

DAFTAR PUSTAKA

- Adetayo, J. O.** (2013). Teachers' factors as determinants of the professional competence of the Nigeria Certificate in education teachers. *Journal of Education and Practice*, 7(13), 11.
- Aji, P.** (2015). *Manajemen strategi : Keunggulan bersaing berkelanjutan*. Yogyakarta: Ekuilibria.
- Amaechi, N. M., Enweani, U. V. & Eke, C. C.** (2018, october). Challenge to Library and Information Services (LIS) Delivery in the 21st Century the Situation in three Academic Libraries in Imo State, Nigeria. *Library Philosophy & Practice*.
- Amstrong, M. S. T.** (2018). *Michael Amstrong's Handbook of human resources management practice* (15th ed.). Retrieved from <https://play.google.com/books/reader?id=g7zEDwAAQBAJ&hl=id&pg=GBS.PP1>
- Aparicio, A.** (2015, Jan-March). Continuing Professional Development for doctors, certification, licensure and quality improvement. A model to follow? *Educación Médica*(1), 50-56.
- Arikunto, S.** (2013). *Prosedur penelitian : Suatu pendekatan praktik*. Jakarta: Rineka Cipta.
- Atay, G.** (2018). A new approach to library concept: Library-on-duty. *Journal of International Social Research*, 11(58), 322–330. <https://doi.org/10.17719/jisr.2018.2544>
- Ayoku, Ojedokun A.; Okafor, V. N.** (2015). ICT skill acquisition and competencies of librarians. *The Electronic Library*, 33(3), 502–503.
- Aziz, S., Mahmood, M., & Rehman, Z.** (2018). Implementation of CIPP model for quality evaluation at school level: A case study. *Journal of Education and Educational Development*, 5(1), 189. <https://doi.org/10.22555/joeed.v5i1.1553>
- Berdrow, Iris; Evers, F. T.** (2014). Competence : Base for employee effectiveness". In *Handbook of human resource development*. New Jersey: John & Wiley.
- Bethany, A; Rodriguez, B.** (2016). How do early career health sciences information professionals gain competencies? *Journal of the Medical Library Association*, 104(3), 2015–2220.
- Black, R., & Ham, S.** (2005). Improving the quality of tour guiding: Towards a model for tour guide certification. *Journal of Ecotourism*. <https://doi.org/10.1080/14724040608668442>
- BNSP.** (2015). *Laporan kinerja Badan Nasional Sertifikasi Profesi 2015*. Jakarta.
- Braun, V., & Clarke, V.** (2006). Using thematic analysis in psychology. *Qualitative Research in Psychology*, 3(2), 77–101. <https://doi.org/10.1191/1478088706qp063oa>
- Brewster, C., Farndale, E., & Ommeren, J. van.** (2000). HR competencies and professional standards. *World Federation of Personnel Management Associations*, 44(June), 1–80. Retrieved from http://www.cpm-bk.ch/de/pdf/hr_competencies.pdf
- Calder, B. W. B.** (2014). Achieving an institution's value, vision and mission. *College Quarterly*, 17(2).

- Creswell, J. W.** (2014). *Research Design: Pendekatan Metode Kualitatif, Kuantitatif, dan Campuran*. Yoyakarta: Pustaka Pelajar.
- Dana, L.** (2018). *Certification : Where to begin*. 75(5), 15–17.
- David, D. K. R., Bryce A, T., & Padgett.** (2010). Program evaluation: An introduction. In *Wadsworth*.
- Dessler, G.** (2003). *Manajemen sumber daya manusia: Kesepuluh Jilid 1* (10th ed.). New Jersey: Prentice-Hall.
- Dhir, S.** (2019). The changing nature of work, leadership, and organizational culture in future ready organizations (Claremont Colleges). Retrieved from https://scholarship.claremont.edu/cgi/viewcontent.cgi?article=3092&context=cmc_theses
- Drabinski, E.** (2016). Referred academic ping to open access for survival arian's critical role in transforming a journal ping to open access for survival. *College & Research Libraries*.
- Dunn., W. N.** (2003). *Pengantar Analisis Kebijakan Publik* (Yogyakarta: UGM Press, 2003). Yogyakarta: UGM Press.
- Eke, H. N.** (2011). Digitizing resources for university of Nigeria repository: Process and challenges. *Webology*, 8(1).
- Elwell, S.; Alfred, N. I.** (2017). Certification matters. *Journal Of Trauma Nursing: The Official Journal Of The Society Of Trauma Nurses [J Trauma Nurs]*, 24(Nov/Dec), 342–344.
- Flick, U.** (2013). The SAGE Handbook of Qualitative Data Analysis 00-Flick-Prelims.indd. In *The SAGE Handbook of Qualitative Data Analysis*. <https://doi.org/10.4135/9781446282243.n1>
- Gathegi, J. N.** (2012). *The Digital Librarian's Legal Handbook : Powerful, concise insight into intellectual property right in 21st-century digital library collections*. New York: Neal-Schuman Publishers, INC
- Gorman, G., & Clayton, P.** (2005). *Qualitative research for the information professional : A practical handbook* (second ed.). London: Facet Publishing
- Greci, D.** (2016). Benefits of the NADE certification process : self-knowledge, informed choices & programmatic strength. *NADE Digest*, 9(1), 2–5.
- Hallam, G., Hiskens, A., & Ong, R.** (2014). Conceptualising the learning organisation: Creating a maturity framework to develop a shared understanding of the library's role in literacy and learning. *Australian Library Journal*, 63(2), 78–93. <https://doi.org/10.1080/00049670.2014.898235>
- Handari, B.** (2015). *Persepsi dan motivasi pustakawan dalam program sertifikasi kompetensi menghadapi implementasi ASEAN Economic Community (AEC) dan ASEAN Free Trade Area (AFTA) 2015*. Kabupaten Banyumas Provinsi Jawa Tengah.
- Haris, M. J.** (2010). *Evaluating Public and Community Health Programs*. San Fraisco : Jossey-Bass. San Fransisco: Jossey-Bass.
- Hery.** (2018). *Pengantar Manajemen*. Jakarta: Gramedia.
- Hoppen, N., Rigoni, E., Klein, A., & Ritter, A.** (2016). A Qualitative research

- instrument to Analyze organizational Clusters Competitiveness Factors. 1, 7.
- Huvila, I., Holmberg, K., Kronqvist-Berg, M., Nivakoski, O., & Widén, G.** (2013). What is Librarian 2.0 - New competencies or interactive relations? A library professional viewpoint. *Journal of Librarianship and Information Science*, 45(3), 198–205. <https://doi.org/10.1177/0961000613477122>
- Indonesia.** (2003) *Undang-Undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan*. Jakarta : Kementerian Tenaga Kerja RI.
- Indonesia.** (2007) *Undang-Undang Nomor 43 Tahun 2007 tentang Perpustakaan*. Jakarta : Perpustakaan Nasional RI
- Indonesia.** (2014). *Undang-Undang Nomor 5 Tahun 2014 tentang Aparatur Sipil Negara*. Jakarta : Kementerian Pendayagunaan Aparatur Negara.
- Indonesia.** (2018). *Undang-Undang Nomor 13 Tahun 2018 tentang Serah Simpan Karya Cetak dan Karya Rekam*. Jakarta : Perpustakaan Nasional RI. Indonesia, R. Peraturan Presiden Republik Indonesia Nomor 8 Tahun 2012 tentang Kerangka Kerja Nasional Indonesia. , (2012).
- Indonesia.** (2018). *Peraturan Pemerintah Republik Indonesia Nomor 10 Tahun 2018 tentang Badan Nasional Sertifikasi Profesi*.
- Irianto, H., & Bungi, B.** (2015). *Pokok-pokok penting tentang wawancara. Metodologi penelitian kualitatif: aktualisasi metodologis ke rrah ragam varian kontemporer*. (B. Bungin, Ed.) Jakarta: RajaGravindo Persada.
- Kementerian Ketenagakerjaan RI.** (2014). *Peraturan Menteri Ketenagakerjaan RI Nomor 83 Tahun 2012 tentang Penetapan Rancangan Standar Kompetensi Kerja Nasional Indonesia Sektor Jasa Kemasyarakatan, sosial Budaya, Hiburan dan Perorangan Lainnya Bidang Perpustakaan*
- Kementerian Ketenagakerjaan RI.** (2014). *Peraturan Menteri Ketenagakerjaan RI Nomor 21 Tahun 2014 tentang Pedoman Penerapan Kerangka Kualifikasi Nasional Indonesia. Bab I Pasal 1 Nomor 5*
- Kementerian Ketenagakerjaan RI.** (2016). *Peraturan Menteri Ketenagakerjaan RI Nomor 2 Tahun 2016 tentang Sistem Standardisasi Kompetensi Kerja Nasional*.
- Kementerian Ketenagakerjaan RI.** (2019). *Peraturan Menteri Ketenagakerjaan RI Nomor 228 Tahun 2019 tentang Jabatan Tertentu yang Dapat Diduduki Tenaga Kerja Asing*.
- Kementerian Pendayagunaan Aparatur Negara dan Reformasi Birokrasi RI.** (2014). *Peraturan Menteri Pendayagunaan Aparatur Negara dan Reformasi Birokrasi RI Nomor 9 Tahun 2014 tentang Jabatan Fungsional Pustakawan dan Angka Kreditnya*.
- Kementerian Pendayagunaan Aparatur Negara dan Reformasi Birokrasi RI.** (2019). *Permenpan RB Peraturan Menteri Pendayagunaan Aparatur Negara dan Reformasi Birokrasi RI Nomor 13 Tahun 2019 tentang Pengusulan, Penetapan dan Pembinaan Jabatan Fungsional Pegawai Negeri Sipil*.
- Khayatun; Syaikhu, A.** (2011). *Kajian tentang peluang dan tantangan program sertifikasi pustakawan di Indonesia*. Jakarta.
- King, M.** (2018). Digital scholarship librarian: What skills and competences are needed to be a collaborative librarian. *International Information & Library Review*, 50(1),

- Krishna, V.** (2014). Certification of HRD professionals. In M. L. Chalofsky, Neal E.; Rocco, Tonette S.; Morris (Ed.), *Handbook of human resource development* (pp. 661–662). New Jersey: John Wiley & Sons.
- Kudirat Abiola, A.** (2016). Ranganathans law of library science: A guiding principle for marketing library services. *Review of Public Administration and Management*, 04(01). <https://doi.org/10.4172/2315-7844.1000178>
- Naibaho, K.** (2011). *Analisis urgensi sertifikasi pustakawan perguruan tinggi*. Jakarta.
- Lado, Augustine A; Wilson, M. C.** (2017). Sistem Sumber Daya Manusia dan Keunggulan Kompetitif Secara Terus Menurus: Sebuah Perspektif Berbasis Kompetensi. In *Manajemen Stratejik Implementasi dan Proses*. Yogyakarta: Amara Books.
- Lanzuela, F. G.** (2018). *Competencies of librarians in CICM higher education institutions : Towards a proposed capacity building and continuing professional development plan*. 2(3), 29–52.
- Lewis, D. W.** (2014). From stacks to the web: The transformation of academic library collecting. *College & Research Libraries*, 74(2), 159–177. <https://doi.org/10.5860/crl-309>
- Lopatina, N. V.** (2014). The library profession in the information society: Destruction or development. *Scientific and Technical Information Processing*, 41(2 (April)), 113–118.
- Lounsbury, J. M. W. & J. W.** (2016). Distinctive 16 PF Personality Traits of Librarians. *Journal of Library Administration*, 56(2), 124–143.
- Ojedokun, A. A.** (2014). Information literacy competence of librarians in South West Nigerian university libraries. *African Journal of Library Archives and Information Science*, 24(1), 67–90.
- Maguire, M., & Delahunt, B.** (2017). Doing a thematic analysis: A practical, step-by-step. *The All Ireland Journal of Teaching and Learning in Higher Education*, 8(3), 3351. Retrieved from <http://ojsaishe.org/index.php/aishe-j/article/view/335>
- Mahmood, S. T., Bhatti, R., & Naeem, S. B.** (2017, Jul-Sep). Essential Competencies for LIS Professionals in University Libraries of Punjab. *Pakistan Library & Information Science Journal*, 48(3), 49-58.
- McLaughlin, John A. & Jordan, Grechen B.** (2004). Using logic models dalam *Handbook of practical program evaluation 2ed*. San Francisco: Jossey-Bass.
- Meister, J. C., & Mulcahy, K. J.** (2017). *The Future Workplace Experience : 10 rules for mastering disruption in recruiting and engaging employees*. New York: Mc Graw Hill Education.
- Menteri Ketenagakerjaan Republik Indonesia.** (2016). *Peraturan Menteri Ketenagakerjaan Republik Indoensia Nomor 2 Tahun 2016 tentang Sistem Standardisasi Kompetensi Kerja Nasional*.
- Mubarok, E. S.** (2017). *Manajemen sumber daya manusia: Pengantar keunggulan bersaing*. Bogor: In Media.
- Naibaho, K.** (2011). *Analisis urgensi sertifikasi pustakawan perguruan tinggi*. Jakarta.
- Niqresh, M.** (2019). Digital library and intellectual issue-issue in copyright and

- intellectual property. *International Education Studies*, 12(1).
- Noe, Raymond A.; Hollenbeck, John R.; Gerhart, Bary; Wright, P. M.** (2018). *Fundamental of human resource management*. United State: McGraw-Hill.
- Noh, Y.** (2015). Imagining library 4.0: Creating a model for future libraries. *Journal of Academic Librarianship*, 41(6), 786–797. <https://doi.org/10.1016/j.acalib.2015.08.020>
- Ojedokun, A. A.** (2014). Information literacy competence of librarians in South West Nigerian University Libraries. *African Journal of Library, Archives & Information Science*, 24(1/April), 67–90.
- Patton, M. Q.** (2012). *Essentials of Utilization-Focused Evaluation*. (Singapore: Sage, 2012) Singapore: Sage.
- Pendit, P. L.** (2001). Otonomi pustakawan. *Rapat Kerja Pusat XI, Ikatan Pustakawan Indonesia XI*. Jakarta: IPI.
- Pendit, P. L.** (2003). *Penelitian Ilmu Perpustakaan : Sebuah pengantar diskusi epistemologi & metodologi*. Jakarta: JIP-FSUI.
- Prawirosentono, S., & Primasari, D.** (2017). *Manajemen Sumberdaya Manusia: Kinerja & Motivasi Karyawan Membangun Organisasi Kompetitif Era Perdagangan Bebas*. Yogyakarta: BPFE.
- Puspitasari, D.** (2012). *Evaluasi pelaksanaan program pembelajaran keterampilan memasak di sekolah menengah atas (SMA) No. 11 Yogyakarta*. Retrieved from <http://eprints.uny.ac.id/id/eprint/20101>
- Rahayu, Rochani Nani; Tupan; Nashihuddin, W.** (2011). *Persepsi kepala perpustakaan dan arsip daerah terhadap sertifikasi profesi pustakawan*. Jakarta.
- Ridwan.** (2007). *Skala pengukuran variabel-variabel penelitian*. Bandung: Alfabeta.
- Rifai, Agus; Makarim, L.** (2018). Practices and challenges of the professional librarian certification in Indonesia. *Library Philosophy and Practice (e-Journal)*, (November), 1–9.
- Royse, D., Thyer, B. A., & Padgett, D. K.** (2010). *Program Evaluation: An introduction*. Australia: Wadsworth.
- Rubin, R. E.** (2004). *Foundations of library and information science*. New York: Neal-Schuman Publishers.
- Rumani, S.** (2012). *Sertifikasi profesi Pustakawan berbasis kinerja sebagai upaya menghadapi era global*. Yogyakarta.
- Sarah, W. S.** (2018). Competencies for e-resource librarians redux: What do they look like in 2017. *Serials Librarian.*, 74(1-4 (Jan-Jun)), 72–80.
- Safitri, S. R.** (2014). *Kajian komparatif sistem sertifikasi kompetensi Pustakawan Indonesia terhadap sistem sertifikasi secara internasional guna meningkatkan daya saing Pustakawan dalam menghadapi AFTA pada Masyarakat Ekonomi ASEAN (MEA)*. Jakarta.
- Sedarmayanti.** (2007). *Manajemen sumber daya manusia : Reformasi birokrasi dan manajemen Pegawai Negeri Sipil*. Bandung: Refika Aditama.
- Sims, R. R., & Bias, S. k.** (2019). *Human resources management issues, challenges and*

trends: “Now and Around the Conner.”

- Stufflebeam, Daniel L; Madaus, George F; Kellaghan, T.** (2000). *Evaluation models : Viewpoints on educational and human services evaluation*. New York: Kluwer Academic Publishers.
- Stufflebeam, Daniel L.; Zang, G.** (2017). *The CIPP Evaluation Model : How to evaluate for improvement and Accountability*. New York: The Guilford Press.
- Sulistyo-Basuki.** (1991). *Pengantar ilmu perpustakaan*. Jakarta: Gramedia.
- Sutton, S. W.** (2018, Jan-Jun). Competencies for E-resource Librarians Redux: What Do They Look Like in 2017? . *Serials Librarian.*, 74(1-4), 72 - 80.
- Suwarno, W.** (2016). *Organisasi informasi perpustakaan (pendekatan teori dan praktik)*. Jakarta: RajaGrafindo Persada.
- Syaiful Sagala.** (2017). *Human capital membangun modal sumber daya manusia berkarakter unggul melalui pendidikan berkualitas* (1st ed.). Depok: Kencana.
- Tam, L. W. h., & Robertson, A. C.** (2002). Managing change: libraries and information services in the digital age. *Library Management*, 23(May), 369–377. <https://doi.org/10.1108/01435120210439843>
- Tonca, R. A.** (2018). The library in the 21st century: Transformation in Romania. *Athens Journal of Architecture*, 2(1), 65–78. <https://doi.org/10.30958/aja.2-1-4>
- Townsend, Whitney A et al.** (2017). A competency framework for librarians involved in systematic reviews. *Journal of the Medical Library Association*, 105(3), 268–275.
- Black, R., & Ham, S.** (2005). Improving the quality of tour guiding: Towards a model for tour guide certification. *Journal of Ecotourism*. <https://doi.org/10.1080/14724040608668442>
- Greci, D.** (2016). Benefits of the NADE certification process : self-knowledge, informed choices & programmatic strength. *NADE Digest*, 9(1), 2–5.
- Khayatun; Syaikhu, A.** (2011). *Kajian tentang peluang dan tantangan program sertifikasi pustakawan di Indoneia*. Jakarta.
- Naibaho, K.** (2011). *Analisis urgensi sertifikasi pustakawan perguruan tinggi*. Jakarta.
- Noe, Raymond A.; Hollenbeck, John R.; Gerhart, Bary; Wright, P. M.** (2018). *Fundamental of human resource management*. United State: McGraw-Hill.
- Puspitasari, D.** (2015). *Analisis minat pustakawan PTN di surabaya terhadap program sertifikasi profesi pustakawan sebagai modal menghadapi AEC dan AFTA 2015*. Jakarta.
- Rahayu, Rochani Nani; Tupan; Nashihuddin, W.** (2011). *Persepsi kepala perpustakaan dan arsip daerah terhadap sertifikasi profesi pustakawan*. Jakarta.
- Yusup, P. M.** (2016). *Ilmu Informasi, Komunikasi, dan Kepustakaan*. Jakarta: Bumi Aksara.
- Zain, R. A., Radzi, S. M., Lahap, J., Abdullah, D., & Teknologi, U.** (2016). An integration of Graduate Competency Model (GCM). *Heritage, Culture and Society*, (1987), 817–820. <https://doi.org/10.1201/9781315386980-148>
- Zainal, Veithzal Rivai; Ramly, Mansyur; Mutis, Thoby; Arafah, W.** (2009).

Manajemen Sumber Daya Manusia untuk Perusahaan : dari Teori ke Praktik.
Jakarta: RajaGrafindo Persada.

Zozus, Meredith N; Lazarov, Angel; all, L. R. S. A. (2017). Analysis of professional competencies for the clinical research data management profession: implications for training and professional certification Informatics. *Journal of the American Medical Informatics Association*, 24(4 (July)), 737–745.