DAFTAR PUSTAKA

Ahmad, I., & Gao, Y. (2018). Ethical leadership and work engagement: The roles of psychological empowerment and power distance orientation. *Management Decision*, *56*(9), 1991–2005. https://doi.org/10.1108/MD-02-2017-0107

Ari, D., Nugroho, S., Mujiasih, E., & Prihatsanti, U. (2015). Hubungan Antara Psychological Capital Dengan Work Engagement Pada Karyawan Pt. Bank Mega Regional Area Semarang. *Jurnal Psikologi Undip*, *12*(2), 192–202. https://doi.org/10.14710/jpu.12.2.192-202

Arta, D., & Sari, N. (2015). Pengaruh Motivasi Dan Lingkungan Kerja Terhadap Kinerja Pegawai Negeri Sipil Pada Kantor KPPBC Tipe Madya Pabean Ngurah Rai Kabupaten Badung. *Jurnal Ilmu Manajemen Mahasaraswati*, *5*(1), 100512.

Ayu, D. R., Maarif, S., & Sukmawati, A. (2015). *Pengaruh Job Demands, Job Resources dan Personal Resources Terhadap Work Engagement*. *1*(1), 12–22. https://doi.org/10.17358/JABM.1.1.12

Bakker, A. B., & Albrecht, S. (2018). Work Engagement: Current trends. *Career Development International*, *23*(1), 4–11. https://doi.org/10.1108/CDI-11-2017-0207

Beacukai.go.id. (2020a). *Pengantar Tugas Pegawai Mutasi*. https://www.beacukai.go.id/berita/pengantar-tugas-pegawai-mutasi.html

Beacukai.go.id. (2020b). *STATISTIK DJBC*. https://www.beacukai.go.id/statistik.html

Brown, M. E., & Treviño, L. K. (2006). Ethical leadership: A review and future directions. *Leadership Quarterly*, *17*(6), 595–616. https://doi.org/10.1016/j.leaqua.2006.10.004

Brown, M. E., Treviño, L. K., & Harrison, D. A. (2005). Ethical leadership: A social learning perspective for construct development and testing. *Organizational Behavior and Human Decision Processes*, *97*(2), 117–134. https://doi.org/10.1016/j.obhdp.2005.03.002

Christian, M. S. (2011). *Work Engagement : A Quantitative Review and Test of its Relations with Task and Contextual Performance*. 89–136.

Chughtai, A., Byrne, M., & Flood, B. (2015). Linking Ethical Leadership to Employee Well-Being: The Role of Trust in Supervisor. *Journal of Business Ethics*, *128*(3), 653–663. https://doi.org/10.1007/s10551-014-2126-7

Demirtas, O. (2013). Ethical Leadership Influence at Organizations: Evidence from the Field. *Journal of Business Ethics*, *126*(2), 273–284. https://doi.org/10.1007/s10551-013-1950-5

Dodi, H., & Evanita, S. (2014). Pengaruh Mutasi, Kompensasi, dan Motivasi terhadap Kepuasan Kerja Karyawan di PT PLN (Persero) Wilayah Sumatera Barat Area Solok. *Jurnal Riset Manajemen Bisnis Dan Publik*, *2*(1).

Domiyandra, R., & Rivai, H. A. (2019). Pengaruh Kepemimpinan Etis, Budaya Organisasi, dan Penghargaan terhadap Keterikatan Kerja Account Representative (AR) pada KPP Pratama di Lingkungan Kanwil DJP 'X.' *Jurnal STIE Semarang*, *1*(1), 102–118. https://doi.org/10.1017/CBO9781107415324.004

Dust, S. B., Resick, C. J., Margolis, J. A., Mawritz, M. B., & Greenbaum, R. L. (2018). Ethical leadership and employee success: Examining the roles of psychological empowerment and emotional exhaustion. *Leadership Quarterly*, *29*(5), 570–583. https://doi.org/10.1016/j.leaqua.2018.02.002

Engelbrecht, A. S., Heine, G., & Mahembe, B. (2014). The influence of ethical leadership on trust and work engagement: An exploratory study. *SA Journal of Industrial Psychology*, *40*(1), 1–9. https://doi.org/10.4102/sajip.v40i1.1210

Gea, A. A. (2014). Integritas Personal dan Kepemimpinan Etis. *Humaniora*, *5*(2), 950. https://doi.org/10.21512/humaniora.v5i2.3197

Ghozali, I. (2011). *Aplikasi Analisis Multivariate Dengan Program SPSS*. Badan Penerbit Universitas Diponegoro.

Ghozali, I. (2013). *Aplikasi Analisis Multivariate dengan Program IBM SPSS 21.*

Universitas Diponegoro.

Greenhaus, J., Callanan, G., & Allen, N. J. (2013). Organizational Commitment. *Encyclopedia of Career Development*, *2008*. https://doi.org/10.4135/9781412952675.n204

Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2017). *Multivariate Data Analysis (MVDA) in Pharmaceutical Quality by Design: A Practical Approach* (Seventh Ed). Pearson. https://doi.org/https://doi.org/10.1002/9781118895238

Hanaysha, J., & Tahir, P. R. (2016). Examining the Effects of Employee Empowerment, Teamwork, and Employee Training on Job Satisfaction. *Procedia - Social and Behavioral Sciences*, *219*, 272–282. https://doi.org/10.1016/j.sbspro.2016.05.016

Jaiswal, D., & Dhar, R. L. (2016). Impact of perceived organizational support, psychological empowerment and leader member exchange on commitment and its subsequent impact. *International Journal of Productivity and Performance Management*, *Vol. 65*, 58–79. https://doi.org/10.1108/JHOM-09-2016-0165

Jose, G., & Mampilly, S. R. (2014). Psychological Empowerment as a Predictor of Employee Engagement: An Empirical Attestation. *Global Business Review*, *15*(1), 93–104. https://doi.org/10.1177/0972150913515589

Kalshoven, K., Den Hartog, D. N., & De Hoogh, A. H. B. (2011). Ethical leadership at work questionnaire (ELW): Development and validation of a multidimensional measure. *Leadership Quarterly*, *22*(1), 51–69. https://doi.org/10.1016/j.leaqua.2010.12.007

Kumar Pradhan, R., Panda, M., & Kesari Jena, L. (2008). Transformational leadership and psychological empowerment the mediating effects of organizational culture in indian retail industry. *Journal of Enterprise Information Management*, *30*(1), 82–95. https://doi.org/10.1108/MBE-09-2016-0047

Langelaan, S., Bakker, A. B., van Doornen, L. J. P., & Schaufeli, W. B. (2006). Burnout and Work Engagement: Do individual differences make a difference? *Personality and Individual Differences*, *40*(3), 521–532.

https://doi.org/10.1016/j.paid.2005.07.009

Macsinga, I., Sulea, C., Sârbescu, P., Fischmann, G., & Dumitru, C. (2015). Engaged, committed and helpful employees: The role of psychological empowerment. *Journal of Psychology: Interdisciplinary and Applied*, *149*(3), 263–276. https://doi.org/10.1080/00223980.2013.874323

Mäkikangas, A., Feldt, T., Kinnunen, U., & Mauno, S. (2013). Does personality matter? A review of individual differences in occupational well-being. *Advances in Positive Organizational Psychology*, *1*(2013), 107–143. https://doi.org/10.1108/S2046-410X(2013)0000001008

Mamentu, T. P. M., & Budiarso, N. S. (2018). Ipteks Pengendalian Intern terhadap Aset Tetap di KPPBC TMP C Bitung. *Jurnal Ipteks Akuntansi Bagi Masyarakat*, *164*(7), 96–99.

Maynard, M. T., Gilson, L. L., Mathieu, J. E., Maynard, M. T., & Mathieu, J. E. (2012). *Journal of Management*. https://doi.org/10.1177/0149206312438773

Mitonga-Monga, J., Flotman, A.-P., & Cilliers, F. (2016). Workplace ethics culture and work engagement: The mediating effect of ethical leadership in a developing world context. *Journal of Psychology in Africa*, *26*(4), 326–333. https://doi.org/10.1080/14330237.2016.1208928

Nelson, J., & Daniels, M. (2014). Leadership, Perceptions, and Turnover Intentions: Why Stay? *EJBO : Electronic Journal of Business Ethics and Organizational Studies*, *19*(1).

PP RI Nomor 11. (2017). Tentang Manajemen Pegawai Negeri Sipil. *Lembaran Negara*, *10*, 89–92.

Priyatno, D. (2010). *Teknik Mudah dan Cepat Melakukan Analisis Data Penelitian dengan SPSS dan Tanya Jawab Ujian Pendadaran*. Gaya Media.

Rakhmawanto, A. (2019). Manajemen Talenta Dalam Konteks Suksesi Kepemimpinan ASN. *Pusat Pengkajian Dan Penelitian Kepegawaian BKN*, *12*, 1–4.

Ramdhan, D. (2015). *Kepemimpinan Transformasional dan Pemberdayaan Psikologis terhadap Komitmen Organisasi dan implikasinya Kinerja Pegawai*. *3*(2), 117–128.

Sarjono, H., & Julianita, W. (2011). *SPSS vs LISREL: Sebuah Pengantar, Aplikasi untuk Riset*. Salemba Empat.

Schaufeli, W., Salanova, M., González-romá, V., & Bakker, A. (2002). The Measurement of Engagement and Burnout: A Two Sample Confirmatory Factor Analytic Approach. *Journal of Happiness Studies*, *3*(1), 71–92. https://doi.org/10.1023/A:1015630930326

Sekaran, U., & Bougie, R. (2013). *Research Methods for Business: A Skill Building Approach* (Sixth Edit). John Willey & Sons Ltd.

Sekaran, U., & Bougie, R. (2017). *Metode Penelitian untuk Bisnis Pendekatan Pengembangan-Keahlian*. Salemba Empat.

Sheraz, A. (2012). Enhancing employee performance through ethical leadership, transformational leadership and organizational culture in development sector of Pakistan. *African Journal of Business Management*, *6*(4), 1244–1251. https://doi.org/10.5897/ajbm11.633

Spreitzer, G. M. (1995). *Psychological Empowerment in the Workplace : Dimensions, Measurement, And Validation*. *5*.

Sugiyono. (2007). *Metode Penelitian Kuantitatif Kualitatif dan R&D*. Alfabeta.

Sugiyono. (2015). *Metode Penelitian Kuantitatif Kualitatif dan R&D*. Alfabeta.

Widiasih, P. A. (2017). *Peran Kepemimpinan Profetik dan Pemberdayaan Psikologis dalam Membangun Keterikatan Kerja Karyawan*. *3*(1), 31–42.

Widyastuti, N. (2017). *Analisis Pengaruh Stres Kerja, Engagement terhadap Kinerja Pegawai PDAM Tirta Moedal Kota Semarang*.

Xanthopoulou, D., Bakker, A. B., Demerouti, E., & Schaufeli, W. B. (2009). *Work

engagement and financial returns : A diary study on the role of job and personal resources. 183–200. https://doi.org/10.1348/096317908X285633

Yudiani, E. (2017). Work Engagement Karyawan PT. Bukit Asam, Persero Ditinjau Dari Spiritualitas. *Psikis: Jurnal Psikologi Islami*, *3*(1), 21. https://doi.org/10.19109/psikis.v3i1.1390