

References

- Asmawi, A., & Mohan, A. V. (2010). Understanding patterns of organizational culture: A study in Malaysian R & D institutions management of innovation and technology (ICMIT). *2010 IEEE International Conference on Management of Innovation & Technology*. doi:10.1109/icmit.2010.5492710
- Batura, N., Skordis-Worrall, J., Thapa, R., Basnyat, R., & Morrison, J. (2016). Is the job satisfaction survey a good tool to measure job satisfaction amongst health workers in Nepal? Results of a validation analysis. *BMC health services research, 16*, 308. doi:10.1186/s12913-016-1558-4
- Davis, K., & Newstrom, J. W. (1989). *Human behavior at work: Organizational behavior* (8th ed.). London: McGraw-Hill.
- Dooley, J. M. (2010). Job satisfaction of forensic scientists in the public sector. Doctoral dissertation. Capella University.
- Dukes, T. S. (2012). A qualitative study of job satisfaction experiences of forensic scientists. Doctoral dissertation. Capella University.
- Goforth, Chelsea. (2015, November 16th). Using and interpreting cronbach's alpha. *Research Data Service + Sciences*. University of Virginia Library. Retrieved from <https://data.library.virginia.edu/using-and-interpreting-cronbachs-alpha/>
- Guadagnoli, E., & Velicer, W. F. (1988) Relation of sample size to the stability of component patterns. *Psychological Bulletin, 103*(2), 265-275.
- Hackman, J. R., & Oldham, G. R. (1974). *The job diagnostic survey: an instrument for the diagnosis of jobs and the evaluation of job redesign projects*

(Technical Report No. 4). Retrieved from

<https://files.eric.ed.gov/fulltext/ED099580.pdf>

Hancock, T., Lane, J., Ray, R., & Glennon, D. (1992). The ombudsman: factors influencing academic research productivity: a survey of management scientists. *Interfaces*, 22(5), 26-38.

Herzberg, F., Mausner, B., & Snyderman, B. B. (1959). *The motivation to work* (2nd ed.). New York: Wiley.

Judge, T.A., & Klinger, R. (2009). Promote job satisfaction through mental challenge. In E. A. Locke (Ed.), *Handbook of principles of organizational behavior* (pp. 107-121). West Sussex, UK: A John Wiley and Sons Publication.

Jung, J., Bozeman, B., & Gaughan, M. (2017). Impact of research collaboration cosmopolitanism on job satisfaction. *Research Policy*, 46(10), 1863-1872.

Khayat, O. M., & Gheitani, A. (2015). Study of the relation between job characteristics (task significance and task identity) and organizational learning. *Research Journal of Fisheries and Hydrobiology*, 10(13), 88-94.

Lawler, E. E., & Porter, L. W. (1967). The effect of performance on job satisfaction. *Industrial Relations: A Journal of Economy and Society*, 7(1), 20-28.

Lawler, E.E. (1973). Satisfaction and behavior. In J.R. Hackman (Ed), E. E. Lawler III (Ed.), and L. W. Porter (Ed.), *Perspectives on Behavior in Organizations* (pp. 78-87). New York: McGraw-Hill.

Lee, S., & Bozeman, B. (2005). The impact of research collaboration on scientific productivity. *Social Studies of Science*, 35(5), 673–702.
doi.org/10.1177/0306312705052359

LIPI. (2015). Strategic Plan 2015-2019. Jakarta, Indonesia

- Locke, E.A. (1969). What is job satisfaction? *Organizational Behavior and Human Performance*, 4, 309-336.
- Miftahudin, H. (February 27, 2018). *Penghentian Tunjangan Profesor Akhir 2019* [The Discontinuation of Professor Allowance in the End of 2019]. Retrieved from <https://mediaindonesia.com/read/detail/147061-penghentian-tunjangan-profesor-akhir-2019>
- Mirza, S. (2005). Job satisfaction among research and development scientists: The relationship of leadership practices and job characteristics. Doctoral dissertation. Capella University.
- Ninditya, F. (2019). *Kisruh LIPI, Wapres panggil Menristekdikti dan Kepala LIPI* [Indonesian Institute of Sciences' conflict, the vice president called Minister of research and technology and Head of Indonesian Institute of Sciences]. Retrieved from <https://www.antaraneews.com/berita/806826/kisruh-lipi-wapres-panggil-menristekdikti-dan-kepala-lipi>
- Oo, K. Z. (2018). Determinants of job satisfaction of public high school teachers in Nay Pyi Taw Union Territory in Myanmar. Unpublished master' thesis. International University of Japan, Niigata, Japan.
- Park, H. M. (2017). Factor analysis for questionnaire survey data: Exploratory and confirmatory factor analysis. Retrieved from <https://www.iuj.ac.jp/faculty/kucc625/method/factor/efa.pdf>
- Ristekdikti. (July 4, 2018). *Penghargaan SINTA wards Tahun 2018*. [SINTA Awards 2018]. Retrieved from <https://ristekdikti.go.id/siaran-pers/penghargaan-sinta-awards-tahun-2018/>

- Robinson, J.P., Athanasiou, R., Head, K.B. (1969). *Measures of occupational attitudes and occupational characteristics*.
doi:10.1177/105960117900400116
- SCImago. (n.d.). SJR — SCImago Journal & Country Rank. Retrieved February 26, 2019, from <http://www.scimagojr.com>
- Settles, I. H., Cortina, L. M., Malley, J., & Stewart, A. J. (2006). The climate for women in academic science: The good, the bad, and the changeable. *Psychology of Women Quarterly*, 30(1), 47-58.
- Spector, P. E. (1985). Measurement of human service staff satisfaction: Development of the Job Satisfaction Survey. *American Journal of Community Psychology*, 13(6), 693-713. doi.org/10.1007/BF00929796
- Spector, P.E. (1997). *Job satisfaction: application, assessment, causes, and consequences*. Sage Publications, Thousand Oaks, CA.
- Spector, P. E. (2012). *Industrial and organizational psychology: research and practice* (6th ed.). New York: John Wiley & Sons, Inc.
- Tourangeau, R., & Yan, T. (2007). Sensitive questions in surveys. *Psychological Bulletin*, 133(5), 859–883.
- Unesco. (2017). Recommendation on science and scientific researchers. Retrieved from http://portal.unesco.org/en/ev.php-URL_ID=49455&URL_DO=DO_TOPIC&URL_SECTION=201.html.
- Warner, S. L. (1965). Randomized-response: a survey technique for eliminating evasive answer bias. *Journal of the American Statistical Association*, 60(309), 63–69.

Weiss, D. J., Dawis, R. V., England, G. W., & Lofquist, L. H. (1967). Minnesota studies in vocational rehabilitation. *Manual for the Minnesota Satisfaction Questionnaire*. Minneapolis, MN: University of Minnesota.

Welch, E.W., and Jha, Y. (2016). Network and perceptual determinants of satisfaction among science and engineering faculty in US research universities. *The Journal of Technology Transfer*, 41(2), 290–328.