

DAFTAR PUSTAKA

- Abdul Ghani Kanesan Abdullah, ., Tareq Ziad Almadhoun, ., & Ying-Leh Ling, . (2015). Psychological Empowerment, Job Satisfaction and Commitment Among Malaysian Secondary School Teachers. *Asian Journal of Educational Research*, 3(3), 34–42.
- Akar, H. (2018). A Meta-Analytic Study Concerning the Effect of Educational Stakeholders' Perceptions of Quality of Work Life on Their Job Satisfaction and Organizational Commitment. *International Online Journal of Educational Sciences*, 10(3). <https://doi.org/10.15345/iojes.2018.03.007>
- Amir Lutfi, Suarni Norawati, Zulher, Z. B. (2022). he Effect of Supervision, Work Motivation, and Interpersonal Communication on Employee Performance and Organizational Commitment as Variables Intervening. *International Journal of Entrepreneurship and Business Development*, 05(1), 92–104. <https://doi.org/10.1108/JWAM-09-2017-0027>
- Amundsen, S., & Martinsen, Ø. L. (2015). Linking Empowering Leadership to Job Satisfaction, Work Effort, and Creativity: The Role of Self-Leadership and Psychological Empowerment. *Journal of Leadership and Organizational Studies*, 22(3), 304–323. <https://doi.org/10.1177/1548051814565819>
- Ananda, P. C. F. (2021, November 29). Guru dan SDM Menuju 2045. *Sindonews*.
- Andreas Wahyu Gunawan. (2012). *Pemberdayaan Psikologis Hubungannya dengan Kepuasan Kerja dan Komitmen Afekif* (pp. 1–17).
- Anggreyani, N. M., Gustibagus, I., & Satrya, H. (2020). Effect of Job Satisfaction, Employee Empowerment and Job Stress Towards Organizational Commitment. *American Journal of Humanities and Social Sciences Research*, 4(6), 108–113.

- Anthony Robert Gatling, Hee Jung Annette, K. Jungsun. S. K. (2016). The effects of authentic leadership and organizational commitment on turnover intention. *Leadership & Organization Development Journal*, 37(2), 1–32. <https://doi.org/10.1108/01437739199500003>
- Arifuddin, Nasir, S. (2018). Pengaruh Kepuasan Kerja dan Komitmen Organisasi Terhadap Organizational Citizen Behavior dan Implikasinya Pada Kinerja Pegawai Dinas Kesehatan Kabupaten Nagan Raya. *Jurnal Magister Manajemen*, 2(2), 211–217.
- Armanu, F. R., & Mandayanti, N. (2016). Pengaruh Pemberdayaan Psikologis dan Komitmen Afektif Terhadap Kepuasan kerja dan Kinerja Pegawai (Studi Pada Dinas Tata Kota dan Pengawasan Bangunan Kota Mataram). *Journal Aplikasi Manajemen*, 01(1).
- Astuti, J. P., & Soliha, E. (2021). Effect of Quality of Work Life and Organizational Commitment on Performance With Moderation of Organizational Culture. *International Journal of Social and Management Studies (Ijosmas)*, 2, 89–99.
- Atrizka, D., Andriki, E., Melisa, M., & Natasya, N. (2021). Efek Kepuasan Kerja Dalam Mempengaruhi Komitmen Organisasi Karyawan. *Psikoborneo: Jurnal Ilmiah Psikologi*, 9(4), 811. <https://doi.org/10.30872/psikoborneo.v9i4.6751>
- Avolio, B. J., Zhu, W., Koh, W., & Bhatia, P. (2004). Transformational leadership and organizational commitment: Mediating role of psychological empowerment and moderating role of structure. Avolio, B. J., Zhu, W., Koh, W., & Bhatia, P. (2004). Transformational leadership and organizational commitment: Mediatin. *Journal of Organizational Behavior*, 25(8), 951–968.
- Bagis et al., 2021. (2021). Job Satisfaction As a Mediation Variables on the Effect of Organizational Culture and Organizational Commitment To Employee Performance. *Russian Journal of Agricultural and Socio-Economic Sciences*, 111(3), 72–82.

- Batool, S. S., Zubair, S. Z., & Batool, S. A. (2019). Does humor predict job satisfaction? A mediational role of self-efficacy. *Pakistan Journal of Social and ...*, April.
- Ćulibrk, J., Delić, M., Mitrović, S., & Ćulibrk, D. (2018). Job satisfaction, organizational commitment and job involvement: The mediating role of job involvement. *Frontiers in Psychology*, 9(FEB), 1–12. <https://doi.org/10.3389/fpsyg.2018.00132>
- Darmasaputra, I. K. A., & Sudibya, I. G. A. G. A. (2019). Pengaruh Kepemimpinan Transaksional, Budaya Organisasi, Dan Komunikasi Terhadap Kinerja Karyawan. *E-Jurnal Manajemen Universitas Udayana*, 8(9), 5847. <https://doi.org/10.24843/ejmunud.2019.v08.i09.p24>
- Dwifungsiana, A., Setyanta, B., Mahmud, A. N., Buamonabot, I., Syahdan, R., Arilaha, M. A., Fahri, J., . N., Sudarwo, R., Anfas, A., Buamonabot, I., Rustam, K., Sulastri, F., Irawati, N., Welsa, H., Rahmawati, I. N., Salihan, Mahrawati, M., Suandi, S., ... Tinumbia, N. (2019). Pengaruh Pemberdayaan Terhadap Kepuasan Kerja Melalui Komitmen Organisasional. *Jurnal Produktivitas*, 2(1), 1.
- Erdogan, B., Ozyilmaz, A., Bauer, T. N., & Emre, O. (2018). Accidents Happen: Psychological Empowerment as a Moderator of Accident Involvement and its Outcomes. *Personnel Psychology*, 71(1), 67–83. <https://doi.org/10.1111/peps.12228>
- Fahrizal, F., & Utama, I. (2017). Pengaruh Persepsi Dukungan Organisasi terhadap Komitmen Organisasional dan Turnover Intention Karyawan Hotel Kajane Mua Ubud. *E-Jurnal Manajemen Universitas Udayana*, 6(10), 255024.
- Ferdus, Z., & Kabir, T. (2018). Effect of Job Satisfaction and Organizational Commitment on OCB: Study on Private Banks in Bangladesh. *World Journal of Social Sciences*, 8(2), 57–69.
- Fred Luthans. (2010). *Organizational Behavior*. Andi.

- Gopinath, R., & Kalpana, R. (2020). Relationship of Job Involvement With Job Satisfaction. *Adalya Journal*, 9(7), 306–315. <https://doi.org/10.37896/aj9.7/029>
- Grego-Planer, D. (2019). The relationship between organizational commitment and organizational citizenship behaviors in the public and private sectors. *Sustainability (Switzerland)*, 11(22), 1–20. <https://doi.org/10.3390/su11226395>
- Harahap, S. F., & Tirtayasa, S. (2020). Pengaruh Motivasi, Disiplin, Dan Kepuasan Kerja Terhadap Kinerja Karyawan Di PT. Angkasa Pura II (Persero) Kantor Cabang Kualanamu. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 3(1), 120–135. <https://doi.org/10.30596/maneggio.v3i1.4866>
- Haryokusumo, D., Tinggi, S., Ekonomi, I., & Yogyakarta, Y. (2017). Pengaruh Kepemimpinan Autentik pada Emosi Positif, Kepercayaan, dan Harapan Serta Dampaknya pada Komitmen Organisasional. *Jurnal Ilmiah Manajemen Upb*, 2004, 41–56.
- Hayati, R., Arafat, Y., & Sari, A. P. (2020). Pengaruh Komitmen Organisasi Dan Motivasi Kerja Terhadap Kinerja Guru. *JMKSP (Jurnal Manajemen, Kepemimpinan, Dan Supervisi Pendidikan)*, 5(2), 100. <https://doi.org/10.31851/jmksp.v5i2.3753>
- Helmy, I., Adawiyah, W. R., & Banani, A. (2019). Linking psychological empowerment, knowledge sharing, and employees' innovative behavior in Indonesian SMEs. *Journal of Behavioral Science*, 14(2), 66–79.
- Helvacı, M. A., & Kiliçoğlu, A. (2018). The Relationship Between the Organizational Change Cynicism and Organizational Commitment of Teachers. *Journal of Education and Training Studies*, 6(11a), 105. <https://doi.org/10.11114/jets.v6i11a.3806>
- Hengky, I. G. & L. (201 C.E.). *Konsep, Teknik, Aplikasi Menggunakan Smart PLS 3.0 Untuk Penelitian Empiris*. Akuntansi Biaya: Sistem Biaya Historis.

- Hidayat, A., & Lukito, H. (2021). Pengaruh Pemberdayaan Psikologis, Kepemimpinan Transformasional Dan Kepuasan Kerja Terhadap Organizational Citizenship Behavior. *Jurnal Menara Ekonomi : Penelitian Dan Kajian Ilmiah Bidang Ekonomi*, 7(1), 1–11. <https://doi.org/10.31869/me.v7i1.2533>
- Hidayat, A. S. (2018). Pengaruh Kepuasan Kerja Terhadap Komitmen Organisasional, Kinerja Dan Turnover Intention Pada Karyawan Pt. Indospring Di Kota Gresik. *Jurnal Manajemen Dan Pemasaran Jasa*, 11(1), 51–66.
- Hidayatul Khusnah, R. S. P. (2017). Hidayatul Khusnah & Riyan Sisiawan Putra, Pengaruh Sistem Pengukuran Kinerja Komprehensif dan Pemberdayaan Psikologis Terhadap Komitmen Organisasi. *Accounting and Management Journal*, 1(2), 145–156.
- Huertas-Valdivia, I., Braojos, J., & Lloréns-Montes, F. J. (2019). Counteracting workplace ostracism in hospitality with psychological empowerment. *International Journal of Hospitality Management*, 76(August 2017), 240–251. <https://doi.org/10.1016/j.ijhm.2018.05.013>
- Ibrahim, A. M. (2020). Psychological empowerment and organizational commitment among employees in the lodging industry. *Journal of Human Resources in Hospitality and Tourism*, 19(3), 277–295. <https://doi.org/10.1080/15332845.2020.1737766>
- Ilham Pratama Putra. (2022). P2G Nilai Perekrutan Guru PPPK Salah Strategi. *Medcom.Id*.
- Imam Ghozali. (2006). *Structural Equation Modeling, Metode Alternatif Dengan Partial Least Square*. Universitas Diponegoro Ed.
- Jain, P., & Duggal, T. (2018). Transformational leadership, organizational commitment, emotional intelligence and job autonomy: Empirical analysis on

the moderating and mediating variables. *Management Research Review*, 41(9), 1033–1046. <https://doi.org/10.1108/MRR-01-2018-0029>

Javed, B., Abdullah, I., Zaffar, M. A., Haque, A. U., & Rubab, U. (2019). Inclusive Leadership and Innovative Work Behavior: The Role of Psychological Empowerment. *Journal of Management and Organization*, 25(4), 554–571. <https://doi.org/10.1017/jmo.2018.50>

Jomah, N. bin. (2017). Psychological Empowerment on Organizational Commitment as Perceived by Saudi Academics. *World Journal of Education*, 7(1), 83. <https://doi.org/10.5430/wje.v7n1p83>

JPNN. (2018, November 12). Nih, Bandingkan Gaji Guru SMK Negeri dan Swasta. *JPNN.Com*.

Jr Hair, F. J. H. M. T. G. , R. M. C. & M. S. (2014). *A Primer On Partial Least Square Structural Equation Modeling (PLS -SEM)*.

Karriker, J. H., & Hartman, N. S. (2019). The harder they must fall?: Leadership self-efficacy as hindrance to millennials' leadership development. *International Leadership Journal*, 11(1), 55–77.

Kasmiruddin, Meyzi Heriyanto, & Hernimawarti. (2021). Effect Of Organizational Culture On Organizational Commitment And Nurse Involvement As Intervening Variable: Study at Maternity Hospital Business in Pekanbaru City, Indonesia. *International Journal of Science, Technology & Management*, 2(5), 1848–1865. <https://doi.org/10.46729/ijstm.v2i5.316>

Keskes, I., Sallan, J. M., Simo, P., & Fernandez, V. (2018). Transformational Leadership and Organizational Commitment: Mediating Role of Leader-Member Exchange. *Journal of Management Development*, 37(3), 271–284. <https://doi.org/10.1108/JMD-04-2017-0132>

Khan, J., Malik, M., & Saleem, S. (2020). The Impact of Psychological Empowerment of Project-Oriented Employees on Project Success: A

Moderated Mediation Model. *Economic Research-Ekonomika Istrazivanja*, 33(1), 1311–1329. <https://doi.org/10.1080/1331677X.2020.1756374>

Khumaira, L. A., & Muhid, A. (2022). Pengaruh Gaya Kepemimpinan Demokratis Terhadap Pemberdayaan Psikologis Karyawan : *Dialektia: Jurnal Ekonomi Dan Ilmu Sosial*, 7(Februari), 21–31.

Köse, S. D., & Köse, T. (2017a). The Effect of Job Satisfaction on Organizational Commitment of Healthcare Personnel. *IOSR Journal of Business and Management*, 19(01), 54–59. <https://doi.org/10.9790/487x-1901025459>

Köse, S. D., & Köse, T. (2017b). The Effect of Job Satisfaction on Organizational Commitment of Healthcare Personnel. *IOSR Journal of Business and Management*, 19(01), 54–59. <https://doi.org/10.9790/487x-1901025459>

Kurniawan, R. A., Qomariah, N., & Winahyu, P. (2019). Dampak organizational citizenship behavior, motivasi kerja, dan kepuasan kerja terhadap kinerja karyawan. *Jurnal Penelitian Ipteks*, 4(2), 148–160.

Ling, L. L., Theresa, C. F. H., Othman, R., Kelana, B. W. Y., & Hee, O. C. (2019). The Effect of Psychological Empowerment and Job Satisfaction towards Organizational Commitment among Malaysian Employees in Small and Medium Enterprises. *International Journal of Academic Research in Business and Social Sciences*, 9(11). <https://doi.org/10.6007/ijarbss/v9-i11/6540>

Loan, L. T. M. (2020). The Influence of Organizational Commitment on Employees' Job Performance: The Mediating Role of Job Satisfaction. *Management Science Letters*, 10(14), 3307–3312. <https://doi.org/10.5267/j.msl.2020.6.007>

Lyu, D., Ji, L., Zheng, Q., Yu, B., & Fan, Y. (2019). Abusive supervision and turnover intention: Mediating effects of psychological empowerment of nurses. *International Journal of Nursing Sciences*, 6(2), 198–203. <https://doi.org/10.1016/j.ijnss.2018.12.005>

- M. Jamal Luddin & Nur Laily. (2018). Pengaruh Kepuasan Kerja Terhadap Motivasi Kerja and Turnover Intention Pada PT Pandu Logistics Surabaya. *Jurnal Ilmu Ekonomi Dan Riset Manajemen*, 7(11), 1–16.
- Maan, A. T., Abid, G., Butt, T. H., Ashfaq, F., & Ahmed, S. (2020). Perceived Organizational Support and Job Satisfaction: a Moderated Mediation Model of Proactive Personality and Psychological Empowerment. *Future Business Journal*, 6(1), 1–10. <https://doi.org/10.1186/s43093-020-00027-8>
- Majid, A., Fajri, M. B., Assadam, E., & Febrianti, D. (2021). The Moderating Effect of Job Satisfaction to Work Motivation and Employees' Performance. *International Journal of Science, Technology & Management*, 2(3), 550–560. <https://doi.org/10.46729/ijstm.v2i3.203>
- Mathew, J., & Nair, S. (2022). Psychological Empowerment and Job Satisfaction: A Meta-analytic Review. In *Vision* (Vol. 26, Issue 4, pp. 431–440). Sage Publications India Pvt. Ltd. <https://doi.org/10.1177/0972262921994350>
- Meyer, J. P., Allen, N. J., & Smith, C. A. (1991). Commitment to Organizations and Occupations: Extension and Test of a Three-Component Conceptualization. *Journal of Applied Psychology*, 78(4), 538–551. <https://doi.org/10.1037/0021-9010.78.4.538>
- Meyer, J. P., Allen, N. J., & Smith, C. A. (1993). Commitment to Organizations and Occupations: Extension and Test of a Three-Component Conceptualization. *Journal of Applied Psychology*, 78(4), 538–551. <https://doi.org/10.1037/0021-9010.78.4.538>
- Moghimi-firozabad, M. (2013). The Mediating Effects of Psychological Empowerment and Job Satisfaction in the Relationship between Transformational Leadership and Organizational Citizen Behavior. *Journal Basic Applied Scientific Research*, 3(5), 237–244.

- Munir, S., Imran, A., & Khan, K. S. (2018). Role of Job Satisfaction as a Mediation of The Academicians Psychological Empowerment and Organizational Commitment. *Governance and Management Review*, 3(2), 59–86.
- 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.
- Nurhasan, R. (2017). Kepuasan Kerja Dan Loyalitas Generasi Y. *Jurnal Wacana Ekonomi*, 17(1), 13–23.
- Osly Usman & Marsofiyati. (2019). *Metodologi Penelitian*. PT. Nasya Expanding Managemen.
- Permarupan, Y. Y., Mamun, A. Al, Samy, N. K., Saufi, R. A., & Hayat, N. (2020). Predicting nurses burnout through quality of work life and psychological empowerment: A study towards sustainable healthcare services in Malaysia. *Sustainability (Switzerland)*, 12(1). <https://doi.org/10.3390/su12010388>
- Pratama, E. N., Suwarni, E., & Handayani, M. A. (2022). Effect Of Job Satisfaction And Organizational Commitment On Turnover Intention With Person Organization Fit As Moderator Variable. *APTISI Transactions on Management (ATM)*, 6(1), 74–82. <https://doi.org/10.33050/atm.v6i1.1722>
- Putra, D. I. G., & &Utama, M. I. W. (2017). Pengaruh Lingkungan Kerja dan Kepuasan Kerja Terhadap Turnover Intention di Mayaloka Villas Seminyak. *E-Jurnal Manajemen Unud*, 6(9), 5116–5143.
- Ramdhan, D. (2015). Kepemimpinan Transformasional dan Pemberdayaan Psikologis terhadap Komitmen Organisasi dan Implikasinya Kinerja Pegawai. *Kontigensi: Scientific Journal of Management*, 3(2), 117–128.
- Ridwan Saputra & Herminingsih Manik. (2020). The Effect Of Organizational Culture, Non Financial Compensation, and Job Satisfaction On Organization

- Commitment In The Center For Strategic Studi. *Journal of Education and Management & Social Science*, 6(2), 159. <https://doi.org/10.31933/DIJEMSS>
- Rivai, H. A. (2013). Antecedent Komitmen Organisasional Dan Dampaknya Terhadap Kinerja Tugas (Job Performance) Guru. *Jurnal Siasat Bisnis*, 17(1), 1–16. <https://doi.org/10.20885/jsb.vol17.iss1.art1>
- Safari, A., Adelpah, A., Soleimani, R., Heidari Aqagoli, P., Eidizadeh, R., & Salehzadeh, R. (2020a). The Effect of Psychological Empowerment on Job burnout and Competitive advantage: The Mediating Role of Organizational Commitment and Creativity. *Management Research*, 18(1), 47–71. <https://doi.org/10.1108/MRJIAM-06-2019-0935>
- Safari, A., Adelpah, A., Soleimani, R., Heidari Aqagoli, P., Eidizadeh, R., & Salehzadeh, R. (2020b). The Effect of Psychological Empowerment on Job Burnout and Competitive Advantage: The Mediating Role of Organizational Commitment and Creativity. *Management Research*, 18(1), 47–71. <https://doi.org/10.1108/MRJIAM-06-2019-0935>
- Sambung, R. (2016). Dimensi Komitmen Organisasional: Dampaknya Terhadap Perilaku Kerja Pada Organisasi Sektor Publik. *Jurnal Terapan Manajemen Dan Bisnis*, 2(1), 28–37.
- Sarhan, N., Harb, A., Shrafat, F., & Alhusban, M. (2020). The effect of organizational culture on the organizational commitment: Evidence from hotel industry. *Management Science Letters*, 10(1), 183–196. <https://doi.org/10.5267/j.msl.2019.8.004>
- Septiadi, S. A., Sintaasih, D. K., & Wibawa, I. M. A. (2017). Pengaruh Keterlibatan Kerja Terhadap Kinerja Dengan Pemeditasi Komitmen Organisasional. *E-Jurnal Ekonomi Dan Bisnis Universitas Udayana*, 8, 3103. <https://doi.org/10.24843/eeb.2017.v06.i08.p07>
- Shah, T. A., Khattak, M. N., Zolin, R., & Shah, S. Z. A. (2019a). Psychological Empowerment and Employee Attitudinal Outcomes: The Pivotal Role of

- Psychological Capital. *Management Research Review*, 42(7), 797–817.
<https://doi.org/10.1108/MRR-05-2018-0194>
- Shah, T. A., Khattak, M. N., Zolin, R., & Shah, S. Z. A. (2019b). Psychological Empowerment and Employee Attitudinal Outcomes: The Pivotal Role of Psychological Capital. *Management Research Review*, 42(7), 797–817.
<https://doi.org/10.1108/MRR-05-2018-0194>
- Shahab, M. A., Sobari, A., & Udin, U. (2018). Empowering leadership and organizational citizenship behavior: The mediating roles of psychological empowerment and emotional intelligence in medical service industry. *International Journal of Economics and Business Administration*, 6(3), 80–91.
<https://doi.org/10.35808/ijeba/165>
- Spector, P. E. (1985). Measurement of Human Service Staff Satisfaction: Development of the Job Satisfaction Survey 1. In *American Journal of Community Psychology* (Vol. 13, Issue 6).
- Spreitzer, G. M. (1995). Psychological, Empowerment in the Workplace: Dimensions, Measurement and Validation. *Academy of Management Journal*, 38(5), 1442–1465. <https://doi.org/10.2307/256865>
- Stander, M., & Rothmann, S. (2009). Psychological empowerment of employees in selected organisations in South Africa. *SA Journal of Industrial Psychology*, 35(1). <https://doi.org/10.4102/sajip.v35i1.466>
- Stephen Robbins, T. A. J. (2015). *Essentials of Organizational Behavior (12th ed.)*. Pearson Education.
- Sugiyono. (2014). *Metode Penelitian Pendidikan Pendekatan Kuantitatif, Kualitatif, Dan R&D*. Alfabeta.
- Sugiyono. (2018a). *Metode Kuantitatif*. Alfabeta.
- Sugiyono. (2018b). *Metode Penelitian*.

- Sukrajap, M. A. (2016). Pengaruh Kepemimpinan Transformasional terhadap Kepuasan Kerja dan Komitmen Organisasional dengan Dimediasi oleh Pemberdayaan Psikologis. *Jurnal Psikologi*, 12(September), 22–45.
- Sunarto, L. R. P., & Muhid, A. (2022). Pengaruh Pemberdayaan Psikologis Terhadap Perilaku Proaktif Karyawan Start-up : Literature Review. *Jurnal Psikologi : Jurnal Ilmiah Fakultas Psikologi Universitas Yudharta Pasuruan*, 9(1), 64–78. <https://doi.org/10.35891/jip.v9i1.2522>
- Suryani, I., Halimatussakdiah, H., & Sofa, N. (2020). Pengaruh Pemberdayaan Psikologi Terhadap Perilaku Inovatif. *Epigram*, 17(1), 19–26. <https://doi.org/10.32722/epi.v17i1.3312>
- Tanjung, H. (2019). Pengaruh Keterlibatan Kerja Dan Kepuasan Kerja Terhadap Komitmen Organisasi Pegawai Hasrudy. *Jurnal Humaniora*, 4(2), 244–255.
- Wahyuni, N. P. D. E., & Supartha, I. W. G. (2019). Pengaruh Keadilan Organisasional, Komitmen Organisasional, Dan Kepuasan Kerja Terhadap Organizational Citizenship Behavior (Ocb). *E-Jurnal Manajemen Universitas Udayana*, 8(10), 6079. <https://doi.org/10.24843/ejmunud.2019.v08.i10.p11>
- Wianti, W. (2018). Pengaruh Budaya Organisasi Dan Kompensasi Terhadap Kepuasan Kerja Melalui Komitmen Organisasi Sebagai Variabel Intervening Pada Karyawan the American Club Jakarta. *Widya Cipta - Jurnal Sekretari Dan Manajemen*, 2(1), 47–55. <http://ejournal.bsi.ac.id/ejurnal/index.php/widyacipta/article/view/2790>
- Wibawa, I. W. S., & Putra, M. S. (2018). Pengaruh Budaya Organisasi Terhadap Komitmen Organisasional Dimediasi Kepuasan Kerja (Studi Pada Pt. Bening Badung-Bali). *E-Jurnal Manajemen Universitas Udayana*, 7(6), 3027–3058.
- Widiawati, D., & Yanuar RS, T. (2019). Effect of Budget Participation on Managerial Performance Mediated By Job Satisfaction and Organizational. *Journal of Business Studies*, 04(1), 1–13.

- Yang, F. H., & Chang, C. C. (2008). Emotional Labour, Job Satisfaction and Organizational Commitment Amongst Clinical Nurses: A Questionnaire Survey. *International Journal of Nursing Studies*, 45(6), 879–887. <https://doi.org/10.1016/j.ijnurstu.2007.02.001>
- Yani, I. M., Supartha, W. G., & Subudi, M. (2016). Pengaruh Pemberdayaan Psikologis dan Kepuasan Kerja Terhadap Komitmen Organisasional Guru Di Smk N 1 Mas Ubud. *E-Jurnal Ekonomi Dan Bisnis Universitas Udayana*, 5(12), 4177–4208.
- Yukl, G. A., & Becker, W. S. (2006). Effective Empowerment in Organizations. *Organization Management Journal*, 3(3), 210–231. <https://doi.org/10.1057/omj.2006.20>
- Yukongdi, V., & Shrestha, P. (2020). The influence of Affective Commitment, Job Satisfaction and Job Stress on Turnover Intention: A Study of Nepalese Bank Employees. *Review of Integrative Business and Economic Research*, 9(1), 88–98.
- Zhang, S. (2020). Workplace Spirituality and Unethical Pro-organizational Behavior: The Mediating Effect of Job Satisfaction. *Journal of Business Ethics*, 161(3), 687–705. <https://doi.org/10.1007/s10551-018-3966-3>
- Zirwatul, R., Ibrahim, A. R., Mohd, M., Azlina, D., & Bakar, A. (2014). Job Satisfaction Among Malaysian Employees: An Application of Spector's Job Satisfaction Survey in the South East Asian Context Job Satisfaction Among Malaysian Employees: An Application of Spector's Job Satisfaction Survey in the South East Asian Context (Kepuasan Kerja dalam Kalangan Pekerja Malaysia: Aplikasi Kajiselidik Kepuasan Kerja Spector dalam Konteks Asia Tenggara). In *Jurnal Pengurusan* (Vol. 41). <https://www.researchgate.net/publication/275954461>
- Zolkapli, N. M., Bashirun, S. N., Ahmad, S. N. A., Samudin, N. M. R., & Badrolhisam, N. I. (2020). The Effect of Psychological Empowerment on Job Satisfaction at Express Logistics Company in Malaysia. *International Journal*

of Academic Research in Business and Social Sciences, 10(9), 1126–1138.

<https://doi.org/10.6007/ijarbss/v10-i9/8023>

