

## DAFTAR PUSTAKA

- Agustina, N. (2017). Pengaruh Keadilan Organisasi dan Ketidakamanan Kerja terhadap Kepuasan Kerja dan Keinginan Keluar Karyawan Pada Kontrak PT. Ramayana Lestari Sentosa Tbk Samarinda Central Plaza. *Prosiding Seminar Nasional Manajemen Dan Ekonomi Bisnis*, 1, 365–375. <http://journal.feb.unmul.ac.id/index.php/PROSNMEB>
- Aji, M. Q. W. (2020). INVESTIGATING ORGANIZATIONAL CULTURE IN SECRETARIAT GENERAL OF. *International Journal of Education and Social Science Research*, 3(03), 44–57. <https://doi.org/http://dx.doi.org/10.37500/IJESSR.2020.302256>
- Ali, K., & Agustian, D. W. (2018). *Analisis pengaruh budaya organisasi dan gaya kepemimpinan terhadap kepuasan kerja dan kinerja karyawan*. 76–83.
- Ancona, D., & Caldwell, D. (2015). Principles of organizational behavior. In Edwin A. Locke (Ed.), *Handbook of Principles of Organizational Behavior* (2nd ed.). Wiley. <https://doi.org/10.1002/9781119206422.ch16>
- Aranki, D. H., Suifan, T. S., & Sweis, R. J. (2019). The Relationship between Organizational Culture and Organizational Commitment. *Modern Applied Science*, 13(4), 137. <https://doi.org/10.5539/mas.v13n4p137>
- Arikunto, S. (2012). *Menghitung Menggunakan SPSS*. [https://eprints.uny.ac.id/18572/5/E\\_BAB\\_IV.pdf](https://eprints.uny.ac.id/18572/5/E_BAB_IV.pdf)
- Backstrom, K. S. P. I. I. (2016). Enhancing the study of Lean transformation through organizational culture analysis. *International Journal of Quality and Service Sciences*, Unit 07, 1–5.
- Balven, R., Fenters, V., Siegel, D. S., & Waldman, D. (2018). Academic entrepreneurship: The roles of identity, motivation, championing, education, work-life balance, and organizational justice. *Academy of Management Perspectives*, 32(1), 21–42. <https://doi.org/10.5465/amp.2016.0127>
- Brown, A. D. (1998). *Organizational culture* (2nd ed.). Financial Times Management.
- Center of Education Data and Statistic, I. M. of E. (2018). The Statistics of Vocational Senior Secondary School (VSSS) Year 2017/2018. *Secretariat General, Indonesia Ministry of Education*, 163. [http://publikasi.data.kemdikbud.go.id/uploadDir/isi\\_B5497FED-88A5-47CD-9492-78B703B41D28\\_.pdf](http://publikasi.data.kemdikbud.go.id/uploadDir/isi_B5497FED-88A5-47CD-9492-78B703B41D28_.pdf)
- De Fátima Nery, V., Neiva, E. R., & Mendonça, H. (2016). The changing context and the organizational justice impact on the employee Well-Being. *Paideia*, 26(65), 317–324. <https://doi.org/10.1590/1982-43272665201609>
- Demir, M., Guney, S., Akyurek, S., Ugural, M., & Aslan, I. (2017). Effect of managers' organizational justice understanding on the level of employees' organizational commitment and job satisfaction. *Revista de Cercetare Si*

- Interventie Sociala*, 58(September), 146–165.
- Deni Sulistiawan, Sukisno S. Riadi, S. M. (2017). Pengaruh budaya organisasi dan lingkungan kerja terhadap kinerja pegawai The influence of organizational culture and work environment on employee performance. *Ekonomi Dan Bisnis*, 14(2), 61–69. <http://journal.feb.unmul.ac.id/index.php/KINERJA/article/view/2480/338>
- Devece, C., Palacios-Marqués, D., & Pilar Alguacil, M. (2016). Organizational commitment and its effects on organizational citizenship behavior in a high-unemployment environment. *Journal of Business Research*, 69(5), 1857–1861. <https://doi.org/10.1016/j.jbusres.2015.10.069>
- Dewi, E., & Tarigan, S. (2016). Jurnal Konsep Bisnis dan Manajemen. *Jurnal Konsep Bisnis Dan Manajemen*, 3(1), 47–61.
- Diputri, N., & Rahyuda, A. (2016). Pengaruh Keadilan Organisasi, Budaya Organisasi, Pemberdayaan Karyawan Terhadap Komitmen Organisasi Pada Lpd Desa Adat Kerobokan. *E-Jurnal Manajemen Universitas Udayana*, 5(3), 1457–1485. [https://scholar.google.com/scholar?q=Pengaruh+Keadilan+Organisasi,+Budaya+Organisasi,+Pemberdayaan+Karyawan+Terhadap+Komitmen+Organisasi+Pada+Lpd+Desa+Adat+Kerobokan&hl=id&as\\_sdt=0,5&as\\_ylo=2016](https://scholar.google.com/scholar?q=Pengaruh+Keadilan+Organisasi,+Budaya+Organisasi,+Pemberdayaan+Karyawan+Terhadap+Komitmen+Organisasi+Pada+Lpd+Desa+Adat+Kerobokan&hl=id&as_sdt=0,5&as_ylo=2016)
- Fanani, I., Djati, S. P., & Silvanita, K. (2016). Pengaruh Kepuasan Kerja dan Komitmen Organisasi Terhadap Organizational Citizenship Behavior (OCB) (Studi Kasus RSU UKI). *Indonesian Christian University*, 1(1), 80–89.
- Fee, N. H., Herlambang, T., & Rozzaid, Y. (2018). Pengaruh Disiplin Kerja, Budaya Organisasi Dan Lingkungan Kerja Terhadap Kinerja Pegawai. *Penelitian Ipteks*, 3(2), 176–185. [http://jurnal.unmuhjember.ac.id/index.php/PENELITIAN\\_IPTEKS/article/view/1892/1553](http://jurnal.unmuhjember.ac.id/index.php/PENELITIAN_IPTEKS/article/view/1892/1553)
- Fong, V. (2017). the Role of Culture and Commitment on Job Embeddedness and Stay Intention in Hong Kong. *Desertation Doctor of Business Administration, September*. [https://scholar.google.com/scholar?hl=id&as\\_sdt=0,5&as\\_ylo=2016&q=the+Role+of+Culture+and+Commitment+on+Job+Embeddedness+and+Stay+Intention+in+Hong+Kong&btnG=](https://scholar.google.com/scholar?hl=id&as_sdt=0,5&as_ylo=2016&q=the+Role+of+Culture+and+Commitment+on+Job+Embeddedness+and+Stay+Intention+in+Hong+Kong&btnG=)
- Freddy Nababan. (2019). Guru, Sang Pahlawan Toleran. *Geotimes*. <https://geotimes.co.id/komentar/guru-sang-pahlawan-yang-toleran/>
- Ghorbanhosseini, M. (2013). The effect of organizational culture, teamwork and organizational development on organizational commitment: The mediating role of human capital. *Tehnicki Vjesnik*, 20(6), 1019–1025.
- Ghozali. (2014). *Teknik Analisis Data*.
- Gumelar, G., & Nurohmi, A. F. (2017). Persepsi Gaya Kepemimpinan dan Komitmen Organisasi. *Journal of Chemical Information and Modeling*, 53(9), 1689–1699. <https://doi.org/10.21009/JPPP.062.04>

- Hambali. (2019). Laporan Guru Rumini soal Pungli Terbukti, Sekolah dan Disdikbud Tangsel Dinilai Lalai. *OkeNews*. <https://megapolitan.okezone.com/read/2019/09/08/338/2102240/laporan-guru-rumini-soal-pungli-terbukti-sekolah-dan-disdikbud-tangsel-dinilai-lalai>
- Hanaysha, J. (2016). Examining the Effects of Employee Empowerment, Teamwork, and Employee Training on Organizational Commitment. *Examining the Effects of Employee Empowerment, Teamwork, and Employee Training on Organizational Commitment*, 229, 298–306. <https://doi.org/10.1016/j.sbspro.2016.07.140>
- Hariani, M., Irfan, M., & Souisa, F. N. J. (2019). Pengaruh Penilaian Kinerja Dan Komitmen Organisasi Terhadap Kepuasan Kerja Penyuluh Pertanian. *Ekonomi, Keuangan, Investasi Dan Syariah (EKUITAS)*, 1(1), 30–36.
- Ida, R., & Sudirjo, F. (2015). Pengaruh Komitmen Organisasi, Motivasi, Kapabilitas dan Kepuasan Kerja terhadap Kinerja Pegawai (Studi Empirik Pada Inspektorat Kabupaten Pemalang). *Jurnal Ilmiah UNTAG Semarang*, 4(3), 2302–2752. file:///C:/Users/USER/Downloads/162-753-1-PB.pdf
- Isnanto, I. D., & I Gusti Ayu Manuati Dewi. (2020). Pengaruh keadilan organisasi, budaya organisasi, dan pemberdayaan karyawan terhadap komitmen organisasional karyawan. *Journal of Management*, 9(2), 189–191. <https://doi.org/10.11428/jhej1987.42.189>
- Kompasiana.com. (2015). Jawaban tugas mata kuliah. *Kompasiana.Com*. <https://www.kompasiana.com/hendraadmaja/54f358e6745513802b6c7254/jawaban-tugas-mata-kuliah-budaya-organisasi>
- Kompasiana. (2017). Guru Terlambat Masuk Kelas. <https://www.kompasiana.com/estamali/58cf23904ef9fdce6d702893/guru-terlambat-masuk-kelas>
- Kristanto, H. (2015). Keadilan Organisasional, Komitmen Organisasional, Dan Kinerja Karyawan. *Jurnal Manajemen Dan Kewirausahaan (Journal of Management and Entrepreneurship)*, 17(1), 86–98. <https://doi.org/10.9744/jmk.17.1.86-98>
- Kurniasari, I. C., Thoyib, A., & Rofiaty, R. (2018). Peran Komitmen Organisasional Dalam Memediasi Pengaruh Kompetensi, Pelatihan Dan Budaya Organisasi Terhadap Kinerja Perawat. *Mix: Jurnal Ilmiah Manajemen*, 8(2), 352. <https://doi.org/10.22441/mix.2018.v8i2.010>
- Lambert, E.G., Cluse-Tolar, T., Pasupuleti, S., Hall, D.E., Jenkins, M. (2005). The impact of distributive and procedural justice on social service workers. *Social Justice Review*, 18(4), 411–427.
- Lansart, T. azalia, Tewal, B., & Dotulong, L. O. . (2019). *THE EFFECT OF EMOTIONAL INTELLIGENCE , ORGANIZATIONAL SUPPORT AND ORGANIZATIONAL JUSTICE ON EMPLOYEE PERFORMANCE IN THE ORGANIZATION BUREAU OF THE REGIONAL SECRETARIAT OF THE NORTH SULAWESI PROVINCIAL*. 7(4), 5593–5602.

- Lisna, I., & Sito Dwi Irvianti, L. (2016). *Pengaruh Budaya Organisasi, Kompetensi Karyawan dan Komitmen Organisasi Terhadap Kinerja Karyawan Pada PT Raja Pasar Abadi*. 119–124.
- Mahdani, F., Hafasnuddin, & Adam, M. (2017). Pengaruh motivasi, kecerdasan emosional dan keadilan organisasi terhadap kepuasan kerja serta implikasinya pada kinerja karyawan ( Studi Pada Kanwil Pt . Bank Rakyat Indonesia TBK. Banda Aceh). *Jurnal Magister Manajemen*, 1(1), 1–15.
- Mayer, A. (1990). *Organizational Commitment*.
- Minibas, J., Roy, J. Le, & Erkmen, T. (2010). *The moderating role of individual variables in the relationship between organizational justice and organizational commitment. Unit 07*, 1–5.
- Miroshnik, V. W. (2013). Organizational culture and commitment: Transmission in multinationals. In *Organizational Culture and Commitment: Transmission in Multinationals* (1st ed.). Palgrave Macmillan. <https://doi.org/10.1057/9781137361639>
- Muhtasom, A., Mus, A. R., Bijang, J., & Latief, B. (2017). Influence of Servant Leadership, Organizational Citizenship Behaviour on Organizational Culture and Employee Performance at Star Hotel in Makassar. *International Journal of Education and Research*, 5(10), 71–88. [www.ijern.com](http://www.ijern.com)
- Muhyi, H. A. (2010). THE INFLUENCE OF ORGANIZATIONAL CULTURE AND ORGANIZATIONAL COMMITMENT ON EMPLOYEE PERFORMANCE (Study in PT Pelayaran Samudera Selatan Jakarta). *Strategic : Jurnal Pendidikan Manajemen Bisnis*, 10(2), 1. <https://doi.org/10.17509/strategic.v10i2.1081>
- Mulyadi, D. Z., Kamaluddin, M., & Maharani, S. W. (2019). Peran kepuasan kerja dalam memediasi gaya kepemimpinan dan budaya organisasi terhadap komitmen organisasional. *Jurnal Manajemen, Bisnis Dan Organisasi (JUMBO)*, 3(1), 89–102. <https://doi.org/10.33772/JUMBO.V3I1.8008>
- Niehoff, B. P., & Moorman, R. H. (1993). Justice as mediator of the relationship between methods of monitoring and OCB. In *Academy of Management journal* (Vol. 36, Issue 3, pp. 527–556).
- Nikpour, A. (2017). The impact of organizational culture on organizational performance: The mediating role of employee's organizational commitment. *International Journal of Organizational Leadership*, 6(1), 65–72. <https://doi.org/10.33844/ijol.2017.60432>
- Nix, J., & Wolfe, S. E. (2016). Sensitivity to the Ferguson Effect: The role of managerial organizational justice. *Journal of Criminal Justice*, 47, 12–20. <https://doi.org/10.1016/j.jcrimjus.2016.06.002>
- Nurmaladita, & Warsindah, L. (2015). *Pengaruh Keadilan Organisasi terhadap Komitmen Organisasi melalui Kepuasan Kerja pada Karyawan Bank BNI Kantor Cabang Utama Margonda, Depok, Jawa Barat*. 2013, 746–754. <https://doi.org/https://doi.org/10.25105/semnas.v0i0.207>

- Patras, Y. elizabeth. (2017). *Pengaruh perilaku kepemimpinan, keadilan organisasi dan keterlibatan kerja terhadap organizational citizenship behaviour dosen*. 1(1), 8–14.
- Permatasari, K. C., & Supartha, W. G. (2017). Pengaruh Kepemimpinan Transformasional, Budaya Organisasi, dan Keadilan Organisasi Terhadap Komitmen Organisasional Pada CV. Megah Food Trading. *E-Jurnal Manajemen Universitas Udayana*, 6(8), 4127–4155. <https://ojs.unud.ac.id/index.php/Manajemen/article/view/31025/19597>
- Porter, L.W., Steers, R.M., Mowday, R.T. and Boulian, P. . (1974). Organizational commitment, job satisfaction, and turnover, among psychiatric technicians. *Journal of Applied Psychology*, 59.
- Prameswari, K., & Suwandana, G. (2017). Pengaruh Keadilan Organisasional, Komitmen Organisasional, Dan Kepuasan Kerja Terhadap Organizational Citizenship Behavior. *E-Jurnal Manajemen Universitas Udayana*, 6(3), 253821.
- Pranitasari, D., Trianah, L., & Taufik, M. (2018). PENGARUH BUDAYA ORGANISASI DAN LINGKUNGAN KERJA TERHADAP MOTIVASI KERJA. *Journal of Chemical Information and Modeling*, 6(2), 1689–1699. <https://doi.org/10.1017/CBO9781107415324.004>
- Priyono. (2008). *Metode Penelitian Kuantitatif*. Zifatama.
- Putra, I. G. E. S. M., & Indrawati, A. D. (2018). PENGARUH KEADILAN ORGANISASI TERHADAP KEPUASAN KERJA DAN KOMITMEN ORGANISASIONAL DI HOTEL RAMA PHALA UBUD. *E-Jurnal Manajemen Unud*, 7(4), 2010–2040.
- Putra, R., Ernila, Komardi, D., & Suyono. (2019). Pengaruh Gaya Kepemimpinan, Motivasi, dan Budaya Organisasi Terhadap Kepuasan Kerja dan Kinerja Guru Pada SMKN 4 Pekanbaru. *Procuratio: Jurnal Ilmiah Manajemen*, 7(4), 470–483. <http://www.ejournal.pelitaindonesia.ac.id/ojs32/index.php/PROCURATIO/article/view/557/429>
- Rae, K. (2013). How perceptions of empowerment and commitment affect job satisfaction: a study of managerial-level effects. *Accounting, Accountability & Performance*, 18(1), 35.
- Rahman, A., Shahzad, N., Mustafa, K., Khan, M. F., & Qurashi, F. (2016). Effects of Organizational Justice on Organizational Commitment. *International Journal of Economics and Financial Issues*, 6(S3), 5–6. <http://www.econjournals.com>
- Ramadhan, M. S. (2020, April 17). FSGI Minta Kemendikbud Perhatikan Guru Honorer di Sekolah Swasta. *Medcom.Id*. <https://m.medcom.id/pendidikan/news-pendidikan/zNPGGwPK-fsg-i-minta-kemendikbud-perhatikan-guru-honorer-di-sekolah-swasta>
- Rashid, M. Z. A., & Khan, S. K. (2012). The mediating effect of organizational

- commitment in the organizational culture, leadership and organizational justice relationship with organizational citizenship behavior: A study of academicians in private higher learning institutions in Malaysia. *International Journal of Business and Social Science*, 3(8), 83–91. <https://doi.org/www.ijbssnet.com>
- Robbins, S. (2003). *Organizational Culture*.
- Rokhman, W. (2015). Etika Kerja Islam Dan Keadilan Organisasi: Studi Pada Bmt Di Kabupaten Kudus. *Jurnal Penelitian*, 9(1), 163–182. <https://doi.org/10.21043/jupe.v9i1.858>
- Sahertian, A. P. (1990). *Supervisi Pendidikan*. PT Rineka Cipta.
- Salim, S. (2019). Setumpuk Masalah Guru Untuk Mas Nadiem. *Geotimes*. <https://geotimes.co.id/op-ed/setumpuk-masalah-guru-untuk-mas-nadiem/>
- Sanhaji, A., Soetjipto, B. E., & Suharto, S. (2016). Pengaruh Keadilan Organisasi Dan Budaya Organisasi Terhadap Perilaku Anggota Organisasi (Ocb) Melalui Komitmen Organisasi Dan Kepuasan Kerja. *Jurnal Pendidikan - Teori, Penelitian, Dan Pengembangan*, 1(5), 917–926. <https://doi.org/10.17977/jp.v1i5.6311>
- Sarianti, R., Mesta, H. andi, & Sari, M. (2017). PENGARUH KEADILAN ORGANISASI TERHADAP KINERJA KARYAWAN YANG DIMEDIASI OLEH KOMITMEN ORGANISASI. *Educational Psychology Journal*, 2(2), 65–72. <https://doi.org/DOI>:
- Schein, E. H. (1992). *Organizational culture and leadership*. Jossey-Bass.
- Schermerhorn, J. R., Hunt, J. G., & Osborn, R. N. (2005). *Organizational Behaviour* (9th ed.). John Wiley & Sons, Inc. [www.mts.net/~icri/](http://www.mts.net/~icri/)
- Sharma, P. (2017). Organizational culture as a predictor of job satisfaction: The role of age and gender. *Management: Journal of Contemporary Management Issues*, 22(1), 35–48. <https://doi.org/10.30924/mjcmi/2017.22.1.35>
- Siwi, G. A., Tewal, B., & Trang, I. (2020). PENGARUH BUDAYA ORGANISASI, KOMUNIKASI ORGANISASI DAN MOTIVASI KERJA TERHADAP KOMITMEN ORGANISASI PEGAWAI BADAN PENDAPATAN DAERAH KOTA MANADO. *Jurnal EMBA*, 8(1), 617–626.
- Sugiyono. (2018). *Metode Penelitian*.
- Supadi, Sujanto, B., & Soraya, E. (2018). Hubungan Keadilan Organisasi, Persepsi Dukungan Organisasi Dengan Organizational Citizenship Behavior (Ocb) Guru Di Jakarta Timur, Indonesia. *Jurnal Improvement*, 5(1), 100–109. <http://journal.unj.ac.id/unj/index.php/improvement/article/view/11250/7064>
- Suryani, L. (2018). Pengaruh Kepemimpinan Pelayanan Terhadap Budaya Organisasi Pada Kantor Pertanahan Kabupaten Tabalong. *PubBis : Jurnal Ilmu Administrasi Publik & Bisnis*, 2(1), 54–69. <https://scholar.google.co.id/citations?user=vLfmCsEAAAAJ&hl=en>
- Tangka, J., Mandey, S., & P.K.Lengkong, V. (2017). *the Influence of*

- Organizational Justice , Work Discipline and Work and Family Conflict To Employee Performance Through Organizational Commitment As Intervening (Studi Pada Pt . Bank Ocbc Nisp , Tbk Cabang Manado).* 5(3), 4345–4354.
- Taqiuddin, H., Tricahyadinata, I., & Sampeliling, A. (2018). Pengaruh leader member exchange dan komitmen organisasi terhadap kinerja karyawan teladan prima group kota samarinda. 20(2), 111–122.
- Tichy, N. M. (1982). Managing Change Strategically: The Technical, Political, and Cultural Keys. *Organizational Dynamics (Autumn)*, 59–80.
- Uttal, B. (1983). The corporate culture values. *Fortune*, 108(8), 66.
- Warrick, D. D. (2017). What leaders need to know about organizational culture. *Business Horizons*, 60(3), 395–404. <https://doi.org/10.1016/j.bushor.2017.01.011>
- Yahaya, R., & Ebrahim, F. (2016). Leadership styles and organizational commitment: literature review. *Journal of Management Development*, 35(2), 190–216. <https://doi.org/10.1108/JMD-01-2015-0004>
- Yavuz, M. (2010). The effects of teachers perception of organizational justice and culture on organizational commitment. *African Journal of Business Management*, 4(5), 695–701.
- Yulhaslinda. (2018). *PENGARUH KOMITMEN ORGANISASI TERHADAP KINERJA KARYAWAN ROYAL DENAI HOTEL BUKITTINGGI YULHASLINDA,SE.MM* Dosen Akademi Pariwisata Paramitha Bukittinggi. XII(79), 79–87.
- Yuwono, T., Novitasari, D., Hutagalung, D., Sasono, I., Silitonga, N., & Asbari, M. (2020). Peran Organizational Justice terhadap Komitmen Organisasional: Analisis Mediasi Kepuasan Kerja Dosen Perguruan Tinggi Swasta. *EduPsyCouns: Journal of Education, Psychology and Counseling*, 2(1), 582–599. <https://ummaspul.e-journal.id/Edupsycouns/article/view/550>
- Zainuddin, N. I., & Umar, M. F. R. (2020). Pengaruh perundungan di tempat kerja pada komitmen organisasi dengan organizational strain sebagai variabel mediator. *Jurnal Fenomena*, 29(1), 1–8. <https://doi.org/10.30996/fn.v29i1.3682>
- Zulistiawan, R. (2014). Hubungan Antara Komitmen Organisasi Dan Keadilan Organisasi Dengan Intensi Turn Over. *Jurnal Psikostudia Universitas Mulawarman*, 3(1), 12–23.