Daftar Pustaka

Allen, N. & Meyer, J., (1996). *Affective, continuance and normative commitment to the organization*. Journal of Vocational Behavior, 49, 252-276.

Allen, N. J., & Meyer, J.P. (1990). *The measurement and antecedents of affective, continuance and normative commitment to the organization*. Journal of Occupational & Organizational Psychology, 63(1): 18-38.

Antonakis, J., Avolio, B. J., & Sivasubramaniam, N. (2003). *Context and leadership: Anexamination of the nine-factor full-range leadership theory using the Multifactor Leadership Questionnaire*. The Leadership Quarterly, 14(3), 261–295.

Aranya, N., & Ferris, K.R. (1984). *A reexamination of accountant's organizationalprofessional conflict*. The Accounting Review, 119, 1–15.

Aranya, N., Pollock, J., & Amernic, J. (1981). *An examination of professional commitment in public accounting*. Accounting Organisations and Society, 6, 271 280.

Arikunto, S. (1994). *Prosedur Penelitian: Suatu Pendekatan Praktik*. Bina Aksara, Jakarta.

Arthur, J. (1994). *Effects of human resource systems on manufacturing performance and turnover*. Academy of Management Journal, 37, 670-687.

Ashkanasy, Wilderom, C.P.M., & Peterson, M.F. (2000). *Handbook of Organizational Culture and Climate*. Sage Publications, Inc. California.

Avolio, B. J., & Yammarino, F. J. (Eds.). (2002). *Transformational and charismatic leadership:The road ahead*. JAI, Boston.

Balkin, D. B., & Gomez-Mejia, L. R. (1990). *Matching compensation and organizational strategies*. Strategic Management Journal, 11(2), 153-169.

Barney, J.B. (1991). *Firm resources and sustained competitive advantage*. Journal of Management, 17, 99-120.

Bartlett, K. R. (2001). *The relationship between training and organizational commitment: A study in the health care field.* Human Resource Development Quarterly, 12(4), 335-352.

Bass, B. M. (1985). *Leadership and performance beyond expectations.* Free Press, New York.

Bass, B. M. (1998). *Transformational leadership: Industrial, military, and educational inmpact.* Lawrence Erlbaum Associates, New Jersey.

Bass, B. M., & Avolio, B. J. (1993). *Transformational leadership: A response to critiques. In M. M. Chemers & R. Ayman (Eds.), Leadership theory and research: Perspectives and directions.* Academic Press, New York 49–80.

Bass, B. M., & Avolio, B. J. (1997). *Revised manual for the Multifactor Leadership Questionnaire.* Mind Garden, Palo Alto, CA.

Bass, B. M., Avolio, B. J., Jung, D. I., & Berson, Y. (2003). *Predicting unit performance by assessing transformational and transactional leadership.* Journal of Applied Psychology, 88, 207–218.

Bass, B.M., Riggio, R.E. (2006). *Transformational Leadership Second Edition.* Lawrence Erlbaum Associates, Inc. New Jersey.

Bateman, T S., & Strasser, S. (1984). *A longitudinal analysis of the antecedents of organizational commitment.* Academy of Management Journal, 27, 95–112.

Batt, R. (2002). *Managing customer services: Human resource practices, quit rates, and sales growth.* Academy of Management Journal, 45, 587-597.

Becker, B.E. & Huselid, M.A. (1998). High Performance Work Systems and Firm Performance: A Synthesis of Research and Managerial Implications. Research in Personnel and Human Resource Management, 16, 53-101.

Becker, B.E., Huselid, M. A. And Ulrich, D. (2001). *HR Scorecard Linking People Strategy and Performance.* Harvard Business School Publishing Corporation, Massachussetts.

Becker, H.S. (1960). *Notes on the Concept of Commitment.* American Journal of Sociology, 66, 32-40.

Becker, T.E., Randall, D.M., & Relgel, C.D. (1995). *The Multidimensional View of Commitment and The Theory of Reasoned Action: A Comparative Evaluation.* Journal of Management, 21(4), 616-639.

Benkhoff, B. (1997). *Disentangling Organizational Commitment.* Personnel Review, 26, 114-131.

Bennis, W. G., & Nanus, B. (1985). *Leaders: The strategies for taking charge.* Harper & Row, New York.

Blau, G.J. (1985). *The measurement and prediction of career commitment.* Journal of Occupational Psychology, 58, 277–288.

Boyd, J. T., Jr. (1988). *Leadership extraordinary: A cross-national military perspective on transactional versus transformational leadership.* Unpublished doctoral dissertation, Nova University, Boca Raton, FL.

Brooks, J. L., & Seers, A. (1991). *Predictors of organizational commitment: Variations across career stages.* Journal of Vocational Behavior, *38*, 53-64.

Burns, J. M. (1978). *Leadership.* Harper & Row, New York.

Bycio, P., Hackett, R. D., & Allen, J. S. (1995). *Further assessments of Bass's (1985) conceptualization of transactional and transformational leadership.* Journal of AppliedPsychology, 80, 468–478.

Carson, K.D., & Bedeian, A.G. (1994). *Career commitment: Construction of a measure and examination of its psychometric properties.* Journal of Vocational Behavior, 44,237–262.

Chang, E. (2005). *Employee's overall perception of HRM effectiveness.* Human Relations, 58(4), 523-544.

Chang, P., & Chen, W. (2002). *The effect of human resource management practices on firm performance: Empirical evidence from high-tech firms in Taiwan.* International Journal of Management, 19(4), 622-631.

Chew, J., Chan, C.C.A. (2008). *Human Resource Practices, Organizational Commitment and Intention to Stay.* International Journal of Manpower, 29 (6), 503-522

170

Christensen, R. (2006). *Roadmap to Strategic HR: Turning A Great Idea into A Business Reality*. Amacom, New York.

Cohen, A. (1991). *Career stage as a moderator of the relationships between organizational commitment and its outcomes: A meta-analysis*. Journal of Occupational Psychology, 64, 253-268.

Cohen, A. (2003). *Multiple Commitments in the Workplace: An Integrative Approach*. Lawrence Erlbaum Associates, Inc., New Jersey.

Collins, J. (2001). *Good to Great*. HarperCollins Publiser Inc., New York.

Cooper & Schindler (2008). *Business Research Methods*. Mc Graw Hill International Edition.

Coyle-Shapiro, J., Morrow, P. C., Richardson, R., & Dunn, S. R. (2002). *Using profit-sharing to enhance employee attitudes: A longitudinal examination of the effects on trust and commitment*. Human Resource Management, 41(4), 423-438.

Curphy, G. J. (1992). *An empirical investigation of the effects of transformational and transactional leadership on organizational climate, attrition and performance. In K. E. Clark, M. B. Clark, & D. R. Campbell (Eds.), Impact of leadership*. The Center for Creative Leadership, 177–187.

Danim, Sudarwan. (2000). *Metode Penelitian Ilmu-ilmu Sosial*. PT.Bumi Aksara, Jakarta.

Darden, W.R., Hampton, R., & Howell, R.D. (1989). *Career versus organizational commit-ment: Antecedents and consequences of retail salespeoples' commitment*.Journal of Re-tailing, 65, 80–106.

Dunham, R. B., Grube, J. A., & Castenada, M. B. (1994). *Organizational commitment: The utility of an integrative definition*. Journal of Applied Psychology, 79, 370–380.

Ellemers, N., van Rijswijk, W., Bruins, J., & de Gilder, D. (1998). *Group commitment as moderator of attributional and behavioral responses to power use*. European Journal of Social Psychology, 28, 555–573.

Etzioni, A. (1961). *A Comparative Analysis of Complex Organizations*. Free Press, New York.

George, J. M. (2000). *Emotions and leadership: The role of emotional intelligence*. Human Relations, 53, 1027–1055.

Geringer, J.M., Frayne, C.A., & Milliman, J.F. (2002). *In search of "best practice" in International human resource management: Research design and methodology*. Human Resources Management, Spring, 5-30.

Griffeth, R. W., & Hom, P. W. (1995). *The employee turnover process*. Research in Personnel and Human Resources Management, 13, 245-293.

Hadi, Sutrisno. (1994). *Metodologi Research*. Andi Offset, Yogyakarta.

Howell, J. M., & Avolio, B. J. (1993). *Transformational leadership, transactional leadership, locus of control, and support for innovation: Key predictors of consolidated business-unit performance*. Journal of Applied Psychology, 78, 891–902.

Huselid, M. A. (1995). *The impact of human resource management practices on turnover, productivity, and corporate financial performance*. Academy of Management Journal, 38, 635-672.

Igharia, M. & Greenhaus, J. H. (1992). *Determinants of MIS employees' turnover intentions: A structural equation model. Association for Computing Machinery*. Communications of the ACM, 35(2), 34-49.

Judge, T. A., & Bono, J. E. (2000). *Five-factor model of personality and transformational leadership*. Journal of Applied Psychology, 85, 751–765.

Kane, T. D., & Tremble, T. R. (2000). *Transformational leadership effects at different levels of the army*. Military Psychology, 12, 137–160.

Kanter, R. M. (1977). *Men and Women of the Corporation*. Basic Books, New York.

Kanter, R.M. (1968). *Commitment and Social Organization: A Study of Commitment Mechanism in Utopian Communities*. American Sociological Review, 33, 499-517.

Kaplan, R.S., & Norton, D.P. (1996). *The Balanced Scorecard: Translating Strategy into Action.* Harvard Business School Publishing Corporation, Massachusetts.

Kaplan, R.S., & Norton, D.P. (2001). *The Strategy Focused Organization.* Harvard Business School Publishing Corporation, Massachusetts.

Kelman, H.C. (1958). *Compliance, Identification, and Internalisation: Three Processes of Attitude Change.* Journal of Conflict Resolution, 2, 51-60.

Kerlinger, Fred N. (2000). *Foundation of Behavioral Research.* terjemahan bahasa Indonesia. Gadjah Mada University Press, Yogyakarta.

Kinicki, A. J., Carson, K. P., & Bohlander, G. W. (1992). *Relationship between an organization's actual human resource efforts and employee attitudes.* Group and Organizational Management, 17, 135-152.

Koh, W. L., Steers, R. M., & Terborg, J. R. (1995). *The effects of transformational leadership on teacher attitudes and student performance in Singapore.* Journal of Organizational Behavior, 16, 319–333.

Landau, J., & Hammer, T. H. (1986). *Clerical employees' perceptions of intraorganizational career opportunities.* Academy of Management Journal, 29, 385-404.

Lee, S. M. (1971). *An empirical analysis of organizational identification.* Academy of Management Journal, 14, 213-226.

Liliweri, A. (1997). *Sosiologi Organisasi.* Citra Aditya Bakti, Bandung.

Lucero, M. A., & Allen, R. E. (1994). *Employee benefits: A growing source of psychological contract violations.* Human Resource Management, 33(3), 425-446.

Mathieu, J.E. & Zajac, D.M. (1990). *A Review and Meta-Analysis of the Antecedents, Correlates, and Consequences of Organizational Commitment.* Psychological Bulletin, 108, 171-194.

Mathieu, J.E., & Zajac, D.M. (1990). *A review and meta-analysis of the antecedents, correlates and consequences of organizational commitment.* Psychological Bulletin, 108, 171–194.

Mathieu, J.E., & Zajac, D.M. (1990). *A review and meta-analysis of the antecedents, correlates and consequences of organizational commitment.* Psychological Bulletin, 108, 171–194.

McFarland, K.R. (2008), *The Breakthrough Company.* Crown Business, New York.

Meyer, J. P., & Smith, C. A. (2000). *HRM practices and organizational commitment: Test of a mediation model.* Canadian Journal of Administrative Sciences, 17(4), 319-331.

Meyer, J. P., Allen, N. J., & Gellatly, I.R. (1990). *Affective and continuance commitment to the organization: Evaluation of measures and analysis of concurrent and time-lagged relations.* Journal of Applied Psychology, 75: 710-720

Meyer, J. P., David, S.J., Herscovitch, L., Laryssa T. (2002). *Affective, Continuance, and Normative Commitment to the Organization: A Meta-analysis of Antecedents, Correlates, and Consequences.* Journal of Vocational Behavior, 61, 20-52.

Meyer, J.P., & Allen, N.J. (1991). *A three-component conceptualization of organizational commitment.* Human Resource Management Review, J, 61–89.

Meyer, J.P., & Herscovitch, L. (2001). *Commitment in the workplace: Toward a general model.* Human Resource Management Review, 11, 299–326.

Meyer, J.P., &. Allen, N.J. (1997). *Commitment in the workplace: Theory, research, and application.* Thousand Oaks, Sage.

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, 538–551.

Morrow, P.C. (1993). *The theory and measurement of work commitment.* CT Jai, Greenwich.

Mowday, R.T. (1998). *Reflections on the Study and Relevance of Organizational Commitment.* Human Resource Management Review, 8(4), 387-401.

174

Mowday, R.T., Porter, L.M., & Steers, R.M. (1982). *Employee-organizational linkage*. Academic Press, New York.

Mowday, R.T., Porter, L.W. & Dubin, R. (1974). *Unit performance, situational factors and employee attitudes in spatially separated work units*. Organizational Behavior and Human Performance, 12: 231-248.

Nasir. (1999). *Metode Penelitian*. Ghalia Indonesia, Jakarta.

Nogradi, G.S., & Koch, S.A. (1981). *The relationship between decisional participation and commitment to the organization, community and profession among municipal recreation administrators*. Leisure Sciences, 4, 143–159.

O'Reilly III, C. & Chatman, J. (1986). *Organizational commitment and psychological attachment: The effects of compliance, identification, and internationalization on prosocial behavior*. Journal of Applied Psychology, 71, 492-499.

Ogilvie, J. R., (1986). *The role of human resource management practices in predicting organizational commitmen*. Group and Organizational Studies, 11(4), 335-357.

Parasuraman, S., & Nachman, S.A. (1987). *Correlates of organizational and professional commitment: The case of musicians in symphony orchestras*. Group & Organization Studies, 12, 287–303.

Pathak, R. D., Budhwar, P. S., Singh, V. & Hannas, P. (2005). *Best HRM practices and employee's psychological outcomes: A study of shipping companies in Cyprus*. South Asian Journal of Management, 12(4), 7-24.

Pfeffer, J. (1998). *The human equation: Building profits by putting people first*. Harvard Business Public School, Boston.

Podsakoff, P.M., MacKenzie, S.B. & Bommer, W.H. (1996). *Transformational leader behaviors and substitutes for leadership as determinants of emplocyee satisfaction, commitment, trust, and organizational citizenship behaviors*. Journal of Management, 22 (2), 259-98.

Porter, L. W., Crampton, W. J., & Smith, F. J. (1976). *Organizational commitment and managerial turnover: A longitudinal study*. Organizational Behavior and Human Performance, 15: 87-98.

175

Porter, L.W., Steers, R.M., Mowday, R.T. & Boullan, P.V. (1974). *Oganizational Commitment, Job Satisfatin, and Turnover among Psychiatric Technicians*. Journal of Applied Psychology, 59, 603-609.

Rahayu, Yusti Prabowo. (2001). *Perkembangan Pendekatan Kuantitatif dalam Penelitian Psikologi*. Animaa Indonesian Psychological Journal, 315-326.

Rhodes, S. R., & Steers, R. M. (1981). *Conventional vs. work-owned organizations*. Human Relations, 34(12), 1013-1035.

Ritzer, G., & Trice, H. M. (1969). *An empirical study of Howard Becker's side-bet theory*. Social Forces, 47, 475-479.

Scholl, R.W. (1981). *Differentiating commitment from expectancy as a motivational force*. Academy of Management Review, 589-599.

Shahnawaz, M.G., Juyal, R. C. (2006). *Human Resource Management Practices and Organizational Commitment in Different Organizations*. Journal of the Indian Academy of Applied Psychology, Vol. 32, No. 3, 171-178.

Shamir, B., House, R. J., & Arthur, M. B. (1993). *The motivational effects of charismatic leadership: A self-concept based theory*. Organization Science, 4, 577–594.

Simons, T. L. (1999). *Behavioral integrity as a critical ingredient for transformational leadership*. Journal of Organizational Change Management, 12, 89–104.

Singarimbun, Masri., Effendi, Sofyan. (1987). *Metode Penelitian Survey*. LP3ES, Jakarta.

Smeenk, S.G.A., Eisinga, R.N., Teelken, J.C., & Doorewaard, J.A.C.M. (2006). *The Effects of HRM Practices and Antecedents on Organizational Commitment among University Employees*. International Journal of Human Resource Management 17, 2035-2054.

Soepono P., (1999). *Teori Lokasi : Representasi Landasan Mikro bagi Teori Pembangunan Daerah. Jurnal Ekonomi dan Bisnis*, 14(4), Fakultas Ekonomi Universitas Gadjah Mada, Yogyakarta.

Steers, R.M. (1977). *Antecedents and Outcomes of Organizational Commitment.* Administrative Science Quarterly, 22 (1), 46–56.

Steffy, B.D., & Jones, J.W. (1988). *The impact of family and career planning variables on the organizational, career, and community commitment of professional women.* Journal of Vocational Behavior, 32, 196–212.

Sugiarto, Siagian, D., Sunaryanto, L.T., & Oetomo, D.S. (2001). *Teknik Sampling.* Gramedia Pustaka Utama, Jakarta.

Suliman, A. M. & Isles, P.A. (2000a). *Is continuance commitment beneficial to organizations? Commitment-performance relationship: A new look.* Journal of Managerial Psychology, 15(5), 407-426.

Suliman, A.M. & Isles, P.A. (2000b). *The multi-ddimensional nature of organizational commitment in a non-western context.* Journal of Management Development, 19 (1), 71-82.

Tannenbaum, S. I., Mathieu, J. E., Salas, E., & Cannon-Bowers, J. A. (1991). *Meeting trainees' expectations: The influence of training fulfilment on the development of commitment, self efficacy, and motivation.* Journal of Applied Psychology, 76, 759-769.

Tellefsen, T. & Thomas, G.P. (2004). *The Antecedents and Consequences of Organizational and Personal Commitment in Business Services Relationship.* Industrial Marketing Management 34, 23-37.

Testa, M. R. (2001). *Organizational commitment, job satisfaction, and effort in the service environment.* The Journal of Psychology, 135(2): 226-236.

Thompson, A.A., Strickland, A.J., Gamble, J.E. (2008). *Crafting & Executing Strategy.* McGraw Hill, International Edition.

Tuma, N.B., &. Grimes, A.J. (1981). *A comparison of models of professionals in a researchoriented university.* Administrative Science Quarterly, 26, 187–206.

Ulrich, D. & Brockbank, W. (2005). *HR The Value Proposition.* Harvard Business School Publishing Corporation, Boston.

Ulrich, D. & Smallwood, N. (2003). *Why the Bottom Line Isn't*. JohnWiley & Sons, Inc., New Jersey.

Ulrich, D. (1997). *Human Resource Champion*. Harvard Business School Press, Boston.

Wahn, Judy C. (1998). *Sex differences in the continuance component of organizational commitment*. Group and Organization Management, 23(3): 256-266.

Weiner, Y. (1982). *Commitment in Organizations: A Normative View*. Academy of Management Review, 7, 418-428.

Welsh, H. P., & LaVan, H. (1981). *Inter-relationships between organizational commitment and job characteristics, job satisfaction, professional behavior, and organizational climate*. Human Relations, 34: 1079-1089.

Williams, L. J., & Hazer, J.T. (1986). *Antecedents and consequences of satisfaction and commitment in turnover models: A re-analysis using latent variables equation methods*. Journal of Applied Psychology, 71, 219-231.

Yammarino, F. J., & Bass, B. M. (1990). *Long-term forecasting of transformational leadership and its effects among naval offi cers: Some preliminary fi ndings. In K. E. Clark & M. R. Clark (Eds.), Measures of leadership*. Center for Creative Leadership, 151-169.

Yukl, G. (2006). *Leadership in Organization Sixth Edition*. Pearson Education , Inc., International Edition.

Zaccaro, S.J., & Dobbins, G.H. (1989). *Contrasting group and organizational commitment: Evidence for differences among multilevel attachments*. Journal of Organizational Behavior, 10, 267-273.

Zangaro, G.A. (2001). *Organizational Commitment: A Concept Analysis*. Nursing Forum, 36(2), 14-23.