

## DAFTAR PUSTAKA

- Ahad, R., Mustafa, M. Z., Mohamad, S., Abdullah, N. H. S., & Nordin, M. N. (2021). Work attitude, organizational commitment and emotional intelligence of Malaysian vocational college teachers. *Journal of Technical Education and Training*, 13(1), 15–21. <https://doi.org/10.30880/jtet.2021.13.01.002>
- Ahmad, S., Wasim, S., Irfan, S., Gogoi, S., Srivastava, A., & Farheen, Z. (2019). Qualitative v/s. Quantitative Research- A Summarized Review. *Journal of Evidence Based Medicine and Healthcare*, 6(43), 2828–2832. <https://doi.org/10.18410/jebmh/2019/587>
- Ahmed, G., & Nabeel Al Amiri. (2022). the Transformational Leadership of the Founding Leaders of the United Arab Emirates: Sheikh Zayed Bin Sultan Al Nahyan and Sheikh Rashid Bin Saeed Al Maktoum. *International Journal of Technology, Innovation and Management (IJTIM)*, 2(1), 23–40. <https://doi.org/10.54489/ijtim.v2i1.58>
- Ali Shurbagi, A. M. (2014). The Relationship between Transformational Leadership Style Job Satisfaction and the Effect of Organizational Commitment. *International Business Research*, 7(11), 126–138. <https://doi.org/10.5539/ibr.v7n11p126>
- Amari, R. O. (2023). *Pengaruh Komitmen Organisasi, Kompensasi, Fasilitas Kerja Dan Budaya Organisasi Terhadap Kinerja Karyawan Rsia Marissa Palembang*. 31–41.
- Andrade, C. (2021). The Inconvenient Truth About Convenience and Purposive Samples. *Indian Journal of Psychological Medicine*, 43(1), 86–88. <https://doi.org/10.1177/0253717620977000>
- Ardiansyah, Risnita, & Jailani, M. S. (2023). Teknik Pengumpulan Data Dan Instrumen Penelitian Ilmiah Pendidikan Pada Pendekatan Kualitatif dan Kuantitatif. *Jurnal IHSAN: Jurnal Pendidikan Islam*, 1(2), 1–9. <https://doi.org/10.61104/ihsan.v1i2.57>
- Asfihan, A. (2021). Uji Asumsi Klasik: Jenis-jenis Uji Asumsi Klasik. *Fe Unisma*, 1–11. [http://fe.unisma.ac.id/MATERI\\_AJAR\\_DOSEN/EKOMETRIK/AriRiz/MA\\_Uji\\_Normalitas.pdf%0Ahttps://adalah.co.id/uji-asumsi-klasik/](http://fe.unisma.ac.id/MATERI_AJAR_DOSEN/EKOMETRIK/AriRiz/MA_Uji_Normalitas.pdf%0Ahttps://adalah.co.id/uji-asumsi-klasik/)
- Astuti, D. (2022). *Jurnal Jaman Vol 2 No. 2 Agustus 2022 – pISSN: 2(2)*, 55–68.
- Avolio, B. J., & Bass, B. M. (2002). *Developing potential across a full range of leadership: cases on transactional and transformational leadership*. [http://books.google.com/books?id=38e6\\_8o4OyMC&pgis=1](http://books.google.com/books?id=38e6_8o4OyMC&pgis=1)
- Biswas-Diener, R. M., Buss, D. M., Cacioppo, J. T., Compton, R. J., Diener, C., Diener, E., Diener, M. L., McGavran, M. B. D., Eid, M., & Emmons, R. A.

(2020). *The science of subjective well-being*.

- Cahyo, K. N., Martini, & Riana, E. (2019). Perancangan Sistem Informasi Pengelolaan Kuesioner Pelatihan pada PT Brainmatics Cipta Informatika. *Journal of Information System Research (JOSH)*, 1(1), 45–53. <http://ejurnal.seminar-id.com/index.php/josh/article/view/44>
- Casper, W. C., Edwards, B. D., Wallace, J. C., Landis, R. S., & Fife, D. A. (2020). Selecting response anchors with equal intervals for summated rating scales. *Journal of Applied Psychology*, 105(4), 390–409. <https://doi.org/10.1037/apl0000444>
- Cherif, F. (2020). The role of human resource management practices and employee job satisfaction in predicting organizational commitment in Saudi Arabian banking sector. *International Journal of Sociology and Social Policy*, 40(7–8), 529–541. <https://doi.org/10.1108/IJSSP-10-2019-0216>
- Codding, C. (2019). *The Relationship between Perceived Synergistic Supervision, Job Satisfaction and Commitment to the Profession for Entry-Level Student Affairs Professionals A Dissertation Submitted in Partial Fulfillment of the Requirements for the Degree of Doctor of Edu.* 1–174.
- Dan, M. F. (2022). Path Analysis Between Job Satisfaction And Loyalty With Work Environment And Culture As Explanatory Variables. *Jurnalpustek.Org*, 1(1), 36–43. <http://jurnalpustek.org/index.php/sdmo/article/view/11>
- Dinc, M. S., Kuzey, C., & Steta, N. (2018). Nurses' job satisfaction as a mediator of the relationship between organizational commitment components and job performance. *Journal of Workplace Behavioral Health*, 33(2), 75–95. <https://doi.org/10.1080/15555240.2018.1464930>
- Djuraidi, A., & Laily, N. (2020). Pengaruh Kepemimpinan Transformasional Terhadap Kinerja Karyawan Melalui Kepuasan Kerja Sebagai Variabel Intervening. *Jurnal Riset Ekonomi Dan Bisnis*, 13(1), 1. <https://doi.org/10.26623/jreb.v13i1.2182>
- Donkor, F. (2021). Do Transformational Leaders Affect Employee Performance and Normative Commitment Through General Self-Efficacy? Analysis in Ghanaian Public Sector Organizations. *Public Organization Review*, 0123456789. <https://doi.org/10.1007/s11115-021-00531-7>
- Donkor, F., Dongmei, Z., & Sekyere, I. (2021). The Mediating Effects of Organizational Commitment on Leadership Styles and Employee Performance in SOEs in Ghana: A Structural Equation Modeling Analysis. *SAGE Open*, 11(2). <https://doi.org/10.1177/21582440211008894>
- Dung, L. T., & Hai, P. Van. (2020). The Effects of Transformational Leadership and Job Satisfaction on Commitment to Organisational Change: A Three-Component Model Extension Approach. *The South East Asian Journal of Management*, 14(1), 106–123.

- Dwinanda, G. (2022). Peran Kepuasan Kerja dalam Memediasi Motivasi dan Komitmen Organisasi dalam Mempengaruhi Capaian Kinerja Pegawai Kontrak Pada PT Tuju Wali-Wali Makassar. *SEIKO : Journal of Management & Business*, 4(3), 215. <https://doi.org/10.37531/sejaman.v4i3.2550>
- Dziuba, S. T., Ingaldi, M., & Zhuravskaya, M. (2020). Employees' Job Satisfaction and Their Work Performance As Elements Influencing Work Safety. *System Safety: Human - Technical Facility - Environment*, 2(1), 18–25. <https://doi.org/10.2478/czoto-2020-0003>
- Eliyana, A., Ma'arif, S., & Muzakki. (2019). Job satisfaction and organizational commitment effect in the transformational leadership towards employee performance. *European Research on Management and Business Economics*, 25(3), 144–150. <https://doi.org/10.1016/j.iedeen.2019.05.001>
- Ennis, M. C., Gong, T., & Okpozo, A. Z. (2018). Examining the Mediating Roles of Affective and Normative Commitment in the Relationship between Transformational Leadership Practices and Turnover Intention of Government Employees. *International Journal of Public Administration*, 41(3), 203–215. <https://doi.org/10.1080/01900692.2016.1256894>
- Erdurmazlı, E. (2019). Satisfaction and Commitment in Voluntary Organizations: A Cultural Analysis Along with Servant Leadership. *Voluntas*, 30(1), 129–146. <https://doi.org/10.1007/s11266-018-9992-z>
- Fachruddin, D. F., & L.H.Mangundjaya, W. (2018). Pengaruh Kepemimpinan Transformasional Dan Kepuasan Kerja Terhadap Kinerja Karyawan. *Forum Manajemen*, 16(2), 1–8. <https://doi.org/10.61938/fm.v16i2.259>
- Faridah, Y. S., Hartaty, M. H. M. S., Irwadi, Y. D. M., & Citra Dewi Sartika. (2018). Faktor-Faktor Demografi Yang Berdampak Terhadap Kepatuhan Wajib Pajak Badan (UMKM) Di Kota Palembang. *Jurnal Riset Terapan Akuntansi*, 2(2), 101–115.
- Fries, A., Kammerlander, N., & Leitterstorf, M. (2021). Leadership Styles and Leadership Behaviors in Family Firms: A Systematic Literature Review. *Journal of Family Business Strategy*, 12(1), 100374. <https://doi.org/10.1016/j.jfbs.2020.100374>
- Herrera, J., & De Las Heras-Rosas, C. (2021). The Organizational Commitment in the Company and Its Relationship With the Psychological Contract. *Frontiers in Psychology*, 11(January), 1–17. <https://doi.org/10.3389/fpsyg.2020.609211>
- Inam, A., Ho, J. A., Sheikh, A. A., Shafqat, M., & Najam, U. (2021). How self leadership enhances normative commitment and work performance by engaging people at work? *Current Psychology*. <https://doi.org/10.1007/s12144-021-01697-5>
- Janna, N. M., & Herianto. (2021). Artikel Statistik yang Benar. *Jurnal Darul Dakwah Wal-Irsyad (DDI)*, 18210047, 1–12.



- Javadikasgari, H., Soltesz, E. G., & Gillinov, A. M. (2018). Surgery for Atrial Fibrillation. In *Atlas of Cardiac Surgical Techniques* (pp. 479–488). <https://doi.org/10.1016/B978-0-323-46294-5.00028-5>
- Jufrizen, J. (2021). Pengaruh Fasilitas Kerja Dan Disiplin Kerja Terhadap Kinerja Karyawan Melalui Motivasi Kerja. *Sains Manajemen*, 7(1), 35–54. <https://doi.org/10.30656/sm.v7i1.2277>
- Keskes, I., Sallan, J. M., Simo, P., & Fernandez, V. (2018). Transformational leadership and organizational commitment: Mediating role of leader-member exchange. *Journal of Management Development*, 37(3), 271–284. <https://doi.org/10.1108/JMD-04-2017-0132>
- Kholiq, D. A., & Miftahuddin, M. (2019). Effect Of Job Embeddedness, Job Satisfaction, And Organizational Commitment On Employee Turnover Intention. *TAZKIYA: Journal of Psychology*, 5(1), 48–55. <https://doi.org/10.15408/tazkiya.v22i1.8154>
- Lan, T. S., Chang, I. H., Ma, T. C., Zhang, L. P., & Chuang, K. C. (2019). Influences of transformational leadership, transactional leadership, and patriarchal leadership on job satisfaction of cram school faculty members. *Sustainability (Switzerland)*, 11(12). <https://doi.org/10.3390/su10023465>
- Meyer, J. P., & Allen, N. J. (1991). A THREE-COMPONENT CONCEPTUALIZATION OF ORGANIZATIONAL COMMITMENT. *Human Resource Management Review*, 1(1), 62–89. [https://doi.org/10.1057/9780230501997\\_5](https://doi.org/10.1057/9780230501997_5)
- Meyer, J. P., Hecht, T. D., Gill, H., & Toplonysky, L. (2010). Person-organization (culture) fit and employee commitment under conditions of organizational change: A longitudinal study. *Journal of Vocational Behavior*, 76(3), 458–473. <https://doi.org/10.1016/j.jvb.2010.01.001>
- Mo, Y., & Borbon, N. M. D. (2022). Interrelationship of Total Quality Management (TQM), job satisfaction and organizational commitment among hotel employees in Zhejiang and Hainan provinces in China towards a sustainable development framework. *International Journal of Research Studies in Management*, 10(3). <https://doi.org/10.5861/ijrsm.2022.31>
- Nalla, M. K., Akhtar, S., & Lambert, E. G. (2020). Exploring the Connection between Job Satisfaction and Different Forms of Organizational Commitment among Police. *Criminal Justice and Behavior*, 47(5), 511–528. <https://doi.org/10.1177/0093854819896611>
- Ndlovu, W., Ngirande, H., Setati, S. T., & Zhuwao, S. (2018). Transformational leadership and employee organisational commitment in a rural-based higher education institution in South Africa. *SA Journal of Human Resource Management*, 16, 1–7. <https://doi.org/10.4102/sajhrm.v16i0.984>
- Nguyen, H. M., & Ngo, T. T. (2020). Psychological capital, organizational

commitment and job performance: A case in Vietnam. *Journal of Asian Finance, Economics and Business*, 7(5), 269–278. <https://doi.org/10.13106/JAFEB.2020.VOL7.NO5.269>

Nguyen, H. N., Le, Q. H., Tran, Q. B., Tran, T. H. M., Nguyen, T. H. Y., & Nguyen, T. T. Q. (2020). The impact of organizational commitment on employee motivation: A study in Vietnamese enterprises. *Journal of Asian Finance, Economics and Business*, 7(6), 439–447. <https://doi.org/10.13106/JAFEB.2020.VOL7.NO6.439>

Nguyen, H. P., & Le, H. N. (2022). Determinants of job-hopping behavior: the case of information technology sector. *International Journal of Law and Management*, 64(3), 308–320. <https://doi.org/10.1108/IJLMA-06-2020-0178>

Nurhayati, T. (2012). Hubungan Kepemimpinan Transformasional Dan Motivasi Kerja. *Jurnal Edueksos*, 1(2), 77–92.

Nurjanah, S., Pebianti, V., & Handaru, A. W. (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 and Management*, 7(1). <https://doi.org/10.1080/23311975.2020.1793521>

Othman, T., & Khrais, H. (2022). The relationship between transformational leadership, job satisfaction, and organizational commitment in Jordanian nurses. *Anaesthesia, Pain and Intensive Care*, 26(3), 304–309. <https://doi.org/10.35975/apic.v26i3.1896>

Purnomo, A. K., & Novalia, N. (2019). *The Effects of Transformational Leadership and Job Satisfaction on Organizational Commitment*. 65(Icebef 2018), 432–436. <https://doi.org/10.2991/icebef-18.2019.94>

Purwanto, A., Purba, J. T., Bernarto, I., & Sijabat, R. (2021). Effect of Transformational Leadership, Job Satisfaction, and Organizational Commitments on Organizational Citizenship Behavior. *Inovbiz: Jurnal Inovasi Bisnis*, 9(1), 61. <https://doi.org/10.35314/inovbiz.v9i1.1801>

Putra, A. R., & Darmawan, D. (2022). Penguatan Komitmen Organisasi Melalui Kebijakan Pengembangan Karir Dan Profesionalisme Karyawan. *Jurnal Ilmiah Satyagraha*, 5(2), 45–55. <https://doi.org/10.47532/jis.v5i2.477>

Putra, A. R., & Mardikaningsih, R. (2021). Kompensasi Dan Lingkungan Kerja Serta Pengaruhnya Terhadap Komitmen Organisasi. *Jurnal Ilmiah Edunomika*, 6(1), 44. <https://doi.org/10.29040/jie.v6i1.3738>

Rahman, M. S. (2016). The Advantages and Disadvantages of Using Qualitative and Quantitative Approaches and Methods in Language “Testing and Assessment” Research: A Literature Review. *Journal of Education and Learning*, 6(1), 102. <https://doi.org/10.5539/jel.v6n1p102>

Ridwan, M., Mulyani, S. R., & Ali, H. (2020). Improving employee performance

through perceived organizational support, organizational commitment and organizational citizenship behavior. *Systematic Reviews in Pharmacy*, 11(12), 839–849. <https://doi.org/10.31838/srp.2020.5.123>

Rivaldo, Y. (2021). Leadership and Motivation to Performance through Job Satisfaction of Hotel Employees at D'Merlion Batam. *The Winners*, 22(1), 25–30. <https://doi.org/10.21512/tw.v22i1.7039>

Roux, C., & Africa, S. (2021). *Revisiting the emotional intelligence and transformational leadership debate : ( How ) does emotional intelligence matter to effective leadership ?* 1–13.

Ruiz-Palomo, D., León-Gómez, A., & García-Lopera, F. (2020). Disentangling organizational commitment in hospitality industry: The roles of empowerment, enrichment, satisfaction and gender. *International Journal of Hospitality Management*, 90(June), 102637. <https://doi.org/10.1016/j.ijhm.2020.102637>

Ruzaipah, R., Manan, A., & A'yun, Q. A. (2021). Penetapan Usia Kedewasaan Dalam Sistem Hukum Di Indonesia. *Mitsaqan Ghalizan*, 1(1), 1–20. <https://doi.org/10.33084/jmg.v1i1.2808>

Saadeh, I. M., & Suifan, T. S. (2020). Job stress and organizational commitment in hospitals: The mediating role of perceived organizational support. *International Journal of Organizational Analysis*, 28(1), 226–242. <https://doi.org/10.1108/IJOA-11-2018-1597>

Sabri, Sumardin, H. M. (2021). Transformational Leadership, Job Satisfaction and Organizational Commitment. *Psychology and Education Journal*, 58(1), 5254–5259. <https://doi.org/10.17762/pae.v58i1.1779>

Sarhan, N., Harb, A., Shrafat, F., & Alhusban, M. (2020). The effect of organizational culture on the organizational commitment: Evidence from hotel industry. *Management Science Letters*, 10(1), 183–196. <https://doi.org/10.5267/j.msl.2019.8.004>

Sitorus, Maria Christina & Kuriawan, A. (2021). Pengaruh Penjualan Tunai Dan Penjualan Kredit Terhadap Profitabilitas Perusahaan Pada PD Gloria Bandung. *Jurnal Financia*, 2(1), 13–23. <http://ejurnal.ars.ac.id/index.php/financia/article/view/409>

Sm, A., Lubis, A., Si, M., & Sabrina, H. (2020). Pengaruh Loyalitas Dan Integritas Terhadap Kebijakan Pimpinan Di Pt. Quantum Training Centre Medan. *Jurnal Ilmiah Manajemen Dan Bisnis (JIMBI)*, 1(1), 21–30.

Steers, R. T. M. and R. M., & Porter, L. W. (1979). The Measurement of Organizational Commitment. *Journal of Vocational Behavior*, 34(1), 49–61. [https://doi.org/10.1016/0041-008X\(75\)90174-X](https://doi.org/10.1016/0041-008X(75)90174-X)

Sugiyono. (2020). *Sugiono Kualitatif.Pdf* (p. 444).



- Supardi, & Aulia Anshari. (2022). Pengaruh Kepemimpinan Transformasional Dan Budaya Organisasi Terhadap Kinerja Karyawan Ptpn Ix Batujamus. *Jurnal Publikasi Manajemen Informatika*, 1(1), 85–95. <https://doi.org/10.55606/jupumi.v1i1.243>
- Suroya, A. F., Bagis, F., Widhiandono, H., & Rahmawati, I. Y. (2023). Examining the Influence of Transformational Leadership and Job Satisfaction to Reduce Turnover Intention with Organizational Commitment as a Mediator. *Asian Journal of Economics, Business and Accounting*, 23(24), 124–140. <https://doi.org/10.9734/ajeba/2023/v23i241192>
- Sutisna, I. (2020). Statistika Penelitian: Teknik Analisis Data Penelitian Kuantitatif. *Universitas Negeri Gorontalo*, 1(1), 1–15. <https://repository.ung.ac.id/get/karyailmiah/4610/Teknik-Analisis-Data-Penelitian-Kuantitatif.pdf>
- Trivellas, P., & Santouridis, I. (2016). Job satisfaction as a mediator of the relationship between service quality and organisational commitment in higher education. An empirical study of faculty and administration staff. *Total Quality Management and Business Excellence*, 27(1–2), 169–183. <https://doi.org/10.1080/14783363.2014.969595>
- Vizano, N. A., Utami, W., Johanes, S., Herawati, A., Aima, H., Sutawijaya, A. H., Purwanto, A., Supono, J., Rahayu, P., Setiyani, A., & Catur Widayati, C. (2020). Effect of compensation and organization commitment on turnover intention with work satisfaction as intervening variable in Indonesian industries. *Systematic Reviews in Pharmacy*, 11(9), 287–298. <https://doi.org/10.31838/srp.2020.9.46>
- Wang, P., Chu, P., Wang, J., Pan, R., Sun, Y., Yan, M., Jiao, L., Zhan, X., & Zhang, D. (2020). Association Between Job Stress and Organizational Commitment in Three Types of Chinese University Teachers: Mediating Effects of Job Burnout and Job Satisfaction. *Frontiers in Psychology*, 11(October), 1–12. <https://doi.org/10.3389/fpsyg.2020.576768>
- Weiss, D. J., Dawis, R. V., England, G. W., & Lofquist, L. H. (1967). *Manual for the Minnesota Satisfaction Questionnaire*.
- Winasis, S., Djumarno, Riyanto, S., & Ariyanto, E. (2021). The effect of transformational leadership climate on employee engagement during digital transformation in Indonesian banking industry. *International Journal of Data and Network Science*, 5(2), 91–96. <https://doi.org/10.5267/j.ijdns.2021.3.001>
- Wisudaningsi, B. A., Arofah, I., & Belang, K. A. (2019). Pengaruh Kualitas Pelayanan Dan Kualitas Produk Terhadap Kepuasan Konsumen Dengan Menggunakan Metode Analisis Regresi Linear Berganda. *Statmat : Jurnal Statistika Dan Matematika*, 1(1), 103–117. <https://doi.org/10.32493/sm.v1i1.2377>
- Zaid Mustafa, M., Nordin, M., Rasid Abdul Razzaq, A., & Ibrahim, B. (2020).

Organizational Commitment Of Vocational College Teachers In Malaysia.  
*Journal Of Archaeology Of Egypt/Egyptology*, 17(9), 5023–5029.

Żerebecki, B. G., & Oprea, S. J. (2022). The direct and indirect effects of social technology use on children's life satisfaction. *International Journal of Child-Computer Interaction*, 34(1), 74–82.  
<https://doi.org/10.1016/j.ijcci.2022.100538>

