

DAFTAR PUSTAKA

- Agustina, A., Saleh, K., Sodirin. (2018). Hubungan Kesejahteraan Karyawan dengan Kinerja Karyawan pada Hotel Lusy di Bandar Lampung. *Jurnal Manajemen Mandiri Saburai*, Vol. 2, No. 2.
- Ajizah, L. N., Suyoto, S., & Widhiandono, H. (2015). The influence of job training, career development and work environment on employee performance at the Cipta Karya office, banyumas regency. *Economic Media*, 15(1), 38-48.
- Ajzen, I. (1991). *The theory of planned behavior. Organizational Behavior and Human Decision Processes*, 50, 179–211.
- Ananto, M.R, Nururrohman, T., & Natalia, D.U. (2023). Pengaruh Pelatihan Kerja dan Pengembangan Karir terhadap Kinerja Karyawan. *Jurnal Manajemen dan Bisnis Ekonomi*, Vol. 1, No. 1, hal 125-137.
- Apriliano, N., Rahmah, F.R.A, Idris F., Asy'ari F., & Rozy F. (2024). Strategi Pengembangan Karir Sumber Daya Manusia Dalam Dunia Kerja. *Jurnal Manajemen Kreatif dan Inovasi*, Vol. 2, No. 3, <https://doi.org/10.59581/jmki-widyakarya.v2i2.3551>
- Atmanti, H. D. (2005). Investasi Sumber Daya Manusia melalui Pendidikan, 2(1), 30–39.
- Bandura, A. (1995). Exercise of personal and collective efficacy in changing societies. *Self-efficacy in changing societies*, 15, 334.
- Bandura, A. (1997). *Self-efficacy: The exercise of control*. New York. W H Freeman/Times Books/Henry Holt & Co.
- Baanu, T. F., Oyelekan, O. S., & Olorundare, A. S. (2016). Self-Efficacy and Chemistry Students ' Academic Achievement in Senior Secondary Schools in North-Central ,Nigeria. *The Malaysian Online Journal of Educational Science*, 4(1), 43-52. <https://eric.ed.gov/?id=EJ1095991>
- Chung, Y.W. (2017). The Role of Person-Organization Fit and Perceived Organizational Support in the Relationship Between Workplace Ostracism and Behavioral Outcomes. *Australian Journal of Management*, 42, (2) 328-349.
- Creswell, J.W. (2010). *Research Design: Pendekatan Kualitatif, Kuantitatif dan Mixed*. Edisi III; Yogyakarta: Pustaka Pelajar.
- Dalmeri (2014). Pendidikan Untuk Pengembangan Karakter (Telaah terhadap Gagasan Thomas Lickona dalam Educating For Character), Al-Ulum Volume. 14 Nomor 1, Juni 2014 Hal 269-288
- Eisenberger, R., Rhoades, L., & Armeli, S. (2001). Affective Commitment to the Organization: The Contribution of Perceived Organizational Support. *Journal of Applied Psychology*, 86, (5) 825-836.
- Eisenberger, R., Stinglhamber, F., Vandenberghe, C., Sucharski, I.L., & Rhoades, L. (2002). Perceived Supervisor Support: Contributions to Perceived Organizational Support and Employee Retention. *Journal of Applied Psychology*, 87, (3) 565-573.
- Eisenberger, R., Rhoades Shanock, L., & Wen, X. (2020). Perceived Organizational Support: Why Caring about Employees Counts. *Annual*

- Review of Organizational Psychology and Organizational Behavior*, 7, 101-124.
- Ernawati, N.K.P. (2022). Pengaruh Motivasi Karir, Status Sosial Ekonomi dan Efikasi Diri Terhadap Minat Melanjutkan Studi Ke Perguruan Tinggi Pada Siswa Kelas XII Program Keahlian Akuntansi Keuangan Lembaga (AKL) SMK Negeri 1 Negara. Tesis. Universitas Pendidikan Ganesha.
- Farla, W, Siregar L.D., dan Bakri S.A. (2020). Dukungan Atasan dan Pencapaian Karir Karyawan. *Jurnal Manajemen dan Bisnis Sriwijaya*, 18(4).
- Fatmawati, E. (2019). Kesiapsiagaan Pustakawan Melalui Sertifikasi Kompetensi dan Uji Kompetensi. *Jurnal Ilmu Perpustakaan dan Informasi*, 8(2)
- Gendalasari, G. dan Sudradjat, S. (2016). Pengaruh Motivasi Belajar dan Status Ekonomi Orang Tua terhadap Minat Studi Lanjut Siswa/Siswi SMA dan SMK di Bogor pada Bidang Ekonomi dan Manajemen.
- Ghozali, Imam. (2009). *Aplikasi Analisis Multivariate dengan Program SPSS*. Semarang: UNDIP.
- Ghozali, I., & Latan, H. (2015). *Partial Least Squares Konsep, Teknik dan Aplikasi Menggunakan Program SmartPLS 3.0* (2nd ed.). Semarang: Badan Penerbit UNDIP.
- Gloria, Fakultas Teknik UGM Peroleh Predikat Zona Integritas Menuju Wilayah Bebas dari Korupsi, diakses dari <https://ugm.ac.id/id/berita/22121-fakultas-teknik-ugm-peroleh-predikat-zona-integritas-menuju-wilayah-bebas-dari-korupsi>.
- Gosselin, J.T., & Maddux, J.E. (2003). Self efficacy. *Handbook, of self and identity*. New York: The Guilford Press.
- Goulão, M. de F. (2014). The Relationship Between Self-Efficacy and Academic Achievement in Adults' Learners. *Athens Journal of Education*, 1(3), 237-246. <https://eric.ed.gov/?id=EJ1217649>
- Hadi, P. (2023). The influence of self-efficacy on employee performance mediated by work motivation and work engagement. *International Journal of Research in Business and Social Science* (2147- 4478), 12(2), 653–661. <https://doi.org/10.20525/ijrbs.v12i2.2465>
- Harun, A. (2013). Pengembangan Tenaga Kependidikan. *Islamika : Jurnal Ilmu-Ilmu Keislaman*, 13(2). <https://doi.org/10.32939/islamika.v13i2.4>
- Hidi, S., & Renninger, K.A. (2006). The four-phase model of interest development. *Educational Psychologist*, 41(2), 111–127.
- Ikhram, A.A., Budiandriani, Ramlawati. (2023). Pengaruh Efikasi Diri dan Dukungan Organisasi terhadap Motivasi Kerja pada Pegawai PT. Bank Rakyat Indonesia Kantor Cabang Majene. *Journal of Economic, Public, and Accounting (JEPA)*. 5, (2), 98-104.
- Iyoro, Shorunke, & Akinola. (2015). Demographic Variables, Self-Efficacy and Work-Family Conflict among Women Librarians in Ondo State Nigeria. *Journal of Library & Information Science*, 5(1), 148-161. <http://irjlis.com/wp-content/uploads/2015/06/10-IR-267.pdf>
- Jin, H.M., & McDonald, B. (2017). Understanding Employee Engagement in the Public Sector: The Role of Immediate Supervisor, Perceived Organizational Support, and Learning Opportunities. *American Review of*

Public Administration, 47, (8) 881-897.

- Kadir, E. & Badwi, A. (2023). Pengembangan Sumber Daya Manusia Pegawai Rumah Sakit Tahun 2021. *Jurnal Kesehatan Dan Kedokteran*, 2(1), 100–105. <https://doi.org/10.56127/jukeke.v2i1.631>
- Karunia, R.L., Darmawansyah, & Prasetyo J.H. (2023). The Effectiveness of Career Development in Mediating the Influence of The Working Environment and Training Towards the Performance of Employee. *International Journal of Applied Economics, Finance and Accounting*, Vol. 17, No. 2, 202-210, <https://doi.org/10.33094/ijaefa.v17i2.1098>
- Khairiah, A.M. (2023). Pengaruh Dukungan Organisasional Persepsian terhadap Intensi Tetap Tinggal Karyawan dengan Keterikatan Karyawan sebagai Variabel Pemediasian Studi pada Karyawan Generasi Y dan Z Perusahaan Rintisan di Indonesia. Skripsi. Universitas Gadjah Mada.
- Khairunnisa, Wahyudin A., & Zohriah, A. (2023). Analisis Pengembangan Karir Pegawai pada Lembaga Pendidikan. *El-Idare: Jurnal Manajemen Pendidikan Islam*, 9(2), <https://doi.org/10.19109/elidare.v9i2.19964>
- Kumala, D. A. R. (2022). Strategi Pengembangan Sumber Daya Manusia. *Jurnal Penelitian dan Pengembangan Sains dan Humaniora*, 6(2), 254-261.
- 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.
- Kusumaningrum, G., Haryono, S., & Handari, R. S. (2020). Employee performance optimization through transformational leadership, procedural justice, and training: The role of self-efficacy. *Journal of Asian Finance, Economics and Business*, 7(12), 995–1004. <https://doi.org/10.13106/JAFEB.2020.VOL7.NO12.995>
- Lestari, Y.I. (2015). Sikap terhadap Pengembangan Karir Ditinjau dari Gender. *Jurnal Psikologi*, Vol. 11, No. 2
- Liliana, L., & Mayasari, V. (2019). Pengaruh Motivasi, Kompetensi, dan Kemampuan Finansial terhadap Minat Melanjutkan Studi pada Dosen di Universitas Tridianti Palembang. *Jurnal Ilmiah Ekonomi Global Masa Kini*, Vol. 10, No. 1, hal. 38-46.
- Lukito, C. D. R. (2020). Determinasi kepribadian proaktif terhadap kesuksesan karir melalui leader member exchange. *Jurnal Ilmu Manajemen*
- Magdalena, P. (2019). Pengaruh Karakter Individu dan Lingkungan Pembelajaran terhadap Peningkatan Karir. *Jurnal Manajemen & Bisnis Equilibrium Point*
- Miksza, P. (2011). The development of a measure of self-regulated practice behavior for beginning and intermediate instrumental music students. *Journal of Research in Music Education*, 59(3), 321–338. <https://doi.org/10.1177/0022429411414717>
- Mini, R. (2017). Peningkatan Mutu Sumber Daya Manusia Melalui Pendidikan Karakter dan Attitude. *Nur El-Islam*, 4(2), 79-96.
- Mustafa, G., Glavee-Geo, R., & Gronhaug, K. (2019). Structural Impacts on Formation of Self-Efficacy and Its Performance Effects. *Sustainability*,

- 11(3), 860. <https://doi.org/10.3390/su11030860>
- Muttahida, M., Pardiman, P., & Haridjanto, D. (2022). Gambaran Signifikansi *Mindset* dan Fungsionalisasi Jabatan dalam Membentuk Motivasi Kerja dan Minat Studi Lanjut Tenaga Kependidikan. *Iqtishoduna*, Vol. 18, No. 2, hal. 154-174
- Muttaqin, E. (2018). Pengaruh Efikasi Diri dan Dukungan Organisasi dalam Rangka Membangun Ketahanan Individu Pemuda (Studi pada Organisasi Kepemudaan dan DPD KNPI Kabupaten Bantul Daerah Istimewa Yogyakarta). Tesis. Universitas Gadjah Mada
- Natalia, Karina & Atrizka, D. (2020). Career Development Reviewed from Self-Efficacy on Life Insurance Employees. *Journal of Business, Management, and Accounting*, Vol. 2, hal. 193-196
- Naujokaitiene, J., Tereseviciene, M., & Zydziunaite, V. (2015). Organizational Support for Employee Engagement in Technology-Enhanced Learning. *SAGE Open*, 1-9.
- Ng, T. W. H., Eby, L. T., Sorensen, K. L., & Feldman, D. C. (2005). Predictors of objective and subjective career. *Personnel Psychology*, 58(2), 367–408. <https://doi.org/10.1111/j.1744.6570.2005.00515.x>
- Nur, M. J., Ramli, M., Semmaila, B., & Nurlaelah, N. (2021). Implementasi Komunikasi Organisasi Pimpinan Dalam Pelaksanaan Penjaminan Mutu Pendidikan di IAIN Bone. *Al Qalam: Jurnal Kajian Islam dan Pendidikan*, 13(1), 25-37.
- Pertiwi, B., & Hariyati, R. T. S. (2019). The impacts of career ladder system for nurses in hospital. *Enfermeria Clinica*. <https://doi.org/10.1016/j.enfcli.2019.04.016>
- Rusmiati, R., (2017). Pengaruh Minat Belajar terhadap Prestasi Belajar Bidang Studi Ekonomi Siswa MA Al Fattah Sumbermulyo. *Jurnal Ilmiah Pendidikan dan Ekonomi*, Vol. 1, No. 1, 21-36.
- Septiana, S., Wicaksono, R. N., Saputri, A. W., Fawwazillah, N. A., & Anshori, M. I. (2023). Meningkatkan Kompetensi Sumber Daya Manusia Untuk Masa Yang Mendatang. *Student Research Journal*, 1(5), 446-466.
- Shanock, L.R., & Eisenberger, R. (2006). When Supervisors Feel Supported: Relationships With Subordinates' Perceived Supervisor Support, Perceived Organizational Support, and Performance. *Journal of Applied Psychology*, 91, (3), 689-695.
- Shi, X.C., & Gordon, S., (2019). Organizational Support Versus Supervisor Support: The Impact on Hospitality Managers' Psychological Contract and Work Engagement. *International Journal of Hospitality Management*, 0278-4319.
- Simanjuntak, M.D.R. (2019). Membangun Ketrampilan 4 C Siswa Dalam Menghadapi Revolusi Industri 4.0. Prosiding Seminar Nasional Fakultas Ilmu Sosial Universitas Negeri Medan, 3, 921-929
- Suadnyana, I. K., & Supartha, I. W. G. (2018). Effect of performance appraisal, work experience, and training on employee career development. *Unud Management E-Journal*, 7(4), 1950–1978.
- Suryadi, H., & Aima, M. H. (2019). The influence of organizational culture and

- training on organizational commitment and also its implications on the performance of health workers in Puskesmas Johar Baru district. *Dinasti International Journal of Management Science*, 1(2), 148–162. <https://doi.org/10.31933/DIJMS.V1I2.51>
- Suryandari. (2023). Pengaruh Self Efficacy dan Penghargaan Terhadap Kinerja Pegawai Dengan Motivasi Pegawai sebagai Variabel Intervening (Studi di Instansi Pelayanan Publik Kabupaten Semarang: Dinsos, Dinkes, Disdukcapil dan DPMPTSP). Tesis. Universitas Gadjah Mada.
- Syahputra, I. & Jufrizen. (2019). Pengaruh Diklat, Promosi, dan Kepuasan Kerja terhadap Kinerja Pegawai. *Jurnal Ilmiah Magister Manajemen*. Vol. 2, No. 1, hal 104-116, <https://doi.org/10.30596/maneggio.v2i1.3364>
- Tavakolizadeh, J., & Ebrahimi-Qavam, S. (2011). Effect on teaching of self-regulated learning strategies on self-efficacy in students. *Procedia-Social and Behavioral Sciences*, 29, 1096-1104.
- UU No. 20 Tahun 2003. Tentang sistem pendidikan nasional. Jakarta: Sekretaris Negara Republik Indonesia.
- UU No. 12 Tahun 2012. Tentang pendidikan tinggi. Jakarta: Sekretaris Negara Republik Indonesia.
- Weng, Q., & McElroy, J. C. (2012). Organizational career growth, affective occupational commitment and turnover intentions. *Journal of Vocational Behavior*. <https://doi.org/10.1016/j.jvb.2012.01.014>
- Wu, C. H., & Parker, S. K. (2017). The Role of Leader Support in Facilitating Proactive Work Behavior: A Perspective From Attachment Theory. *Journal of Management*. <https://doi.org/10.1177/0149206314544745>