

DAFTAR PUSTAKA

- Ahmad Tanzeh dan Suyitno. (2011). *Dasar-dasar Penelitian*. Surabaya: el Kaf.
- 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, 1-18.
- Allen, N. J., & Meyer, J. P. (1996). Affective, continuance, and normative commitment to the organization: an examination of construct validity. *Journal of Vocational Behavior*, 49(3), 252-276.
- Ardi, R. T., & Sudarma, K. (2015). Pengaruh Persepsi Dukungan dan Keadilan Organisasi Terhadap Organizational Citizenship Behavior Dengan Komitmen Organisasional Sebagai Variabel Intervening. *Management Analysis Journal*, 4(2), 142-152.
- Bolino, M. C., Klotz, A. C., Turnley, W. H., & Harvey, J. (2012). Exploring the dark side of organizational citizenship behavior. *Journal of Organizational Behavior*, 34(4), 542-559.
- Ariyani, Ria Padma Nur. Eviatiwi Kusumaningtyas Sugiyanto. (2020). Pengaruh Komitmen Afektif, Komitmen Berkelanjutan, dan Komitmen Normatif Terhadap Kinerja Karyawan (Studi Perusahaan BUMN X di Semarang). *Jurnal Ilmiah Manajemen Ubhara*, Volume 2 No 2, Hal. 113 - 122.
- Azwar, Saifuddin. 2007. *Metode Penelitian*. Pustaka Pelajar: Yogyakarta.
- Bahri, Syamsul, and Fakhry Zamzam. 2021. *Model Penelitian Kuantitatif Berbasis SEM-Amos*. Edisi 3. Yogyakarta : Deepublish.
- Borman, W. C., & Motowidlo, S. J. (1997). Task performance and contextual performance: The meaning for personnel selection research. *Human Performance*, 10(2), 99-109.

- Budiwidjojo Putra, Alfa Santoso. Evi Dewi Kusumawati, Dewi Kartikasari. (2023). Psychological Empowerment and Psychological Well-Being as Job Performance Mediators. *Journal of Business Management and Economic Development*. Volume 2 Issue 01, January 2024, Pp. 127-141
- Campbell, J. P. (1990). Modeling the performance in a multi-trait, multi-method context. In M. D. Dunnette & L. M. Hough (Eds.), *Handbook of industrial and organizational psychology* (Vol. 1, pp. 687-732). Palo Alto, CA: Consulting Psychologists Press.
- Casimir, G., Ngee Keith Ng, Y., Wang, K. Y., & Ooi, G. (2014). The relationships amongst leader-member exchange, perceived organizational support, affective commitment, and in-role performance: A social-exchange perspective. *Leadership and Organization Development Journal*, 35(5), 366-285.
- Chang, P. C., & Chen, S. J. (2011). Crossing the level of employee's performance: HPWS, affective commitment, human capital, and employee job performance in professional service organizations. *The International Journal of Human Resource Management*, 22(4), 883-901.
- Chen, C. C. (2008). Test of a mediating model linking perceived organizational support and job performance. *Journal of Management*, 25(3), 309-331.
- Chiang, C.-F., & Hsieh, T.-S. (2012). The impacts of perceived organizational support and psychological empowerment on job performance: The mediating effects of organizational citizenship behavior. *International Journal of Hospitality Management*, 31(1), 180-190
- Conger, J. A., & Kanungo, R. N. (1988). The Empowerment Process: Integrating Theory and Practice. *The Academy of Management Review*, 13(3), 471-482.
- Dewi, Nanda Alvionika. (2020). Pengaruh Persepsi Dukungan Organisasi Pada Organizational Citizenship Behavior dengan Komitmen Afektif dan Pemberdayaan Psikologis sebagai

- Variabel Pemediasi (Studi Pada Tenaga Kependidikan Universitas Negeri Semarang).
Skripsi. Universitas Negeri Semarang.
- Eisenberger, R., Hungtinton, R., Hutchison, S., & Sowa, D. (1986). Perceived Organizational Support. *Journal of Applied Psychology*, 71(3), 500-507.
- Fatmawati, Selviana. (2020). Pengaruh Pemberdayaan Psikologis, Persepsi Dukungan Organisasi, dan Keterikatan Karyawan Terhadap Kinerja Karyawan (Studi Pada PT. PLN (Persero) Unit Pembangkitan Sumatera Bagian Selatan). Skripsi. Universitas Muhammadiyah Metro.
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2014). *Multivariate Data Analysis* (7th ed.). New York: Pearson Education.
- Hair, J. F., Hult, G. M., Ringle, C. M., & Sarstedt, M. (2017). *A Primer on Partial Least Squares Structural Equation Modelling (PLS-SEM)* (2nd ed.). Los Angeles: SAGE Publications.
- Hamidi, Taufik (2019) “Pengaruh Persepsi Dukungan Organisasi, Budaya Organisasi dan Servant Leadership Terhadap Kinerja pegawai di Kantor Badan Perencanaan Pembangunan Daerah (BAPPEDA) Kabupaten Kepulauan Mentawai”. Masters thesis, Universitas Andalas.
- Handoko, T. Hani, (2008), *Manajemen Personalia dan Sumberdaya Manusia*, Yogyakarta: BPF.
- Harsuko, R. 2011. *Mendongkrak Motivasi dan Kinerja*. Malang: Universitas Brawijaya Press.
- Hasibuan, Malayu .P. (2017). *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.
- Henseler, J., Ringle, C. M., & Sinkovic, R. R. (2009). The Use Of Partial Least Squares Path Modeling In International Marketing. *International Marketing*, 20, 277-319.

- Holloway, A., & Watson, H. E. (2002). Role of self-efficacy and behavioral change. *International Journal of Nursing Practice*, 8(2), 106-115.
- Islam, T., Ahmed, I., Norulkamar, U., & Ahmad, B. U. (2015). The influence of organizational learning culture and perceived organizational support on employees' affective commitment and turnover intention. *Nankai Business Review International*, 6(4), 1–25.
- Indra Putra, Wayan, I Wayan Suwendra, I Wayan Bagia. (2016). Pengaruh tingkat Pendidikan dan Disiplin Kerja terhadap Kinerja Karyawan. *e-Journal Bisma Universitas Pendidikan Ganesha Jurusan Manajemen (Volume 4 Tahun 2016)*.
- Joo, B. K., & Jo, S. J. (2017). The effects of perceived authentic leadership and core self-evaluations on organizational citizenship behavior: The role of psychological empowerment as a partial mediator. *Leadership and Organization Development Journal*, 38(3), 463–481.
- Karavardar, G. (2014). Perceived Organizational Support, Psychological Empowerment, Organizational Citizenship Behavior, Job Performance and Job Embeddedness: A Research on the Fast Food Industry in Istanbul, Turkey. *International Journal of Business and Management*, 9(4), 131-139.
- Krisnadi, Ridi. (2022). Pengaruh Pemberdayaan Psikologis dan Persepsi Dukungan Organisasi Terhadap Komitmen Organisasi (Studi Pada Pegawai PT. Pos Indonesia di Kota Bandar Lampung). Skripsi, Universitas Lampung.
- Kuncaravita, Sekar Ayu (2021) Pengaruh Penerapan Electronic Procurement dan Prinsip Good Governance Terhadap Kinerja Pengadaan Barang/ Jasa di Kabupaten Temanggung. Masters thesis, Institut Teknologi Sepuluh Nopember.
- Kurniawan, Ananda Dwi. (2020). Pengaruh Persepsi Dukungan Organisasi, Pemberdayaan Psikologis, dan Komitmen Afektif terhadap Kinerja Pekerjaan (Studi Kasus: Perawat

- Rawat Inap Rumah Sakit X Gresik). Skripsi. Institut Teknologi Sepuluh Nopember Surabaya.
- Mangkunegara, A. P. (2008). Manajemen Sumber Daya Manusia. Bandung: PT Remaja Rosdakarya.
- Margono. 2004. Teknik Pengambilan Sampel Sampling. Jakarta : Rineka Cipta.
- Mathis, R. L., & Jackson, J. H. (2011). Human Resource Management (13th ed.). Mason, OH: South-Western Cengage Learning.
- Meyer, J. P., & Allen, N. J. (1991). A Three-Component Conceptualization of Organizational Commitment. *Human Resource Management Review*, 1(1), 61-89.
- Meyer, J. P., & Allen, N. J. (1984). Testing the — Side-Bet Theory || of Organizational Commitment : Some Methodological Considerations. *Journal of Applied Psychology*, 69(3), 372–378.
- Meyer, J. P., & Allen, N. J. (1991). A Three-Component Conceptualization of Organizational Commitment. In *Human Resource Management Review* (Vol. 1, Issue 1, pp. 61–89).
- Meyer, J. P., Allen, N. J., & Smith, C. A. (1993). Commitment to Organizations and Occupations: Extension and Test of a Three-Component Conceptualization. *Journal of Applied Psychology*, 78(4), 538–551.
- M. Ma'ruf Abdullah. (2014). Manajemen dan Evaluasi Kinerja Karyawan. Yogyakarta: Aswaja Pressindo.
- Mulyadi, Dedy. (2018). Administrasi Publik untuk Pelayanan Publik, Bandung : Alfabeta.
- Nabila, H. A., & Ratnawati, I. (2020). Pengaruh Persepsi Dukungan Organisasi Terhadap Kinerja Karyawan Dengan Keterikatan Karyawan Dan Perilaku Kerja Proaktif Sebagai

- Variabel Intervening (Studi pada PT Kereta Api Indonesia (Persero) Daop IV Semarang). *Diponegoro Journal of Management*, 9(4), 1–12
- Nor, Ghofur. (2014). *Manajemen Publik Pada Pemerintah*. Jakarta: Bumi Angkasa.
- Pasalong, H. (2020). *Teori Administrasi Publik*. Bandung: Alfabeta.
- Payaman J. Simanjutak. (2005). *Manajemen dan Evaluasi Kinerja*, LP Fakultas Ekonomi Universitas Indonesia.
- Peraturan Pemerintah Nomor 49 Tahun 2018 tentang Manajemen Pegawai Pemerintah.
- Peraturan Pemerintah Nomor 30 Tahun 2019 tentang Penilaian Kinerja Pegawai Negeri Sipil
- Peraturan Menteri Agama Republik Indonesia Nomor 6 Tahun 2022
- PERMENPAN RB Nomor 6 Tahun 2022 Tentang Pengelolaan Kinerja ASN (Aperatur Sipil Negara)
- Renita, A., Parawangi, A., & Mustari, N. (2021). Pengaruh Komitmen Organisasi Terhadap Kinerja Pegawai di Badan Kepegawaian Dan Diklat Daerah Kabupaten Enrekang. *Jurnal Ilmu Administrasi Publik*, 2(3), 3875
- Rhoades, L., & Eisenberger, R. (2002). Perceived Organizational Support : A Review of the Literature. *Journal of Applied Psychology*, 87(4), 698–714.
- Rhoades, L., Eisenberger, R., & Armeli, S. (2001). Affective commitment to the organization: The contribution of perceived organizational support. In *Journal of Applied Psychology* (Vol. 86, Issue 5, pp. 825–836).
- Samsudin, S. (2005). *Manajemen Sumber Daya Manusia*. Bandung: Pustaka.
- Santoso, A. R., & Mangundjaya, W. L. H. (2018). Pengaruh Persepsi Dukungan Organisasi Terhadap Komitmen Afektif Untuk Berubah Studi Kasus pada Kementerian PUPR yang sedang Mengalami Perubahan Reformasi Birokrasi. *Jurnal Infrastruktur*, 4(1), 53–60.

- Sarstedt. 2017. Partial least squares structural equation modeling with R. In *Practical Assessment, Research and Evaluation*. Vol. 21 (1).
- Sarwono, J. (2006). *Metode Penelitian Kuantitatif dan Kualitatif*. Graha Ilmu.
- Sehresh, I., & Saeed, M. (2015). Impact of Perceived Organizational Support on Employee Retention with Mediating Role of Psychological Empowerment. *Pakistan Journal of Commerce and Social Sciences*, 9(1), 18–34.
- Seibert, S. E., Wang, G., & Courtright, S. H. (2011). Antecedents and Consequences of Psychological and Team Empowerment in Organizations : A Meta-Analytic Review. *Journal of Applied Psychology*, 96(May 2014), 981–1003.
- Sinaga, Onita Sari. (2020). *Manajemen Kinerja dalam Organisasi*. Yayasan Kita Menulis.
- Singh, S. K., & Singh, A. P. (2019). Interplay of organizational justice, psychological empowerment, organizational citizenship behavior, and job satisfaction in the context of circular economy. *Management Decision*, 57(4), 937–952.
- Sudarmanto, Eko. Arin Tentrem Mawati, dkk. (2020). *Manajemen Sektor Publik*. Medan: Yayasan Kita Menulis.
- Sugiono. (2017). *Metode Penelitian Kuantitatif*. Bandung: Alfabeta.
- Sutrisno, Edy. 2016. *Manajemen Sumber Daya Manusia*. Cetakan Kedelapan. Jakarta: Prenadamedia Group.
- Spreitzer, G. M. (1995). Psychological, Empowerment in the Workplace: Dimensions, Measurement and Validation. *Academy of Management Journal*, 38(5), 1442–1465.
- Syah, Prima Alvin Primasari, Ni Wayan Sukmawati Puspitadewi. (2024). Hubungan antara Persepsi Dukungan Organisasi dengan Komitmen Organisasi pada Karyawan di PT. X. *Character Jurnal Penelitian Psikologi*. Vol. 11, No.02, (691-704).

Thomas, K. W., & Velthouse, B. A. (1990). Cognitive Elements of Empowerment: An "Interpretive" Model of Intrinsic Task Motivation. *The Academy of Management Review*, 15(4), 666-681.

Undang-Undang Nomor 5 Tahun 2014 tentang Aparatur Sipil Negara.

Undang-Undang Aparatur Sipil Negara Nomor 20 Tahun 2023.

Umihastanti, D., & Frianto, A. (2022). Pengaruh Dukungan Organisasi dan Employee Engagement terhadap Kinerja Pegawai Badan Kepegawaian Daerah. *Jurnal Ilmu Manajemen*, 10(1), 219–232. 1

Website Resmi Kementerian Agama, Online melalui <https://appmadrasah.kemenag.go.id/diversifikasi/web/profile?nsm=131135210003> diakses tanggal 20 Juni 2025

Website Resmi LTMPPT (Lembaga Tes Masuk Perguruan Tinggi), Online melalui https://www.google.com/search?q=Top+1000+SMA+versi+LTMPPT&oq=Top+1000+SMA+versi+LTMPPT&gs_lcrp=EgZjaHJvbWUyBggAEEUYOTIHCAEQIRigATIHC AIQIRigAdIBCTEzMjAzajBqOagCDrACAfEFU31Avg5I9QLxBVN9QL4OSPUC&client=ms-android-xiaomi-terr1-rso2&sourceid=chrome-mobile&ie=UTF-8

Website Resmi MAN 1 Ngawi. Online melalui <http://www.manngawi.sch.id/> . diakses tanggal 20 Juni 2025

Wibowo. (2007). *Manajemen Kinerja*. Depok: Rajawali Press.

Yeremias T. Keban, S.U., MURP. (2019). *Enam Dimensi Strategis Administrasi Publik Edisi 4 (Konsep, Teori dan Isu)*. Yogyakarta: Gava Media.

Zen Amiruddin. (2010). *Statistik Pendidikan*. Yogyakarta: Teras.