

## DAFTAR PUSTAKA

- [1] “Sumekar Sumenep . The purpose of this study are : 1 ) To describe communication , employee placement and employee career development at the Syariah People ’ s Financing Bank ( BPRS ) Bhakti Sumekar , Pamekasan Regency Working Area . 2 ) To find out and test the effect of communication , employee placement and career coaching simultaneously on employee work performance at the Sharia Community Financing Bank ( BPRS ) Bhakti Sumekar Pamekasan Regency Work Area . 3 ) To find out and test the influence of communication , employee placement and career coaching partially on employee work performance at the Islamic People ’ s Financing Bank ( BPRS ) Bhakti Sumekar Pamekasan Regency Work Area . Analysis of data using SPSS , this type of research is explanatory research using quantitative research approaches . Keywords : Communication ( X 1 ), Placement of employees ( X 2 ), Coaching career ( X 3 ) and Work achievement ( Y ). Kata kunci : Komunikasi ( X 1 ), Penempatan Karyawan ( X 2 ), Pembinaan Karier ( X 3 ) dan Prestasi Kerja ( Y ). Halaman 266-278,” vol. 2, no. 3.
- [2] S. Tinggi, I. Ekonomi, and W. Manggala, “Faktor – Faktor Yang Mempengaruhi Prestasi Kerja ( Studi Pada Karyawan Kantor Kementerian Agama Provinsi Jawa Tengah ) The Factors Influence Employees Achievement at Religion Ministry of Central Java Province,” pp. 1–23.
- [3] Y. Putrana, A. Fathoni, and M. M. Warso, “Pengaruh Kepuasan Kerja Dan Komitmen Organisasi Terhadap Organizational Citizenship Behavior Dalam

- Meningkatkan Kinerja Karyawan Pada Pt . Gelora Persada Mediatama Semarang,” *J. Manage.*, vol. 2, no. 2, pp. 1–14, 2016.
- [4] S. Pengajar, A. Maritim, and N. Cilacap, “ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) PADA KARYAWAN AKADEMI MARITIM NUSANTARA Andi Hendrawan, Hari Suchayawati, Indriyani Staf Pengajar Aakademi Maritim Nusantara Cilacap,” pp. 39–48, 1997.
- [5] P. T. Pln, A. P. P. Semarang, B. D. Dewanggana, P. Dhiana, P. Andi, and T. Haryono, “ORGANISASI TERHADAP ORGANIZATIONAL CITIZENSHIP BEHAVIOR ( OCB ) YANG BERDAMPAK PADA PRESTASI KERJA KARYAWAN,” vol. 2, no. 2, 2016.
- [6] G. Ngurah and J. Adinegara, “KERJA KARYAWAN GRAND INNA KUTA BALI,” no. November, pp. 277–286, 2018.
- [7] J. Herlina, “No Title,” vol. 9, no. 1, pp. 136–171.
- [8] P. Seminar, N. Magister, P. Universitas, A. Dahlan, and A. Rahmat, “Faktor yang mempengaruhi komitmen organisasi,” pp. 442–446, 2019.
- [9] P. Komunikasi, I. Terhadap, K. Pegawai, and B. Usman, “PENGARUH KOMUNIKASI INTERPERSONAL TERHADAP KINERJA PEGAWAI PADA FAKULTAS EKONOMI UNIVERSITAS PGRI PALEMBANG Benny Usman \*),” 2011.
- [10] I. Pada, C. V Tugu, and C. Yogyakarta, “Jurnal Ekobis Dewantara Vol. 1 No.1 Januari 2018,” vol. 1, no. 1, pp. 45–53, 2018.
- [11] D. I. Kementerian and A. Kabupaten, “YUME : Journal of Management Volume 2,” vol. 2, no. 1, 2019.

- [12] J. Ekonomi and M. N. M. Martak, “TERHADAP PRESTASI KERJA MELALUI KEPUASAN KERJA PADA AUDITOR,” no. 1, pp. 54–68, 2015.
- [13] “No Title,” 2019.
- [14] K. J. Udayana, “Pengaruh Komitmen Organisasi Terhadap Prestasi Kerja Karyawan PT. Sekar Nusa Baruna Cabang Singaraja Tahun 2015,” *J. Undiksha*, vol. 5, no. 1, pp. 1–11, 2015.
- [15] J. Manajemen and F. Ekonomi, “TERHADAP PRESTASI KERJA KARYAWAN,” 2007.
- [16] A. S. Chen and K. Fan, “THE EFFECT OF ORGANIZATIONAL CHANGE ON TEAM CREATIVITY , JOB THE EFFECT OF ORGANIZATIONAL CHANGE ON TEAM CREATIVITY , JOB SATISFACTION , ORGANIZATIONAL COMMITMENT , AND WORK PERFORMANCE,” no. January 2009, 2015.
- [17] H. Z. Matin and A. Hamidizadeh, “Relationship between Interpersonal Communication Skills and Organizational Commitment ( Case Study : Jahad Keshavarzi and University of Qom , Iran ),” vol. 13, no. 3, pp. 1–2, 2010.
- [18] K. Metin and K. Asli, “The Relationship between Organizational Commitment and Work Performance : a Case of Industrial Enterprises,” vol. 5, no. 1, pp. 46–50, 2018.
- [19] K. Hussain, “Impact of Performance Appraisal Reactions on Affective Organizational Commitment and Work Performance,” vol. 4, no. 3, pp. 1–6,

2018, doi: 10.31580/jei.v4i3.94.

- [20] T. Yatipai and S. G. Kaparang, “Pengaruh Motivasi Terhadap Prestasi Kerja Karyawan Studi Pada PT Pos Indonesia Tipe C Manado,” *J. Adm. Bisnis*, vol. 3, no. 011, pp. 1–7, 2015.
- [21] B. A. B. Ii and A. D. Teori, “LANDASAN TEORI,” pp. 14–46.
- [22] K. I. Dan and E. Susana, “KERJA KARYAWAN BANK SYARIAH,” vol. 13, no. 3, 2009.
- [23] E. R. Lestari and N. K. F. Ghaby, “The Influence of Organizational Citizenship Behavior (OCB) on Employee’s Job Satisfaction and Performance,” *Ind. J. Teknol. dan Manaj. Agroindustri*, vol. 7, no. 2, pp. 116–123, 2018, doi: 10.21776/ub.industria.2018.007.02.6.
- [24] “(3) 1, 2, 3),” pp. 27–44.
- [25] J. S. Gunawan, P. D. Solang, and E. W. Kartika, “Organizational Citizenship Behavior Yang Berpengaruh Pada Kinerja Karyawan Dan Kepuasan Konsumen Di Hotel Sheraton Surabaya,” pp. 120–133.
- [26] T. Organizational and C. Behavior, “management journal,” vol. 9220, no. 1, pp. 40–53.
- [27] S. Maysarah and M. Raharjo, “Analisis Pengaruh Budaya Organisasi, Keadilan Organisasi, Dan Komitmen Organisasional Terhadap Organizational Citizenship Behavior,” *Diponegoro J. Manag.*, vol. 4, no. 4, pp. 1–14, 2015.
- [28] H. T. Koesmono, “Pengaruh Kepemimpinan Dan Tuntutan Tugas Terhadap Komitmen Organisasi Dengan Variabel Moderasi Motivasi Perawat Rumah

- Sakit Swasta Surabaya,” no. 42, pp. 30–40, 1996.
- [29] M. S. Lubis, “Pengaruh Iklim Organisasi Dan Komitmen Organisasi Terhadap Pembentukan Organizational Citizenship Behavior (Ocb) Karyawan Dalam Rangka Peningkatan Kinerja,” *e-Jurnal Apresiasi Ekon.*, vol. 3, no. 2, pp. 75–84, 2015.
- [30] M. K. Mahasiswa *et al.*, “No Title,” 2011.
- [31] P. Dinas and P. Kota, “Jurnal Manajemen Jurnal Manajemen,” vol. 6, no. 2, pp. 83–94, 2015.
- [32] A. Information, “Pengaruh keterampilan manajerial, komunikasi interpersonal dan budaya mutu terhadap organizational citizenship behavior,” vol. 1, no. 1, pp. 33–47, 2018.
- [33] U. Diponegoro and S. A. Putrantoro, “TERHADAP ORGANIZATIONAL CITIZENSHIP BEHAVIOR ANGGOTA ROTARACT CLUB SEMARANG,” 2014.
- [34] H. Hadiwijaya, “Analisis Organization Citizenship Behavior (OCB) Dan Disiplin Kerja Terhadap Prestasi Kerja Karyawan,” *Semin. Nas. Teknol. Informasi, Bisnis, dan Desain*, pp. 44–50, 2017, [Online]. Available: <http://www.news.palcomtech.com/wp-content/plugins/download-monitor/download.php?id=1885>.
- [35] N. Luh and M. Ria, “Perceived organizational support,” 2009.
- [36] O. Terhadap, K. Melalui, C. Behavior, O. C. B. Sebagai, and V. Intervening, “Economic Education Analysis Journal,” vol. 6, no. 2, pp. 365–378, 2017.

- [37] F. Ekonomi and D. A. N. Bisnis, “KARYAWAN DENGAN ORGANIZATIONAL CITIZENSHIP BEHAVIOR ( OCB ) SEBAGAI VARIABEL INTERVENING ( Studi pada BRI Syariah KC Semarang ) SKRIPSI,” 2020.
- [38] R. Saputro, “PENGARUH KOMUNIKASI INTERPERSONAL DAN KOMITMEN,” 2019.
- [39] S. Kasus *et al.*, “Pengaruh Komitmen Organisasi dan Komunikasi Interpersonal terhadap Kinerja Karyawan dengan OCB Sebagai Variabel Intervening Departemen Administrasi Bisnis Fakultas Ilmu Sosial dan Ilmu Politik Universitas Diponegoro Abstract.”
- [40] Delti, “Pengaruh Kepemimpinan Terhadap Kinerja Karyawan Pada PT. Trubaindo Coal Mining di Kabupaten Kutai Barat,” *Ilmu Adm. Bisnis*, vol. 3, no. 2, pp. 495–506, 2015.
- [41] I. A. Yudistiro, “Pengaruh Kecerdasan Emosional, Lingkungan Kerja Dan Disiplin Terhadap Kinerja Guru Dengan Komitmen Organisasi Sebagai Moderasi,” *J. Manaj. Sumberd. Mns.*, vol. 9, no. 1, pp. 38–50, 2015.
- [42] P. K. Kerja and L. K. Dan, “LOYALITAS KERJA TEHADAP ORGANIZATIONAL CITIZENSHIP BEHAVIOR ( OCB ) ( Studi Kasus Pada PT . Perwirabhakti Sentrasejahtera Di Kota Semarang ) Dosen Jurusan Manajemen Fakultas Ekonomika dan Bisnis Universitas Pandanaran Semarang,” vol. 2, no. 2, pp. 1–24, 2016.
- [43] R. Yanto, “Manajemen Basis Data,” in *Manajemen Basis Data*, Yogyakarta: Deepublish, 2016, p. 15.

- [44] Sugiyono, “Metode Penelitian Pendidikan Kuantitatif, Kualitatif dan R&D,” in *Metode Penelitian Pendidikan Kuantitatif, Kualitatif dan R&D*, Bandung: Alfabeta, 2014.
- [45] D. Nurhayati, M. M. Minarsih, and H. S. Wulan, “Pengaruh Kepuasan Kerja, Lingkungan Kerja Dan Loyalitas Kerja Terhadap Organizational Citizenship Behavior (OCB) ( Studi Kasus Pada PT. Perwirabhakti Sentrasejahtera Di Kota Semarang),” *J. Manage.*, vol. 2, no. 2, pp. 1–24, 2016.
- [46] V. T. Prasasti and A. Yuniawan, “Analisis Pengaruh Stres Kerja dan Lingkungan Kerja Non Fisik Terhadap Organizational Citizenship Behavior (OCB) dengan Komitmen Organisasional Sebagai Variabel Intervening,” *Diponegoro J. Manag.*, vol. 6, no. 2005, pp. 1–14, 2017.
- [47] G. Wowor, S. Sontje, and Siwi.M.O, “Pengaruh Lingkungan Kerja dan Disiplin Terhadap Komitmen Organisasional Pada Karyawan Media Cahaya Pagi,” vol. 2, pp. 1–12, 2015, doi: 10.1007/s10552-013-0260-7.
- [48] S. Arikunto, “No Title,” in *Prosedur Penelitian: Suatu Pendekatan Praktik*, Jakarta: Rineka Cipta, 2014.
- [49] A. A. Waspodo and L. Minadaniati, “Pengaruh Kepuasan Kerja Dan Iklim Organisasi Terhadap Organizational Citizenship Behavior ( Ocb ) Karyawan Pada Pt . Trubus Swadaya,” *Pengaruh Kepuasan Kerja Dan Iklim Organ. Terhadap Organ. Citizsh. Behav. Karyawan Pada Pt. Trubus Swadaya Depo*, vol. 3, no. 1, pp. 1–16, 2012.
- [50] I. Iswahyudi, “Pengaruh Lingkungan Kerja, Budaya Organisasi, Terhadap

Komitmen Organisasi Dalam Meningkatkan Kinerja Pegawai Pada Upt Perpustakaan Universitas Jember,” *Bisma*, vol. 11, no. 1, p. 50, 2017, doi: 10.19184/bisma.v11i1.6208.

- [51] I. Ghozali, “No Title,” in *Aplikasi Analisis Multivariete Dengan Program IBM SPSS 23( Edisi 8)*, Semarang: Universitas Diponegoro, 2016.
- [52] H. Sidanti, “Pengaruh lingkungan kerja, disiplin kerja dan motivasi kerja terhadap kinerja pegawai negeri sipil di sekretariat dprd kabupaten madiun,” *J. JIBEKA*, vol. 9, p. 10, 2015.
- [53] Riduwan, “No Title,” in *Dasar-dasar Statistika*, Bandung: Alfabeta, 2015.
- [54] J. Noor, “No Title,” in *Metodologi Penelitian Skripsi, Tesis dan Karya Ilmiah*, Jakarta: Kencana, 2014.
- [55] A. Kurniawan, “PENGARUH KOMITMEN ORGANISASI TERHADAP ORGANIZATIONAL CITIZENSHIP BEHAVIOR ( OCB ),” vol. 15, no. 1, pp. 95–118, 2015.
- [56] B. Ocb, T. Kinerja, and U. Abrar, “PENGARUH ORGANIZATIONAL CITIZENSHIP ( Studi Pada PT . Urchindize Cabang Madura ) THE EFFECT OF ORGANIZATIONAL CITIZENSHIP BEHAVIOUR ( OCB ) TOWARD EMPLOYEE PERFORMANCE ( A Study at PT . Urchindize Madura Branch ),” vol. 7, no. 2, pp. 106–114, 2019.