

DAFTAR PUSTAKA

- Akter, N., & Husain, M. M. (2016). *Effect of Compensation on Job Performance: An Empirical Study. International Journal of Engineering Technology, Management, and Applied Science*. 4(8), 103-116.
- Al-jeidaia, Y., & Mehrez, A. (2020). *The Effect of Performance Appraisal on Job Performance of Governmental Sector : The Mediating Role of Motivation. Management Science Letters*, 10(9), 2077-2088.
- Amir, M. T. (2019). *Perilaku Organisasi*. Jakarta: Prenada Media Group.
- Andika, R. B., & Wahyuningtyas, R. (2024). *The Impact of Competence and Motivation on Employees Performance of Tower Infrastructure Company in Indonesia. Journal of Business and Management Studies*.
- Apriani, & Adamy, M. (2018). *The Effect of Job Satisfaction and Work Motivation on Organizational Commitment and Organizational Citizenship Behaviour in BNI in The Working Area of Bank Indonesia Lhokseumawe. Emerald Reach Proceedings Series*, 1, 1-5.
- Aprilia. (2023, Oktober 18). *Appsensi*. Retrieved from Tips Ampuh Meningkatkan Motivasi Kerja Karyawan agar Lebih Produktif: <https://appsensi.com/motivasi-kerja/>
- Ardini, T. S., & Pradana, M. (2021). *Pengaruh Kompensasi dan Motivasi terhadap Kinerja Karyawan Pada PT. Telekomunikasi Indonesia Kanwil Manado. Seikko Journal of Management*, 4(2), 16-35.
- Asriani, Lorensa, D., Saputri, P., & Hidayati, T. (2020). *The Effect of Compensation and Motivation to Employee Performance. International Journal of Economics, Business and Accounting Research (IJEBAR)*.
- Bagis, F., Pratama, B. C., Darmawan, A., & Ikhsani, M. M. (2020). *Effect of Compensation on Employee Performance Through Spirit of Work As A Variabel of Mediation: Case Study in Employees of Education Institution. Repository STIE Dewantara*.
- Bahri, S. (2018). *Metodologi Penelitian Bisnis Lengkap dengan Teknik Pengolahan Data SPSS*. Yogyakarta: Andi Offset.
- Bande, B., Ferrin, P. F., Neira, C. V., & Neira, C. O. (2016). *Exploring The Relationship among Servant Leadership, Intrinsic Motivation and Performance in an Industrial Sales Setting. Journal of Business and Industrial Marketing*,

31(2), 219-231.

- Burhanudin, A. (2023, November 27). *Pemkot Masih Pembahasan UMK Kota Bandung 2024*. Retrieved from rri.co.d:
<https://www.rri.co.id/daerah/459150/pemkot-masih-pembahasan-umk-kota-bandung-2024>
- Champoux, J. E. (2020). *Organizational Behavior*. Routledge.
- Damayanti, I., & Wulansari, P. (2024). *The Influence of Compensation and Non-Physical Work Environment on Employee Turnover Intention Among Generation Z in Bandung City*. *International Research Journal of Economics and Management Studies IRJEMS*, 3(1).
- Dharma, Y. (2018). *The Effect of Work Motivation on The Employee Performancewith Organization Citizenship Behaviour as Intervening Variable at Bank Aceh Syariah*. *Emerald Reach Proceeding*, 1, 7-12.
- Dina, A., Yohanda, D., Fitri, J., Hakiki, M. U., & Sukatin. (2022). *Teori Kinerja Guru dalam Meningkatkan Mutu Pendidikan*. *Jurnal Edukasi Nonformal*, 3(1), 149-158. Retrieved from <https://ummaspul.e-journal.id/JENFOL/article/view/4009>.
- Djaali. (2020). *Metode Penelitian Kuantitatif*. Jakarta: PT Bumi Aksara.
- Dwinati, B. N., Surati, & Furkan, M. (2019). Pengaruh Beban Kerja dan Kompensasi terhadap Kinerja (Studi pada Karyawan Operasional Pengangkutan Sampah Dinas Kebersihan Kota Mataram). *JMM UNRAM*, 86-100.
- Febianti, A., Shultoni, M., Masrur, M., & Safii, M. M. (2023). *Pengaruh Tingkat Pendidikan, Umur, Jenis Kelamin, dan Pengalamn Kerja Terhadap Produktivitas Kerja di Indonesia*. *Jurnal Ekonomi dan Bisnis*. 2(1), 198-204.
- Gheitani, A. (2018). *Mediating Effect of Intrinsic Motivation on The Relationship Between Islamic Work Ethic, Job Satisfaction and Organizational Commitment in Banking Sector*. *International Journal of Islamic and MiddleEastern Finance and Management*, 12(2), 76-95.
- Hair, J.F., Risher, J., Sarstedt, M., & Ringle, C.M. (2021). *When to use and how to report the results of PLS-SEM*. *European Business Review*, 31(1), 2-24.
- Hamali, A. Y. (2016). *Pemahaman Manajemen Sumber Daya Manusia*. Yogyakarta: Center for Academic Publishing Service.

- Hasibuan, M. S. P. (2016). *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara
- Hendri, M. I. (2019). *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.
- Hendri, F. F., Wulansari, P. (2024). *The Influence of Competence and Compensation on Employee Perfomance with Work Dicipline ad an Intervening Variabel in Ruangguru Regional Sumatera. International Research Journal of Economics and Management Studies*. 3(1), 362-367.
- Indiyati, D., Ghina, A., & Romadhona, A. F. (2021). *Human Resource Competencies, Organizational Culture, and Employee Performance. International Journal of Science and Society*, 3(1), 1-10.
- Indrawati. (2015). *Metode Penelitian Manajemen dan Bisnis* . Bandung: Refika Aditama.
- Irmayani, N. D. (2022). *Manajemen Sumber Daya Manusia*. Yogyakarta: Deepublish.
- Jaya, I. L. (2020). *Metode Penelitian Kuantitatif dan Kualitatif*. Yogyakarta: AnakHebat Indonesia.
- Kasmir. (2016). *Manajemen Sumber Daya Manusia Teori dan Praktik*. Jakarta: Rajagrafindo Persada.
- Kock, N. (2016). *Hypothesis testing with confidence intervals and P values in PLS-SEM. International Journal of e-Collaboration*, 12(3), 1-6.
- Kristanti, D., Charviandi, A., Juliawati, P., Harto, B., Astuti, T., Ginting, N., . . . Manap, A. (2023). *Manajemen Sumber Daya Manusia*. Purbalingga: Eureka Media Aksara.
- Kusumastuti, A., Khoiron, A. M., & Achmadi, T. A. (2020). *Metode Penelitian Kuantitatif*. Yogyakarta: Deepublish.
- Latan, H. (2012). *Structural Equation Modeling*. Bandung: Alfabeta.
- Latan, H., & Ghozali, I. (2012). *Partial Least Square Konsep, Metode, dan Aplikasi Menggunakan Program WarpPLS2.0 untuk Penelitian Empiris*. Semarang: Undip.
- Lawler, E. E., & Ledford, G. E. (2019). *Compensation and Performance: A Modern Perspective*. Wiley.
- Ludyono, E. M. (2017). *Keadilan dan Kelayakan dalam Sistem Pemberian Kompensasi. Jurnal Manajemen*, 2(2).
- Marseilla, F. (2020). *Pengaruh Kompensasi dan Motivasi terhadap Kinerja Karyawan*

- Studi Kasus* pada Karyawan PT Dipa Pharmalab Intersains Jakarta. EXERO Journal of Research in Business and Economics.
- Mubarok, E. S., & Putra, H. (2018). *The Influence of Training, Competence, and Motivation on Employees Performance of Workers Social Security Agency in Banten Province, Indonesia. Journal of Economics and SustainableDevelopment.*
- Muliawan, J. (2014). *Metodelogi Penelitian Pendidikan Dengan Studi Kasus.* Yogyakarta: Gava Media.
- Mulyadi, D. (2015). *Perilaku Organisasi dan Kepemimpinan Pelayanan.* Bandung: Alfabeta.
- Musadieq, M. A., Raharjo, K., Solimun, Fernandes, A. A. R. (2018). *The MediatingEffect of Work Motivation on The Influence of Job Design andOrganizational Culture Against Human Resource Performance. Journal ofManagement Development, 37(1), 452-469.*
- Musyaffi, A. M., Khairunnisa, H., & Respati, D. K. (2022). *Konsep Dasar Structural Equation Model—Partial Least Square (SEM-PLS) Menggunakan SMARTPLS.* Pascal Books.
- Noviyanti, Astriani, F., Wibisono, C., & Kenedi, J. (2023). *The Influence of Work Discipline, Motivation, and Compensation, on Employee Performance through Competance at Health Centers. Environment and Social Psychology.*
- Nurhakim, A. (2023, Juli 17). *Ketahuilah Kriteria, Ciri-Ciri, dan 4 Cara Menjadikan Sekolah yang Unggul.* Retrieved from Quipper Blog: <https://www.quipper.com/id/blog/info-guru/ketahui-kriteria-ciri-ciri-dan-4-cara-menjadikan-sekolah-yang-unggul/>
- Nurhadi, R. (2017). *Pengaruh Usia, Jenis Kelamin, dan Conscientiousness Personality Terhadap Motivasi Kerja dan Kepuasan Kerja. Jurnal Penelitian Pendidikan.* 12(1), 30-40.
- Panando, W., Maliah, & Salmah, N. N. A. (2022). *Pengaruh Kompensasi dan Motivasi Kerja terhadap Kinerja Karyawan pada PT. Kereta Api (Persero)Drive III Plaju Palembang. Jurnal Manajemen dan Investasi (MANIVESTASI), 4(1), 107-121.*
- Priansa, D. J. (2017). *Perilaku Organisasi Bisnis.* Bandung: Alfabeta.
- Priyatno, D. (2016). *Belajar Alat Analisis Data dan Cara Pengolahannya dengan SPSS.*

Yogyakarta: Gava Media.

- Putri, I. S., Supriatna, A., Djaha, A. Z., Bakar, M. R., Sary, P. F., Wulansari, P., Kusumadewi, A. R., Wangka, M. N., Tamam, B., Syamsudin., Novianti, E. (2022). *Perilaku Organisasi (Tinjauan Teoritis)*. Bandung: CV. Media Sains Indonesia.
- R, J. R., & Wahyuningtyas, R. (2020). *The Influence of Leadership 3.0 Implementation and Work Motivation On Employee Performance of TelkomWitel Banten. European Union Digital Library.*
- Radjab, E., & Jam'an, A. (2017). *Metodologi Penelitian Bisnis*. Makassar: Lembaga Perpustakaan dan Penerbitan Universitas Muhammadiyah Makassar.
- Rahayu, C. Q. (2018). *Hubungan Motivasi Dengan Kinerja Karyawan Di PT Pupuk Iskandar Muda (Persero) Kabupaten Aceh Utara. Universitas Medan Area.*
- Rialmi, Z., & Sasmanita, S. (2021). *Pengaruh Kompensasi dan Motivasi terhadap Kinerja Karyawan pada PT Putra Abadi Jaya Mandiri. Jurnal Madani, 4(2), 162-175*
- Riduwan, & Kuncoro, A. E. (2017). *Cara Menggunakan dan Memaknai Path Analysis. Bandung: Alfabeta.*
- Rita, M. (2017). *Moderating Effect of Organizational Citizenship Behaviour on TheEffect of Organizational Commitment, Transformational Leadership and Work Motivation on Employee Performance. International Journal of Law and Management, 60(4), 953-964.*
- Rizky, D., & Wahyudi, I. (2019). *Pengaruh Kompensasi, Pengalam, dan Pendidikan Terhadap Kinerja Karyawan. Jurnal Ilmu Manajemen, 8(1), 15-28.*
- Robbins, S. P., & Judge, T. A. (2015). *Perilaku Organisasi*. Jakarta: Salemba Empat
- Sahli, L., Alwi, S., & Suprihatmi, S. W. (2019). "Analisis Pengaruh Kompensasi dan Motivasi Terhadap Kepuasan dan Kinerja Karyawan". *Jurnal Manajemen Sumber Daya Manusia, 13(1), 117-131.*
- Salas-Vallina, A., Alegre, J., & Fernández, R. (2019). *Two-Factor Theory Revisited: The Role of Employee Motivation and Organizational Culture. Journal of Business Research, 100, 193-206.*
- Sari, N. P. (2022). *Pengaruh Motivasi Terhadap Kinerja Karyawan Pada PT Bakaert Indonesia Karawang. Jurnal Manajemen, 9(1), 45-52.*
- Sarpandadi, A. (2016). *Pengaruh Kompensasi terhadap Kinerja Guru. Tarbawi,2(2),*

- Silalahi, U. (2017). *Metode Penelitian Sosial Kuantitatif*. Bandung: PT Refika Aditama.
- Sisca., Dudija, N., Indiyati, D., Sinaga, S. D., Sary, P. F., Wulansari, P., Rahmasari, F. L., Setiorini, A., Ayuningtyas, G. H., Wahyuningtyas, R., Irwanto., Wahyuni, S., Purbasari, I., Purwaningrum, P. J., Shilikhan, M., Fajrie, N., & Fitriani, A. (2022). *Psikologi Industri dan Organisasi*. Bandung: Widina Bhakti Persada.
- Sugiyono. (2019). *Statistika untuk Penelitian*. Bandung: Alfabeta.
- Suharyanto, Nugraha, A., & Permana, A. (2015). *Pengaruh Kompensasi Terhadap Kinerja Karyawan Pada Perusahaan XYZ*. *Jurnal Manajemen dan Bisnis Universitas Tarumanegara*.
- Sujarweni, W. (2015). *Metodologi Penelitian Bisnis & Ekonomi*. Yogyakarta: Pustakabarupress.
- Sumardjo, M., & Priansa, D. J. (2018). *Manajemen Pengembangan Sumber Daya Manusia Konsep-Konsep Kunci*. Bandung: Alfabeta.
- Sutisno, E. (2017). *Manajemen Sumber Daya Manusia*. Jakarta: Kencana. Wekesa, J. N., & Nyaroo, S. (2013). *Effect of Compensation on Performance of Public Secondary School Teachers in Eldoret Municipality Kenya*. *International Journal of Scientific and Research Publication*, 3(6), 1-4.
- Tewal, B., Adolfina., Pandowo, M.H., Tawas, H.N. (2017) *Perilaku Organisasi*. Bandung: PT Patra Media Grafindo.
- Thompson, C. A., & Prottas, D. J. (2019). *The Role of Rewards in Employee Motivation: An Examination of Intrinsic and Extrinsic Motivation*. *Journal of Management*, 45(3), 777-797.
- Wibowo (2022). *Manajemen Kinerja*. Depok: PT RajaGrafindo Persada.
- Widyanti, R. (2019). *Perilaku Organisasi (Teori dan Konsep)*. Banjarmasin: Uniska
- Widyaputri, P., & Sary, F. P. (2022). *Digital Leadership and Organizational Communication Toward Millennial Employees in a Telecommunication Company*. *Corporate Governance and Organizational Behavior Review*, 6(4), 157-167.
- Wigastianto, I., & Wahyuningtyas, R. (2020). *The Influence of Motivation and Competence on Employee Performance at a Karawang Concrete Production Plant*. *Managing Learning Organization in Industry 4.0*, 201-206.

Zhao, X., Liu, D., & Wang, Y. (2019). *Compensation and Job Performance: A Meta-Analysis*. *Personnel Psychology*, 72(2), 263-296.