



## DAFTAR PUSTAKA

- Abdullah, M. (2019). Implementasi Kebijakan Penataan Dan Pemerataan Guru PNS Pada Jenjang Sd Di Dinas Pendidikan Kabupaten Bantul. *Jurnal Kebijakan Pendidikan*, Vol 8. No 1
- Adlim, Gusti, H., Zulfadli. (2016). Permasalahan Dan Solusi Pendidikan Di Daerah Kepulauan (Studi kasus di SMA Negeri 1 Pulau Aceh, Kabupaten Aceh Besar), *Jurnal Pencerahan*, Volume 10, Nomor 1.
- Afrizal. (2019). Metode Penelitian kuantitatif: sebuah upaya mendukung penggunaan penelitian kualitatif dalam berbagai disiplin ilmu. Depok: PT. Rajagrafindo Persada.
- Agarwal, S., Kayina, A., Mukhopadhyay, A., Reddy, A.N. (2018). Redistributing Teachers Using Local Transfer. *World Development* 110, hal 333-344. journal homepage: [www.elsevier.com/locate/worlddev](http://www.elsevier.com/locate/worlddev).
- Akyeampong, Kwame, and David Stephens. 2002. "Exploring the Backgroundsand Shaping of Beginning Student Teachers in Ghana: Toward Greater Contextualisation of Teacher Education." *International Journal of Educational Development* 22 (3-4): 262–74.
- Amatembun, N.A. 1973. *Guru Dalam Administrasi Sekolah Pembangunan*. Bandung: FKIP
- Arikunto, S. (1998). *Prosedur Penelitian: Suatu Pendekatan Praktek*, Jakarta: Rineka Cipta.
- Aristo, T.J.V., (2019). Analisis Permasalahan Pemerataan Pendidikan Di Kabupaten Sintang. *Jurnal Akuntabilitas Manajemen Pendidikan*, Vol 7, No. 1
- Armstrong, Michael. (2006). *A Handbook Of Human Resources Management Practice: Tenth edition*. British Library Cataloguing in Publication Data. ISBN 0 74944631 5
- Azwar, Saifuddin. (2004). *Metode Penelitian*. Yogyakarta: Pustaka Pelajar.
- Bachri, B. S,. (2010). Meyakinkan Validitas Data Melalui Triangulasi Pada Penelitian Kualitatif. *Jurnal Teknologi Pendidikan*, Vol 10, No. 1 (46-62)
- Badu, S.Q. (2016). Reformasi Sistem Pengangkatan Dan Pendistribusian Guru (Tantangan dan Agenda Indonesia di Abad Asia). Prosiding Konvensi



Pendidikan Nasional Indonesia (KONASPI VIII), Jakarta: 12-15 Oktober 2016. Hal. 41-51.

Bahri, Syamsul. (2011). Faktor yang mempengaruhi kinerja guru SD di Dataran Tinggimoncong Kabupaten Gowa Provinsi Sulawesi Selatan. Jurnal Medtek, Vol. 3(2), 1-11.

Barbieri, G., Rossetti, C., Sestito, P., (2011). The Determinants Of Teacher Mobility: Evidence Using Italian Teachers' Transfer applications. *Economics of Education Review* 30 (2011) 1430–1444

Beach, D., Johansson, M., Öhrn, E., Rönnlund, M., & Rosvall, P.-Å. (2019). Rurality and education relations: Metro-centricity and local values in rural communities and rural schools. *European Educational Research Journal* (Online), 18(1), 19–33. <https://doi.org/10.1177/1474904118780420>

Bennell, P. (2004). Teacher Motivation And Incentives In Sub-Saharan African and Asia. URL. <http://www.eldis.org/fulltext/dfidtea.pdf>

Best, A., Tournier, B., & Chimier, C, (2018). Topical Questions on Teacher Management, <http://creativecommons.org/licenses/by-sa/3.0/igo/>, Access Repository <http://www.unesco.org/open-access/terms-useccbysa-en>

Berthanilla, R. (2019). Implementasi Pengembangan Karier Aparatur Sipil Negara Di Era Otonomi Daerah. *Jurnal Administrasi Negara*. Volume 7 Nomor 1

Bjork, C. 2005. Indonesian Education: Teachers, Schools, and Central Bureaucracy. New York: Routledge

Boslaugh, S, 2007, Secondary Data Sources For Public Health: A Practical Guide, Cambridge: Cambridge University Press.

Boyd, D., Lankford, H., Loeb, S., & Wyckoff, J. (2003). The Draw of Home: How Teacher Preferences For Proximity Disadvantage Urban Schools. Unpublished paper.

Boyd, D., Lankford, H., Loeb, S., & Wyckoff, J. (2005). The draw of home: How Teachers' Preferences For Proximity Disadvantage Urban Schools. *Journal of Policy Analysis and Management*, 24(1), 113–132.

Boyd, D., Lankford, H., Loeb, S., & Wyckoff, J. (2005). Explaining The Short Careers of HighAchieving Teachers in Schools With Low-Performing Students. *American Economic Review*, 95, 166–171.

Buckley, J., Schneider, M., & Shang. (2005). Fix It and They Might Stay: School Facility Quality and Teacher Retention in Washington, D.C. *Teachers College Record* Volume 107, Number 5, May 2005, pp. 1107–1123. Copyright @ by Teachers College, Columbia University 0161-4681



- Bunnell, T., & Maringanti, A. (2010). Practising Urban and Regional Research beyond Metrocentricity. International Journal of Urban and Regional Research DOI:10.1111/j.1468-2427.2010.00988.x
- Burke, W. Warner, (2007). Organizational Development. Reading, MA: AddisonWesley Publishing Company
- Bryk, T. & Schneider, B. (2002). Trust in schools: A core resource for improvement. New York: Russell Sage Foundation.
- Callo, E. (2014). Work Motivation: Essential Factor in Understanding Teachers' Performance. International Journal of Management and Commerce Innovations. Vol. 2, Issue 2.
- Campbell, A. M., & Yates, G. C. R. (2011). "Want to be a country teacher? No, I am too metrocentric." Journal of Research in Rural Education, 26(4), 1- 12. Retrieved from <http://jrre.psu.edu/articles/26-4.pdf>
- Cicchinelli, L. F., & Beesley, A. (2017). Introduction: Current State of The Science in Rural Education research. In G. C. Nugent, G. M. Kunz, S. M. Sheridan, T. A. Glover, & L. L. Knoche (Eds.), *Rural education research in the United States*. Basel, Switzerland: Springer
- Coady, M. (2020). "They Just Don't Know Who We Are": Rural English Learner Teacher Education. The TESOL Encyclopedia of English Language Teaching. DOI: 10.1002/9781118784235.eelt0979
- Comighud, S.M., & Arevalo, M.J., (2020). Motivation In Relation To Teachers' Performance. International Journal of Scientific and Research Publications, Volume 10, Issue 4, ISSN 2250-3153. DOI: 10.29322/IJSRP.10.04.2020.p10071  
<http://dx.doi.org/10.29322/IJSRP.10.04.2020.p10071>
- Creswell, John W. (2014). Research Design: Pendekatan Penelitian Kualitatif, Kuantitatif, dan Mixed. Yogyakarta: Pustaka Pelajar
- Cuervo, H., and J. Wyn. (2012). Young People Making it Work. Continuity and Change in Rural Places. Melbourne: Melbourne University Press.
- Cuervo, H & Acquaro, D. (2018) Exploring Metropolitan University Pre-service Teacher Motivations And Barriers To Teaching in Rural Schools, Asia-Pacific Journal of Teacher Education, 46:4, 384-398, DOI:10.1080/1359866X.2018.1438586



- Cummings, C., Bako, A., Rhissa, H., Goumey, H., Noura, I.M.M. (2016). Collective Action And The Deployment Of Teachers In Niger: A Political Economy Analysis. ODI Briefing.
- Darling-Hammond, L., & Sykes, G. (1999). Teaching as learning profession. (L. D. Hammond & G. Sykes, Eds.). San Francisco: Jossey-Bass.
- Darling-Hammond, L and Sykes, G., (2003). Wanted: A national teacher supply policy for education: The right way to meet the "Highly Qualified Teacher" challenge. *Education Policy Analysis Archives*, 11(33). Retrieved [Date] from <http://epaa.asu.edu/epaa/v11n33/>
- Denzin, N., & Lincoln, Y. 2009. Handbook of Qualitative Research, Yogyakarta: Pustaka Belajar.
- Dewi, C. (2018). Implementasi Kebijakan Pemerataan Guru Dalam Meningkatkan Mutu Pendidikan. *Indonesian Journal of Education and Learning Volume 1 Nomor 2*. DOI: 10.31002/ijel.v1i2.649
- Dessler, Gary. (2006). Organization Theory, Integrating Structure and Behavior. Second Edition, Englewood Cliffs, New Jersey: Prentice-Hall, Inc., 2006.
- Diah, R & Pradna, P. (2012). Resiliensi Guru di Sekolah Terpencil. *Jurnal Psikologi Pendidikan dan Perkembangan 2 Vol.1.No.02*
- Dwi, S., Rahmad, N., Ika, M. (2017). Identification of teachers' problems in Indonesia on facing global community. *International Journal of Research Studies in Education Volume 6 Number 2*, 81-90.
- Eppley, Karen. (2015) "Hey, I Saw Your Grandparents at Walmart": Teacher Education for Rural Schools and Communities, *The Teacher Educator*, 50:1, 67-86, DOI:10.1080/08878730.2014.975061
- Farrugia, D., (2014). Towards a spatialised youth sociology: the rural and the urban in times of change, *Journal of Youth Studies*, 17:3, 293-307, DOI:10.1080/13676261.2013.830700
- Filak, V.F. (2003), "Student psychological need satisfaction and college Teacher- course evaluations", *Educational Psychology*, Vol. 23 No. 3, pp. 235-247.
- Ganchorre, A.R. & Tomanek, D. (2012) Commitment to Teach in Under-Resourced Schools: Prospective Science and Mathematics Teachers' Dispositions, *Journal of Science Teacher Education*, 23:1, 87-110, DOI: 10.1007/s10972-011-9263-y



- Garrett, R. M. (1999). Teacher job satisfaction in developing countries. ERIC Clearinghouse on Educational Management (ERIC Digest, No. ED 459 150).
- Gighile, P.N., Tulusan, F.M., & Londa, V.Y. (2018). Implementasi Kebijakan Pendidikan Dasar Daerah Kepulauan (Suatu studi di Kecamatan Manganitu Selatan Kabupaten Kepulauan Sangihe Provinsi Sulawesi Utara). Jurnal Administrasi Publik, Vol 4 No. 55.
- Göttelmann-Duret, Gabriele, and Joe Hogan. (1998). The Utilization, Deployment, and Management of Teachers in Botswana, Malawi, South Africa, and Uganda. Paris: UNESCO.
- Green, B., & Reid, J-A. (2004). Teacher education for rural-regional sustainability: changing agendas, challenging futures, chasing chimeras? Asia-Pacific Journal of Teacher Education, 32(3), 255-273. <https://doi.org/10.1080/1359866042000295415>
- Griffin, R.W. (1997). *Management*. New Delhi AITBS Publishers.
- Gruenewald, D.A,. (2003). The Best of Both Worlds: A Critical Pedagogy of Place. Educational Researcher, Vol. 32, No. 4.
- Hakim, L. (2016). Pemerataan Akses Pendidikan Bagi Rakyat Sesuai Dengan Amanat Undang - Undang Nomor 20 tahun 2003 Tantang Sistem Pendidikan Nasional. Jurnal EduTech Vol. 2 No. 1.
- Hanushek, E. A., J. F. Kain, and S. G. Rivkin. (2004). Why Public Schools Lose Teachers. Forth-coming in Journal of Human Resources. Retrieved April 29, 2004, from <http://www.educationnext.org/unabridged/20041/76.pdf>
- Hanushek, E. A., Piopiunik, M. & Wiederhold, S. (2014). The Value of Smarter Teachers: International evidence on teacher cognitive skills and student Performance. NBER Working Papers 20727. National Bureau of Economic Research, Inc.
- Harris, M.M. (2001) Lessons from Prairie Teachers. Action in Teacher Education, 23:1, 19-26, DOI: 10.1080/01626620.2001.10463051
- Harris, P. (2002). Survey of California Teachers. Peter Harris Research Group.
- Hasibuan, Malayu S.P. 2011. Manajemen Sumber Daya Manusia. Bumi Aksara, Jakarta.
- Hedges, J. (2000). The Importance of Posting in Becoming a Teacher in Ghana. MUSTER Discussion Paper 13. Brighton: University of Sussex, Centre for International Education.



Hedges, John. (2002). "The Importance of Posting and Interaction with the Education Bureaucracy in Becoming a Teacher in Ghana." International Journal of Educational Development 22 (3-4): 353–66.

Heldke, L. (2006). Farming Made Her Stupid. Hypatia, 21, 151-165. Retrieved from <https://doi.org/10.1111/j.1527-2001.2006.tb01118.x>

Heyward, M., Hadiwijaya, A.S., Mahargianto & Priyono. (2017). Reforming Teacher Deployment In Indonesia, Journal of Development Effectiveness, 9:2, 245-262, DOI: 10.1080/19439342.2017.1301978

Idris, Muhamad. (2008). Kiat Menjadi Guru Profesional. Cet. I. Yogyakarta: Ar-Ruzz Media.

Janzen, M.D., Cranston, J. (2015). Motivations and Experiences of Teachers in a Northern Manitoba Community. Alberta Journal of Educational Research, Vol. 61.2.

Ingersoll, R., & Smith, T. M. (2003). The Wrong Solution to the Teacher Shortage. Retrieved from [https://repository.upenn.edu/gse\\_pubs/126](https://repository.upenn.edu/gse_pubs/126)

Kadarisman, M, 2012. Manajemen Pengembangan Sumber Daya Manusia, Rajawali Pers, Jakarta.

Kast, Fremont E. and James E. Rosenzweig, (2005). Organization and Management: A Systems and Contingency Approach. New York: McGraw-Hill Book Company

Keles, H.N., Ozkan, T.K., Bezirci, M. (2011). A Study On The Effects Of Nepotism, Favoritism And Cronyism On Organizational Trust In The Auditing Process In Family Businesses In Turkey. International Business & Economics Research Journal, Volume 10, Number 9.

Kelleher, F (Ed). (2008). Primary school teacher deployment: a comparative study. Reviewed by Nazir Carrim (2010). Perspectives in Education, Volume 28, No. 1.

Khusnuridlo, M., 2013. Standar Nasional Pendidikan: Manajemen Sumber Daya Pendidik dan Kependidikan, Jember: STAIN Jember Press.

Krippendorff, Klaus. (2004). Content Analysis an Introduction to its Metodology 2nd Edition. London: Sage Publication.

Krippendorff, Klaus. (1980). Content Analysis An Introduction to Its Methodology. Beverly Hills, California: Sage Publication Ltd.

Kristiansen, A. (2014). Teachers As Rural Educators. Alberta Journal of Educational Research, Vol. 60, No. 4.



- Kurniawan, R.Y. (2016). Identifikasi Permasalahan Pendidikan Di Indonesia Untuk Meningkatkan Mutu Dan Profesionalisme Guru. Prosiding Konvensi Pendidikan Nasional Indonesia (KONASPI VIII), Jakarta: 12-15 Oktober 2016. Hal. 1415 - 1420
- Leorke, D., Wyatt, D. (2019) Metrics, Metrocentricity, and Governance Models: The Uneven Transformation of Libraries. In: Public Libraries in the Smart City. Palgrave Pivot, Singapore.
- Lortie, D. (1975). Schoolteacher. Chicago: University of Chicago Press.
- Magayang, D. (2019). Pengelolaan Pendidikan Dasar Di Daerah Khusus 3T Provinsi Papua: Studi tentang Tata kelola guru Sekolah Dasar di Kabupaten Yahukimo. Disertasi. Bandung: Universitas Pendidikan Indonesia (UPI).
- Mardatillah, Y.I, Nasution, H, Ishak, A,. (2013). Evaluasi Kinerja Manajemen Sumber Daya Manusia PT. Bank XYZ Dengan Human ResourceScorecard. e-Jurnal Teknik Industri FT USU Vol 1, No.1, 2013 pp. 23-27.
- Markus, H. (1999). Self-schemata and processing information about the self. In R. F. Baumeister (Ed.), The self in social psychology, (pp 123-138). Philadelphia, PA: Psychology Press.
- Markus, H., & Nurius, P. (1986). Possible selves. American Psychologist, 41, 954-969
- Mathis, Robert L., & Jackson, John H., (2008). Human resource management (12th). Thomson South Western. Mason, Ohio.
- Miles, B. M, & Huberman, M. 1992. Analisis Data Kualitatif Buku Sumber Tentang Metode-metode Baru. Jakarta: UIP
- Miles, M., & Huberman, M. (1994). Qualitative data analysis. London: Sage.
- Moleong, Lexy. J. 2010. Metodologi Penelitian Kualitatif. Bandung: PT. Remaja Rosdakarya
- Moekijat. (2010). Manajemen Sumber Daya Manusia. Bandung: Mandar Maju.
- Mueller, R., Carr-Stewart, S., Steeves, L., & Marshall, J. (2011). Teacher recruitment and retention in select First Nations schools. In Education, 17(3), 56-71. Retrieved from <http://ineducation.ca/ineducation/article/view/72/554>



- Mulkeen, A. and Chen, D (Eds). 2008. Teachers for rural schools, experiences in Lesotho, Malawi, Mozambique, Tanzania, And Uganda. The World Bank, Washington, D.C.
- Mustari, N. (2011). Implementasi Kebijakan Peningkatan Kompetensi Pendidik Melalui Peningkatan Rasio Pendidik & Pemerataan Penyebaran Pendidik Di Kabupaten Jeneponto. Jurnal Ilmu Pemerintahan OTORITAS, Vol 1 No 1.
- Nasir, Mujiaty, Said, H.,Pujiati, W., Adam. (2020). Pengelolaan Tenaga Pendidik (Guru) Di Rural Area. Jurnal Pendidikan Dan Ilmu Pengetahuan, Vol 20, N0. 1.
- Nazir, M. (2011). Metode Penelitian. Jakarta : Ghalia Indonesia
- Ngalim, P. 2007. Administrasi Dan Supervisi Pendidikan. Bandung: Remaja Rosdakarya
- Noor, F., Ishaque, M.S., Memon, A. & Lodhi, F.A. (2012). Effect Of Teachers' Transfer On School System. Interdisciplinary Journal Of Contemporary Research In Business. Vol 4, No 2.
- Novianto, K. (2020). Indeks Pemerataan Guru (IPG): Iktiar Mempercepat Distribusi Guru. Jurnal Kependidikan, Pembelajaran, dan Pengembangan, Vol 02, No 02.
- Nigel G. Fielding, Raymond M. Lee & Grant Blank. 2008, The Sage Handbook of Online Research. Sage Publications Ltd., London; Part VII, Chapter 24 "Online Interviewing" by Henrietta O'Connor and Clare Madge.
- Nwaka, N.G. & Ofojebe, W. N (2010).Strategies for coping with Shortage of Resources in Primary School Administration in Anambra State. Journal of Education Leadership, 1 (1) 29-36.
- OECD. (2015). Education in indonesia: Rising to challenge. Paris: OECD Publishing.
- OECD (2018), Effective Teacher Policies: Insights from PISA, PISA, OECD Publishing. <http://dx.doi.org/10.1787/9789264301603-en>
- Omebe, C.A. (2014). Human Resource Management In Education: Issues And Challenges. British Journal of Education Vol.2,No.7, pp.26-31.
- Ozoglu, M. (2015). Teacher Allocation Policies and the Unbalanced Distribution of Novice and Senior Teachers across Regions in Turkey. Australian Journal of Teacher Education, 40(10). <http://dx.doi.org/10.14221/ajte.2015v40n10.2>
- Panggabean, M. S. (2002). Manajemen Sumber Daya Manusia. Jakarta: Ghalia Indonesia.



- Perie, M., Baker, D. P. & Whiterner, S. (1997). Job Satisfaction Among America's Teachers: Effects Of Workplace Conditions, Background Characteristics, and Teacher Compensation. Washington: U.S. Department of Education.
- Podolsky, A., Kini, T., Bishop, J., & Darling-Hammond, L. (2016). Solving The Teacher Shortage: How to Attract and Retain Excellent Educators. Palo Alto, CA: Learning Policy Institute.
- Prabowo. (1996). Memahami Penelitian Kualitatif. Yogyakarta: Andi Offset
- Priyono & Marnis. (2008). Manajemen Sumber Daya Manusia. Sidoarjo: Zhifatama Publisher
- Putra, P.S. (2017). Implementasi Peraturan Bersama Lima Menteri Tahun 2011 Tentang Penataan Dan Pemerataan Guru Pegawai Negeri Sipil Terhadap Kebijakan Mutasi Guru Di Lingkungan Dinas Pendidikan Kabupaten Magetan. *Jurnal Pasca Sarjana Hukum UNS Volume V Nomor 2*.
- Purnamasari, A., & Kahija, Y. (2019). Mengajar Sembari Belajar: Sebuah Interpretative Phenomenological Analysis tentang Pengalaman Pengajar Muda Gerakan Indonesia Mengajar. *Jurnal EMPATI*, 7(4), 1503-1516. Retrieved from <https://ejournal3.undip.ac.id/index.php/empati/article/view/23486>
- Rahman, Fathur. (2015). Manajemen Disiplin Kinerja Guru Pasca Mutasi. *Jurnal manajer Pendidikan*, Vol 9, No 6.
- Rasheed, M.I., Humayon, A.A., Awan, U and Ahmed. (2016). Factors Affecting Teachers' Motivation: An HRM Challenge For Public Sector Higher Educational Institutions of Pakistan (HEIs). *International Journal of Educational Management* Vol. 30 No. 1. DOI 10.1108/IJEM-04-2014-0057
- Reininger, M. (2012). Hometown Disadvantage? It Depends on Where You're From: Teachers' Location Preferences and the Implications for Staffing Schools. *Educational Evaluation and Policy Analysis*, Vol. 34, No. 2, pp. 127–145 DOI: 10.3102/0162373711420864
- Rivero, R. (2015). The link of teacher career paths on the distribution of high qualified teachers: A Chilean case study. *Archivos Analíticos de Políticas Educativas*, 23(73). <http://dx.doi.org/10.14507/epaa.v23.1710>
- Ropi, A. (2017). Efektivitas Pelaksanaan Mutasi Pegawai Negeri Sipil (PNS) Oleh Badan Kepegawaian Daerah Dan Diklat Kabupaten Ciamis. *Jurnal Ilmiah Ilmu Administrasi Negara*, Vol 4 No 1. DOI: <http://dx.doi.org/10.25157/dinamika.v4i1.398>



Robbins, Stephen, P., Judge Timothy A., (2015). *Organizational Behavior*, New Jersey, Pearson Education, Inc.

Runhaar, P. (2017). How Can Schools And Teachers Benefit From Human Resources Management? Conceptualising HRM From Content And Process Perspectives. *Educational Management Administration & Leadership* Vol. 45(4) 639–656. DOI: 10.1177/1741143215623786

Schuler, R.S, Dowling, P.J.S., John, P & Huber, V. (1992) *Human Resource Management in Australia*, Anatarmo-wsw, Harper Educational Publisher.

Sembiring, J.J., (2010). *Smart HR*. Jakarta: Vision Media

Shabir, M. (2015). *Kedudukan Guru Sebagai Pendidik: Tugas dan Tanggung Jawab, Hak dan Kewajiban, dan Kompetensi Guru*, Auladuna, Vol. 2 No.2

Shields, P.M., Humphrey, D.C., Wechsler, M.E., Riel, L.M., Tiffany-Morales, J., Woodworth, K., Young, V.M. & Price, T. (2001). *The status of the teaching profession 2001*. Santa Cruz, CA: The Center for the Future of Teaching and Learning.

Simamora, H., (2006). *Manajemen Sumber Daya Manusia*. Yogyakarta: STIE YKPN

Singarimbun, M dan S. Effendi. 1995. *Metode Penelitian Survei*. Jakarta: LP3ES.

Sugiyono. (2011). *Metode Penelitian Kuantitatif, Kualitatif, dan R & D*: Cetakan XIII. Bandung: Alfabeta, CV.

Stivers, J., Cramer, S.F., B.S, Riordan, K. (2012). *Involuntary Teacher Transfer in Special Education: Concepts and Strategies for Teachers Facing New Assignments*. *Journal of the American Academy of Special Education Professionals (JAASEP)*

Sugiyono. (2016). *Metode Penelitian Kuantitatif, Kualitatif dan R&D*. Bandung: PT Alfabet.

Supardi, (2014). *Kinerja Guru*. Jakarta: PT Raja Grafindo Persada.

Sutopo, H.B. (2006). *Metode Penelitian Kualitatif*. Surakarta: UNS Press

Tanjung, H. dan S. Rahmawati. 2003. *Pengembangan Sumber Daya Manusia*. Jakarta: PT Bumi Aksara



Tjahjono, H, K,. (2005). Praktik – Praktik Manajemen SDM Strategik: Pengujian Empiris Universalistik Dan Kontinjenensi Dalam Menjelaskan Kinerja Organisasional Volume 9, No.2. Hal. 123-134

Towse, Peter, David Kent, Funja Osaki, and Noah Kirua. (2002). “Non-graduate Teacher Recruitment and Retention: Some Factors Affecting Teacher Effectiveness in Tanzania.” *Teaching and Teacher Education* 18 (6): 637– 52.

Trinidad, S., Sharplin, S., Ledger, S., & Broadley, T. (2014). Connecting for innovation: Four universities collaboratively preparing pre-service teachers to teach in rural and remote Western Australia. *Journal of Research in Rural Education*, 29(2), 1–13.

Yani, Ahamed. (2010). Kebijakan Distribusi Guru Melalui Participatory Management Pada Era Otonomi Daerah. *Jurnal Manajemen Dan Sistem Informasi*, Vol 9 No 2.

Yassin, M. (2016). Perlindungan Hukum Bagi Warga Negara Dalam Pelaksanaan Mutasi Pegawai Negeri Sipil. *Yuridika*: Volume 31 No 2. DOI : 10.20473/ydk.v31i2.4856

Wahyudi, B. (1996). *Manajemen Sumber Daya Manusia*, Bandung: Penerbit Sulita.

Wahyudi, A., Anas, A.Y., Apsari, N.C. (2015). Desa Dan Kota Dalam Potret Pendidikan. *Prosiding Penelitian Dan Pengabdian Kepada Masyarakat*, Vol. 2, Nomor 3, Hal. 301-444, ISSN: 2442-4480, DOI: 10.24198/jppm.v2i3.13592

White, S. & Reid, J. (2008). Placing teachers? Sustaining Rural Schooling Through Placeconsciousness in Teacher Education. *Journal of Research in Rural Education*, 23(7). Retrieved [date] from <http://jrre.psu.edu/articles/23-7>

White, S., & Corbett, M. (Eds.). (2014). *Doing educational research in rural settings: Methodological issues, international perspectives, and practical solutions*. New York, NY: Routledge.

Wijayatunga, A.R. (2018). Overstay Teacher Transfers In Public Schools In Sri Lanka:Impact On School Management And Performance. Proceeding of the 4thInternational Conference on Education, Vol. 4, pp. 39-50Copyright ©2018 TIIKM, ISSN 2424 - 6700 online, DOI: <https://doi.org/10.17501/icedu.2018.4105>

World Bank. (2008). *Teacher Employment and Deployment in Indonesia : Opportunities for Equity, Efficiency and Quality Improvement*.



Washington, DC. © World Bank.

<https://openknowledge.worldbank.org/handle/10986/8110> License: CC  
BY 3.0 IGO

World Bank. (2011). Mentransformasi Tenaga Pendidikan Indonesia. Volume II: Dari Pendidikan Prajabatan hingga ke Masa Purnabakti: Membangun dan Mempertahankan Angkatan Kerja yang Berkualitas Tinggi, Efisien, dan Termotivasi. Report No. 53732-ID

Yeboah, S. (2012). The Impact of Human Resource Management Practices on Teacher Retention in the Ghana Education Service: A Case Study of schools in the Cape Coast Metropolis, KNUST SPACE (thesis & dissertation).

Yeboah, A. & Adom, D., (2016). Rural Senior High School Teachers Motivation And Its Effect On Their Retention. British Journal of Education, Vol.4, No.11, Published by European Centre for Research Training and Development UK ([www.eajournals.org](http://www.eajournals.org))

Zailani, A. (2015). Analisis Pengaruh Mutasi Dan Promosi Jabatan Pada Peningkatan Karir Pegawai. Jurnal Ilmu Manajemen dan Akuntansi Terapan (JIMAT) Volume 6 Nomor 1, p-ISSN 2086-3748

Zaenuri, M. (2015). Manajemen Sumber Daya Manusia di Pemerintahan. Yogyakarta: LP3M UMY.

### **Dokumen Pemerintah:**

Undang Undang No. 20 Tahun 2003 Tentang Sistem Pendidikan Nasional

Undang Undang Nomor 14 Tahun 2005 Tentang Guru dan Dosen.

### **Sumber internet:**

<https://www.jpnn.com/news/mendikbud-semua-guru-harus-punya-mengajar-di-wilayah-3t> , diakses tanggal 1 Desember 2020

<https://www.pikiran-rakyat.com/pendidikan/pr-01313614/seluruh-guru-wajib-mengajar-di-daerah-terluar-terdepan-tertinggal> diakses tanggal 1 Desember 2020

<https://www.kompasiana.com/muhammadsyukri/5509eda7a3331108642e3c21/guru-tidak-merata-solusinya-guru-terbang?page=all> , diakses tanggal 1 Desember 2020

<https://www.kompas.tv/article/69504/kasihan-sekolah-dasar-negeri-ini-tidak-memiliki-guru> , diakses tanggal 5 Desember 2020



<https://www.cnnindonesia.com/nasional/20201005180513-20-554645/kemendikbud-sekolah-kekurangan-1-juta-guru-hingga-2024>, diakses pada tanggal 12 Desember 2020

<https://www.kemdikbud.go.id/main/blog/2020/11/pemerintah-buka-kesempatan-guru-honorer-ikut-seleksi-pppk>, diakses pada tanggal 12 Desember 2020

<https://www.cnnindonesia.com/nasional/20151222160543-32-99905/guru-dianggap-profesi-empuk-rawan-dipolitisasi>, diakses pada tanggal 15 Desember 2020

<https://setkab.go.id/sebaran-tidak-merata-bkn-siap-bantu-kementerian-panrb-dan-kemdikbud-redistribusi-guru-pns/>, diakses pada tanggal 15 Desember 2020

<https://npd.kemdikbud.go.id/?appid=bukunpd2019> diakses pada tanggal 21 Desember 2020

<https://www.cnbcindonesia.com/news/20210104072533-4-213172/alasan-kenapa-perekrutan-guru-tak-lewat-jalur-cpns> diakses pada tanggal 5 Januari 2021

<https://money.kompas.com/read/2021/01/03/141735026/alasan-pemerintah-hentikan-penerimaan-cpns-formasi-guru> diakses pada tanggal 5 januari 2021

<https://www.youtube.com/watch?v=Dh8-gpGUWuQ&list=PL8OikbX33J2oJoAeBkgIbnvd6-4pVWSCy&index=19>, diakses 21 Januari 2021