

## DAFTAR PUSTAKA

- Ahuja, M., Chudoba, K. M., George, J. F., Kacmar, C., & McKnight, H. (2002). Overworked and isolated? Predicting the effect of work family conflict, autonomy, and workload on organizational commitment and turnover of virtual workers. *Proceedings of the 35th Hawaii International Conference on System Science*.
- Alijanpour<sup>1</sup>, M., Dousti, M., & Khodayari<sup>1</sup>, A. (2013). The relationship between the perceived organizational support and organizational commitment in staff (A case study: General office for sport and the youth, Mazandaran province). *European Journal of Experimental Biology*, 3(5), 165-171.
- Alim, M. N. (2013). Kinerja Pegawai Kantor Dinas Sosial, Tenaga Kerja & Transmigrasi Kabupaten Polewali Mandar (Studi Kasus Pada Bidang Tenaga Kerja). Skripsi. Makassar: Fakultas Ilmu Sosial dan Ilmu Politik. Diunduh dari: <http://repository.unhas.ac.id/bitstream/handle/123456789/8351/MUHAMMAD%20NUR%20ALIM%20E21109992.pdf?sequence=1>
- Allen, N.J., & Meyer, J.P. (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. (1984). Testing Side-Bet Theory Of Organizational Commitment : Some Methodological Considerations. *Journal Of Applied Psychology* , 69 (3), 372-378.
- Ancok, D. (2001). *Nuansa Psikologi Pembangunan*. Yogyakarta: Pustaka Pelajar.
- Angle, H., & Perry, J. (1981). An empirical assessment of organizational commitment and organizational effectiveness. *Administrative Science Quarterly*, 26 (1), 1-14.
- Anonim. (2014, Agustus). *e-Kinerja Pastikan Pegawai Ketahui Apa yang Harus Dikerjakan*. Diakses tanggal 1 Desember 2015, dari <http://www.bkn.go.id/berita/e-kinerja-pastikan-pegawai-ketahui-apa-yang-harus-dikerjakan>.
- Anonim. (2014, Oktober). *Badan Pusat Statistik*. Diakses tanggal 1 Desember 2015, dari [http://bps.go.id/tab\\_sub/view.php?kat=2&tabel=1&daftar=1&id\\_subjek=09&notab=2](http://bps.go.id/tab_sub/view.php?kat=2&tabel=1&daftar=1&id_subjek=09&notab=2).
- Aronaga, P., & Suyati, S. (1995). *Psikologi Industri dan Sosial*. Jakarta: Pustaka Jaya.
- Artikelsiana. (2015, Februari). *Pengertian BUMS, Fungsi, Ciri-Ciri dan Bentuk-Bentuknya*. Diakses tanggal 1 Desember 2015, dari: <http://www.artikelsiana.com/2015/02/pengertian-bums-fungsi-ciri-ciri-bentuk-bentuk-bums.html>.
- Azwar, S. (1999). *Reliabilitas dan Validitas: Seri Pengukuran Psikologi*. Yogyakarta: Sigma Alpha.
- Azwar, S. (2001). Asumsi - asumsi dalam Inferensi Statiska. *Buletin Psikologi*, 9(1), 8-17.
- Azwar, S. (2012). *Reliabilitas dan Validitas*. Yogyakarta: Pustaka Pelajar.

Azwar, S. (2014). *Penyusunan Skala Psikologi*. Yogyakarta: Pustaka Pelajar.

Becker, H. S. (1960). Notes on the concept of commitment. *American Journal of Sociology*, 66(1), 32-42.

Boselie, P., & Wiele, T. V. D. (2002). Employee perception on HRM and TQM and the effects on satisfaction and intention to leave. *Management Service Quality*, 12(3), 165-172.

BPN. (2016). *Tugas dan Fungsi Badan Pertanahan Nasional*. Diakses tanggal 1 Desember 2015, dari <http://kot-yogyakarta.bpn.go.id/Tentang-Kami/Tugas-dan-Fungsi>.

Chai-Amonphaisal, K., & Ussahawanitchakit, P. (2008). Roles of human resource practices and organizational justice in affective commitment and job performance of accountant in thai firms. *Review of Bussiness Research*, 8(2), 47-58.

Cherrington, D.J. (1994). *Organization Behavior: The Management of Individual and Organizational Performance*. New York : A Division of Simon of Schuler Inc.

Colakoglu, U., Culha, O., & Atay, H. (2010). The effects of perceived organizational support on employees' affective outcome: Evidence dari the hotel industry. *Tourism and Hospitality Management*, 16(1), 125-150.

Colquitt, J. A., LePine, J. A., & Wesson, M. J. (2011). *Organizational Behavior*. New York: McGraw - Hill.

Cook, J., & Wall, T. (1980). New work attitude measures of trust, organizational commitment and personal need non-fulfillment. *Journal of Occupational Psychology*, 53, 39-52.

Curran, P.J., Finch, J.F., & West, S.G. (1996). The Robustness of Test Statistics to nonnormality and Specification Error in Confirmatory Factor Analysis. *Psychological Methods*, 1(1), 16- 29.

Dawley, D. D., Houghton, J. D., & Bucklew, N. S. (2010). Perceived organizational support and turnover intention: The mediating effects of personal sacrifice and job fit. *Journal of Social Psychology*, 150(3), 238-257.

Djarwanto, P.S. (2001). *Mengenal Beberapa Uji Statistik Dalam Penelitian*. Yogyakarta: Liberti Yogyakarta.

Eisenberger, R., Huntington, R., Hutchinson, S., & Sowa, D. (1986). Perceived organizational support. *Journal of Applied Psychology*, 71(3), 500-507.

Eisenberger, R., Stinglhamer, F., Vandenberghe, C., Sucharski, I. L., & Rhoades, L. (2002). Perceived supervisor support: contributions to perceived organizational support and employee retention. *Journal of Applied Psychology*, 87(3), 565-573.

Ekowati, D., & Andini, M. (2008). Perceived organizational support (POS) and organizational commitment. *Jurnal Manajemen Teori dan Terapan*, 1( 2), 96 – 108.

Elisa. (2014, Mei). *Karakteristik Organisasi dan Manajemen Pemerintahan*. Diakses tanggal 1 Desember 2015, dari: <http://elisa.ugm.ac.id/user/archive/download/23610/233b46c26eecb55e2109d84477526932>.

Elnaga, A. A., & Imran, A. (2014). The Impact of Employee Empowerment on Job Satisfaction: Theoretical Study. *American Journal of Research Communication*, 2(1), 13 - 26.

Emory, C. W., & Donald, R. C. 1996. *Metode Penelitian Bisnis (Alih Bahasa Oleh Ellen Gunawan dan Imam Nurmawan)*. Jakarta: Erlangga.

Farh, J., Hackett, R. D., & Liang, J. (2007). Individual-level cultural values as moderators of perceived organizational support–employee outcome relationships in China: Comparing the effects of power distance and traditionality. *Academy of Management Journal*, 50(3), 715-729.

Ferdinand, A. (2002). *Structural Equation Modeling dalam Penelitian Manajemen: Aplikasi Model-Model Rumit dalam Penelitian untuk Tesis Magister dan Disertasi Doktor*. Semarang: Penerbit Fakultas Ekonomi Universitas Diponegoro.

Getol, G. (2013). *One Mind, One Heart, One Commitment*. Jakarta: Elex Media Komputindo.

Gibson, J.L, J.M. Ivancevich, Donnely, Jr., & Konopaske (2012). *Organizational behavior, structure, processes*. 14<sup>th</sup> Edition. New York: McGraw-Hill.

Gibson, James L., Ivancevich, John M., Donnelly, James H. (1986). *Organisasi dan Manajemen*. Jakarta: Erlangga.

Greenberg, J., & Baron, R. A. (2003). *Behaviour in Organizations, Understanding and Managing The Human Side of Work*. 8<sup>th</sup> Edition. New Jersey: Spearman brown Education.

Griffin, J. 2002. *Customer Loyalty*. Jakarta: Erlangga.

Gupta, M. A., Vohra, N., & Bhatnagar, D. (2010). Perceived organizational support and organizational commitment: The mediational influence of psychological well-being. *Journal of Business and Management*, 16(2), 105 – 124.

Han, S. T., Nugroho, A., Kartika, E. W., & Kaihatu, T. S. (2012). Komitmen afektif dalam organisasi yang dipengaruhi perceived organizational support dan kepuasan kerja. *Jurnal Manajemen dan Kewirausahaan*. 2(14), 109 – 118.

Hartini, S., dkk. 2010. *Hukum Kepegawaian di Indonesia*. Jakarta: Sinar Grafika

Hasibuan, S. P. Melayu. (2007). *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.

Haynes, S. N., Richard, D. C. S., & Kubany, E. S. (1995). Content validity in psychology assesment: a functional approach to concept and methods, *Psychological Assesment*, 7(3), 238 – 247.

- Hekman, D.R., Bigley, G.A., Steensma, H.K., & Hereford, J.F. (2009). Combined effects of organizational and professional identification on the reciprocity dynamic for professional employees. *Academy of Management Journal*, 52(3), 506-526.
- Hope, J., & Player, S. (2012). *Beyond Performance Management*. Boston: Harvard Bussiness Review Press.
- Hussain, T., & Asif, S. (2012). Is employees turnover intention driven by organizational commitment and perceived organizational support ?. *Journal of Quality and Technology Management*, 8(2), 1 - 10.
- Ivancevich, J., Konopaske, R., & Matteson, M. T. (2007). *Organizational Behavior and Management* (8<sup>th</sup> edition). New York: McGraw - Hill Higher Education.
- James, S., & Hendry, B. (1991). The money or the job: The decision to leave policing. *Australian and New Zealand Journal of Criminology*, 169-189.
- Jewell, L. N., & Siegall, M. (1998). *Psikologi Industri/ Organisasi Modern: Psikologi Terapan untuk Memecahkan Berbagai Masalah di Tempat Kerja, Perusahaan, Industri dan Organisasi* (Edisi 2). Jakarta: Arcan.
- Kanning, U. P., & Hill, A. (2013). Validation of the Organizational Commitment Questionnaire (OCQ) in six Languages. *Schwerpunkt Wirtschaftspsychologie*.
- Kanter, R. (1968). Commitment and social organization: a study of commitment meccanisms in utopian communities. *American Sociological Review*, 33, 499-517.
- Kim, S., Price, J., Mueller, C., & Watson, T. (1996). The determinants of career intent among physicians at a US Air Force hospital. *Human Relations*, 49 (7): 947-976.
- Kreitner, R., & Kinicki, A. (2005). *Organizational Behaviour*. New York: The McGraw-Hill.
- Kreitner, R., & Kinicki, A. (2010). *Organizational Behavior*. New York: McGraw-Hill.
- Krisbiyanto, N. (2012, Juni). *Mengurai Masalah PNS dengan Pendekatan SDM*. Diakses tanggal 1 Desember 2015, dari: <http://portalhr.com/komunitas/opini/mengurai-masalah-pns-dengan-pendekatan-sdm/>.
- Kristanti, Aryani. (2011, September). *Hari Pertama Kerja Ratusan PNS DKI Masih Bolos Kerja*. Diakses tanggal 1 Desember 2015, dari: <http://metro.tempo.co/read/news/2011/09/05/057354610/hari-pertama-kerja-ratusan-pns-dki-masih-bolos-kerja>.
- Kurtessis, J., Eisenberger, R., Ford, M. T., Buffardi, L. C., Stewart, K. A., & Adis, C. S. (2015). Perceived organizational support: A meta-analytic evaluation of organizational support theory. *Journal of Management*, 20(10), 1 – 31.
- Kushardjono. (2010, Februari 17). *Tiga Fungsi PNS*. Diakses tanggal 1 Desember 2015, dari: <http://www.sragenkab.go.id/berita/berita.php?id=8052>.
- LaMastro, V. (1999). Commitment and Perceived Organizational Support. *National Forum Of Applied Educational Research Journal*, 12 (3), 1-13.

- Lambert, E., Cluse-Tolar, T., Pasupuleti, S., Hall, D., & Jenkins, M. (2005). The Impact of Perceptions of Distributive and Procedural Justice on Social Service Workers. *Social Justice Research*, 18 (4), 411 – 428.
- Leveson, L., Joiner, T. A., & Bakalis, S. (2008). Managing cultural diversity and perceived organizational support. *International Journal of Manpower*, 30(4), 377-392.
- Marchiori, D. M., & Henkin, A. B. (2004). Organizational commitment of a health profession faculty: dimensions, correlates and conditions. *Medical Teacher*, 353-358.
- Marique, G., Stinglhamber, F., Desmette, D., Caesens, G., & De Zanet, F. (2013). The relationship between perceived organizational support and affective commitment: A social identity perspective. *Group & Organization Management*, 38(1), 68-100.
- Mathis, R. I., & Jakson J. H. . (2000). *Human resource management*. New Jersey: Prentice Hall.
- McShane, S. L., & Von Glinow, M. A. (2010). *Organizational Behaviour - Emerging Knowledge and Practice For The Real World* (5<sup>th</sup> Edition). New York : McGraw – Hill
- Metro Siantar. (2015, November). *Satpol PP Razia PNS Keluyuran*. Diakses tanggal 1 Desember 2015, dari: <http://www.metroSiantar.com/2015/11/19/222896/satpol-pp-razia-pns-keluyuran/>.
- Meyer, J. P., Stanley, D. J., Herscovitch, L., & Topolnytsky, L. (2002). Affective, continuance, and normative commitment to the organization: A meta-analysis of antecedents, correlates, and consequences. *Journal of Vocational Behavior*, 61 (1), 20-52.
- Meyer, J.P., & Herscovitch, L. (2001). Commitment in the workplace toward a general model. *Human Resource Management Review*, 11(3), 299 – 326.
- Morrison, K. A. (1997). How franchise job satisfaction and personality affects performance, organizational commitment, franchisor relationship, and intention to remain. *Journal of Small Bussiness Management*, 39-63.
- Mowday, R. T., Porter, L. W., & Steers, R. M. (1982). *Employee-organization linkages : The Psychology of commitment, abseenteism, and turnover*. New York: Academic Press.
- Nawawi, H. (1997). *Kepemimpinan Mengefektifkan Organisasi*. Yogyakarta : Gajah Mada University Press.
- Newstrom, J. W. (2011). *Organizational Behavior: Human Behavior at Work*. New York: McGraw - Hill Education.
- O'Reilly, C. A., & Chatman, J. (1986). Organizational Commitment and Psychological Attachment: The Effect of Compliance, Identification and Internalization on Prosocial Behavior. *Journal of Applied Psychology*, 71 (3), 492 – 499.



- Organ, D. W. (1988). *Organizational Citizenship Behavior: The Good Soldier Syndrome*. Lexington, MA: Lexington Books.
- Porter, L., Steers, R., Mowday, R., & Boulian, P. (1974). Organizational commitment, job satisfaction and turnover among psychiatric technicians. *Journal of Applied Psychology*, 59 (2), 603-609.
- Pradana, A. (2015). Hubungan antara Perceived Organizational Support dan Komitmen Organisasi. Skripsi. Yogyakarta: Fakultas Psikologi Universitas Gadjah Mada.
- Price, J. L. (1995). *Handbook of Organizational Measurement*. Marsfield, MA, USA: Pitman.
- Rhoades, L., & Eisenberger, R. (2002). Perceived Organizational Support: A Review of the Literature. *Journal of Applied Psychology*, 87(4), 698-714.
- Rhoades, L., Eisenberger, R., & Armeli, S. (2001). Affective commitment of the organization: The contribution of perceived organizational support. *Journal of Applied Psychology*, 86(5), 825-836.
- Rizki, P. A., & Lubis, R. (2013). Perbedaan komitmen organisasi ditinjau dari gender karyawan PT. Indomarco Pristama Medan. *Psikologia Universitas Medan Area*, 8(1), 19 – 24.
- Robbins, S. (1996). *Perilaku Organisasi: Konsep, Kontroversi, Aplikasi*. (Edisi Ketujuh). Jakarta: Prehalindo.
- Robbins, S. P., & Judge, T. A. (2008). *Perilaku organisasi*. Jakarta: Salemba Empat.
- Salusu, J. 2005. *Pengambilan Keputusan Strategik untuk Organisasi Publik dan Organisasi Nonprofit*. Jakarta : Gramedia.
- Santrock, J. W. (2008). *Educational psychology* (Edisi 2). Jakarta: Kencana.
- Satria, Y. H. (2015). *Peran Alosentrism dan Perceived Organizational Support Terhadap Komitmen Organisasi*. Yogyakarta: Fakultas Psikologi Universitas Gadjah Mada.
- Schermerhorn, J. R. (2011). *Introduction to Management*. Hoboken: John Wiley & Sons Inc.
- Schermerhorn, J. R., Hunt, J. G., Osborn, R. N., Uhl - Bien, & M. (2010). *Organizational Behavior*. Hoboken : John Wiley & Sons.
- Sekaran, U. (2003). *Research Methods for Business: A Skill -Building Approach*. New York: John Wiley and Sons.
- Siders, M.A., George, G., & Dharwadkar, R. (2009). The relationship of internal and external commitment foci to objective job performance measures. *The Academy of Management Journal*, 44 (3): 570- 579.
- Soekidjan. (2009). *Manjaemen Sumber Daya Manusia*. Jakarta: Bumi Aksara
- Solomon, M. R. (2007). *Consumer Behaviour : Buying, Having, and Being*. (6<sup>th</sup> Edition). New Jersey : Spearman brown Prentice Hall.

Sopiah. (2008). *Perilaku Organisaional*. Yogyakarta: Andi Offset.

Strauss, G., & Sayles, L. (1990). *Manajemen Personalia: Segi Manusia dalam Organisasi*. (Edisi Kedua). Jakarta: PT. Pustaka Binaman.

Suhardiman, B. (2012). *Studi Pengembangan Kepala Sekolah*. Jakarta : Rineka Cipta

Sulistiyani, A. T. (2011). *Memahami Good Governance dalam Perspektif Sumber Daya Manusia*. Yogyakarta: Gava Media.

Sumarni, M. (2010). *Pengaruh Organizational Commitment dan Professional Commitment terhadap Organization Citizenship Behavior*. Diakses pada 17 Desember 2015, dari [http://upy.ac.id/ekonomi/files/PENGARUH%20ORGANIZATIONAL%20COMMITMENT%20DAN%20PROFESSIONAL%20COMMITMENT%20TERHADAP%20ORGANIZATION%20CITIZENSHIP%20BEHAVIOR%20\\_MURTI%20SUMARMI\\_.pdf](http://upy.ac.id/ekonomi/files/PENGARUH%20ORGANIZATIONAL%20COMMITMENT%20DAN%20PROFESSIONAL%20COMMITMENT%20TERHADAP%20ORGANIZATION%20CITIZENSHIP%20BEHAVIOR%20_MURTI%20SUMARMI_.pdf).

Tobari. (2014, Juni). *Satpol PP Amankan Puluhan PNS Mangkir Saat Jam Kerja*. Diakses tanggal 1 Desember 2015, dari <http://infopublik.id/read/81192/satpol-pp-amankan-puluhan-pns-mangkir-saat-jam-kerja.html>.

Torgerson, W.S. (1958). *Theory and Method of Scaling*. New York: Wiley.

Wasono. (2012, Maret). *Kinerja Buruk, 40 Persen PNS Diminta Pensiun Dini*. Diakses tanggal 1 Desember 2015, dari <http://nasional.tempo.co/read/news/2012/03/21/173391746/kinerja-buruk-40-persen-pns-diminta-pensiun-dini>.

Wayne, S. J., Shore, L. M., & Linden, R.C. (1997). Perceived organizational support and leader-member exchange: A social exchange perspective. *Academy of Management Journal*, 40(1), 82-111.

Wibowo. (2014). *Manajemen Kinerja*. Jakarta: PT RajaGrafindo Persada.

Widhiarso, W. 2010. *Uji Linearitas Hubungan*. (Manuskrip). Fakultas Psikologi Universitas Gadjah Mada, Yogyakarta.

Witasari, L. (2009). *Analisis Pengaruh Kepuasan Kerja dan Komitmen Organisasional Terhadap Turnover Intention Studi Empiris pada Novotel Semarang*. Semarang: Program Pasca Sarjana Magister Manajemen.

Yousef, D. A. (2003). Validating the dimensionality of Porter et al.'s measurement of organizational commitment in a non-Western culture setting. *International Journal of Human Resource Management*, 14(6), 1067-1079.