DAFTAR PUSTAKA

- Abdullah, H., Ismail, I., Alnoor, A., & Yaqoub, E. (2021). Effect of perceived support on employee's voice behaviour through the work engagement: A moderator role of locus of control. *International Journal of Process Management and Benchmarking*, 11(1), 60– 79. https://doi.org/10.1504/IJPMB.2021.112253
- Adeyemi-bello, T. (2001). Validating Rotter's (1966) Locus of Control Scale with a Sample of Not-for-profit Leaders. 24(6), 25–34.
- Adikoeswanto, D., Nurjanah, S., & ... (2021). Transformational Leadership, Job Engagement, and Employee Voice Behavior in West Java'Prison. *Systematic Reviews* ..., 12(1), 1033–1039.
- Afsar, B., Shahjehan, A., Shah, S. I., & Wajid, A. (2019). The mediating role of transformational leadership in the relationship between cultural intelligence and employee voice behavior: A case of hotel employees. *International Journal of Intercultural Relations*, 69(December 2018), 66–75. https://doi.org/10.1016/j.ijintrel.2019.01.001
- Akgunduz, Y., Alkan, C., & Gök, Ö. A. (2018). Perceived organizational support, employee creativity and proactive personality: The mediating effect of meaning of work. *Journal* of Hospitality and Tourism Management, 34, 105–114. https://doi.org/10.1016/j.jhtm.2018.01.004
- Araya, M. A. (2015). The Interactive Effect of Core Self-Evaluations and Perceived Organizational Support in Predicting Work Engagement.
- Arfat, Y., Rehman, M., Mahmood, K., & Saleem, R. (2017). The role of leadership in work engagement: The moderating role of a bureaucratic and supportive culture. *Pakistan Business Review*, *October*, 688–705.
- Aryee, S., Walumbwa, F. O., Mondejar, R., & Chu, C. W. L. (2017). Core Self-Evaluations and Employee Voice Behavior: Test of a Dual-Motivational Pathway. *Journal of Management*, 43(3), 946–966. https://doi.org/10.1177/0149206314546192
- Babcock-Roberson, M. E., & Strickland, O. J. (2010). The relationship between charismatic leadership, work engagement, and organizational citizenship behaviors. *Journal of Psychology: Interdisciplinary and Applied*, 144(3), 313–326. https://doi.org/10.1080/00223981003648336
- Bakker, A. B. (2011). An evidence-based model of work engagement. *Current Directions in Psychological Science*, 20(4), 265–269. https://doi.org/10.1177/0963721411414534
- Bakker, A. B., & Demerouti, E. (2008). Towards a model of work engagement. Career Development International, 13(3), 209–223. https://doi.org/10.1108/13620430810870476
- Bakker, W. B. S. and A. B. (2010). Defining and measuring work engagement: Bringing clarity to the concept No Title. In A. B. B. and M. P. Leiter (Ed.), *Work Engagement A Handbook of Essential Theory and Research* (pp. 10–24). Psychology Press 270

Madison Avenue.

- Banai, M., & Reisel, W. D. (2007). The influence of supportive leadership and job characteristics on work alienation: A six-country investigation. *Journal of World Business*, 42(4), 463–476. https://doi.org/10.1016/j.jwb.2007.06.007
- Barik, S., & Kochar, A. (2017). Antecedents and Consequences of Employee Engagement: A Literature review. *International Journal of Latest Technology in Engineering*, *Management & Applied Science*, 6(4), 33–38.
- Bergeron, D. M., & Thompson, P. S. (2020). Speaking Up at Work: The Role of Perceived Organizational Support in Explaining the Relationship Between Perceptions of Organizational Politics and Voice Behavior. *Journal of Applied Behavioral Science*, 56(2), 195–215. https://doi.org/10.1177/0021886319900332
- Bjørkelo, B., Einarsen, S., & Matthiesen, S. B. (2010). Predicting proactive behaviour at work: Exploring the role of personality as an antecedent of whistleblowing behaviour. *Journal of Occupational and Organizational Psychology*, 83(2), 371–394. https://doi.org/10.1348/096317910X486385
- Blader, S. L., & Tyler, T. R. (2009). Testing and Extending the Group Engagement Model: Linkages Between Social Identity, Procedural Justice, Economic Outcomes, and Extrarole Behavior. *Journal of Applied Psychology*, 94(2), 445–464. https://doi.org/10.1037/a0013935
- Bono, J. E., & Judge, T. A. (2003). Core Self-Evaluations: A Review of the Trait and its Role in Job Satisfaction and Job Performance. *European Journal of Personality*, 17(SPEC. 1), 5–18. https://doi.org/10.1002/per.481
- Carasco-Saul, M., Kim, W., & Kim, T. (2015). Leadership and Employee Engagement: Proposing Research Agendas Through a Review of Literature. *Human Resource Development Review*, *14*(1), 38–63. https://doi.org/10.1177/1534484314560406
- Chang, C. H., Ferris, D. L., Johnson, R. E., Rosen, C. C., & Tan, J. A. (2012). Core selfevaluations: A review and evaluation of the literature. *Journal of Management*, 38(1), 81–128. https://doi.org/10.1177/0149206311419661
- Chen, L., Li, M., Wu, Y. J., & Chen, C. (2020). The voicer's reactions to voice: an examination of employee voice on perceived organizational status and subsequent innovative behavior in the workplace. *Personnel Review*, 50(4), 1073–1092. https://doi.org/10.1108/PR-07-2019-0399
- Chen, N. Y. F., & Tjosvold, D. (2007). Guanxi and leader member relationships between American managers and Chinese employees: Open-minded dialogue as mediator. *Asia Pacific Journal of Management*. https://doi.org/10.1007/s10490-006-9029-9
- Cheng, J. W., Lu, K. M., Chang, Y. Y., & Johnstone, S. (2013). Voice behavior and work engagement: The moderating role of supervisor-attributed motives. *Asia Pacific Journal of Human Resources*, *51*(1), 81–102. https://doi.org/10.1111/j.1744-7941.2012.00030.x
- Chhetri, S. B. (2017). Antecedents and Consequences of Job Engagement: Empirical Study of Bank Employees. *Business Perspectives and Research*, 5(2), 167–179. https://doi.org/10.1177/2278533717692919

- Chih Ho, J. (2017). The Effect of Supervisor Support on Employee Voice Behavior based on the Self-Determination Theory: The Moderating Effect of Impression Management Motive. *Journal of Entrepreneurship & Organization Management*, 06(01), 1–8. https://doi.org/10.4172/2169-026x.1000209
- Dai, K., & Qin, X. (2016). Perceived Organizational Support and Employee Engagement: Based on the Research of Organizational Identification and Organizational Justice. *Open Journal of Social Sciences*, 04(12), 46–57. https://doi.org/10.4236/jss.2016.412005
- Detert, J. R., Burris, E. R., Detert, J. R., & Burris, E. R. (2007). Leadership Behavior and Employee Voice : Is the Door Really Open ? Published by : Academy of Management Linked references are available on JSTOR for this article : LEADERSHIP BEHAVIOR AND EMPLOYEE VOICE : IS THE DOOR REALLY OPEN ? The Academy of Management Journal, 50(4), 869–884.
- Detert, J. R., & Treviño, L. K. (2010). Speaking up to higher-ups: How supervisors and skiplevel leaders influence employee voice. *Organization Science*, *21*(1), 249–270. https://doi.org/10.1287/orsc.1080.0405
- Ding, H., Lin, X., & Su, W. (2021). Employee strengths use and innovative behavior: a moderated mediation model. *Chinese Management Studies*, *15*(2), 350–362. https://doi.org/10.1108/CMS-05-2019-0191
- Duan, J., Li, C., Xu, Y., & Wu, C.-H. (2016). Transformational leadership and employee voice behavior: A Pygmalion mechanism. *Journal OfOrganizational Behavior*, 60(1), 5– 22. https://doi.org/10.1002/job
- Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Perceived Organizational Support. In *Journal of Applied Psychology* (Vol. 71, Issue 3, pp. 500–507). https://doi.org/10.1037/0021-9010.71.3.500
- Elsaied, M. (2019). Supportive leadership and POVB: The mediating role of employee advocacy and the moderating role of proactive personality. *Journal of Management Development*, *38*(3), 225–237. https://doi.org/10.1108/JMD-04-2018-0119
- Elsaied, Mervat. (2019). Supportive leadership and POVB: The mediating role of employee advocacy and the moderating role of proactive personality. *Journal of Management Development*, 38(3), 225–237. https://doi.org/10.1108/JMD-04-2018-0119
- Erez, A., & Judge, T. A. (2001). Relationship of core self-evaluations to goal setting, motivation, and performance. *Journal of Applied Psychology*, 86(6), 1270–1279. https://doi.org/10.1037/0021-9010.86.6.1270
- Eto, K., & Watanabe, N. (2014). Impact of core self-evaluations on in-role and extra-role performance: Voice and self-evaluation maintenance. 27(2), 97–113.
- Ferris, D. L., Johnson, R. E., Rosen, C. C., Djurdjevic, E., Chang, C. H., & Tan, J. A. (2013). When is success not satisfying? Integrating regulatory focus and approach/avoidance motivation theories to explain the relation between core self-evaluation and job satisfaction. *Journal of Applied Psychology*, 98(2), 342–353. https://doi.org/10.1037/a0029776

Gilad, C., Stanley, M. G., & Dov, E. (2001). Validation of a new general self-efficacy scale.

Organizational Research Methods, 4(1), 62. http://proquest.umi.com/pqdweb?did=907501171&Fmt=7&clientId=20931&RQT=309 &VName=PQD

- Gnambs, T., Scharl, A., & Schroeders, U. (2018). The structure of the rosenberg self-esteem scale: A cross-cultural meta-analysis. *Zeitschrift Fur Psychologie / Journal of Psychology*, 226(1), 14–29. https://doi.org/10.1027/2151-2604/a000317
- Gong, Z., Van Swol, L. M., Li, F., & Gilal, F. G. (2021). Relationship between nurse's voice and self-leadership: A time-lagged study. *Nursing Open*, 8(3), 1038–1047. https://doi.org/10.1002/nop2.711
- Greenberger, D. B., Strasser, S., Cummings, L. L., & Dunham, R. B. (1989). The impact of personal control on performance and satisfaction. *Organizational Behavior and Human Decision Processes*, *43*(1), 29–51. https://doi.org/10.1016/0749-5978(89)90056-3
- Griffin, M. A., Neal, A., & Parker, S. K. (2007). A new model of work role performance: Positive behavior in uncertain and interdependent contexts. *Academy of Management Journal*, 50(2), 327–347. https://doi.org/10.5465/AMJ.2007.24634438
- Harris, K. J., Andrews, M. C., & Kacmar, K. M. (2007). The moderating effects of justice on the relationship between organizational politics and workplace attitudes. *Journal of Business and Psychology*, 22(2), 135–144. https://doi.org/10.1007/s10869-007-9054-9
- Hashemi, S. M., Rostami, R., Hashemi, M. K., & Damalas, C. A. (2012). Pesticide Use and Risk Perceptions among Farmers in Southwest Iran. *Human and Ecological Risk Assessment*, 18(2), 456–470. https://doi.org/10.1080/10807039.2012.652472
- Helmy, I., & Wiwoho, G. (2020). The link between individual factors and salesperson performance in microfinance institutions. *Management Science Letters*, 10(14), 3387– 3394. https://doi.org/10.5267/j.msl.2020.5.040
- Holland, P., Cooper, B., & Sheehan, C. (2016). Employee Voice, Supervisor Support, And Engagement: The Mediating Role of Trust. *Human Resource Management*, 45(1), 127-145. https://doi.org/10.1002/hrm
- House, R. J. (1971). A Path Goal Theory of Leader Effectiveness Author(s): Robert J. House Source. *Administrative Science Quarterly*, *16*(3), 321–339.
- Hsieh, H. H., Wang, Y. C., & Huang, J. T. (2019). Core self-evaluations, perceived organizational support, and work-related well-being: Testing a moderated mediation model. *Personnel Review*, 48(3), 659–671. https://doi.org/10.1108/PR-04-2018-0128
- Hu, X. (2018). A new look at compliance with work procedures: An engagement perspective. *Safety Science*, *105*, 46–54. https://doi.org/10.1016/j.ssci.2018.01.019
- Huang, L. (2019). The influence of abusive supervision on employees' motivation and extrarole behaviors: The daily-basis investigation. *Chinese Management Studies*, 13(3), 514– 530. https://doi.org/10.1108/CMS-04-2018-0495
- Hughes, L. W., Avey, J. B., & Norman, S. M. (2008). A study of supportive climate, trust, engagement and organizational commitment. *Journal of Business & Leadership: Research, Practice and Teaching*, 4(2), 51–59.

- Ilkhanizadeh, S., & Karatepe, O. M. (2017a). An examination of the consequences of corporate social responsibility in the airline industry: Work engagement, career satisfaction, and voice behavior. *Journal of Air Transport Management*, 59, 8–17. https://doi.org/10.1016/j.jairtraman.2016.11.002
- Ilkhanizadeh, S., & Karatepe, O. M. (2017b). An examination of the consequences of corporate social responsibility in the airline industry: Work engagement, career satisfaction, and voice behavior. *Journal of Air Transport Management*. https://doi.org/10.1016/j.jairtraman.2016.11.002
- Janssen, O. (2005). The joint impact of perceived influence and supervisor supportiveness on employee innovative behaviour. *Journal of Occupational and Organizational Psychology*, 78(4), 573–579. https://doi.org/10.1348/096317905X25823
- Jena, L. K., Bhattacharyya, P., & Pradhan, S. (2017). Employee Engagement and Affective Organizational Commitment: Mediating Role of Employee Voice among Indian Service Sector Employees. *Vision*, 21(4), 356–366. https://doi.org/10.1177/0972262917733170
- Joo, B. K. (2016). Enhancing work engagement: The roles of psychological capital, authentic leadership, and work empowerment. *Leadership and Organization Development Journal*, *37*(8), 1117–1134. https://doi.org/10.1108/LODJ-01-2015-0005
- Jordan, P. J., & Troth, A. C. (2020). Common method bias in applied settings: The dilemma of researching in organizations. *Australian Journal of Management*, 45(1), 3–14. https://doi.org/10.1177/0312896219871976
- Judge, T. A., & Bono, J. E. (2001). Relationship of core self-evaluations traits Self-esteem, generalized self-efficacy, locus of control, and emotional stability - With job satisfaction and job performance: A meta-analysis. *Journal of Applied Psychology*, 86(1), 80–92. https://doi.org/10.1037/0021-9010.86.1.80
- Judge, T. A., & Kammeyer-Mueller, J. D. (2011). Implications of core self-evaluations for a changing organizational context. *Human Resource Management Review*, 21(4), 331–341. https://doi.org/10.1016/j.hrmr.2010.10.003
- Judge, T. A., Locke, E. A., Durham, C. C., & Kluger, A. N. (1998). Dispositional effects on job and life satisfaction: The role of core evaluations. *Journal of Applied Psychology*. https://doi.org/10.1037/0021-9010.83.1.17
- Judge, T. A., Van Vianen, A. E. M., & De Pater, I. E. (2004). Emotional stability, core selfevaluations, and job outcomes: A review of the evidence and an agenda for future research. *Human Performance*, 17(3), 325–346. https://doi.org/10.1207/s15327043hup1703_4
- Kanten, P., & Ulker, F. E. (2012). A Relational Approach Among Perceived Organizational Support, Proactive Personality and Voice Behaviour. *Procedia - Social and Behavioral Sciences*, 62, 1016–1022. https://doi.org/10.1016/j.sbspro.2012.09.173
- Karatepe, O. M. (2012). Job resources, work engagement, and hotel employee outcomes: A time-lagged analysis. *Ekonomska Istrazivanja*, 25(4), 1127–1140. https://doi.org/10.1080/1331677x.2012.11517553

Karatepe, O. M., & Aga, M. (2016). The effects of organization mission fulfillment and

perceived organizational support on job performance: The mediating role of work engagement. In *International Journal of Bank Marketing* (Vol. 34, Issue 3). https://doi.org/10.1108/IJBM-12-2014-0171

Keisuke ETO. (2014). Keisuke ETO. 27(2), 97–113.

- Khodakarami, N., & Dirani, K. (2020). Drivers of employee engagement: differences by work area and gender. *Industrial and Commercial Training*, 15(1), 81–91. https://doi.org/10.1108/ICT-06-2019-0060
- Kou, T. (2012). The effect of perceived organizational support on employee work engagement: A case study analysis. *Advances in Intelligent and Soft Computing*, 140 *AISC*(1958), 183–187. https://doi.org/10.1007/978-3-642-27945-4_28
- Kremer, H. (2019). Innovation leadership: Best-practice recommendations for promoting employee creativity, voice, and knowledge sharing. *Business Horizons*, 62(1), 65–74. https://doi.org/10.1016/j.bushor.2018.08.010
- Kurtessis, J. (2017). Perceived Organizational Support: A Meta-Analytic Evaluation of Organizational Support Theory. *Journal of Management*, *43*(6), 1854–1884. https://doi.org/10.1177/0149206315575554
- Lee, J. Y., Rocco, T. S., & Shuck, B. (2020). What Is a Resource: Toward a Taxonomy of Resources for Employee Engagement. *Human Resource Development Review*, 19(1), 5– 38. https://doi.org/10.1177/1534484319853100
- LePine, J. A., & Van Dyne, L. (1998). Predicting voice behavior in work groups. *Journal of Applied Psychology*, 83(6), 853–868. https://doi.org/10.1037/0021-9010.83.6.853
- Li, Y., Castaño, G., & Li, Y. (2018). Linking leadership styles to work engagement: The role of psychological capital among Chinese knowledge workers. *Chinese Management Studies*, 12(2), 433–452. https://doi.org/10.1108/CMS-04-2017-0108
- Liang, J., Farh, C. I. C., & Farh, J. L. (2012). Psychological antecedents of promotive and prohibitive Voice: A two-wave examination. *Academy of Management Journal*, 55(1), 71–92. https://doi.org/10.5465/amj.2010.0176
- Liang, T. (2017). Transformational leadership and employee voices in the hospitality industry. *International Journal of Contemporary Hospitality Management*, 29(1), 374-392. https://doi.org/10.1108/IJCHM-07-2015-0364

Lockwood, N. R. (2007). 1592302_2_Lockwood-2007.

- Luchak, A. A. (2003). What kind of voice do loyal employees use? *British Journal of Industrial Relations*, 41(1), 115–134. https://doi.org/10.1111/1467-8543.00264
- Luthans, F., Joshi, D., & Joshi, M. (2009). Organizational Behavior. In *Hospital* Administration. https://doi.org/10.5005/jp/books/10358_23
- Macdonald, W. (2003). The impact of job demands and workload on stress and fatigue. *Australian Psychologist*, 38(2), 102.
- Macey, W. H., & Schneider, B. (2008). The Meaning of Employee Engagement. *Industrial* and Organizational Psychology, 1(1), 3–30. https://doi.org/10.1111/j.1754-

9434.2007.0002.x

- Machado, T. do A., Shoenfelt, E. L., do Nacimento, J. V., Taconeli, C. A., Forbellone, A. A., Brown, R. D., & Stefanello, J. M. F. (2019). Development and evaluation of the Serve-Specific Core Self-Evaluations Scale in Portuguese †. *International Journal of Sport and Exercise Psychology*, 17(1), 64–73. https://doi.org/10.1080/1612197X.2016.1154089
- Malik, S. H. (2013). Relationship between Leader Behaviors and Employees' Job Satisfaction: A Path-Goal Approach. *Pak J Commer Soc Sci Pakistan Journal of Commerce and Social Sciences*, 7(1), 209–222.
- Matthews, R. A., Mills, M. J., Trout, R. C., & English, L. (2014). Family-supportive supervisor behaviors, work engagement, and subjective well-being: A contextually dependent mediated process. *Journal of Occupational Health Psychology*, 19(2), 168– 181. https://doi.org/10.1037/a0036012
- May, D. R., Gilson, R. L., & Harter, L. M. (2004). The psychological conditions of meaningfulness, safety and availability and the engagement of the human spirit at work. *Journal of Occupational and Organizational Psychology*, 38(9), 501–507. https://doi.org/10.5301/ijao.5000431
- Mo, S., & Shi, J. (2018). The Voice Link: A Moderated Mediation Model of How Ethical Leadership Affects Individual Task Performance. *Journal of Business Ethics*, 152(1), 91–101. https://doi.org/10.1007/s10551-016-3332-2

Mojoyinola, J. K. (2008). Effects of job stress on health, personal and work behaviour of nurses in public hospitals in Ibadan Metropolis, Nigeria. *European Journal of Scientific Research*, 21(2), 346–352. https://doi.org/10.1080/09735070.2008.11886326

Morrison, Elizabeth W. (2011). Employee voice behavior: Integration and directions for future research. *Academy of Management Annals*, 5(1), 373–412. https://doi.org/10.1080/19416520.2011.574506

Morrison, Elizabeth W. (2014). Employee Voice and Silence. Annual Review of Organizational Psychology and Organizational Behavior, 1, 173–197. https://doi.org/10.1146/annurev-orgpsych-031413-091328

- Morrison, Elizabeth Wolfe, & Milliken, F. J. (2000). Organizational silence: A barrier to change and development in a pluralistic world. *Academy of Management Review*, 25(4), 706–725. https://doi.org/10.5465/AMR.2000.3707697
- Mowbray, M. P. K. (2014). Managing engagement and employee voice: Effects on in-role perceptions and voice behaviour. 1–17.
- Muse, L. A., & Stamper, C. L. (2007). Perceived organizational support: Evidence for a mediated association with work performance. *Journal of Managerial Issues*, 19(4), 517– 535.
- Musenze, I. A., Mayende, T. S., Wampande, A. J., Kasango, J., & Emojong, O. R. (2020). Mechanism between perceived organizational support and work engagement: explanatory role of self-efficacy. *Journal of Economic and Administrative Sciences*, *ahead-of-p*(ahead-of-print). https://doi.org/10.1108/jeas-02-2020-0016

Nembhard, I. M., & Edmondson, A. C. (2006). Making it safe: The effects of leader

inclusiveness and professional status on psychological safety and improvement efforts in health care teams. *Journal of Marriage and Family*, 60(1), 5–22. https://doi.org/10.1002/job

- Oldham, G. R., & Cummings, A. (1996). Employee creativity: Personal and contextual factors at work. *Academy of Management Journal*, *39*(3), 607–634. https://doi.org/10.2307/256657
- Parker, J. G., & Asher, S. R. (1993). Friendship and Friendship Quality in Middle Childhood: Links With Peer Group Acceptance and Feelings of Loneliness and Social Dissatisfaction. *Developmental Psychology*, 29(4), 611–621. https://doi.org/10.1037/0012-1649.29.4.611
- Parker, S. K., & Collins, C. G. (2010). Taking stock: Integrating and differentiating multiple proactive behaviors. *Journal of Management*, *36*(3), 633–662. https://doi.org/10.1177/0149206308321554
- Podsakoff, P. M., MacKenzie, S. B., Lee, J. Y., & Podsakoff, N. P. (2003). Common Method Biases in Behavioral Research: A Critical Review of the Literature and Recommended Remedies. *Journal of Applied Psychology*, 88(5), 879–903. https://doi.org/10.1037/0021-9010.88.5.879
- Popli, S., & Rizvi, I. A. (2016). Drivers of employee engagement: The role of leadership style. *Global Business Review*, *17*(4), 965–979. https://doi.org/10.1177/0972150916645701
- Rafferty, A. E., & Griffin, M. A. (2004). Dimensions of transformational leadership: Conceptual and empirical extensions. *Leadership Quarterly*, 15(3), 329–354. https://doi.org/10.1016/j.leaqua.2004.02.009
- Rhoades, L., & Eisenberger, R. (2002). Perceived organizational support: A review of the literature. *Journal of Applied Psychology*, 87(4), 698–714. https://doi.org/10.1037/0021-9010.87.4.698
- Rhoades, L., Eisenberger, R., & Armeli, S. (2001). Affective commitment to the organization: The contribution of perceived organizational support. *Journal of Applied Psychology*, 86(5), 825–836. https://doi.org/10.1037/0021-9010.86.5.825
- Rich, B. L., Lepine, J. A., & Crawford, E. R. (2010). Job engagement: Antecedents and effects on job performance. *Academy of Management Journal*, *53*(3), 617–635. https://doi.org/10.5465/amj.2010.51468988

Robbins, S. P., & Judge, T. A. (2007). Organizational Behavior.

- Rui, K., & Teoh, H. (2016). The Interaction between Supportive and Unsupportive Manager Behaviors on Employee Work Attitudes. *Disability and Employment*, *30*(2), 152–169.
- Saks, A. M. (2006). Antecedents and consequences of employee engagement. *Journal of Managerial Psychology*, 21(7), 600–619. https://doi.org/10.1108/02683940610690169
- Saks, A. M. (2019). Antecedents and consequences of employee engagement revisited. *Journal of Organizational Effectiveness*, 6(1), 19–38. https://doi.org/10.1108/JOEPP-06-2018-0034

- Salanova, M., & Schaufeli, W. B. (2008). A cross-national study of work engagement as a mediator between job resources and proactive behaviour. *International Journal of Human Resource Management*, 19(1), 116–131. https://doi.org/10.1080/09585190701763982
- Salanova, Marisa, Llorens, S., & Schaufeli, W. B. (2011). "Yes, I Can, I Feel Good, and I Just Do It!" On Gain Cycles and Spirals of Efficacy Beliefs, Affect, and Engagement. *Applied Psychology*. https://doi.org/10.1111/j.1464-0597.2010.00435.x
- Schaufeli, W., Salanova, M., González-romá, V., & Bakker, A. (2002). The Measurement of Engagement and Burnout: A Two Sample Confirmatory Factor Analytic Approach. *Journal of Happiness Studies*, 3(1), 71–92. https://doi.org/10.1023/A:1015630930326
- Schmitt, A. (2016). Transformational leadership and proactive work behaviour: A moderated mediation model including work engagement and job strain. *Journal of Occupational and Organizational Psychology*, 89(3), 588–610. https://doi.org/10.1111/joop.12143
- Schwappach, D., & Richard, A. (2018). Speak up-related climate and its association with healthcare workers' speaking up and withholding voice behaviours: A cross-sectional survey in Switzerland. *BMJ Quality and Safety*, 27(10), 836–843. https://doi.org/10.1136/bmjqs-2017-007388
- Shin, I. (2016). Employees' perceptions of corporate social responsibility and job performance: A sequential mediation model. *Sustainability (Switzerland)*, 8(5), 1–12. https://doi.org/10.3390/su8050493
- Sihag, P. (2020). The mediating role of perceived organizational support on psychological capital employee engagement relationship: a study of Indian IT industry. *Journal of Indian Business Research*, *13*(1), 154–186. https://doi.org/10.1108/JIBR-01-2019-0014
- Song, G., Kong, F., & Jin, W. (2013). Mediating Effects of Core Self-Evaluations on The Relationship Between Social Support and Life Satisfaction. *Social Indicators Research*, 114(3), 1161–1169. https://doi.org/10.1007/s11205-012-0195-5
- Song, X. (2017). On-work or off-work relationship? An engagement model of how and when leader-member exchange and leader-member guanxi promote voice behavior. *Chinese Management Studies*, 11(3), 441–462. https://doi.org/10.1108/CMS-03-2017-0058
- Sonnentag, S. (2003). Recovery, work engagement, and proactive behavior: A new look at the interface between nonwork and work. *Journal of Applied Psychology*, 88(3), 518–528. https://doi.org/10.1037/0021-9010.88.3.518
- Stinglhamber, F. (2020). Perceived organizational support: the interactive role of coworkers' perceptions and employees' voice. *Employee Relations*, 42(1), 107–124. https://doi.org/10.1108/ER-05-2018-0137
- Stumpp, T., Muck, P. M., Hülsheger, U. R., Judge, T. A., & Maier, G. W. (2010). Core Self-Evaluations in Germany: Validation of a German Measure and its Relationships with Career Success. *Applied Psychology*, 59(4), 674–700. https://doi.org/10.1111/j.1464-0597.2010.00422.x
- Sun, L. (2019). Perceived Organizational Support: A Literature Review. International Journal of Human Resource Studies, 9(3), 155. https://doi.org/10.5296/ijhrs.v9i3.15102

- Tarkang, M. M. E. M., Nange, R. Y., & Ozturen, A. (2020). Inspiring employee voice through leader–member exchange. *Journal of Public Affairs*, *April*, 1–13. https://doi.org/10.1002/pa.2317
- The, P. L., & Sun, H. (2012). Knowledge sharing, job attitudes and organisational citizenship behaviour. *Industrial Management and Data Systems*, *112*(1), 64–82. https://doi.org/10.1108/02635571211193644
- Tims, M., & Akkermans, J. (2017). Core self-evaluations and work engagement: Testing a perception, action, and development path. *PLoS ONE*, 12(8), 1–19. https://doi.org/10.1371/journal.pone.0182745
- UNODC. (2017). The United Nations Standard Minimum Rules for Tratment of Prisoners (The Nelson Mandela Rules). http://www.unodc.org

Van Dyne, L, & LePine, J. (1998). Helping and Voice Extra-Role Behaviors : Evidence of Construct and Predictive Validity Author (s): Linn Van Dyne and Jeffrey A. LePine Published by : Academy of Management Stable URL : http://www.jstor.org/stable/256902 REFERENCES Linked references are. Academy of Management Journal, 41(1), 108–119.

- Van Dyne, Linn, Cummings, L. L., & McLean Parks, J. (1995). Extra-role behaviors: In pursuit of construct and definitional clarity (a bridge over muddied waters). *Research in Organizational Behavior*, 17(October), 215–285.
 http://www.linnvandyne.com/papers/ROB Van Dyne + Cummings & McLean Parks ERB 1995.pdf
- Van Gramberg, B., Teicher, J., Bamber, G. J., & Cooper, B. (2020). Employee Voice, Intention to Quit, and Conflict Resolution: Evidence from Australia. *ILR Review*, 73(2), 393–410. https://doi.org/10.1177/0019793919876643
- Wang, L., & Hu, P. (2018). Are positive teams more proactive in performing voice behavior? Influence of core self- evaluations on collective voice. *Social Behavior and Personality*, 46(4), 563–580. https://doi.org/10.2224/sbp.6601

Wang, Z., Xu, S., Sun, Y., & Liu, Y. (2019). Transformational leadership and employee voice: an affective perspective. *Frontiers of Business Research in China*, 13(1). https://doi.org/10.1186/s11782-019-0049-y

Wei, L. Q., Liu, J., Chen, Y. Y., & Wu, L. Z. (2010). Political skill, supervisor-subordinate guanxi and career prospects in Chinese firms. *Journal of Management Studies*. https://doi.org/10.1111/j.1467-6486.2009.00871.x

Xu, J., & Thomas, H. C. (2011). How can leaders achieve high employee engagement. Leadership and Organization Development Journal, 32(4), 399–416. https://doi.org/10.1108/01437731111134661

Yan, X., Yang, K., Su, J., Luo, Z., & Wen, Z. (2016). Mediating Role of Emotional Intelligence on the Associations between Core Self-Evaluations and Job Satisfaction, Work Engagement as Indices of Work-Related Well-Being. *Current Psychology*, 37(3), 552–558. https://doi.org/10.1007/s12144-016-9531-2

Yongxing, G. (2017). Work engagement and job performance: The moderating role of

perceived organizational support. *Anales de Psicologia*, *33*(3), 708–713. https://doi.org/10.6018/analesps.33.3.238571

- Yoo, K., & Lee, K. H. (2019). Core Self-Evaluation and Work Engagement: Moderated Mediation Model of Career Adaptability and Job Insecurity. *Frontiers in Psychology*, *10*(September), 1–9. https://doi.org/10.3389/fpsyg.2019.02093
- Yu, S. (2016). Mechanisms of E-business security and enterprise employee voice behavior impacts on team creativity: A cognitive perspective. *International Journal of Security* and Its Applications, 10(9), 149–164. https://doi.org/10.14257/ijsia.2016.10.9.16
- Zahid, K., & Özyapar, A. (2017). Leadership and Employee Engagement in organizations : an analysis on correlation. September, 1–34.
- Zhang, J., Akhtar, M. N., Zhang, Y., & Rofcanin, Y. (2019). High-commitment work systems and employee voice: A multilevel and serial mediation approach inside the black box. *Employee Relations*, 41(4), 811–827. https://doi.org/10.1108/ER-08-2018-0218
- Zhang, T. (2010). The relationship between perceived leadership styles and employee engagement : The moderating role of employee characteristics. November, 1–285.

NA