

REFERENCES

- Adawiyah, W. R. (2014). Faktor Penghambat Pertumbuhan Usaha Mikro Kecil Menengah (UMKM): Studi di Kabupaten Banyumas. *JKMP (Jurnal Kebijakan Dan Manajemen Publik)*, 2(2), 165.
- Afandi, P. (2018). *Manajemen Sumber Daya Manusia*. Zanafa Publishing.
- Alniaçık, Ü., Alniaçık, E., Akçin, K., & Erat, S. (2012). Relationships Between Career Motivation, Affective Commitment and Job Satisfaction. *Procedia - Social and Behavioral Sciences*, 58, 355–362. <https://doi.org/10.1016/j.sbspro.2012.09.1011>
- Araslı, H., Daşkın, M., & Saydam, S. (2014). Polychronicity and Intrinsic Motivation as Dispositional Determinants on Hotel Frontline Employees' Job Satisfaction: Do Control Variables Make a Difference? *Procedia - Social and Behavioral Sciences*, 109, 1395–1405. <https://doi.org/10.1016/j.sbspro.2013.12.643>
- Astuti, T. P., Sitawati, R., & Tukijan. (2019). Pengaruh Kreativitas dan Perilaku Inovatif Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Mediasi (Studi Pada Hotel Pandanaran Semarang). *Jurnal Ekonomi Manajemen Dan Akuntansi*, 47, 53–64.
- Bawoleh V, Sp. S., Tielung M. V. . (2015). The effect of motivation and compensation toward job satisfaction in Pt. Sig Asia Bitung. *Jurnal EMBA*, 3(3), 472–481.
- Boyatzis dalam Priansa. (2014). pengertian Kompetensi. *Boyatzis Dalam Priansa (2014)*, 2(1), 1–15.
- Brahmasari, I., & Suprayetno, A. (2008). Pengaruh Motivasi Kerja, Kepemimpinan dan Budaya Organisasi Terhadap Kepuasan Kerja Karyawan serta Dampaknya pada Kinerja Perusahaan (Studi kasus pada PT. Pei Hai International Wiratama Indonesia). *Jurnal Manajemen Dan Kewirausahaan*, 10(2), 124–135. <https://doi.org/10.36805/manajemen.v2i1.181>
- Chin, W. W. (1998). No Title. In G. A. Marcoullides (Ed.), *Modern Methods for Business Research* (pp. 295–334). Lawrwnce Erlbaum Associates.
- Cohen, J. (1988). *Statistical Power Analysis for The Behavioral Sciences 2nd ed.* Hillsdale, NJ: Erlbaum.
- de Jong, J., & den Hartog, D. (2010). Measuring Innovative Work Behavior. *Creativity and Innovation Management*, 19, 23–36.
- Depkes, R. I. (2009). *Kategori Umur Menurut Departemen Kesehatan RI*.
- Desmaryani, S. (2019). *Wirausaha dan Daya Saing*. Deepublish.
- Dole, C., & Schroeder, R. G. (2001). The impact of various factors on the personality, job satisfaction and turnover intentions of professional

- accountants. *Managerial Auditing Journal*, 16(4), 234–245. <https://doi.org/10.1108/02686900110389188>
- Dorenbosch, L., Engen, M. L. va., & Verhagen, M. (2005). On-the-job innovation: The Impact of Job Design and Human Resource Management through Production Ownership. *Creativity and Innovation Management*, 14(2), 129–141. <https://doi.org/10.1111/j.1476-8691.2005.00333.x>
- Efdison, Z., & Hendra, H. (2020). Pemetaan Geografi Industri Kecil Di Kabupaten Kerinci sebagai Dasar Perumusan Kebijakan Pengembangan UMKM yang Inovatif dan Berdaya Saing. *E-Jurnal Apresiasi Ekonomi*, 8, 475–487.
- Eisenberger, R., Fasolo, P., & David-LaMastro, V. (1990). Perceived Organizational Support and Employee Diligence, Commitment, and Innovation. *Journal of Applied Psychology*, 75(1), 51–59.
- Fadjar, dkk 2018. (2018). *Manajemen Sumber Daya Manusia*. <http://repository.unitomo.ac.id/id/eprint/891>
- Gozen, A., & Ulgen, B. (2018). The Relationship between Organizational Ambidexterity, and Family Business Performance. *International Journal of Commerce and Finance*, 4(2), 94–107.
- Gunday, G., Ulusoy, G., Klilic, K., & Alpkan, L. (2011). Effects of Innovation Types on Firm Performance. *International Journal of Production Economics*, 133(2), 662–676.
- Hair, J. F., Sarstedt, M., Pieper, J. M., & Ringle, C. M. (2012). The Use of Partial least Squares Structural Equation Modeling in Strategic Management Research: A Review of Past Practices and Recommendations for Future Applications. *Long Range Planning*, 45(5–6), 320–340. <https://doi.org/10.1016/j.lrp.2012.09.008>
- Hanafi, B. D., & Yohana, C. (2017). Pengaruh Motivasi, Dan Lingkungan Kerja, Terhadap Kinerja Karyawan, Dengan Kepuasan Kerja Sebagai Variabel Mediasi Pada Pt Bni Lifeinsurance. *Jurnal Pendidikan Ekonomi Dan Bisnis (JPEB)*, 5(1), 73–89. <https://doi.org/10.21009/jpeb.005.1.6>
- Handoko, H. (2001). *Manajemen Personalialia*. BPFE.
- Hasibuan, M. S. . (2006). *Manajemen Dasar, Pengertian, dan Masalah, Edisi Revisi*. Bumi Aksara.
- Hasibuan, M. S. . (2007). *Manajemen Sumber Daya Manusia (Edisi Revi)*. PT Bumi Aksara.
- Irawan, D., & Suhardi. (2019). The Effect of Entrepreneurial Orientation, Government Support and Competitive Intensity on The Performance of Micro, Small, and Medium Enterprises. *Journal of Entrepreneurship Education*, 22(3), 1–11.
- Janssen, O. (2004). How Fairness Perceptions Make Innovative Behavior More or

- Less Stressful. *Journal of Organizational Behavior*, 25(June 2003), 201–215.
- Jaya, I., & Sumarni, S. (2020). Pengaruh Motivasi Kerja, Kemampuan dan Kreativitas Terhadap Kinerja UKM Kerupuk Udang di Kecamatan Tungkal Ilir Kabupaten Tanjung Jabung Barat. *Jurnal Sains Sosio Humaniora*, 4(1), 57–70. <https://doi.org/10.22437/jssh.v4i1.9768>
- Joshi, N., Goyal, C. K., & Joshi, N. (2012). Synthetic Model for Evaluation of Micro , Small and Medium Enterprises in India. *Journal of Business*, 27–33.
- Koesmono, H. T. (2014). The Influence of Organizational Culture, Servant Leadership, and Job Satisfaction Toward Organizational Commitment and Job Performance Through Work Motivation as Moderating Variables for Lecturers in Economics and Management of Private Universities in Eas. *Educational Research International*, 3(4), 25–39. <http://www.hindawi.com/journals/edri/>
- Lamsah. (2018). Pengaruh Motivasi dan Kepuasan Kerja Terhadap Kinerja UKM. *At-Tadbir: Jurnal Ilmiah Manajemen*, 2, 119–129.
- Lestari, S., Susilowati, D., & Farida, Y. N. (2021). Pemetaan Kondisi UMKM di Kabupaten Banyumas. *Journal LPPM UNSOED*, 11 (1), 250–259.
- Lusri, L., & Siagian, H. (2017). Pengaruh Motivasi Kerja Terhadap Kinerja Karyawan Melalui Kepuasan Kerja Sebagai Variabel Mediasi Pada Karyawan PT . Borwita Citra Prima Surabaya. *Agora*, 5(1), 1–8.
- Martoyo, S. (1992). *Manajemen Sumber Daya Manusia*. BPFE.
- Maslow, A. H. (1954). Motivation and Personality. In *Harper & Brothers* (1 ed). Harper & Brothers. <https://doi.org/10.4135/9781446221815.n7>
- McClelland, D. (1987). *Human Motivation*. Cambridge University Press.
- Megracia, S. (2021). Karakteristik dan Motivasi Entrepreneur Terhadap Kinerja Bisnis (Studi Kasus Fashion Online Shop Di Kota Bandung). *Journal Management*, 20(1), 2655–8262. <https://faisalbasri01.files.wordpress.com/>
- Misra, S. C., & Kumar, A. (2018). Factors Affecting The Performance of Small and Medium Enterprises: A Critical Review and New Agenda. *Benchmarking: An International Journal*, 25(6), 2165–2203.
- Mufidah, E. (2019). Pengaruh Motivasi Kerja Dan Kemampuan Kerja Terhadap Kinerja Umkm Di Kota Pasuruan. *Jurnal Riset Entrepreneurship*, 2(2), 29. <https://doi.org/10.30587/jre.v2i2.963>
- Nurfadilah, N., & Irawati, A. (2021). Pengaruh Kreativitas Dan Perilaku Inovatif Terhadap Kinerja Pengrajin Galeri Belva Batik Tulis Madura. *Eco-Entrepreneur*, 4, 1–18. <https://journal.trunojoyo.ac.id/eco-entrepreneur/article/view/11539>
- Nurhandayani, A. (2022). Pengaruh Lingkungan Kerja, Kepuasan Kerja, dan Beban Kerja terhadap Kinerja. *Jurnal Ekonomi Dan Bisnis Digital (Ekobil)*, 1(2),

108–110. <https://doi.org/10.58765/ekobil.v1i2.65>

- Prasetyo, E., Riadi, F., Rinawati, N., & Resawati, R. (2021). Pengaruh Motivasi Dan Disiplin Kerja Terhadap Kinerja Karyawan. *Acman: Accounting and Management Journal*, 1(2), 61–66. <https://doi.org/10.55208/aj.v1i2.20>
- Pujihastuti, I. (2010). Prinsip Penulisan Kuesioner Penelitian. *Jurnal Agribisnis Dan Pengembangan Wilayah*, 2(1), 43–56.
- Robbins, S. P. (1996). *Organizational Behavior, Concepts, Controversies, Applications* (7th ed.). Prentice Hall Inc.
- Saiman, L. (2014). *Kewirausahaan*. Salemba Empat.
- Sarstedt, M. (2017). Partial least squares structural equation modeling. In *Handbook of Market Research* (pp. 1–40).
- Scott, S. G., & Bruce, R. A. (1994). Determinants of Innovative Behavior A Path Model of Individual Innovation In the Workplace. *Academy of Management Journal*, 37(3), 580–607. <https://doi.org/10.1049/iet-rsn:20080009>
- Sembiring, R. (2018). Pengaruh Motivasi Dan Kemampuan Managerial Terhadap Kinerja Usaha Kecil Dan Menengah Di Kota Medan. *SULTANIST: Jurnal Manajemen Dan Keuangan*, 4(1), 65–70. <https://doi.org/10.37403/sultanist.v4i1.67>
- Sidanti, H. (2015). Pengaruh lingkungan kerja, disiplin kerja dan motivasi kerja terhadap kinerja pegawai negeri sipil di sekretariat dprd kabupaten madiun. *Jurnal JIBEKA*, 9, 10.
- Street, C. T. K. F. R., & Christopher, T. S. (2001). Toward a multi-dimensional measure of individual innovative behavior. *Journal of Intellectual Capital*, 2(3), 284–296. <http://dx.doi.org/10.1108/EUM00000000005660>
- Sukadana, K., & Mahyuni, L. P. (2021). Teknologi Informasi, Perilaku Inovatif, Kompetensi, Kepuasan Kerja, Dan Kinerja Manajemen Pendidikan 4.0. *Jurnal Administrasi Dan Manajemen Pendidikan*, 4(1), 10. <https://doi.org/10.17977/um027v4i12021p10>
- Suliyanto. (2018). *Metode Penelitian Bisnis*. Andi Offset.
- T.M. Matchaba-Hove, & Vambe, A. K. (2014). Entrepreneurial Orientation and Performance of Small Businesses in the Retail Sector in the Eastern Cape Province of South Africa. *Journal of Marketing and Management*, 12–39.
- Tafsir, M., Kamase, J., Sukmawati, S., & Arfah, A. (2022). Pengaruh Kepemimpinan Transformasional, Iklim Organisasi, Perilaku Inovatif dan Employee Engagement Terhadap Kinerja Pegawai Dengan Kepuasan Kerja Sebagai Intervening Variable Di Lingkup Pemerintah Daerah Kabupaten Bantaeng. *Jurnal Sosio Sains*, 8(1), 30–42. <http://journal.ildikti9.id/sosiosains>
- Tesa, A. (2022). Pengaruh Etos Kerja Islami, Kreatifitas, dan Inovasi terhadap

Kinerja Usaha Mikro, Kecil dan Menengah (UMKM) Di Provinsi Jawa Tengah dengan Kepuasan Kerja sebagai Intervening. In *Berkas Perpustakaan IAIN Salatiga*. IAIN Salatiga.

Trihudiyatmanto, M., & Purwanto, H. (2018). Pengaruh Motivasi, Kompetensi dan Orientasi Berwirausaha Terhadap Kinerja Usaha pada Sentra Umkm Pande Besi di Wonosobo. *Journal of Economic, Management, Accounting and Technology*, 1(1), 31–41. <https://doi.org/10.32500/jematech.v1i1.210>

Wiharti, L. P., Ariffin, Z., & Dahniar. (2017). Pengaruh Entrepreneurial Self Efficacy Dan Motivasi (Need for Achievement) Terhadap Kinerja Umkm Pada Sektor Industri Olahan Di Kabupaten Tabalong. *Jurnal Ekonomi Syariah Dan Hukum Ekonomi Syariah*, III, 148–159. <https://ojs.uniska-bjm.ac.id/index.php/IQT/article/viewFile/2397/1836>

Yuan, F., & Woodman, R. W. (2010). Innovative behavior in the workplace: The role of performance and image outcome expectations. *Academy of Management Journal*, 53(2), 323–342. <https://doi.org/10.5465/amj.2010.49388995>

Zaenal, A. (2012). UMKM Sebagai tulang Punggung Perekonomian Nasional. In *Bandung: Alfabeta*. Alfabeta.

