

DAFTAR PUSTAKA

- Ariolu, G. C. (2022). The Role of Diplomacy in Foreign Policy. *River State University Journal of Public*, 10(1).
- Azwar, S. (2019). *Reliabilitas dan Validitas* (IV). Pustaka Pelajar.
- Beus, J. M., & Whitman, D. S. (2012). The Relationship Between Typical and Maximum Performance: A Meta-Analytic Examination. *Human Performance*, 25(5), 355–376. <https://doi.org/10.1080/08959285.2012.721831>
- Borman, W. C., & Motowidlo, S. J. : (1997). Task Performance and Contextual Performance: The Meaning for Personnel Selection Research. *Human Performance*, 10, 99–109.
- Campbell, J. P., McHenry, J. J., & Wise, L. L. (1990). Modeling Job Performance in a Population of Jobs. *Personnel Psychology*, 43, 313–333. <https://doi.org/https://doi.org/10.1111/j.1744-6570.1990.tb01561.x>
- Carter, N. T., Dalal, D. K., Boyce, A. S., O'Connell, M. S., Kung, M. C., & Delgado, K. M. (2014). Uncovering curvilinear relationships between conscientiousness and job performance: How theoretically appropriate measurement makes an empirical difference. *Journal of Applied Psychology*, 99(4), 564–586. <https://doi.org/10.1037/a0034688>
- Creswell, J. W., & Creswell, J. D. (2018). *Research Design Qualitative, Quantitative, and Mixed Methods Approches* (5 ed.). SAGE Publication.
- Epskamp, S., Borsboom, D., & Fried, E. I. (2018). Estimating psychological Networks and Their Accuracy: A Tutorial Paper. *Behavior Research Methods*, 50, 195–212. <https://doi.org/10.3758/s13428-017-0862-1>
- Frey, C. (2024). Digital Diplomacy: The Impact of Technology on Modern Diplomacy and Foreign Policy. Current Realities and Future Prospects. *Romanian Journal of European Affairs*, 24(1).
- Gagné, P., & Hancock, G. R. (2006). Measurement Model Quality, Sample Size, and Solution Propriety in Confirmatory Factor Models. *Multivariate Behavioral Research*, 41(1), 65–83. https://doi.org/10.1207/s15327906mbr4101_5

- Ghasemi, A., & Zahediasl, S. (2012). Normality Tests for Statistical Analysis: A Guide for Non-Statisticians. *International Journal of Endocrinology and Metabolism*, 10(2), 486–489. <https://doi.org/10.5812/ijem.3505>
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2019). *Multivariate Data Analysis*. Pearson Education Limited.
- Handojono, M., & Sholihin, M. (2014). Bagaimana Mengurangi Bias Kemurahan Hati dalam Penilaian Kinerja Subjektif? Sebuah Pendekatan Eksperimen. *Jurnal Akuntansi dan Keuangan Indonesia*, 11(1), 40–56. <https://doi.org/10.21002/jaki.2014.03>
- Haynes, S. N., & Lench, H. C. (2003). Incremental Validity of New Clinical Assessment Measures. *Psychological Assessment*, 15(4), 456–466. <https://doi.org/10.1037/1040-3590.15.4.456>
- Istikhoroh, S., Suning, Ardhiani, M. R., & Miradji, M. A. (2025). Empirical Study of Human Capital Management as a Knowledge-Based Strategic Asset in Building Sustainability of Public Companies in Indonesia. *International Journal of Management and Sustainability*, 14(2), 481–498. <https://doi.org/10.18488/11.v14i2.4199>
- Kementerian Luar Negeri. (2020). *Peraturan Menteri Luar Negeri Republik Indonesia Nomor 9 Tahun 2020 tentang Pendidikan dan Pelatihan Fungsional Diplomat*.
- Mihura, J. L. (2012). The Necessity of Multiple Test Methods in Conducting Assessments: The Role of the Rorschach and Self-Report. *Psychological Injury and Law*, 5, 97–106. <https://doi.org/10.1007/s12207-012-9132-9>
- Misiak, B., Pytel, A., & Stańczykiewicz, B. (2025). A Systematic Review of Studies Using Network Analysis to Assess Dynamics of Psychotic-Like Experiences in Community Samples. *Psychological Medicine*, 55. <https://doi.org/10.1017/S0033291725000261>
- Nathans, L. L., Oswald, F. L., & Nimon, K. (2012). Interpreting Multiple Linear Regression: A Guidebook of Variable Importance. *Practical Assessment, Research, and Evaluation*, 17(9), 1–19. <https://doi.org/10.7275/5fex-b874>
- Ng, T. W. H., & Feldman, D. C. (2009). How Broadly Does Education Contribute to Job Performance? *PERSONNEL PSYCHOLOGY*, 62, 89–134. <https://doi.org/10.1111/j.1744-6570.2008.01130.x>

- Norman, G. (2010). Likert scales, Levels of Measurement and The "Laws" of Statistics. *Advances in Health Sciences Education*, 15, 625–632. <https://doi.org/10.1007/s10459-010-9222-y>
- Pierce, J. R., & Aguinis, H. (2013). The Too-Much-of-a-Good-Thing Effect in Management. *Journal of Management*, 39(2), 313–338. <https://doi.org/10.1177/0149206311410060>
- Purnomo, Sutadji, E., Utomo, W., Purnawirawan, O., Farich, R., Sulistianingsih, Fajarwati, R., Carina, A., & Gilang, N. (2022). *Analisis Data Multivariat* (W. Nur L, Ed.; 1 ed.). Omera Pustaka.
- R Core Team. (2017). *R: A Language and Environment for Statistical Computing*. R Foundation for Statistical Computing.
- Republik Indonesia. (2023). *Undang-Undang Republik Indonesia Nomor 20 Tahun 2023 tentang Aparatur Sipil Negara*.
- Runco, M. A., & Acar, S. (2012). Divergent Thinking as an Indicator of Creative Potential. Dalam *Creativity Research Journal* (Vol. 24, Nomor 1, hlm. 66–75). <https://doi.org/10.1080/10400419.2012.652929>
- Sackett, P. R., Zhang, C., Berry, C. M., & Lievens, F. (2022). Revisiting Meta-Analytic Estimates of Validity in Personnel Selection: Addressing Systematic Overcorrection for Restriction of Range. Dalam *Journal of Applied Psychology* (Vol. 107, Nomor 11). <https://doi.org/https://doi.org/10.1037/apl0000994>
- Salas, E., Sims, D. E., & Burke, C. S. (2005). Is there A "big five" in teamwork? Dalam *Small Group Research* (Vol. 36, Nomor 5, hlm. 555–599). <https://doi.org/10.1177/1046496405277134>
- Scullen, S. E., Mount, M. K., & Goff, M. (2000). Understanding the Latent Structure of Job Performance Ratings. *Journal of Applied Psychology*, 85(6), 956–970. <https://doi.org/10.1037/0021-9010.85.6.956>
- Sonnentag, S., & Frese, M. (2002). Performance Concepts and Performance Theory. Dalam *Psychological Management of Individual Performance* (hlm. 1–25). Wiley. <https://doi.org/10.1002/0470013419.ch1>
- Taliadorou, N., & Pashiardis, P. (2015). Examining the Role of Emotional Intelligence and Political Skill to Educational Leadership and Their Effects to

Teachers' Job Satisfaction. *Journal of Educational Administration*, 53(5), 642–666. <https://doi.org/10.1108/JEA-02-2014-0025>

Wright, P. M., & McMahan, G. C. (2011). Exploring Human Capital: Putting "Human" Back Into Strategic Human Resource Management. *Human Resource Management Journal*, 21(2), 93–104. <https://doi.org/10.1111/j.1748-8583.2010.00165.x>