

Daftar Pustaka

- Ahmed, K. U., & Ahmed, B. F. (2019). *Term Paper Topic : External Recruitment Practices of an Organization Submitted to : Submitted by : Date of Submission : Hrm 602*.
- Aiken, L. (1985). Three Coefficients for Analyzing the Reliability and Validity of Ratings. *Educational and Psychological Measurement, 45*, 131–142.
- Aryee, S., Loi, R., & Kim, T. (2013). Person-organization fit and employee outcomes: Test of a social exchange model. In *International Journal of Human Resource Management* (Vol. 24, Issue 19, pp. 3719–3737). Taylor & Francis. <https://doi.org/10.1080/09585192.2013.781522>
- Azwar, S. (2018). *Reliabilitas dan Validitas Edisi 4*. Yogyakarta: Pustaka Pelajar.
- Bagozzi, R. P., & Yi, Y. (1988). Bagozzi and Yi 1988.pdf. In *Academy of Marketing Science* (Vol. 16, Issue 1, pp. 074–094).
- Barrick, M. R. (2005). Yes, Personality Matters: Moving on to More Important Matters. *Human Performance, 18*(4), 1–13. <https://doi.org/10.1207/s15327043hup1804>
- Barrick, M. R., & Mount, M. K. (1991). The Big Personality Dimensions and Job Performance: a Meta Analysis. *Personnel Psychology, 44*(960), 220–222.
- Barrick, M. R., & Mount, M. K. (1993). Autonomy as a Moderator of the Relationships Between the Big Five Personality Dimensions and Job Performance. *Journal of Applied Psychology, 78*(01).
- Biswas, S., & Bhatnagar, J. (2013). Mediator analysis of employee engagement: Role of perceived organizational support, p-o fit, organizational commitment and job satisfaction. *Vikalpa, 38*(1), 27–40. <https://doi.org/10.1177/0256090920130103>
- Borman, W., Ilgen, D., Klimoski, R., & Weiner, I. (2013). Handbook of Psychology. In *Journal of Petrology* (Vol. 12, Issue 1). <https://doi.org/10.1017/CBO9781107415324.004>
- Budhiasa, S. (2016). *Analisis Statistik Multivariate Dengan Aplikasi SEM PLS SMARTPLS 3.2.6*.
- Cable, D. M., & DeRue, D. S. (2002). The convergent and discriminant validity of subjective fit perceptions. *Journal of Applied Psychology, 87*(5), 875–884. <https://doi.org/10.1037/0021-9010.87.5.875>
- Campbell, J. P., & Wiernik, B. M. (2015). The Modeling and Assessment of Work Performance. In *Annual Review of Organizational Psychology and Organizational Behavior* (Vol. 2, Issue 1). <https://doi.org/10.1146/annurev-orgpsych-032414-111427>
- Cooper, A. F., & Thakur, R. (2013). The group of twenty (G20). In *The Group of Twenty (G20)* (pp. 1–194). <https://doi.org/10.4324/9780203071236>
- Cresswell, J. W. (2014). Research design. Qualitative, quantitative and mixed methods approaches. In *Research design Qualitative quantitative and mixed methods approaches* (p. 398). <https://doi.org/10.1007/s13398-014-0173-7.2>
- De Fruyt, F., & Mervielde, I. (1999). RIASEC types and Big Five traits as predictors of employment status and nature of employment. *Personnel Psychology, 52*(3), 701–727. <https://doi.org/10.1111/j.1744-6570.1999.tb00177.x>
- Dietl, E., & Kombeiz, O. (2020). The interplay between extraversion, task significance, and task variety at work. *Personality and Individual Differences, October*, 110471. <https://doi.org/10.1016/j.paid.2020.110471>
- Edwards, J. R., Caplan, R. D., & Harrison, R. Van. (1998). Person-environment fit theory: Conceptual foundations, empirical evidence, and directions for future research. In *Theories of organizational stress* (pp. 28–67). Oxford University Press. <https://doi.org/10.1017/CBO9781107415324.004>
- Erdheim, J., Wang, M., & Zickar, M. J. (2006). Linking the Big Five personality constructs to organizational commitment. *Personality and Individual Differences, 41*(5), 959–970. <https://doi.org/10.1016/j.paid.2006.04.005>
- Geisinger, K. F. (2013). APA handbook of testing and assessment in psychology, Vol. 1: Test theory and testing and assessment in industrial and organizational psychology. In *APA handbook of testing and assessment in psychology, Vol. 1: Test theory and testing and assessment in industrial and organizational psychology*. (Vol. 1, p. 742). APA. <https://doi.org/10.1037/14047-000>



- Goldstein, H. W., Pulakos, E. D., Passmore, J., & Semedo, C. (2017). The Wiley Blackwell Handbook of the Psychology of Recruitment, Selection and Employee Retention. In *The Wiley Blackwell Handbook of the Psychology of Recruitment, Selection and Employee Retention*.
<https://doi.org/10.1002/9781118972472>
- Goodstein, L. D., & Lanyon, R. I. (1999). Applications of personality assessment to the workplace: A review. *Journal of Business and Psychology, 13*(3), 291–322.
<https://doi.org/10.1023/A:1022941331649>
- Ghozali, I., & Latan, H. (2015). *Partial Least Squares: Konsep, Teknik dan Aplikasi menggunakan Program SmartPLS 3.0 untuk Penelitian Empiris*. Semarang: Undip.
- Guzzo, R. A., Fink, A. A., King, E., Tonidandel, S., & Landis, R. S. (2015). Big data recommendations for industrial-organizational psychology. *Industrial and Organizational Psychology, 8*(4), 491–508.
<https://doi.org/10.1017/iop.2015.40>
- Hair, Joe F., Sarstedt, M., Ringle, C. M., & Mena, J. A. (2012). An assessment of the use of partial least squares structural equation modeling in marketing research. *Journal of the Academy of Marketing Science, 40*(3), 414–433. <https://doi.org/10.1007/s11747-011-0261-6>
- Hair, Joseph F., Ringle, C. M., & Sarstedt, M. (2013). Partial Least Squares Structural Equation Modeling: Rigorous Applications, Better Results and Higher Acceptance. *Long Range Planning, 46*(1–2), 1–12. <https://doi.org/10.1016/j.lrp.2013.01.001>
- Halepota, J. A. (2011). *Determinants of Work Attributes and Personality Aspects towards Employees' Job Satisfaction*. 1–271.
- Hogan, J., & Holland, B. (2003). Using theory to evaluate personality and job-performance relations: A socioanalytic perspective. *Journal of Applied Psychology, 88*(1), 100–112.
<https://doi.org/10.1037/0021-9010.88.1.100>
- Hogan, R., Johnson, J., & Briggs, S. (1997). Handbook of Personality Psychology. In *Personality and Individual Differences* (Vol. 24, Issue 1). Academic Press. [https://doi.org/10.1016/s0191-8869\(97\)81000-8](https://doi.org/10.1016/s0191-8869(97)81000-8)
- Holila, & Mahfar, M. (2015). A Review of Big Five Personality and Job Performance among employees. *International Conference On Human Resource Development 2015*, 57–62.
- Hurtz, G. M., & Donovan, J. J. (2000). Personality and job performance: The big five revisited. *Journal of Applied Psychology, 85*(6), 869–879. <https://doi.org/10.1037/0021-9010.85.6.869>
- ISO. (2020, 07 02). *ISO*. Retrieved from ISO: <https://www.iso.org/obp/ui/#iso:std:iso:10667:-1:ed-1:v1:en>
- Jawahar, I. M., & Carr, D. (2007). Conscientiousness and contextual performance: The compensatory effects of perceived organizational support and leader-member exchange. *Journal of Managerial Psychology, 22*(4), 330–349. <https://doi.org/10.1108/02683940710745923>
- Judge, T. A., Higgins, C. A., Thoresen, C. J., & Barrick, M. R. (1999). The big five personality traits, general mental ability, and career success across the life span. *Personnel Psychology, 52*(3), 621–652. <https://doi.org/10.1111/j.1744-6570.1999.tb00174.x>
- Judge, T. A., Jackson, C. L., Shaw, J. C., Scott, B. A., & Rich, B. L. (2007). Self-efficacy and work-related performance: The integral role of individual differences. *Journal of Applied Psychology, 92*(1), 107–127. <https://doi.org/10.1037/0021-9010.92.1.107>
- Judge, T. A., & Zapata, C. P. (2015). The Person-Situation Debate Revised: Effect of Situation Strength and Trait Activation on the Validity of The Big Five Personality Traits in Predicting Job Performance. *Academy of Management Journal, 58*(4), 1149–1179. <https://doi.org/10.1158/1078-0432.CCR-12-1128>
- Kinicki, A., & Fugate, M. (2016). *Organizational Behavior*. Mc Graw Hill.
- Klang, A. (2012). The relationship between personality and job performance in sales: A replication of past research and an extension to a Swedish context. *Stockholm University, 1*–20.
- Koopmans, L. (2014). Measuring Individual Work Performance. In *Measuring Individual Work Performance*.
- Koopmans, L., Bernaards, C., Hildebrandt, V., Van Buuren, S., Van Der Beek, A. J., & de Vet, H. C. w. (2012). Development of an individual work performance questionnaire. *International Journal of Productivity and Performance Management, 62*(1), 6–28. <https://doi.org/10.1108/17410401311285273>



- Koopmans, L., Bernaards, C. M., Hildebrandt, V. H., Schaufeli, W. B., De Vet Henrica, C. W., & Van Der Beek, A. J. (2011). Conceptual frameworks of individual work performance: A systematic review. *Journal of Occupational and Environmental Medicine, 53*(8), 856–866. <https://doi.org/10.1097/JOM.0b013e318226a763>
- Lee, S. (2000). *Cross Cultural Validity of Personality Traits for Predicting Job Performance of Korean Engineers*. The Ohio State University.
- Lievens, F., & Sackett, P. R. (2012). The validity of interpersonal skills assessment via situational judgment tests for predicting academic success and job performance. *Journal of Applied Psychology, 97*(2), 460–468. <https://doi.org/10.1037/a0025741>
- Matthews, G. (1997). Extraversion, emotion and performance: A cognitive-adaptive model. In *Cognitive Science Perspective on Personality and Emotion*.
- McCrae, R. R., & Costa Jr., P. T. (2008). The Five Factor Theory of personality. *Handbook of Personality: Theory and Research, 159–181*. [https://doi.org/10.1016/S0191-8869\(97\)81000-8](https://doi.org/10.1016/S0191-8869(97)81000-8)
- McCrae, R. R., & Costa, P. T. (1987). Validation of the Five-Factor Model of Personality Across Instruments and Observers. *Journal of Personality and Social Psychology, 52*(1), 81–90. <https://doi.org/10.1037/0022-3514.52.1.81>
- McCrae, R. R., & John, O. P. (1992). The five-factor model: issues and applications. *Journal of Personality, 60*(2), 175–532. <http://www.ncbi.nlm.nih.gov/pubmed/1635040>
- McCrae, R. R., & John, O. P. (1992). An Introduction to the Five-Factor Model and Its Applications. *Journal of Personality, 60*(2), 175–215. <https://doi.org/10.1111/j.1467-6494.1992.tb00970.x>
- Memon, M. A., Salleh, R., & Baharom, M. N. R. (2015). Linking person-job fit, person-organization fit, employee engagement and turnover intention: A three-step conceptual model. *Asian Social Science, 11*(2), 313–320. <https://doi.org/10.5539/ass.v11n2p313>
- Monecke, A., & Leisch, F. (2012). SemPLS: Structural equation modeling using partial least squares. *Journal of Statistical Software, 48*. <https://doi.org/10.18637/jss.v048.i03>
- Morgeson, F. P., Reider, M. H., & Campion, M. A. (2005). Selecting individuals in team settings: The importance of social skills, personality characteristics, and teamwork knowledge. *Personnel Psychology, 58*(3), 583–611. <https://doi.org/10.1111/j.1744-6570.2005.655.x>
- Moyle, P., & Hackston, J. (2018). Personality Assessment for Employee Development: Ivory Tower or Real World? *Journal of Personality Assessment, 100*(5), 507–517. <https://doi.org/10.1080/00223891.2018.1481078>
- Neiva, E., Torres, C. V., & Mendonca, H. (2017). Organizational Psychology and Evidence-Based Management. In *Organizational Psychology and Evidence-Based Management*. <https://doi.org/10.1007/978-3-319-64304-5>
- Payne, jeff L. (1986). The Big Five Personality Dimensions and Job Performance: A Meta Analysis. *Preventing School Failure, 51*(3), 49–51. <https://search.proquest.com/docview/220297257?accountid=12834>
- Premuzic, T., & Furnham, A. (2010). The Psychology of personnel selection. In *Cambridge University Press*. Cambridge University Press.
- Purwono, U. (2016). *5-personality inventory*.
- Ramawickrama, J., Opatha, H. H. D. N. P., & PushpaKumari, M. D. (2017). A Synthesis towards the Construct of Job Performance. *International Business Research, 10*(10), 66. <https://doi.org/10.5539/ibr.v10n10p66>
- Robbins, S. P., & Judge, T. A. (2017). *Organizational Behavior, Global Edition*. Pearson Education Limited.
- Rothmann, S., & Coetzer, E. P. (2003). *88-344-1-Pb. 29*(1), 68–74. <https://doi.org/10.4102/sajip.v29i1.88>
- Salgado, J. F. (1997). The five factor model of personality and job performance in the European Community. *Journal of Applied Psychology, 82*(1), 30–43. <https://doi.org/10.1037/0021-9010.82.1.30>
- Salgado, J. F. (2002). The Big Five Personality Dimensions and Counterproductive Behaviors. *International Journal of Selection and Assessment, 10*(June), 117–125.
- Sarstedt, M., Ringle, C. M., & Hair, J. F. (2020). Handbook of Market Research. In *Handbook of Market*



- Research (Issue September). <https://doi.org/10.1007/978-3-319-05542-8>
- Savira, A. W., & Hidayat, R. (2017). Validitas Prediktif Papi-Kostick dan Baum terhadap Pengendalian Emosi Karyawan. *Jurnal Psikologi*, 44(3), 223. <https://doi.org/10.22146/jpsi.28243>
- Schneider, B., & Smith, D. B. (2004). Personality and organizations. In *Personality and Organizations*. <https://doi.org/10.4324/9781410610034>
- Sonnentag, S., Volmer, J., & Spychala, A. (2008). Job performance. *The SAGE Handbook of Organizational Behavior: Volume I - Micro Approaches*, 1, 427–450. <https://doi.org/10.4135/9781849200448.n24>
- Tett, R. P., & Burnett, D. D. (2003). A personality trait-based interactionist model of job performance. *Journal of Applied Psychology*, 88(3), 500–517. <https://doi.org/10.1037/0021-9010.88.3.500>
- Tett, R. P., & Christiansen, N. D. (2008). Personality assessment in organizations. *The SAGE Handbook of Personality Theory and Assessment: Volume 1 - Personality Theories and Models*, 720–742. <https://doi.org/10.4135/9781849200462.n35>
- Tett, R. P., & Guterman, H. A. (2000). Situation Trait Relevance, Trait Expression, and Cross-Situational Consistency: Testing a Principle of Trait Activation. *Journal of Research in Personality*, 34(4), 397–423. <https://doi.org/10.1006/jrpe.2000.2292>
- Tuteja, N., & Sharma, P. . (2018). Linking Job Performance and Big Five Personality Traits of Employess in Chandigarh IT Sector. *Scholarly Research Journal for Humanity Science & English Language*, 6(26). <https://doi.org/10.21922/srjhsel.v6i26.11442>
- Twenge, J. M., & Campbell, S. M. (2012). Who are the millennials? Empirical evidence for generational differences in work values, attitudes and personality. *Managing the New Workforce: International Perspectives on the Millennial Generation*, 1–19. <https://doi.org/10.4337/9780857933010.00006>
- Viswesvaran, C., & Ones, D. S. (2005). Job Performance: Assessment Issues in Personnel Select. In *The Blackwell Handbook of Personnel Selection*. <https://doi.org/10.1111/b.9781405117029.2005.x>
- Viswesvaran, C., & Ones, D. S. (2008). Job Performance: Assessment Issues in Personnel Selection. *The Blackwell Handbook of Personnel Selection*, 354–375. <https://doi.org/10.1002/9781405164221.ch16>
- Widiger, T. A., & Costa, P. T. J. (2012). Personality disorders and The Five Factor Model Personality. In *Medicine (United Kingdom)* (Vol. 40, Issue 11). <https://doi.org/10.1016/j.mpmed.2012.08.009>
- Widyastuti, T. (2018a). *Adaptasi dan Validasi Individual Work Performance Questionnaire (IWPQ)*.
- Widyastuti, T. (2018b). *Buku Manual Kuesioner performansi kerja individu*.
- Wihler, A., Meurs, J. A., Momm, T. D., John, J., & Blickle, G. (2017). Conscientiousness, extraversion, and field sales performance: Combining narrow personality, social skill, emotional stability, and nonlinearity. *Personality and Individual Differences*, 104, 291–296. <https://doi.org/10.1016/j.paid.2016.07.045>
- Yang, B., Kim, Y., & McFarland, R. G. (2011). Individual differences and sales performance: A distal-proximal mediation model of self-efficacy, conscientiousness, and extraversion. *Journal of Personal Selling and Sales Management*, 31(4), 371–381. <https://doi.org/10.2753/PSS0885-3134310401>