

DAFTAR PUSTAKA

- Abdullahi, M. S., Adieza, A., Arnaut, M., Nuhu, M. S., Ali, W., & Gwadabe, Z. L. (2025). Antecedents of employee performance through perceived organizational support: A moderating role of job satisfaction among employees of SMEs in an emerging economy. *Journal of Organizational Effectiveness: People and Performance*, 12(1), 537-558. <https://doi.org/10.1108/JOEPP-01-2023-0014>
- Aguinis, H. (2019). *Performance management* (4th ed.). Chicago Business Press.
- Aji, M., & Palupiningdyah. (2025). Pengaruh perceived organizational support terhadap kinerja pegawai. *Management Analysis Journal*, 14(1), 45–58. <http://dx.doi.org/10.21043/malia.v8i1.25195>
- Albdour, A. A., & Altarawneh, I. I. (2012). Employee organisational commitment is an employee's desire and efforts to remain with the organisation and achieve the organisation's goals. *SA Journal of Human Resource Management*.
- Aliddin, L. A., Syaifuddin, D. T., Montundu, Y., & Marlina, S. (2024). The impact of perceived organizational support and social support on employee performance: The mediating role of organizational commitment. *Journal of Economics, Business, and Accountancy Ventura*, 27(2), 253-273. <https://doi.org/10.14414/jebav.v27i2.4610>
- Allen, N. J., & Meyer, J. P. (1990). The measurement and antecedents of affective, continuance, and normative commitment to the organization. *Journal of Occupational Psychology*, 63(1), 1–18. <https://doi.org/10.1111/j.2044-8325.1990.tb00506.x>
- Ariarni, N., & Afrianty, T. W. (2017). Pengaruh perceived organizational support terhadap kinerja karyawan dengan employee engagement sebagai variabel intervening: Studi pada karyawan UD. Zacyndo safety shoe factory di Tuban dan Mojokerto. *Jurnal Administrasi Bisnis*, 50(4), 169–177.
- Armstrong, M. (2020). *Armstrong's handbook of human resource management practice* (15th ed.). Kogan Page.
- Arshadi, N. (2011). The relationships of perceived organizational support (POS) with organizational commitment, in-role performance, and turnover intention: Mediating role of felt obligation. *Procedia – Social and Behavioral Sciences*, 30, 1103–1108. <https://doi.org/10.1016/j.sbspro.2011.10.215>
- Aselage, J., & Eisenberger, R. (2003). Perceived organizational support and psychological contracts: A theoretical integration. *Journal of Organizational Behavior*, 24(5), 491–509. <https://doi.org/10.1002/job.211>
- Badan Pusat Statistik. (2023). *Pedoman Evaluasi Penyelenggaraan Statistik Sektor (EPSS) 2023*. <https://www.bps.go.id>
- Badan Pusat Statistik. (2025). *Rencana Strategis Badan Pusat Statistik Tahun 2025–2029: Menyediakan data statistik berkualitas dan insight untuk perumusan kebijakan dan pengambilan keputusan*. <https://www.bps.go.id>

- Badan Pusat Statistik. (2026). Data jumlah pegawai BPS wilayah Eks-Karesidenan Pati tahun 2026. <https://www.bps.go.id>.
- Badan Pusat Statistik Provinsi Jawa Tengah. (2024). Hasil Evaluasi Penyelenggaraan Statistik Sektor (EPSS) Kabupaten/Kota Provinsi Jawa Tengah Tahun 2024: Indeks Pembangunan Statistik Kabupaten Pati dan Kabupaten Kudus. <https://jateng.bps.go.id>.
- Becker, J. M., Klein, K., & Wetzels, M. (2012). Hierarchical latent variable models in PLS-SEM: Guidelines for using reflective-formative type models. *Long Range Planning*, 45(5–6), 359–394.
- Blau, P. M. (1964). *Exchange and power in social life*. John Wiley & Sons.
- Bouckaert, G., & Halligan, J. (2018). *Managing performance: International comparisons*. Routledge.
- Boxall, P., Purcell, J., & Wright, P. (2018). *The Oxford handbook of human resource management*. Oxford University Press.
- Cabarcos, J., Vázquez-Rodríguez, P., & Quiño-Piñeiro, L. (2022). Kinerja Pegawai and organizational outcomes.
- Caesens, G., & Stinglhamber, F. (2018). The relationship between perceived organizational support and work engagement: The role of self-efficacy and its outcomes. *European Journal of Work and Organizational Psychology*, 27(3), 1–15.
- Caesens, G., & Stinglhamber, F. (2021). Perceived organizational support and employees' well-being: The mediating role of organizational dehumanization.
- Caesens, G., Stinglhamber, F., & Ohana, M. (2017). Perceived organizational support and well-being: A weekly study. *Journal of Managerial Psychology*, 32(6), 1–15.
- Campbell, J. P. (1990). Modeling the performance prediction problem in industrial and organizational psychology. In M. D. Dunnette & L. M. Hough (Eds.), *Handbook of industrial and organizational psychology* (2nd ed., Vol. 1, pp. 687–732). Consulting Psychologists Press.
- Cropanzano, R., & Mitchell, M. S. (2005). Social exchange theory: An interdisciplinary review. *Journal of Management*, 31(6), 874–900. <https://doi.org/10.1177/0149206305279602>
- Cropanzano, R., Anthony, E. L., Daniels, S. R., & Hall, A. V. (2017). Social exchange theory: A critical review with theoretical remedies. *Academy of Management Annals*, 11(1), 479–516.
- Davlembayeva, D., & Alamanos, E. (2026). Social exchange theory: A review. In S. Papagiannidis (Ed.), *TheoryHub Book*. Available at <https://open.ncl.ac.uk/> / ISBN:9781739604400
- Dessler, G. (2020). *Human resource management* (16th ed.). Pearson Education.

- Didanvy, A. R. (2022). Kontribusi perceived organizational support terhadap Komitmen Organisasional pada karyawan generasi milenial. *Syntax Literate: Jurnal Ilmiah Indonesia*, 7(2). <https://doi.org/10.36418/syntax-literate.v7i2.6395>
- Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Persepsi Dukungan Organisasi. *Journal of Applied Psychology*, 71, 500–507.
- Eisenberger, R., Malone, G. P., & Presson, W. D. (2020). Optimizing perceived organizational support to enhance employee engagement. *Society for Human Resource Management Foundation*, 1–22.
- Fornell, C., & Larcker, D. F. (1981). Evaluating structural equation models with unobservable variables and measurement error. *Journal of Marketing Research*, 18(1), 39–50. <https://doi.org/10.1177/002224378101800104>
- George, B., Desmidt, S., Nielsen, P. A., & Baekgaard, M. (2020). Rational planning and performance: A review of public sector evidence. *Public Administration Review*, 80(4), 673–683.
- George, B., Walker, R. M., & Monster, J. (2019). Does strategic planning improve organizational performance? *Public Administration Review*, 79(6), 810–819.
- Ghozali, I. (2021). Partial least squares: Konsep, teknik dan aplikasi menggunakan program SmartPLS 3.2.9 untuk penelitian empiris. Badan Penerbit Universitas Diponegoro.
- Ghozali, I., & Latan, H. (2015). Partial least squares: Konsep, teknik dan aplikasi menggunakan program SmartPLS 3.0 untuk penelitian empiris. Badan Penerbit Universitas Diponegoro.
- González-Ramos, J., Jiménez, I., & Puente, E. (2020). Persepsi Dukungan Organisasi and job satisfaction: A mediated model with psychological empowerment. *Future Business Journal*, 6(1), 27. <https://fbj.springeropen.com/articles/10.1186/s43093-020-00027-8>
- Gould-Williams, J. (2007). HR practices, organizational climate and employee outcomes: Evaluating social exchange relationships in local government. *The International Journal of Human Resource Management*, 18(9), 1627–1647. <https://doi.org/10.1080/09585190701570700>
- Gozukara, I. (2022). A theoretical paper on Generation Y as a workforce. *Business Management and Strategy*, 13(1), 88. <https://doi.org/10.5296/bms.v13i1.19432>
- Hair, J. F., Hult, G. T. M., Ringle, C. M., Sarstedt, M., Danks, N. P., & Ray, S. (2021). Partial least squares structural equation modeling (PLS-SEM) using R: A workbook. Springer. <https://doi.org/10.1007/978-3-030-80519-7>
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2022). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)* (3rd ed.). Sage Publications.
- Hasibuan, M. S. P. (2020). Manajemen sumber daya manusia. Bumi Aksara.

- Jannah, M., Sarkawi, A. A., Othman, J., & Ali, K. M. (2024). Management Strategies of a Productive Waqf-Based Forest in Bogor, Indonesia. *Jurnal Sylva Lestari*, 12(3), 741–759. <https://doi.org/10.23960/jsl.v12i3.931>
- Kamal, A., & Kahar, A. (202X). The Influence of Perceived Organizational Support on Employee Performance Mediated by Work-Life Balance. *Journal of Multidimensional Management*, 2(1), Article 23. <https://doi.org/10.63076/jomm.v2i1.23>
- Kim, M., & Beehr, T. A. (2021). The power of empowering leadership: Allowing and encouraging followers to take charge of their own jobs. *International Journal of Organization Theory & Behavior*, 24(4), 312–329.
- Kim, S. (2021). Public service motivation and organizational performance. *Public Administration Review*, 81(3), 1–14.
- Kim, W., & Park, J. (2019). Examining the relationship between perceived organizational support and job performance in public organizations. *Public Personnel Management*, 48(3), 1–20.
- Koopmans, L., Bernaards, C. M., Hildebrandt, V. H., de Vet, H. C. W., & van der Beek, A. J. (2014). Measuring individual work performance: Identifying and selecting indicators. *Work*, 48(2), 229–238. <https://doi.org/10.3233/WOR-131659>
- Koopmans, L., Bernaards, C. M., Hildebrandt, V. H., Schaufeli, W. B., de Vet, H. C. W., & van der Beek, A. J. (2011). Conceptual frameworks of individual work performance: A systematic review. *Journal of Occupational and Environmental Medicine*, 53(8), 856–866. <https://doi.org/10.1097/JOM.0b013e318226a763>
- Koopmans, L., et al. (2019). Measuring individual work performance: A review. *Journal of Occupational and Environmental Medicine*, 61(8), 1–13.
- Kurtessis, J. N., Eisenberger, R., Ford, M. T., Buffardi, L. C., Stewart, K. A., & Adis, C. S. (2017). Perceived organizational support: A meta-analytic evaluation of organizational support theory. *Journal of Management*, 43(6), 1854–1884. <https://doi.org/10.1177/0149206315575554>
- Lestari, D., dkk. (2024). Evaluasi budaya birokrasi: Mengapa dukungan organisasi tidak berdampak pada Kinerja Pegawai negeri. *Jurnal Administrasi Publik*.
- Ling, W., Yang, H., & Fang, L. (2006). Perceived organizational support (POS) of the employees. *Acta Psychologica Sinica*, 38(2), 281–287.
- Lyons, S. T., & Kuron, L. K. (2018). Generational differences in the workplace: A review. *Human Resource Management Review*, 28(1), 1–13.
- Maharani, W. K., Kharismasyah, A. Y., Darmawan, A., & Innayah, M. N. (2025). Pengaruh perceived organizational support dan keterlibatan kerja terhadap kinerja karyawan dengan organizational citizenship behaviour sebagai variabel mediasi. *Jurnal Ilmiah Edunomika*, 9(3). <https://doi.org/10.29040/jie.v9i3.17648>
- Mangkunegara, A. P. (2013). Pengertian Kinerja Pegawai dalam pelaksanaan tugas kerja. *Jurnal Online Economics and Business*, 1(1).

- Media Indonesia. (2023, Oktober 31). BPS raih penghargaan instansi dengan tingkat literasi data terbaik. <https://mediaindonesia.com>
- Mendryk, I. (2015). Employees of Generation Y – Their profile based on research results. *International Journal of Synergy and Research*, 4(2), 75–86. Retrieved from <https://journals.umcs.pl/ijsr/article/download/3553/2654>
- Meyer, J. P., & Allen, N. J. (1991). A three-component conceptualization of organizational commitment. *Human Resource Management Review*, 1(1), 61–89. [https://doi.org/10.1016/1053-4822\(91\)90011-Z](https://doi.org/10.1016/1053-4822(91)90011-Z)
- Meyer, J. P., & Allen, N. J. (1997). *Commitment in the workplace: Theory, research, and application*. SAGE Publications.
- Meyer, J. P., & Allen, N. J. (2020). *Commitment in the workplace: Theory, research, and application* (2nd ed.). Sage Publications.
- Meyer, J. P., & Herscovitch, L. (2001). Commitment in the workplace: Toward a general model. *Human Resource Management Review*, 11(3), 299–326. [https://doi.org/10.1016/S1053-4822\(00\)00053-X](https://doi.org/10.1016/S1053-4822(00)00053-X)
- Meyer, J. P., Stanley, L. J., & Parfyonova, N. M. (2020). Employee commitment in context. *Journal of Vocational Behavior*, 119, 1–15.
- Motowidlo, S. J. (2003). Job performance. In W. C. Borman, D. R. Ilgen, & R. J. Klimoski (Eds.), *Handbook of psychology: Industrial and organizational psychology* (Vol. 12, pp. 39–53). John Wiley & Sons.
- Mowday, R. T., Steers, R. M., & Porter, L. W. (1979). The measurement of organizational commitment. *Journal of Vocational Behavior*, 14(2), 224–247. [https://doi.org/10.1016/0001-8791\(79\)90072-1](https://doi.org/10.1016/0001-8791(79)90072-1)
- Nijhawan, G., Gujral, H. K., & Singh, K. (2023). Perceived organizational support and job performance: Mediating role of organizational citizenship behavior. *Journal for ReAttach Therapy and Developmental Diversities*, 6(4s), 139–151.
- Opoku, F. K., & Boateng, R. K. (2024). Employee engagement, perceived organizational support, and job performance of medical staff at the Cape Coast Teaching Hospital. *PLOS ONE*, 19(12), Article e0315451. <https://doi.org/10.1371/journal.pone.0315451>
- Özgül, B., & Çelenk, E. (2025). The mediation role of positive psychological capital in the relationship between perceived organizational support and employee performance: A research on port administration employees. *Kybernetes*, 54(11), 6720–6741. <https://doi.org/10.1108/K-02-2024-0505>
- Putra, A. A., & Puspita, N. W. S. (2018). Hubungan antara Persepsi Dukungan Organisasi dengan Komitmen Organisasional pada karyawan. *Character Jurnal Penelitian Psikologi*, 5(3). <https://doi.org/10.26740/cjpp.v5i3.25772>
- Putra, I. G. N. B. S., & Wardana, M. (2023). Peran mediasi Komitmen Organisasional pada pengaruh perceived organizational support terhadap Kinerja Pegawai di industri perhotelan. *E-Jurnal Manajemen Universitas Udayana*, 12(1)

- Putri, A. R., & Amran, A. (2021). Perceived organizational support and organizational commitment among millennials. *Jurnal Manajemen dan Bisnis*, 10(2), 1–12.
- Rhoades, L., & Eisenberger, R. (2002). Persepsi Dukungan Organisasi: A review ... (discussed in organizational culture literature). *MDPI Business Journal*. <https://www.mdpi.com/2076-3387/15/8/307>
- Rudolph, C. W., Rauvola, R. S., Costanza, D. P., & Zacher, H. (2021). Generations and generational differences at work. *Journal of Organizational Behavior*, 42(1), 1–16.
- Sabir, I., Ali, I., Majid, M. B., Sabir, N., Mehmood, H., Ur Rehman, A., & Nawaz, F. (2022). Impact of perceived organizational support on employee performance in IT firms - a comparison among Pakistan and Saudi Arabia. *International Journal of Organizational Analysis*, 30(3), 795-815. <https://doi.org/10.1108/IJOA-10-2019-1914>
- Sarstedt, M., Hair, J. F., Cheah, J. H., Becker, J. M., & Ringle, C. M. (2019). How to specify, estimate, and validate higher-order constructs in PLS-SEM. *Australasian Marketing Journal*, 27(3), 197–211.
- Sekaran, U., & Bougie, R. (2016). *Research methods for business: A skill building approach* (7th ed.). Wiley.
- Sekaran, U., & Bougie, R. (2019). *Research methods for business: A skill building approach* (8th ed.). Wiley.
- Shiffany, S. H., Soegiarto, D., & Fahira, K. T. (2025). The effect of perceived organizational support and organizational culture on employee performance through employee engagement PT. Duwa Admimuda Kudus. *Jurnal Manajemen*, 13(1).
- Sidhu, K., Supraveen, U. J., Biswas, R., & Sharma, G. (2025). Adapting human resource strategies in the era of globalization. *International Journal of Multidisciplinary Research and Technology*.
- Sugiyono. (2020). *Metode penelitian kuantitatif, kualitatif, dan R&D*. Alfabeta.
- Suharto, B., & Suprpto, S. (2023). The role of organizational commitment and employee engagement in mediating the impact of perceived organizational support on employee performance. *Dinasti International Journal of Management Science*, 4, 1215–1225. <https://doi.org/10.31933/dijms.v4i6.1960>
- Suifan, T. S., Abdallah, A. B., & Al Janini, M. (2020). The impact of perceived organizational support on employees' performance. *Personnel Review*, 49(6), 1–19.
- Sun, L. (2019). Perceived organizational support: A literature review. *International Journal of Human Resource Studies*, 9(3), 155–175.
- Sun, L. (2024). Persepsi Dukungan Organisasi: A literature review. *International Journal of Human Resource Studies*. <https://www.macrothink.org/journal/index.php/ijhrs/article/view/15102/0>

- Sundari, N., & Utami, A. T. (2022). Hubungan keadilan organisasi dengan Komitmen Organisasional pada karyawan generasi milenial. *Jurnal Riset Psikologi (JRP)*, 2(1). <https://doi.org/10.29313/jrp.v2i1.676>
- Supriyani, A., Yuwana, Y. K. A., Lidya, F. P., & Sahrah, A. (2025). Systematic literature review (SLR): Characteristics of millennial generation workers. *Jurnal Indonesia Sosial Sains*, 6(7), 2181–2188. <https://doi.org/10.59141/jiss.v6i7.1797>
- Tjahjono, H. K., Rahayu, M. K. P., & Putra, A. D. (2025). The mediating role of affective commitment on the effect of Persepsi Dukungan Organisasi and procedural justice on job performance of civil servants. *Journal of Leadership in Organizations*. <https://journal.ugm.ac.id/leadership/article/viewFile/55371/pdf>
- United Nations. (2019). Fundamental principles of official statistics. United Nations Statistics Division.
- Van der Voet, J., Groeneveld, S., & Kuipers, B. (2018). Talking the talk or walking the walk? *Public Management Review*, 20(8), 1–20.
- Widanti, N. P. T. (2022). Konsep good governance dalam perspektif pelayanan publik: Sebuah tinjauan literatur. *Jurnal Abdimas Peradaban*, 3(1), 73–85.

