

### Daftar Pustaka Mandelay

- Adiftiya, J. (2014). Pengaruh Komitmen Organisasi Terhadap Kinerja Karyawan Pada Pt. Bukit Makmur Mandiri Utama Site Kideco Jaya Agung Batu Kajang Kabupaten Paser. *EJournal Ilmu Administrasi Bisnis*, 2(4), 833–845.
- Afandi, P. (2018). *Manajemen Sumber Daya Manusia (Teori, Konsep dan Indikator)*. In Riau: Zanafa Publishing.
- Agbozo, G.K., Owusu, I.S., Hoedoafia, M.A., & Atakorah, Y. B (2017). The Effect of Work Environment on Job Satisfaction: Evidence from the Banking Sector in Ghana. *Journal of Human Resource Management*. 5(1), 12-18
- Agus, R., & Sudalyo, T. (2021). Pengaruh Lingkungan Kerja Dan Komitmen Organisasional Terhadap Kinerja Karyawan Radio Swasta Di Surakarta: Kepuasan Kerja Sebagai Variabel Intervening. *Jurnal Sosial Dan Teknologi (SOSTECH)*, 1(11), 444–456.
- Akbar, M. (2017). The Influence of Leadership and Work Environment on Employee Performance at PT. Suksesindo Pratama in Jakarta. *European Journal of Research and Reflection in Educational Sciences*, 5(1), 85–95.
- Amiroso, J., & Mulyanto. (2015). Influence of Discipline, Working Environment, Culture of Organization and Competence on Workers' Performance through Motivation, Job Satisfaction. (Study in Regional Development Planning Board of Sukoharjo Regency). *European Journal of Business and Management*, 7(36), 86–95.
- Arianto, D. A. N. (2013). Pengaruh Kedisiplinan, Lingkungan Kerja Dan Budaya Kerja Terhadap Kinerja Tenaga Pengajar. *Jurnal Economia*, 9(2), 191–200.
- Arikunto, S. (2008). *Prosedur Penelitian Suatu Pendekatan Praktek*. In Jakarta: Rineka Cipta.
- Astuti, J. P., & Soliha, E. (2021). The Effect Of Quality Of Work Life And Organizational Commitment On Performance With Moderation Of Organizational Culture (Study On Public Health Center Puskesmas In Gabus District). *International Journal Of Social And Management Studies (IJOSMAS)*, 02(06), 89–99.
- Augusty, F. (2013). *Metode Penelitian Manajemen*. In Semarang. Badan Penerbit Universitas Diponegoro.

- Bangun, Wilson. (2012). *Manajemen Sumber Daya Manusia*. Jakarta: Erlangga
- Bakan, I., Buyukbese, T., Ersahan, B., & Sezer, B. (2014). Effects of Job Satisfaction on Job Performance and Occupatio Commitment. *International Journal of Management & Information Technology*, 9(1):1472-1480
- Baraba, R. (2013). Pengaruh Lingkungan Kerja Dan Komitmen Organisasi Terhadap Kepuasan Kerja Perawat (Studi pada RSUD Muhammadiyah Tunas Medika Purworejo). *JBTI : Jurnal Bisnis : Teori Dan Implementasi*, IV(1), 61–71.
- Bhagaskara, A. A. N. A. I., & Damayanthi, I. G. A. E. (2020). Effects of Personal Engineering Capabilities , Effectiveness of System Information Accounting , Physical Comfort and Work Environment on Employee Performance. *American Journal of Humanities and Social Sciences Research*, 4(8), 61–67.
- Bukhari, & Pasaribu, S. E. (2019). Pengaruh Motivasi, Kompetensi, dan Lingkungan Kerja terhadap Kinerja Pegawai. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 2(1), 89–103.
- Carvalho, A. da C., Riana, I. G., & Soares, A. de C. (2020). Motivation on Job Satisfaction and Employee Performance. *International Research Journal of Management, IT & Social Sciences*, 7(5), 13–23.
- Carlisle, J., Bhanugopan, R., & D’Netto, B. (2019). Enhancing task performance through effective training: The mediating role of work environment and moderating effect of non-mandatory training. *Journal of Business Research*, 104, 340–349.
- Dale, T. (2013). *Seri Manajemen Sumber Daya Manusia Kinerja, cetakan kelima*. In Jakarta: PT. Elex Media Komputindo.
- Danayasa, P. A., Kawiana, I. G. P., & Oktarini, L. N. (2021). Pengaruh Iklim Organisasi, Kepuasan Kerja, Dan Komitmen Organisasi Terhadap Kinerja Pegawai KSP Bayu Merta Sari Di Gianyar. *Jurnal Manajemen, Kewirausahaan Dan Pariwisata*, 1(3), 975–987.
- Darmawan, D. (2013). *Prinsip-Prinsip Perilaku Organisasi*. In PT. Temprina Media Grafika. Surabaya.
- Dharmanegara, I. B. A., Sitiari, N. W., & Wirayudha, I. D. G. N. (2016). Job Competency and Work Environment : the effect on Job Satisfaction and Job Performance among SMEs Worker. *IOSR Journal of Business and Management (IOSR-JBM)*, 18(1), 19–26.

- Edward, E, Lawler. (2015). *Management Reseach*. Jakarta: Indeks
- Eliyana, A., Ma'arif, S., & Muzakki. (2019). Job satisfaction and organizational commitment effect in the transformational leadership towards employee performance. *European Research on Management and Business Economics*, 25(3), 144–150.
- Fathoni, M. I., Indrayani, Indrawan, M. G., & Yanti, S. (2021). Pengaruh Kepemimpinan, Budaya Organisasi Dan Lingkungan Kerja Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Intervening Di Qur'an Centre Provinsi Kepulauan Riau. *Jurnal Ilmiah, Manajemen Sumber Daya Manusia JENIUS*, 5(1), 163–175.
- Folorunso, O. ., Adewale, A. ., & Abodunde, S. . (2014). Exploring the Effect of Organizational Commitment Dimensions on Employees Performance: An Empirical Evidence from Academic Staff of Oyo State Owned Tertiary Institutions, Nigeria. *International Journal of Academic Research in Business and Social Sciences*, 4(8), 275–286.
- Fuad, F. A., & Akhmadi. (2018). Pengaruh Lingkungan Kerja Non Fisik Dan Komitmen Organisasi Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Intrinsik Sebagai Variabel Intervening (Studi Kasus Pada PT. Paramitra Gunakarya Cemerlang, Asia Pulp and Paper - Sinarmas Grup). *Jurnal Riset Bisnis Dan Manajemen Tirtayasa (JRBMT)*, 2(2), 126–145.
- Genesha, D.D.,& Siragih, Romat . (2019). Pengaruh Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan Pada Unit Data Scientist Divisi Digital Service PT. Telekomunikasi Indonesia, Tbk. *Almana : Jurnal Manajemen dan Bisnis* 3(3): 495-502
- Gibson, J. L. (2019). *Organisasi, Edisi Kelima*. In Jakarta: Erlangga.
- Hanaysha, J. (2016). Testing the Effects of Employee Engagement, Work Environment, and Organizational Learning on Organizational Commitment. *Procedia - Social and Behavioral Sciences*, 229, 289–297.
- Handaru, A. W., Utomo, T., & Sudiarditha, I. K. R. (2013). Pengaruh Lingkungan Kerja, Kompensasi Dan Komitmen Organisasi Terhadap Kepuasan Kerja Karyawan Di Rs “X”. *Jurnal Riset Manajemen Sains Indonesia (JRMSI)*, 4(1), 116–135.
- Handoko, H. (2014). *Manajemen Personalia dan Sumber Daya Manusia, edisi*

*kedua*. In Yogyakarta: BPFE.

- Hardiyono, Hamid, N., & Yusuf, R. M. (2017). The Effect Of Work Environment And Organizational Culture On Employees' Performance Through Job Satisfaction As Intervening Variable At State Electricity Company (PLN) Of South Makassar Area. *2nd International Conference on Accounting, Management, and Economics (ICAME 2017)*, 40(Icamed), 86–96.
- Hasanudin, & Budiharjo, A. A. (2021). Pengaruh Kepemimpinan, Lingkungan Kerja Dan Komitmen Organisasi Pada Kinerja Pegawai Melalui Kepuasan Kerja (Studi Badan Nasional Sertifikasi Profesi). *Jimea / Jurnal Ilmiah MEA (Manajemen, Ekonomi, Dan Akuntansi)*, 5(3), 1118–1139.
- Hasibuan, M. S. P. (2019). *Manajemen: Dasar, Pengertian, dan Masalah*. In Jakarta : Bumi Aksara.
- Hendri, M. I. (2018). The mediation effect of job satisfaction and organizational commitment on the organizational learning effect of the employee performance. *International Journal of Productivity and Performance Management*, 68(7), 1208–1234.
- Herdiana, H., & Yuniasih, Y. (2020). Pengaruh Lingkungan Kerja Dan Budaya Organisasi Terhadap Kepuasan Kerja Karyawan. *Jurnal Ekonomi Manajemen*, 6(2), 135–142.
- Imamoglu, S. Z., Ince, H., Turkcan, H., & Atakay, B. (2019). The Effect of Organizational Justice and Organizational Commitment on Knowledge Sharing and Firm Performance. *Procedia Computer Science*, 158, 899–906.
- Javed, M. (2014). Determinants of Job Satisfaction and its Impact on Employee Performance and Turnover Intentions. *International Journal of Learning & Development*, 4(2), 120–140.
- Kafui Agbozo, G., Owusu, I. S., Hoedoafia, M. A., & Atakorah, Y. B. (2017). The Effect of Work Environment on Job Satisfaction: Evidence from the Banking Sector in Ghana. *Journal of Human Resource Management*, 5(1), 12–18.
- Kapantow, Nova H., Muchlis R. Luddin, and Daniel C. Kambey, (2020), "The Effect of Job Motivation, Job Satisfaction, and Attitude towards Profession on Nurse Performance in Outpatient Clinic of Prof. Dr. R.D. Kandou Hospital" in *International Conference on Humanities, Education, and Social Sciences*,:565–575. DOI 10.18502/kss.v4i14.7915

- Karem, M. A., Mahmood, Y. N., Jameel, A. S., & Ahmad, A. R. (2019). The effect of job satisfaction and organizational commitment on nurses' performance. *Humanities and Social Sciences Reviews*, 7(6), 332–339.
- Kasmir. (2016). *Manajemen Sumber Daya Manusia (Teori dan Praktik)*. In Depok: PT Rajagrafindo Persada.
- Kasmir. (2018). *Manajemen Sumber Daya Manusia (Teori dan Praktik)*, (Cetakan ke 4). In Depok : PT Rajagrafindo Persada.
- Kurniawan, A. (2021). Pengaruh Kompensasi dan Motivasi Terhadap Kinerja Melalui Kepuasan Kerja Sebagai Variabel Intervening Pada Hotel Inna Dharma Deli. *Jurnal Ilmiah Pendidikan*, 1(1), 1–9.
- Latief, Abdul., Syardiansah & Safwan,M. (2019). Pengaruh Komitmen Organisasi Dan Kepuasan Kerja Terhadap Kinerja Karyawan BPJS Kesehatan Cabang Langsa. *J-EBIS (Jurnal Ekonomi dan Bisnis Islam)*. 4(1): 53-65
- Lessar, J. Y., Serang, S., & Sudirman, R. (2019). Pengaruh Lingkungan Kerja, Komitmen dan Disiplin Terhadap Kinerja Karyawan PT. Bank Rakyat Indonesia (Persero) Tbk Audit Interent Wilayah Makassar. *Jurnal Ilmu Ekonomi Universitas Muslim Indonesia*, 2(3), 96–106.
- Lestari, I. D., Ratnawati, V., & Hanif, R. A. (2014). Pengaruh Komitmen Organisasi, Lingkungan Kerja, Dan Kompetensi Terhadap Kinerja Karyawan Bagian Akuntansi Dengan Kepuasan Kerja Sebagai Variabel Moderating ( Pada Perusahaan Perbankan Di Kota Pekanbaru ). *JOM FEKON*, 1(2), 1–16.
- Loan, L. T. M. (2020). The influence of organizational commitment on employees' job performance: The mediating role of job satisfaction. *Management Science Letters*, 3308–3312.
- Londo, F., Tewel, B., & Rumokoy, F. (2016). Pengaruh Lingkungan Organisasi, Komitmen, Dan Pembagian Kerja Terhadap Kinerja Karyawan Pada Pt. Bank Sulutgo Kantor Pusat Manado. *Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi*, 4(1), 143–152.
- Lukman, N. S., & Adolfina. (2015). Analisis lingkungan kerja, komitmen organisasional, dan kompensasi terhadap kinerja karyawan pada PT Bank Sulut Manado. *Emba*, 3(1), 1013–1023.
- Luthans, F. (2012). *Perilaku Organisasi*. In Yogyakarta: Penerbit Andi.

- Mangkunegara, A. A. A. P., & Miftahuddin. (2016). The Effect of Transformational Leadership and Job Satisfaction on Employee Performance. *Universal Journal of Management*, 4(4), 189–195.
- Mangkunegara, A. A. P. (2014). *Manajemen Sumber Daya Manusia Perusahaan*. In PT. Remaja Rosdakarya, Bandung.
- Mangkunegara, A. P. (2015). *Sumber Daya Manusia Perusahaan. Cetakan kedua belas*. In Remaja Rosdakarya:Bandung.
- Manik, I. R. T., Pratama, A. N. P., & Yunior, K. (2021). Pengaruh Lingkungan Kerja, Motivasi Kerja, Dan Komitmen Organisasional Terhadap Kepuasan Kinerja Karyawan Di Pt. Sinar Andalas Proteksindo. *Scientific Journal Of Reflection: Economic, Accounting, Management and Business*, 4(3), 559–566.
- Manullang, M. (2012). *Dasar-dasar Manajemen Bagi Pimpinan Perusahaan*. In Jakarta. Gajah Mada Press.
- Marwansyah. (2016). *Manajemen Sumber Daya Manusia. Edisi Dua. Cetakan keempat*. In Bandung: Alfabeta.
- Moorhead, G., & Griffin, R. W. (2013). *Perilaku Organisasi Manajemen Sumber Daya Manusia dan Organisasi (Diana Angelica, Penerjemah.)*. In Jakarta: Penerbit Salemba Empat.
- Nabawi, R. (2019). Pengaruh Lingkungan Kerja, Kepuasan Kerja dan Beban Kerja Terhadap Kinerja Pegawai. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 2(2), 170–183.
- Nguyen, P. T., Yandi, A., & Mahaputra, M. R. (2020). Factors That Influence Employee Performance: Motivation, Leadership, Environment, Culture Organization, Work Achievement, Competence And Compensation (A Study Of Human Resource Management Literature Studies). *Dinasti International Journal of Management Science*, 1(4), 645–662.
- Nitisemito, A. S. (2014). *Manajemen Personalia*. In Ghalia Indonesia, Jakarta. Avreilistia.
- Novita, Sunuharjo, B. S., & Ruhana, I. (2016). Pengaruh Kepuasan Kerja dan Kompensasi terhadap Kinerja Karyawan (Studi pada PT . Telekomunikasi Indonesia , Tbk Witel Jatim Selatan , Malang ). *Jurnal Administrasi Bisnis (JAB)*, 34(1), 38–46.

- Odoch, H., & Nangoli, S. (2014). The effect of organizational commitment on job satisfaction in Uganda Colleges of Commerce. *Issues in Business Management and Economics*, 2 (10), 165–171.
- Paramita, E., Lumbanraja, P., & Absah, Y. (2020). The Influence of Organizational Culture and Organizational Commitment on Employee Performance and Job Satisfaction as a Moderating Variable at PT. Bank Mandiri (Persero), Tbk. *International Journal of Research and Review*, 7(3), 2349–9788.
- Parashakti, R. D., Fahlevi, M., Ekhsan, M., & Hadinata, A. (2020). The Influence of Work Environment and Competence on Motivation and Its Impact on Employee Performance in Health Sector. *Advances in Economics, Business and Management Research*, 135(Aicmbs 2019), 259–267.
- Prawirosentono, Suyadi. (2017). *Kinerja dan Motivasi Karyawan, Membangun Membangun Organisasi Kompetitif Era Perdagangan Bebas Dunia*, edisi ketiga, cetakan kedua, Yogyakarta: BPFE
- Priansa, D. (2014). *Perencanaan dan Pengembangan Sumber Daya Manusia*. In Bandung: Alfabeta.
- Pusparani, M., Amin, S., & Ali, H. (2021). The Effect Of Work Environment And Job Satisfaction On Employee Performance With Organizational Commitment As An Intervening Variable At The Department Of Population Control And Family Planning Sarolangun Regency. *Dinasti International Journal of Management Science*, 3(2), 202–219.
- Putrana, Y., Fathoni, A., & Warso, M. M. (2016). Pengaruh Kepuasan Kerja Dan Komitmen Organisasi Terhadap Organizational Citizenship Behavior Dalam Meningkatkan Kinerja Karyawan Pada PT . Gelora Persada Mediatama Semarang. *Journal of Management*, 2(2), 1–14.
- Raveendran, Thaneswary & Gamage, Aruna. (2019). The Mediating Effect of Organizational Commitment in the Impact of Transformational Leadership Style on Employee Performance: A Study of Divisional Secretariats in the Jaffna District. *International Journal of Human Resource Studies*. 9(2):116-139
- Riswanto, E., Samsir, & Marzolina. (2014). Pengaruh Komitmen Organisasi Terhadap Kinerja Melalui Kepuasan Kerja Karyawan Pada Bank Artha Graha International Tbk Pekanbaru. *Jurnal Online Mahasiswa Fakultas*

*Ekonomi Universitas Riau, 1(2), 1–15.*

- Rita, M., Randa Payangan, O., Rante, Y., Tuhumena, R., & Erari, A. (2018). Moderating Effect Of Organizational Citizenship Behavior On The Effect Of Organizational Commitment, Transformational Leadership And Work Motivation On Employee Performance. *International Journal of Law and Management, 60(4), 953–964.*
- Rivai, & Sagala, E. (2013). *Manajemen Sumber Daya Manusia Untuk Perusahaan*. In Rajawali Pers, Jakarta.
- Rivai, V., & Sagala, E. J. (2011). *Manajemen Sumber Daya Manusia untuk Perusahaan : Dari Teori ke Praktik Edisi Kedua*. In Rajawali Pers , Jakarta.
- Robbins, P. S., & Judge, T. A. (2017). *Organizational Behaviour, Edisi 13, Jilid 1*. In Jakarta: Salemba Empat.
- Robbins, S. (2015). *Perilaku Organisasi (edisi 16)*. In Penerbit Salemba Empat, Jakarta.
- Sangadji, E. M. (2013). The Effect of Organizational Culture On Lecturers ' Job Satisfaction and Performance ( A Research in Muhammadiyah University throughout East Java ). *International Journal of Learning & Development, 3(3), 1–18.*
- Sandra, A. W., Sanosra, A., & Herlabang, T. (2020). Pengaruh Lingkungan Kerja Dan Kompetensi Terhadap Komitmen Organisasi dan Kinerja Pegawai. *JSMBI ( Jurnal Sains Manajemen Dan Bisnis Indonesia ). 10(2), 152-163*
- Sanny, L., & Kristanti, S. (2012). Pengaruh Lingkungan Kerja Dan Job Insecurity Terhadap Motivasi Kerja Dan Dampaknya Pada Kinerja Karyawan Outsourcing Mall Lippo Cikarang. *Binus Business Review, 3(1), 61–69.*
- Sedarmayanti. (2013). *Manajemen Sumber Daya Manusia*. In Bandung: Refika Aditama.
- Sedarmayanti. (2017). *Perencanaan dan Pengembangan SDM untuk Meningkatkan Kompetensi, Kinerja dan Produktivitas Kerja*. In PT Refika Aditama. Bandung.
- Sidanti, Heny (2015), Pengaruh Lingkungan Kerja, Disiplin Kerja, dan Motivasi Kerja terhadap Kinerja Pegawai Negeri Sipil di Sekretariat DPRD Kabupaten Madiun, *Jurnal JIBEKA, Vol. 9, No. 1: 44-53*



- Siengthai, S., & Pila-Ngarm, P. (2016). The interaction effect of job redesign and job satisfaction on employee performance. *Evidence-Based HRM*, 4(2), 162–180.
- Silitonga, P. E. S., & Widodo, D. S. (2017). Analysis of Organization Commitment and Competence To Job Satisfaction and Organizational Performance At Bekasi City Government. *International Journal of Advanced Research*, 5(7), 135–147.
- Sinambela, L. P. (2016). *Manajemen Sumber Daya Manusia*. In Jakarta: PT Bumi Aksara
- Sondang P, Siagian. (2014). *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara
- Soomro, B. A., & Shah, N. 2019. Determining The Impact Of Entrepreneurial Orientation And Organizational Culture On Job Satisfaction, Organizational Commitment, And Employee's Performance. *South Asian Journal of Business Studies*. 8(3), 266-282
- Sopiah. (2013). *Perilaku Organisasional*. In Yogyakarta: Penerbit Andi.
- Sudaryo, Y. (2018). *Manajemen Sumber Daya Manusia, Kompensasi Tidak Langsung dan Lingkungan Kerja Fisik*. In Yogyakarta: CV Andi Offset.
- Sugiyono. (2014). *Metode Penelitian Pendidikan Pendekatan Kuantitatif, Kualitatif Dan R &D*. Bandung: Alfabeta.
- Sunyoto, D. (2015). *Manajemen dan Pengembangan Sumber Daya Manusia*. In Yogyakarta: Center for Academic Publishing Service.
- Susanty, A., Miradipta, R., & Jie, F. (2013). Analysis Of The Effect Of Attitude Toward Works, Organizational Commitment, And Job Satisfaction, On Employee's Job Performance (Case Study in Electronic Company). *European Journal of Business and Social Sciences*, 1(10), 15–24.
- Sutrisno, E. (2018). *Manajemen Sumber Daya Manusia (Cetakan ke tujuh)*. In Jakarta: Kencana Prenada Media Group.
- Suwibawa, A., Agung, A. A. P., & Sapta, I. K. S. (2018). Effect of Organizational Culture and Organizational Commitment to Employee Performance through Organizational Citizenship Behavior (OCB) as Intervening Variables (Study on Bappeda Litbang Provinsi Bali). *International Journal of Contemporary Research and Review*, 9(08), 20997–21013.

- Teresa, R., & Evienia, B. (2017). Pengaruh Komitmen Organisasional Terhadap Kepuasan Kerja Karyawan Cv Karya Taruna Teknik. *Prosiding Workin Papers Series in Management*, 09, 113–122.
- Thamrin Benna, M., Brahmasari, I. A., & Nugroho, R. (2017). The Effect of Job Enrichment, Self Efficacy and Organizational Commitment on Job Satisfaction and Performance of Civil Servants of Departmen of Health, Sinjai Regency, South Sulawesi Province. *International Journal of Business and Management Invention ISSN*, 6(2), 49–64.
- Tunggal, W. (2012). *Pengantar Manajemen*. In Bandung : Alfabeta.
- Umam, K. (2012). *Manajemen Organisasi*. In Bandung: Pustaka Setia.
- Utaminingsih, A. (2014). *Perilaku Organisasi (Kajian Teoritik & Empirik Terhadap Budaya Organisasi, Gaya Kepemimpinan, Kepercayaan dan Komitmen)*. In Malang: UB Press.
- Uno dan Lamatenggo, (2014). *Penelitian Sumber Daya Manusia*, Bandung: Alfabeta
- Utari, N. L. M., & Heryanda, K. K. (2021). Pengaruh Kepuasan Kerja Dan Komitmen Organisasi Terhadap Kinerja Karyawan Pada Edie Arta Motor. *Jurnal Manajemen Dan Bisnis*, 3(1), 1–9.
- Wagiyono, S. A., Sanosra, A., & Herlambang, T. (2020). Pengaruh Lingkungan Kerja Dan Kompetensi Terhadap Komitmen Organisasi dan Kinerja Pegawai. *JSMBI ( Jurnal Sains Manajemen Dan Bisnis Indonesia )*, 10(2), 152–163.
- Wahyudi, K., Ruslan, M., & Chahyono. (2021). The Influence of Organizational Commitment and Working Environment on Employee Performance through Work Satisfaction in Government Office of Camba District Maros Regency. *Indonesian Journal of Business and Management*, 3(2), 121–125.
- Wibisono, D. (2016). *Manajemen Kinerja: Konsep, Desain, dan Teknik Meningkatkan Daya Saing Perusahaan*. In Jakarta: Erlangga.
- Wibowo. (2017). *Manajemen Kinerja. Edisi Kelima*. In Depok: PT. Raja Grafindo Persada.
- Widayati, C. C., Magito, Soihin, A., & Triana, R. (2020). Pengaruh Kepuasan Kerja Dan Komitmen Organisasional Terhadap Kinerja Karyawan. *Jurnal Perspektif Manajerial Dan Kewirausahaan (JPMK)*, 1(1), 15–25.

- Widyaningrum, M. E. (2019). The Influence of the Work Environment, Organizational Commitment and Organizational Citizenship Behavior on Employee Performance and Motivation as Intervening (Studies in the Matahari Department Store Tbk. Tunjungan Plaza in Surabaya, Indonesia). *European Journal of Business and Management*, 11(35), 60–68.
- Widyastuti, N. D. A., Hasyim, F., & Suharmanto. (2021). The influence of Work Environment, Job Satisfaction, and Organizational Commitment on Employee Performance at PT Sun Star Motor Branch MT Haryono Semarang. *JOBS (Jurnal Of Business Studies)*, 6(2), 177–188.
- Wirawan. (2012). *Evaluasi Teori, Model, Standar, Aplikasi dan Profesi*. In Jakarta: Rajawali Pers.
- Wirawan. (2015). *Evaluasi Kinerja Sumber Daya Manusia (Teori, Aplikasi, dan Penelitian)*. In Jakarta: Salemba Empat.