

DAFTAR PUSTAKA

- Ab Malek, H., Mazli, F. F., Sharif, H., Mohammad, N. A., & Ab Malek, I. (2019). Job satisfaction among academic staff: a structural equation modeling approach. *Proceedings of the Third International Conference on Computing, Mathematics and Statistics (ICMS2017) Transcending Boundaries, Embracing Multidisciplinary Diversities*, 367–374.
- Afandi, P. (2018). *Manajemen sumber daya manusia (Teori, konsep dan indikator)*. Riau: Zanafa Publishing, 3. (n.d.)
- Akanji, B., Mordi, T., Ajonbadi, H., Mojeed-Sanni, B., Akhter, N., Hussain, A., Bhatti, M. U. S., & Shahid, F. (n.d.). Abuhashesh, Mohammd., Rand Al-Dmour and Ra'ed Masa'deh. 2019. Factors that affect Employees Job Satisfaction and Performance to Increase Customers' Satisfactions, *Journal of Human Resources Management Research*, Vol. 2019, 1-23. *European Journal of Economics and Business Studies*, 4(2).
- Al Halbusi, H., Williams, K. A., Mansoor, H. O., Hassan, M. S., & Hamid, F. A. H. (2020). Examining the impact of ethical leadership and organizational justice on employees' ethical behavior: Does person–organization fit play a role? *Ethics & Behavior*, 30(7), 514–532.
- Al-A'wasa, S. I. S. (2018). The impact of organizational justice on the counterproductive work behavior (CWB): A field study conducted in the Jordan Customs Department (JCD). *International Journal of Business and Social Science*, 9(1), 27–38.
- Al-Douri, Z. (2020). Organizational justice and its impact on job satisfaction: Evidence from transportation industry. *Management Science Letters*, 10(2), 351–360. <https://doi.org/10.5267/j.msl.2019.8.035>
- Alkhodary, D. A. (2023). Exploring the Relationship between Organizational Culture and Well-Being of Educational Institutions in Jordan. *Administrative Sciences*, 13(3). <https://doi.org/10.3390/admsci13030092>
- Almeyda, M., & Gulo, Y. (2022). Pengaruh Kompensasi, Lingkungan Kerja dan Budaya Organisasi terhadap Kepuasan Kerja Karyawan. *E-Jurnal Manajemen Trisakti School of Management (TSM)*, 2(4), 151–160. <https://doi.org/10.34208/ejmtsm.v2i4.1773>
- Alqubati, H., Dixon, C., & Hossan, C. (2019). Influence of job dissatisfaction on recent raise of employee turnover intention in UAE banks: a mixed-methods approach. *International Journal of Innovation and Learning*, 26(2), 155–176.

- Andreas, F., Santati, P., & Farla, W. (2023). Pengaruh Lingkungan Kerja Fisik Terhadap Kepuasan Kerja Karyawan PD Sahang Mas. *Jurnal Maneksi*, 12(2), 332–338. <https://doi.org/10.31959/jm.v12i2.1540>
- Arikunto, S. (2014). *Prosedur Penelitian Suatu Pendekatan Praktik Praktik*. Jakarta: PT Rineka Cipta, 2(3).
- Arikunto, S. (2016). *Proses Penelitian Suatu Pendekatan*. Cet. XIII.
- Ayala, Y., Peiró Silla, J. M., Tordera, N., Lorente, L., & Yeves, J. (2017). Job Satisfaction and Innovative Performance in Young Spanish Employees: Testing New Patterns in the Happy-Productive Worker Thesis—A Discriminant Study. *Journal of Happiness Studies*, 18(5), 1377–1401. <https://doi.org/10.1007/s10902-016-9778-1>
- Bakotić, D., & Bulog, I. (2021). Organizational justice and leadership behavior orientation as predictors of employees job satisfaction: Evidence from Croatia. *Sustainability (Switzerland)*, 13(19). <https://doi.org/10.3390/su131910569>
- Bayona, J. A., Caballer, A., & Peiró, J. M. (2020). The relationship between knowledge characteristics' fit and job satisfaction and job performance: The mediating role of work engagement. *Sustainability (Switzerland)*, 12(6), 2336. <https://doi.org/10.3390/su12062336>
- Beno, J., Silen, A. ., & Yanti, M. (2022). No 主観的健康感を中心とした在宅高齢者における健康関連指標に関する共分散構造分析Title. *Braz Dent J.*, 33(1), 1–12.
- Cameron, K. S., Quinn, R. E., DeGraff, J., & Thakor, A. V. (2006). Competing values leadership: Creating value in organizations. In *Competing Values Leadership*. Edward Elgar Publishing.
- Coulter, M. (2012). Stephen P. Robbins. *Management*. Pearson.
- Dessler, G. (2020). *Fundamentals of human resource management*. Pearson.
- Di Fabio, A. (2017). Positive healthy organizations: Promoting well-being, meaningfulness, and sustainability in organizations. *Frontiers in Psychology*, 8(NOV), 1938. <https://doi.org/10.3389/fpsyg.2017.01938>
- Di Fabio, A., & Peiró, J. M. (2018). Human Capital Sustainability Leadership to promote sustainable development and healthy organizations: A new scale. *Sustainability*, 10(7), 2413.
- Edwards, A. M. (2023). *Ethical Leadership and Ethical Work Climate: The Mediating and Moderating Roles of Perceived Leader Integrity*,

Organizational Justice, and Trust Propensity, Comprising Workplaces from 14 Eastern US States and the District of Columbia. Trident University International.

- Eryılmaz, M. E., Kara, E., Aydoğan, E., Bektaş, O., & Erdur, D. A. (2016). Quality Management in the Turkish Higher Education Institutions: Preliminary Findings. *Procedia - Social and Behavioral Sciences*, 229, 60–69. <https://doi.org/10.1016/j.sbspro.2016.07.114>
- Fakhri, A. R. A., & Bagio, S. J. (2020). Pengaruh Keadilan Organisasi, Pengembangan Karir, dan Budaya Organisasi Terhadap Kepuasan Kerja (Studi Kasus Pada PT. Pertamina Training and Consulting). *STIE Indonesia*, 1(1), 1–85.
- Flint, D., Haley, L. M., & McNally, J. J. (2012). Dimensionality of organizational justice in a call center context. *Psychological Reports*, 110(2), 677–693.
- Flippo, E. B. (2002). *Personel Management, Edition VII Volume II, Translation Alponso S. Jakarta. Erlangga.*
- Follett, M. P. (1926). The Psychological Foundations: Constructive Conflict. *Scientific Foundations of Business Administration*, January, 1925.
- Ghozali, I. (2020). Aplikasi Analisis Multivariete SPSS 25 Edisi 9. In *Semarang: Badan Penerbit Universitas Diponegoro*. Semarang: Universitas Diponegoro.
- Gori, A., Topino, E., Palazzeschi, L., & Di Fabio, A. (2020). How can organizational justice contribute to job satisfaction? A chained mediation model. *Sustainability (Switzerland)*, 12(19). <https://doi.org/10.3390/SU12197902>
- Greenberg, J., & Colquitt, J. A. (2013). *Handbook of organizational justice.* Psychology Press.
- Han, S. J., & Stieha, V. (2020). Growth mindset for human resource development: A scoping review of the literature with recommended interventions. *Human Resource Development Review*, 19(3), 309–331.
- Hasibuan, M. (2020). *Pengaruh Budaya Organisasi Dan Motivasi Kerja Karyawan Terhadap Turnover Intention Di Pt. Anugrah Tanjung Medan (Persero) Jl. Tanjung Medan, Sumatera Utara.* Universitas Negeri Medan. <http://digilib.unimed.ac.id/40592/>
- Hatjidis, D., & Parker, A. (2018). The role of relationship quality in raising organizational change acceptance: The case of the Greek hotel industry. *Journal of Human Resources in Hospitality & Tourism*, 17(3), 340–359.

- Herdiana, H., & Yuniasih, Y. (2020). Pengaruh Lingkungan Kerja, Komitmen, Dan Budaya Organisasi Terhadap Kepuasan Kerja Karyawan. *Jurnal Ekonomi Manajemen*, 6(2), 135–142. <https://doi.org/10.37058/jem.v6i2.2380>
- Hidayanti, S., Budianto, A., & Setianingsih, W. (2020). Pengaruh Persepsi Dukungan Organisasi dan Keadilan Organisasi Terhadap Kepuasan Kerja PEGAWAI (Suatu Studi pada PT. PP Presisi Tbk Tasikmalaya). *Business Management and Entrepreneurship Journal*, 2(3), 94–105.
- Ilham, R. (2017). The Impact of Organizational Culture and Leadership Style on Job Satisfaction and Employee Performance. *Journal of Advanced Management Science*, 6(1), 50–53. <https://doi.org/10.18178/joams.6.1.50-53>
- Katebi, A., HajiZadeh, M. H., Bordbar, A., & Salehi, A. M. (2022). The Relationship Between “Job Satisfaction” and “Job Performance”: A Meta-analysis. *Global Journal of Flexible Systems Management*, 23(1), 21–42. <https://doi.org/10.1007/s40171-021-00280-y>
- Lee, H. W., & Rhee, D. Y. (2023). Effects of Organizational Justice on Employee Satisfaction: Integrating the Exchange and the Value-Based Perspectives. *Sustainability (Switzerland)*, 15(7). <https://doi.org/10.3390/su15075993>
- Mada, S., Kalangi, L., & Gamaliel, H. (2017). Pengaruh kompetensi aparat pengelola dana desa, komitmen organisasi pemerintah desa, dan partisipasi masyarakat terhadap akuntabilitas pengelolaan dana desa di Kabupaten Gorontalo. *JURNAL RISET AKUNTANSI DAN AUDITING" GOODWILL"*, 8(2).
- Mangkunegara, A. P., & Prabu, A. (2013). Company human resource management. Bandung: PT. Youth Rosda Karya.
- Manzoor, F., Wei, L., Nurunnabi, M., Subhan, Q. A., Shah, S. I. A., & Fallatah, S. (2019). The impact of transformational leadership on job performance and CSR as mediator in SMEs. *Sustainability*, 11(2), 436.
- Mashi, M. S. (2018). The Mediating role of Job Satisfaction in the Relationship between Organizational Justice and Employee Outcomes. *International Journal of Public Administration*, 41(16), 1351–1360. <https://doi.org/10.1080/01900692.2017.1388819>
- Masitoh, D. S. (2013). Pengaruh Budaya Organisasi Dan Kompensasi Terhadap Motivasi Di Bank Btn Cabang Bandung. *Jurnal Ilmu Manajemen & Bisnis*, 04(01), 1–20.
- Meng, J., & Berger, B. K. (2019). The impact of organizational culture and leadership performance on PR professionals’ job satisfaction: Testing the joint

- mediating effects of engagement and trust. *Public Relations Review*, 45(1), 64–75.
- Miah, M. M. (2018). The impact of employee job satisfaction toward organizational performance: A study of private sector employees in Kuching, East Malaysia. *International Journal of Scientific and Research Publications (IJSRP)*, 8(12), 270–278. <https://doi.org/10.29322/ijsrp.8.12.2018.p8437>
- Morris, P. E. (2021). *Teachers and Tech: The relationship between motivation to incorporate educational technology and teacher job satisfaction*. Centenary University.
- Mulki, J. P., Jaramillo, F., Goad, E. A., & Pesquera, M. R. (2015). Regulation of emotions, interpersonal conflict, and job performance for salespeople. *Journal of Business Research*, 68(3), 623–630.
- Nitisemito (2019) Edisi Ketiga. Ghalia. Indonesia, Jakarta: Nograho Manajemen Sumber Daya Manusia. Edisi Ketiga. Ghalia. Indonesia, J. N. (2019). *Manajemen Sumber Daya Manusia*.
- Nuryadi, A., Subiyanto, E. D., & Kurniawan, I. S. (2020). Pengaruh Keadilan Organisasi Dan Pengembangan Karier Terhadap Kepuasan Kerja: Dengan Komitmen Organisasi Sebagai Outcome. *Jurnal Manajemen Dan Bisnis Indonesia*, 6(1), 65–71. <https://doi.org/10.32528/jmbi.v6i1.3535>
- Organisasi, K., & Sumber Daya Dan, K. (2023). Economics and Digital Business Review. *Terhadap Penerapan Anggaran ...*, 4(2), 52–59.
- Puspitawati, N. M. D., & Riana, I. G. (2014). Pengaruh kepuasan kerja terhadap komitmen organisasional dan kualitas layanan. *Jurnal Manajemen Strategi Bisnis Dan Kewirausahaan*, 8(1), 68–80.
- Putra, I. G. E. S. M., & Indrawati, A. D. (2018). Pengaruh Keadilan Organisasi Terhadap Kepuasan Kerja Dan Komitmen Organisasional Di Hotel Rama Phala Ubud. *E-Jurnal Manajemen Unud*, 7(4), 2010–2040.
- Razaka, M. R. A., & Alib, E. (2021). Kesan Keadilan Organisasi Terhadap Kepuasan Kerja Dalam Sektor Perkhidmatan di Malaysia. *Management Research*, 10(1), 77–86. <https://ejournal.upsi.edu.my/index.php/MRJ/article/download/4672/2849>
- Rego, A., & Cunha, M. P. e. (2010). Organisational justice and citizenship behaviors: A study in the Portuguese cultural context. *Applied Psychology*, 59(3), 404–430.

- Ridwan, S. (2011). Pengantar Statistika Pendidikan. *Sosial, Ekonomi Komunikasi, Dan Bisnis*, (Cet. V).
- Rivai, V. (2009). *Manajemen sumber daya manusia untuk perusahaan: Dari teori ke praktik*. Rajawali Pers.
- Robbins, S. P., & Judge, T. A. (2015). Perilaku Organisasi (Edisi 16)(Salemba Empat, Ed). *Jakarta: Pearson Education, Inc.*
- Robbins, S. P., & Coulter, M. K. (2009). *Management*. Pearson Education India.
- Robbins, S. P., Judge, T. A., & Vohra, N. (2019). *Organizational behaviour by pearson 18e*. Pearson Education India.
- Roberts, J. A., & David, M. E. (2020). Boss phubbing, trust, job satisfaction and employee performance. *Personality and Individual Differences*, 155, 109702.
- Rosyidi, M. H. (2017). Kepala Sekolah dalam Mengembangkan Budaya Organisasi untuk Meningkatkan Kinerja Guru di SD Bungah. *Ummul Qura Jurnal Institut Pesantren Sunan Drajat (INSUD) Lamongan*, 9(1), 1–12.
- Sanhaji, A., Budi, E., & Soetjipto, S. (2016). Pengaruh Keadilan Organisasi Dan Budaya Organisasi Terhadap Perilaku Kewargaan Organisasi Melalui Komitmen Organisasi Dan Kepuasan Kerja. *Jurnal Pendidikan: Teori, Penelitian, Dan Pengembangan*, 1(3), 917–926.
- Sapada, A. F. A., Modding, H. B., Gani, A., & Nujum, S. (2017). The Effect of Organizational Culture and Work Ethics on Job Satisfaction and Employees Performance. *The International Journal of Engineering and Science (IJES)*, 6(12), 28–36. <https://doi.org/10.9790/1813-0612042836>
- Sari, N. K. (2019). Pengaruh Persepsi Dukungan Organisasi dan Keadilan Organisasi Terhadap Kepuasan Kerja. *Psikoborneo: Jurnal Ilmiah Psikologi*, 7(1), 120–128. <https://doi.org/10.30872/psikoborneo.v7i1.4714>
- Sheppard, B. H., Lewicki, R. J., & Minton, J. W. (1992). *Organizational justice: The search for fairness in the workplace*. Lexington Books/Macmillan.
- Shimamura, M., Fukutake, M., Namba, M., & Ogino, T. (2021). The relationship among factors of organizational justice, organizational citizenship behavior, job satisfaction, and ease of work among Japanese nurses. *Applied Nursing Research*, 61(March), 151479. <https://doi.org/10.1016/j.apnr.2021.151479>
- Sihombing, M. M. (2009). *Analisis kepuasan kerja karyawan PT Sai Indonesia*. Universitas Indonesia. Fakultas Ekonomi.

- Silitonga, N., Novitasari, D., Sutardi, D., Sopa, A., Asbari, M., Yulia, Y., Supono, J., & Fauji, A. (2020). the Relationship Oftransformational Leadership, Organizational Justice and Organizational Commitment: a Mediation Effect of Job Satisfaction. *Journal of Critical Reviews*, 7(19), 108–119.
- Soomro, B. A., & Shah, N. (2019). Determining the impact of entrepreneurial orientation and organizational culture on job satisfaction, organizational commitment, and employee's performance. *South Asian Journal of Business Studies*, 8(3), 266–282. <https://doi.org/10.1108/SAJBS-12-2018-0142>
- Specchia, M. L., Cozzolino, M. R., Carini, E., Di Pilla, A., Galletti, C., Ricciardi, W., & Damiani, G. (2021). Leadership styles and nurses' job satisfaction. Results of a systematic review. *International Journal of Environmental Research and Public Health*, 18(4), 1552.
- Sugiyono, D. (2018). Metode penelitian kuatintatif, kualitatif dan R & D/Sugiyono. Bandung: Alfabeta, 15, 1–332.
- Sukmadinata, N. S. (2019). *Metode penelitian pendidikan*.
- Sukmadinata, N. S. (2010). Pengembangan model pembelajaran terpadu berbasis budaya untuk meningkatkan apresiasi siswa terhadap budaya lokal. *Cakrawala Pendidikan*, 2, 81228.
- Sunarta, S. (2019). Pentingnya Kepuasan Kerja. *Efisiensi - Kajian Ilmu Administrasi*, 16(2), 63–75. <https://doi.org/10.21831/efisiensi.v16i2.27421>
- Sutrisno, A. N. (2014). *Knowledge transfer through dual degree programs: Perspectives from Indonesian universities*. Queensland University of Technology.
- Sutrisno, H. E. (2019). *Budaya organisasi*. Prenada Media.
- Sutrisno, S., & Sunarsi, D. (2019). The effect of work motivation and discipline on employee productivity at PT. Anugerah Agung in Jakarta. *Jurnal Ad'ministrare*, 6(2), 187–196.
- Tamimi, M., & Sopiah, S. (2022). The The Influence of Leadership Style on Employee Performance: A Systematic Literature Review: A Systematic Literature Review. *International Journal of Entrepreneurship and Business Management*, 1(2), 128–138.
- Tewal, B., Nelwan, O. S., & Sendow, G. M. (2021). *Unsrat press 2021*.
- Vardhani, N. K., & Tyas, A. S. P. (2018). Strategi komunikasi dalam interaksi dengan mahasiswa pertukaran asing. *Jurnal Gama Societa*, 2(1), 9–16.

Walumbwa, F. O., Peterson, S. J., Avolio, B. J., & Hartnell, C. A. (2010). An investigation of the relationships among leader and follower psychological capital, service climate, and job performance. *Personnel Psychology*, 63(4), 937–963.

Yusuf, M. H. H. (2017). Pengembangan Budaya Organisasi Dalam Lembaga Pendidikan. *Tarbawi: Jurnal Pendidikan Islam*, 14(1), 81–96. <https://ejournal.unisnu.ac.id/JPIT/article/view/613>

