

DAFTAR PUSTAKA

- Adams, J. S. (1965). Inequity in social change. In *Advances in experimental social psychology* (Vol. 2, pp. 267–299). Elsevier.
- Al Doghan, M., & Malik, N. (2022). Gauging the Effect of Job Burnout and Stress on Job Satisfaction. *Przestrzen Społeczna Social Space*, 383–403. socialspacejournal.eu
- Aldaihani, S. G. (2020). Administrative empowerment among Kuwait University staff and its effect on their job satisfaction. *Journal of Applied Research in Higher Education*, 12(2), 210–229. <https://doi.org/10.1108/JARHE-02-2019-0027>
- Alderfer, C. (2011). *The practice of organizational diagnosis: Theory and methods*. OUP USA.
- Alfawareh, F. S., Che Johari, E. E., & Ooi, C.-A. (2023). A bibliometric analysis of global research trends on CEO compensation: evidence from the Scopus database. *EuroMed Journal of Business*. <https://doi.org/10.1108/EMJB-02-2023-0050>.
- Ali, B. J., & Anwar, G. (2021). *An Empirical Study of Employees' Motivation and its Influence Job Satisfaction*. <https://doi.org/10.22161/ijeblm.5.2>
- Aman-Ullah, A., Aziz, A., Ibrahim, H., Mehmood, W., & Aman-Ullah, A. (2023). The role of compensation in shaping employee's behaviour: a mediation study through job satisfaction during the Covid-19 pandemic. *Revista de Gestao*, 30(2), 221–236. <https://doi.org/10.1108/REGE-04-2021-0068>
- Amir, A. (2019). Mediating effect of work stress on the influence of time pressure, work–family conflict and role ambiguity on audit quality reduction behavior. *International Journal of Law and Management*, 61(2), 434–454. <https://doi.org/10.1108/IJLMA-09-2017-0223>
- Amponsah, E., Halvitigala, D., Hwang, H., & Eves, C. (2023). Compensation for farms compulsorily acquired for mining in Ghana: an analysis of the laws, compensation practices and valuation methods. *Property Management*, 41(2), 244–260. <https://doi.org/10.1108/PM-06-2022-0042>
- Ansong, J. K., & Darko-Adjei, N. (2022). Job satisfaction among career record personnel in the Ghana civil service: a case study. *Records Management Journal*, 32(2), 182–197. <https://doi.org/10.1108/RMJ-02-2021-0006>
- Arif, M., Endah Syaifani, P., & Siswadi, Y. (2019). *Effect of Compensation and Discipline on Employee Performance*.

- Arifin, Z. (2019). *Penelitian Pendidikan; Metode dan Paradigma Baru*.
- Arnold, E. P. (2005). Managing Human Resources to Improve Employee Retention. *The Health Care Manager*, 24(2), 132–140.
- Arta, D. N. C., Wibowo, T. S., Cakranegara, P. A., Hadi, M., & Zaroni, A. N. (2022). Analysis of Communication and Compensation on Employee Job Satisfaction. *Quantitative Economics and Management Studies*, 3(5), 825–833. <https://doi.org/10.35877/454ri.qems1222>
- Ashraf, M. A. (2020). Demographic factors, compensation, job satisfaction and organizational commitment in private university: an analysis using SEM. *Journal of Global Responsibility*, 11(4), 407–436. <https://doi.org/10.1108/JGR-01-2020-0010>
- Aziri, B. (2011). Job Satisfaction : Literature Review. *Management Research and Practice*, 3(4), 77–86.
- Balogh, G., Sipos, N., & Rideg, A. (2020). An empirical study of the internal factors influencing the application of compensation incentives in SMEs. *Competitiveness Review*, 31(3), 542–570. <https://doi.org/10.1108/CR-01-2020-0016>
- Beehr, T. A., & Franz, T. M. (1987). The current debate about the meaning of job stress. *Journal of Organizational Behavior Management*, 8(2), 5–18.
- Berber, N., & Gašić, D. (2024). The mediating role of employee commitment in the relationship between compensation system and turnover intentions. *Employee Relations*, 46(4), 721–755. <https://doi.org/10.1108/ER-05-2023-0270>
- Berndt, A. E. (2020). Sampling Methods. *Journal of Human Lactation*, 36(2), 224–226. <https://doi.org/10.1177/0890334420906850>
- Bright, L. (2021). Does person organization fit and person-job fit mediate the relationship between public service motivation and work stress among u.S. federal employees? *Administrative Sciences*, 11(2). <https://doi.org/10.3390/admsci11020037>
- Budiono, A. (2022). Employee performance analysis of Paul Bakery Restaurant in Jakarta during the COVID-19 pandemic by measuring leadership, motivation and compensation through job satisfaction. *Turyzm/Tourism*, 32(1), 141–157. <https://doi.org/10.18778/0867-5856.32.1.07>
- Candradewi, I., & Dewi, I. Gst. A. M. (2019). Effect of compensation on employee performance towards motivation as mediation variable. *International Research Journal of Management, IT and Social Sciences*, 6(5), 134–143. <https://doi.org/10.21744/irjmis.v6n5.711>

- Caplan, R. D., & Jones, K. W. (1975). Effects of work load, role ambiguity, and type A personality on anxiety, depression, and heart rate. *Journal of Applied Psychology*, 60(6), 713–719.
- Chandra, R., Handoko, S., Syamsuar, G., & Indonesia Jakarta, S. (2023). International Journal of Multidisciplinary Research and Literature Effects of Stress and Compensation on Satisfaction and Work Motivation of Goride Drivers. *International Journal of Multidisciplinary Research and Literature IJOMRAL*, 2(4), 361–480. <https://doi.org/10.53067/ijomral.v2i4>
- Che Ahmat, N. H., Arendt, S. W., & Russell, D. W. (2019). Examining work factors after Malaysia's minimum wage implementation. *International Journal of Contemporary Hospitality Management*, 31(12), 4462–4481. <https://doi.org/10.1108/IJCHM-10-2018-0827>
- Cheung, T., Graham, L. T., & Schiavon, S. (2022). Impacts of life satisfaction, job satisfaction and the Big Five personality traits on satisfaction with the indoor environment. *Building and Environment*, 212. <https://doi.org/10.1016/j.buildenv.2022.108783>
- Colquitt A, J., Lepine A, J., & Wesson J, M. (2019). *Organizational Behavior : Improving performance and Commitment in the Work Place* (Sixth Edition). McGraw-Hill Education. <https://doi.org/10.1002/pdh.22>
- Cooper, D. R., & Schindler, P. (2014). *Business research methods*. Mcgraw-hill.
- Creswell, J. W. , & Creswell, J. D. (2022). *Research design: Qualitative, quantitative, and mixed methods approaches*. Sage Publications.
- D. Malawani, A., & Raymond S. Tan, M. (2023). The Influence of Organizational Culture And Compensation Satisfaction On Work Motivation Among Secondary School Teachers. *International Journal of Advanced Research*, 11(06), 1266–1279. <https://doi.org/10.21474/IJAR01/17189>
- Daniel, C. O. (2019). Effects of job stress on employee's performance. *International Journal of Business Management and Social Research*, 6(2), 375–382. <https://doi.org/10.18801/ijbmsr.060219.40>
- Dartey-Baah, K., Quartey, S. H., & Osafo, G. A. (2020). Examining occupational stress, job satisfaction and gender difference among bank tellers: evidence from Ghana. *International Journal of Productivity and Performance Management*, 69(7), 1437–1454. <https://doi.org/10.1108/IJPPM-07-2019-0323>
- D'Attoma, I., & Ieva, M. (2024). A new composite index to assess environmental consciousness using survey data and big data: Empirical evidence from

- European consumers. *Socio-Economic Planning Sciences*, 95. <https://doi.org/10.1016/j.seps.2024.102038>
- Daulay, A. Z. M., Nazaruddin, & Iskandarini. (2023). The Relationship of Multiple Role Conflict and Job Stress Through Work Motivation as an Intervening Variable on Performance in Female Employees at Mitra Medika Bandar Klippa Hospital. *IJEBAS (International Journal of Economic, Business, Accounting, Agriculture Management and Sharia Administration)*, 3(6), 1877–1888. <https://radjapublika.com/index.php/IJEBAS>
- De Clercq, D., Haq, I. U., & Azeem, M. U. (2020). When does job dissatisfaction lead to deviant behaviour? The critical roles of abusive supervision and adaptive humour. *Australian Journal of Management*, 45(2), 294–316. <https://doi.org/10.1177/0312896219877679>
- De Clercq, D., & Pereira, R. (2024). How overloaded employees can use resilience and forgiveness resources to overcome dissatisfaction and maintain their knowledge-sharing efforts. *International Journal of Organizational Analysis*. <https://doi.org/10.1108/IJOA-10-2023-4056>
- De Clercq, P. R. (2022). Let's work together, especially in the pandemic: finding ways to encourage problem-focused voice behavior among passionate employees. *Journal of Organizational Effectiveness: People and Performance*, 9(2), 169–192. <https://doi.org/https://doi.org/10.1108/JOEPP-05-2021-0121>
- Devonish, D. (2013). Workplace bullying, employee performance and behaviors: The mediating role of psychological well-being. *Employee Relations*, 35(6), 630–647. <https://doi.org/10.1108/ER-01-2013-0004>
- Ditchburn, G., & Koh, R. E. (2024). Workplace pressure, employee stress, mental well-being and resilience in response to COVID-19 in Singapore. *Evidence-Based HRM*, 12(2), 441–457. <https://doi.org/10.1108/EBHRM-10-2022-0252>
- Dodanwala, T. C., & Santoso, D. S. (2022). The mediating role of job stress on the relationship between job satisfaction facets and turnover intention of the construction professionals. *Engineering, Construction and Architectural Management*, 29(4), 1777–1796. <https://doi.org/10.1108/ECAM-12-2020-1048>
- Dube, N., & Ndofirepi, T. M. (2024). Academic staff commitment in the face of a role (im)balance between work and personal life: can job satisfaction help? *European Journal of Management Studies*, 29(1), 31–50. <https://doi.org/10.1108/ejms-08-2022-0048>

- Dyer, L., & Parker, D. F. (1975). Classifying outcomes in work motivation research: An examination of the intrinsic-extrinsic dichotomy. *Journal of Applied Psychology, 60*(4), 455.
- Edward L. Deci, & Richard M. Ryan. (1985). *Intrinsic Motivation and Self-Determination in Human Behavior*. Springer, New York, NY.
- Edwards, J. R. (1996). An examination of competing versions of the person-environment fit approach to stress. *Academy of Management Journal, 39*(2), 292–339.
- Faqih Restuanto, & Tine Yuliantini. (2023). The Effect of Leadership and Compensation Style on Job Satisfaction with work Motivation as A Mediation Variable at PT. Jr Branch Dki Jakarta. *International Journal of Social Science, 3*(2), 203–214. <https://doi.org/10.53625/ijss.v3i2.6303>
- Febriantina, S., Suparno, Marsofiyati, & Aliyyah, R. R. (2020). How school culture and teacher's work stress impact on teacher's job satisfaction. *International Journal of Learning, Teaching and Educational Research, 19*(8), 409–423. <https://doi.org/10.26803/ijlter.19.8.22>
- Fleming, R., Baum, A., & Singer, J. E. (1984). Toward an integrative approach to the study of stress. *Journal of Personality and Social Psychology, 46*(4), 939.
- Gašić, D. (2021). The influence of national culture on the compensation system in selected countries. *Anali Ekonomskog Fakulteta u Subotici, 46*, 3–20. <https://doi.org/10.5937/aneksub2146003g>
- Gautam, P. K., Gautam, D. K., & Bhetuwal, R. (2024). Work-life balance, job satisfaction and turnover intentions among nurses. *International Journal of Organizational Analysis, 10*(9), 409–423. <https://doi.org/10.1108/IJOA-09-2023-4002>
- Ghozali, I. (2021). *Structural Equation Modeling, Metode Alternatif dengan Partial Least Square (PLS)* (Lima). Badan Penerbit Universitas Diponegoro.
- Giamos, D., Shkoler, O., Tziner, A., Vasiliu, C., & Shertzer, Y. (2023). Work motivation in three-way interaction with organizational justice across four different managerial positions. *Journal of Advances in Management Research, 20*(3), 513–538. <https://doi.org/10.1108/JAMR-09-2022-0195>
- Gunawan, F. E., Sudarmiatin, & Churiyah, M. (2024). The Effect of Work-Life Balance and Compensation on Employee Performance Through Job Satisfaction as an Intervening Variable. *International Journal of Business, Law, and Education, 5*(1), 749–764. <https://ijble.com/index.php/journal/index>
- Gusriani, D., Komardi, D., & Patuan Panjaitan, H. (2022). Leadership Style, Commitment, and Work Motivation on Job Satisfaction and Teacher Performance at the Vocational School of Multi Mekanik Masmur Pekanbaru.

Journal of Applied Business and Technology (JABT), 3(2), 130–142. www.e-jabt.org

- Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2019). When to use and how to report the results of PLS-SEM. In *European Business Review* (Vol. 31, Issue 1, pp. 2–24). Emerald Group Publishing Ltd. <https://doi.org/10.1108/EBR-11-2018-0203>
- Hameli, K., Çollaku, L., & Ukaj, L. (2024). The impact of job burnout on job satisfaction and intention to change occupation among accountants: the mediating role of psychological well-being. *Industrial and Commercial Training*, 56(1), 24–40. <https://doi.org/10.1108/ICT-06-2023-0040>
- Haposan, & Wayan Gede Supartha. (2023). Effect of competence and compensation on work motivation: Moderation of performance appraisal. *World Journal of Advanced Research and Reviews*, 19(2), 794–808. <https://doi.org/10.30574/wjarr.2023.19.2.1636>
- Hashiguchi, N., Sengoku, S., Kubota, Y., Kitahara, S., Lim, Y., & Kodama, K. (2021). Age-dependent influence of intrinsic and extrinsic motivations on construction worker performance. *International Journal of Environmental Research and Public Health*, 18(1), 1–21. <https://doi.org/10.3390/ijerph18010111>
- Herawan H. Annisa, Haryadi, & Indyastuti Laksmi Devani. (2019). The Effect of Compensation, Job Stress, and Motivation on Job Satisfaction. *Journal of Research in Management*, 2(1), 16–21. <http://irs-managementstudies.com/index.php/irs>
- Heriyanti, S. S., & Krisma, I. (2022). Effect of Career Development, Compensation and Leadership Style on Job Satisfaction. *Journal of Research in Business, Economics, and Education*, 4(2), 23–28. <https://doi.org/10.55683/jrbee.v4i2.396>
- Heriyati, P., Chitta, N., Prasetyaningtyas, S., Prasetya, P., & Yadav, N. (2024). An interdisciplinary study of quality management and human resource management using quality of work–life factors. *International Journal of Quality and Service Sciences*, 16(1), 19–43. <https://doi.org/10.1108/IJQSS-03-2022-0020>
- Herzberg, F., Mausner, B., & Snyderman, B. B. (1959). *The Motivation to Work*. John Wiley and Sons.
- Islam, M., & Islam, S. (2011). Job satisfaction of university library employees: A study of two university libraries in Bangladesh. *Business Information Review*, 28(3), 184–192. <https://doi.org/10.1177/0266382111417206>

- Ismawati, R., Mulyono, S., & Astuti, R. (2023). Influences of Compensation and Career Improvement on Teacher Performance Through Work Motivation. *International Journal of Social Science Research and Review*, 6(1), 193–203. <https://doi.org/10.47814/ijssrr.v6i1.887>
- Jalagat, R. (2016). Job Performance, Job Satisfaction, and Motivation: A Critical Review of their Relationship. *International Journal of Advances in Management and Economics*, 5(6), 36–43. www.managementjournal.info
- Jamal, M., & Baba, V. V. (2000). Job stress and burnout among Canadian managers and nurses: an empirical examination. *Canadian Journal of Public Health*, 91, 454–458.
- Jevtić, T., & Gašić, D. (2024). The effects of the compensation system on job satisfaction and turnover intention of employees in the Republic of Serbia. *Strategic Management*, 00, 64–64. <https://doi.org/10.5937/straman2300063j>
- Juliandi, A. (2018). Structural Equation Model Partial Least Square (Sem-PLS) Dengan SmartPLS. *Modul Pelatihan*, 1(4), 1–6.
- Kahn, R. L., Wolfe, D. M., Quinn, R. P., Snoek, J. D., & Rosenthal, R. A. (1964). *Organizational stress: Studies in role conflict and ambiguity*. John Wiley.
- Kamardeen, I. (2022). Work stress related cardiovascular diseases among construction professionals. *Built Environment Project and Asset Management*, 12(2), 223–242. <https://doi.org/10.1108/BEPAM-06-2021-0081>
- Karasek Jr, R. A. (1979). Job demands, job decision latitude, and mental strain: Implications for job redesign. *Administrative Science Quarterly*, 285–308.
- Karim, A., Syamsuddin, I., Jumarding, A., & Amrullah, A. (2022). The Effect of Gender Independence and Leadership Style on Audit Quality in Makassar Public Accounting Offices. *International Journal of Social Science Research and Review*, 5(7), 114–126. <https://doi.org/10.47814/ijssrr.v5i7.341>
- Katabalo, C. V., & Mwita, K. M. (2024). The Role of Compensation on Job Satisfaction, Employee Performance and Organisational Performance. *SCIENCE MUNDI*, 4(1), 137–148. <https://doi.org/10.51867/scimundi.4.1.12>
- Kessler, S. R., Lucianetti, L., Pindek, S., Zhu, Z., & Spector, P. E. (2020). Job satisfaction and firm performance: Can employees' job satisfaction change the trajectory of a firm's performance? *Journal of Applied Social Psychology*, 50(10), 563–572. <https://doi.org/10.1111/jasp.12695>
- Khairunnisa, Z. A., Bahri, S., & Effendy, S. (2021). Effect of Workload, Compensation, and Motivation on Employee Performance at Madani Medan General Hospital. *Budapest International Research and Critics Institute*

Journal (BIRCI- Journal), 4(4), 10807–10813.
<https://doi.org/10.33258/birci.v4i4.3134>

- Khan, F., Preeti, & Gupta, V. (2024). Examining the relationships between instructional leadership, teacher self-efficacy and job satisfaction: a study of primary schools in India. *Journal of Educational Administration*, 62(2), 223–238. <https://doi.org/10.1108/JEA-09-2022-0145>
- Khan, S. B., Proverbs, D. G., & Xiao, H. (2022). The motivation of operatives in small construction firms towards health and safety – A conceptual framework. *Engineering, Construction and Architectural Management*, 29(1), 245–261. <https://doi.org/10.1108/ECAM-06-2020-0399>
- Khuong, M. N., & Linh, U. D. T. (2020). Influence of work-related stress on employee motivation, job satisfaction and employee loyalty in hospitality industry. *Management Science Letters*, 10(14), 3279–3290. <https://doi.org/10.5267/j.msl.2020.6.010>
- Kirana, K. C., Lukitaningsih, A., & Londin, D. M. (2021). Analysis Of The Impact of Work Load, Work Stress on Job Satisfaction with Motivation as Intervening Variables. *Journal of Applied Management*, 19(4), 791–803. <https://doi.org/10.21776/ub.jam.2021.019>
- Kohli, M., & Gill, S. (2020). Impact of family involvement on strategy and CEO compensation: Evidence from the Indian pharmaceutical industry. *Journal of Family Business Management*, 10(3), 189–212. <https://doi.org/10.1108/JFBM-09-2019-0060>
- Kongcharoen, J., Onmek, N., Jandang, P., & Wangyisen, S. (2020). Stress and work motivation of primary and secondary school teachers. *Journal of Applied Research in Higher Education*, 12(4), 709–723. <https://doi.org/10.1108/JARHE-04-2019-0088>
- Kuvaas, B., Buch, R., & Dysvik, A. (2020). Individual variable pay for performance, controlling effects, and intrinsic motivation. *Motivation and Emotion*, 44(4), 525–533. <https://doi.org/10.1007/s11031-020-09828-4>
- Lai, Y. L., & Cai, W. (2023). Enhancing post-COVID-19 work resilience in hospitality: A micro-level crisis management framework. *Tourism and Hospitality Research*, 23(1), 88–100. <https://doi.org/10.1177/14673584221075182>
- Lawarang, R. U., Rajak, A., Kamis, R. A., Asril Arilaha, M., Khairun, U., & Abdulrahman Street, Y. (2023). Non-Financial Compensation, Job Satisfaction, and Employee Performance at PT. Rum East Great Ternate. *International Journal of Accounting Finance in Asia Pasific (IJAFAP)*, 6(2), 14–27. <https://doi.org/10.32535/ijafap.v6i2.17>

- Lazarus, R. S. (1984). *Stress, appraisal, and coping*. Springer.
- Lee, J., & Pati, N. (2024). Benchmarking executive compensations: exploring fresh perspectives on chief executive officer (CEO) compensation drivers in major US corporations. *Benchmarking*. <https://doi.org/10.1108/BIJ-03-2024-0208>
- Legaz, G. S., Nunez, I., & Lopez, O.-A. (2024). Beliefs and attitudes of canarians towards the chilean linguistic variety. *Emerald Publishing Limited 0048-3486*, 53(2), 545–561. <https://doi.org/10.1108/PR-02-2022-0111>
- Lestari, P., Adhimursandi, D., & Maria, S. (2021). Effect of Job Enrichment and Direct Financial Compensation on Job Satisfaction with Motivation as an Intervening at Bank BRI Branch Office Tenggara. *Business and Accounting Research (IJEBAR) Peer Reviewed-International Journal*, 5(2). <https://doi.org/10.29040/ijebar.v5i2.2281>
- Li, Z., Zou, H. Y., Wang, H. J., Jiang, L., Tu, Y., & Zhao, Y. (2023). Qualitative Job Insecurity, Negative Work-Related Affect and Work-to-Family Conflict: The Moderating Role of Core Self-Evaluations. *Journal of Career Development*, 50(1), 216–233. <https://doi.org/10.1177/08948453221090610>
- Lin, C. H., & Zhao, J. (2024). Testing the determinants of job satisfaction among police administrative officers in Taiwan. *Policing*. <https://doi.org/10.1108/PIJPSM-11-2023-0145>
- Locke, E. A. (1976). *The nature and causes of job satisfaction*. Handbook of Industrial and Organizational Psychology.
- Locke, E. A., & Schattke, K. (2019). Intrinsic and extrinsic motivation: Time for expansion and clarification. *Motivation Science*, 5(4), 277–290. <https://doi.org/10.1037/mot0000116>
- Lord, R. A., Saito, Y., Nicholson, J. R., & Dugan, M. T. (2020). CEO compensation, portfolio holdings and strategic investments. *Journal of Financial Economic Policy*, 12(1), 137–160. <https://doi.org/10.1108/JFEP-01-2019-0013>
- Lu, L., Chou, C. Y., Zeng, Y. L. Y., & Cooper, C. L. (2020). Personal and social resources in coping with long hours of the Chinese work condition: the dual roles of detachment and social motivation. *International Journal of Human Resource Management*, 1–35. <https://doi.org/10.1080/09585192.2020.1779778>
- MacDonald, P., Kelly, S., & Christen, S. (2019). A Path Model of Workplace Solidarity, Satisfaction, Burnout, and Motivation. *International Journal of*

Business Communication, 56(1), 31–49.
<https://doi.org/10.1177/2329488414525467>

- Mahdinia, M., Sadeghi Yarandi, M., Fallah, H., & Soltanzadeh, A. (2022). Modeling cause-and-effect relationships among variables affecting work stress based on fuzzy DEMATEL method. *Journal of Public Mental Health*, 21(4), 341–356. <https://doi.org/10.1108/JPMH-03-2022-0023>
- Maizar, Nara Persada, I., & Diana Nabella, S. (2023). The Influence of Compensation, Training, Competence and Work Discipline on Employee Performance PT Luas Retail Indonesia. *Management, Economics and Social Sciences. IJAMESC, PT. ZillZell Media Prima*, 1(4).
- Manoppo, V. P. (2020). Transformational leadership as a factor that decreases turnover intention: a mediation of work stress and organizational citizenship behavior. *TQM Journal*, 32(6), 1395–1412. <https://doi.org/10.1108/TQM-05-2020-0097>
- Mardanov, I. (2020). Intrinsic and extrinsic motivation, organizational context, employee contentment, job satisfaction, performance and intention to stay. *Evidence-Based HRM*, 9(3), 223–240. <https://doi.org/10.1108/EBHRM-02-2020-0018>
- Maslow, A. (1954). *Motivation and personality*. New York: Harpers. Inc.
- Matthews, B., Daigle, J., & Cooper, J. (2020). Causative effects of motivation to transfer learning among relational dyads: the test of a model. *European Journal of Management and Business Economics*, 29(3), 297–314. <https://doi.org/10.1108/EJMBE-07-2019-0120>
- Milkovich, Newman, J. M. , & Milkovich, C. (2002). *Compensation (8)*. New York: McGraw-Hill.
- Mishra, P. K. (2013). Job satisfaction. *IOSR Journal of Humanities and Social Science*, 14(5), 45–54.
- Mochklas, M., Silvia, M. A., Iradawaty, S. N., & Hafidulloh, H. (2024). The Effect of Compensation on Container Driver Discipline: The Mediating Role of Work Motivation. *Equilibrium: Jurnal Ekonomi-Manajemen-Akuntansi*, 20(1), 33. <https://doi.org/10.30742/equilibrium.v20i1.3567>
- Mohammed, D., Chan, E., Ahmad, R., Dusic, A., Boglarsky, C., Blessinger, P., & Zeine, R. (2020). Health implications of job-related stress, motivation and satisfaction in higher education faculty and administrators. *Journal of Applied Research in Higher Education*, 12(4), 725–741. <https://doi.org/10.1108/JARHE-04-2018-0056>

- Moin, M. F., Wei, F., Khan, A. N., Ali, A., & Chang, S. C. (2022). Abusive supervision and job outcomes: a moderated mediation model. *Journal of Organizational Change Management*, 35(3), 430–440. <https://doi.org/10.1108/JOCM-05-2020-0132>
- Montgomery Cameron Daniel, Blodgett G. Jeffrey, & Barnes H James. (1996). A model of financial securities salespersons' job stress. *The Journal of Services Marketing*, 10(3), 21–38.
- Morin, G., & Talbot, D. (2024). Exploring Profiles of Public Service Motivation Among Frontline Healthcare Workers During the COVID-19 Pandemic. *Public Administration Quarterly*, 07349149241246593.
- Naga Mas Motor. (2018). *Kami bertekad memberikan layanan yang berkualitas kepada semua konsumen kami*. <https://www.nagamasmotoronline.com/>
- Nappo, N., & Lubrano Lavadera, G. (2024). Job satisfaction in Europe: a gender analysis. *International Journal of Manpower*, 45(5), 865–884. <https://doi.org/10.1108/IJM-11-2022-0524>
- Nathania¹, F., Ramadhan², Y., & Jus', I. (2023). The Effect of Compensation, Work Environment, Career Development on Job Satisfaction with Employee Work Motivation as an Intervening Variable in RS X. In *Jurnal Health Sains* (Vol. 04, Issue 09).
- Nguyen, H. A., Phuong, T. T., Le, T. T. B., & Vo, L. P. (2020). Vietnamese Women Entrepreneurs' Motivations, Challenges, and Success Factors. *Advances in Developing Human Resources*, 22(2), 215–226. <https://doi.org/10.1177/1523422320907050>
- Nguyen, H. D., Chau, T. N., & Huynh, Q. V. T. (2023). The impact of team support, financial incentives and public sector motivation on employee motivation: an empirical study of the public sector in Vietnam. *Asia-Pacific Journal of Business Administration*. <https://doi.org/10.1108/APJBA-09-2021-0460>
- Ni, G., Fang, Y., Miao, X., Qiao, Y., Wang, W., & Xuan, J. (2024). Can work-family balance reduce the unsafe behavior of new generation of construction workers effectively in China? A moderated mediation model. *Engineering, Construction and Architectural Management*. <https://doi.org/10.1108/ECAM-09-2023-0966>
- Norawati, S., & Bangkinang, S. (2023). *Analysis of Leadership, Compensation and Its Influence on Work Motivation and Implications on Teacher Performance*.

- Nugroho Cahyo, D., & Manafe Adrie, L. (2023). The Effect of Compensation, Job Stress and Work Environment on Job Satisfaction. *International Journal of Business, Law, and Education*, 4(2), 979–989.
- Nurlina, N. (2022). Examining Linkage Between Transactional Leadership, Organizational Culture, Commitment and Compensation on Work Satisfaction and Performance. *Golden Ratio of Human Resource Management*, 2(2), 108–122. <https://doi.org/10.52970/grhrm.v2i2.182>
- Parvin, M. M., & Nurul Kabir, M. M. (2011). Factors Affecting Employee Job Satisfaction of Pharmaceutical Sector. *Australian Journal of Business and Management Research*, 1(9), 113–123.
- Pathardikar, A. D., Mishra, P. K., & Sahu, S. (2024). Distributive justice and normative commitment: the mediating role of job satisfaction among the executives. *Journal of Management Development*, 43(3), 429–443. <https://doi.org/10.1108/JMD-04-2023-0106>
- Pinder, C. C. (2014). *Work Motivation in Organizational Behavior Second Edition*. Psychology Press, NJ. <https://doi.org/10.4324/9781315734606>
- Pinnington, A. H., Aldabbas, H., Mirshahi, F., & Brown, M. L. (2024). Networks perceptions and job satisfaction: the mediating role of perceived organizational support for women’s work contribution. *Baltic Journal of Management*, 19(3), 289–307. <https://doi.org/10.1108/BJM-04-2023-0169>
- Putra, K. G. S. D. P., & Suwandana, I. G. M. (2024). The Effect of Work Stress on Job Satisfaction with Work Motivation as a Mediating Variable. *Jurnal of Indonesia Impressions*, 3(1), 1–9. <https://doi.org/10.58344/jii.v3i1.4504>
- Rahman, M. M. (2019). 21st Century Skill “Problem Solving”: Defining the Concept. *Asian Journal of Interdisciplinary Research*, 2(1), 64–74. <https://doi.org/10.34256/ajir1917>
- Rahman, M. M. (2024). The interplay of abusive supervision and coworker incivility on the turnover intention of frontliners: a mediation effect of work stress. *Asia-Pacific Journal of Business Administration*, 16(4), 876–897. <https://doi.org/10.1108/APJBA-11-2022-0500>
- Ravari A, Mirzaei T, Kazemi M, & Jamalizadeh A. (2012). Job satisfaction as a multidimensional concept: A systematic review study. *JOHE, Summer*, 1(2), 95–102.
- Restuanto, F., & Yuliantini, T. (2023). The Effect of Leadership and Compensation Style on Job Satisfaction with Work Motivation as a Mediation Variable at PT. JR Branch DKI Jakarta. *International Journal of Social Science*, 3(2), 203–214. <https://doi.org/10.53625/ijss.v3i2.6303>

- Riana, G., Nurak, L. A. D., & Rihayana, I. G. (2022). The effect of Lamaholot culture and role conflict on performance of weaving craftspeople: occupational stress as intervening variable. *International Journal of Organizational Analysis*, 30(2), 454–478. <https://doi.org/10.1108/IJOA-09-2019-1870>
- Riant, A., & Krisnandi, H. (2023). The Influence of Compensation, Person Job Fit, Non-Physical Work Environment on Job Satisfaction through Work Motivation. *JMKSP (Jurnal Manajemen, Kepemimpinan, Dan Supervisi Pendidikan)*, 8(2), 1018–1034.
- Riezebos, J., & Huisman, B. (2021). Value stream mapping in education: addressing work stress. *International Journal of Quality and Reliability Management*, 38(4), 1044–1061. <https://doi.org/10.1108/IJQRM-05-2019-0145>
- Rinny, P., Toto Handiman, U., & Bohlen Purba, C. (2020). The Influence Of Compensation, Job Promotion, And Job Satisfaction On Employee Performance Of Mercubuana University. *www.ljbmm.com International Journal of Business Marketing and Management*, 5(2), 39–48. <https://www.researchgate.net/publication/362488344>
- Riyanto, S., Endri, E., & Herlisha, N. (2021). Effect of work motivation and job satisfaction on employee performance: Mediating role of employee engagement. In *Problems and Perspectives in Management* (Vol. 19, Issue 3, pp. 162–174). LLC CPC Business Perspectives. [https://doi.org/10.21511/ppm.19\(3\).2021.14](https://doi.org/10.21511/ppm.19(3).2021.14)
- Rojikinnor, R., Gani, A. J. A., Saleh, C., & Amin, F. (2023). The Role of Compensation As a Determinant of Performance and Employee Work Satisfaction: A Study at The PT Bank Rakyat Indonesia (Persero) Tbk. *Journal of Economic and Administrative Sciences*, 39(4), 943–956. <https://doi.org/10.1108/JEAS-06-2020-0103>
- Rosalia, P. D., Mintarti, S., & Heksarini, A. (2020). The Effect of Compensation and Motivation on Job Satisfaction and Employee Performance at SMK Medika Samarinda. *Saudi Journal of Business and Management Studies*, 5(7), 448–454. <https://doi.org/10.36348/sjbms.2020.v05i07.009>
- Rotimi, J. O. B., Ramanayaka, C. D. E., Olatunji, O. A., & Rotimi, F. E. (2023). Migrant construction workers' demography and job satisfaction: a New Zealand study. *Engineering, Construction and Architectural Management*, 30(3), 1122–1145. <https://doi.org/10.1108/ECAM-05-2021-0457>

- Ryan, R. M., & Deci, E. L. (2000). Self-determination theory and the facilitation of intrinsic motivation, social development, and well-being. *American Psychologist*, 55(1), 68.
- Saban, D., Basalamah, S., Gani, A., & Rahman, Z. (2020a). Impact Of Islamic Work Ethics, Competencies, Compensation, Work Culture On Job Satisfaction And Employee Performance: The Case Of Four Star Hotels. *European Journal of Business and Management Research*, 5(1). <https://doi.org/10.24018/ejbmr.2020.5.1.181>
- Salsabilla, A., Margono Setiawan, & Jiwa Juwita, H. A. (2022). The effect of workload and job stress on job satisfaction mediated by work motivation. *International Journal of Research in Business and Social Science (2147-4478)*, 11(9), 97–106. <https://doi.org/10.20525/ijrbs.v11i9.2209>
- Saman, A. (2020). Effect of Compensation on Employee Satisfaction and Employee Performance. *Business and Accounting Research (IJEBAR) Peer Reviewed-International Journal*, 4. <https://jurnal.stie-aas.ac.id/index.php/IJEBAR>
- Samontaray, D. P., Panda, S., Rabah, M., & Rani, R. S. (2024). The impact of compensation on the job satisfaction of public sector enterprises in Saudi Arabia. *Corporate Ownership and Control*, 20(4), 175–186. <https://doi.org/10.22495/cocv20i4art13>
- Sari, R. P., & Nugroho, S. H. (2023). Effect of Work Stress, Extrinsic and Intrinsic Motivation on Job Satisfaction and Employee Performance. *Rekayasa*, 16(2), 179–188. <https://doi.org/10.21107/rekayasa.v16i2.19697>
- Savira, F. A., Zain, E., & Zhafiraah, N. R. (2024). The influence of compensation and work environment on employee performance with intervening of work motivation. *Human Capital and Organizations*, 1(2), 76–87. <https://doi.org/10.58777/hco.v1i2.217>
- Schumacker, R. E. , & Lomax, R. G. (2020). *A beginner's guide to structural equation modeling (4th ed.)* (Empat). Routledge.
- Selfianus, S., Lestariningsih, M., & Satrio, B. (2023). The Influence of Competency, Compensation and Work Environment on Performance with Work Motivation as an Intervening Variable (Case Study of Agricultural Extension Instructors in Sikka Regency). *Journal of Economics, Finance and Management Studies*, 06(10). <https://doi.org/10.47191/jefms/v6-i10-07>
- Sembiring, T. D., & Setyawan, A. (2024). The Effect of Job Satisfaction and Compensation on Employee Performance with Work Motivation as Mediation in 4- Star Hotels Batam City. *Journal of Economic, Business and Accounting*, 7(3), 3933–3941.

- Setiawan, S., & Indradewa, R. (2022). The Effect of Work Stress and Emotional Intelligence With Motivational Mediation Variables on Employee Performance in the Transportation Industry in Jakarta. In *American International Journal of Business Management (AIJBM)* (Vol. 5).
- Shakoor, A., Haider, S., Akhtar, M. H., & Asadullah, M. A. (2023). Moderated mediation between work–life conflict and employee turnover intentions: the role of job dissatisfaction and workplace social support. *International Journal of Organizational Analysis*, 31(4), 1037–1060. <https://doi.org/10.1108/IJOA-06-2021-2807>
- Sharma, P., Leung, T. Y., & Adithipyangkul, P. (2023). Impact of relative compensation to executive directors with marketing experience on marketing performance: toward an integrative framework. *European Journal of Marketing*, 57(1), 125–148. <https://doi.org/10.1108/EJM-11-2020-0840>
- Shmailan, A. S. Bin. (2016). The relationship between job satisfaction, job performance and employee engagement: An explorative study. *Issues in Business Management and Economics*, 4(1), 1–8. <https://doi.org/10.15739/IBME.16.001>
- Shtembari, E., Kufo, A., & Haxhinasto, D. (2022). Employee Compensation and Benefits Pre and Post COVID-19. *Administrative Sciences*, 12(3). <https://doi.org/10.3390/admsci12030106>
- Siegrist, J. (1996). Adverse health effects of high-effort/low-reward conditions. *Journal of Occupational Health Psychology*, 1(1), 27.
- Sinaga, E. M., Sianipar, C. N., & Saragih Putri, D. R. (2023). The Effect of Compensation on Job Satisfaction with Work Motivation as an Intervening Variable (Case Study at PT. Tiga Mutiara Nusantara Molding Section in Dolok Merawan District). *International Journal of Economic, Business, Accounting, Agriculture Management and Sharia Administration*, 3(4), 1197–1210. <https://radjapublika.com/index.php/IJEBAS>
- Singh, J. K., & Jain, M. (2013). A Study of Employee' Job Satisfaction and Its Impact in Their Performance. *Journal of Indian Research*, 1(4), 105–111.
- Smith, M. (1987). *The Humean theory of motivation*. Oxford University Press.
- Smith, P. C. (1969). *The measurement of satisfaction in work and retirement: A strategy for the study of attitudes*.
- Smolarek, M., & Sułkowski, Ł. (2020). Job satisfaction among SMEs employees in Fibres & Textiles of the CEE countries. *Recent Issues in Sociological Research Economics & Sociology*, 13(2), 181–209. <https://doi.org/10.14254/2071>

- Sobari, M., Meutia, K. I., Widjanarko, W., Putra, C. Indra W., Hasanuddin, Carlos, G. J., & Siagian, R. (2024). The Influence of Compensation, Leadership, and Job Rotation on Job Satisfaction Through Employee Performance Pasar Rebo Regional Hospital. *International Journal of Integrative Research*, 2(4), 327–344. <https://doi.org/10.59890/ijir.v2i4.1744>
- Sochi-Iwuoha, N., Abonyi, O. S., & Larson, D. (2024). Assessment of Employees' Perception of Workplace Diversity and its Influence on Job Satisfaction: Insights from Calgary Economic Region. *Advances in Management and Applied Economics*, 23–42. <https://doi.org/10.47260/amae/1423>
- Sowmya, K. R., & Panchanatham, N. (2011). Factors influencing job satisfaction of banking sector employees in Chennai, India. *Journal of Law and Conflict Resolution*, 3(5), 76–79. <http://www.academicjournals.org/JLCR>
- Sugeng Suprpto, & Safaria, S. (2024). The Influence of Transformational Leadership Style, Work Environment and Compensation on Employee Performance with Motivation as an Intervening Variable in PT Metindo Erasakti. *Formosa Journal of Sustainable Research*, 3(4), 771–788. <https://doi.org/10.55927/fjsr.v3i4.8814>
- Sugiyono. (2020). *Metode Penelitian Kuantitatif, Kualitatif dan R & D*. Penerbit Alfa Beta.
- Syahid, M., Hardianti, Rahman Kadir, A., & Parawansa, D. A. (2023). The Effect of Work Placement and Compensation on Employee Performance through Work Motivation. *Economics and Business Review*, 7(17), 17–30.
- Thapa, R. (2023). The Effect of Financial and Non-Financial Compensation towards Employee Job Satisfaction. *Kathford Journal of Engineering and Management*, 2(01), 99–105. <https://doi.org/10.3126/kjem.v2i01.61871>
- Uraon, R. S., & Kumarasamy, R. (2024). The impact of justice perceptions of performance appraisal practices on job satisfaction and intention to stay: the mediating role of job engagement. *Employee Relations*, 46(2), 408–431. <https://doi.org/10.1108/ER-07-2022-0328>
- Usu, I., Yakup, Y., Lamuda, I., & Rahayu, L. (2024). The Effect of Compensation, Motivation, and Work Discipline on Employee Performance at PT. Agro Artha Surya with Job Satisfaction as an Intervening Variable. *International Journal Of Education, Social Studies, And Management (IJESSM)*, 4(2), 511–523. <https://doi.org/10.52121/ijessm.v4i2.278>
- van der Werff, L., Legood, A., Buckley, F., Weibel, A., & de Cremer, D. (2019). Trust motivation: The self-regulatory processes underlying trust decisions. *Organizational Psychology Review*, 9(2–3), 99–123. <https://doi.org/10.1177/2041386619873616>

- Van Rossem, A. (2021). Introducing a cognitive approach in research about generational differences: the case of motivation. *International Journal of Human Resource Management*, 32(14), 2911–2951. <https://doi.org/10.1080/09585192.2019.1616592>
- Van Tam, N. (2024). Impact of self-efficacy on construction labor productivity: the mediating role of work motivation. *Engineering, Construction and Architectural Management*. <https://doi.org/10.1108/ECAM-11-2023-1114>
- Vroom, V. H. (1964). *Work and motivation*. new york: John willey & sons. Inc. *Vroom Work and Motivation 1964*, 60.
- Wahyudi, L., Patuan Panjaitan, H., & Tavip Junaedi, A. (2023). Leadership Style, Motivation, and Work Environment on Job Satisfaction and Employee Performance at the Environment and Hygiene Department of Pekanbaru City. In *Journal of Applied Business and Technology (JABT)* (Vol. 2023, Issue 1). www.e-jabt.org
- Wardana, A., Putra, R., & Panjaitan, H. P. (2022). Organizational Commitment, Competence, Motivation, and Work Culture on Job Satisfaction and Performance of the Kampar Police BHABINKAMTIBMAS. *Journal of Applied Business and Technology (JABT)*, 3(1), 73–85. www.e-jabt.org
- Weiss, D. J. (1967). *Minnesota satisfaction questionnaire*. University of Minnesota, industrial relations Center, work adjustment project.
- Yang, F. C., Kao, R. H., & Cho, C. C. (2019). A multilevel study on the causal relationship in association network of work stress: Moderating effects of social support. *Policing*, 42(4), 624–639. <https://doi.org/10.1108/PIJPSM-07-2018-0086>
- Yang, S., Tang, T., Li, H., Zhu, L., & Huang, J. (2022). Function Mechanism of Psychological Driving Factors and Professional Transformation: Migrant Workers to Industrial Workers. *Journal of Environmental and Public Health*, 2022. <https://doi.org/10.1155/2022/9686998>
- Zakiy, M., & Ramadhani, K. (2024). Linking perceived supervisor listening with OCBIP in Islamic financial institution: multiple mediation approach. *Journal of Islamic Accounting and Business Research*. <https://doi.org/10.1108/JIABR-09-2023-0291>
- Zhao, W., Peng, P., Liu, H., Wang, S., & Liu, W. (2024). How job satisfaction affects professionalization behavior of new-generation construction workers: a model based on theory of planned behavior. *Engineering, Construction and Architectural Management*. <https://doi.org/10.1108/ECAM-09-2023-0931>