

DAFTAR PUSTAKA

- Abdi, N., & Wahid, M. (2018). Pengaruh Kompetensi dan Lingkungan Kerja Terhadap Kinerja Pegawai. *Jurnal Ilmu Ekonomi*, 1(1), 68.
- Almusaddar, Ayman. A. S., Ramzan, S. R., & Raju, V. (2018). THE INFLUENCE OF KNOWLEDGE, SATISFACTION, AND MOTIVATION ON EMPLOYEE PERFORMANCE THROUGH COMPETENCE. *International Journal of Business and General Management (IJBGM)*, 7(5), 21–40.
- Arnoux-Nicolas, C., Sovet, L., Lhotellier, L., Di Fabio, A., & Bernaud, J.-L. (2016). Perceived Work Conditions and Turnover Intentions: The Mediating Role of Meaning of Work. *Frontiers in Psychology*, 7. <https://doi.org/10.3389/fpsyg.2016.00704>
- Avent, C. (2007). *Happiness is job satisfaction*. In Education & Trai.
- Bayu, R. R., & Wahyuningtyas, R. (2022). The Effect of Working Condition, Recognition and Career Management on Employee Engagement on Transmission Unit PT XYZ. *Journal of Positive School Psychology*, 6(5), 9156. <https://journalppw.com/index.php/jpsp/article/view/10167/6604>
- Coulter, M., & Stephen, P. R. (2018). *Management* (14th ed.). Global Edition: Pearson.
- Deci, E. L., & Ryan, R. M. (2000). The “What” and “Why” of Goal Pursuits: Human Needs and the Self-Determination of Behavior. *Psychological Inquiry*, 11(4), 227–268. https://doi.org/10.1207/S15327965PLI1104_01
- Dessler, G. (2017). *Human Resource Management*. Pearson Education Limited, Inc.
- Dhamija, P., Gupta, S., & Bag, S. (2019). Measuring of job satisfaction: the use of quality of work life factors. *Benchmarking: An International Journal*, 26(3), 871–892. <https://doi.org/10.1108/BIJ-06-2018-0155>
- Emron, E., Anwar, Y., & Komariyah, I. (2016). *Manajemen Sumber Daya Manusia*. Alfabeta.
- Ghozali, I. (2015). *Partial Least Square Konsep, Teknik, Dan Aplikasi Menggunakan Program SmartPLS 3.0 Untuk Penelitian Empiris*. Universitas Diponegoro Semarang.
- Ghozali, I. (2021). *Partial Least Squares: Konsep, Teknik dan Aplikasi Menggunakan Smart PLS 3.2.9 untuk Penelitian Emperis* (3rd ed.). Universitas Diponegoro.

- Greenidge, D., Devonish, D., & Alleyne, P. (2014). The Relationship Between Ability-Based Emotional Intelligence and Contextual Performance and Counterproductive Work Behaviors: A Test of the Mediating Effects of Job Satisfaction. *Human Performance*, 27(3), 225–242. <https://doi.org/10.1080/08959285.2014.913591>
- Hair, J. F., Hult, G. T. M., Ringle, C. M., Sarstedt, M., Danks, N. P., & Ray, S. (2021). *Partial Least Squares Structural Equation Modeling (PLS-SEM) Using R: A workbook*.
- Hasibuan, M. (2001). *Organisasi dan Motivasi: Dasar Peningkatan Produktivitas*. Bumi Aksara.
- Hasibuan, M. S. P. (2007). *Managemen Sumber Daya Manusia*. Bumi Akasara.
- Hunter, J. E. (2017). A Causal Analysis of Cognitive Ability, Job Knowledge, Job Performance, and Supervisor Ratings. In *Performance Measurement and Theory* (pp. 257–266). Routledge. <https://doi.org/10.4324/9781315211947-13>
- I Donni, J. P., & Suwatno, H. (2001). *Manajemen SDM dalam Organisasi Publik dan Bisnis*. Alfabeta.
- Indiyati, D., Ghina, A., & Romadhona, A. F. (2021). Human Resource Competencies, Organizational Culture, and Employee Performance. *International Journal of Science and Society*, 3(1), 1–10. <https://doi.org/10.54783/ijsoc.v3i1.251>
- Indrawati. (2015). *Metode Penelitian Manajemen dan Bisnis Konvergensi Teknologi Komunikasi dan Informasi*. Aditama.
- Indrawati, A. D. (2013). Pengaruh Kepuasan Kerja terhadap Kinerja Karyawan dan Kepuasan Pelanggan pada Rumah Sakit Swasta di Kota Denpasar. *Jurnal Manajemen, Strategi Bisnis, Dan Kewirausahaan*, 9(1), 135–142.
- Indiyati, D., Ghina, A., & Romadhona, A. F. (2021). Human Resource Competencies, Organizational Culture, and Employee Performance. *International Journal of Science and Society*, 3(1), 1–10. <https://doi.org/10.54783/ijsoc.v3i1.251>
- Kadir, A., Islam, U., Muhammad, K., & Al, A. (2022). Effect Of Work Ability And Discipline On Employee Performance (Study At PT . Binuang Mitra Bersama). *Bussines And Management*, 1(2), 9–17.
- Kant, I., & Schneewind, J. B. (2002). *Groundwork for the Metaphysics of Morals*. Yale University Press.

- King, W. C., Lahiff, J. M., & Hatfield, J. D. (1988). A discrepancy theory of the relationship between communication and job satisfaction. *Communication Research Reports*, 5(1), 36–43. <https://doi.org/10.1080/08824098809359798>
- Kraut, A. (1998). Job satisfaction: application, assessment, causes, and consequences. *Personnel Psychology*, 51(2), 513.
- Kuvaas, B., Buch, R., Weibel, A., Dysvik, A., & Nerstad, C. G. L. (2017). Do intrinsic and extrinsic motivation relate differently to employee outcomes? *Journal of Economic Psychology*, 61, 244–258. <https://doi.org/10.1016/j.joep.2017.05.004>
- Landy, F., Zedeck, S., & Cleveland, J. (2017). *Performance measurement and theory*. Routledge.
- Locke, E. A. (1969). What is job satisfaction? *Organizational Behavior and Human Performance*, 4(4), 309–336. [https://doi.org/10.1016/0030-5073\(69\)90013-0](https://doi.org/10.1016/0030-5073(69)90013-0)
- Locke, E. A. (1976). *The nature and causes of job satisfaction. Handbook of industrial and organizational psychology*.
- Luthans, F. (2006). *Perilaku Organisasi* (10th ed.). PT. Andi.
- Madani, H., & Zahedi, M. (2005). Determining the Priority of the Affecting Factors In the Organizational Commitment of Employees in Fajr and Bidboland Gas Companies. *Iranian Journal of Sociology (ISA)*, 6(1).
- Motowildo, S. J., Borman, W. C., & Schmit, M. J. (1997). A Theory of Individual Differences in Task and Contextual Performance. *Human Performance*, 10(2), 71–83. https://doi.org/10.1207/s15327043hup1002_1
- Murphy, K. R., & Kroecker, L. P. (1988). *Dimensions of job performance*. Colorado State Univ Fort Collins.
- Newman, D. A. (2004). *Is job (dis) satisfaction contagious? Simultaneous effects of social networks, task characteristics, and dispositions*.
- Palumbo, M. V. (2007). *Cognitiv Cognitive Ability e Ability, Job K, Job Knowledge, and Ster nowledge, and Stereotype Thr eotype Threat: When eat: When does Adverse Impact Result? . Wright State University*.
- Permatahati, M. N., & Indiyati, D. (2024). The Influence of Compensation and Work Discipline on Employee Performance at PT Sygma Exa Grafika. *Journal of Business and Management Studies*, 6(1), 220–229. <https://doi.org/10.32996/jbms.2024.6.1.15>
- PT. Milliman Indonesia. (2024). *Perusahaan PT. Milliman Indonesia*.

- Putri, R. K., & Sofyandi, H. (2019). Research Climate and Institutional Support in Improving Performance of Scientific Publications at Private University in Indonesia. *Universal Journal of Educational Research*, 7(4A), 67–71. <https://doi.org/10.13189/ujer.2019.071410>
- Rachmawati, R. W. (2017). PENGARUH PELATIHAN DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN PT. BANK BJB KANTOR CABANG SUCI BANDUNG. *Jurnal Manajemen Dan Pemasaran Jasa*, 9(1), 1–16. <https://doi.org/10.25105/jmpj.v9i1.802>
- Ranupandojo, H., & Husnan, S. (2002). *Manajemen Personalia*. BPFE.
- Robbins, S. P. (2001). *Perilaku Organisasi*. Indeks Tim.
- Robbins, S. P., & Judge, T. A. (2015). *Perilaku Organisasi*. Salemba Empat.
- Rutherford, B., Boles, J., Hamwi, G. A., Madupalli, R., & Rutherford, L. (2009). The role of the seven dimensions of job satisfaction in salesperson's attitudes and behaviors. *Journal of Business Research*, 62(11), 1146–1151. <https://doi.org/10.1016/j.jbusres.2008.10.019>
- Scott, W. E., Farh, J.-L., & Podsakoff, P. M. (1988). The effects of “intrinsic” and “extrinsic” reinforcement contingencies on task behavior. *Organizational Behavior and Human Decision Processes*, 41(3), 405–425. [https://doi.org/10.1016/0749-5978\(88\)90037-4](https://doi.org/10.1016/0749-5978(88)90037-4)
- Shaikh, M. A., Bhutto, N. A., & Maitlo, Q. (2012). Facets of Job Satisfaction and Its Association with Performance. *International Journal of Business and Social Science*, 3(7), 322–326.
- Slaski, M., & Cartwright, S. (2003). Emotional intelligence training and its implications for stress, health and performance. *Stress and Health*, 19(4), 233–239. <https://doi.org/10.1002/smi.979>
- Smith, P. C. (1969). *The measurement of satisfaction in work and retirement: A strategy for the study of attitudes*.
- Sugiyono. (2021a). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Alfabeta.
- Sugiyono. (2021b). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Alfabeta.
- Sutrisno, E. (2009). *Manajemen Sumber Daya Manusia*. Kencana Prenada Media Group.
- Sutrisno, Fathoni, A., & Minarsih, M. M. (2016). *Pengaruh Motivasi dan disiplin Kerja Terhadap Kinerja Pegawai di Kantor Satuan Polisi Pamong Praja Kota Semarang (Vol. 2)*.
- T. Hani, H. (2011). *Manajemen Personalia & Sumber Daya Manusia*. BPFE.
- Wibowo. (2017). *Manajemen Kinerja (12th ed.)*. Rajawali Pers.
- Winarni, E. W. (2018). *Pendekatan Ilmiah dalam Pembelajaran Kreatif dan Inovatif*. FKIP UNIB.

- Wiratama, I. N. J. A., & Sintaasih, D. K. (2013). Pengaruh Kepemimpinan, Diklat, dan Disiplin Kerja terhadap Kinerja Karyawan PDAM Tirta Mangutama Kabupaten Badung. *Jurnal Manajemen, Strategi Bisnis, Dan Kewirausahaan*, 7(2), 126–134.
- Wirawan. (2009). *Evaluasi Kineja Sumber Daya Manusia*. Salemba empat.
- Yahyagil, M. Y. (2015). Values, feelings, job satisfaction and well-being: the Turkish case. *Management Decision*, 53(10), 2268–2286. <https://doi.org/10.1108/MD-10-2014-0609>