Dr. Saeed Akhtar 2." *Educational Management Administration & Leadership* 34(1): 29–46.

Cullen, John B, K Praveen Parboteeah, dan Bart Victor. 2003. "The effects of

ethical climates on organizational commitment: A two-study analysis." *Journal of business ethics* 46(2): 127–41.

D'Amato, Alessia, dan Regina Herzfeldt. 2008. "Learning orientation, organizational commitment and talent retention across generations: A study of European managers." *Journal of Managerial Psychology*.

Danish, Rizwan Qaisar et al. 2020. "Impact of ethical leadership on organizational commitment and organizational citizenship behavior with mediating role of intrinsic motivation." *International Review of Management and Marketing* 10(4): 25.

Darmawan, Didit et al. 2020. "The Quality of Human Resources, Job Performance and Employee Loyalty." *International Journal of Psychosocial Rehabilitation* 24(3): 2580–92.

Deadrick, Diana L, dan Donald G Gardner. 1997. "Distributional ratings of performance levels and variability: An examination of rating validity in a field setting." *Group & Organization Management* 22(3): 317–42.

DeConinck, James B. 2010. "The influence of ethical climate on marketing employees' job attitudes and behaviors." *Journal of Business Research* 63(4): 384–91.

Demirtas, Ozgur. 2015. "Ethical leadership influence at organizations: Evidence from the field." *Journal of Business Ethics* 126(2): 273–84.

Dey, Mouri et al. 2022. "Ethical leadership for better sustainable performance: Role of employee values, behavior and ethical climate." *Journal of Cleaner Production* 337: 130527.

Dhir, Swati, Tanusree Dutta, dan Piyali Ghosh. 2020. "Linking employee loyalty with job satisfaction using PLS–SEM modelling." *Personnel Review* 49(8): 1695–1711.

Dinc, M Sait, dan Alma Huric. 2017. "The impact of ethical climate types on nurses' behaviors in Bosnia and Herzegovina." *Nursing ethics* 24(8): 922–35.

Ding, Donghong, Haiyan Lu, Yi Song, dan Qing Lu. 2012. "Relationship of servant leadership and employee loyalty: The mediating role of employee satisfaction." *IBusiness* 4(03): 208.

Duane Hansen, S, Benjamin B Dunford, Bradley J Alge, dan Christine L Jackson.

2016. "Corporate social responsibility, ethical leadership, and trust propensity: A multi-experience model of perceived ethical climate." *Journal of Business Ethics* 137: 649–62.

Dutta, Tanusree, dan Swati Dhir. 2021. "Employee loyalty: measurement and validation." *Global Business Review*: 0972150921990809.

Dutton, Jane E, Janet M Dukerich, dan Celia V Harquail. 1994. "Organizational images and member identification." *Administrative science quarterly*: 239–63.

Eliyana, A, dan S Ma'arif. 2019. "Job satisfaction and organizational commitment effect in the transformational leadership towards employee performance." *European Research on Management and Business ….*

Eluwole, Kayode K, Osman M Karatepe, dan Turgay Avci. 2022. "Ethical leadership, trust in organizational and their impacts on critical hotel employee outcomes." *International Journal of Hospitality Management* 102: 103153.

Enderle, Georges. 1987. "Some perspectives of managerial ethical leadership." *Journal of Business Ethics* 6: 657–63.

Engelbrecht, Amos S, Gardielle Heine, dan Bright Mahembe. 2014. "The influence of ethical leadership on trust and work engagement: An exploratory study." *SA Journal of Industrial Psychology* 40(1): 1–9.

———. 2017. "Integrity, ethical leadership, trust and work engagement." *Leadership & Organization Development Journal* 38(3): 368–79.

Engelbrecht, Amos S, Janneke Kemp, dan Bright Mahembe. 2018. "The effect of altruism and integrity on ethical leadership and organisational justice." *Management Dynamics: Journal of the Southern African Institute for Management Scientists* 27(4): 2–11.

Ensari, M Şebnem, dan Melisa Erdilek Karabay. 2016. "The mediating effect of perceived ethical climate on organizational commitment, trust and turnover intention interactions: A research on insurance sector." *European Journal of Business and Social Sciences* 5(1): 47–63.

Erdheim, Jesse, Mo Wang, dan Michael J Zickar. 2006. "Linking the Big Five personality constructs to organizational commitment." *Personality and individual differences* 41(5): 959–70.

Eskildsen, Jacob K, dan Mikkel L Nussler. 2000. "The managerial drivers of

employee satisfaction and loyalty." *Total quality management* 11(4–6): 581–88.

Esmaeilpour, Majid, dan Mohammad Ranjbar. 2018. "INVESTIGATING THE IMPACT OF COMMITMENT, SATISFACTION, AND LOYALTY OF EMPLOYEES ON PROVIDING HIGH-QUALITY SERVICE TO CUSTOMER." *Studies in Business & Economics* 13(1).

Fan, Xinqiao, Jinsong Li, Zhenxing (Eddie) Mao, dan Zhenglan Lu. 2021. "Can ethical leadership inspire employee loyalty in hotels in China? -From the perspective of the social exchange theory." *Journal of Hospitality and Tourism Management* 49: 538–47.

Farooq, Rayees. 2016. "Role of structural equation modeling in scale development." *Journal of Advances in Management Research* 13(1).

Farrukh, Malik, Ramanthan Kalimuthu, Sarwat Farrukh, dan Muhammad Shahid Khan. 2020. "Role of Job satisfaction and organizational commitment in Employee Loyalty: Empirical Analysis from Saudi Hotel Industry." *Int. J. Bus. Psychol* 2: 1–20.

Fathurahman, Muhammad. 2022. "Path Analysis Between Job Satisfaction And Loyalty With Work Environment And Culture As Explanatory Variables." *PRODUKTIF: Jurnal Kepegawaian dan Organisasi* 1(1): 36–43.

Fernández-Mesa, Anabel, Oscar Llopis, Ana García-Granero, dan Julia Olmos-Peñuela. 2020. "Enhancing organisational commitment through task significance: the moderating role of openness to experience." *European Management Journal* 38(4): 602–12.

Fiaz, Muhammad, Qin Su, Amir Ikram, dan Aruba Saqib. 2017. "LEADERSHIP STYLES AND EMPLOYEES'MOTIVATION: PERSPECTIVE FROM AN EMERGING ECONOMY." *The Journal of Developing Areas* 51(4): 143–56.

Fisher, Kelly, dan Christine Reiser Robbins. 2015. "Embodied leadership: Moving from leader competencies to leaderful practices." *Leadership* 11(3): 281–99.

Fletcher, Clive, dan Richard Williams. 1996. "Performance management, job satisfaction and organizational commitment1." *British journal of management* 7(2): 169–79.

Freire, Carla, dan Claudia Bettencourt. 2020. "Impact of ethical leadership on job

satisfaction: the mediating effect of work–family conflict." *Leadership & Organization Development Journal*.

Fu, Weihui, Feng He, dan Na Zhang. 2020. "Antecedents of organizational commitment of insurance agents: Job satisfaction, ethical behavior, and ethical climate." *Journal of Global Business Insights* 5(2): 134–49.

Fujimoto, Sakae, Masashi Sasa, dan Shuji Takaori. 1981. "Dopaminergic inhibition from substantia nigra of caudate neurons activated by cortical stimulation." *The Japanese Journal of Pharmacology* 31(6): 1037–42.

Garba, Omale A, Mayowa T Babalola, dan Liang Guo. 2018. "A social exchange perspective on why and when ethical leadership foster customer-oriented citizenship behavior." *International Journal of Hospitality Management* 70: 1–8.

Gawke, Jason C., Marjan J. Gorgievski, dan Arnold B. Bakker. 2017. "Employee intrapreneurship and work engagement: A latent change score approach." *Journal of Vocational Behavior* 100: 88–100.

George, Jennifer M, dan Gareth R Jones. 2001. "Towards a process model of individual change in organizations." *Human relations* 54(4): 419–44.

Gerards, Ruud, Andries de Grip, dan Claudia Baudewijns. 2018. "Do new ways of working increase work engagement?" *Personnel Review*.

Glisson, Charles, dan Mark Durick. 1988. "Predictors of job satisfaction and organizational commitment in human service organizations." *Administrative science quarterly*: 61–81.

Gopinath, R. 2020. "Impact of Organisational Commitment on Knowledge Management Practices."

Gouldner, Helen P. 1960. "Dimensions of organizational commitment." *Administrative Science Quarterly*: 468–90.

Graça, Marta et al. 2021. "Decent work and work engagement: A profile study with academic personnel." *Applied Research in Quality of Life* 16(3): 917–39.

Greenberg, Jerald. 2012. *Managing behavior in organizations*. Pearson Higher Ed.

Greenier, Vincent, Ali Derakhshan, dan Jalil Fathi. 2021. "Emotion regulation and psychological well-being in teacher work engagement: A case of British and Iranian English language teachers." *System* 97: 102446.

Grego-Planer, Dorota. 2019. "The relationship between organizational commitment and organizational citizenship behaviors in the public and private sectors." *Sustainability* 11(22): 6395.

Grojean, Michael W, Christian J Resick, Marcus W Dickson, dan D Brent Smith. 2004. "Leaders, values, and organizational climate: Examining leadership strategies for establishing an organizational climate regarding ethics." *Journal of business ethics* 55(3): 223–41.

Guarnaccia, Cinzia, Fabrizio Scrima, Alba Civilleri, dan Laura Salerno. 2018. "The Role of Occupational Self-Efficacy in Mediating the Effect of Job Insecurity on Work Engagement, Satisfaction and General Health." *Current Psychology* 37(3): 488–97.

Guillon, Olivia, dan Cécile Cezanne. 2014. "Employee loyalty and organizational performance: a critical survey" ed. Marja Flory and Eduard Bonet. *Journal of Organizational Change Management* 27(5): 839–50.

Güngör, Semra Kıranlı. 2016. "The Prediction Power of Servant and Ethical Leadership Behaviours of Administrators on Teachers' Job Satisfaction." *Universal Journal of Educational Research* 4(5): 1180–88.

Guo, Ju, Yanjun Qiu, dan Yongtao Gan. 2020. "Workplace incivility and work engagement: The chain mediating effects of perceived insider status, affective organizational commitment and organizational identification." *Current Psychology*: 1–12.

Guo, Kaimeng. 2022. "The Relationship Between Ethical Leadership and Employee Job Satisfaction: The Mediating Role of Media Richness and Perceived Organizational Transparency." *Frontiers in Psychology* 13: 1849.

Hair et al. 2014. *on Multivariate Data Analysis*.

Al Halbusi, Hussam, Kent A. Williams, Thurasamy Ramayah, et al. 2021a. "Linking ethical leadership and ethical climate to employees' ethical behavior: the moderating role of person–organizational fit." *Personnel Review* 50(1): 159–85.

Al Halbusi, Hussam, Kent A Williams, Thurasamy Ramayah, et al. 2021b. "Linking ethical leadership and ethical climate to employees' ethical behavior: the moderating role of person–organizational fit." *Personnel Review* 50(1): 159–

85.

Al Halbusi, Hussam, Pablo Ruiz-Palomino, Pedro Jimenez-Estevez, dan Santiago Gutiérrez-Broncano. 2021. "How upper/middle managers' ethical leadership activates employee ethical behavior? The role of organizational justice perceptions among employees." *Frontiers in Psychology* 12: 652471.

Al Halbusi, Hussam, Pablo Ruiz-Palomino, Rafael Morales-Sánchez, dan Fadi Abdel Muniem Abdel Fattah. 2021. "Managerial ethical leadership, ethical climate and employee ethical behavior: does moral attentiveness matter?" *Ethics & Behavior* 31(8): 604–27.

Al Halbusi, Hussam, Thomas Li-Ping Tang, Kent A Williams, dan T Ramayah. 2022. "Do ethical leaders enhance employee ethical behaviors? Organizational justice and ethical climate as dual mediators and leader moral attentiveness as a moderator--Evidence from Iraq's emerging market." *Asian Journal of Business Ethics* 11(1): 105–35.

Haldorai, Kavitha, Woo Gon Kim, Howook Sean Chang, dan Jun Justin Li. 2020. "Workplace spirituality as a mediator between ethical climate and workplace deviant behavior." *International Journal of Hospitality Management* 86: 102372.

Den Hartog, Deanne N, dan Frank D Belschak. 2012. "Work engagement and Machiavellianism in the ethical leadership process." *Journal of business ethics* 107(1): 35–47.

Hefny, Lamiaa. 2021. "The relationships between job satisfaction dimensions, organizational commitment and turnover intention: the moderating role of ethical climate in travel agencies." *Journal of Human Resources in Hospitality & Tourism* 20(1): 1–23.

Heine, Gardielle, Bright Mahembe, dan Amos S Engelbrecht. *The influence of integrity and ethical leadership on trust in the leader*.

Herzberg, Frederick, Barbara Bloch Snyderman, dan Bernard Mausner. 1966. *The Motivation to Work: 2d Ed*. J. Wiley.

Hirschman, Albert O. 1970. 25 *Exit, voice, and loyalty: Responses to decline in firms, organizations, and states*. Harvard university press.

Hoch, Julia E, William H Bommer, James H Dulebohn, dan Dongyuan Wu. 2018.

"Do ethical, authentic, and servant leadership explain variance above and beyond transformational leadership? A meta-analysis." *Journal of management* 44(2): 501–29.

Holtom, Brooks C, Terence R Mitchell, Thomas W Lee, dan Marion B Eberly. 2008. "5 turnover and retention research: a glance at the past, a closer review of the present, and a venture into the future." *The Academy of Management Annals* 2(1): 231–74.

Hoppock, R. 1935. "Job Satisfaction, Harper and Brothers." *New York*: 47.

Howard, W Gary, Heather Howard Donofrio, dan James S Boles. 2004. "Inter-domain work-family, family-work conflict and police work satisfaction." *Policing: An International Journal of Police Strategies & Management* 27(3): 380–95.

Hsu, Sheng-Hsun, dan Yu-Che Wang. 2008. "The development and empirical validation of the Employee Satisfaction Index model." *Total Quality Management* 19(4): 353–66.

Huang, Chun-Chen, Ching-Sing You, dan Ming-Tien Tsai. 2012. "A multidimensional analysis of ethical climate, job satisfaction, organizational commitment, and organizational citizenship behaviors." *Nursing ethics* 19(4): 513–29.

Huselid, Mark A, dan Nancy E Day. 1991. "Organizational commitment, job involvement, and turnover: A substantive and methodological analysis." *Journal of Applied psychology* 76(3): 380.

Ibrahim, Maha, dan Saoud Al Falasi. 2014. "Employee loyalty and engagement in UAE public sector." *Employee Relations* 36(5): 562–82.

Igbaria, Magid, dan Jeffrey H Greenhaus. 1992. "Determinants of MIS employees' turnover intentions: A structural equation model." *Communications of the ACM* 35(2): 34–49.

Ilyas, Sehrish, Ghulam Abid, dan Fouzia Ashfaq. 2020. "Ethical leadership in sustainable organizations: The moderating role of general self-efficacy and the mediating role of organizational trust." *Sustainable Production and Consumption* 22: 195–204.

Imam, Abeer, dan Do-Yeong Kim. 2022. "Ethical leadership and improved work

behaviors: A moderated mediation model using prosocial silence and organizational commitment as mediators and employee engagement as moderator." *Current Psychology*: 1–14.

Irhamni, Muhammad Ricza, Lukmanul Hakim, Khairunnisak Khairunnisak, dan Bimo Suryo Wicaksono. 2022. "The Effect of Job Engagement on Employee Performance with Employee Loyalty and Turnover Intention as a Variable Mediating at One of Manufacturing Company in Semarang City." *International Journal of Management, Business, and Social Sciences* 1(1).

Işik, Ayşe Negiş. 2020. "Ethical leadership and school effectiveness: The mediating roles of affective commitment and job satisfaction." *International Journal of Educational Leadership and Management*: 60–87.

Itani, Omar S, Fernando Jaramillo, dan Larry Chonko. 2019. "Achieving top performance while building collegiality in sales: It all starts with ethics." *Journal of Business Ethics* 156: 417–38.

Janoff-Bulman, Ronnie, dan Hallie K Leggatt. 2002. "Culture and social obligation: When 'shoulds' are perceived as 'wants.'" *Journal of Research in Personality* 36(3): 260–70.

Janz, Brian D, dan Pattarawan Prasarnphanich. 2003. "Understanding the antecedents of effective knowledge management: The importance of a knowledge-centered culture." *Decision sciences* 34(2): 351–84.

Jeroen Stouten, Marius van DijkeDavid M. Mayer. 2013. "Can a Leader be Seen as Too Ethical? The Curvilinear Effects of Ethical Leadership." 15(2): 1–23.

Jha, Indu Nath, Durba Pal, dan Subhadip Sarkar. 2023. "Unlocking the secret to happiness at work: The power of inclusive leadership, organizational justice and workplace inclusion." *Journal of Management Development*.

Jha, Jatinder Kumar, dan Manjari Singh. 2019. "Exploring the mechanisms of influence of ethical leadership on employment relations." *IIMB Management Review* 31(4): 385–95.

Jia, Kan et al. 2022. "The Linkage between Ethical Leadership, Well-Being, Work Engagement, and Innovative Work Behavior: The Empirical Evidence from the Higher Education Sector of China." *International Journal of Environmental Research and Public Health* 19(9): 5414.

Jiang, Qingzhi, Hyeongkwon Lee, dan Dapeng Xu. 2020. "Challenge stressors, work engagement, and affective commitment among Chinese public servants." *Public Personnel Management* 49(4): 547–70.

Jigjiddorj, Sarantuya, Altanchimeg Zanabazar, Tsolmon Jambal, dan Buyankhishig Semjid. 2021. "Relationship between organizational culture, employee satisfaction and organizational commitment." In *SHS Web of Conferences*, EDP Sciences, 2004.

Johnson, Craig E. 2019. *Meeting the ethical challenges of leadership: Casting light or shadow*. Sage Publications.

Johnson, Oliver, Foday Sahr, Nick Sevdalis, dan Ann H Kelly. 2022. "Exit, voice or neglect: Understanding the choices faced by doctors experiencing barriers to leading health system change through the case of Sierra Leone." *SSM-Qualitative Research in Health* 2: 100123.

Jun, M, S Cai, dan H Shin. 2006. "TQM practice in maquiladora: Antecedents of employee satisfaction and loyalty." *Journal of operations management*.

Jung, Hyo Sun, Min Kyung Song, dan Hye Hyun Yoon. 2021. "The effects of workplace loneliness on work engagement and organizational commitment: moderating roles of leader-member exchange and coworker exchange." *Sustainability* 13(2): 948.

Jung, Yong-Ju. 2019. "Influence of Internal Competency on the Job Satisfaction Based on General Hospital." *The Journal of the Korea Contents Association* 19(11): 325–36.

Kahn, William A. 1992. "To be fully there: Psychological presence at work." *Human relations* 45(4): 321–49.

Kaliski, B S. 2007. "Encyclopedia of Business and Finance, Thompson Gale, Detroit, USA." *Search in*.

Kanungo, Rabindra N. 1982. "Measurement of job and work involvement." *Journal of applied psychology* 67(3): 341.

Kanungo, Rabindra N, dan Manuel Mendonca. 2001. "Ethical leadership and governance in organizations: A preamble." *Canadian Journal of Administrative Sciences* 18(4): 241.

Karakuş, Mehmet. 2018. "The moderating effect of gender on the relationships

between age, ethical leadership, and organizational commitment." *Journal of Ethnic and Cultural Studies* 5(1): 74–84.

Kark, Ronit, dan Abraham Carmeli. 2009. "Alive and creating: The mediating role of vitality and aliveness in the relationship between psychological safety and creative work involvement." *Journal of Organizational Behavior: The International Journal of Industrial, Occupational and Organizational Psychology and Behavior* 30(6): 785–804.

Karl, Katherine, dan Joy Peluchette. 2006. "How does workplace fun impact employee perceptions of customer service quality?" *Journal of Leadership & Organizational Studies* 13(2): 2–13.

Kaur, Mandeep et al. 2022. "Impact of COVID-19 pandemic on the livelihood of employees in different sectors." *Materials Today: Proceedings* 51: 764–69.

Kementrian Pendayagunaan Aparatur Negara dan Reformasi Birokasi Republik Indonesia. 2022. "Hasil Evaluasi AKIP Bappeda Tahun 2020.pdf."

Kennedy, Kerry, dan Kerry Kennedy Cuomo. 2000. *Speak truth to power: Human rights defenders who are changing our world*. Umbrage Editions.

Khattak, Shoukat Iqbal et al. 2022. "Nexus of Ethical Leadership, Career Satisfaction, Job Embeddedness, and Work Engagement in Hospitality Industry: A Sequential Mediation Assessment." *Frontiers in Psychology* 13.

Khuntia, Rooplekha, dan Damodar Suar. 2004. "A scale to assess ethical leadership of Indian private and public sector managers." *Journal of Business Ethics* 49(1): 13–26.

Khuong, M, dan U Linh. 2020. "Influence of work-related stress on employee motivation, job satisfaction and employee loyalty in hospitality industry." *Management Science Letters* 10(14): 3279–90.

Kim, Woo Gon, dan Robert A Brymer. 2011. "The effects of ethical leadership on manager job satisfaction, commitment, behavioral outcomes, and firm performance." *International Journal of Hospitality Management* 30(4): 1020–26.

Ko, Jaekwon, dan SeungUk Hur. 2014. "The impacts of employee benefits, procedural justice, and managerial trustworthiness on work attitudes: Integrated understanding based on social exchange theory." *Public*

Administration Review 74(2): 176–87.

Kohlberg, Lawrence. 1969. "Stage and sequence: The cognitive-developmental approach to socialization." *Handbook of socialization theory and research* 347: 480.

Kozlowski, Steve W.J., dan Mary L. Doherty. 1989. "Integration of Climate and Leadership: Examination of a Neglected Issue." *Journal of Applied Psychology* 74(4): 546–53.

Krisharyuli, Madyaning, Fathul Himam, dan Zulmi Ramdani. 2020. "Ethical leadership: Conceptualization and measurement." *Journal of Leadership in Organizations* 2(1).

Kumari, Kalpina, Salima Barkat Ali, Noor Un Nisa Khan, dan Jawad Abbas. 2021. "Examining the role of motivation and reward in employees' job performance through mediating effect of job satisfaction: an empirical evidence." *International Journal of Organizational Leadership* 10(4): 401–20.

Kwantes, Catherine T. 2007. "Organizational Commitment, Intellectual Capital and Organizational Competitiveness." *South Asian Journal of Management* 14(3).

Kwon, Ik-Whan G, dan Doyle W Banks. 2004. "Factors related to the organizational and professional commitment of internal auditors." *Managerial Auditing Journal*.

Ladd, Deborah, dan Revecca A Henry. 2000. "Helping Coworkers and helping the organizational: The role of support perceptions, exchange ideology, and conscientiousness 1." *Journal of Applied Social Psychology* 30(10): 2028–49.

Law, Kenneth S, Chi-Sum Wong, dan William M Mobley. 1998. "Toward a taxonomy of multidimensional constructs." *Academy of management review* 23(4): 741–55.

Lee, Dongseop, Yongduk Choi, Subin Youn, dan Jae Uk Chun. 2017. "Ethical leadership and employee moral voice: The mediating role of moral efficacy and the moderating role of leader–follower value congruence." *Journal of Business Ethics* 141(1): 47–57.

Lee, Johnny JiungYee, Michael L Capella, Charles R Taylor, dan Colin B Gabler. 2014. "The financial impact of loyalty programs in the hotel industry: A social exchange theory perspective." *Journal of Business Research* 67(10): 2139–46.

Lee, Junghyun et al. 2019. "Does ethical leadership predict follower outcomes above and beyond the full-range leadership model and authentic leadership?: An organizational commitment perspective." *Asia Pacific Journal of Management* 36: 821–47.

Lee, Michelle Chin Chin, Mohd Awang Idris, dan Michelle Tuckey. 2019. "Supervisory coaching and performance feedback as mediators of the relationships between leadership styles, work engagement, and turnover intention." *Human Resource Development International* 22(3): 257–82.

Lee, Yong-Ki, Sally Kim, dan Sun Yong Kim. 2014. "The impact of internal branding on employee engagement and outcome variables in the hotel industry." *Asia Pacific Journal of Tourism Research* 19(12): 1359–80.

Leung, Alicia S M. 2008. "Matching Ethical Work Climate to In-role and Extra-role Behaviors in a Collectivist Work Setting." *Journal of Business Ethics* 79(1): 43–55.

Locke, Edwin A. 1969. "What is job satisfaction?" *Organizational behavior and human performance* 4(4): 309–36.

Lu, Chin-Shan, dan Chi-Chang Lin. 2014. "The effects of ethical leadership and ethical climate on employee ethical behavior in the international port context." *Journal of Business Ethics* 124: 209–23.

Ludviga, I, dan A Kalvina. 2016. "Exploring the relationships between job satisfaction, work engagement and loyalty of academic staff." *International Journal of Economics and Management Engineering* 10(1): 99–101.

Lumpkin, Angela, dan Rebecca M Achen. 2018. "Explicating the synergies of self-determination theory, ethical leadership, servant leadership, and emotional intelligence." *Journal of Leadership Studies* 12(1): 6–20.

Luria, Gil, dan Dana Yagil. 2008. "Procedural justice, ethical climate and service outcomes in restaurants." *International Journal of Hospitality Management* 27(2): 276–83.

Macedo, Isabel Maria, José Carlos Pinho, dan Anabela Martins Silva. 2016. "Revisiting the link between mission statements and organizational performance in the non-profit sector: The mediating effect of organizational commitment." *European Management Journal* 34(1): 36–46.

Macey, William H, Benjamin Schneider, Karen M Barbera, dan Scott A Young. 2011. *Employee engagement: Tools for analysis, practice, and competitive advantage*. John Wiley & Sons.

Mael, Fred. 1989. "Social identity theory and the organizational." *Academy of management review* 14(1): 20–39.

Mak, Brenda L, dan Hy Sockel. 2001. "A confirmatory factor analysis of IS employee motivation and retention." *Information & management* 38(5): 265–76.

Mäkikangas, Anne, Taru Feldt, Ulla Kinnunen, dan Saija Mauno. 2013. "Does personality matter? A review of individual differences in occupational well-being." *Advances in positive organizational psychology*.

Manners, Amanda T. 2008. "Influence of transformational, autocratic, democratic, and laissez-faire leadership principles on the effectiveness of religious leaders."

Marcic, Dorothy. 1997. *Managing with the wisdom of love: Uncovering virtue in people and organizations*. Jossey-Bass.

Markovits, Yannis, Diana Boer, dan Rolf van Dick. 2014. "Economic crisis and the employee: The effects of economic crisis on employee job satisfaction, commitment, and self-regulation." *European Management Journal* 32(3): 413–22.

Martensen, Anne, dan Lars Grønholdt. 2006. "Internal marketing: a study of employee loyalty, its determinants and consequences." *Innovative Marketing* 2(4): 92–116.

Martin, Graeme, dan Susan Hetrick. 2006. *Corporate reputations, branding and people management: A strategic approach to HR*. Routledge.

Maslakci, Ahmet, Cihan TINAZTEPE, dan Şenay Sahil ERTAN. 2021. "New Topics in Organizational Behavior."

Mathieu, John E, dan Dennis M Zajac. 1990. "A review and meta-analysis of the antecedents, correlates, and consequences of organizational commitment." *Psychological bulletin* 108(2): 171.

Matsson, Andreas, dan Alexander Dahlqvist. 2013. "The impact of extrinsic and intrinsic rewards on employees' motivation–A case study of an insurance

company."

Matzler, Kurt, Matthias Fuchs, dan Astrid Schubert. 2004. "Employee satisfaction: does Kano's model apply?" *Total Quality Management & Business Excellence* 15(9–10): 1179–98.

Matzler, Kurt, dan Birgit Renzl. 2006. "The relationship between interpersonal trust, employee satisfaction, and employee loyalty." *Total quality management and business excellence* 17(10): 1261–71.

Mayer, David M., Maribeth Kuenzi, dan Rebecca L. Greenbaum. 2010. "Examining the Link Between Ethical Leadership and Employee Misconduct: The Mediating Role of Ethical Climate." *Journal of Business Ethics* 95(SUPPL. 1): 7–16.

Mayer, David M et al. 2013. "Encouraging employees to report unethical conduct internally: It takes a village." *Organizational behavior and human decision processes* 121(1): 89–103.

Mayer, David M, Karl Aquino, Rebecca L Greenbaum, dan David M Mayer. 2012. "WHO DISPLAYS ETHICAL LEADERSHIP , AND WHY DOES IT MATTER ? AN EXAMINATION OF ANTECEDENTS AND CONSEQUENCES OF ETHICAL LEADERSHIP Published by : Academy of Management Stable URL : http://www.jstor.com/stable/41413629 REFERENCES Linked references are availab." 55(1).

McCarthy, Dennis G. 1997. *The loyalty link: how loyal employees create loyal customers*. Wiley.

McClelland, D C. 1985. "Human Motivation (Scott Foresman, Glenview, IL)." *McClellandHuman Motivation1985*.

McClelland, David C. 1975. *Power: The inner experience*. Irvington.

McKeever, Shaley. 2014. "Types of Employees: How to Spot the Silent Killer." *Retrieved October* 12: 2020.

McNeese-Smith, Donna. 1996. "Increasing employee productivity, job satisfaction, and organizational commitment." *Journal of Healthcare Management* 41(2): 160.

Meschke, Stephan, dan Stephan Meschke. 2021a. "Intercultural Comparison of Employee Loyalty." *Employee Loyalty: Intercultural Comparison of*

European and East Asian Approaches: 89–103.

———. 2021b. "The Concept of Employee Loyalty." *Employee Loyalty: Intercultural Comparison of European and East Asian Approaches*: 27–72.

Meyer, J P, dan N J Allen. 1997. *Commitment in the workplace: Theory, research, and application*. books.google.com.

Meyer, John P., dan Natalie J. Allen. 1991. "High Performance Work Systems and the Technical Worker." *Partnership and the High Performance Workplace* 1(1): 108–35.

Meyer, John P, dan Natalie J Allen. 1991. "A three-component conceptualization of organizational commitment." *Human resource management review* 1(1): 61–89.

Meyer, John P, David J Stanley, Lynne Herscovitch, dan Laryssa Topolnytsky. 2002. "Affective, continuance, and normative commitment to the organizational: A meta-analysis of antecedents, correlates, and consequences." *Journal of vocational behavior* 61(1): 20–52.

Mia, Md Mamun, Yahya Majri, dan Ibrahim Kamal Abdul Rahman. 2019. "Covariance based-structural equation modeling (CB-SEM) using AMOS in management research." *Journal of Business and Management* 21(1): 56–61.

Mihelic, Katarina Katja, Bogdan Lipicnik, dan Metka Tekavcic. 2010. "Ethical leadership." *International Journal of Management & Information Systems (IJMIS)* 14(5).

Mitonga-Monga, Jeremy, dan Frans Cilliers. 2016. "Perceived ethical leadership: Its moderating influence on employees' organisational commitment and organisational citizenship behaviours." *Journal of Psychology in Africa* 26(1): 35–42.

Mo, Shenjiang, dan Junqi Shi. 2017. "Linking ethical leadership to employee burnout, workplace deviance and performance: Testing the mediating roles of trust in leader and surface acting." *Journal of Business Ethics* 144: 293–303.

Mobley, William H, Rodger W Griffeth, Herbert H Hand, dan Bruce M Meglino. 1979. "Review and conceptual analysis of the employee turnover process." *Psychological bulletin* 86(3): 493.

Mohsan, Faizan et al. 2011. "Are employee motivation, commitment and job

involvement inter-related: Evidence from banking sector of Pakistan." *International Journal of Business and Social Science* 2(17): 226–33.

Monica, R. 2019. "Factors influencing work engagement and its impact on task performance." *International Journal of Business Excellence* 17(1): 97–129.

Monteiro, Beatriz et al. 2020. "Employer branding applied to SMEs: A pioneering model proposal for attracting and retaining talent." *Information* 11(12): 574.

Morgan, Ronald B. 1993. "Self-and co-worker perceptions of ethics and their relationships to leadership and salary." *Academy of Management journal* 36(1): 200–214.

Morrow, Paula C. 2011. "Managing organizational commitment: Insights from longitudinal research." *Journal of vocational behavior* 79(1): 18–35.

Moslehpour, Massoud, Man-Ling Chang, dan Alaleh Dadvari. 2022. "Adopting the configurational approach to the analysis of job satisfaction in Mongolia." *European Research on Management and Business Economics* 28(1): 100179.

Mowday, Richard T, Lyman W Porter, dan Richard Steers. 1982. "Organizational linkages: The psychology of commitment, absenteeism, and turnover."

Mowday, Richard T, Lyman W Porter, dan Richard M Steers. 2013. *Employee—organizational linkages: The psychology of commitment, absenteeism, and turnover*. Academic press.

Moynihan, Donald P, Sanjay K Pandey, dan Bradley E Wright. 2012. "Setting the table: How transformational leadership fosters performance information use." *Journal of public administration research and theory* 22(1): 143–64.

Mullins, Lawrence. 2005. "Management and Organizafional Behavior (Seventh Edifion)."

Naeem, Rana Muhammad, Qingxiong Weng, Zahid Hameed, dan Muhammad Imran Rasheed. 2020. "Ethical leadership and work engagement: A moderated mediation model." *Ethics & Behavior* 30(1): 63–82.

Neubert, Mitchell J. et al. 2009a. "The virtuous influence of ethical leadership behavior: Evidence from the field." *Journal of Business Ethics* 90(2): 157–70.

Neubert, Mitchell J et al. 2009b. "The virtuous influence of ethical leadership behavior: Evidence from the field." *Journal of business ethics* 90: 157–70.

Neubert, Mitchell J, Cindy Wu, dan James A Roberts. 2013. "The influence of

ethical leadership and regulatory focus on employee outcomes." *Business Ethics Quarterly* 23(2): 269–96.

Newman, Daniel A, dan David A Harrison. 2008. "Been there, bottled that: Are state and behavioral work engagement new and useful construct 'wines'?" *Industrial and organizational Psychology* 1(1): 31–35.

Ng, Thomas W H, dan Marcus M Butts. 2009. "Effectiveness of organizational efforts to lower turnover intentions: The moderating role of employee locus of control." *Human Resource Management: Published in Cooperation with the School of Business Administration, The University of Michigan and in alliance with the Society of Human Resources Management* 48(2): 289–310.

Van Ngo, Quang, Luan Ngoc Trinh, dan Chung Xuan Thi Nguyen. 2021. "Fostering employee loyalty: role of empowerment leadership, trust, commitment and satisfaction." In *ICRMAT*, , 9–17.

Nkhukhu-Orlando, Esther et al. 2019. "The Affective Commitment of Academics in a University in Botswana." *International Journal of Educational Administration and Policy Studies* 11(2): 12–19.

Northouse, Peter G. 2021. *Leadership: Theory and practice*. Sage publications.

Nurjanah, Siti, Vina Pebianti, dan Agung Wahyu Handaru. 2020. "The influence of transformational leadership, job satisfaction, and organizational commitments on Organizational Citizenship Behavior (OCB) in the inspectorate general of the Ministry of Education and Culture." *Cogent Business & Management* 7(1): 1793521.

Odom, Lamar, dan Mark T Green. 2003. "Law and the ethics of transformational leadership." *Leadership & Organization Development Journal*.

Ohana, Marc, dan Maryline Meyer. 2010. "Should I stay or should I go now? Investigating the intention to quit of the permanent staff in social enterprises." *European Management Journal* 28(6): 441–54.

Okan, Tarhan, dan Ahmet Mutlu Akyüz. 2015. "Exploring the Relationship between Ethical Leadership and Job Satisfaction with the Mediating Role of the Level of Loyalty to Supervisor." *Business & Economics Research Journal* 6(4).

Ölçer, Ferit, dan M Florescu. 2015. "Mediating effect of job satisfaction in the

relationship between psychological empowerment and job performance." *Theoretical and Applied Economics* 22(3): 111–36.

Oluwaseun, Ibrahim Shukura. 2016. "The effect of employee empowerment and job satisfaction on intention to stay in Nigeria banking industry: A case study of Guaranty Trust Bank."

Onukwube, Henry Ndubuisi. 2012. "Correlates of job satisfaction amongst quantity surveyors in consulting firms in Lagos, Nigeria." *Australasian Journal of Construction Economics and Building, The* 12(2): 43–54.

Organ, Dennis W. 1990. "The motivational basis of organizational citizenship behavior." *Research in organizational behavior* 12(1): 43–72.

Orth, Maximilian, dan Judith Volmer. 2017. "Daily within-person effects of job autonomy and work engagement on innovative behaviour: The cross-level moderating role of creative self-efficacy." *European Journal of Work and Organizational Psychology* 26(4): 601–12.

Osabiya, Babatunde Joseph. 2015. "The effect of employees motivation on organizational performance." *Journal of public administration and policy research* 7(4): 62–75.

Oshagbemi, Titus. 1999. "Overall job satisfaction: how good are single versus multiple-item measures?" *Journal of managerial Psychology*.

Otaye-Ebede, Lilian, Samah Shaffakat, dan Scott Foster. 2020. "A multilevel model examining the relationships between workplace spirituality, ethical climate and outcomes: A social cognitive theory perspective." *Journal of Business Ethics* 166(3): 611–26.

Özden, Dilek, Gülşah Gürol Arslan, Büşra Ertuğrul, dan Salih Karakaya. 2019. "The effect of nurses' ethical leadership and ethical climate perceptions on job satisfaction." *Nursing ethics* 26(4): 1211–25.

Ozdoba, Patrycja, Magdalena Dziurka, Anna Pilewska-Kozak, dan Beata Dobrowolska. 2022. "Hospital ethical climate and job satisfaction among nurses: A Scoping Review." *International Journal of Environmental Research and Public Health* 19(8): 4554.

Özsungur, Fahri. 2020. "The effects of ethical leadership on work engagement, intrapreneurship, and service innovation behavior: sample of chambers of

commerce and industry." *International Journal of Public Leadership* 16(2): 199–216.

Padley, Ian. 2018. 53 Organizational Behavior *Organizational Behanior Improving performance and quality*.

Paille, Pascal, Patrick Valéau, dan Douglas W Renwick. 2020. "Leveraging green human resource practices to achieve environmental sustainability." *Journal of Cleaner Production* 260: 121137.

Palihakkara, N, dan W A S Weerakkody. 2019. "The impact of employee happiness on organizational citizenship behavior: A study of executive level employees in selected mobile telecommunication companies." *Kelaniya Journal of Management* 8(1): 57.

Pandey, Chetna, dan Rajni Khare. 2012a. "Impact of job satisfaction and organizational commitment on employee loyalty." *International Journal of Social Science & Interdisciplinary Research* 1(8): 26–41.

———. 2012b. "Impact of Job Satisfaction and Organizational Commitment on Employee Loyalty." *International Journal of Social Science & Interdisciplinary Research* 1(8): 2–41.

Peng, J C, dan Julian Lin. 2017. "Mediators of ethical leadership and group performance outcomes." *Journal of Managerial Psychology*.

Permana, A et al. 2021. "The effect of compensation and career development on lecturer job satisfaction." *Accounting* 7(6): 1287–92.

Peterson, Dane K. 2002. "The relationship between unethical behavior and the dimensions of the ethical climate questionnaire." *Journal of business ethics* 41: 313–26.

Phuong, T T K, dan T T Vinh. 2021. "Proposing a Theoretical Model to Determine Factors Affecting on Job Satisfaction, Job Performance and Employees Loyalty For Technology Information (IT) Workers." *International Journal for Applied Information …*.

Phuong, Tran Thi Kim, dan Tran Trung Vinh. 2020. "Job satisfaction, employee loyalty and job performance in the hospitality industry: A moderated model." *Asian Economic and Financial Review* 10(6): 698–713.

Piccolo, Ronald F., Rebecca Greenbaum, Deanne N. den Hartog, dan Robert Folger.

2010. "The relationship between ethical leadership and core job characteristics." *Journal of Organizational Behavior* 31(2–3): 259–78.

Piccolo, Ronald F, Rebecca Greenbaum, Deanne N den Hartog, dan Robert Folger. 2010. "The relationship between ethical leadership and core job characteristics." *Journal of organizational behavior* 31(2-3): 259–78.

Pološki Vokić, Nina, dan Tomislav Hernaus. 2015. "The triad of job satisfaction, work engagement and employee loyalty–The interplay among the concepts." *EFZG working paper series* (07): 1–13.

Porter, Lyman W., Richard M. Steers, dan Paul V. Boulian. 1973. "Organizational commitment, job satisfaction, and turnover among psychiatric technicians." *Journal of Applied Psychology* 59(5): 1–21.

Porter, Lyman W, dan Edward E Lawler. 1968. "Managerial attitudes and performance."

Porter, Lyman W, Richard M Steers, Richard T Mowday, dan Paul V Boulian. 1974. "Organizational commitment, job satisfaction, and turnover among psychiatric technicians." *Journal of applied psychology* 59(5): 603.

Puni, Albert, Ibrahim Mohammed, dan Emmanuel Asamoah. 2018. "Transformational leadership and job satisfaction: the moderating effect of contingent reward." *Leadership and Organization Development Journal* 39(4): 522–37.

Puspita, Nadya, Natsir Nugroho, dan Agusdini Banun. 2020. "The influence of organizational culture and work engagement over employee performance mediated by employee loyalty." *Journal of Multidisciplinary Academic* 4(5): 289–94.

Qin, Qianqian et al. 2014. "How and when the effect of ethical leadership occurs? A multilevel analysis in the Chinese hospitality industry." *International Journal of Contemporary Hospitality Management* 26(6): 974–1001.

Qing, Miao, Muhammad Asif, Abid Hussain, dan Arif Jameel. 2020. "Exploring the impact of ethical leadership on job satisfaction and organizational commitment in public sector organizations: The mediating role of psychological empowerment." *Review of Managerial Science* 14: 1405–32.

Rajput, Shweta, Mayank Singhal, dan Shivkant Tiwari. 2016. "Job satisfaction and

employee loyalty: A study of academicians." *Asian Journal of Management* 7(2): 105–9.

Rani, Sukma, Hendriati Agustiani, Maya Rosmayati Ardiwinata, dan R Urip Purwono. 2020. "Work Engagement and Organizational Commitment in Private University."

Rich, Bruce Louis, Jeffrey A Lepine, dan Eean R Crawford. 2010. "Job engagement: Antecedents and effects on job performance." *Academy of management journal* 53(3): 617–35.

Richard, Emerson, dan R M Emerson. 1976. "Social exchange theory." *Annual review of sociology* 2(1): 335–62.

Robbins, S P, dan T A Judge. 2015. "Perilaku Organisasi (Edisi 16)(Salemba Empat, Ed)." *Jakarta: Pearson Education, Inc.*

Robbins, Stephen P, dan Tim Judge. 2012. "Essentials of organizational behavior."

Robbins, Stephen P, dan Timothy A Judge. 2013. "Organizational behavior (15, global ed.)." *Boston ua: Pearson.*

Robbins, Stephen P, Timothy A Judge, dan Bruce Millett. 2015. *OB: the essentials.* Pearson Higher Education AU.

Rodrigues, Ana, Ana Queirós, dan Carlos Pires. 2016. "A influência do marketing interno nas atitudes e comportamentos dos colaboradores: aplicação a uma organização de cuidados sociais e de saúde." *Revista Portuguesa de Saúde Pública* 34(3): 292–304.

Sadat Celik, Bekir Bora Dedeoglu, ali inanir. 2015. "Relationship Between Ethical Leadership, Organizational Commitment and Job Satisfaction at Hotel Organizations." *Ege Akademik Bakis (Ege Academic Review)* 15(1): 53–53.

Saif, MohammadHossin, dan Somayeh Farhadpour. 2017. "Moderating role of ethical climate and organizational loyalty in impact managers' ethical behaviors on caring behaviors of nurses." *Quarterly Journal of Nursing Management* 5(3): 38–52.

Saks, Alan M, dan Jamie A Gruman. 2018. "Socialization resources theory and newcomers' work engagement: A new pathway to newcomer socialization." *Career Development International* 23(1): 12–32.

Salas-Vallina, Andrés, Cristina Simone, dan Rafael Fernández-Guerrero. 2020.

"The human side of leadership: Inspirational leadership effects on follower characteristics and happiness at work (HAW)." *Journal of Business Research* 107: 162–71.

Saputra, Farhan, dan M Rizky Mahaputra. 2022. "Effect of job satisfaction, employee loyalty and employee commitment on leadership style (human resource literature study)." *Dinasti International Journal of Management Science* 3(4): 762–72.

Sarfraz, Muddassar, Wang Qun, Syed Ghulam Meran Shah, dan Zeeshan Fareed. 2019. "Do hierarchical jumps in CEO succession invigorate innovation? Evidence from Chinese economy." *Sustainability* 11(7): 2017.

Saridakis, George, Yanqing Lai, Rebeca I Muñoz Torres, dan Stephen Gourlay. 2020. "Exploring the relationship between job satisfaction and organizational commitment: an instrumental variable approach." *The International Journal of Human Resource Management* 31(13): 1739–69.

Sarwar, Huma, Muhammad Ishtiaq Ishaq, Anam Amin, dan Roheel Ahmed. 2020. "Ethical leadership, work engagement, employees' well-being, and performance: a cross-cultural comparison." *Journal of Sustainable Tourism* 28(12): 2008–26.

Schaufeli, Wilmar B, dan Arnold B Bakker. 2004. "Job demands, job resources, and their relationship with burnout and engagement: A multi-sample study." *Journal of Organizational Behavior: The International Journal of Industrial, Occupational and Organizational Psychology and Behavior* 25(3): 293–315.

Schminke, Marshall, Maureen L Ambrose, dan Donald O Neubaum. 2005. "The effect of leader moral development on ethical climate and employee attitudes." *Organizational Behavior and Human Decision Processes* 97(2): 135–51.

Schrag, B. 2001. "The moral significance of employee loyalty." *Business Ethics Quarterly*.

Schwepker Jr, Charles H. 2001. "Ethical climate's relationship to job satisfaction, organizational commitment, and turnover intention in the salesforce." *Journal of business research* 54(1): 39–52.

Seppälä, Piia et al. 2009. "The construct validity of the Utrecht Work Engagement Scale: Multisample and longitudinal evidence." *Journal of Happiness studies*

10: 459–81.

Serafim, Ana Luisa, Claudia Miranda Veloso, dan Humberto Ribeiro. 2018. "Satisfaction determinants of healthcare professionals and institutions in Portugal's North region." *Economic and Social Development: Book of Proceedings*: 232–45.

Shaikh, Sumra Haleem, Haseeb Shaikh, dan S Shaikh. 2019. "The impact of job satisfaction and job dissatisfaction on Herzberg theory: A case study of Meezan Bank Limited and National Bank Limited." *International Journal of Business and Social Science* 10(6): 143–47.

Shakeel, Fahad, Peter Mathieu Kruyen, dan Sandra Van Thiel. 2019. "Ethical leadership as process: A conceptual proposition." *Public Integrity* 21(6): 613–24.

Shapira-Lishchinsky, Orly, dan Zehava Rosenblatt. 2010. "School ethical climate and teachers' voluntary absence." *Journal of Educational Administration*.

Sharif, Monica M, dan Terri A Scandura. 2014. "Do perceptions of ethical conduct matter during organizational change? Ethical leadership and employee involvement." *Journal of Business Ethics* 124: 185–96.

Sharma, Manisha. 2019. "Job satisfaction and employee loyalty: a study of working professionals in Noida NCR."

Sharma, Vinay. 2017. "Patient satisfaction and brand loyalty in health-care organizations in India." *Journal of Asia Business Studies* 11(1): 73–87.

Shua, Keren. 2023. "The relationship between school ethical climate and school effectiveness in Israel 2020." *Academicus International Scientific Journal* 14(27): 67–91.

Snyder. 1974. "Self-Monitor." *Encyclopedia of Behavioral Medicine*: 1994–1994.

Snyder, Mark. 1987. *Public appearances, Private realities: The psychology of self-monitoring*. WH Freeman/Times Books/Henry Holt & Co.

Sreejesh, S, dan Tavleen Nagra. 2011. "Antecedents and consequences of employee loyalty towards the organizational: empirical evidence from Indian software industry." *International Journal of Management Studies* 18(2): 1–22.

Stahl, Günter K, Chris J Brewster, David G Collings, dan Aida Hajro. 2020. "Enhancing the role of human resource management in corporate sustainability

and social responsibility: A multi-stakeholder, multidimensional approach to HRM." *Human Resource Management Review* 30(3): 100708.

Statt, David A. 2004. *The Routledge dictionary of business management*. Routledge.

Stojanovic, Andelka et al. 2020. "Corporate social responsibility as a determinant of employee loyalty and business performance." *Journal of Competitiveness* 12(2): 149.

Stolarski, Maciej, Dominika Pruszczak, dan Wojciech Waleriańczyk. 2020. "Vigorous, dedicated, and absorbed: Factor structure, reliability, and validity of the polish version of the sport engagement scale." *Current Psychology*: 1–13.

Strenitzerová, Mariana, dan Karol Achimský. 2019. "Employee satisfaction and loyalty as a part of sustainable human resource management in postal sector." *Sustainability* 11(17): 4591.

Sugianingrat, Ida Ayu Putu Widani. 2017. "The influence of ethical leadership on employee performance through employee engagement."

Suhartanto, Dwi et al. 2019. "Loyalty toward online food delivery service: the role of e-service quality and food quality." *Journal of foodservice business research* 22(1): 81–97.

Süß, Stefan, dan Markus Kleiner. 2010. "Commitment and work-related expectations in flexible employment forms: An empirical study of German IT freelancers." *European Management Journal* 28(1): 40–54.

Sutanto, Harry, dan Nugroho J Setiadi. 2021. "Organizational Culture and Employee Loyalty: Mediation Impact of Organizational Commitment." *PalArch's Journal of Archaeology of Egypt/Egyptology* 18(1): 704–17.

Tahir, Zalina Mohd, dan Nabihah Mohd Salleh. 2018. "Effectiveness of Coaching by School Improvement Partners through Good Relationship and Professionalism Skills Practiced." *Research in Social Sciences and Technology* 3(1): 16–35.

Tegambwage, Amani Gration, dan Pendo Shukrani Kasoga. 2022. "Relationship quality and customer loyalty in the Tanzanian microfinance sector." *Journal of Financial Services Marketing*: 1–16.

Tehranineshat, Banafsheh, Camellia Torabizadeh, dan Mostafa Bijani. 2020. "A study of the relationship between professional values and ethical climate and nurses' professional quality of life in Iran." *International Journal of Nursing Sciences* 7(3): 313–19.

Tepper, Bennett J, dan Edward C Taylor. 2003. "Relationships among supervisors' and subordinates' procedural justice perceptions and organizational citizenship behaviors." *Academy of Management journal* 46(1): 97–105.

Teymoori, Esmaeil et al. 2022. "Ethical climate of the operating room from the perspective of the surgical team and its relationship with organizational culture and organizational commitment." *Perioperative Care and Operating Room Management* 26: 100238.

Torlak, N Gökhan, Cemil Kuzey, Muhammet Sait Dinç, dan Taylan Budur. 2021. "Links connecting nurses' planned behavior, burnout, job satisfaction, and organizational citizenship behavior." *Journal of Workplace Behavioral Health* 36(1): 77–103.

Torlak, Nuri Gökhan, Cemil Kuzey, Muhammet Sait Dinç, dan Ali Haydar Güngörmüş. 2021. "Effects of ethical leadership, job satisfaction and affective commitment on the turnover intentions of accountants." *Journal of Modelling in Management*.

Trevino, Linda Klebe. 1986. "Ethical Decision Making in Organizations: A Person-Situation Interactionist Model." *The Academy of Management Review* 11(3): 601.

Treviño, Linda Klebe, Michael Brown, dan Laura Pincus Hartman. 2003. "A qualitative investigation of perceived executive ethical leadership: Perceptions from inside and outside the executive suite." *Human Relations* 56(1): 5–37.

Treviño, Linda Klebe, Kenneth D Butterfield, dan Donald L McCabe. 1998. "The ethical context in organizations: Influences on employee attitudes and behaviors." *Business ethics quarterly* 8(3): 447–76.

Tsai, Ming-Tien, dan Chun-Chen Huang. 2008. "The relationship among ethical climate types, facets of job satisfaction, and the three components of organizational commitment: A study of nurses in Taiwan." *Journal of Business Ethics* 80(3): 565–81.

Tseng, Lu-Ming, dan Jui-Yun Wu. 2017. "How can financial organizations improve employee loyalty? The effects of ethical leadership, psychological contract fulfillment and organizational identification." *Leadership & Organization Development Journal* 38(5): 679–98.

Turkyilmaz, Ali, Gulsen Akman, Coskun Ozkan, dan Zbigniew Pastuszak. 2011. "Empirical study of public sector employee loyalty and satisfaction." *Industrial Management & Data Systems* 111(5): 675–96.

Tuzun, Ipek Kalemci. 2009. "The impact of identification and commitment on job satisfaction: The case of a Turkish service provider." *Management Research News*.

Tyler, Tom. 2001. "Cooperation in organizations: A social identity perspective." *Social identity processes in organizational contexts* 149: 166.

Udin, Udin, Radyan Dananjoyo, Mohsin Shaikh, dan Densy Vio Linarta. 2022. "Islamic Work Ethics, Affective Commitment, and Employee's Performance in Family Business: Testing Their Relationships." *SAGE Open* 12(1): 21582440221085264.

Utami, Purwani Puji et al. 2021. "PERSONALITY: HOW DOES IT IMPACT TEACHERS'ORGANIZATIONAL COMMITMENT?" *Jurnal Cakrawala Pendidikan* 40(1): 120–32.

Vaidya, Saurabh, Prashant Ambad, dan Santosh Bhosle. 2018. "Industry 4.0–a glimpse." *Procedia manufacturing* 20: 233–38.

Varner, Caprice Miquelle. 2020. "Evaluation of Ethical Leadership on Job Satisfaction, Organizational Commitment, and Organizational Citizenship Behavior in the Food and Beverage Industry."

Veloso, Cláudia Miranda, Bruno Sousa, Manuel Au-Yong-Oliveira, dan Cicero Eduardo Walter. 2021. "Boosters of satisfaction, performance and employee loyalty: application to a recruitment and outsourcing information technology organizational." *Journal of Organizational Change Management* 34(5): 1036–46.

Victor, Bart, dan John B Cullen. 1988a. "The organizational bases of ethical work climates." *Administrative science quarterly*: 101–25.

———. 1988b. "The Organizational Bases of Ethical Work Climates Author (s):

Bart Victor and John B . Cullen Published by : Sage Publications , Inc . on behalf of the Johnson Graduate School of Management , Cornell University Stable URL : https://www.jstor.org/stable/.” *Administrative Science Quarterly* 33(1): 101–25.

Viljoen, Joshua P, dan Sebastiaan Rothmann. 2009. “Occupational stress, ill health and organisational commitment of employees at a university of technology.” *SA Journal of Industrial Psychology* 35(1): 1–11.

Vokic, Nina Poloski, dan Tomislav Hernaus. 2015. “The triad of job satisfaction , work engagement and employee loyalty – The interplay among the concepts.” *EFZG Working Paper Series* 15(07): 1–13.

De Vos, Ans, Dirk Buyens, dan René Schalk. 2003. “Psychological contract development during organizational socialization: Adaptation to reality and the role of reciprocity.” *Journal of Organizational Behavior: The International Journal of Industrial, Occupational and Organizational Psychology and Behavior* 24(5): 537–59.

Vu, Mai Chi, dan Roger Gill. 2022. “Are Leaders Responsible for Meaningful Work? Perspectives from Buddhist-Enacted Leaders and Buddhist Ethics.” *Journal of Business Ethics*: 1–24.

Van Vugt, Mark, Sarah F Jepson, Claire M Hart, dan David De Cremer. 2004. “Autocratic leadership in social dilemmas: A threat to group stability.” *Journal of experimental social psychology* 40(1): 1–13.

Vuong, B et al. 2021. “Determinates of factors influencing job satisfaction and organizational loyalty.” *Management Science Letters* 11(1): 203–12.

Walden, Justin, Eun Hwa Jung, dan Catherine Y K Westerman. 2017. “Employee communication, job engagement, and organizational commitment: A study of members of the Millennial Generation.” *Journal of Public Relations Research* 29(2–3): 73–89.

Walker, Richard M, dan George A Boyne. 2006. “Public management reform and organizational performance: An empirical assessment of the UK Labour government’s public service improvement strategy.” *Journal of Policy Analysis and Management: The Journal of the Association for Public Policy Analysis and Management* 25(2): 371–93.

Walsh, Gianfranco. 2019. "Service employees' naturally felt emotions: Do they matter?" *European Management Journal* 37(1): 78–85.

Wang, Huaiyong, Guangli Lu, dan Yongfang Liu. 2017. "Ethical leadership and loyalty to supervisor in China: The roles of interactional justice and collectivistic orientation." *Journal of business ethics* 146: 529–43.

Waqas, Athar et al. 2014. "Factors influencing job satisfaction and its impact on job loyalty." *International Journal of Learning and Development* 4(2): 141–61.

Wibawa, Widdy Muhammad Sabar, dan Yoshi Takahashi. 2021. "The Effect of Ethical Leadership on Work Engagement and Workaholism: Examining Self-Efficacy as a Moderator." *Administrative Sciences* 11(2): 50.

Wiklund, Frida, dan Sandra Jansson. 2019. "Employee Loyalty and the Factors Affecting It: A qualitative study comparing people with different working experience on their view of employee loyalty."

Wilmar B. Schaufeli, Marisa Salanova. 2001. "Relaxation of classical particles in two-dimensional anharmonic single-well potentials." *Physical Review E - Statistical Physics, Plasmas, Fluids, and Related Interdisciplinary Topics* 63(2): 5.

Wimbush, James C, dan Jon M Shepard. 1994. "Toward an understanding of ethical climate: Its relationship to ethical behavior and supervisory influence." *Journal of Business ethics* 13: 637–47.

van Wingerden, Jessica, Arnold B. Bakker, dan Daantje Derks. 2017. "Fostering employee well-being via a job crafting intervention." *Journal of Vocational Behavior* 100: 164–74.

Withey, Michael J, dan William H Cooper. 1992. "What's loyalty?" *Employee Responsibilities and Rights Journal* 5(3): 231–40.

Wong, Yui-Tim, Chi-Sum Wong, dan Hang-Yue Ngo. 2002. "Loyalty to supervisor and trust in supervisor of workers in Chinese joint ventures: A test of two competing models." *International Journal of Human Resource Management* 13(6): 883–900.

Wu, Lihua, dan Ian J Norman. 2006. "An investigation of job satisfaction, organizational commitment and role conflict and ambiguity in a sample of Chinese undergraduate nursing students." *Nurse education today* 26(4): 304–

14.

Yahaya, R, dan F Ebrahim. 2016. "Leadership styles and organizational commitment: literature review." *Journal of management development*.

Yandi, Andri, dan Hazimi Bimaruci Hazrati Havidz. 2022. "Employee Performance Model: Work Engagement Through Job Satisfaction And Organizational Commitment (A Study Of Human Resource Management Literature Study)." *Dinasti International Journal of Management Science* 3(3): 547–65.

Yao, Tang, Qi Qiu, dan Yigang Wei. 2019. "Retaining hotel employees as internal customers: Effect of organizational commitment on attitudinal and behavioral loyalty of employees." *International Journal of Hospitality Management* 76: 1–8.

Yazdanshenas, Mehdi, dan Mehdi Mirzaei. 2022. "Leadership integrity and employees' success: role of ethical leadership, psychological capital, and psychological empowerment." *International Journal of Ethics and Systems* ahead-of-p(ahead-of-print).

Yee, Rachel W Y, Andy C L Yeung, dan T C Edwin Cheng. 2010. "An empirical study of employee loyalty, service quality and firm performance in the service industry." *International Journal of Production Economics* 124(1): 109–20.

Yousef, Darwish Abdulrahman. 2017. "Organizational commitment, job satisfaction and attitudes toward organizational change: A study in the local government." *International Journal of Public Administration* 40(1): 77–88.

Yukl, G A. 2002. "Leadership in Organizations 5 (PrenticeHall, Upper Saddle River, NJ)."

Yukl, Gary, Rubina Mahsud, Shahidul Hassan, dan Gregory E Prussia. 2013. "An improved measure of ethical leadership." *Journal of leadership & organizational studies* 20(1): 38–48.

Zagenczyk, Thomas J et al. 2021. "Context and social exchange: perceived ethical climate strengthens the relationships between perceived organizational support and organizational identification and commitment." *The International Journal of Human Resource Management* 32(22): 4752–71.

Zauderer, Donald G. 1992. "Integrity: An essential executive quality." In *Business forum*, California State University, Los Angeles, School of Business and

Economics, 12.

Zhou, Jing, dan Christina E Shalley. 2003. "Research on employee creativity: A critical review and directions for future research." *Research in personnel and human resources management*.

Zhu, Qinghua, Hang Yin, Junjun Liu, dan Kee-hung Lai. 2014. "How is employee perception of organizational efforts in corporate social responsibility related to their satisfaction and loyalty towards developing harmonious society in Chinese enterprises?" *Corporate Social Responsibility and Environmental Management* 21(1): 28–40.

Zhu, Weichun, Bruce J Avolio, dan Fred O Walumbwa. 2009. "Moderating role of follower characteristics with transformational leadership and follower work engagement." *Group & organizational management* 34(5): 590–619.

Zhu, Weichun, Douglas R May, dan Bruce J Avolio. 2004. "The impact of ethical leadership behavior on employee outcomes: The roles of psychological empowerment and authenticity." *Journal of Leadership & Organizational Studies* 11(1): 16–26.

a