

DAFTAR PUSTAKA

- Abdillah, M. R. (2021). Kepemimpinan Altruistik: Sebuah Tinjauan Pustaka dan Agenda untuk Penelitian Selanjutnya. *Desember*, 3(2), 76–85.
- Adhan, M., Prayogi, M. A., & Siswadi, Y. (2020). Peran Mediasi Komitmen Organisasional pada Pengaruh Kepuasan Kerja terhadap Kinerja Dosen Tetap Universitas Swasta di Kota Medan. *Jurnal Samudra Ekonomi Dan Bisnis*, 11(28), 1–15. <https://doi.org/10.33059/jseb.v11i1.1654>
- Ahmed, K., Jawad, M., Dasgupta, P., Darzi, A., Athanasiou, T., & Khan, M. S. (2010). Assessment and maintenance of competence in urology. *Nature Reviews Urology*, 7(7), 403–413. <https://doi.org/10.1038/nrurol.2010.81>
- Alfaro, L., Faia, E., Lamersdorf, N., & Saidi, F. (2020). Social Interactions in Pandemics: Fear, Altruism, and Reciprocity. *National Bureau of Economic Research*, 1–46. <http://www.nber.org/papers/w27134>
- Allison, Barbara, Voss, & All, E. (2001). Student Classroom and Career Success: The Role of Organizational Citizenship Behavior. *Journal of Education for Business*.
- Anggraeni Charismanur Wilfarda, Wulan Puspita Ningtiyas, N. M. A. (2021). Kebijakan Pemerintah Dalam Pemberdayaan UMKM Di Masa Pandemi. *Journal of Government and Politics*, 3(1), 47–65.
- Arbuckle, J. L. (2016). IBM® SPSS® User's Guide Amos™ 24. *Amos Development Corporation*, 1–720. <ftp://public.dhe.ibm.com>
- Ardiana, I. D. K. ., Brahmayanti, I. ., & Subaedi. (2010). Kompetensi SDM UKM dan Pengaruhnya Terhadap Kinerja UKM di Surabaya. *Jurnal Manajemen Dan Kewirausahaan*, 12(1), pp.42-55. <https://doi.org/10.9744/jmk.12.1.pp.42-55>
- Ariani, & Utomo, M. N. (2017). Kajian Strategi Pengembangan Usaha Mikro Kecil dan Menengah (UMKM) di Kota Tarakan. *Jurnal Organisasi Dan Manajemen*, 13(2), 99–118. <http://jurnal.ut.ac.id/JOM/article/viewFile/524/575>
- Ariyanti, N. K. I., Santra, I. K., & Lasmini, N. K. (2018). Leadership and Organizational Culture Analysis on Organizational Citizenship Behavior (OCB) at PT. Hatten Bali. *Jurnal Riset Bisnis Dan Investasi*, 3(3), 33. <https://doi.org/10.35697/jrbi.v3i3.943>
- Aronson, E., Wilson, T. D., & Akert, R. M. (1994). Social psychology. *The Heart and the Mind*. HarperCollins College Publishers., 1994.
- Ashraf, N., & Bandiera, O. (2017). Altruistic capital. *American Economic Review*, 107(5), 70–75. <https://doi.org/10.1257/aer.p20171097>
- Asni1, Ilahi, F. N., & Hajar, S. (2022). PERILAKU ALTRUISME GURU

BIMBINGAN DAN KONSELING SE- KARAWANG DI MASA PANDEMI. *Proceeding International Conference on Islamic Educational Guidance and Counseling* 28, 98–105.

- Atiqoh, S. L. (2017). Spirit Kepemimpinan Ki Hadjar Dewantara Sebagai Upaya Pengembalian Fitrah Kader HMI. *Himpunan Mahasiswa Islam Cabang Sukoharjo Komisariat Ahmad Dahlan I*.
- Atmaja, Hanung Eka; Novitaningtyas, I. (2021). Analisis Aspek Pemasaran UMKM di Masa Resesi Global Dampak dari Pandemi Covid-19. *Jurnal Ilmiah Poli Bisnis*, 13(1), 60–69. <https://ejournal2.pnp.ac.id/index.php/jipb>
- Aube, C., Morin, E. M., Rousseau, V., Chiocchio, F., & Boudrias, J.-S. (2008). Social Interactions at Work and Psychological Health: The Role of Leader-Member Exchange and Work Group Integration. *Journal of Applied Social Psychology*, 38(7), 1755–1777.
- Azilani, N., Adibrata, Y., & Clement, Y. (2017). Strategi Pemasaran dalam Pengembangan UMKM Berbasis Kerajinan untuk Menghadapi Era Ekonomi Digital (Studi Kasus di Desa Kopo, Kecamatan Cisarua, Kabupaten Bogor). *Departemen Manajemen, Fakultas Ekonomi Dan Manajemen Institut Pertanian Bogor*.
- Babbie, E. (2005). *The Basics Of Social Research*. Thomson.
- Bailey, T., Berg, P., Sandy, C., & Gao, D. (2001). The effect of high-performance work practices on employee earnings in the steel, apparel, and medical electronics and imaging industries. *Industrial and Labor Relations Review*, 54(2 PART A), 525–543. <https://doi.org/10.1177/001979390105400228>
- Balkundi, P., & Harrison, D. A. (2006). TIES , LEADERS , AND TIME IN TEAMS : STRONG INFERENCE ABOUT NETWORK STRUCTURE ' S EFFECTS ON TEAM VIABILITY AND PERFORMANCE. *Academy of Management Journal*, 49(1), 49–68.
- Balkundi, P., Kilduff, M., & Harrison, D. A. (2011). Centrality and charisma: Comparing how leader networks and attributions affect team performance. *Journal of Applied Psychology*, 96(6), 1209–1222. <https://doi.org/10.1037/a0024890>
- Barney, J. (1991). Firm Resources and Sustained Competitive Advantage. In *Journal of Management* (Vol. 17, Issue 1, pp. 99–120). <https://doi.org/10.1177/014920639101700108>
- Baron, A.R & Byner, D. . (2005). Psikologi Sosial jilid 2. *Penerbit Airlangga, Jakarta*. <https://www.infodesign.org.br/infodesign/article/view/355%0Ahttp://www.abergo.org.br/revista/index.php/ae/article/view/731%0Ahttp://www.abergo.org.br/revista/index.php/ae/article/view/269%0Ahttp://www.abergo.org.br/revista/index.php/ae/article/view/106>

- Barrett, P. (2007). Structural equation modelling: Adjudging model fit. *Personality and Individual Differences*, 42(5), 815–824.
<https://doi.org/10.1016/j.paid.2006.09.018>
- Bass, B. M., & Riggio, R. E. (2006). Transformational leadership: *LAWRENCE ERLBAUM ASSOCIATES, PUBLISHERS*.
<https://doi.org/10.4324/9781410617095>
- Bateman, & Organ. (1983). Job satisfaction and the good soldier: The relationship between affect and employee “citizenship.” *Academy of Management Journal*, 26(4).
- BATSON, . DANIEL, & POWELL, A. A. (2016). Altruism and Prosocial Behavior. *HANDBOOK of PSYCHOLOGY*, 15(2), 1–23.
- Bauldry, S. (2015). Structural Equation Modeling. In *International Encyclopedia of the Social & Behavioral Sciences: Second Edition*.
<https://doi.org/10.1016/B978-0-08-097086-8.44055-9>
- Beal, D. J., Cohen, R. R., Burke, M. J., & McLendon, C. L. (2003). Cohesion and Performance in Groups : A Meta-Analytic Clarification of Construct Relations. *Journal of Applied Psychology*, 88(6), 989–1004.
<https://doi.org/10.1037/0021-9010.88.6.989>
- Bentler, P. M., & Moqijart, A. (1989). Choice of Structural Model via Parsimony: A Rationale Based on Precision. *Psychological Bulletin*, 106(2).
- Bentler P.M, & Chih-Ping Chou. (1987). Practical Issues in Structural Modeling. In *Sociological Methods & Research* (Vol. 16, Issue 1, pp. 78–117).
- Berk, R. A. (2009). Using the 360° multisource feedback model to evaluate teaching and professionalism. *Medical Teacher*, 31(12), 1073–1080.
<https://doi.org/10.3109/01421590802572775>
- Bezrukova, K., Jehn, K. A., Zanutto, E. L., & Thatcher, S. M. B. (2009). Do workgroup faultlines help or hurt? A moderated model of faultlines, team identification, and group performance. *Organization Science*, 20(1), 35–50.
<https://doi.org/10.1287/orsc.1080.0379>
- Bierhoff, H. W. (2002). Prosocial Behaviour. *New York: Psychology Press*.
- Blau, P. (1964). Social Exchange Theory. *Retrieved September 3 2007*, 1(1), 62.
- Boone, C., Van Olffen, W., & Van Witteloostuijn, A. (2005). Team locus-of-control composition, leadership structure, information acquisition, and financial performance: A business simulation study. *Academy of Management Journal*, 48(5), 889–909.
<https://doi.org/10.5465/AMJ.2005.18803929>
- Bubshait, A. A., & Farooq, G. (1999). Team building and project success. *Cost Engineering (Morgantown, West Virginia)*, 41(7), 34–38.

- Budianto, I. M. (2007). simbolisme perkawinan jawa. *UI Press*.
- Buluamang, Y. M. O., & Handika, L. P. (2018). Komunikasi Pemerintahan Antar Perangkat Daerah di Provinsi Nusa Tenggara Timur (NTT). *Jurnal Penelitian Komunikasi*, 21(1), 57–72. <https://doi.org/10.20422/jpk.v21i1.481>
- BYRNE, M. M. (2001). Linking philosophy methodology, and methods in qualitative research. *AORN JOURNAL*, 73(1), 0–2.
- Cannon-Bowers, S.I., T., E., S., & Volpe, C. . (1995). Defining competencies and establishing team training requirements. *Team Effectiveness and Decision Making in Organizations* (pp.333–380). San Francisco: Jossey-Bass.
- Cannon, M. D., & Amy C, E. (2009). Confronting failure: Antecedents and consequences of shared beliefs about failure in organizational work groups. *Journal of Organizational Behavior*, 30, 839–862.
- Carl McDaniel, J., & Gates, R. (2012). Marketing Research. *John Wiley & Sons, Inc*, 2013–2015.
- Carlo, G., & Randall, B. A. (2002). The development of a measure of prosocial behaviors for late adolescents. *Journal of Youth and Adolescence*, 31(1), 31–44. <https://doi.org/10.1023/A:1014033032440>
- Cendani, C., & Tjahjaningsih, E. (2015). Pengaruh Employee Engagement Dan Modal Sosial Terhadap Kinerja Karyawan Dengan OCB (Organizational Citizenship Behaviour) Sebagai Mediasi (Studi pada Bank Jateng Kantor Pusat). *Media Ekonomi Dan Manajemen*, 30(2), 149–160.
- Chan, D. (1998). Functional Relations Among Constructs in the Same Content Domain at Different Levels of Analysis : A Typology of Composition Models. *Journal of Psychology*, 83(2), 234–246.
- Chang, A., & Bordia, P. (2001). A multidimensional approach to the group cohesion-group performance relationship. *Small Group Research*, 32(4), 379–405. <https://doi.org/10.1177/104649640103200401>
- Chang, J. W., Sy, T., & Choi, J. N. (2012). Team emotional intelligence and performance: Interactive dynamics between leaders and members. *Small Group Research*, 43(1), 75–104. <https://doi.org/10.1177/1046496411415692>
- Chen, F., Bollen, K. A., Paxton, P., Curran, P. J., & Kirby, J. B. (2001). Improper solutions in structural equation models: Causes, consequences, and strategies. *Sociological Methods and Research*, 29(4), 468–508. <https://doi.org/10.1177/004912410102900403>
- Chen, X. P., Lam, S. S. K., Naumann, S. E., & Sciauabroeck, J. (2005). Group Citizenship Behaviour: Conceptualization and Preliminary Tests of its Antecedents and Consequences. *Management and Organization Review*, 1(2), 273–300. <https://doi.org/10.1111/j.1740-8784.2005.00012.x>
- Chiniara, M., & Bentein, K. (2016). Linking servant leadership to individual

- performance: Differentiating the mediating role of autonomy, competence and relatedness need satisfaction. *Leadership Quarterly*, 27(1), 124–141. <https://doi.org/10.1016/j.lequa.2015.08.004>
- CHOI, I. N., & SY, T. (2010). Group-level organizational citizenship behavior: Effects of demographic faultlines and conflict in small work group. *Journal of Organizational Behavior*, 31(1), 5–22. <https://doi.org/10.1002/job>
- Choi, J. N. (2009). Collective dynamics of citizenship behaviour: What group characteristics promote group-level helping? *Journal of Management Studies*, 46(8), 1396–1420. <https://doi.org/10.1111/j.1467-6486.2009.00851.x>
- Chong, E. (2007). Role balance and team development: A study of team role characteristics underlying high and low performing teams. *Journal of Behavioral and Applied Management*, 1950, 202–217. <https://doi.org/10.21818/001c.16733>
- Cohen, S. G., & Bailey, D. E. (1997). What makes teams work: Group effectiveness research from the shop floor to the executive suite. In *Journal of Management* (Vol. 23, Issue 3). <https://doi.org/10.1177/014920639702300303>
- Conway, J. M. (1999). Distinguishing contextual performance from task performance for managerial jobs. *Journal of Applied Psychology*, 84(1), 3–13. <https://doi.org/10.1037/0021-9010.84.1.3>
- Cooper., Dewe, & O'Driscoll. (2001). Organizational Stress : A Review and Critique of Theory, Research, and Applications. *Sege Publications, Inc., California.*
- Cordery, J., & Parker, S. K. (2012). Work Design: Creating Jobs and Roles That Promote Individual Effectiveness. In *The Oxford Handbook of Organizational Psychology* (Vol. 1, Issue January). <https://doi.org/10.1093/oxfordhb/9780199928309.013.0009>
- Corrêa, J. C., Ávila, M. P. W., Lucchetti, A. L. G., & Lucchetti, G. (2019). Altruistic behaviour, but not volunteering, has been associated with cognitive performance in community-dwelling older persons. *Psychogeriatrics*, 19(2), 117–125. <https://doi.org/10.1111/psyg.12372>
- Darley, J. M., & Batson, C. D. (1973). “From Jerusalem to Jericho”: A study of situational and dispositional variables in helping behavior. *Journal of Personality and Social Psychology*, 27(1), 100–108. <https://doi.org/10.1037/h0034449>
- Darley, J. M., & Latané, B. (1968). When will people help in a crisis? In *Psychology Today* (Vol. 2, pp. 54-57-71).
- Dartey-Baah, K., & Addo, S. A. (2019). Psychological identification with job: a leadership-OCB mediator. *International Journal of Organizational Analysis*,

- 27(3), 548–565. <https://doi.org/10.1108/IJOA-10-2017-1262>
- De Waal, F. B. M. (2008). Putting the altruism back into altruism: The evolution of empathy. *Annual Review of Psychology*, 59, 279–300. <https://doi.org/10.1146/annurev.psych.59.103006.093625>
- DellaVigna, S., & List, J. (2009). Testing for altruism and social pressure in charitable giving. *NBER Working Paper*. <http://onlinelibrary.wiley.com/doi/10.1002/cbdv.200490137/abstract%5Cnhttp://www.nber.org/papers/w15629>
- Dessler, G. (2014). Manajemen Sumber Daya Manusia. *Kelompok Gramedia, Jakarta*. <http://repositorio.unan.edu.ni/2986/1/5624.pdf>
- Diamantopoulos, A., & Schlegelmilch. (1998). Taking the Fear out of Data Analysis. *London, Dryden Press*.
- Díaz-Fernández, M. C., González-Rodríguez, M. R., & Simonetti, B. (2015). Top management team's intellectual capital and firm performance. *European Management Journal*, 33(5), 322–331. <https://doi.org/10.1016/j.emj.2015.03.004>
- Dobbin, F., & Jung, J. (2011). Corporate Board Gender Diversity and Stock Performance: The Competence GAP or Institutional Investor Bias? *North Carolina Law Review*, 89(2007), 809–838.
- Dorori, A. (2000). Islam Dan Kebudayaan Jawa. *Yogyakarta: Gama Media*, 1–10.
- Driskell, T., Salas, E., & Driskell, J. E. (2016). Teams in extreme environments: Alterations in team development and teamwork. *Human Resource Management Review*, 1–16. <https://doi.org/10.1016/j.hrmr.2017.01.002>
- Durrant, G. B. (2009). Imputation methods for handling item-nonresponse in practice: Methodological issues and recent debates. *International Journal of Social Research Methodology*, 12(4), 293–304. <https://doi.org/10.1080/13645570802394003>
- Dyah Kumalasari. (2010). KONSEP PEMIKIRAN KI HADJAR DEWANTARA DALAM PENDIDIKAN TAMAN SISWA (Tinjauan Humanis-Religius). *Jurnal Pendidikan*, VIII(1), 1–12.
- Eagly, A. H., & Steffen, V. J. (1986). Gender and Aggressive Behavior. A Meta-Analytic Review of the Social Psychological Literature. *Psychological Bulletin*, 100(3), 309–330. <https://doi.org/10.1037/0033-2909.100.3.309>
- Eboli, L., & Mazzulla, G. (2012). Structural Equation Modelling for Analysing Passengers' Perceptions about Railway Services. *Procedia - Social and Behavioral Sciences*, 54, 96–106. <https://doi.org/10.1016/j.sbspro.2012.09.729>
- Eddleston, K. A., Kellermanns, F. W., & Sarathy, R. (2008). Resource configuration in family firms: Linking resources, strategic planning and

- technological opportunities to performance. *Journal of Management Studies*, 45(1), 26–50. <https://doi.org/10.1111/j.1467-6486.2007.00717.x>
- Edwards, A. C., & Lowis, M. J. (2009). The International Journal for the Psychology of Religion The Batson-Schoenrade-Ventis Model of Religious Experience : Critique and Reformulation. *The International Journal for the Psychology of Religion*. <https://doi.org/10.1207/S15327582IJPR1104>
- Ehrhart, M. G., Bliese, P. D., & Thomas, J. L. (2006). Unit-level OCB and unit effectiveness: Examining the incremental effect of helping behavior. *Human Performance*, 19(2), 159–173. https://doi.org/10.1207/s15327043hup1902_4
- Ehrhart, M. G., Bliese, P. D., & Thomas, J. L. (2009). Unit-Level OCB and Unit Effectiveness : Examining the Incremental Effect of Helping Behavior. *HUMAN PERFORMANCE, December 2014*, 37–41. <https://doi.org/10.1207/s15327043hup1902>
- Ehrhart, M. G., & Naumann, S. E. (2004). Organizational citizenship behavior in work groups: A group norms approach. *Journal of Applied Psychology*, 89(6), 960–974. <https://doi.org/10.1037/0021-9010.89.6.960>
- Eisenberg, N., & Mussen, P. H. (1989). The roots of prosocial behavior in children. In *Cambridge University Press*.
- Ellis, A. P. J., Bell, B. S., Ployhart, R. E., Hollenbeck, J. R., & Ilgen, D. R. (2005). An evaluation of generic teamwork skills training with action teams: Effects on cognitive and skill-based outcomes. *Personnel Psychology*, 58(3), 641–672. <https://doi.org/10.1111/j.1744-6570.2005.00617.x>
- Erez, M., & Somech, A. (1996). Is group productivity loss the rule or the exception? Effects of culture and group-based motivation. *Academy of Management Journal*, 39(6), 1513–1537. <https://doi.org/10.2307/257067>
- Farh, J.-L., Zhong, C.-B., & Organ, D. W. (2002). An Inductive Analysis of the Construct Domain of Organizational Citizenship Behavior. *The Management of Enterprises in the People's Republic of China*, 1964, 445–470. https://doi.org/10.1007/978-1-4615-1095-6_18
- Fatah, N. (2001). Landasan Manajemen Pendidikan. *Bandung: PT. Remaja Rusdha Karya*.
- Faure, C. (2009). Attribution biases in the evaluation of new product development team members. *Journal of Product Innovation Management*, 26(4), 407–423. <https://doi.org/10.1111/j.1540-5885.2009.00668.x>
- Fauzianti, I., Natuna, & Ayub Miharty, D. (2020). The Influence Of Interpersonal Intelligence And Altruism On The Supervisor Performance Of Bengkalis Regency. *Jurnal JUMPED(Jurnal Manajemen Pendidikan*, 8(2), hlm. 1-7.
- Fayzhall, M., Ariyanto, E., Agistiawati, E., Sudiyono, R. N., Waruwu, H., Goestjahjanti, F. S., Winanti, Yuwono, T., Hutagalung, D., Asbari, M.,

- Fayzhall, M., Ariyanto, E., Agistiawati, E., Sudiyono, R. N., Waruwu, H., Goestjahjanti, F. S., Winanti, & Yuwono, T. (2020). Peran Religiusitas, Kepemimpinan Transformasional, Kepuasan Kerja dan Mediasi Organizational Citizenship Behavior terhadap Kinerja Guru. *EduPsyCouns: Journal of Education, Psychology and Counseling*, 2(1), 311–326.
<https://ummaspul.e-journal.id/Edupsycouns/article/view/483>
- Fehr, E., & Fischbacher, U. (2003). The nature of human altruism. *Nature*, 425(6960), 785–791. <https://doi.org/10.1038/nature02043>
- Ferdinand., A. (2013). Metode Penelitian Manajemen. *Semarang. Badan Penerbit Universitas Diponegoro. Buchari.*
- Fisher, C. D. (1986). Research in personnel and human resource management, Vol. 4. *Organizational Socialization: An Integrative Review*, 27, 101–145.
- Foschi, M. (2009). Gender, performance level, and competence standards in task groups. *Social Science Research*, 38(2), 447–457.
<https://doi.org/10.1016/j.ssresearch.2008.10.004>
- Fridayana Yudiaatmaja. (2013). KEPEMIMPINAN: KONSEP, TEORI DAN KARAKTERNYA. *Procedia - Social and Behavioral Sciences*, 12(2), 10. <http://dx.doi.org/10.1016/j.intman.2016.11.002>
<https://doi.org/10.3926/jiem.1530>
<http://dx.doi.org/10.1016/j.bushor.2017.11.007>
- Frontiera, J. (2010). Leadership and Organizational Culture Transformation in Professional Sport. *Journal of Leadership & Organizational Studies*. <https://doi.org/10.1177/1548051809345253>
- Ge, Z., Zhang, Z. K., Lü, L., Zhou, T., & Xi, N. (2012). How altruism works: An evolutionary model of supply networks. *Physica A: Statistical Mechanics and Its Applications*, 391(3), 647–655.
<https://doi.org/10.1016/j.physa.2011.08.063>
- Geary, J. F., & Dobbins, A. (2001). Teamworking: A new dynamic in the pursuit of management control. *Human Resource Management Journal*, 11(1), 3–23. <https://doi.org/10.1111/j.1748-8583.2001.tb00029.x>
- Geertz. (1992). Tafsir Kebudayaan. *Yogyakarta: Kanisius.*
- Gentur Kurniawan. (2023). Pengaruh Employee engagement dan Leader member exchange Terhadap Kinerja Dengan Mediasi Organizational citizenship behavior. *Ekonomika*, 7(1), 162–170.
- Gersick, C. J. G. (2015). Academy of Management Time and Transition in Work Teams : Toward a New Model of Group Development. *Academy of Management Journal*, 31(1), 9–41.
http://web.mit.edu/curhan/www/docs/Articles/15341_Readings/Group_Dynamics/Gersick_1988_Time_and_transition.pdf

- Ghozali, I. (2017). Model Persamaan Struktural Konsep Dan Aplikasi Dengan Program AMOS 24. *Badan Penerbit Universitas Diponegoro*.
- Glassman, W., & Hadad. (2009). Approaches To Psychology. New York: McGraw-Hill Companies Inc Gerungan,.
- Goncalves, J., Ferreira, D., Hosio, S., Liu, Y., Rogstadius, J., Kukka, H., & Kostakos, V. (2013). Crowdsourcing on the spot: Altruistic use of public displays, feasibility, performance, and behaviours. *UbiComp 2013 - Proceedings of the 2013 ACM International Joint Conference on Pervasive and Ubiquitous Computing*, 753–762.
<https://doi.org/10.1145/2493432.2493481>
- Gong, Y., Chang, S., & Cheung, S. Y. (2010). High performance work system and collective OCB: A collective social exchange perspective. *Human Resource Management Journal*, 20(2), 119–137. <https://doi.org/10.1111/j.1748-8583.2010.00123.x>
- Graham, J. (1991). Responses to Decline in Firms, Organizations and States. *Employee Responsibilities and Rights Journal*, 4(4), 249–270.
<http://link.springer.com/article/10.1007/BF01385031>
- Graham, J. W. (1991). An essay on organizational citizenship behavior. *Employee Responsibilities and Rights Journal*, 4(4), 249–270.
<https://doi.org/10.1007/BF01385031>
- Guerrero, D., Palma, M., & La Rosa, G. (2014). Developing Competences in Engineering Students. The Case of Project Management Course. *Procedia - Social and Behavioral Sciences*, 112(Iceepsy 2013), 832–841.
<https://doi.org/10.1016/j.sbspro.2014.01.1239>
- HACKMAN, J. R. (1987). The design of work teams. *Naval Research*.
- Hackman, J. R., Wageman, R., Hackman, R., & Geman, R. W. (2012). Theory Coaching of Team. *Management*, 30(2), 269–287.
- Hall, I., Bell, B. S., Ployhart, R. E., Hollenbeck, J. R., & Ilgen, D. R. (2010). The Impact of Task- and Team-Generic Teamwork Skills Training on Team Effectiveness. *This Paper Has Not Undergone Formal Review or Approval of the Faculty of the ILR School. It Is Intended to Make Results of Center Research Available to Others Interested in Preliminary Form to Encourage Discussion and Suggestions*, 1–34.
- Hamid, E. S., & Susilo, Y. S. (2015). Strategi Pengembangan Usaha Mikro Kecil Dan Menengah Di Provinsi Daerah Istimewa Yogyakarta*. *Jurnal Ekonomi Pembangunan: Kajian Masalah Ekonomi Dan Pembangunan*, 12(1), 45.
<https://doi.org/10.23917/jep.v12i1.204>
- Harivarman, D. (2017). Hambatan Komunikasi Internal di Organisasi Pemerintahan. *Jurnal ASPIKOM*, 3(3), 508.
<https://doi.org/10.24329/aspikom.v3i3.171>

- Harman, O. (2011). Helical Biography and the Historical Craft : The Case of Altruism and George Price. *Journal of the History of Biology*, 671–691. <https://doi.org/10.1007/s10739-011-9269-5>
- Harrison, D. A., Price, K. H., Gavin, J. H., & Florey, A. T. (2002). Time, teams, and task performance: Changing effects of surface- and deep-level diversity on group functioning. *Academy of Management Journal*, 45(5), 1029–1045. <https://doi.org/10.5465/3069328>
- Haryadi, D., Prahiawan, W., Nupus, H., & Wahyudi, W. (2021). Transformational Leadership, Training, Dan Employee Performance: Mediasi Organizational Citizenship Behavior Dan Job Satisfaction. *Ultima Management : Jurnal Ilmu Manajemen*, 13(2), 304–323. <https://doi.org/10.31937/manajemen.v13i2.2311>
- Haryono, A., Natsir, M., & Suprayitno, A. (2017). Peningkatan kompetensi wirausaha melalui perubahan strategi usaha untuk kinerja yang berkelanjutan. *Seminar Nasional Sistem Informasi*.
- Heilman, M. E., & Chen, J. J. (2005). Same behavior, different consequences: Reactions to men's and women's altruistic citizenship behavior. *Journal of Applied Psychology*, 90(3), 431–441. <https://doi.org/10.1037/0021-9010.90.3.431>
- Hendrawan, A., Sucahyawati, H., & Indriyani. (2017). Organizational Citizenship Behaviour (OCB) pada Karyawan Akademi Maritim Nusantara. *Prosiding Seminar Nasional & Internasional*, 1(1), 39–48.
- Hendrawan, A., Sucahyowati, H., & Cahyandi, K. (2020). Peran Organizational Citizenship Behavior (OCB) Dalam Menurunkan Stress Kerja. *Jurnal HUMANSI (Humaniora, Manajemen, Akuntansi*, 3(1), 23–34.
- Hendrawan, A., Sucahyowati, H., & Indriyani. (2021). Organizational Citizenship Behavior (OCB) pada Sekretaris. *Jurnal Administrasi Dan Kesekretarisan*, 6(1), 64–74. <https://doi.org/10.4324/9780429319969-6>
- Hendrawan, A., Yuliane, A., & Cahyandi, K. (2018). Pengaruh Kompetensi Terhadap Kinerja Tim. *Journal of Management Review*, 2(1), 143. <https://doi.org/10.25157/jmr.v2i1.1116>
- Hermawan, A., & Tan, E. B. (2021). Philosophy of education: “Tut Wuri Handayani” as the spirit of governance process in Indonesia’s educational organization. *International Journal of Humanities and Innovation (IJHI)*, 4(2), 82–85. <https://doi.org/10.33750/ijhi.v4i2.112>
- Hollenbeck, J. R., DeRue, D. S., & Guzzo, R. (2004). Bridging the gap between I/O research and HR practice: Improving team composition, team training, and team task design. *Human Resource Management*, 43(4), 353–366. <https://doi.org/10.1002/hrm.20029>
- Hong, H. J. (2010). Bicultural competence and its impact on team effectiveness.

- International Journal of Cross Cultural Management*, 10(1), 93–120.
<https://doi.org/10.1177/1470595809359582>
- Hontong, F., Lumi, D. R., & Maragani, M. H. (2020). Soft Skill Guru dalam Mata Pelajaran Seni Budaya di SMP Garuda Manado. *Clef: Jurnal Musik Dan Pendidikan Musik*, 1(2), 38–45.
<https://doi.org/10.51667/cjmpm.v1i2.345>
- Hooper, D., Coughlan, J., & Mullen, M. R. (2008). Structural equation modelling: Guidelines for determining model fit. *Electronic Journal of Business Research Methods*, 6(1), 53–60. <https://doi.org/10.21427/D79B73>
- HORSTKOTTE, J. (2013). PERFORMANCE EFFECTS OF TOP MANAGEMENT TEAM DEMOGRAPHIC FAULTLINES IN THE PROCESS OF PRODUCT DIVERSIFICATION. *Strategic Management Journal*, 34. <https://doi.org/10.1002/smj>
- Hu, L. T., & Bentler, P. M. (1999). Cutoff criteria for fit indexes in covariance structure analysis: Conventional criteria versus new alternatives. *Structural Equation Modeling*, 6(1), 1–55. <https://doi.org/10.1080/10705519909540118>
- Huang, J., Shi, H., & Liu, W. (2018). Emotional intelligence and subjective well-being: Altruistic behavior as a mediator. *Social Behavior and Personality*, 46(5), 749–758. <https://doi.org/10.2224/sbp.6762>
- Hubeis, M., Purwanto, B., Hardiana Widayastuti, F. R. D., & Febtyanisa, M. (2015). STRATEGI PENGEMBANGAN UMKMPANGAN YANG BERDAYA SAING DI INDONESIA (Developing Strategies of Competitive-Food SmallMedium Enterprises in Indonesia). *Prosiding Seminar Hasil-Hasil PPMIPB 2015*, 126–143.
- Huda, M. D. (2011). Varian Masyarakat Islam Jawa dalam Perdikunan. *STAIN Kediri Press*.
- Ihsan, muhammad adib. (2016). Pelaksanaan Sistem Pondok dan Pelatihan Seni Kaligrafi dalam Meningkatkan Kemampuan. *J+Plus Unesa*, 5, 1–6.
- Ikhwan Aziz Q, Subandi, & Nafi'ah, F. (2018). Konsep Pendidikan dalam Pemikiran Ki Hajar Dewantara dan Relevansinya dengan Pendidikan di Indonesia. *Sumbula*, 3(1).
- Ivancevich, J. M. et al. (2007). Perilaku & Manajemen Organisasi. *Erlangga: Jakarta. Jones*.
- Janah, I. R. (2021). Implementasi Kepemimpinan Ki Hajar Dewantara Dalam Manajemen Pembelajaran Praktik Mata Pelajaran Prakarya. *Media Manajemen Pendidikan*, 4(1), 48–57.
<https://doi.org/10.30738/mmp.v4i1.8222>
- Jiang, W., Zhao, X., & Ni, J. (2017). The impact of transformational leadership on employee sustainable performance: The mediating role of organizational

- citizenship behavior. *Sustainability (Switzerland)*, 9(9).
<https://doi.org/10.3390/su9091567>
- Jiao, C., Richards, D. A., & Zhang, K. (2011). Leadership and Organizational Citizenship Behavior: OCB-Specific Meanings as Mediators. *Journal of Business and Psychology*, 26(1), 11–25. <https://doi.org/10.1007/s10869-010-9168-3>
- JONG, B. A. DE. (2010). Trust and Team Performance: A Meta-Analysis of Main Effects, Moderators, and Covariates. *Dept. of Management & Organization VU University Amsterdam*.
- Jöreskog, K. G., Olsson, U. H., & Wallentin, F. Y. (2016). Multivariate Analysis with LISREL. *Springer Series in Statistics*.
<https://doi.org/10.1080/00210860108702002>
- Joseph F. Hair Jr, Black, W. C., Babin, B. J., & Anderson, R. E. (2014). Multivariate Data Analysis. *Pearson Education Limited Edinburgh Gate*.
- JOSHI, A., & KNIGHT, A. P. (2013). WHO DEFERS TO WHOM AND WHY ? DUAL PATHWAYS LINKING DEMOGRAPHIC DIFFERENCES Who Defers to Whom and Why ? Dual Pathways Linking Demographic Differences and Dyadic Deference to Team Effectiveness Smeal College of Business Pennsylvania State University. *Academy of Management Journal*, 58(1), 59–84.
- Josten, E. J. C., Ng-A-Tham, J. E. E., & Thierry, H. (2003). The effects of extended workdays on fatigue, health, performance and satisfaction in nursing. *Journal of Advanced Nursing*, 44(6), 643–652.
<https://doi.org/10.1046/j.0309-2402.2003.02854.x>
- Kaczka, E. E., & Kirk, R. V. (2011). Eugene E . Kaczka and Roy V . Kirk Managerial Work Groups ,. *Science*, 12(2), 253–272.
- Kaindah, L. (2017). PENGARUH KOMPETENSI DAN MOTIVASI TERHADAP KINERJA GURU DIMODERASI IKLIM ORGANISASI (STUDY PADA SMP MUHAMMADIYAH SE KABUPATEN PATI). *Fakultas Pascasarjana, Universitas Stikubank Semarang*.
- Kark, R., & Van Dijk, D. (2007). Motivation to lead, motivation to follow: The role of the self-regulatory focus in leadership processes. *Academy of Management Review*, 32(2), 500–528.
<https://doi.org/10.5465/AMR.2007.24351846>
- Kartikaningdyah, E., & Utami, N. K. (2018). Pengaruh Kepemimpinan Transformasional, Kepuasan Kerja, Keadilan Prosedural Terhadap Kinerja Karyawan Dengan Variabel Mediasi Organizational Citizenship Behavior (Ocb). *Journal of Applied Business Administration*, 1(2), 256–269.
<https://doi.org/10.30871/jaba.v1i2.618>
- Kartono. (1998). Pemimpin dan Kepemimpinan : Apakah Pemimpinan Abnormal

Itu ? PT Raja Grafindo Persada.

- Katz, D., & Kahn. (1966). The Social Psychology of Organizations. *John Wiley & Sons Inc, New York*.
- Katzenbach, J. R., Smith, D. K., Morton, D., Platt, L., & Alberding, D. (1993). The Discipline of Teams. *HARVARD BUSINESS REVIEW*.
- Kayes, A. B., Kayes, D. C., & Kolb, D. A. (2005). Experiential learning in teams. *Simulation and Gaming*, 36(3), 330–354.
<https://doi.org/10.1177/1046878105279012>
- Kearney, E., Gebert, D., & Voelpel, S. (2009). When and how diversity benefits teams: The importance of team members' need for cognition. *Academy of Management Journal*, 52(3), 581–598.
<https://doi.org/10.5465/AMJ.2009.41331431>
- Khazaei, K., Khalkhali, A., & Eslami, N. (2011). Relationship between organizational citizenship behavior and performance of school teachers in west of Mazandaran province. *World Applied Sciences Journal*, 13(2), 324–330.
- Klarner, P., Sarstedt, M., Hoeck, M., & Ringle, C. M. (2013). Disentangling the effects of team competences, team adaptability, and client communication on the performance of management consulting teams. *Long Range Planning*, 46(3), 258–286. <https://doi.org/10.1016/j.lrp.2013.03.001>
- Koeber, C., Appelbaum, E., Bailey, T., Berg, P., & Kalleberg, A. L. (2001). Manufacturing Advantage: Why High-Performance Work Systems Pay off. *Contemporary Sociology*, 30(3), 250. <https://doi.org/10.2307/3089250>
- Koentjaraningrat. (1984). Kebudayaan Jawa. *Jakarta : Balai Pustaka*.
- Krebs, D. L. (1970). Altruism - Examination of concept and a review of literature. *Psychological Bulletin*, 73(4), 258–302.
- Kreitner, & Kinicki. (2001). Organizational Behavior. *Fifth Edition, International Edition, Mc Graw-Hill Companies. Inc.* <https://doi.org/10.1558/jsrnc.v4i1.24>
- Krueger, R. F., Hicks, B. M., & McGue, M. (2001). Altruism and antisocial behavior: Independent Tendencies, Unique Personality Correlates, Distinct Etiologies. *Psychological Science*, 12(5), 397–402.
<https://doi.org/10.1111/1467-9280.00373>
- Kumar, K. (2014). Linking the “Big Five” personality domains to organizational citizenship behavio. *International Journal of Psychological Studies*.
- Kurniawan, F. D., & Fauziah, L. (2014). PEMERDAYAAN USAHA MIKRO KECIL DAN MENENGAH (UMKM) DALAM PENANGGULANGAN KEMISKINAN. *JKMP (ISSN. 2338-445X)*, Vol. 2, No. 2, September 2014, 103-220 EMPOWERMENT, 283.

- Kurniawan, K., Nurdyawati, N., Rianto, R., & Varahdilah, V. (2020). Peningkatan Skill Teknologi Pengrajin Produk Unggulan Kabupaten Purbalingga pada Kerajinan Batik, Kerajinan Bambu dan Seni Patung. *Jurnal Pengabdian Masyarakat Progresif Humanis Brainstorming*, 3(1), 32–46.
<https://doi.org/10.30591/japhb.v3i1.1698>
- Kusuma, R. A. (2014). PENG RU KE NGARUH KESED AA BERK DIIAAN BERKORBKBORBAN PEMIMPIN PADA KE KEPEMIMPINAN TRANS NSFORM RMASIONAL DENG NGAN ALTRUI UISME SEBAGAI MEDI DIATOR (Studi pada Pemilik Industri Batik di Kabupaten Sragen). *FA FAKULT LTAS EKONOMI DAN BISNIS UNIVERSITAS SEBELAS MARET SURAKARTA*.
- Kusumawijaya, I. K., & Astuti, P. D. (2012). PERSPEKTIF MSDM DALAM PENGEMBANGAN UKM BERBASIS KNOWLEDGE MANAGEMENT. *Prosiding Seminar & Konferensi Nasional Manajemen Bisnis*, 113–119.
<https://doi.org/10.1007/978-3-319-03698-4>
- Kwak, W. J., & Kim, H. K. (2015). Servant leadership and customer service quality at Korean hotels: Multilevel organizational citizenship behavior as a mediator. *Social Behavior and Personality*, 43(8), 1287–1298.
<https://doi.org/10.2224/sbp.2015.43.8.1287>
- LAM, S. S. K., SCHAUERBROECK, J., & NAUMANN, S. (2002). Group Organizational Citizenship Behavior: a Conceptualization and Preliminary Test of Its Antecedents and Consequences. *Academy of Management Proceedings*, 2002(1), K1–K6. <https://doi.org/10.5465/apbpp.2002.7517572>
- Lamb, G., & Shraiky, J. (2013). Designing for competence: Spaces that enhance collaboration readiness in healthcare. *Journal of Interprofessional Care*, 27(S2), 14–23. <https://doi.org/10.3109/13561820.2013.791671>
- Lamen, Y. M., & Sunarto, S. (2021). Implementasi Trilogi Kepemimpinan Ki Hadjar Dewantara dalam Manajemen Strategik Pembelajaran. *Media Manajemen Pendidikan*, 4(1), 36–47.
<https://doi.org/10.30738/mmp.v4i1.8168>
- Langlois, S. (2020). Collective competence: Moving from individual to collaborative expertise. *Perspectives on Medical Education*, 9(2), 71–73.
<https://doi.org/10.1007/s40037-020-00575-3>
- Lee, P., Gillespie, N., Mann, L., & Wearing, A. (2010). Leadership and trust: Their effect on knowledge sharing and team performance. *Management Learning*, 41(4), 473–491. <https://doi.org/10.1177/1350507610362036>
- Leggat, S. G. (2007). Effective healthcare teams require effective team members : defining teamwork competencies. *BMC Health Services Research*, 10, 1–10.
<https://doi.org/10.1186/1472-6963-7-17>
- Lestariningsih, E., Madhakomala, ., Asmawi, ., & Hamidah, . (2020). The Effect of Soft Skills Competency, Teamwork, and Innovative Work Behavior on the

- Quality of Human Resources in the Digital Era. *Advances in Social Science, Education and Humanities Research*, 436, 860–866.
<https://doi.org/10.5220/0009509208600866>
- Lester, S. W., Meglino, B. M., & Korsgaard, M. A. (2002). The Antecedents and Consequences of Group Potency. *A Longitudinal Investigation of Newly Formed Work Groups*, 45(2), 352-368. <http://www.jstor.org/stable/3069351>
- Leung, K., Ang, S., & Tan, M. L. (2014). Intercultural Competence. *Annual Review of Organizational Psychology and Organizational Behavior*, 1, 489–519. <https://doi.org/10.1146/annurev-orgpsych-031413-091229>
- Lewis, B. R., Templeton, G. F., & Byrd, T. A. (2005). A methodology for construct development in MIS research. *European Journal of Information Systems*, 14(4), 388–400. <https://doi.org/10.1057/palgrave.ejis.3000552>
- Liang, C. J., Lin, Y. L., & Huang, H. F. (2013). Effect of core competence on organizational performance in an airport shopping center. *Journal of Air Transport Management*, 31(1), 23–26.
<https://doi.org/10.1016/j.jairtraman.2012.11.005>
- Lion, M. F. S. (2022). Implementasi Trilogi Kepemimpinan Ki Hadjar Dewantara dalam Kepemimpinan Kepala Sekolah Bagi Kinerja Tenaga Pendidik SMA Katolik di Kabupaten Bantul. *Media Manajemen Pendidikan*, 4(2), 279–289. <https://doi.org/10.30738/mmp.v4i2.9998>
- Liu, F., Cheng, K., Chao, M., & Tseng, H. (2012). Team Innovation Climate and Knowledge Sharing among Healthcare Managers : *Team Climate and Knowledge Sharing*, 408–419.
- Liu, H., Huang, X., Du, B., & Wu, P. (2014). Correlation Study on Undergraduates' Internet Altruistic Behavior, Self-Concept and Inter-Personal Relation. *Advances in Applied Sociology*, 4(4), 128–133. <https://doi.org/10.4236/aasoci.2014.44016>
- Liu, J., Gong, P., Li, H., & Zhou, X. (2017). A field study of the association between CD38 gene and altruistic behavior: Empathic response as a mediator. *Psychoneuroendocrinology*, 85(April), 165–171. <https://doi.org/10.1016/j.psyneuen.2017.08.010>
- Ljungquist, U. (2013). Going practical on the core competence concept: On Links, Levels, Time and Context. *Knowledge and Process Management*, 20(4), 223–231. <https://doi.org/10.1002/kpm.1425>
- Lubis, A. S. (2020). Penerapan Inovasi Kondisi Pembelajaran Dan Disiplin Kinerja Guru Sebagai Pengaruh Dalam Persepsi Kepemimpinan Sekolah, Iklim Organisasi Dan Altruistik Di Lingkungan Sma Negeri 1 Sibolga, Kabupaten Sibolga. *Jurnal Teknologi Pendidikan (JTP)*, 13(2), 155. <https://doi.org/10.24114/jtp.v13i2.20150>
- MacAskill, W. (2019). The Definition of Effective Altruism. *Effective Altruism*,

2016, 10–28. <https://doi.org/10.1093/oso/9780198841364.003.0001>

MacCallum, R. C., Browne, M. W., & Sugawara, H. M. (1996). Power analysis and determination of sample size for covariance structure modeling. *Psychological Methods, 1*(2), 130–149. <https://doi.org/10.1037/1082-989X.1.2.130>

Maesaroh, S., Asbari, M., Hutagalung, D., Mustofa, M., Agustiawati, E., Radita, F. R., & Yulia, Y. (2022). Pengaruh Kepemimpinan Transformasional dan Religiusitas terhadap Kinerja Guru melalui Mediasi Organizational Citizenship Behavior. *EduPsiCaoun, 2*(1).
<http://dx.doi.org/10.31219/osf.io/8krde>

Magfirah, A., & Wahyu, M. (2017). Pengaruh organisational citizenship behavior (ocb) terhadap kinerja dosen universitas sulawesi barat influence organisational citizenship behavior (ocb) to lecturer performance of west sulawesi university. *JurnalEquilibrium, Vol.3 No.3*, 290–300.

Mahendra, I. M. B. (2020). Pengaruh Organizational Citizenship Behavior Terhadap Kinerja Karyawan Di Sun Island Hotel & Spa Legian. *FAKULTAS BISNIS DAN EKONOMIKA UNIVERSITAS ATMA JAYA YOGYAKARTA*, 54.

Mahmuddin, Kusumapradja, R., & Jus'at, I. (2022). PERILAKU ALTRUISME PERAWAT RAWAT INAP RS ANANDA BEKASI. *Jurnal Health Sains, 3*(8.5.2017).

Majore, C. E., & Kalalo, F. P. (2018). Hubungan Kelelahan Kerja Dengan Kinerja Perawat Di Instalasi Rawat Inap Rsu Pancaran Kasih Gimin Manado. *Jurnal Keperawatan, 6*(1).

Malhotra, N., Malhotra, N., Hall, J., Shaw, M., & Oppenheim, P. (2010). Marketing Research- An Applied Orientation. *Prentice Hall*.

Malinowski, B. (2012). Ethnology and the Study of Society. Wiley, *The London School of Economics and Political Science, The Suntory and Toyota International Centres for Economics and Related Disciplines Are Collaborating with JSTOR to Digitize, Preserve and Extend Access to Wiley, The London School of Economics a, 44*(173), 47–56.

Maminskaitė, M. (2017). “I”m glad to help you’: Emotional Influences over Altruistic Behaviours. *Patterns of Action Dissertation Candidate:*

Mangkunegara, A. P. (2017). Manajemen sumber daya manusia perusahaan. *Remaja Rosdakarya. Bandung.*

Mao, J. Y., Chiang, J. T. J., Chen, L., Wu, Y., & Wang, J. (2019). Feeling safe? A conservation of resources perspective examining the interactive effect of leader competence and leader self-serving behaviour on team performance. *Journal of Occupational and Organizational Psychology, 92*(1), 52–73.
<https://doi.org/10.1111/joop.12233>

- Marchington, M., & Grugulis, I. (2000). “Best practice” human resource management: Perfect opportunity or dangerous illusion? *International Journal of Human Resource Management*, 11(6), 1104–1124.
<https://doi.org/10.1080/09585190050177184>
- Margahana, H., Haryono, S., & Muftasa, Z. (2018). The Effects of Job Motivation and Job Satisfaction Toward Organizational Citizenship Behavior (OCB) and Its Impact on Job Performance of Paramedical Community Health Centers in the City of Bandar Lampung. *Journal of Resources Development and Management*, 46, 1–10.
- Marks, M. A., Sabella, M. J., Burke, C. S., & Zaccaro, S. J. (2002). The impact of cross-training on team effectiveness. *The Journal of Applied Psychology*, 87(1), 3–13. <https://doi.org/10.1037/0021-9010.87.1.3>
- Marrone, J. A., Tesluk, P. E., & Carson, J. B. (2007). A multilevel investigation of antecedents and consequences of team member boundary-spanning behavior. *Academy of Management Journal*, 50(6), 1423–1439.
<https://doi.org/10.5465/AMJ.2007.28225967>
- Marsh, H. W., Wen, Z., & Hau, K. T. (2004). Structural equation models of latent interactions: Evaluation of alternative estimation strategies and indicator construction. *Psychological Methods*, 9(3), 275–300.
<https://doi.org/10.1037/1082-989X.9.3.275>
- Masrullah, F. (2015). Memimpin dan Mendidikan Anak Perspektif Ki Hajdjar Dewantara. *An-Nisa'*, 8(1), 113–126.
- Mathis, & Jackson. (2006). Human Resource Management: Manajemen Sumber Daya Manusia. *Salemba Empat, Jakarta*.
- Maurer, T. J., Mitchell, D. R. D., & Barbeite, F. G. (2002). Predictors of attitudes toward a 360-degree feedback system and involvement in post-feedback management development activity. *Journal of Occupational and Organizational Psychology*, 75(1), 87–107.
<https://doi.org/10.1348/096317902167667>
- Mawaddah, A. (2020). KEPEMIMPINAN EFEKTIF YANG MENJUNJUNG NILAI KEARIFAN LOKAL : UNGKAPAN TRILOGI KI HAJAR DEWANTARA Armi. Email : armi_mawaddah21@yahoo.co.
- Mayer, J. D., Salovey, P., & Caruso, D. (2000). Models of Emotional Intelligence [Modelos de la inteligencia emocional]. *Handbook of Intelligence*, 396–420.
- McShane, Steven, Glinow, V., & Ann, M. (2008). Organizational Behavior. *Fourth Edition. McGRAW-Hill International, United States of America*.
- Medsker, G. J., Williams, L. J., & Holahan, P. J. (1994). A Review of Current Practices for Evaluating Causal Models in Organizational Behavior and Human Resources Management Research. *Journal of Management*, 20(2), 439–464. <https://doi.org/10.1177/014920639402000207>

- Midlarsky, E. (1981). Competence and Helping Notes toward a Model. *Plenum Press, New York 1984*, 291–308.
- Midlarsky, E., Mullin, A. S. J., & Barkin, S. H. (2012). Religion, Altruism, and Prosocial Behavior: Conceptual and Empirical Approaches. *PRINTED FROM OXFORD HANDBOOKS ONLINE (Www.oxfordhandbooks.com)*. (c) Oxford University Press, 2012.
<https://doi.org/10.1093/oxfordhb/9780199729920.001.0001>
- Miller, D. L. (2003). The Stages of Group Development : A Retrospective Study of Dynamic Team Processes. *Canadian Journal of Administrative Sciences*, 211(2), 121–134.
- Moedjanto. (2001). Konsep Kepemimpinan dan Kekuasaan Jawa Tempo Dulu, dalam Hans Antlov dan Sven Cederrroth, Kepemimpinan Jawa: Perintah Halus, Perintah Otoriter. *Jakarta: Yayasan Obor Indonesia*.
- Mohammed, S., & Nadkarni, S. (2014). Are we all on the same temporal page? The moderating effects of temporal team cognition on the polychronicity diversity-team performance relationship. *Journal of Applied Psychology*, 99(3), 404–422. <https://doi.org/10.1037/a0035640>
- Moorman, R. H., & Harland, L. K. (2002). Temporary employees as good citizens: Factors influencing their OCB performance. *Journal of Business and Psychology*, 17(2), 171–187. <https://doi.org/10.1023/A:1019629330766>
- Morrison, E. W., & Phelps, C. C. (1999). Taking charge at work: Extrarole efforts to initiate workplace change. *Academy of Management Journal*, 42(4), 403–419. <https://doi.org/10.2307/257011>
- Mostafa, A. M. S., & Leon-Cazares, F. (2016). Public Service Motivation and Organizational Performance in Mexico: Testing the Mediating Effects of Organizational Citizenship Behaviors. *International Journal of Public Administration*, 39(1), 40–48.
<https://doi.org/10.1080/01900692.2015.1015556>
- MOWDAY, R. T., & STEERS, R. M. (1979). The Measurement of Organizational Commitment. *Journal of Vocational Behavior*, 14(1), 1224–1247. [https://doi.org/10.1016/0041-008X\(75\)90174-X](https://doi.org/10.1016/0041-008X(75)90174-X)
- Muizzudin, A. (2013). Hubungan Antara Kelelahan Kerja Dengan Produktivitas Kerja Pada Tenaga Kerja Baian Tenun Di PT. Alkatex Tegal. *Skripsi*, 2(4), 1–72.
- Mullen, B., & Copper, C. (1994). The Relation Between Group Cohesiveness and Performance : An Integration. *Psikologis Buletin*, 115(2), 210–227.
- Murwani, S. (2015). Pengaruh Personal Value, Kompetensi dan Altruisme Terhadap Peningkatan Kinerja Perawat di Rumah Sakit Kristen Mojowarno. *INSIGHT Adalah*, 151(2), 10–17.

- Myers, D. G. (2012). Psikologi Sosial Jilid 2. Jakarta: Salemba Humanika.
- Nabilah, S., Nursan, M., & Suparyana, P. K. (2021). Dampak Pandemi Covid-19 Terhadap Umkm (Studi Kasus Umkm Zea Food Di Kota Mataram). *Inovasi Penelitian*, 1(12), 2655–2660.
- Nadal, C. T., Mañas, G. P., Bernadó, B. S., & Mora, C. A. (2015). Assessing teamwork competence. *Psicothema*, 27(4), 354–361.
<https://doi.org/10.7334/psicothema2014.284>
- Nahrисах, E., & Imelda, S. (2019). Dimensi Organizational Citizenship Behaviour dalam Kinerja Organisasi. *Ilmiah Kohesi*, 3(3), 40–51.
- Nashori, F. (2008). Psikologi Sosial Islami. Akarta: Refika Aditama.
- Natuna, D. A., Kadri, & Burhanuddin, D. (2022). Pengaruh altruisme dan interaksi sosial terhadap kompetensi sosial guru SD se-kecamatan Sungai Mandau, Siak. *Jurnal Pendidikan Tambusai*, 6, 10929–10940.
- Ndeot, F. (2019). Menanamkan Jiwa Kewirausahaan Sejak Usia Dini Di Era Mea. *PERNIK : Jurnal Pendidikan Anak Usia Dini*, 1(1), 1.
<https://doi.org/10.31851/pernik.v1i01.2621>
- Nederveen Pieterse, A., van Knippenberg, D., & van Dierendonck, D. (2013). Cultural Diversity and Team Performance: The Role of Team Member Goal Orientation. *Academy of Management Journal*, 56(3), 782–804.
<https://doi.org/10.5465/amj.2010.0992>
- Nederveen Pieterse, A., van Knippenberg, D., & van Ginkel, W. P. (2011). Diversity in goal orientation, team reflexivity, and team performance. *Organizational Behavior and Human Decision Processes*, 114(2), 153–164.
<https://doi.org/10.1016/j.obhdp.2010.11.003>
- Nielsen, S. (2010). Top management team internationalization and firm performance. *Management International Review*, 50(2), 185–206.
<https://doi.org/10.1007/s11575-010-0029-0>
- Notoadmodjo, S. (2012). Promosi Kesehatan & Prilaku Kesehatan. In *Jakarta: EGC*.
- Novi Sulistya, Subijanto, & Woro Utari. (2022). Pengaruh Reward Dan Disiplin Kerja Terhadap Prestasi Kerja Personel Kepolisian Resort (Polres) Pamekasan Dengan Organizational Citizenship Behavior (Ocb) Sebagai Variabel Mediasi. *EKONOMIKA45 : Jurnal Ilmiah Manajemen, Ekonomi Bisnis, Kewirausahaan*, 9(2), 1–18.
<https://doi.org/10.30640/ekonomika45.v9i2.205>
- NUFUS, H. (2011). PENGARUH ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) TERHADAP KINERJA KARYAWAN PT. PUTRA PERTIWI KARYA UTAMA. *FAKULTAS PSIKOLOGI UNIVERSITAS ISLAM NEGERI SYARIF HIDAYATULLAH JAKARTA*.

- Nukman, L. (2014). TANTANGAN KEPEMIMPINAN: PENGANTAR MENELUSURI KONSEP KEPEMIMPINAN INDIGENOUS. *PSIKOISLAMIKA. Jurnal Psikologi Islam (JPI)*, 11(2).
- Nur, R., Sari, I., & Hadijah, H. S. (2016). Peningkatan kinerja pegawai melalui kepuasan kerja dan disiplin kerja (Reach employee performance by job performance and work discipline). *JURNAL PENDIDIKAN MANAJEMEN PERKANTORAN*, 1(1), 204–214.
- Nurhidayah, I., Asifah, L., & Rosidin, U. (2021). Pengetahuan, Sikap dan Perilaku Hidup Bersih dan Sehat pada Siswa Sekolah Dasar. *The Indonesian Journal of Health Science*, 13(1), 61–71. <https://doi.org/10.32528/ijhs.v13i1.4864>
- Offermann, L. R., Bailey, J. R., Vasilopoulos, N. L., Seal, C., & Sass, M. (2004). The relative contribution of emotional competence and cognitive ability to individual and team performance. *Human Performance*, 17(2), 219–243. https://doi.org/10.1207/s15327043hup1702_5
- Oh, M., & Choi, S. (2020). The competence of project team members and success factors with open innovation. *Journal of Open Innovation: Technology, Market, and Complexity*, 6(3). <https://doi.org/10.3390/JOITMC6030051>
- Omoredé, A., Thorgren, S., & Wincent, J. (2013). Obsessive passion, competence, and performance in a project management context. *International Journal of Project Management*, 31(6), 877–888. <https://doi.org/10.1016/j.ijproman.2012.09.002>
- Organ, D. W. (1988). Organizational Citizenship Behavior: The Good Soldier Syndrome. *Lexington Books/D. C. Heath and Com, Lexington, MA*, 1988.
- Organ, D. W., Podsakof, M. ., & MacKenzie, B. . (2006). Organizational Citizenship Behavior. *Sage Publications, Inc.*
- ORGAN, D. W., & RYAN, K. (1995). A META ANALYTIC REVIEW OF ATTITUDINAL AND DISPOSITIONAL PREDICTORS OF ORGANIZATIONAL CITIZENSHIP BEHAVIOR. *Personnel Psychology*.
- Örtqvist, D. (2020). Performance outcomes from reciprocal altruism: a multi-level model. *Journal of Small Business and Entrepreneurship*, 32(3), 227–240. <https://doi.org/10.1080/08276331.2019.1661616>
- Osman, A., Othman, Y. H., Sohel Rana, S. M., Solaiman, M., & Lal, B. (2015). The influence of job satisfaction, job motivation & perceived organizational support towards organizational citizenship behavior (OCB): A perspective of American-Based Organization in Kulim, Malaysia. *Asian Social Science*, 11(21), 174–182. <https://doi.org/10.5539/ass.v11n21p174>
- Ottoni-Wilhelm, M., Vesterlund, L., & Xie, H. (2014). *Nber Working Paper Series Why Do People Give? Testing Pure and Impure Altruism.* <http://www.nber.org/papers/w20497>

- Parise, S., & Rollag, K. (2010). Emergent network structure and initial group performance : The moderating role of pre-existing relationships. *Journal of Organizational Behavior*, 897, 877–897. <https://doi.org/10.1002/job>
- Park, H., & Shin, S. (2022). When Does Group Efficacy Deteriorate Group Performance? Implications of Group Competency. *Behavioral Sciences*, 12(10). <https://doi.org/10.3390/bs12100379>
- Patall, E. A., Sylvester, B. J., & Han, C. woo. (2014). The role of competence in the effects of choice on motivation. In *Journal of Experimental Social Psychology* (Vol. 50, Issue 1). Elsevier Inc. <https://doi.org/10.1016/j.jesp.2013.09.002>
- Pearce, P. L., & Amato, P. R. (1980). A Taxonomy of Helping: A Multidimensional Scaling Analysis. *Social Psychology Quarterly*, 43(4), 363. <https://doi.org/10.2307/3033956>
- Penner, Louis A., John F. Dovidio, Jane A. Piliavin, and D. A. S. (2005). PProsocial behavior: Multilevel perspectives. *Annual Review of Psychology*5, 2005.
- Perry-Smith, J. E., & Shalley, C. E. (2003). The social side of creativity: A static and dynamic social network perspective. *Academy of Management Review*, 28(1), 89–106. <https://doi.org/10.5465/AMR.2003.8925236>
- Peterson, L. (1983). Influence of age, task competence, and responsibility focus on children's altruism. *Developmental Psychology*, 19(1), 141–148. <https://doi.org/10.1037/0012-1649.19.1.141>
- Peterson, T. M. (2007). *Team Performance*. December, 22–24. <https://doi.org/10.1002/pmj>
- Pfattheicher, S., & Thielmann, I. (2021). Prosocial behavior and altruism : A review of concepts and definitions. *Department of Psychology and Behavioral Sciences 8000 Aarhus C, Denmark, August*. <https://doi.org/10.1016/j.copsyc.2021.08.021>
- Podsakoff, N. P., Whiting, S. W., Podsakoff, P. M., & Blume, B. D. (2009). Individual- and Organizational-Level Consequences of Organizational Citizenship Behaviors: A Meta-Analysis. *Journal of Applied Psychology*, 94(1), 122–141. <https://doi.org/10.1037/a0013079>
- Podsakoff, P. M., Ahearne, M., & MacKenzie, B. (1997). Organizational Citizenship Behavior: The Quantity and Quality of Work Group Performance. *Journal of Applied Psychology*.
- Podsakoff, P. M., Ahearne, M., & Mackenzie, S. B. (1997). Organizational Citizenship Behavior and the Quantity and Quality of Work Group Performance. *Journal of Applied Psychology*, 82(2), 262–270.
- Podsakoff, P. M., MacKenzie, S. B., Paine, J. B., & Bachrach, D. G. (2000).

- Organizational Citizenship Behaviors: A Critical Review of the Theoretical and Empirical Literature and Suggestions for Future Research. *Journal of Management*, 26(3), 471–473. [https://doi.org/10.1016/0009-2614\(78\)85552-3](https://doi.org/10.1016/0009-2614(78)85552-3)
- Poerbatjaraka. (1952). Kapustakan Jawa. *Jakarta: Jambatan*.
- Prahayuningtyas, D. R., & Sudarma, M. (2016). Pengaruh Kompetensi Dan Independensi Auditor Terhadap Kualitas Audit (Studi Empiris Pada Kap Di Kota Malang). *Jurnal Ilmiah Mahasiswa FEB*. <https://doi.org/10.1017/CBO9781107415324.004>
- Prawirosentono, S. (2008). Manajemen Sumber Daya ManusiaKebijakan Kinerja Karyawan. *BPFE, Yogyakarta*.
- Preston, S. D. (2013). The origins of altruism in offspring care. *Psychological Bulletin*, 139(6), 1305–1341. <https://doi.org/10.1037/a0031755>
- Prieto, B. (2015). Project Management Theory and the Management of Research Projects. In *PM World Journal: Vol. IV* (Issue VI).
- Proudfoot, J. G., Bubner, T., Amoroso, C., Swan, E., Holton, C., Winstanley, J., Beilby, J., & Harris, M. F. (2009). Chronic Care Team Profile: A brief tool to measure the structure and function of chronic care teams in general practice. *Journal of Evaluation in Clinical Practice*, 15(4), 692–698. <https://doi.org/10.1111/j.1365-2753.2008.01085.x>
- Putro, S., & Yuliadi, K. (2022). Pengaruh Pemberdayaan, Hard Skill dan Soft Skill terhadap Kinerja Karyawan Sanggar Seni di Yogyakarta. *JRTI (Jurnal Riset Tindakan Indonesia)*, 7(2), 320. <https://doi.org/10.29210/30031770000>
- Qiu, Y., Lou, M., Zhang, L., & Wang, Y. (2020). Organizational citizenship behavior motives and thriving at work: The mediating role of citizenship fatigue. *Sustainability (Switzerland)*, 12(6). <https://doi.org/10.3390/su12062231>
- Rachlin, H. (2002). *Rachlin 02 altruism*. 239–296.
- Rahardjo, S. (2016). Mengenal Filsafat Pendidikan. *URTI - From Quantum Mechanics to Technology*, 20, 1–23. <https://link-springer-com.proxy.libraries.uc.edu/content/pdf/10.1007%2F978-3-642-19199-2.pdf>
- Randoy, T., Jenssen, J., & Goel, S. (2003). Family firms and good corporate governance: Altruism and agency considerations. *Agder Maritime Research Foundation* ..., 8992(218). <https://www.academia.edu/download/44887217/Randoy2003.pdf>
- Rapp, T. L., Bachrach, D. G., Rapp, A. A., & Mullins, R. (2014). The role of team goal monitoring in the curvilinear relationship between team efficacy and team performance. *Journal of Applied Psychology*, 99(5), 976–987. <https://doi.org/10.1037/a0036978>

- Rice, P., & Oxford; D. E. (1999). Qualitative research methods: a health focus. *Oxford: Oxford University Press, 1999, Pp. 291. ISBN: 0 195 50610 3.* <https://doi.org/10.1111/j.0021-8774.2005.00541.x>
- Rinta, A. S., & Sofyan, F. A. (2022). Bentuk Sikap Positif Dan Tindak Tutur Dalam Animasi “Bing Bunny” Bersembunyi. *Jimr, 1(1), 13–20.* azramediaindonesia.com/index.php/JIMR/article/view/142
- Rivaldo, Y., & Ratnasari, S. L. (2020). PENGARUH KEPEMIMPINAN DAN MOTIVASI TERHADAP KEPUASAN KERJA SERTA DAMPAKNYA TERHADAP KINERJA KARYAWAN INFLUENCE. *DIMENSI, 9(3), 505–515.*
- Robbins, S. (2003). Organizational Behavio. *Prentice-Hall.*
- Robbins, S. (2006). Perilaku Organisasi. *Prentice Hal; New York.*
- Robinson, & Morrison. (1995). Psychological contracts and OCB: The effect of unfulfilled obligations on civic virtue behavior. *Journal of Organizational Behavior.*
- Rofian. (2016). PENERAPAN METODE PEMBELAJARAN DEMOSTRASI PADA PENDIDIKAN SENI RUPA DI SEKOLAH DASAR. *MALIH PEDDAS, 6, 173–181.*
- Rohman, F., Noermijati, N., Soelton, M., & Mugiono, M. (2022). Model altruism in improving organizational performance in social welfare institutions ministry of social affairs of the republic of Indonesia. *Cogent Business and Management, 9(1).* <https://doi.org/10.1080/23311975.2022.2151678>
- Rokim, M., Sari, E. Y. D., & Aulia, A. (2022). Performance of ASN Nurses during the Covid-19 Pandemic in terms of Self-Efficacy, Altruism, and Interpersonal Communication. *Psikostudia : Jurnal Psikologi, 11(2), 200.* <https://doi.org/10.30872/psikostudia.v11i2.7365>
- Rottensteiner, C., Tolvanen, A., Laakso, L., & Konttinen, N. (2015). Youth Athletes’ Motivation, Perceived Competence, and Persistence in Organized Team Sports. *Journal of Sport Behavior, 38(4), 432–449.* <http://search.ebscohost.com/login.aspx?direct=true&db=s3h&AN=110663396&site=ehost-live>
- Rotter, J. B., & Stein, D. K. (1971). Public Attitudes Toward the Trustworthiness, Competence, and Altruism of Twenty Selected Occupations. *Journal of Applied Social Psychology, 1(4), 334–343.* <https://doi.org/10.1111/j.1559-1816.1971.tb00371.x>
- Rousseau, V., Aubé, C., Savoie, A., Rousseau, V., & Aubé, C. (2006). Teamwork Behaviors: A Review and an Integration of Frameworks. *Small Group Research, 37(5), 540–570.* <https://doi.org/10.1177/1046496406293125>
- Roviyantie, D. (n.d.). PENGARUH KOMPETENSI SUMBER DAYA

MANUSIA DAN PENERAPAN SISTEM AKUNTANSI KEUANGAN DAERAH TERHADAP KUALITAS LAPORAN KEUANGAN DAERAH (Survei pada Organisasi Perangkat Daerah (OPD) Kabupaten Tasikmalaya). *Program Studi Akuntansi Fakultas Ekonomi Universitas Siliwangi*, 2, 1–27.

- Rubtcova, M., Pavenkov, O., Pavenkov, V., Martianova, N., & Martyanov, D. (2015). Deprofessionalisation as a performance management dysfunction: The case of inclusive education teachers in Russia. *Asian Social Science*, 11(18), 339–349. <https://doi.org/10.5539/ass.v11n18p339>
- Salas, E., Burke, C. S., & Cannon-Bowers, J. A. (2000). Teamwork: Emerging principles. *International Journal of Management Reviews*, 2(4), 339–356. <https://doi.org/10.1111/1468-2370.00046>
- Salas, E., Sims, D. E., & Shawn Burke, C. (2005). Is there A “big five” in teamwork? *Small Group Research*, 36(5), 555–599. <https://doi.org/10.1177/1046496405277134>
- Santrock, J. W. (2007). Psikologi Pendidikan. *Edisi Kedua*. Jakarta: Kencana.
- Saputra, Y., Fathurrahmi Lawita, N., & Sandri, S. H. (2020). Faktor yang Mempengaruhi Kinerja Karyawan Keuangan pada Perusahaan Ritel Melalui OCB Sebagai Variabel Mediasi. *Jurnal Akuntansi Dan Ekonomika*, 10(1), 129–138. <https://doi.org/10.37859/jae.v10i1.1929>
- Sari, Isjoni, & Natuna. (2017). Kontribusi Altruisme Dan Iklim Organisasi Terhadap Kinerja Guru SMA Se-Kecamatan Tanah Putih Kabupaten Rokan Hilir. *Jurnal Manajemen Pendidikan*, 5(1), 122–127.
- Sarwono, S. W. (2002). Psikologi sosial individu dan teori-teori psikologi sosial. Jakarta: Balai Pustaka.
- Satya Nugraha, I. P., & Ayu Dewi Adnyani, I. G. (2017). Budaya Organisasi, Komitmen Organaisasi, Dan Kompetensi Terhadap Organizational Citizenship Behaviour Pada Setda Kota Denpasar. *E-Jurnal Manajemen Universitas Udayana*, 7(1), 1. <https://doi.org/10.24843/ejmunud.2018.v7.i01.p01>
- Sauer, S. J. (2011). Taking the reins: The effects of new leader status and leadership style on team performance. *Journal of Applied Psychology*, 96(3), 574–587. <https://doi.org/10.1037/a0022741>
- Schaubroeck, J., Lam, S. S. K., & Peng, A. C. (2011). Cognition-Based and Affect-Based Trust as Mediators of Leader Behavior Influences on Team Performance. *Journal of Applied Psychology*, 96(4), 863–871. <https://doi.org/10.1037/a0022625>
- Schnake, M. E., & Dumler, M. P. (2003). Levels of measurement and analysis issues in organizational citizenship behaviour research. *Journal of*

- Occupational and Organizational Psychology*, 76(3), 283–301.
<https://doi.org/10.1348/096317903769647184>
- Schroeder, D. A., Graziano, W. G., Batson, C. D., Lishner, D. A., & Stocks, E. L. (2014). The Empathy–Altruism Hypothesis. *The Oxford Handbook of Prosocial Behavior*, July, 1–27.
<https://doi.org/10.1093/oxfordhb/9780195399813.013.023>
- Schuller, & Randall. (1980). Managing Human Resources. *South Western College Publishing, Ohio*.
- Sears David. (1999). Psikologi Sosial. *Jakarta : Erlangga,. Edisi Kelima, Jilid 2, 4.*
https://books.google.co.id/books?id=D9_YDwAAQBAJ&pg=PA369&lpg=P A369&dq=Prawirohardjo,+Sarwono.+2010.+Buku+Acuan+Nasional+Pelaya nan+Kesehatan++Maternal+dan+Neonatal.+Jakarta+:+PT+Bina+Pustaka+Sa rwono+Prawirohardjo.&source=bl&ots=riWNmMFyEq&sig=ACfU3U0HyN 3I
- Senior, B., & Swailes, S. (2004). The dimensions of management team performance: A repertory grid study. *International Journal of Productivity and Performance Management*, 53(4), 317–333.
<https://doi.org/10.1108/17410400410533908>
- SETIAWAN, A. (2013). Pengaruh Disiplin Kerja Dan Motivasi Terhadap Kinerjakaryawan Pada Rumah Sakit Umum Daerah Kanjuruhan Malang. *Jurnal Ilmu Manajemen (JIM)*, 1(4).
- Setiawan, M. A., Vien, R., & Suryono, H. (2017). Penerapan Model Analisis Dilema Moral Terhadap Sikap Peduli Sosial Siswa Pada Kompetensi Dasar Menampilkan Sikap Positif Berpancasila Dalam Kehidupan Bermasyarakat. *Paedagogia*, 20(1), 88. <https://doi.org/10.20961/paedagogia.v20i1.16602>
- Setiyowati, N. (2017). Hubungan model kepemimpinan ki hajar dewantara terhadap school wellbeing pada mahasiswa baru di universitas negeri malang. *Fakultas Pendidikan Psikologi, Universitas Negeri Malang Ninik.setiyowati.fppsi@um.ac.id*.
- Setiyowati, D. L., Shaluhiyah, Z., & Widjasena, B. (2014). Penyebab Kelelahan Kerja pada Pekerja Mebel. *Kesmas: National Public Health Journal*, 8(8), 386. <https://doi.org/10.21109/kesmas.v8i8.409>
- Shah, S. S., & Ali, A. Z. (2012). ALTRUISM AND BELIEF IN JUST WORLD IN YOUNG ADULTS : RELATIONSHIP WITH RELIGIOSITY. *Pakistan Journal of Clinical Psychology*, 35–46. <https://doi.org/10.1002/casp.677>
- Sharma, S., Mukherjee, S., Kumar, A., & Dillon, W. R. (2005). A simulation study to investigate the use of cutoff values for assessing model fit in covariance structure models. *Journal of Business Research*, 58(7), 935–943. <https://doi.org/10.1016/j.jbusres.2003.10.007>

- Sherrod, D. R., & Downs, R. (1974). Environmental determinants of altruism: The effects of stimulus overload and perceived control on helping. *Journal of Experimental Social Psychology*, 10(5), 468–479.
[https://doi.org/10.1016/0022-1031\(74\)90015-8](https://doi.org/10.1016/0022-1031(74)90015-8)
- Shim, D. C., & Faerman, S. (2017). Government Employees' Organizational Citizenship Behavior: The Impacts of Public Service Motivation, Organizational Identification, and Subjective OCB Norms. *International Public Management Journal*, 20(4), 531–559.
<https://doi.org/10.1080/10967494.2015.1037943>
- Shin, S.-Y., & Park, W.-W. (2009). Moderating Effects of Group Cohesiveness in Competency-Performance Relationships: A Multi-Level Study. *Journal of Behavioral Studies in Business*, 1, 1–15.
http://search.proquest.com/docview/761067896?accountid=14167%5Cnhttp://www.yidu.edu.cn/educhina/educhina.do?artifact=&svalue=Journal+of+Behavioral+Studies+in+Business&stype=2&s=on%5Cnhttp://159.226.100.141/Reader/union_result.jsp?title=1&word=Journal+of+B
- Shin, Y., & Choi, J. N. (2010). What makes a group of good citizens ? The role of perceived group-level fit and critical psychological states in organizational teams. *Journal of Occupational & Organizational Psychology*, 531–552.
<https://doi.org/10.1348/096317909X440233>
- Shweta, J., & Srirang, J. (2009). Determinants of Organizational Citizenship Behavior: A Review of Literature. *Journal of Management and Public Policy*, 1(2). [https://doi.org/10.1016/S0304-4017\(96\)01152-1](https://doi.org/10.1016/S0304-4017(96)01152-1)
- Sibbald, K. R., & Beagan, B. L. (2022). Disabled healthcare professionals' experiences of altruism: identity, professionalism, competence, and disclosure. *Disability and Society*, 0(0), 1–18.
<https://doi.org/10.1080/09687599.2022.2061333>
- Sidhartha, I., & Lusyana, D. (2014). Analisis Faktor Penentu Kompetensi Berdasarkan Konsep Knowledge, Skill, dan Ability (KSA) Di Sentra Kaos Suci Bandung. *Jurnal Computech & Bisnis*, 8(1), 49–60.
- Simon M, B. (2019). The role of teamwork competencies, justice perceptions and team leadership on team performance in a multicultural society. *UNIVERSIDAD COMPLUTENSE DE MADRID FACULTAD DE PSICOLOGÍA*, 219. <https://dialnet.unirioja.es/servlet/tesis?codigo=258180>
- Sisaye, S. (2006). Management control systems and organizational development New directions for managing work teams. *Leadership & Organization Development Journal*, 20(1), 51–61.
- Skjerve, A. B., & Holmgren, L. (2018). Teamwork competence required across operational states: Findings from nuclear power plant operation. *Safety and Reliability - Safe Societies in a Changing World - Proceedings of the 28th International European Safety and Reliability Conference, ESREL 2018*, 299–308. <https://doi.org/10.1201/9781351174664-38>

- Smith, D. C. (1991). Wickersham to Sutherland to Katzenbach: Evolving an “official” definition for organized crime. *Crime, Law and Social Change*, 16(2), 135–154. <https://doi.org/10.1007/BF00227546>
- Soegandhi, V. M., Sutanto, E. M., & Setiawan, R. (2013). Pengaruh Kepuasan Kerja dan Loyalitas Kerja Terhadap Organizational Citizenship Behavior Pada Karyawan PT Surya Timur Sakti Jatim. Volume 1. Nomor 1. Program Manajemen Bisnis, Program Studi Manajemen. Universitas Kristen Petra. *Jurnal AGORA*, 1(1).
- Sofia, N. M. (2016). PENGARUH PERSON ORGANIZATION FIT (PO-FIT), ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) DAN MOTIVASI TERHADAP KINERJA PEGAWAI DENGAN MEDIASI KEPUASAN KERJA (STUDI PADA SEKRETARIAT DAERAH KABUPATEN KUDUS). *PROGRAM STUDI MAGISTER MANAJEMEN FAKULTAS EKONOMI UNIVERSITAS MURIA KUDUS*.
- Soleha, V. (2021). Konsep Dasar Filosofi Pendidikan Anak Usia Dini Maria Montessori, Friedrich Frobel, dan KI Hajar Dewantara. *PROGRAM STUDI PENDIDIKAN GURU PENDIDIKAN ANAK USIA DINI FAKULTAS KEGURUAN DAN ILMU PENDIDIKAN UNIVERSITAS SEBELAS MARET*, 1–17.
- Sosik, J. J., Jung, D., & Dinger, S. L. (2009). Values in authentic action: Examining the roots and rewards of altruistic leadership. *Group and Organization Management*, 34(4), 395–431. <https://doi.org/10.1177/1059601108329212>
- Sparrowe, R. T., & Wayne, S. J. (2001). SOCIAL NETWORKS AND THE PERFORMANCE OF INDIVIDUALS AND GROUPS. *Academy of Management Journal*, 44(2), 316–325.
- Staita, C. (2014). Performance Improvement by Functional-Respectively Competence-Diversity in New Product Development. *Expert Journal of Business and Management*, 2(2), 62–71.
- Stashevsky, S., & Koslowsky, M. (2006). Leadership team cohesiveness and team performance. *International Journal of Manpower*, 27(1), 63–74. <https://doi.org/10.1108/01437720610652844>
- Steiner, P. (2015). Comte, Altruism and the Critique of Political Economy. *GeWoPs Working Papers Du GEMASS Groupe D'étude Des Méthodes de l'Analyse Sociologique de La Sorbonne*. <https://halshs.archives-ouvertes.fr/halshs-01168341/>
- Strati, A. (2010). Aesthetic Understanding of Work and Organizational Life: Approaches and Research Developments. *Sociology Compass*, 4(10), 880–893. <https://doi.org/10.1111/j.1751-9020.2010.00323.x>
- Sulistyandari, Widiastuti, E., & Martini, S. (2009). KOMPETENSI SDM DAN PENGARUHNYA TERHADAP KINERJA UMKM BATIK DI

KABUPATEN BANYUMAS Oleh: *Fakultas Ekonomi Dan Bisnis Universitas Jenderal Soedirman*, 14, 3–6.

- Sulistyani, E., Karnowahadi, Poerbo, S., & Suwardi. (2022). MODEL RECOVERY KINERJA INDUSTRI PERHOTELAN DALAM SEBAGAI UPAYA KETANGGUHAN EKONOMI MASYARAKAT. *Jurusan Administrasi Bisnis, Politeknik Negeri Semarang*, 1097–1108.
- Sumarsih, & Kepala. (2016). PENGARUH MOTIVASI KERJA DAN KOMPETENSI PROFESIONAL TERHADAP KINERJA GURU SEKOLAH DASAR DI KECAMATAN CIKARANG UTARA, KABUPATEN BEKASI. *JURNAL PENDIDIKAN DASAR*, 7(3).
- Sunariani, N. N., Suryadinata, A. O., & Mahaputra, I. I. R. (2017). Pemberdayaan usaha mikro kecil dan menengah (umkm) melalui program binaan di provinsi Bali. *Jurnal Ilmiah Manajemen Dan Bisnis*, 2(1).
- Sunarto. (2001). Tugas Ilmu Pengetahuan dan Seni dalam Era Informasi. *Harmonia Jurnal Pengetahuan Dan Pemikiran Seni*, 2(3), 1.
- Sundari, A. (2014). Kearifan Lokal dalam Institusi Publik : Studi Gaya Kepemimpinan Jawa Hastabratra pada Sekolah Menengah di Kabupaten Jember SCHOOL HASTABRATA ' S JAVA LEADERSHIP STYLE IN THE DISTRICT OF. *Literasi*, 4(2), 184–195.
- Sundstrom, E., McIntyre, M., Halfhill, T., & Richards, H. (2000). Work groups: From the Hawthorne studies to work teams of the 1990s and beyond. *Group Dynamics*, 4(1), 44–67. <https://doi.org/10.1037/1089-2699.4.1.44>
- Sung, S. Y., & Choi, J. N. (2012). Effects of team knowledge management on the creativity and financial performance of organizational teams. *Organizational Behavior and Human Decision Processes*, 118(1), 4–13. <https://doi.org/10.1016/j.obhdp.2012.01.001>
- Supriyanto. (2006). Pemberdayaan Usaha Mikro, Kecil, Dan Menengah (Umkm) Sebagai Salah Satu Upaya Penanggulangan Kemiskinan. *Ekonomi & Pendidikan*, 3(1), 1–16.
- Suradinata. (1995). Psikologi Kepegawaian dan Peranan Pimpinan Dalam Motivasi Kerja. *CV Ramadhan, Bandung*, 1998.
- Suraida, I. (2005). Pengaruh Etika, Kompetensi, Pengalaman Audit dan Risiko Audit terhadap Skeptisme Profesional Auditor dan Ketepatan Pemberian Opini Akuntan Publik. *Sosiohumaniora*, 7(3), 186–202.
- Suswati, E., Alhasani, I., & Wahyono, G. B. (2021). Pengaruh Kompetensi dan Komitmen Organisasi Terhadap Kinerja Pegawai Melalui Organizational Citizenship Behaviour (OCB) sebagai Mediasi. *Jurnal Sosial Teknologi*, 1(9), 106–120. <https://doi.org/10.36418/jurnalsostech.v1i9.206>
- Sutardjo, I. (2019). Konsep Kepemimpinan “Hastabratra” dalam Budaya Jawa.

- Jumantara: Jurnal Manuskrip Nusantara*, 5(2), 85–104.
<https://ejournal.perpusnas.go.id/jm/article/view/005002201406>
- Suwahyu, I. (2019). Pendidikan Karakter Dalam Konsep Pemikiran Pendidikan Ki Hajar Dewantara. *INSANIA : Jurnal Pemikiran Alternatif Kependidikan*, 23(2), 192–204. <https://doi.org/10.24090/insania.v23i2.2290>
- Suwarni, & Purnami, A. S. (2019). Konsep Kepemimpinan Ki Hajar Dewantara dan Prestasi Guru Sekolah Dasar Pendahuluan. *Media Manajemen Pendidikan*, 2(1), 1–8.
- Syamsul Arifin, B. (2015). Psikologi Sosial. *Pustaka Setia*, 1–308.
- Tabachnick, B. G., & Fidell, L. S. (2019). Using Multivariate Statistics. *PEARSON and ALWAYS LEARNING Are Exclusive Trademarks Owned by Pearson Education, Inc.*, 1–14.
- Taufiqurrahman, Udisubakti Ciptomulyono, & Gunawan, J. (2011). Model Pembinaan Dan Pengembangan Kemampuan Inovasi Produk Dan Peran Intermediary Pada UKM Kerajinan Dengan Pendekatan SEM. *Prosiding Seminar Nasional Manajemen Teknologi XIII*, A.7.1-A.7.10.
- Test, M. A., & Bryan, J. H. (1967). DEPENDENCY, MODELS, AND RECIPROCITY. *Educational Testing Service Princeton, New Jersey*, 6.
- Torrelles. (2011). COMPETÈNCIA DE TREBALL EN EQUIP Cristina Torrelles Nadal Eina d'avaluació de la. *Departament de Pedagogia I Psicologia de La Universitat de Lleida Doctorat, Educació, Societat I Qualitat de Vida*, 1–400.
- Van Dijk, H., Meyer, B., & Van Engen, M. (2018). If it doesn't help, it doesn't hurt? Information elaboration harms the performance of gender-diverse teams when attributions of competence are inaccurate. *PLoS ONE*, 13(7), 1–23. <https://doi.org/10.1371/journal.pone.0201180>
- VAN DYNE, L., GRAHAM, J. W., & DIENESCH, R. M. (1994). Organizational Citizenship Behavior: Construct Redefinition, Measurement, and Validation. *Academy of Management Journal*, 37(4), 765–802.
<https://doi.org/10.2307/256600>
- Van Dyne, L., & LePine, J. A. (1998). Helping and voice extra-role behaviors: Evidence of construct and predictive validity. *Academy of Management Journal*, 41(1), 108–119. <https://doi.org/10.2307/256902>
- Van Knippenberg, D., De Dreu, C. K. W., & Homan, A. C. (2004). Work group diversity and group performance: An integrative model and research agenda. *Journal of Applied Psychology*, 89(6), 1008–1022.
<https://doi.org/10.1037/0021-9010.89.6.1008>
- Veithzal Rivai, & Sagala. (2009). Manajemen Sumber Daya Manusia untuk Perusahaan dari Teori ke Praktik. *Penerbit Rajawali Pers., Jakarta*.

- Vigoda-Gadot, E., Beeri, I., Birman-Shemesh, T., & Somech, A. (2007). Group-level organizational citizenship behavior in the education system: A scale reconstruction and validation. *Educational Administration Quarterly*, 43(4), 462–493. <https://doi.org/10.1177/0013161X07299435>
- Waal, F. B. M. De. (2008). Putting the Altruism Back into Altruism : The Evolution of Empathy. *Annual Review of Psychology Is.* <https://doi.org/10.1146/annurev.psych.59.103006.093625>
- Wahyu, P. J., Lalu, S., & Hermanto, H. (2021). The Effect Of Competence And Teamwork On Organizational Performance With Organizational Commitment As A Moderating Variable (Study At The Office Of Education And Culture Of West Nusa Tenggara). *IJISET-International Journal of ...*, 8(9), 380–390. <http://eprints.unram.ac.id/id/eprint/25812%0Ahttp://eprints.unram.ac.id/25812/1/Jurnal B12 - IJISET - Wahyu Purwo Jatmiko%2C Lalu Suparman%2C Hermanto.pdf>
- Wahyuni, R. (2016). Pembelajaran Kooperatif Bukan Pembelajaran Kelompok Konvensional. *Jupendas: Jurnal Pendidikan Dasar*, 3(1), 37–43.
- Wang, C.-H., Liu, G. H. W., Yen, C.-D., Chen, K.-J., & Liu, G. H. W. ; (2017). Association for Information Systems AIS Electronic Library (AISeL) Transactive Memory System, Job Competence and Individual Performance. *Association for Information Systems AIS Electronic Library (AISeL)*. <http://aiselaisnet.org/pacis2017%0Ahttp://aiselaisnet.org/pacis2017/243>
- Wanous, J. P., Reichers, A. E., & Malik, S. D. (1984). Socialization Organizational Development : Group and Perspective an Integrative Toward. *Academy of Management Review*, 9(4), 670–683.
- WEAVER, S., ROSEN, ; MICHAEL A., SALAS, E., BAUM, K. D., & KING, H. B. (2010). Integrating the Science of Team Training: Guidelines oundations for Continuing Education. *JOURNAL OF CONTINUING EDUCATION IN THE HEALTH PROFESSION*, 28(3), 157–164. <https://doi.org/10.1002/chp>
- Westen, D., & Rosenthal, R. (2005). Improving construct validity: Cronbach, Meehl, and Neurath's ship. *Psychological Assessment*, 17(4), 409–412. <https://doi.org/10.1037/1040-3590.17.4.409>
- Wicaksono, A. F. (2019). Implementasi Trilogi Ki Hajar Dewantara dalam Kepemimpinan Kepala Sekolah sebagai Upaya Meningkatkan Kedisiplinan Guru di SMK Taman Siswa 1 Imogiri *Al Iman: Jurnal Keislaman Dan ...*, 3(1), 53–71. <http://ejournal.kopertais4.or.id/madura/index.php/aliman/article/view/3528>
- Wiese, C. W., Shuffler, M. L., & Salas, E. (2015). Teamwork and Team Performance Measurement. In *International Encyclopedia of the Social & Behavioral Sciences* (Second Edi, Vol. 24). Elsevier. <https://doi.org/10.1016/B978-0-08-097086-8.22017-5>

- William G. Zikmund, Carr, J. C., & Griffin, M. (2010). Business Research Method. *South Western*.
- Williams, L. J., & Anderson, S. E. (1991). Job Satisfaction and Organization Commit as Predictors Of Organization Citizenship and In Role Behaviors. *Journal of Management*, 17(3), 601–617.
- Williams, L. J., & O'Boyle, E. (2011). The myth of global fit indices and alternatives for assessing latent variable relations. *Organizational Research Methods*, 14(2), 350–369. <https://doi.org/10.1177/1094428110391472>
- Wirawan. (2014). Kepemimpinan, Teori, Psikologi, Perilaku Organisasi, Aplikasi dan Penelitian: Contoh Aplikasi untuk Kepemimpinan Wanita, Organisasi Bisnis, Pendidikan dan Militer. *Rajagrafindo Persada, Jakarta*.
- Wiryopranoto, S., Herlina, N., Marihandono, D., & Tangkilisan, Y. B. (2017). KI HAJAR DEWANTARA "Pemikiran dan Perjuangannya". *Museum Kebangkitan Nasional Kementerian Pendidikan Dan Kebudayaan*.
- Wiwik Sumiyarsih, Endah Mujiasih, J. A. F. (2017). Hubungan Antara Kecerdasan Emosional Dengan Organizational Citizenship Behavior (OCB) Pada Karyawan CV. Aneka Ilmu Semarang. *Jurnal Psikologi Universitas Diponegoro*.
- Wulandari, W. C. (2017). Implementasi Trilogi Ki Hadjar Dewantara Dalam Kepemimpinan Kepala Sekolah di SD Negeri 1 Mergowati Kecamatan Kedu Kabupaten Temanggung. *Prodi PGSD Universitas PGRI Yogyakarta*. <http://repository.upy.ac.id/1680/>
- Xu, K., Hui, P., Li, V. O. K., Crowcroft, J., Latora, V., & Lio, P. (2009). Impact of altruism on opportunistic communications. *2009 1st International Conference on Ubiquitous and Future Networks, ICUFN 2009*, 153–158. <https://doi.org/10.1109/ICUFN.2009.5174303>
- Yaffe, T., & Kark, R. (2011). Leading by Example: The Case of Leader OCB. *Journal of Applied Psychology*, 96(4), 806–826. <https://doi.org/10.1037/a0022464>
- Yavuzer, H., Ismen-Gazioglu, E., Yildiz, A., Demir, I., Merci, F., Kilicaslan, A., & Sertelin, C. (2006). The Teacher Altruism Scale: Development, Validity and Reliability. *Educational Sciences Theory Practice*, 6(3), 964–972. <http://content.ebscohost.com/ContentServer.asp?T=P&P=AN&K=23541815&EbscoContent=dGJyMNLr40Sep7A4zdnyOLCmr0iep7dSsqy4SbOWxWX&ContentCustomer=dGJyMPGsr0y0r7dMuePfgeyx%2BEu3q64A&D=aph>
- Yulitri, R., Ardimen, Hardi, E., & Gustina. (2020). Profil Perilaku Altruistik Mahasiswa dan Implikasinya terhadap Program Pelatihan Kompetensi Kepribadian Calon Konselor. *JKI (Jurnal Konseling Indonesia)*, 5(2), 39–46. <https://doi.org/10.21067/jki.v5i2.4363>

- Zimmermann, K. (2010). Intercultural Competence as a Success Factor of Virtual Multicultural Teams. A Case Study on the Team Effectiveness of Global HR Teams. *Tin Zimmermann Intercultural Communication Department of Communication University of Jyväskylä*.
<https://jyx.jyu.fi/bitstream/handle/123456789/24874/URN:NBN:fi:jyu-201008162469.pdf?sequence=1>
- Zwikael, O., & Unger-Aviram, E. (2010). HRM in project groups: The effect of project duration on team development effectiveness. *International Journal of Project Management*, 28(5), 413–421.
<https://doi.org/10.1016/j.ijproman.2009.09.005>

