

DAFTAR PUSTAKA

- Abubakar, A. M., Foroutan, T., & Megdadi, K. J. (2019). An integrative review: High-performance work systems, psychological capital and future time perspective. *International Journal of Organizational Analysis*, 27(4), 1093–1110. <https://doi.org/10.1108/IJOA-12-2017-1302>
- Aftab, N., Rashid, S., & Ali Shah, S. A. (2018). Direct effect of extraversion and conscientiousness with interactive effect of positive psychological capital on organizational citizenship behavior among university teachers. *Cogent Psychology*, 5(1), 1–11. <https://doi.org/10.1080/23311908.2018.1514961>
- Agarwal, P., & Farndale, E. (2017). High-performance work systems and creativity implementation: the role of psychological capital and psychological safety. *Human Resource Management Journal*, 27(3), 440–458. <https://doi.org/10.1111/1748-8583.12148>
- Alegre, I., Mas-Machuca, M., & Berbegal-Mirabent, J. (2016). Antecedents of employee job satisfaction: Do they matter? *Journal of Business Research*, 69(4), 1390–1395. <https://doi.org/10.1016/j.jbusres.2015.10.113>
- Bardoel, E.A., Pettit, T.M., De Cieri, H. and McMillan, L. (2014), “Employee resilience: an emerging challenge for HRM”, *Asia Pacific Journal of Human Resources*, Vol. 52 No. 3, pp. 279-297
- Blau, P. M. (1964). *Exchange and power in social life*. J. Wiley
- Caza, A., Bagozzi, R. P., Woolley, L., Levy, L., & Barker Caza, B. (2010). Psychological capital and authentic leadership: Measurement, gender, and cultural extension. *Asia-Pacific Journal of Business Administration*, 2(1), 53–70.
- Chen, T.-J., Lin, C.-C., & Wu, C.-M. (2016). High Performance Work System, Psychological Efficacy, Job Satisfaction and Task Performance in the Hotel Workplace. *Open Journal of Social Sciences*, 04(07), 76–81. <https://doi.org/10.4236/jss.2016.47012>
- Chen, T., Li, F. and Leung, K. (2016a), “When does supervisor support encourage innovative behavior? Opposite moderating effects of general self-efficacy and internal locus of control”, *Personnel Psychology*, Vol. 69 No. 1, pp. 123-158
- Cizrelıoğulları, M. N., & Babayığıt, M. V. (2022). Effects of High-Performance Work System on Job Satisfaction: The Mediating Role of Psychological Capital in the Hotel Employees of North Cyprus. *Journal of Tourism and Services*, 13(24), 43–170. <https://doi.org/10.29036/jots.v13i24.284>
- Evans, W. R., & Davis, W. D. (2005). High-performance work systems and organizational performance: The mediating role of internal social structure. *Journal of Management*, 31(5), 758–775. <https://doi.org/10.1177/0149206305279370>

- Hobfoll, S. E. (1989). Conservation of Resources: A New Attempt at Conceptualizing Stress. *American Psychologist*, 44(3), 513–524. <https://doi.org/10.1037/0003-066X.44.3.513>
- Huang, Y., Ma, Z., & Meng, Y. (2018). High-performance work systems and employee engagement: empirical evidence from China. *Asia Pacific Journal of Human Resources*, 56(3), 341–359. <https://doi.org/10.1111/1744-7941.12140>
- Karuhanga, B. N. (2016). High-performance work systems and job satisfaction: a multilevel model Romina García-Chas Edelmira Neira-Fontela Concepción Varela-Neira Article. *The Eletronic Library*, 31(2).
- Li-Yun, S., Samuel, A., & Kenneth, S. L. (2007). High-Performance Human Resource Practices, Citizenship Behavior, and Organizational Performance: a Relational Perspective. *Academy of Management Journal*, 50(3), 558. <http://proquest.umi.com/pqdweb?did=1302008271&Fmt=7&clientId=4574&RQT=309&VName=PQD%5Cnpapers2://publication/uuid/513BA1CF-E49A-4C2A-8ED5-DB00D8D52A03>
- Li, H. Y., & Yu, G. L. (2017). A multilevel examination of high-performance work systems and organizational citizenship behavior: A social exchange theory perspective. *Eurasia Journal of Mathematics, Science and Technology Education*, 13(8), 5821–5835. <https://doi.org/10.12973/eurasia.2017.01032a>
- Luthans, F. (2007a). Positive Psychological Capital: Measurement and Relationship Positive Psychological Capital: Measurement and Relationship with Performance and Satisfaction with Performance and Satisfaction. *Personnel Psychology*, 60, 541–572.
- Luthans, F. (2007b). Positive Psychological Capital: Measurement and Relationship with Performance and Satisfaction with Performance and Satisfaction. *Personnel Psychology*, 60, 541–572.
- Luthans, F. (2002). The need for and meaning of positive organizational behavior. *Journal of Organizational Behavior*, 3, 695–706. doi:10.1002/job.165
- Luthans, F., Youssef, C. M., & Avolio, B. J. (2007b). Psychological capital: Developing the human competitive edge (p. 3). Oxford: Oxford University Press, New York, NY
- Madrid, H. P., Diaz, M. T., Leka, S., Leiva, P. I., & Barros, E. (2018). A Finer Grained Approach to Psychological Capital and Work Performance. *Journal of Business and Psychology*, 33(4), 461–477. <https://doi.org/10.1007/s10869-017-9503-z>
- Meyers, M. C., van Woerkom, M., de Reuver, R. S. M., Bakk, Z., & Oberski, D. L. (2015). Enhancing Psychological Capital and Personal Growth Initiative: Working on Strengths or Deficiencies. *Journal of Counseling Psychology*, 62(1), 50–62. <https://doi.org/10.1037/cou0000050>

- Miao, R., Bozionelos, N., Zhou, W., & Newman, A. (2021). High-performance work systems and key employee attitudes: the roles of psychological capital and an interactional justice climate. *International Journal of Human Resource Management*, 32(2), 443–477. <https://doi.org/10.1080/09585192.2019.1710722>
- Miao, R., Zhou, W., Liu, J., Li, T. (2013). Effects of High-performance Work System on Employee's Behaviors: A Social Exchange Perspective and the Moderating Role of Procedural Justice. *Nankai Business Review (in Chinese)*, 16(5), 38-50. doi:10.3969/j.issn.1008-3448.2013.05.005
- Ngwenya, B., & Pelser, T. (2020). Impact of psychological capital on employee engagement, job satisfaction and employee performance in the manufacturing sector in Zimbabwe. *SA Journal of Industrial Psychology*, 46, 1–12. <https://doi.org/10.4102/sajip.v46i0.1781>
- Ogwueleka, A. C., & Ogbonna, S. N. (2018). Effect of positive organizational behaviour (POB) characteristics on construction employees' turnover in Uyo City of Akwa Ibom State, Nigeria. *African Journal of Science, Technology, Innovation and Development*, 10(2), 159–168. <https://doi.org/10.1080/20421338.2017.1412610>
- Pouramini, Z., & Fayyazi, M. (2015). The Relationship between Positive Organizational Behavior with Job Satisfaction, Organizational Citizenship Behavior, and Employee Engagement. *International Business Research*, 8(9), 57–66. <https://doi.org/10.5539/ibr.v8n9p57>
- Ramsay, H. (2000). Employees and High-Performance Work Systems: Testing inside the Black Box. *British Journal of Industrial Relations*, 38(4), 501–531.
- Rina Apriyanti, I Ketut R Sudiarditha, A. S. (2021). EFFECT OF REWARD AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE THROUGH WORK SATISFACTION AS A MEDIATION (STUDY ON EMPLOYEES OF PT. INTERNATIONAL CHEMICAL INDUSTRY). *Dinasti International Journal Of Economics, Finance & Accounting*, 1(6), 2721–3021.
- Roberts, S. J., Scherer, L. L., & Bowyer, C. J. (2011). Job stress and incivility: What role does positive psychological capital play? *Journal of Leadership and Organizational Studies*, 18(4), 449–458. doi:10.1177/1548051811409044
- Saridakis, G., Lai, Y., Muñoz Torres, R. I., & Gourlay, S. (2020). Exploring the relationship between job satisfaction and organizational commitment: an instrumental variable approach. *International Journal of Human Resource Management*, 31(13), 1739–1769. <https://doi.org/10.1080/09585192.2017.1423100>
- Sarikwal, L., & Gupta, J. (2014). The Relationship between High Performance Work Practices and Organizational Citizenship Behavior: The Role of Positive Psychological Capital. *SSRN Electronic Journal*. <https://doi.org/10.2139/ssrn.2391596>

- Spector, P. E. (1985). Measurement of Human Service Staff Satisfaction. In *American journal of community psychology* (Vol. 13, Issue 6, pp. 693–713).
- Sugiyono. (2011). *Metode penelitian pendidikan: Pendekatan kuantitatif, kualitatif, dan R&D*. Bandung Alfabeta
- Suliyanto. (2011). *Ekonometrika terapan : teori & aplikasi dengan SPSS* (1st ed.). Yogyakarta: ANDI OFFSET.
- Suliyanto. (2018). *Metode Penelitian Bisnis untuk Skripsi*. Yogyakarta, CV.Andi Offset Yogyakarta.
- Snyder, C.R. (2002), “Hope theory: rainbows in the mind”, *Psychological Inquiry*, Vol. 13 No. 4, pp. 249-275.
- Tang, Y., Shao, Y. F., & Chen, Y. J. (2019). Assessing the Mediation Mechanism of Job Satisfaction and Organizational Commitment on Innovative Behavior: The Perspective of Psychological Capital. *Frontiers in Psychology*, 10(December), 1–12. <https://doi.org/10.3389/fpsyg.2019.02699>
- Wang, H., Zhang, Y., & Wan, M. (2022). Linking high-performance work systems and employee well-being: A multilevel examination of the roles of organisation-based self-esteem and departmental formalisation. *Human Resource Management Journal*, 32(1), 92–116. <https://doi.org/10.1111/1748-8583.12391>
- Whitener, E.M. (2001), “Do ‘high commitment’ human resource practices affect employee commitment? A cross-level analysis using hierarchical linear modeling”, *Journal of Management*, Vol. 27 No. 5, pp. 515-535.
- Yıldırım, M., Çağış, Z. G., & Gómez-Salgado, J. (2024). Intolerance of Uncertainty, Job Satisfaction and Work Performance in Turkish Healthcare Professionals: Mediating Role of Psychological Capital. *International Journal of Public Health*, 69(June), 1–7. <https://doi.org/10.3389/ijph.2024.1607127>