

DAFTAR PUSTAKA

- Adha, S., Wandi, D., & Susanto, Y. (2019). Pengaruh Kepuasan Kerja terhadap Kinerja Pegawai pada Dinas Perindustrian, Perdagangan dan ESDM Kabupaten Pandeglang. *Jurnal Ekonomi Vokasi*, 2, 61-72.
- Andersson, L. M. (1996). Employee Cynicism: An Examination Using a Contract Violation Framework. *Human Relations*, 49(11), 1395-1418. <https://doi.org/10.1177/001872679604901102>
- Andrews, M. C., Baker, T., & Hunt, T. G. (2011). Values and Person-Organization Fit: Does Moral Intensity strengthen outcomes? *Leadership & Organization Development Journal*, 32(1), 5-19. <https://doi.org/10.1108/01437731111099256>
- Asri, Ansar, & Munir, A. R. (2019). Pengaruh Kompensasi, Fasilitas Kerja, dan Kepemimpinan Terhadap Kinerja Melalui Kepuasan Kerja Pegawai pada Rektorat UIN Alauddin Makassar. *YUME: Journal of Management*.
- Bachtiyar, A. (2018). Peningkatan Kesejahteraan Personel Dalam Rangka Mendukung Tugas Satuan (Studi Pada Lanud Halim Perdama Kusuma). *Jurnal Strategi Pertahanan Udara*, 4(2). <https://doi.org/10.33172/jspu.v4i2.331>
- Bakotic, D. (2016). Relationship between Job Satisfaction and Organisational Performance. *Economic Research-Ekonomska Istraživanja*, 29(1), 118-130. <https://doi.org/10.1080/1331677X.2016.1163946>
- Barney, J. B. (1995). Looking Inside for Competitive Advantage. *The Academy of Management Executive* (1993-2005), 9(4), 49-61. Retrieved from <https://www.jstor.org/stable/4165288>
- Bartram, T., Stanton, P., Leggat, S., Casimir, G., & Fraser, B. (2007). Lost in Translation: Exploring the Link between HRM and Performance in Healthcare. *Human Resource Management Journal*, 17(1), 21-41. <https://doi.org/10.1111/j.1748-8583.2007.00018.x>
- Bender, K. A., & Roche, K. (2013). Educational Mismatch and Self-employment. *Economics of Education Review*, 34, 85-95. <https://doi.org/10.1016/j.econedurev.2013.01.010>
- Berliana, M., Siregar, N., & Gustian, H. D. (2018). The Model of Job Satisfaction and Employee Performance. *International Review of Management and Marketing*, 8(6), 41-46. <https://doi.org/10.32479/irmm.7183>
- Bhargava, S., & Pradhan, H. (2017). Work Value Congruence and Job Performance: Buffering Role of Leader Member Exchange and Core Self Evaluation. *Asian Social Science*, 13(1), 98-105. <https://doi.org/10.5539/ass.v13n1p98>

- Brown, D. (2002). The Role of Work and Cultural Values in Occupational Choice, Satisfaction, and Success: A Theoretical Statement. *Journal of Counseling & Development*, 80(1), 48-56. <https://doi.org/10.1002/j.1556-6678.2002.tb00165.x>
- Byza, O. A., & Maier, G. W. (2019). When Leaders and Followers Match: The Impact of Objective Value Congruence, Value Extremity, and Empowerment on Employee Commitment and Job Satisfaction. *Journal of Business Ethics*, 158, 1097-1112. <https://doi.org/10.1007/s10551-017-3748-3>
- Caliskan, E. N. (2010). The Impact Of Strategic Human Resource Management On Organizational Performance. *Journal of Naval Sciences and Engineering*, 6(2), 100-116. Retrieved from <https://dergipark.org.tr/en/pub/jnse/issue/9992/123483>
- Cemalcilar, Z., Secinti, E., & Sumer, N. (2018). Intergenerational Transmission of Work Values: A Meta-Analytic Review. *Journal of Youth and Adolescence*, 47(8), 1559-1579. <https://doi.org/DOI:10.1007/s10964-018-0858-x>
- Cennamo, L., & Gardner, D. (2008). Generational Differences in Work Values, Outcomes, and Person-Organization Values Fit. *Journal of Managerial Psychology*, 23(8), 891-906. <https://doi.org/10.1108/02683940810904385>
- Colquitt, J. A., Lepine, J. A., & Wesson, M. J. (2019). *Organizational Behavior: Improving Perfomance and Commitment in the Workplace* (6th ed.). New York: Mc-Graw-Hill Education.
- Cranny, C. J., Smith, P. C., & Stone, E. F. (1992). *Job Satisfaction*. New York: Lexington.
- Darmawati, D., Tohir, & Restanti, A. S. (2019). Pengaruh Asimetri Konflik Tugas terhadap Kinerja dan Peran Manajemen Konflik Kolaborasi (Kasus pada Organisasi Non Profit). *Performance: Jurnal Personalia, Financial, Operasional, Marketing dan Sistem Informasi*, 26(2), 102-114. Retrieved from <http://jos.unsoed.ac.id/index.php/performance/article/view/1332>
- Daryono, & Foertsch, C. (2023). The Role of Active Soscial Loafing and Psychological Encouragement in Human Capital Development. *Jurnal Manajemen Bisnis*, 14(1), 143-161. <https://doi.org/10.18196/mb.v14i1.16746>
- Daryono, Gunawan, R. S., & Gunawan, D. S. (2024). The Role of Professional Culture; Enhancing Engagement and Organizational Performance in Islamic Social entrepreneurship. *Contaduría y Administración*, 70(2), 1-32. <https://doi.org/10.22201/fca.24488410e.2025.5029>

- Daryono, Gunawan, R. S., & Udin. (2024). Exploring Individual and Organizational Contributors to Workplace Deviant Behavior. *International Journal of Human Capital in Urban Management*, 9(4).
- De Clercq, D. (2022). Getting Nowhere, Going Elsewhere: The Impact of Perceived Career Compromises on Turnover Intentions. *Personnel Review*, 51(2), 662-682. <https://doi.org/10.1108/PR-08-2020-0603>
- Dean, J. W., Brandes, P., & Dharwadkar, R. (1998). Organizational Cynicism. *The Academy of Management Review*, 23(2), 341-352. <https://doi.org/10.2307/259378>
- Edwards, J. R., & Cable, D. M. (2009). The Value of Value Congruence. *Journal of Applied Psychology*, 94(3), 654-677. <https://doi.org/10.1037/a0014891>
- Edwards, J. R., & Cable, D. M. (2009). The Value of Value Congruence. *Journal of Applied Psychology*, 94(3), 654-677. <https://doi.org/10.1037/a0014891>
- Ginanjar, N. S. (2017). Kegiatan Outbound Training dalam Meningkatkan Kinerja Karyawan. *Jurnal Ekonomak*, 3(1), 1-23. Retrieved from <https://ejournal.stiepgri.ac.id/index.php/ekonomak/article/view/38>
- Handoko, T. H. (2011). *Manajemen Personalia Sumber Daya Manusia*. Yogyakarta: BPFE.
- Hasibuan. (2017). *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.
- Hidayat, D. A., Darmawati, D., & Anggraeni, A. I. (2022). The Influence of Workload, Compensation and Job Satisfaction on Turnover Intention of Employees of PT. Basirih Industrial. *International Conference on Sustainable Competitive Advantage*, 12(1), 45-54.
- Hidayat, R. (2021). Pengaruh Motivasi, Kompetensi dan Disiplin Kerja Terhadap Kinerja. *Widya Cipta: Jurnal Sekretari dan Manajemen*, 5(1), 16-23. <https://doi.org/10.31294/widyacipta.v5i1.8838>
- Hoturu, T., Dilly, A., & Papuling, G. (2022). Dampak Mismatch Pendidikan-Pekerjaan terhadap Pengembangan Keahlian Karyawan di Halmahera Utara. *Jurnal Ilmu Manajemen dan Akuntansi*, 10(2), 101-114. <https://doi.org/10.33366/ref.v10i2.3922>
- Inuwa, M. (2016). Job Satisfaction and Employee Performance: An Empirical Approach. *The Millennium University Journal*, 1(1), 90-103. <https://doi.org/10.58908/tmuj.v1i1.10>
- Irpanudin, M. (2016). Analisis Kepuasan Kerja Karyawan dalam Upaya Peningkatan Komitmen Organisasi pada Panti Asuhan Sahabat Yatim Marga Mulya Bekasi. *Skripsi*.

- Isaacs, A. N., Raymond, A., Jacob, A., & Hawkings, P. (2020). Job Satisfaction of Rural Medical Interns: A Qualitative Study. *Australian Journal of Rural Health*, 28(3), 245-251. <https://doi.org/10.1111/ajr.12633>
- Januar, A. Y., & Mulyadi, A. (2021). Implementasi Nilai-Nilai Kejuangan dan Keteladanan Pahlawan Nasional guna Memperkokoh Semangat Pengabdian Prajurit TNI-AL. *Jurnal Manajemen Dirgantara*, 14(2), 1-11. <https://doi.org/10.56521/manajemen-dirgantara.v14i2.281>
- Jayanti, F. A., Suharsono, Y., & Ingarianti, T. M. (2016). Nilai Kerja pada Anggota TNI-AD berdasarkan Tahapan Karir. *Psympathic Jurnal Ilmiah Psikologi*, 2(1), 79-93. <https://doi.org/10.15575/psy.v2i1.449>
- Kalodimos, J. (2017). Internal Governance and Performance: Evidence from when external discipline is weak. *Journal of Corporate Finance*, 43, 193-216. <https://doi.org/10.1016/j.jcorpfin.2017.01.005>
- Kluckhohn, C. (1951). Values and Value-Orientations in the Theory of Action: An Exploration in Definition and Classification. In T. Parsons, & E. A. Shils, *Toward a General Theory of Action* (pp. 388-433). Harvard University Press.
- Kusworo. (2010). Peningkatan kesejahteraan dalam Rangka Optimalisasi Kinerja Prajurit TNI Studi kasus di KODIM 0501 Jakarta Pusat. *Skripsi*.
- Leung, W. M. (2013). *The Effect of Value Congruence on Work Related Attitudes and Behaviors*. Thesis.
- Locke, E. A. (1969). What is Job Satisfaction. *Organizational Behavior and Human Performance*, 4(4), 309-336. [https://doi.org/10.1016/0030-5073\(69\)90013-0](https://doi.org/10.1016/0030-5073(69)90013-0)
- Locke, E. A. (1976). The Nature and Causes of Job Satisfaction. In M. D. Dunnette, *Handbook of Industrial and Organizational Psychology* (pp. 1297-1349). Chicago: Rand McNally.
- Luthans, F., Luthans, B., & Luthans, K. (2021). *Organizational Behavior: An Evidence-Based Approach*. Charlotte: Information Age Publishing.
- Mangkunegara, A. P. (2017). *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: Remaja Rosdakarya.
- Mardelina, E., & Muhsin, A. (2017). Mahasiswa Bekerja dan Dampaknya pada Aktivitas Belajar dan Prestasi Akademik. *Jurnal Economia*, 201-209.
- Mason, E. (1995). Gender Differences in Job Satisfaction. *Journal of Social Psychology*, 143-151. <https://doi.org/10.1080/00224545.1995.9711417>

- Meier, L., & Spector, P. (2015). Job Satisfaction. *Wiley Encyclopedia of Management*, 1-3. <https://doi.org/10.1002/9781118785317.weom050093>
- Miles, M. B., Huberman, A. M., & Saldana, J. (2014). *Qualitative Data Analysis: A Methods Sourcebook*. Sage Publications.
- Mishra, P. K. (2013). Job Satisfaction. *IOSR Journal of Humanities and Social Science*, 14(5), 45-54. <https://doi.org/10.9790/1959-1454554>
- Moleong, L. J. (2014). *Metodologi Penelitian Kualitatif*. Bandung: Remaja Rosdakarya.
- Molina, A. D. (2016). Value Congruence. In A. Farazmand, *Global Encyclopedia of Public Administration, Public Policy, and Governance* (pp. 1-7). Springer.
- Morrison, R. L. (2008). Negative Relationships in the Workplace: Associations with Organisational Commitment, Cohesion, Job Satisfaction, and Intention to Turnover. *Journal of Management & Organization*, 14(4), 330-344. <https://doi.org/10.1017/S1833367200003126>
- Nagy, D., & Tomm, S.-J. (2023). *Thriving or Surviving? - A Study of Job Satisfaction among Gen Z*. Thesis.
- Naus, F., Iterson, A. V., & Roe, R. A. (2007). Value Incongruence, Job Autonomy, and Organization-Based Self-Esteem: A Self-Based Perspective on Organizational Cynicism. *European Journal of Work and Organizational Psychology*, 16(2), 195-219. <https://doi.org/10.1080/13594320601143271>
- Netemeyer, R. G., Boles, J. S., McKee, D. O., & McMurrian, R. (1997). An Investigation into the Antecedent of Organizational Citizenship Behaviors in a Personal Selling Context. *Journal of Marketing*, 61(3), 85-98. <https://doi.org/10.1177/002224299706100306>
- Noordin, F., & Jusoff, K. (2009). Levels of Job Satisfaction amongst Malaysian Academic Staff. *Asian Social Science*, 5(5). <https://doi.org/10.5539/ass.v5n5p122>
- Nurcahyo, A. (2011). Analisis Variabel-Variabel yang Mempengaruhi Kinerja Karyawan pada PT. Quadra Mitra Perkasa Balikpapan. *Jurnal Eksis*, 1816-2000.
- Obi, J. N. (2016). Strategic Human Resources Management as the Organizational Goal Achievement. *International Journal of Research and Development Studies*, 7(2), 1-43.
- Okoye, P., & Ezejiofor, R. (2013). The Effect of Human Resources Development on Organizational Productivity. *International Journal of Academic*

- Research in Business and Social Science*, 3(10).
<https://doi.org/10.6007/ijarbss/v3-i10/295>
- Pathak, V., Jena, B., & S, K. (2013). Qualitative Research. *Perspectives in Clinical Research*, 192. <https://doi.org/10.4103/2229-3485.115389>
- Rahaman, M. A., & Uddin, M. S. (2022). The Effect of Promotion and Job Training on Job Satisfaction of Employees: An Empirical Study of the SME Sector in Bangladesh. *Journal of Asian Finance, Economics, and Business*, 9(2), 255-260. <https://doi.org/10.13106/jafeb.2022.vol9.no2.0255>
- Ren, T. (2010). Value Congruence as a Source of Intrinsic Motivation. *Kyklos*, 63(1), 94-109. <https://doi.org/10.1111/j.1467-6435.2010.00462.x>
- Rizky, S. M., & Tumanggor, M. B. (2022). Analisis Program Employee Gathering dalam Peningkatan Kinerja Karyawan pada PT. Bank Syariah Indonesia (Persero) Unit Sutomo Lubuk Pakam. *All Fields of Science Journal Liaison Academia and Sosietiy*, 2(1), 24-33. <https://doi.org/10.58939/afosj-las.v2i1.144>
- Robbins, S. P., & Judge, T. A. (2019). *Organizational Behavior*. New York: Pearson Education.
- Ros, M., Schwartz, S. H., & Surkiss, S. (1999). Basic Individual Values, Work Values, and the Meaning of Work. *Applied Psychology: An International Review*, 48(1), 49-71. <https://doi.org/10.1080/026999499377664>
- Saari, L. M., & Judge, T. A. (2004). Employee Attitudes and Job Satisfaction. *Human Resource Management*, 395-407. <https://doi.org/10.1002/hrm.20032>
- Sadiyah, J., Indaryono, & Yusuf, A. M. (2021). Sistem Informasi Akuntansi Penggajian Berbasi VB.Net pada PT Bank Perkreditan Rakyat (BPR) Sanggarbuna Agung Karawang. *Jurnal Interkom: Jurnal Publikasi Ilmiah Bidang Teknologi Informasi dan Komunikasi*, 15(4), 37-47. <https://doi.org/10.35969/interkom.v15i4.80>
- Santi, F., & Anggraeni, A. Y. (2021). Karakteristik Pengelolaan Keuangan Rumah Tangga Baru di Era Pandemi. *Keberlanjutan: Jurnal Manajemen dan Jurnal Akuntansi*, 6(2), 141-154. <https://doi.org/10.32493/keberlanjutan.v6i2.y2021.p141-154>
- Saputra, A. A. (2022). Pengaruh Kompensasi, Lingkungan Kerja, dan Beban Kerja terhadap Kepuasan Kerja Karyawan. *Technomedia Journal*, 7, 68-77.
- Schwartz, S. H., & Bilsky, W. (1987). Toward A Universal Psychological Structure of Human Values. *Journal of Personality and Social Psychology*, 53(3), 550-562. <https://doi.org/10.1037/0022-3514.53.3.550>

- Shackleton, V. J. (1981). Boredom and Repetitive Work: A Review. *Personnel Review*, 10(4), 30-36. <https://doi.org/10.1108/eb055445>
- Siengthai, S., & Pila-Ngarm, P. (2016). The Interaction Effect of Job Redesign and job Satisfaction on Employee Performance. *Evidence-Based HRM*, 162-180.
- Steven, H. J., & Prasetyo, A. P. (2020). Pengaruh Stres Kerja Dan Kepuasan Kerja Terhadap Kinerja Karyawan. *Jurnal Penelitian Ipteks*, 5, 78-88.
- Sudiarditha, I. K., Waspodo, A., & Triani, N. A. (2016). Pengaruh Lingkungan Kerja dan Motivasi Kerja terhadap Kepuasan Kerja Karyawan Padadirektorat Umum Lembaga Pelayanan Publik Televisi Repbulik Indonesia. *Jurnal Manajemen*, 278-292.
- Sugiyono. (2013). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung: Alfabeta.
- Terpstra, D. E., & Honoree, A. L. (2003). The Relative Importance of External, Internal, Individual and Procedural Equity to Pay Satisfaction: Procedural Equity May be More Important to Employees Than Organizations Believe. *Compensation & Benefits Review*, 35(6), 67-74. <https://doi.org/10.1177/0886368703259005>
- Tsai, C.-J. (2016). Boredom at Work and Job Monotony: An Exploratory Case Study within the Catering Sector. *Human Resource Development Quarterly*, 27(2), 207-236. <https://doi.org/10.1002/hrdq.21249>
- Uçanok, B. (2009). The Effects of Work Values, Work-Value Congruence and Work Centrality on Organizational Citizenship Behavior. *International Journal of Human and Social Sciences*, 4(9), 626-639. Retrieved from https://www.academia.edu/1016170/The_Effects_of_Work_Values_Work_Value_Congruence_and_Work_Centrality_on_Organizational_Citizenship_Behavior
- Ulfah, M., Ningsih, P. A., & Istiqomah, K. (2023). Analisis Manajemen Keuangan Keluarga di Desa Sebrang Sanglar Kecamatan Reteh. *Journal of Student Research*, 1(6), 188-214. <https://doi.org/10.55606/jsr.v1i6.1805>
- Waskito, D. B. (2017). Kepuasan Kerja Karyawan: Studi Kasus pada Account Manager Gamatechno Indonesia. *Skripsi*.
- Weiss, H. M. (2002). Deconstructing Job Satisfaction: Separating Evaluations, Beliefs and Affective experiences. *Human Resource Management Review*, 12, 173-194.
- Wolo, P. D., Trisnawati, R., & Wiyadi. (2015). Faktor-Faktor yang Mempengaruhi Kepuasan Kerja Perawat pada RSUD TNI AU Yogyakarta. *Jurnal*

Manajemen Daya Saing, 17(2), 25-34.
<https://doi.org/10.23917/dayasaing.v17i2.3777>

Yang, X., & Wang, W. (2013). Exploring the Determinants of job Satisfaction of Civil Servant in Beijing, China. *Public Personnel Management*, 42(4), 566-587. <https://doi.org/10.1177/0091026013502169>

Yung, H. P. (2011). *The Role of Work Value Congruence on Job Performance and Motivation to Learn*. Thesis.

Zhu, Y. (2013). A Review of Job Satisfaction. *Asian Social Science*, 9(1), 293-298. <https://doi.org/10.5539/ass.v9n1p293>

Zoghbi-Manrique de Lara, P. (2008). Should faith and hope be included in the employees' agenda? Linking P-O fit and citizenship behavior. *Journal of Managerial Psychology*, 23(1), 73-88. <https://doi.org/10.1108/02683940810849675>