



Daftar Pustaka

- Afrifa, S., Fianko, S. K., Amoah, N., & Dzogbewu, T. C. (2022). The effect of organizational culture on employee work engagement in a higher education institution. *Organizational Cultures: An International Journal*, 22(2). <https://doi.org/10.18848/2327-8013/CGP>
- Aharon, T. (2021). Generation z: Characteristics and challenges to entering the world of work. *Cross-Cultural Management Journal*, 23(1). https://seaopenresearch.eu/Journals/articles/CMJ2021_I1_7.pdf
- Alrawahi, S., Sellgren, S. F., Altoubey, S., Alwahaibi, N., & Brommels, M. (2020). The application of Herzberg's two-factor theory of motivation to job satisfaction in clinical laboratories in Omani hospitals. *Heliyon*. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7486437/>
- APA Dictionary of Psychology. (n.d.). Motivation. American Psychological Association. <https://dictionary.apa.org/motivation>
- APA Dictionary of Psychology. (n.d.). Work motivation. American Psychological Association. <https://dictionary.apa.org/work-motivation>
- Ardiana, L. R., Hariyadi, S., & Nuzulia, S. (2013). Faktor-faktor yang mempengaruhi budaya organisasi di Perusahaan Daerah Bank Perkreditan Rakyat Daerah Pati. *Journal of Social and Industrial Psychology*, 2(1). <https://journal.unnes.ac.id/sju/index.php/sip/article/view/2117>
- Badan Pusat Statistik. (2023). Keadaan Angkatan Kerja di Indonesia. <https://www.bps.go.id/id/publication/2023/06/09/5ce5c75f3ffabce2d6423c4a/keadaan-angkatan-kerja-di-indonesia-februari-2023.html>
- Batugal, L. C., & Tindowen, D. (2019). Influence of organizational culture on teachers' organizational commitment and job astisfaction: The case of catholic higher education institutions in the Philippines. *Universal Journal of Educational Research*, 7(11), 2432-2443. <https://doi.org/10.13189/ufer.2019.071121>
- Cambridge Dictionary. (n.d.). *Generation*. <https://dictionary.cambridge.org/dictionary/english/generation>
- Cambridge Dictionary. (n.d.). *Generation Z*. <https://dictionary.cambridge.org/dictionary/english/generation-z>
- Cameron, K. S. & Quinn, R. E. (2006). Diagnosing and changing organizational culture based on the Competing Values Framework revised edition. *Jossey-Bass*
- Chennatuserry, J. C., Elangovan, N., George, L., & Thomas, K. A. (2022). Clan culture in organizational leadership and strategic emphases: Expectations among school teachers in India. *Journal of School Administration Research and Development*, 7(1), 50-59. <https://www.ojed.org/index.php/JSARD/article/view/3585>



Cole, A., Napier, T., & Marcum, B. (2015). Generation Z: Facts and fictions. *Chicago, IL: American Libraries Association.*
https://encompass.eku.edu/cgi/viewcontent.cgi?referer=&httpsredir=1&article=1029&context=fs_research

De la Cruz, M. L. (2019). Organizational culture and its impact on school performance. *Internasional Journal of Interdisciplinary Research and Innovations*, 7(4), 6-12.
<https://www.researchpublish.com/upload/book/ORGANIZATIONAL%20CULTURE-8015.pdf>

Dharmayanti, G. A. P. C., Adnyana, I. B. R., Frederika, A., & Rani, N. M. S. (2015). Strategi peningkatan sumber daya manusia pada perusahaan kontraktor dengan pendekatan budaya organisasi [Laporan Penelitian]. *Program Studi Magister Teknik Sipil Universitas Udayana*.
https://simdos.unud.ac.id/uploads/file_riwayat_penelitian_1_dir/e0166b1a441ac6f71c61b5cdb74aabb3.pdf

Dimock, M. (17 Januari 2019). *Defining generations: Where Millennials end and Generation Z begins.* Pew Research Center. <https://www.pewresearch.org/short-reads/2019/01/17/where-millennials-end-and-generation-z-begins/>

Direktorat Utama Pembinaan dan Pengembangan Hukum Pemeriksaan Keuangan Negara Badan Pemeriksa Keuangan. (2003). Undang-undang (UU) No. 20 Tahun 2003: Sistem Pendidikan Nasional. *Database Peraturan*. <https://peraturan.bpk.go.id/Details/43920/uu-no-20-tahun-2003>

Djazari, M., Rahmawati, D., & Nugroho, M. A. (2013). Pengaruh sikap menghindari risiko sharing dan knowledge self-efficacy terhadap informal knowledge sharing pada mahasiswa FISE UNY. *Jurnal Nominal*, II(II).

Dwidienawati, D., & Gandasari, D. (2018). Understanding Indonesia's generation Z. *International Journal of Engineering & Technology*, 7(3.25), 245-252. https://polbangtan-bogor.ac.id/responsive_filemanager/source/9.%20Understanding%20Indonesias%20Generation%20Z%20jurnal.pdf

Evizal, A. (2012). Analisis faktor-faktor yang mempengaruhi motivasi kerja pegawai pada bagian umum sekretariat daerah pemerintah Kabupaten Rokan Hilir [Skripsi]. *Jurusan Administrasi Negara Fakultas Ekonomi dan Ilmu Sosial Universitas Islam Negeri Sultan Syarif Kasim Riau*. https://repository.uin-suska.ac.id/8977/1/2012_201210ADN.pdf

Fakhri, M., Nuwayyar, A., & Silvianita, A. (2022). Role of leadership and clan culture during pandemic Covid-19: Can it create loyalty?. *Jurnal Sosioteknologi*, 21(1). <https://journals.itb.ac.id/index.php/sostek/article/view/17223/5699>

Harsono, H., Ali, H., & Fauzi, A. (2023). Factors influencing teacher performance and work motivation in a middle school environment in Central Jakarta. *JAFM: Journal of Accounting and Finance Management*, 4(1). <https://doi.org/10.38035/jafm.v4i1>



Issa, H. A. (2019). Organisational culture in public universities: Empirical evidence. *Asian Journal of Business and Accounting*, 12(1).

Jayatissa, D. (2023). Generation Z - A new lifeline: A systematic literature review. *Sri Lanka Journal of Social Sciences and Humanities*, 3(2), 179-186. https://www.researchgate.net/publication/373320000_Generation_Z_-A_New_Lifeline_A_Systematic_Literature_Review

Khorshidi, A., Mirzamani, S. M., & Esfahani, H. D. (2011). Effective factors in enhancing school manager's job motivation. *Iran J Psychiatry*, 6(4), 151-157. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3395956/>

Kurniawati, K. (2023). New organizational culture on work motivation and employee performance post-merger. *Jurnal Widya Balina*, 8(1). <http://journal.staidenpasar.ac.id/index.php/wb/issue/view/25>

Le, D. H., Aquino, P. G., Jalagat Jr. R. C., Truc, N. T., Si, L. K. Q., & My, L. T. H. (2021). Factors affecting employees' motivation. *Management Science Letters*. https://www.researchgate.net/publication/346569818_Factors_Affecting_Employee's_Motivation

Lever.co. (2022). 2022 Great Resignation: The state of internal mobility and employee retention report. https://www.lever.co/wp-content/uploads/2022/02/Lever_Great-Resignation-Report_2022.pdf

Mafrudoh, M. (2023). Impact of organizational culture on employee performance. *Journal of Finance, Economics and Business*, 1(2). <https://risetekonomi.com/jurnal/index.php/feb/article/download/76/34>

Mahardika, V. S. (2020). Motivasi kerja karyawan generasi Y sebuah pendekatan kualitatif [Skripsi]. *Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Surakarta*. <https://eprints.ums.ac.id/81847/1/NASKAH%20PUBLIKASI.pdf>

Mchaizi, V., Okwemba, E., & Otsyula, J. (2023). Influence of adchocracy culture on performance of public universities in Western Kenya. *The Strategic Journal of Business & Change management*, 10(4), 326-340. <http://dx.doi.org/10.61426/sjbcm.v10i4.2753>

Mishra, P., Pandey, C. M., Singh, U., Gupta, A., Sahu, C., & Keshri, A. (2019). Descriptive statistics and normality tests for statistical data. *Annals of Cardiac Anaesthesia*, 22(1), 67-72. https://doi.org/10.4103/aca.ACA_157_18

Nuryadi, N., Astuti, T. D., Utami. E. S., & Budiantara, M. (2017). Dasar-dasar statistik penelitian. *Sibuku Media*. ISBN: 978-602-6558-04-6

Panagiotis, M., SahinidisAlexandros, S., & George, P. (2014). Organizational culture and motivation in the public sector The case of the city of Zografo. *International Conference on Applied Economics (ICOAE) 2014*. https://www.researchgate.net/publication/268687784_Organizational_Culture_and_Motivation_in_the_Public_Sector_The_Case_of_the_City_of_Zografo



Rahmawiyah, N. (2022). Peran kepala sekolah dalam mengatasi perundungan pada peserta didik di Sekolah Dasar [Skripsi]. *Program Studi Pendidikan Guru Sekolah Dasar Jurusan Pendidikan Anak Usia Dini dan Dasar Fakultas Keguruan dan Ilmu Pendidikan Universitas Jambi*. <https://repository.unja.ac.id/32603/>

Retnawati, S. (2016). Analisis kuantitatif instrumen penelitian (Panduan peneliti, mahasiswa, dan psikometri). *Parama Publishing*.
<https://staffnew.uny.ac.id/upload/132255129/pendidikan/analisis-instrumen-penelitiana4100hal.pdf>

Robbins, S. P. & Judge, T. A. (2012). *Organizational Behavior Fifteenth Edition*. Pearson.

Rohayati, T., Destalani, A. A., Arizka, H. D., Fahrezi, M. D., & Dwidienawati, D. (2023). Impact of job satisfaction, positive organizational culture and meaningful work on turnover intention in gen Z. *WSEAS TRANSACTIONS ON SYSTEMS*, 22. [https://wseas.com/journals/systems/2023/b265102-041\(2023\).pdf](https://wseas.com/journals/systems/2023/b265102-041(2023).pdf)

Roviqo, S. (2014). Pengaruh motivasi kerja terhadap kinerja karyawan bagian penjualan pada PT. Suka Fajar Pekanbaru [Skripsi]. *Jurusan Manajemen Fakultas Ekonomi dan Ilmu Sosial Universitas Islam Negeri Sultan Syarif Kasim Riau*. <https://repository.uin-suska.ac.id/4397/>

Rumijati, A. (2019). The types of organizational culture in private higher education. *Advances in Social Science, Education and Humanities Research*, 349.

Saracho, L. U. (2023). The future of the workforce depends on generation Z: A study on generational workforce preferences. *Bryant University Honors Thesis*. https://digitalcommons.bryant.edu/cgi/viewcontent.cgi?article=1045&context=honors_management

Saruksuk, M. (2022). Pengaruh kepemimpinan autentik dan kesejahteraan afektif terhadap komitmen afektif karyawan di PT Daya Cerdas Bangsa [Skripsi]. *Universitas Negeri Jakarta*. <http://repository.fe.unj.ac.id/10884/>

Selvaraja, K. & Pihie, Z. L. (2015). The relationship between school culture and school innovativeness among National Type Tamil Primary Schools, SJK(T)S in Kuala Langat District, Selangor. *International Journal of Humanities Social Sciences and Education (IJHSSE)*, 2(1), 126-137. <https://www.arcjournals.org/pdfs/ijhsse/v2-i1/17.pdf>

Senen, S. H. & Az-Zahra, V. I. (2021). The effect of organizational culture on motivation and job satisfaction and its impact on Organizational Citizenship Behavior (OCB) at the Office of PT. Permodalan Nasional Madani (PT.PNM) Garut Branch. *Advances in Economics, Business, and Management Research*, 187

Sesariza, D. A. (2020). Persoalan budaya pada organisasi multinasional di era globalisasi. *Jurnal Manajemen: Untuk Ilmu Ekonomi dan Perpustakaan*, 5(2). <https://eprints.unmer.ac.id/id/eprint/1893/>



Setiawan, C. K. & Yosepha, S. Y. (2020). Pengaruh green marketing dan brand image terhadap keputusan pembelian produk The Body Shop Indonesia (Studi kasus pada followers account Twitter @TheBodyShopIndo). *Jurnal Ilmiah M-Progress*, 10(1).

Song, M., Chen, P., & Cao, H. (2023). Effect of school organizational culture on teacher leadership. *Internasional Journal of Higher Education*, 12(5), 80-93.

Sugiyono. (2013). Metode penelitian kuantitatif, kualitatif, dan R&D. *Penerbit Alfabeta*. ISBN: 979-8433-64-0

Sulistiyowati, W. & Astuti, C. C. (2017). Statistika dasar konsep dan aplikasinya edisi revisi. *UMSIDA PRESS*.

Tan, T. L., Anh, P. V. T., Nhu, P. N. P., Thu, T. T. A., Tuan, V. D. A., & Hung, H. N. (2021). Research factors affecting the working motivation of employees at accommodation facilities in Danang. *International Journal of Marketing & Human Resource Research*, 2(4)

The Center for Generational Kinetics. (n.d.). *An intro to generations*. <https://genhq.com/the-generations-hub/generational-faqs/#:~:text=Gen%20Z%2C%20iGen%2C%20or%20Centennials,Boomers%3A%20Born%20approximately%201946%20%E2%80%93%201964>

Tikson, S. D. S., Hamzah, D., Mardiana, R., & Hamid, N. (2023). Analysis of university culture using the OCAI instrument. *Hasanuddin University*. https://doi.org/10.2991/978-94-6463-146-3_24

Tran, T. T. & Do, Q. H. (2020). Factors affecting job motivation among faculty members: Evidence from Vietnamese Public Universities. *Journal of Asian Finance, Economics and Business*, 7(9), 603-611. https://www.researchgate.net/publication/344697263_Factors_Affecting_Job_Motivation_among_Faculty_Members_Evidence_from_Vietnamese_Public_Universities

Uliwanda, A. R. (2015). Hubungan antara budaya organisasi dengan motivasi kerja pada karyawan MNC TV [Skripsi]. *Fakultas Ekonomi Universitas Negeri Jakarta*. <http://repository.unj.ac.id/1960/1/ADMERY%20ROSSIE%20ULI%20WANDA%20%201.pdf>

Uloli, A. S., Akbar, M., & Kadir. (2019). The influence of organizational culture, and work motivation on work discipline employees in Secretariat General of the National Resilience Council. *Journal of International Conference Proceedings*. <https://dx.doi.org/10.32535/jicp.v2i3.636>

Wizaksana, A. (2012). Teori motivasi-hygiene Herzberg dan kepuasan kerja karyawan dengan variabel mediasi berupa pandangan terhadap uang (Studi kasus: PT. X Indonesia Finance) [Skripsi]. *Fakultas Ekonomi Program Studi Ekstensi Manajemen Universitas Indonesia*. <https://lib.ui.ac.id/file?file=digital/20355007-S-Aswin%20Wizaksana.pdf>



Peran Budaya Organisasi terhadap Motivasi Kerja Karyawan Lembaga Pendidikan di Indonesia Berdasarkan

Two-Factor Theory oleh Herzberg

GLORIA ANGGITA PURWANINGRUM, Ardian Rahman Afandi, S.Psi., M.Psi., Psikolog

UNIVERSITAS

GADJAH MADA

Universitas Gadjah Mada, 2024 | Diunduh dari <http://etd.repository.ugm.ac.id/>

Yusoff, W. F. W., Kian, S. K., & Idris, M. T. M. (2013). Herzberg's two-factor theory on work motivation: Does it works for todays environment?. *Global Journal of Commerce & Management Perspective.*

https://www.researchgate.net/publication/262639924_Herzberg's_Two-Factor_Theory_on_Work_Motivation_Does_it_Works_for_Todays_Environment