

DAFTAR PUSTAKA

- Aditya Nalendra, A. R. (2021). *Statistika Seri Dasar Dengan SPSS*. Media Sains Indonesia.
- Agustianti, R., Pandriadi, Nussifera, L., Wahyudi, Angelianawati, L., Meliana, I., Alfiani, E., Nurlaila, Q., Simarmata, N., Himawan, I. S., Pawan, E., Ikram, F., Andriani, A. D., Rahayu, S. I., Ratnadewi, & Hardika, I. R. (2022). *Metode Penelitian Kuantitatif & Kualitatif*(N. P. Gatriyani & Nanny, Eds.). CV. Tohar Media.
- Angga, & Iskandar, S. (2022). Kepemimpinan Kepala Sekolah dalam Mewujudkan Merdeka Belajar di Sekolah Dasar. *Jurnal Basicedu*, 6(3), 5295–5301. <https://doi.org/10.31004/basicedu.v6i3.2918>
- Ariussanto, K. A. P., Tarigan, Z. J. H., Sitepu, R. B., & Singh, S. K. (2020). Leadership Style, Employee Engagement, and Work Environment to Employee Performance in Manufacturing Companies. *SHS Web of Conferences*, 76, 01020. <https://doi.org/10.1051/shsconf/20207601020>
- Armstrong, M., & Taylor, S. (2020). *Armstrong's handbook of human resource management practice*. Kogan Page.
- Asmini, Alam, A. R. N., & Putri, A. (2022). ANALISIS PENGARUH KOMPETENSI TERHADAP KINERJA KARYAWAN PADA PT. TELKOM AKSES AREA SOPPENG. *Jurnal Ilmiah METANSI "Manajemen Dan Akuntansi,"* 5(1), 17.
- Atan, J. bin, & Mahmood, N. H. N. (2019). The role of transformational leadership style in enhancing employees' competency for organization performance. *Management Science Letters*, 2191–2200. <https://doi.org/10.5267/j.msl.2019.7.033>
- Ateke, B. (2020). Employee Empowerment: A Strategy for Optimizing Employee Performance. *Nigerian Business and Social Review*, 11(2), 125–137. <https://www.researchgate.net/publication/368449588>
- Azis, E., Prasetio, A. P., Gustyana, T. T., Putril, S. F., & Rakhmawati, D. (2019). THE MEDIATION OF INTRINSIC MOTIVATION AND AFFECTIVE COMMITMENT IN THE RELATIONSHIP OF TRANSFORMATIONAL LEADERSHIP AND EMPLOYEE ENGAGEMENT IN TECHNOLOGY-BASED COMPANIES. *Polish Journal of Management Studies*, 20(1), 54–63. <https://doi.org/10.17512/pjms.2019.20.1.05>
- Azizah, N., Tampubolon, A. P., & Sibarani, H. S. (2021). KOMUNIKASI ORGANISASI: Kepemimpinan dan Gaya Kepemimpinan. *Komunika*, 17(1). <https://doi.org/10.32734/komunika.v17i1.6776>
- Balaka, M. Y. (2022). *Metodologi Penelitian Kuantitatif*. CV. Widina.
- Balasuriya, B. L. L. A., & Perera, G. D. N. (2021). The Impact of Transformational Leadership on Employee Performance: The Mediating Role of Employee Engagement in Selected Porcelain Manufacturing Companies in Sri Lanka. *Vidyodaya Journal of Management*, 7(2). <https://doi.org/10.31357/vjm.v7iII.5093>

- Benmira, S., & Agboola, M. (2021). Evolution of leadership theory. *BMJ Leader*, 5(1), 3–5. <https://doi.org/10.1136/leader-2020-000296>
- Blanka, C., Krumay, B., & Rueckel, D. (2022). The interplay of digital transformation and employee competency: A design science approach. *Technological Forecasting and Social Change*, 178, 121575. <https://doi.org/10.1016/j.techfore.2022.121575>
- Burton, A. M., & Dickinger, A. (2024). Innovation in Crisis. The role of leadership and dynamic capabilities for a more innovative hospitality industry. *International Journal of Hospitality Management*, 124, 1–10. <https://doi.org/10.1016/j.ijhm.2024.103946>
- Chyung, S. Y. Y., Swanson, I., Roberts, K., & Hankinson, A. (2018). Evidence-Based Survey Design: The Use of Continuous Rating Scales in Surveys. *Performance Improvement*, 57(5), 38–48. <https://doi.org/10.1002/pfi.21763>
- Dessler, G. (2020). *Human Resource Management* (16th ed.). Pearson.
- Efawati, Y. (2020). The Influence of Working Conditions, Workability and Leadership on Employee Performance. *International Journal Administration, Business and Organization (IJABO)* |, 1(3), 8–15. <https://ijabo.a3i.or.id>
- Eviana, N., & Achmadi, R. (2022). Leadership dimension: increasing employee satisfaction and engagement in travel industry. *Jurnal Pariwisata Pesona*, 7(1), 120–131. <https://doi.org/10.26905/jpp.v7i1.7195>
- Farooq, K., Yusliza, M. Y., Wahyuningtyas, R., Haque, A. ul, Muhammad, Z., & Saputra, J. (2021). Exploring Challenges and Solutions in Performing Employee Ecological Behaviour for a Sustainable Workplace. *Sustainability*, 13(17), 9665. <https://doi.org/10.3390/su13179665>
- Faryaputra, F. N., & Sudiana, K. (2024). WORKLOAD ANALYSIS TO DETERMINE THE OPTIMAL NUMBER OF HUMAN RESOURCES AT SARIRAYA CO., LTD. In *Indonesian Interdisciplinary Journal of Sharia Economics (IIJSE)* (Vol. 7, Issue 2).
- Gerung, C. J., Dotulong, L. O. H., & Raintung, M. Ch. (2022). ANALISIS PERBANDINGAN KINERJA PNS DAN THL PADA DINAS PENDIDIKAN KABUPATEN MINAHASA DI MASA PANDEMI COVID-19. *Jurnal EMBA*, 10(2), 418–428.
- Ghozali, I. (2018). *Aplikasi Analisis Multivariate dengan Program IBM SPSS 25*. Badan Penerbit Universitas Diponegoro.
- Gomathy, Karthikeya, & Pranav, S. (2023). THE EFFECT OF LEADERSHIP ON ORGANISATIONAL BEHAVIOUR AND PERFORMANCE. *International Journal of Scientific Research in Engineering and Management (IJSREM)*, 7(5), 1–7. <https://doi.org/10.55041/IJSREM20835>
- Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2019a). When to use and how to report the results of PLS-SEM. *European Business Review*, 31(1), 2–24. <https://doi.org/10.1108/EBR-11-2018-0203>
- Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2019b). When to use and how to report the results of PLS-SEM. *European Business Review*, 31(1), 2–24. <https://doi.org/10.1108/EBR-11-2018-0203>
- Hajiali, I., Fara Kessi, A. M., Budinandriani, B., Prihatin, E., Sufri, M. M., & Sudirman, A. (2022). Determination of Work Motivation, Leadership Style,

- Employee Competence on Job Satisfaction and Employee Performance. *Golden Ratio of Human Resource Management*, 2(1), 57–69. <https://doi.org/10.52970/grhrm.v2i1.160>
- Hardani, H., Andriani, H., Auliya, N. H., Sukmana, D. J., Ustiawaty, J., Utami, E. F., Fardani, R. A., & Istiqomah, R. R. (2020). *Metode Penelitian Kualitatif & Kuantitatif*. CV. Pustaka Ilmu Grup.
- Harianto, M. Y. F. (2024, March 2). *Kemenperin: Industri makanan-minuman penopang ekonomi Indonesia*. ANTARA.
- Hudang, A. K. (2022). *Metodologi Penelitian Kuantitatif, Kualitatif dan Kombinasi*. Media Sains Indonesia.
- Idebiz.id. (2024, April 1). *Dinamika Pasar F&B: Strategi Meningkatkan Kinerja Bisnis*. Idebiz.
- Indrawati. (2015). *Metode Penelitian Manajemen dan Bisnis: Konvergensi Teknologi Komunikasi dan Informasi*. PT. Refika Pustaka.
- Iriani, N. I., Suyitno, S., Sasongko, T., Rifai, M., Indrihastuti, P., & Yanti, D. A. W. (2023). Leadership Style, Compensation and Competence Influence on Employee Performance through Job Satisfaction. *Journal of Business and Management Studies*, 5(1), 38–49. <https://doi.org/10.32996/jbms.2023.5.1.5>
- Jufrizen, & Hadi, F. P. (2021). Pengaruh Fasilitas Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan Melalui Motivasi Kerja. *Jurnal Sains Manajemen*, 7(1), 35–54.
- Kaur, S., & Kaur, G. (2021). Understanding the impact of human resource practices on employee competencies: evidence from Indian food processing industry. *Employee Relations: The International Journal*, 43(5), 957–978. <https://doi.org/10.1108/ER-05-2020-0216>
- Khairunnisa, N., Mariska, O., Ramadhan, R., Fajar, M., & Azzahra, B. (n.d.). Studi Literatur: Pengaruh Pelatihan dan Pengembangan SDM terhadap Kinerja. *Jurnal ARASTIRMA Universitas Pamulang*, 4(2), 452–459.
- Khoiri, M., & Rahma Oktavia, N. (2019). PENGARUH KEPEMIMPINAN TERHADAP KINERJA KARYAWAN BADAN PENGAWAS PEMILU KOTA ADMINISTRASI JAKARTA SELATAN. *Jurnal Ilmiah Mimbar Demokrasi*, 19(1), 80–98.
- Kim, J., & Jung, H.-S. (2022). The Effect of Employee Competency and Organizational Culture on Employees' Perceived Stress for Better Workplace. *International Journal of Environmental Research and Public Health*, 19(8), 4428. <https://doi.org/10.3390/ijerph19084428>
- Kurniawan, A. W., & Puspitaningtyas, Z. (2016). *Metode Penelitian Kuantitatif*. Pandiva Buku.
- Lestari, R., Nurjaya, D., & Wahyuningtyas, I. A. A. (2023). The Effect of Implementing Work Ethics and Islamic Leadership on Employee Performance. *International Journal of Entrepreneurship and Sustainability Studies*, 3(2), 1–12. <https://doi.org/10.31098/ijeass.v3i2.1610>
- Magdalena, P., Agita, J. T., & Simanjorang, F. (2023). Pengaruh Leadership terhadap Performance Karyawan: A Literature Review. *Jurnal Sosial Dan Humaniora*, 1(2), 282–288. <https://doi.org/10.62017/arima>

- Mahmood, R., Hee, O. C., Yin, O. S., & Hamli, M. S. H. (2018). The Mediating Effects of Employee Competency on the Relationship between Training Functions and Employee Performance. *International Journal of Academic Research in Business and Social Sciences*, 8(7). <https://doi.org/10.6007/IJARBSS/v8-i7/4410>
- Malhotra, N. K. (2020). *Marketing research: an applied orientation* (7th ed.). New Pearson.
- Matthews, R., & Ross, E. (2010). *Research Methods: A practical guide for the social sciences*. Pearson Education Ltd.
- Meswantri, & Yuliarman. (2022). Pengaruh Disiplin Kerja dan Motivasi Kerja Terhadap Kinerja Karyawan Melalui Kepuasan Kerja. *Jurnal Ekobistik*, 11(2), 162–167. <https://jman-upiyptk.org/ojs>
- Mmaduabuchi, U. (2020). WORK ENVIRONMENT AND EMPLOYEE PERFORMANCE IN THE PUBLIC SERVICE: A STUDY OF CHUKWUEMEKA ODUMEGWU OJUKWU UNIVERSITY, ANAMBRA STATE, NIGERIA. *Global Journal of Political Science and Administration*, 9(1), 2021. <https://ssrn.com/abstract=3977695>
- Mu'tafi, A. (2020). PILAR-PILAR MANAJEMEN SUMBER DAYA MANUSIA (MSDM) DALAM MENGHADAPI ERA GLOBAL. *Jurnal Ilmiah Studi Islam*, 20(2), 106–125.
- Nugroho, B., Ginting, I., Nasution, S. W., Susanti, E., & Syahti, U. (2021). PENGARUH MOTIVASI, LINGKUNGAN KERJA DAN KOMPETENSI TERHADAP KINERJA KARYAWAN PADA PT. ANGKASA PURA II (PERSERO) KANTOR CABANG KUALANAMU. *Manajemen Bisnis Jurnal Magister Manajemen*, 3(2), 130–142.
- Pahira, S. H., & Rinaldy, R. (2023). Pentingnya Manajemen Sumber Daya Manusia (MSDM) Dalam Meningkatkan Kinerja Organisasi. *COMSERVA : Jurnal Penelitian Dan Pengabdian Masyarakat*, 3(03), 810–817. <https://doi.org/10.59141/comserva.v3i03.882>
- Pasaribu, B. S. , H. A. , U. K. W. A. R. H. S. (2022). *Metodologi Penelitian Untuk Ekonomi dan Bisnis*. Media Edu Pustaka.
- Pinedaa, A. J. M., Mohamadec, A. N., Solomon, O., Bircob, C. N. H., Superioe, M. G., Cuencof, H. O., & Bognot, F. L. (2022). Exploring the Standardized Root Mean Square Residual (SRMR) of Factors Influencing E-book Usage among CCA Students in the Philippines. *Indonesian Journal of Contemporary Education*, 4(2), 53–70. <https://doi.org/10.33122/ijoce.v4i2.30>
- Priadana, M. S., & Sunarsi, D. (2021). *Metode Penelitian Kuantitatif*. Pascal Books.
- Putra, H. R. W. Rr. A. Y. (2024, September 4). *Industri Makanan dan Minuman Tumbuh 5,53 Persen, Beri Sumbangan Terbesar ke PDB*. Tempo.Co.
- Putri, E. A., Tajriani, A., Syifa, A., Nurrachmawati, & Rivai, A. A. (2022). Penerapan fungsi MSDM untuk mengembangkan produktivitas kerja karyawan di lingkungan perusahaan Unilever Indonesia. *Insight Management Jurnal*, 2(3), 81–90. <https://journals.insightpub.org/index.php/imj>
- Putri, N. R. S., Zulqarnain, C. A., & Farhan, M. (2023). Pengaruh Kinerja Karyawan Terhadap Kualitas SDM Dan Organisasi. *MUQADDIMAH: Jurnal Ekonomi, Manajemen, Akuntansi Dan Bisnis*, 1(2), 165–171.

- Qin, Z., Li, Y., & Yang, Y. (2023). *Leadership* (pp. 71–98). https://doi.org/10.1007/978-981-19-9231-5_3
- Rajab, M. (2021). Literature Review Factors Affecting Leadership: Quality of Work, Work Effectiveness and Work Communication. *Dinasti International Journal of Economics, Finance, and Accounting*, 2(2), 251–259. <https://doi.org/10.38035/dijefa.v2i2>
- Rilistina, S. (2021). DETERMINASI KOMPETENSI: BUDAYA ORGANISASI, KECERDASAN EMOSIONAL DAN ORGANISASI PEMBELAJARNA (SUATU KAJIAN STUDI LITERATUR MANAJEMEN SUMBERDAYA MANUSIA). *Jurnal Ekonomi Manajemen Sistem Informasi*, 2(6), 739–757. <https://doi.org/10.31933/jemsi.v2i6>
- Riyanto, S., & Hermawan, A. A. (2020). *Metode Riset Penelitian Kuantitatif*. Deepublish.
- Salsabila, N., & Lo, S. J. (2023). The Influences of Competency and Compensation on Employee Performance at PT Balai Pustaka (Persero) as Mediated by Work Engagement. *European Journal of Business and Management Research*, 8(2), 169–174. <https://doi.org/10.24018/ejbm.2023.8.2.1848>
- Santoso, T. I., Alamsyah, M. N., & Wardoyo, D. U. (2024). K-Workers Competencies Among Alumni University. *International Journal of Islamic Business and Management Review*, 4(1), 24–41.**
<https://doi.org/10.54099/ijibmr.v4i1.992>
- Sarboini, S., Rizal, S., Surya, J., & Yusuf, Z. (2018). The Effect of Leadership, Compensation and Competency on Employee Performance. *Jurnal Ilmiah Peuradeun*, 6(2), 215. <https://doi.org/10.26811/peuradeun.v6i2.199>
- Sekaran, U., & Bougie, R. (2016). *Research Method for Business: A Skill-Building Approach* (7th ed.). John Wiley & Sons Ltd.
- Sitepu, R. J., Absah, Y., & Harahap, H. (2022). The Effect of Recruitment, Training, and Competence on Employee Performance with Professionalism as a Mediation Variable at the Langkat Regency Inspectorate. *International Journal of Research and Review*, 9(8), 522–542. <https://doi.org/10.52403/ijrr.20220843>
- Sugiyono. (2019). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Alfabeta.
- Sugiyono. (2021). *Metode Penelitian. Kuantitatif, Kualitatif dan R&D* (2nd ed.). Alfabeta.
- Sugiyono. (2022). *Metodologi Penelitian Kuantitatif*. Alfabet.
- Sujarweni, W. (2015). *SPSS Untuk Penelitian*. Pustaka Baru Press.
- Sukmana, P., & Hakim, A. (2023). The Influence of Work Quality and Employee Competence on Human Resources Professionalism at the Ministry of Defense Planning and Finance Bureau. *International Journal of Social Science and Business*, 7(1), 233–242. <https://doi.org/10.23887/ijssb.v7i1.58202>
- Suswati, E. (2022). ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB): BASED ON EMPLOYEE COMPETENCE AND ITS EFFECT ON EMPLOYEE PERFORMANCE. *Journal of Applied Management (JAM)*, 20(2), 388–397. <https://doi.org/10.21776/ub.jam.2022.020.02.15>

- van Roekel, H. (2023). Examining employee willingness to execute shared leadership: The role of leadership behaviour, gender, age, and context. *Leadership*, 19(6), 508–529. <https://doi.org/10.1177/17427150231198978>
- Wahyuningtyas, R., Disastra, G., & Rismayani, R. (2023). *Toward cooperative competitiveness for community development in Economic Society 5.0. Journal of Enterprising Communities: People and Places in the Global Economy*, 17(3), 594–620. <https://doi.org/10.1108/JEC-10-2021-0149>
- Wijayanto, B. K., & Riani, A. L. (2021). The Influence of Work Competency and Motivation on Employee Performance. *Society*, 9(1), 83–93. <https://doi.org/10.33019/society.v9i1.290>
- Winarti, C. E., Cahaya, Y. F., Erasashanti, A. P., Rachman, H. A., & Kurniawan, B. (2023a). Effect Of Job Analysis, Competency, And Compensation On Employee Performance. *International Journal of Islamic Business and Management Review*, 3(2), 162–172. <https://doi.org/10.54099/ijibmr.v3i2.801>
- Winarti, C. E., Cahaya, Y. F., Erasashanti, A. P., Rachman, H. A., & Kurniawan, B. (2023b). Effect Of Job Analysis, Competency, And Compensation On Employee Performance. *International Journal of Islamic Business and Management Review*, 3(2), 162–172. <https://doi.org/10.54099/ijibmr.v3i2.801>
- Yuningsih, E., & Ardianti. (2019). PENGARUH KOMPETENSI DAN MOTIVASI TERHADAP KINERJA PEGAWAI PADA PT XXX. *Jurnal Visionida*, 5, 32–45.
- Zaghmout, B. (2024). Unmasking Toxic Leadership: Identifying, Addressing, and Preventing Destructive Leadership Behaviours in Modern Organizations. *Open Journal of Leadership*, 13(03), 244–265. <https://doi.org/10.4236/ojl.2024.133015>
- Zebua, N., Humaira, S., Miranda Nst, M., & F. Dalimunthe, R. (2024). Literature Review: The Role Of Employee Development In Improving Employee Performance. *Jurnal Syntax Fusion*, 4(10), 293–304. <https://doi.org/10.54543/fusion.v4i10.432>
- Zulkifli, Z., Purwati, A. A., Renaldo, N., Hamzah, Z., & Hamzah, M. L. (2023). Employee performance of Sharia Bank in Indonesia : The mediation of organizational innovation and knowledge sharing. *Cogent Business and Management*, 10(3), 1–25. <https://doi.org/10.1080/23311975.2023.2273609>