REFERENCE

Adewale, Osibanjo Omotayo dan Anthonia, Adeniji Adenike. (2013). Impact of Organizational Culture on Human Resource Practices: A Study of Selected Nigerian Private Universities. *Journal of Competitivenss*, Vol. 5, Issue 4, pp. 115-133, December 2013 ISSN 1804-171X (Print), ISSN 1804-1728 (On-line), DOI: 10.7441/joc.2013.04.07.

Adeyoyin, S. O., Agbeze-Unazi, F., Oyewunmi, O. O., Adegun, A. I., & Ayodele, R. O. (2015). Effects of Job Specialization and Departmentalization on Job Satisfaction among the Staff of a Nigerian University Library. *Library Philosophy and Practice*.

Ahmed, M. A. (2017). The Importance of The Organizational Structuring and Departementalization in Workplace. *The Journal of Middle East and North Africa Sciences*.

Allen, C., Dugan, R., Popa, E. M., & Tarasi, C. O. (2017). Helping Students Find Their Sweet Spot: A Teaching Approach Using the Sales Process to Find Jobs that Fit. *Marketing Education Review*, *27*(3), 187–201. https://doi.org/10.1080/10528008.2017.1323555

Anna-Maija Lämsä, Markku Mattila, Merja Lähdesmäki, Timo Suutari. (2019). Company Values Guiding The Recruitment of Employees With a Foreign Background. Baltic Journal of Management, 2019, 14(4), 658-675

Anthony, I.S. (2015). Impact of Organisational Culture on Recruitment and Selection Practices in The Oil and Gas Construction Industry in Nigeria: Saipem in Focus. *European Scientific Journal, ESJ*, *11* (16). Retrieved from

Arthur, W., Bell, Suzanne and Villado, Anton J. (2006). The Use of Person–Organization Fit in Employment Decision Making: An Assessment of its Criterion-Related Validity. Journal of Applied Psychology 91(4):786-801.

Asaari, M. H. A. H., Desa, N. M., & Subramaniam, L. (2019). Influence of Salary, Promotion, and Recognition toward Work Motivation among Government Trade Agency Employees . *International Journal of Business and Management*, *14*.

Auh, S. and Menguc, B. (2007) 'Performance implications of the direct and moderating effects of centralization and formalization on customer orientation', *Industrial Marketing Management*.

Bláha, Michael & Rumbaugh, James (2005). Object oriented modeling and design with UML (2nd Ed.) New Jersey: Pearron Education Inc

Bury, F. and Pinder, R. (2022) 'Equality, diversity and inclusion in recruitment to Public Health specialty training in the United Kingdom', *School of Public Health Imperial College London* [Preprint].

Cameron, Kim S. & Quinn, Robert E. (2011). *Diagnosing And Changing Organizational Culture. Third Edition*. San Fransisco, CA : Jossey - Bass.

Darsono, Lieen Indahwati. (2002). Transformasi Organisasional dan MSDM: Hambatan dan Implikasinya pada Rekrutmen dan Seleksi*Jurnal Manajemen & Kewirausahaan Vol. 4, No. 2, September 2002: 77 – 90.*.

Dessler, Gary, (*2011*). Manajemen sumber daya manusia. Penerbit Indeks, Jakarta.

Dubkēvičs, Lotars, dan Barbars, Aturs. (2010). The Role of Organizational Culture in Human Resource Management. Human Resource Management and Ergonomics. Volume IV. BA School of Business and Finance. Riga. Latvia.

Lartey, F. M. (2021). Impact of career planning, employee autonomy, and manager recognition on employee engagement. *Journal of Human Resource and Sustainability Studies*, *09*(02), 135–158. https://doi.org/10.4236/jhrss.2021.92010

Fan, J.P.H., Wong, T.J. and Zhang, T. (2007) *Organizational Structure as a Decentralization Device: Evidence from Corporate Pyramids* .

Ferdinand, A. (2014). Metode Penelitian Manajemen. Semarang: AGF Books.

Fuadillah, Neneng, (2022). Hubungan Pola Rekrutmen dengan Motivasi Kerja diSekolah Menengah Kejuruan Negeri 1 Dayun. Skripsi. Universitas Islkam Negeri Sultan Syarif Kasim Riau.

Gentile-Lüdecke, S., Torres de Oliveira, R. & Paul, J.(2020). Does organizational structure facilitate inbound and outbound open innovation in SMEs?. *Small Bus Econ* 55, 1091–1112.

Ghozali, I. (2018). Aplikasi Analisis Multivariat dengan Program IBM SPSS 25. Universitas Diponegoro.

Gibson, J. L., Ivancevich, J. M., & Donnely, J. H. (2017). Organisasi: Perilaku, Struktur, Proses. (Terjemahan) Edisi Delapan. Jakarta: Binarupa Aksara.

Goffe, R., dan G. Jones. (1997).. "What Holds the Modern Company Together?" *Harvard Business Review*. November-December. hal. 133-148.

Goffee, Rob & Gareth *Jones*. (2002). What Holds the Modern Company Together. New York: Harper Collins Publisher, Inc.

Hasibuan, M. (2007). *Manajemen Sumber Daya Manusia* . Jakarta: Hasji Masagung.

Henkel, T. G., Marion, J. W., & Bourdeau, D. T. (2019). Project Manager Leadership Behavior: Task-Oriented versus Relationship-Oriented. *Journal of Leadership Education*, *18*(2). https://doi.org/10.12806/v18/i2/r8

Hofstede, G., Neuijen, B., Ohayv, D. D., & Sanders, G. (2005). Measuring Organizational Cultures: A. Qualitative and Quantitative Study Across Twenty Cases. Administrative Science Quarterly, 35(2), 286-316. http://dx.doi.org/10.2307/2393392

Hung, L.-M., Lee, Y.-S., & Lee, D.-C. (2018). The moderating effects of salary satisfaction and working pressure on the organizational climate, organizational commitment to turnover intention. *International Journal of Business and Society*, *19*, 103–116.

Huynh, Quang Linh., Thi, Thanh Thuy Nguyen., Huynh, Tan Khuong., Thi, Tuyet Anh Duong dan Thi, Thuy Lan Le. (2020). "The Effects of Organizational Culture on Human Resources Management: A Study on Vietnamese Publicly Listed Enterprises," Asian Economic and Financial Review, Asian Economic and Social Society, Vol. 10(7), pages 885-894.

Hyunjung (Helen) Choi & Jin Young Lee & Youngjoon Choi & Yuxian Juan & Choong-Ki Lee.(2022). "How to Enhance Smart Work Effectiveness as a Sustainable HRM Practice in the Tourism Industry," Sustainability, MDPI, vol. 14(4), pages 1, February.

Kets de Vries. (2001). Entreprenuer & entreprenuership. Jakarta: Prenada Media

Kienast, SR. (2023) How do universities' organizational characteristics, management strategies, and culture influence academic research collaboration? A literature review and research agenda. *Tert Educ Manag* 29, 139–160.

Kocak, O., Aydin, S., Younis, M. Z., & Tomac, N. (2020). Assessment of Individual and Organizational Characteristics on Job Satisfaction Level: An Empirical Analysis. *European Journal of Environment and Public Health*.

Kristof, A. L. (1996). Person-Organization Fit: An Integrative Review Of Its Conceptualizations, Measurement, And Implications. Personnel. Psychology, Vol. 49, pp.1-49.

Kristof-Brown, A.L and Billsberry. (2013). Organization Fit : Key Issues and New Directions. A John Wilye dan Sons, Ltd, Publication.

Martins, E. C., & Terblanche, F. (2003). Building Organizational Culture that Stimulates Creativity and Innovation. European Journal of Innovation Management, 6(1), 64-74.

Matyja Małgorzata, Rajchelt-Zublewicz Magdalena. (2023). The Impact of Chain of Command in an Organization, In: Sustainable Economic Development and Advancing Education Excellence in the era of Global Pandemic. Proceedings of the 36th International Business Information Management Association Conference (IBIMA) / Soliman Khalid S. (eds.), International Business Information Management Association (IBIMA), ISBN 9780999855157, pp. 360-370

Muse, L., Harris, S. G., Giles, W. F., & Feild, H. S. (2008). Work-life benefits and positiveorganizational behavior: is there a connection? *Journal of Organizational Behavior*.

Moeljono, Djokosantoso, (2016). Budaya Korporat dan Keunggulan Korporasi. Jakarta : PT.Elex. Media Komputindo,

MolkAra, M. (2022). Analysis and investigation of the relationship between the Glass ceiling syndrome and Organizational Silence. *International Journal of Business Management and Entrepreneurship, 1*.

Nurmansyah. (2011). Manajemen Sumber Daya Manusia Suatu Pengantar. Pekanbaru: Unilak Press.

O'Reilly, C. A., and Chatman, J. (2001). "Organizational Commitment and Psychological Attachment: The Effect of Compliance, Identification and Internalization on Prosocial Behavior". Journal of Applied Psychology, 71, 492-499.

Philip, DR. Dahida. D. (2013). Communication: A Necessity for Effective Management of Modern Organization. *Developing Country Studies , 3*.

Ostroff, C. (2005). The Relationship Between Satisfaction, Attitudes, and Performance: An Organizational Level Analysis. Journal of Applied Psychology, 77 (6): 963-974.

Rivai, Veithzal dan *Sagala*, Ella Jauvani. (2009*)*. Manajemen Sumber Daya. Manusia untuk Perusahaan dari Teori ke Praktik. Jakarta: PT Raja. Grafindo.

Rohmad. (2010). Kepemimpinan Pendidikan (Strategi Menuju Sekolah Efektif). Jakarta: Cahaya Ilmu.

Rynes, S. L., & Cable, D. M. (2003). Recruitment Research in the Twenty-First Century. In W. C. Borman, D. R. Ilgen, & R. J. Klimoski (Eds.), Handbook of Psychology (pp. 55-76). Hoboken, NJ: Wiley Publishing.

Schein, E. M. (2017). Organizational Culture. American Psychologist. 45(2), 109-119.

Schneider, B., & Smith, D. B. (2004). Personality and Organizational Culture. In B. Scheneider & D. B. Smith (Eds.), Personality and Organization (pp. 347-369). Mahwah, New Jersey: Lawrence Erlbaum Associates

Simamora, Henry. (2005). *Manajemen Sumber Daya Manusia* . Yogyakarta: Sekolah Tinggi Ilmu Ekonomi YKPN,

Sipayung, Carolin Pynkan dan Paramita, Sinta. (2022). Komunikasi Organisasi dalam Proses Rekrutmen Karyawan pada Perusahaan Startup Qoala. *Kiwari* . Vol. 2, No. 1, Maret 2023, Hal 145-152. EISSN 2827-8763

Sobirin, Achmad. (2007). Budaya Organisasi Pengertian, Makna dan Aplikasinya. Dalam Kehidupan Organisasi. Yogyakarta : IBPP STIM YKPN.

Sugiyono. (2017). Metode Penelitian Kuantitatif, Kualitatif dan R&D. Bandung: PT Alfabet.

Susanto. (2019). Pengaruh Budaya Organisasi, Kepemimpinan dan Motivasi Kerja Terhadap Kinerja Sumber Daya Manusia di Sekretariat DPRD Propinsi Jawa Tengah. Jurnal Riset & Bisnis Indonesia, Vol.1, No.1.

Tengku Ariefanda Aziz, dkk. (2017). Pengaruh Rekrutmen dan Selesi Terhadap Kinerja, *Jurnal Aplikasi Bisnis dan Manajemen,* Vol. 3 No. 2, Mei 2017.

Tumbelaka, S. S. X., Alhabsji, T., & Nimran, U. (2019). Pengaruh Budaya Organisasi Terhadap Kepuasan Kerja, Komitmen Organisasional dan *Intention to Leave* (Studi pada Karyawan PT. Bitung Mina Utama). *Jurnal Bisnis dan Manajemen,* 3(1), 94-108.

Vetráková, M & Smerek, L. (2016). Diagnosing Organizational Culture In. National and Intercultural Context. Journal Administration and. Management, Vol.19, No. 1.

Warr, P., & Inceoglu, I. (2012). Job Engagement, Job Satisfaction, And Contrasting Associations With Person–Job Fit. *Journal of occupational health psychology, 17*(2), 129.

Werbel, J. D., & DeMarie, S. M. (2005). Aligning Strategic Human Resource Management And Person–Environment Fit. *Human resource management review, 15*(4), 247-262.

Westerman, J.W. and Vanka, S. (2005), "A Cross-Cultural Empirical Analysis Of Person-Organization Fitmeasures As Predictors Of Student Performance In Business Education: Comparing Students In Theunited States And India",*Academy ofManagement Learning & Education, Vol. 4No. 4, pp.409-420*.

Yullyanti, Ellyta. (2018). Analisis Proses Rekrutmen Dan Seleksi Pada Kinerja Pegawai." *BISNIS & BIROKRASI: Jurnal Ilmu Administrasi dan Organisasi* 16(3): 2.