

## DAFTAR PUSTAKA

- Abraham, P. A. (2019). Preetha Anna Abraham Date. In *ProQuest LLC*. (Issue July).
- Adelekan, S. A., & Erigbe, P. (2021). Organizational Leadership Styles and Employees' Performance in Nigerian Deposit Money Banks. *EMAJ: Emerging Markets Journal*, 10(2), 36–42. <https://doi.org/10.5195/emaj.2020.202>
- Ahmad, T., Farrukh, F., & Nazir, S. (2015). Capacity building boost employees performance. *Industrial and Commercial Training*, 47(2), 61–66. <https://doi.org/10.1108/ICT-05-2014-0036>
- Bahrami, M. A., Barati, O., Ghoroghchian, M. sadat, Montazer-alfaraj, R., & Ranjbar Ezzatabadi, M. (2016). Role of Organizational Climate in Organizational Commitment: The Case of Teaching Hospitals. *Osong Public Health and Research Perspectives*, 7(2), 96–100. <https://doi.org/10.1016/j.phrp.2015.11.009>
- Barnes, C. L. (2022). WHEN PERFORMANCE MATTERS: THE IMPACT OF LEADERSHIP STYLES ON EMPLOYEE PERFORMANCE IN EMERGENCY MEDICAL SERVICES. *ProQuest LLC*.
- Caisar Darma, D., Purwadi, P., Sundari, I., Hakim, Y. P., & Pusriadi, T. (2020). *Job Characteristics, Individual Characteristics, Affective Commitments and Employee Performance*. 7–18. <https://doi.org/10.5281/zenodo.3719117>
- Campbell, J. P., & Wiernik, B. M. (2015). *The Modeling and Assessment of Work Performance*. <https://doi.org/10.1146/annurev-orgpsych-032414-111427>
- Chavez, R., Yu, W., Jacobs, M. A., & Feng, M. (2017). Manufacturing capability and organizational performance : The role of entrepreneurial orientation. *International Journal of Production Economics*, 184(March 2016), 33–46. <https://doi.org/10.1016/j.ijpe.2016.10.028>
- Clarence, M., ; Painadath, V., Lalatendu, D., Jena, K., & George, T. S. (2021). The effect of servant leadership on ad hoc schoolteachers ' affective commitment and psychological well - being : The mediating role of psychological capital. *International Review of Education*, 67(3), 305–331. <https://doi.org/10.1007/s11159-020-09856-9>
- Dahleez, K. A., Aboramadan, M., & Bansal, A. (2020). Servant leadership and affective commitment: the role of psychological ownership and person – organization fit. *International Journal of Organizational Analysis*, 29(2),

- 493–511. <https://doi.org/10.1108/IJOA-03-2020-2105>
- Daswati, Buntuang, P. C. D., Hattab, S., & Kornelius, Y. (2021). Effect of servant leadership on the performance of a regional general hospital. *Problems and Perspectives in Management*, 19(2), 507–518. [https://doi.org/10.21511/ppm.19\(2\).2021.40](https://doi.org/10.21511/ppm.19(2).2021.40)
- Davis, C. J. (2017). *SERVANT LEADERSHIP AND FOLLOWERSHIP EXAMINING THE IMPACT ON WORKPLACE BEHAVIOR*. Springer Nature.
- Erdurmazlı, E. (2019). On the Servant Leadership Behaviors Perceived in Voluntary Settings: The Influences on Volunteers' Motivation and Organizational Commitment. *SAGE*, 1–17. <https://doi.org/10.1177/2158244019876265>
- Eva, N., Robin, M., Sendjaya, S., van Dierendonck, D., & Liden, R. C. (2019). Servant Leadership: A systematic review and call for future research. *Leadership Quarterly*, 30(1), 111–132. <https://doi.org/10.1016/j.lequa.2018.07.004>
- Go-Kyung ; Lee, T. H. ; L. J. Y. (2007). 임상 간호사의 간호업무성과 측정도구 개발. *Journal of Korean Academy of Nursing*, 37(3), 286–294.
- Husaini, A. (2017). PERANAN MANAJEMEN SUMBERDAYA MANUSIA DALAM ORGANISASI. *Jurnal Warta*, 51.
- Jena, L. K. (2021). Does workplace spirituality lead to raising employee performance? The role of citizenship behavior and emotional intelligence. *International Journal of Organizational Analysis*. <https://doi.org/10.1108/IJOA-06-2020-2279>
- Kamanjaya, I. G. H., Supartha, W. G., & Dewi, I. A. M. (2017). PENGARUH SERVANT LEADERSHIP TERHADAP KOMITMEN ORGANISASIONAL DAN KINERJA PEGAWAI (Studi pada Pegawai Negeri Sipil di RSUD Wangaya Kota Denpasar). *E-Jurnal Ekonomi Dan Bisnis Universitas Udayana*, 7, 2731. <https://doi.org/10.24843/eeb.2017.v06.i07.p05>
- Kim, D. W., Trimi, S., Hong, S. G., & Lim, S. (2019). Effects of co-creation on organizational performance of small and medium manufacturers. *Journal of Business Research*, July 2018, 0–1. <https://doi.org/10.1016/j.jbusres.2019.03.055>
- Liden, R. C., Wayne, S. J., Meuser, J. D., Hu, J., Wu, J., & Liao, C. (2015). Servant Leadership : Validation of a Short Form of the SL-28 Servant leadership : Validation of a short form of the SL-28. *The Leadership Quarterly*, 26(2),

- 254–269. <https://doi.org/10.1016/j.lequa.2014.12.002>
- Lisbijanto, H., & Budijanto. (2014). Influence of Servant Leadership on Organization Performance Through Job Satisfaction In Employees' Cooperatives Surabaya. *International Journal of Business and Management Invention*, 3(4), 2319–8028. [www.ijbmi.org](http://www.ijbmi.org)
- Meeusen, V. C. H., van Dam, K., Brown-Mahoney, C., van Zundert, A. A. J., & Knape, H. T. A. (2011). Work climate related to job satisfaction among dutch nurse anesthetists. *AANA Journal*, 79(1), 63–70.
- Mohamed, H. A. ;, & Gaballah, S. (2018). Study of the Relationship between Organizational Climate and Nurses' Performance: A University Hospital Case. *American Journal of Nursing Research*, 6(4), 191–197. <https://doi.org/10.12691/ajnr-6-4-7>
- Moran, J. W., & Brightman, B. K. (2000). Leading organizational change. *Journal of Workplace Learning: Employee Counselling Today*, 12(2), 66–74.
- Muhtasom, A., Abdul, H., Mus, 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)
- Neuza Ribeiro, Daniel Roque Gomes, S. K. (2017). Social Responsibility Journal. *Social Responsibility Journal*.
- Oever, K. Van Den, & Beerens, B. (2021). Does task-related conflict mediate the board gender diversity e organizational performance relationship ? *European Management Journal*, 39(4), 445–455. <https://doi.org/10.1016/j.emj.2020.09.008>
- Oyemomi, O., Liu, S., Neaga, I., Chen, H., & Nakpodia, F. (2019). How cultural impact on knowledge sharing contributes to organizational performance : Using the fsQCA approach. *Journal of Business Research*, 94(February 2018), 313–319. <https://doi.org/10.1016/j.jbusres.2018.02.027>
- Parwati, N. P. Y., Yuesti, A., & Suardhika, I. N. (2020). Servant Leadership to Organizational Climate. *IJSEGCE*, 3(1), 377–382.
- Peña-suárez, E., Muñiz, J., Campillo-álvarez, Á., & Fonseca-pedrero, E. (2013). Assessing organizational climate : Psychometric properties of the CLIOR Scale . Assessing organizational climate : Psychometric properties of the CLIOR Scale. *Psicothema*, 25(February), 137–144. <https://doi.org/10.7334/psicothema2012.260>
- Rachmawati, A. W., & Lantu, D. C. (2014). Servant Leadership Theory Development & Measurement. *Procedia - Social and Behavioral Sciences*,

- 115(Icies 2013), 387–393. <https://doi.org/10.1016/j.sbspro.2014.02.445>
- Ramos-Villagrasa, P. J., Barrada, J. R., Fernandez-del-Rio, E., & Koopmans, L. (2019). Assessing Job Performance Using Brief Self-report Scales : The Case of the. *Journal of Work and Organizational Psychology*, 35(3), 195–205.
- Retno, Setiawan, M., Surachman, & Dodi. (2020). Servant Leadership Characteristics, Organisational Commitment, Followers' Trust, Employees' Performance Outcomes: A Literature Review. *European Research Studies Journal*, XXIII(Issue 4), 902–911. <https://doi.org/10.35808/ersj/1722>
- Rivai, Gani, M. U., & Murfat, M. Z. (2019). Organizational Culture and Organizational Climate as a Determinant of Motivation and Teacher Performance. *Advances in Social Sciences Research Journal*, 6(2), 555–566. <https://doi.org/10.14738/assrj.62.6267>
- Robbins, S. P., & Judge, T. A. (2017). Organizational Behavior, Seventeenth Edition, Global Edition. Pearson Education Limited, 747.
- Saldana, B. (2021). *EXPLORING THE RELATIONSHIP BETWEEN SERVANT LEADERSHIP AND ORGANIZATIONAL COMMITMENT*. Our Lady of the Lake University San Antonio, Texas.
- Setyaningrum, R. P., Setiawan, M., & Surachman. (2017). Mediation of Relationships Between Servant Leadership and Employee. *Journal of Applied Management*, 36, 693–701.
- Sekaran, U., & Bougie, R. (2016). Research Methods for Business: A Skill Building Approach. United Kingdom : John Wiley & Sons. [https://doi.org/10.1007/97894-007-0753-5\\_102084](https://doi.org/10.1007/97894-007-0753-5_102084)
- Shafique, M. A., Khan, Jianguo, D., Hameed, A. A., Mushtaq, T. U., & Usman, M. (2018). Affective commitment foci as parallel mediators of the relationship between workplace romance and employee job performance : a cross-cultural comparison of the People 's Republic of China and. *Psychology Research and Behavior Management*, 11, 267–278.
- Shah, M., Batool, N., & Hasan, S. (2019). The influence Of Servant Leadership On Loyalty and discretionary Behaviour of employees: Evidence from Healthcare Sector. *Journal Of Business & Economic*, 11(2), 99–111.
- Sihombing, S., Astuti, E. S., Al Musadieq, M., Hamied, D., & Rahardjo, K. (2018). The effect of servant leadership on rewards, organizational culture and its implication for employee's performance. *International Journal of Law and Management*, 60(2), 505–516. <https://doi.org/10.1108/IJLMA-12-2016-0174>
- Singh, V., Kumar, A., & Singh, T. (2018). Impact of TQM on organisational performance: The case of Indian manufacturing and service industry.

*Operations Research Perspectives.* <https://doi.org/10.1016/j.orp.2018.07.004>

Smith, B., & Rutigliano, T. (2002). The truth about turnover. *Business Journal,[Online]. Available at:< Http://Www. Gallup. Com/Businessjournal/316/Truth-about-Turnover. Aspx>[Accessed 16 January 2017].*

Trastek, V. F., Hamilton, N. W., & Niles, E. E. (2014). Leadership models in health careda case for servant leadership. *Mayo Clinic Proceedings, 89*(3), 374–381. <https://doi.org/10.1016/j.mayocp.2013.10.012>

Tummers, L. G., Groeneveld, S. M., & Lankhaar, M. (2013). Why do nurses intend to leave their organization? A large-scale analysis in long-term care. *Journal of Advanced Nursing, 69*(12), 2826–2838. <https://doi.org/10.1111/jan.12249>

Widanianti, I. G. P. A., & Suarjana, K. (2017). GAMBARAN KINERJA KARYAWAN DI RUMAH SAKIT SWASTA X DI DENPASAR TAHUN 2016 PENDAHULUAN Rumah sakit merupakan salah satu lembaga yang bergerak dibidang pelayanan jasa kesehatan dengan tanggung jawab memberikan kesehatan pengobatan , serta memberikan mengupay. *Arc. Com. Health, 4*(2), 37–45.

Widayati, C. C., & Gunarto, W. (2017). The Effects of Transformational Leadership and Organizational Climate on Employee's Performance. *International Journal Of Economic Perspectives, 11*(4), 499–505. <https://doi.org/10.1115/1.859582.paper85>

Woru, D. M., Erar, A., & Rumanta, M. (2021). Kinerja Pegawai dipengaruhi oleh Komunikasi, iklim organisasi, dan motivasi. *ALIGNMENT:Journal of Administration and Educational Management, 4*, 8–20.

Woznyj, H. M., Heggestad, E. D., Kennerly, S., & Yap, T. L. (2019). Climate and organizational performance in long-term care facilities: The role of affective commitment. *Journal of Occupational and Organizational Psychology, 92*(1), 122–143. <https://doi.org/10.1111/joop.12235>