

## DAFTAR PUSTAKA

- Anwar, Chairul, et al (2014).”*Pengaruh Karakteristik Individu, Budaya Organisasi, dan Motivasi Kerja terhadap Kinerja Karyawan melalui Organizational Citizenship Behavior (OCB) pada Karyawan Bank Indonesia Cabang Jember*”. Repository Universitas Jember
- Ariani D.W.(2008).”Pengaruh Faktor Disposisional dan Situasional *pada Perilaku Kewargaan Organizational: Kasus pada Industri Perbankan di Indonesia*”. Jurnal Ekonomi dan Bisnis Indonesia Vol. 23, No. 3, 266 – 282.(2008)
- Aryaningtyas A.T (2019).” *Pengaruh Kepribadian Proaktif, Kompetensi dan Budaya Organisasi Terhadap Kinerja Karyawan Hotel Bintang Empat di Kota Semarang* “.Jurnal Manajemen dan Sains, 4(2), Oktober 2019, pp.211-219 Publisher by Program Magister Manajemen Universitas Batanghari DOI 10.33087/jmas.v4i2.101 ISSN 2541-6243 (Online), ISSN 2541-688X (Print)
- Atatsi, E.A et al (2019) "*Factors affecting employee performance: a systematic literature review*", Journal of Advances in Management Research. Emerald Publishing Limited 0972-7981
- Bangun, Wilson.(2012). "*Manajemen Sumber Daya Manusia*". Erlangga, Jakarta. 2013.ISBN13 9786022410560
- Cetin F and Duysal Askun (2018).”*The effect of occupational selfefficacy on work performance through intrinsic work motivation* “. Management Research Review 2040-8269 DOI 10.1108/MRR-03-2017-0062 Review, 41(2), 186–201. University of Michigan
- Choi, L. dan Hwang, J. (2019), “ *Peran Kepribadian Prosocial dan Proaktif dalam Kewarganegaraan Pelanggan Perilaku* ”, Jurnal Pemasaran Konsumen, Vol. 36 No. 2, hlm.288-305.
- Crant, JM dan Bateman, TS (2000), “*Kepemimpinan karismatik dilihat dari atas: dampak dari kepribadian proaktif* ”, Jurnal Perilaku Organisasi, Vol. 21 No. 1, hlm. 63-75. Deci, EL dan Ryan, RM (1985), *Motivasi Intrinsik dan Penentuan Nasib Sendiri pada Manusia* Tingkah laku, Sidang Pleno, New York, NY
- Deci, E.L. and Ryan, R.M. (1985), “*Intrinsic Motivation and Self-Determination in Human Behavior*”, Springer Science & Business Media, Berlin.
- Dharma, Y. (2018), "*The Effect of Work Motivation on the Employee Performance with Organization Citizenship Behavior as Intervening*

*Variable at Bank Aceh Syariah*", Proceedings of MICoMS 2017 (Emerald Reach Proceedings Series, Vol. 1), Emerald Publishing Limited, Bingley, pp. 7-12., eISBN: 978-1-78756-793-1, ISSN: 2516-2853

Diaz-Mora, C. and Triguero-Cano, A. (2012), "Why do some firms contract out production? Evidence from firm-level panel data", *Applied Economics*, Vol. 44 No. 13, pp. 1631-1644.

Dibetso, O.G., et al (2018), "Stakeholder views on the drivers and inhibitors of performance of outsourced information technology employees", *European Business Review*, Vol. 30 No. 4, pp. 446-469.

Elanain, H.A. (2007). "Relationship Between Personality and Organizational Citizenship Behavior: Does Personality Influence Employee Citizenship?". *International Review of Business Research Papers*, 3(4), 31-43

Gibson, J. L., et al (2012). "Organizational : Behavior, Structure, Processes. Fourteenth Edition". Published by McGraw-Hill, a business unit of The McGraw-Hill Companies, Inc., 1221 Avenue of the Americas, New . 10020: McGraw-Hill

Gomes, Faustino Cardoso.(2003). "Manajemen Sumber Daya Manusia". Yogyakarta: Andi.

Gong et al, (2016), "The different relations of extrinsic, introjected, identified, regulation and intrinsic motivation on employees' performance: Empirical studies following self-determination theory", *Management Decision*, Vol. 54 Iss 10 pp. -Permanent link to this document:

Girst, AL dan Schleyer, RJ (2005), " Mengelola hubungan outsourcing hari ini ", *Jurnal Kerja Peningkatan proses*, hlm. 14-17.

Ghozali, I. (2017). *Model Persamaan Struktural: Konsep dan Aplikasi dengan Program Amos 24 Update Bayesian SEM*. Semarang: BP. Undip.

\_\_\_\_\_. (2021). *Partial Least Squares: Konsep, Teknik dan Aplikasi Menggunakan Program SmartPLS 3.2.9 Untuk Penelitian Empiris*. Semarang: BP. Undip.

Greguras, GJ dan Diefendorff, JM (2010), "Mengapa kepribadian proaktif memprediksi kehidupan karyawan kepuasan dan perilaku kerja? Investigasi lapangan tentang peran mediasi model konkordansi diri ", *Psikologi Personalia*, Vol. 63 No. 3, hlm.539-560.

- Hendrawan A. et al (2017).” *Organizational Citizenship Behavior (OCB) pada Karyawan Akademi Maritim Nusantara*”.Prosiding seminar nasional dan internasional. Universitas Muhammadiyah Semarang.
- Herzberg, F. (1987), “ *Sekali lagi: bagaimana Anda memotivasi karyawan* ”, ulasan Bisnis Harvard September-Oktober, hlm.5-16.
- Salsabil, Imanirrahma. (2019), “*Pengaruh Kepribadian Proaktif terhadap Kinerja Karyawan dengan Keterikatan Kerja sebagai Variabel Mediasi pada Paguyuban Batik Tulis Kebon Indah, Bayat, Klaten*”. Jurnal Ilmiah Mahasiswa FEB, 2019 - jimfeb.ub.ac.id
- Irawati A.dkk.(2018). “*Pengaruh Beban Kerja terhadap Kinerja Karyawan Melalui Motivasi Intrinsik pada Karyawan Outsourcing PT Cahaya Bintang Plastindo Gresik*”. Eco-Entrepreneurship, Vol 3 No 2 Juni 2018 37
- Karatepe and Tetinkus. (2016).”*The effects of work-family conflict, emotional exhaustion, and intrinsic motivation on job outcomes of front-line employees*”. International Journal of Bank Marketing Vol. 24 No. 3, 2006 pp. 173-193
- Kasmir, (2016).”*Manajemen Sumber Daya Manusia (Teori dan Praktik)*”. Jakarta: PT Raja Grafindo Persada
- Kissi E, et al (2019). “*Ascertaining the interaction effects among organisational citizenship behaviour, work overload and employees’ performance in the Ghanaian construction industry Department of Construction Technology and Management*”. International Journal of Productivity and Performance Management, ISSN: 1741-0401 Volume 68 Issue: 7, pp. 1235-1249.
- Langton, N., Robbins, SP, Hakim, T. dan Robbins, SP (2010), *Perilaku Organisasi: Konsep, Kontroversi, Aplikasi*, Edisi ke-5 Kanada, Pearson, Kanada
- Law, C.C.H. (2016), "Using bonus and awards for motivating project employees", *Human Resource Management International Digest*, Vol. 24 No. 7, pp. 4-7. <https://doi.org/10.1108/HRMID-05-2016-0073>
- Liguori EW, et al (2012). The moderating effect of perceived job characteristics on the proactive personality-organizational citizenship behavior relationship, *Leadership & Organization Development Journal*, Vol. 34 No. 8, pp. 724-740.
- Locke, EA dan Shattke, K. (2018), “ *Motivasi Intrinsik dan Ekstrinsik: waktu untuk ekspansi dan klarifikasi*”, *Ilmu Motivasi*.

- Manolopoulos, D. (2008), *"An evaluation of employee motivation in the extended public sector in Greece"*, Employee Relations, Vol. 30 No. 1, pp. 63-85.
- Mardanov, I. (2020), *"Intrinsic and extrinsic motivation, organizational context, employee contentment, job satisfaction, performance and intention to stay"*, Evidence-based HRM, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/EBHRM-02-2020-0018>
- Mangkunegara, Anwar. 2014. *"Evaluasi Kinerja SDM"*. PT Refika Aditama. Bandung
- Marques-Quinteiro, P. dan Curral, LA (2012), "Orientasi tujuan dan kinerja peran kerja: memprediksi kinerja peran kerja adaptif dan proaktif melalui strategi kepemimpinan diri ", Jurnal Psikologi, Vol. 146 No. 6, hlm.559-577
- Mathis. Robert L. Dan Jackson J. H. (2006). *"Human Resource Management"*. Jakarta: Salemba Empat.
- Matthew O'Connor (2005). *"A review of factors affecting individual performance in team environments: Theories and implications for library management"*. Library Management, ISSN: 0143-5124.
- Munif A. et al (2018). *"Analisa Pengaruh Pengembangan Karir dan Motivasi Ekstrinsik, Motivasi Intrinsik, terhadap Kinerja SDM dengan Kepuasan Kerja sebagai variabel intervening"*. Jurnal usm.ac.id Vo.11, No.3 (2018).
- Nasyroh.M, Rinandita Wikansari. (2017). *"Hubungan Antara Kepribadian (Big Five Personality Model) dengan Kinerja Karyawan"* Relationship Between Personality (Big Five Model) and Employee Job Performance Jurnal Ecopsy, Volume 4 Nomor 1, (April 2017)
- Nurrohmat N. (2021). *"The effects of professionalism and behavior by organizational citizenship (OCB) as mediating variables on the effect of personality on performance (a study on Makassar Police)"*. International Journal of Quality & Reliability Management, ISSN: 0265-671X
- Organ, D. W., Podsakof, P. M., and Mackenzie, S. B. (2006). *"Organizational Citizenship Behavior: Its nature, antecedents, and consequences"*. California: Sage Publication.
- Pooja, A. A., Clercq, D. D., Belausteguigoitia, I. (2016). *"Job Stressors and Organizational Citizenship Behavior: The Roles of Organizational Commitment and Social Interaction"*. Human Resource Development Quarterly, 27(3), 373-405, DOI: 10.1002/hrdq.21258.

- Pinto, L.F.S and Carlos Denner dos Santos, (2018). "*Motivations of crowdsourcing contributors*", Innovation & Management Review, ISSN :2515-8961, Vol.15 Issue 1
- Pradhan et al (2020). "*Do sustainability practices buffer the impact of self-efficacy on organisational citizenship behaviour? Conceptual and statistical considerations*". Journal of Indian Business Research, ISSN: 1755-4195
- Qi Yang (2017), Hua Wei, "*Ethical Leadership and Employee Task Performance: Examining Moderated Mediation Process*", Management Decision,
- Ribeiro, N., Duarte, AP dan Filipe, R. (2018), "*Bagaimana kepemimpinan otentik mempromosikan individu kinerja: peran mediasi dari perilaku dan kreativitas warga organisasi*", Jurnal Internasional Produktivitas dan Manajemen Kinerja, Vol. 67 No. 9, hlm. 1-50.
- Rini H.P.(2013)."*Motivasi Karyawan Outsourcing pada PT. Infomedia Nusantara*". Ukuran Buku : 23 x 16 cm Tahun Terbit : 2013 Hak Cipta © pada Penulis, hak penerbitan ada pada Penerbit Semesta Anugrah ISBN : 978-602-18682-7-0
- Robbins, Stephen P."Organizational behavior" / Stephen P. Robbins, Timothy A. Judge. — 15th ed. p. cm. Includes indexes. ISBN-13: 978-0-13-283487-2 ISBN-10: 0-13-283487-1 1."Organizational behavior". I. Judge, Tim. II. Title. HD58.7.R62 2012 658.3—dc23 Copyright © 2013, 2011, 2009, 2007, 2005 by Pearson Education, Inc., publishing as Prentice Hall
- Seibert, SE, Kraimer, ML dan Crant, JM (2001), "*Apa yang dilakukan orang proaktif? Model longitudinal menghubungkan kepribadian proaktif dan kesuksesan karir* ", Psikologi Personalita, Vol. 54 No. 4, hlm. 845-874.
- Siagian, Sondang P.(2002)."*Manajemen Sumber Daya Manusia*". PT. Aksara. Jakarta
- Suliyanto.2018."Metode Penelitian Bisnis Untuk Skripsi, Tesis dan Desertasi". Aditya Christian, Yogyakarta.ID: Andi Offset (Anggota IKAPI).
- Stringer, C., et al (2011), "*Motivation, pay satisfaction, and job satisfaction of front-line employees*", Qualitative Research in Accounting & Management, Vol. 8 No. 2, pp. 161-179.
- Sutrinno, A., et al (2019)."*Pengaruh Komitmen Organisasi Terhadap Kinerja yang Dimediasi oleh Organizational Citizenship Behavior (OCB) Studi Pada Pendamping Desa Kabupaten Wakatobi*". Jurnal Progres Ekonomi Pembangunan (JPEP), 4(1), 114-131.

- Thompson, J. A. (2005). "Proactive personality and job performance: A social capital perspective". *Journal of Applied Psychology*, 90, 1011-1017.
- Unsul A dan Isyanto.(2019). "Pengaruh Organizational Citizenship Behavior (OCB) terhadap Kinerja Karyawan". *Jurnal Perilaku Dan Strategi Bisnis*, Vol.7 No.2, 2019 Hal. 106 – 114. Universitas Mercu Buana.
- Wijaya, Chandra. (ed.), 2017. " *Perilaku Organisasi* " , Medan. Lembaga Peduli Pengembangan Pendidikan Indonesia (LPPPI)
- Whiting SW, et al (2008). " *Effects of Task Performance, Helping, Voice, and Organizational Loyalty on Performance Appraisal Ratings* " *Journal of Applied Psychology*: Vol. 93, No. 1, 125–139 Copyright 2008 by the American Psychological Association 2008,
- Yang, C.,et al. (2019), "Transformational leadership, proactive personality and service performance: The mediating role of organizational embeddedness", *International Journal of Contemporary Hospitality Management*, Vol. 32 No. 1, pp. 267-287.
- Zabielske JS, et al.2015. "The role of prosocial and intrinsic motivation in employees' citizenship behaviour", *Baltic Journal of Management*, Vol. 10 Issue: 3, pp.345-365
- Zahoor A. (2019). "Proaktif karyawan, bekerja keterlibatan, sumber daya pekerjaan, dan kinerja pemulihan layanan: sebuah studi tentang keterkaitan struktural". *Journal of Contemporary Marketing Science* © Emerald Publishing Limited e-ISSN: 2516-7499 p-ISSN: 2516-7480
- Zhao Y.Chris, Qinghua Zh.2014. "Effects of extrinsic and intrinsic motivation on participation in crowdsourcing contest ", *Online Information Review*, Vol. 38 Iss 7 pp. 896 - 917 Permanent link to this document:
- Zhang et al (2016). "The different relations of extrinsic, introjected, identified regulation and intrinsic motivation on employees' performance: Empirical studies following self-determination theory" Vol. 54 Iss 10 pp. - *Management Decision* <http://dx.doi.org/10.1108/MD-01-2016-00>