

DAFTAR PUSTAKA

- Allen, J. N., & Meyer, P. J. (1990). The Measurement and Antecedents of Affective, Continuance and Normative Commitment to the Organization. *Journal of Occupational Psychology*, 63(1), 1-18.
- Allen, N. J., & Meyer, J. P. (1996). Affective, Continuance, and Normative Commitment to the Organization: An Examination of Construct Validity. *Journal of Vocational Behavior*, 49(43), 252-276.
- Amarakoon, U., Weerawardena, J., & Verreynne M. L. (2016). Learning Capabilities, Human Resource Management Innovation and Competitive Advantage. *The International Journal of Human Resource Management*, 29(10), 1736-1766.
- Ancok, D. (2012). *Psikologi Kepemimpinan dan Inovasi*. Jakarta: Penerbit Erlangga.
- Avolio, B. J., & Bass, B. M. (1995). Individual Consideration Viewd at Multiple Levels of Analysis: A Multi-Level Framework for Examining the Diffusion of Transformational Leadership. *Leadership Quarterly*, 6(2), 199-218.
- Baldwin, S. (2006). *Organisational Justice*. Brighton: Institute for Employment Studies, 2-8
- Baron, R. M., & Kenny, D. A. (1986). The Moderator-Mediator Variable Distinction in Social Psychological Research: Conceptual, Strategic, and Statistical Considerations. *Journal of Personality and Social Psychology*, 51(6), 1173-1182.
- Bisnis.com. (2020). Kemendag Akui Digitalisasi Pasar Menjadi Tuntutan Saat Pandemi. Tersedia di <https://ekonomi.bisnis.com/read/20200711/12/1264645/kemendag-akui-digitalisasi-pasar-menjadi-tuntutan-saat-pandemi> diakses pada tanggal 28 November 2020.
- Cabarcos, M. A. L., Pinho, A. I. M. L.S., & Rodriguez, P. V. (2015). The Influence of Organizational Justice and Job Satisfaction on Organizational Commitment in Portugal's Hotel Industry. *Cornell Hospitality Quarterly*. 56(3), 258-272.
- Cheng, S. Y. (2014). The mediating Role of Organizational Justice on the Relationship between Administrative Performance Appraisal Practice and Organizational Commitment. *The International Journal of Human Resource Management*, 25(8), 1131-1148.

- Choudhary, N., Philip, P. J., & Deswal, R. K. (2013). Impact of Organizational Justice on Employees' Workplace and Personal Outcome: A Study of Indian Insurance Sector. *Journal of Organizational Behavior*, 7(4), 7-20.
- Cohen, A., & Diamant, A. (2019). The Role of Justice Perception in Determining Counterproductive Work Behaviors. *The International Journal of Human Resource Management*, 30(20), 2901-2924.
- Colquitt, J. A. (2001). On the Dimensionality of Organizational Justice: A Construct Validation of a Measure. *Journal of Applied Psychology*, 86, 386-400.
- Colquitt, J. A., Wesson, M. J., Conlon, D. E., & Ng, K. Y. (2001). Justice at the Millennium: A Meta-Analytic Review of 25 Years of Organizational Justice Research. *Journal of Applied Psychology*, 86(3), 425-445.
- Gama Multi Group. Perusahaan: Sejarah, Visi & Misi, Budaya Perusahaan. Tersedia di <https://www.gamamulti.com/home> diakses Tanggal 10 Januari 2020.
- Han, S. H., Li, J., & Yoon, S. W. (2016). The Mediating Effect of Organizational Commitment and Employee Empowerment: How Transformational Leadership Impact Employee Knowledge Sharing Intention. *Human Resource Development International*, 19(2), 98-115.
- Kementerian Ketenagakerjaan Republik Indonesia. (2020). Menaker Ida Fauziyah Minta Pengusaha Jadikan PHK sebagai Langkah Terakhir. Tersedia di <https://kemnaker.go.id/news/detail/menaker-ida-fauziyah-minta-pengusaha-jadikan-phk-sebagai-langkah-terakhir> diakses pada tanggal 10 September 2020.
- Kim, M., & Beehr, T. A. (2018). Empowering Leadership: Leading People to be Present Through Affective Organizational Commitment? *The International Journal of Human Resource Management*, 31(16), 2017-2044.
- Kinicki, A., & Fugate, M. (2018). *Organizational Behavior: a practical, problem-solving approach*. New York: McGraw-Hill.
- Kompas.com. (2020). Saat Pandemi Covid-19 Berdampak pada Bisnis Perhotelan Saat ini. Tersedia di <https://www.kompas.com/tren/read/2020/09/26/102900465/saat-pandemi-covid-19-berdampak-pada-bisnis-perhotelan-saat-ini?page=all> diakses pada tanggal 28 November 2020.
- Kontan.co.id. (2020). Industri Ritel Tertekan Akibat Pandemi Virus Corona (Covid-19). Tersedia di <https://industri.kontan.co.id/news/industri-ritel-tertekan-akibat-pandemi-virus-corona-covid-19> diakses pada tanggal 28 November 2020.

- Kurian, Deepu. (2018). Organizational Justice: Why Does It Matter for HRD. *Journal of Organizational Psychology*, 18(2), 11-22.
- Lee, J., & Wei, F. (2017). The Moderating Effect of Leadership on Perceived Organizational Justice and Affective Commitment: A Study in China. *The International Journal of Human Resource Management*, 28(5), 679-702.
- Leventhal, G. S. (1980). *What should be Done with Equity Theory? New Approach to the Study of Fairness in Social Relationship*. New York: Plenum Press.
- Li, A., & Cropanzano, R. (2009). Fairness at the Group Level: Justice Climate and Intraunit Justice Climate. *Journal of Management*, 35(3), 564-599.
- Lind, D. A., Marchal, W. G., & Wethen, S. A. (2018). *Statistical Techniques in Business & Economics*. New York: McGraw-Hill Education
- Mercurio, Z. A. (2015). Affective Commitment as a Core Essence of Organizational Commitment: An Integrative Literature Review. *Human Resource Development Review*, 14(4), 389-414.
- Meyer, J. P., & Allen, N. J. (1991). A Three-Component Conceptualization of Organizational Commitment. *Human Resource Management Review*, 1(1), 61-89.
- Nakra, Rashmi. (2014). Understanding the Impact of Organizational Justice on Organizational Commitment and Projected Job Stay among Employees of the Business Process Outsourcing Sector in India. *The Journal of Business Perspective*. 18(3), 185-194.
- Redondo, R., Sparrow, P., & Lechuga, G. H. (2019). The Effect of Protean Careers on Talent Retention: Examining the Relationship Between Protean Career Orientation, Organizational Commitment, Job Satisfaction and Intention to Quit for Talented wWrkers. *The International Journal of Human Resource Management*.
- Schindler, P. S. (2019). *Business Research Methods*. New York: McGraw-Hill.
- Scrima, F., Lorito, L., Parry, E., & Falgaes, G. (2014). The Mediating Role of Work Engagement on The Relationship Between Job Involvement and Affective Commitment. *The International Journal of Human Resource Management*, 25(15), 2159-2173.
- Sekaran, U., & Bougie, R. (2016). *Research Methods for Business: A Skill-Building Approach*. West Sussex: John Wiley & Sons Ltd.
- Steers, R. M. (1977). Antecedents and Outcomes of Organizational Commitment. *Administrative Science Quarterly*, 22(1), 46-56.

Top, M., Akdere, M., & Tarcan, M. (2015). Examining Transformational Leadership, Job Satisfaction, Organizational Commitment and Organizational Trust in Turkish Hospitals: Public Servants Versus Private Sector Employees. *The International Journal of Human Resource Management*, 26(9), 1259-1282.

Yukl. Gary A., (2013). *Leadership in Organization*. New York: Pearson.