

DAFTAR PUSTAKA

- Albdour, A. A., & Altarawneh, I. I. (2014). Employee engagement and organizational commitment: Evidence from Jordan. *International Journal of Business*, 19(2), 192–212.
- Bakker, A. B., Demerouti, E., & Brummelhuis, L. L. ten. (2012). Work engagement, performance, and active learning: The role of conscientiousness. *Journal of Vocational Behavior*, 80(2), 555–564.
- Baron, R. M., & Kenny, D. A. (1986). The Moderator-Mediator Variable Distinction in Social Psychological Research. Conceptual, Strategic, and Statistical Considerations. *Journal of Personality and Social Psychology*, 51(6), 1173–1182.
- Bateman, T. S., & Organ, D. W. (1983). Job Satisfaction and the Good Soldier: The Relationship Between Affect and Employee “Citizenship.” *Academy of Management Journal*, 26(4), 587–595.
- Bedarkar, M., & Pandita, D. (2014). A Study on the Drivers of Employee Engagement Impacting Employee Performance. *Procedia - Social and Behavioral Sciences*, 133, 106–115.
- Brown, M E, & Mitchell, M. S. (2010). Ethical and Unethical Leadership: Exploring New Avenues for Future Research. *Business Ethics Quarterly*, 20(4), 583–616.
- Brown, Michael E., Treviño, L. K., & Harrison, D. A. (2005). Ethical Leadership: A Social Learning Perspective for Construct Development and Testing. *Organizational Behavior and Human Decision Processes*, 97, 117–134.
- 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.
- Cooper, D. R., & Schindler, P. S. (2014). *Business Research Methods* (12th ed.). McGraw-Hill.
- Dust, S. B., Resick, C. J., Margolis, J. A., Mawritz, M. B., & Greenbaum, R. L. (2018). Ethical Leadership and Employee Success: Examining the Roles of Psychological Empowerment and Emotional Exhaustion. *Leadership Quarterly*, 29(5), 570–583.
- Engelbrecht, A. S., Heine, G., & Mahembe, B. (2017). Integrity, Ethical Leadership, Trust and Work Engagement. *Leadership and Organization Development Journal*, 38(3), 368–379.

- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2008). *Multivariate Data Analysis* (7th editio). Pearson Education.
- Hair, J. F. J., Black, W. ., Babin, B. J., & Anderson, R. E. (2019). *Multivariate Data Analysis* (Eight Edit). Pearson Prentice Hall.
- Hayes, A. F. (2013). *Introduction to Mediation, Moderation, and Conditional Process Analysis* (Third Edit). Guilford.
- Hermawati, A., & Mas, N. (2017). Mediation Effect of Quality of Worklife, Job Involvement, and Organizational Citizenship Behavior in Relationship between Transglobal Leadership to Employee Performance. *International Journal of Law and Management*, 59(6), 1143–1158.
- Ilyas, S., Abid, G., & Ashfaq, F. (2020). Ethical leadership in sustainable organizations: The moderating role of general self-efficacy and the mediating role of organizational trust. *Sustainable Production and Consumption*, 22, 195–204. <https://doi.org/10.1016/j.spc.2020.03.003>
- Kahn, W. A. (1990). Psychological Conditions of Personal Engagement and Disengagement at Work. *Academy of Management Journal*, 33(4), 692–724.
- Khokhar, A. Ma., & Rehman, M. Z. (2017). Linking Ethical Leadership to Employees' Performance: Mediating Role of Organizational Citizenship Behavior and Counterproductive Work Behavior. *Pakistan Journal of Commerce and Social Sciences*, 11(1), 222–251.
- Lind, D., Marchal, W., & Wathen, S. (2019). *Basic Statistics for Business and Economics* (9th Editio). Mc Graw Hill Education.
- Locander, W., Hamilton, F., Ladik, D., & Stuart, J. (2002). Developing a Leadership-Rich Culture: The Missing Link to Creating a Market-Focused Organization. *Journal of Market-Focused Management*, 5, 149–163.
- Lockwood, N. R. (2007). *Leveraging Employee Engagement for Competitive Advantage: HR's Strategic Role*. 1–12.
- Mensah, J. K., Bawole, J. N., & Wedchayanon, N. (2016). Unlocking the “Black Box” in the Talent Management Employee Performance Relationship: Evidence from Ghana. *Management Research Review*, 39(12), 1546–1566.
- Mo, S., & Shi, J. (2017). Linking Ethical Leadership to Employees' Organizational Citizenship Behavior: Testing the Multilevel Mediation Role of Organizational Concern. *Journal of Business Ethics*, 141(1), 151–162.
- Obicci, P. A. (2014). Effect of Ethical Leadership on Employee Performance in Uganda. *Journal of Management and Science*, 1(4).
- Piccolo, R. F., Greenbaum, R., Hartog, D. N. Den, & Folger, R. (2010). The Relationship Between Ethical Leadership and Core Job Characteristics. *Journal of Organizational Behavior*, 31, 259–278.

- Podsakoff, P. M., MacKenzie, S. B., Moorman, R. H., & Fetter, R. (1990). Transformational Leader Behaviors and Their Effect on Followers Trust in Leader, Satisfaction, and Organizational Citizenship Behaviors. *Leadership Quarterly*, 1(2), 107–142.
- Podsakoff, P. M., MacKenzie, S. B., Paine, J. B., & Bachrach, D. G. (2000). Organizational Citizenship Behavior Critical Review of the Theoretical and Empirical Literature and Suggestions for Future Research. *Journal of Management*, 26(3), 513–563.
- Rich, B. L., Lepine, J. A., & Crawford, E. R. (2010). Job engagement: Antecedents and effects on job performance. *Academy of Management Journal*, 53(3), 617–635.
- Sarwar, A., & Muhammad, L. (2021). Impact of Organizational Mistreatment on Employee Performance in the Hotel Industry. *International Journal of Contemporary Hospitality Management*, 33(2), 513–533.
- Schaufeli, W. B., & Bakker, A. B. (2004). Job Demands, Job Resources, and Their Relationship with Burnout and Engagement: a Multi-Sample Study. *Journal of Organizational Behavior*, 25, 293–315.
- Schaufeli, W. B., Bakker, A. B., & Salanova, M. (2006). The Measurement of Work Engagement with a Short Questionnaire: A Cross-National Study. *Educational and Psychological Measurement*, 66(4), 701–716.
- Schaufeli, W. B., Salanova, M., Gonzalez-Roma, V., & Baker, A. B. (2002). The Measurement of Engagement and Burnout: a Two Sample Confirmatory Factor Analytic Approach. *Journal of Happiness Studies*, 3(1), 71–92.
- Srivastava, S. (2016). *Work Deviant Behavior-Employee Engagement: An Empirical Investigation of the Role of Ethical Leadership of Indian Middle Level Managers*. April.
- Sugianingrat, I. A. P. W., Widyawati, S. R., Costa, C. A. de J. da, Ximenes, M., Piedade, S. D. R., & Sarmawa, W. G. (2019). The Employee Engagement and OCB as Mediating on Employee Performance. *International Journal of Productivity and Performance Management*, 68(2), 319–339.
- Treviño, L. K., Hartman, L. P., & Brown, M. (2000). Moral Person and Moral Manager: How Executives Develop a Reputation for Ethical Leadership. *California Management Review*, 42(4), 128–142. <https://journals.sagepub.com/doi/pdf/10.2307/41166057>
- Welbourne, T. M., E, J. D., & Amir, E. (1998). The Role-Based Performance Scale: Validity Analysis of a Theory-Based Measure. *Academy of Management Journal*, 41(5), 540–555.
- Yang, Q., & Wei, H. (2018). The Impact of Ethical Leadership on Organizational Citizenship Behavior: The Moderating Role of Workplace Ostracism. *Leadership and Organization Development Journal*, 39(1), 100–113.

Yiing, L. H., & Ahmad, K. Z. Bin. (2009). The Moderating Effects of Organizational Culture on the Relationships between Leadership Behaviour and Organizational Commitment and between Organizational Commitment and Job Satisfaction and Performance. *Leadership & Organization Development Journal*, 30(1), 53–86.