

DAFTAR PUSTAKA

- Abu Bakar, H. & McCann, R. M. 2014. Matters of Demographic Similarity and Dissimilarity in Supervisor-Subordinate Relationship and Workplace Attitudes. *International Journal of Intercultural Relations*, 41: 1-16.
- Ahearn, K.K., Ferris, G.R., Hochwater, W.A., Douglas, C., & Ammater, A.P. (2004) Leader Political Skill and Team Performance. *Journal of Management*, 30 (3) hal. 309-327.
- Andrews, M. C., & Kacmar, M. C. 2001. Discriminating among Organizational Politics, Justice, and Support. *Journal of Organizational Behavior*, 22: 347-366.
- Aryee, A. & Chen, X. C. 2006. Leader-Member Exchange in a Chinese Context: Antecedents, the Mediating Role of Psychological Empowerment and Outcomes. *Journal of Business Research*, 59: 793 – 801.
- Ashforth, B. E. & Mael, F. 1989. Social Identity Theory and the Organization. *The Academy of Management Review*, Vol. 14, No. 1: 20-39.
- Ashkanasy, N. M., & O'Connor, C. 1997. Value Congruence in Leader-Member Exchange. *The Journal of Social Psychology*, 137, 5: 647-662.
- Atwater, L., & Carmeli, A. 2009. Leader-Member Exchange, Feelings of Energy, and Involvement in Creative Work. *The Leadership Quarterly*, 20: 264-275.
- Ballinger, G. A., Lehman, D. W., & Schoorman, F. D. 2010. Leader-Member Exchange and Turnover Before and After Succession Events. *Organizational Behavior and Human Decision Processes*, 113: 25-36.
- Baron, R. M., & Kenny, D. A. 1986. The Moderator-Mediator Variable Distinction in Social Psychological Research: Conceptual, Strategic, and Statistcal Consideration. *Journal of Personality and Social Psychology*, 51, No.6: 1173-1182.
- Bauer, T. N., Erdogan, B., Liden, R. C., & Wayne, S. J. 2006. A Longitudinal Study of the Moderating Role of Extraversion: Leader-Member Exchange, Performance, and Turnover during New Executive Development. *Journal of Applied Psychology*, Vol. 91: No. 2, 298-310.

Bauer, T. N., & Green, S. G. 1996. Development of Leader-Member Exchange: A Longitudinal Test. *The Academy of Management Journal*, Vol. 39, No. 6: 1538-1567.

Baumeister, R. F., & Leary, M. R. 1995. The Need to Belong: Desire for Interpersonal Attachments as a Fundamental Human Motivation. *Psychological Bulletin*, Vol. 117, No 3: 497-529.

Baumeister, R. F. 2012. Need-to-Belong Theory. in *Handbook of Theories of Social Psychology*, edited by, Van Lange, P. A., M., Kruglanski, A. W., Higgins E. T., Vol. 2: 121-140

Bernerth, J. B., Armenakis, A. A., Field, H. S., Giles, W. F., & Walker, H. H. 2007. Is Personality Associated with Perception of LMX? An Empirical Study. *Leadership & Organization Development Journal*, Vol. 28, No. 7: 613-631.

Bhal, K.T. 2006. LMX-citizenship behavior relationship: Justice as a Mediator. *Leadership & Organization Development Journal*, 27: 106-117

Bhal, K. T., Ansari, M. A., & Aafaqi, R. 2007. The Role of Gender Match, LMX Tenure, and Support in Leader-Member Exchange. *International Journal of Business and Society*, 8, 2: 63-80.

Blau, P. M. 1964. *Exchange and Power in Social Life*. Wiley: New York.

Boies, K., & Howell, J. M. 2006. Leader-member exchange in teams: An examination of the interaction between relationship differentiation and mean LMX in explaining team-level outcomes. *The Leadership Quarterly*, 17: 246-257.

Borchgrevink, C. P., & Boster, F. J. 1997. Leader-Member Exchange Development: a Hospitality Antecedent Investigation. *International Journal Hospitality Management*, Vol. 16. No. 3: 241-259.

BPS, 2010 *Biro Pusat Statistik*.

Breland, J. W., Treadway, D.C., Duke, A.B., & Adams, G.L. (2007) The Interactive Effect of Leader-Member Exchange and Political Skill on Subjective Career Success. *Journal of Leadership and Organizational Studies*, Vol 13, No. 3:

- Brouer, R. L., Duke, A., Treadway, D. C. & Ferris, G. F. 2009. The Moderating Effect of Political Skill on the Demographic Dissimilarity Leader–Member Exchange Quality Relationship. *The Leadership Quarterly*, 20: 61–69.
- Bucy, E. P., & Tao, C. 2007. The Mediated Moderation Model of Interactivity. *Media Psychology*, 9: 647-672.
- Burris, E. R., Detert, J. R., & Chiaburu, D. S. 2008. Quitting Before Leaving: The Mediating Effects of Psychological Attachment and Detachment on Voice. *Journal of Applied Psychology*, Vol. 93, No. 4, 912–922.
- Byrne, D. 1961. Response to Attitude Similarity-Dissimilarity as a Function of Affiliation Need. *Paper was read at the meetings of the American Psychological Association, New York City*.
- Byrne, D. 1965. Authoritarianism and Response to Attitude Similarity-Dissimilarity. *The Journal of Social Psychology*, 66: 251-256.
- Byrne, D., London, O., & Reeves, K. 1967. The Effects of Physical Attractiveness, Sex, and Attitude Similarity on Interpersonal Attraction. *This research was supported part by Research Grant from the National Institute of Mental Health, United States Public Health Service*.
- Carter, M. Z., Jones-Farmer, A., Armenakis, A. A., Field, H. S., & Svyantek, D. J., 2009. Transformational Leadership and Followers' Performance: Joint Mediating Effects of Leader-Member Exchange and Interactional Justice. *Academy of Management Proceedings*, 1-6.
- Cashman, J., Dansereau, Jr. F., Graen, G., & Haga, W. J. 1976. Organizational Understructure and Leadership: A Longitudinal Investigation of the Managerial Role-Making Process. *Organizational Behavior and Human Performance*, 15: 278-296.
- Chatman, J. A., Polzer, J. T., Barsade, S. G., & Neale, M. A. 1998. Being different yet feeling similar: The influence of demographic composition and organizational culture on work processes and outcomes. *Administrative Sciences Quarterly*, 43, 749-780.
- Chen, F. F., & Kenrick, D. T. 2002. Repulsion or Attraction? Group Membership and Assumed Attitude Similarity. *Journal of Personality and Social Psychology*, Vol. 83, No. 1: 111-125.

- Chen, Y. F., & Tjosvold, D. 2005. Cross-Cultural Leadership: Goal Interdependence and Leader-Member Relation in Foreign Venture in China. *Journal of International Management*, 11: 417-439.
- Chen, Z., Lam, W., & Zong, J. A. 2007. Leader-Member Exchange and Member Performance: A New Look at Individual-Level Negative Feedback-Seeking Behavior and Team-Level Empowerment Climate. *Journal of Applied Psychology*, Vol. 92, No. 1: 202-212.
- Cogliser, C. C., Schriesheim, C. A., Scandura, T. A., & Gardner, W. L. 2009. Balance in Leader and Follower Perceptions of Leader-Member Exchange: Relationships with Performance and Work Attitudes. *The Leadership Quarterly*, 20: 452-465.
- Cogliser, C. C. & Schriesheim, C. A. 2000. Exploring Work Unit Context and Leader-Member Exchange: A Multi-Level Perspective. *Journal of Organizational Behavior*, 21: 487-511.
- Colella, A., & Varma, A. 2001. The Impact of Subordinate Disability on Leader-Member Exchange Relationships. *The Academy of Management Journal*, Vol. 44, No. 2: 304-315.
- Dansereau, Jr. F., Cashman, J., & Graen, G. 1973. Instrumentality Theory and Equity Theory as Complementary Approaches in Predicting the Relationship of Leadership and Turnover among Managers. *Organizational Behavior and Human Performance*, 10: 184-200.
- Dansereau, Jr. F., Graen, G., & Haga, W. J. 1975. A Vertical Dyad Linkage Approach to Leadership within Formal Organizations A Longitudinal Investigation of the Role Making Process. *Organizational Behavior and Human Performance*, 13: 46-78.
- DeConinck, J. B. 2009. The Effect of Leader-Member Exchange on Turnover among Retail Buyers. *Journal of Business Research*, 62: 1081-1086.
- Deluga, R. J., & Perry, J. T. 1994. The Role of Subordinate Performance and Ingratiation in Leader-Member Exchange. *Group & Organization Management*, 19, 1: 67-86.
- Deluga, R. J. 1998. Leader-Member Exchange Quality and Effectiveness Ratings the Role of Subordinate-Supervisor Conscientiousness Similarity. *Group & Organization Studies*, 23, 2: 189-216.

- Dienesch, R. M., & Liden. R. C. 1986. Leader-Member Exchange Model of Leadership: A Critique and Further Development. *The Academy of Management Review*, Vol. 11, No. 3: 618-634.
- Dockery, T. M., & Steiner, D. D.. 1990. The Role of the Initial Interaction in Leader-Member Exchange. *Group & Organization Studies*, 15, 4: 395-413.
- Douglas, C. 2012. The Moderating Role of Leader and Follower Sex in Dyads on the Leadership Behavior-Leader Effectiveness Relationship. *The Leadership Quarterly*, 23, 163-175.
- Duarte, N. T., Goodson, J. R., & Klich, N. R. 1994. Effects of Dyadic Quality and Duration on Performance Appraisal. *The Academy of Management Journal*, Vol. 37, No. 3: 499-521.
- Duchon, D., Graen, S. G., & Taber, T. D. 1986. Vertical Dyad Linkage: A Longitudinal Assessment of Antecedents, Measures, and Consequences. *Journal of Applied Psychology*, Vol. 71, No. 1: 56-60.
- Dulac, T., Coyle-Shapiro J. A-M., Henderson, D. J., & Wayne, S. J. 2008. Not All Responses To Breach Are The Same: The Interconnection of Social Exchange and Psychological Contract Processes In Organizations. *Academy of Management Journal*, Vol. 51, No. 6: 1079–1098.
- Dunegan, K. J. 2003. Leader-Image Compatibility: An Image Theory View of Leadership. *Journal of Business and Management*, 9, 1: 61-77.
- Dunegan, K. J., Duchon, D., & Uhl-Bien, M. 1992. Examining the Link Between Leader-Member Exchange and Subordinate Performance: The Role of Task Analyzability and Variety as Moderators. *Journal of Management*, Vol 18, No. 1: 59-76.
- Dunegan, K. J., Uhl-Bien, M., & Duchon, D. 2002. LMX and Subordinate Performance: The Moderating Effects of Task Characteristics. *Journal of Business and Psychology*, Vol. 17, No. 2: 275-285.
- Dyne, L. V., Kamdar, D. & Joireman, J. 2008. In-Role Perceptions Buffer the Negative Impact of Low LMX on Helping and Enhance the Positive Impact of High LMX on Voice. *Journal of Applied Psychology*, Vol. 93, No. 6: 1195–1207.

- Eisenhardt, K. M., & Bourgeois III, L. J. 1988. Politics of Strategic Decision Making in High-Velocity Environments: Toward a Midrange Theory. *The Academy of Management Journal*, Vol. 31, No.4: 737-770.
- Engle, E. M., & Lord, R. G. 1997. Implicit Theories, Self-Schemas, and Leader-Member Exchange. *The Academy of Management Journal*, Vol. 40, No. 4: 988-1010.
- Erdogan, B., & Enders, J. 2007. Support from the top: Supervisors' perceived organizational support as a moderator of leader-member exchange to satisfaction and performance relationships. *Journal of Applied Psychology*, Vol. 92, No. 2: 321-330.
- Erdogan, B., Liden, R. C., & Kraimer, M. L. 2006. Justice and Leader-Member Exchange: The Moderating Role of Organizational Culture. *Academy of Management Journal*, Vol. 49, No. 2: 395-406.
- Fairchild, A. J., & MacKinnon, D. P. 2009. A General Model for Testing Mediation and Moderation Effects. *Prev Sci*, 10: 87-99.
- Ferris, G. R., & Kacmar, K. M. 1992. Perceptions of Organizational Politics. *Journal of Management*, Vol. 18, No. 1: 93-116.
- Ferris, G. R., Davidson, S. L., & Perrew, P. L. 2005. *Political Skill at Work. Impact on Work Effectiveness*. Davies-Black Publishing: First Edition.
- Ferris, G. R.. 1985. Role of Leadership in the Employee Withdrawal Process: A Constructive Replication. *Journal of Applied Psychology*, Vol. 70, No. 4: 777-781.
- Ferris, D. L., Brown, D. J., & Heller, D. 2009. Organizational supports and organizational deviance: The mediating role of organization-based self-esteem. *Organizational Behavior and Human Decision Processes*, 108: 279-286.
- Ferris, G. R., Treadway, D. C., Kolodinsky, R. W., Hochwarter, W. A., Kacmar, C. J., Douglas, C., & Frink, D. D. 2005. Development and Validation of the Political Skill Inventory, *Journal of Management*. 31. 126-152.
- Gardner, D. G., Dunham, R. B., Cummings, L. L., & Pierce, J. L. 1987. Focus of Attention at Work and Leader-Follower Relationship. *Journal of Occupational Behavior*, Vol. 8: 277-294.

- Gerstner, C. R., & Day, D. V. 1997. Meta-Analytic Review of Leader-Member Exchange Theory: Correlates and Construct Issues. *Journal of Applied Psychology*, Vol. 82, No. 6: 827–844.
- Glaser, L., & Einarsen, S. 2006. Experienced Affect in Leader-Subordinate Relationship. *Scandinavian Journal of Management*, 22: 49-73.
- Golden, T. D., & Veiga, J. F. 2008. The Impact of Superior-Subordinate Relationships on the Commitment, Job Satisfaction, and Performance of Virtual Workers, *The Leadership Quarterly*, 19: 77-88.
- Gomez, C., & Rosen, B. 2001. The Leader-Member Exchange as a Link Between Managerial Trust and Employee Empowerment. *Group & Organization Management*, 26, 1: 53-69
- Graen, G., & Ginsburgh, S. 1977. Job Resignation as a Function of Role Orientation and Leader Acceptance: A Longitudinal Investigation of Organizational Assimilation. *Organizational Behavior and Human Performance*, 19: 1-17.
- Graen, G., & Schiemann, W. 1978. Leader-Member Agreement: A Vertical Dyad Linkage Approach. *Journal of Applied Psychology*, Vol. 63, No. 2: 206-212.
- Graen, G. B. & Uhl-Bien, M. 1995. Relationship-Based Approach To Leadership: Development Of Leader-Member Exchange (LMX) Theory of Leadership Over 25 Years: Applying A Multi-Level Multi-Domain Perspective. *The Leadership Quarterly*, 6, 2: 219-247.
- Graen, G., Novak, M. A., & Sommerkamp, P. 1982. The Effects of Leader-Member Exchange and Job Design on Productivity and Satisfaction: Testing a Dual Attachment Model. *Organizational Behavior and Human Performance*, 30: 109-131.
- Graen, G. B., Wakabayashi, M., Graen, M. R., & Graen, M. G. 1990. International Generalizability of American Hypotheses about Japanese Management Progress: A Strong Inference Investigation. *Leadership Quarterly*, Volume 1: 1-23.
- Green, S. G., Anderson, S. E., & Shivers, S. L. 1996. Demographic and Organizational Influences on Leader-Member Exchange and Related Work Attitudes. *Organizational Behavior and Human Decision Processes*, Vol. 66, No. 2: 203–214.

- Gunaratnam, Y., 2003. *Reasearching 'Race' and Ethnicity Methods, Knowledge and Power*. SAGE Publications.
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. 2010. *Multivariate Data Analysis. Seventh Edition*. Prentice Hall, Upper Saddle River, New Jersey.
- Haq, I. U. 2011. The Impact of Interpersonal Conflict on Job Outcomes: Mediating Role of Perception of Organizational Politics. *Social and Behavioral Sciences*, 25: 287-310.
- Harrell-Cook, G., Ferris, G. R., & Dulebohn, J. H. 1999. Political Behavior as Moderators of the Perceptions of Organizational Politics-Work Outcome Relationships. *Journal of Organizational Behavior*, 20: 1093-1105.
- Harris, K. J., Harris, R. B., & Eplion, D. M. 2007. Personality, Leader-Member Exchange, and Work Outcomes, *Institute of Behavioral and Applied Management*.
- Harris, K. J., & Kacmar, K. M. 2006. Too Much of a Good Thing: The Curvilinear Effect of Leader-Member Exchange on Stress. *The Journal of Social Psychology*, 146, 1: 65-84.
- Harris, K. J., Kacmar, K.M., & Witt, L. A. 2005. An examination of the curvilinear relationship between leader-member exchange and intent to turnover. *Journal of Organizational Behavior*, 26: 363-378
- Harris, K. J., Wheeler, A. R., & Kacmar, K. M. 2009. Leader-Member Exchange and Empowerment: Direct and Interactive Effects on Job Satisfaction, Turnover Intentions, and Performance. *The Leadership Quarterly*, 20: 371-382.
- Harrison, D. A., Price, K. H., & Bell, M. P. 1998. Beyond relational demography: Time and the effects of surface and deep-level diversity on work group cohesion. *Academy of Management Journal*, 41, 96-107.
- Henderson, D. J., Liden, R. C., Glibkowski, B. C., & Chaudhry, A. 2009. LMX Differentiation: A Multilevel Review and Examination of Its Antecedents and Outcomes. *The Leadership Quarterly*, 20: 517-534.
- Henderson, D. J., Wayne, S. J., Shore, L. M., Bommer, W. H., & Tetrick, L. E. 2008. Leader-Member Exchange, Differentiation, and Psychological Contract Fulfillment: A Multilevel Examination. *Journal of Applied Psychology*, Vol. 93, No. 6: 1208-1219

- Herold, D. M. 1977. Two-Way Influence Processes in Leader-Follower Dyads. *The Academy of Management Journal*, Vol. 20, No. 2: 224-237.
- Hochwater, W. 2005. LMX and Job Tension: Linier and Non-Linier Effects and Affectivity. *Journal oaf Business and Psychology*, Vol.19. No. 4, 505-520
- Hofmann, D. A., & Morgeson, F. P. 1999. Safety- Related Behavior as a Social Exchange: The Role of Perceived Organizational Support and Leader-Member Exchange. *Journal of Applied Psychology*, Vol. 84, No. 2: 286-296.
- Hofmann, D. A., Morgeson, F. P., & Gerrass, S. J. 2003. Climate as a Moderator of the Relationship between Leader–Member Exchange and Content Specific Citizenship: Safety Climate as an Exemplar. *Journal of Applied Psychology*, Vol. 88, No. 1: 170–178.
- Hofstede, G., Hofstede, G. J., & Minkov, M. 2010. Cultures and Organizations, Software of The Mind, Intercultural Cooperation and Its Importance for Survival. *Mc Graw Hill*.
- Hooper, D. T., & Martin, R. 2008. Beyond personal Leader–Member Exchange (LMX) quality: The effects of perceived LMX variability on employee reactions. *The Leadership Quarterly*, 19: 20–30.
- Howat, G., & London, M. 1980. Attributions of Conflict Management Strategies in Supervisor-Subordinate Dyads. *Journal of Applied Psychology*, Vol. 65, No. 2: 172-175.
- Howell, J. M., & Hall-Merenda, K. E. 1999. The Ties That Bind: The Impact of Leader-Member Exchange, Transformational and Transactional Leadership, and Distance on Predicting Follower Performance. *Journal of Applied Psychology*, Vol. 84, No. 5: 680–694.
- Hui, C., Law, K. S., & Chen, Z. X. 1999. A Structural Equation Model of the Effects of Negative Affectivity, Leader–Member Exchange, and Perceived Job Mobility on In-role and Extra-role Performance: A Chinese Case. *Organizational Behavior and Human Decision Processes*, Vol. 77, No. 1: 3–21.
- Iacobucci, D., Saldanha, N., & Deng, X. 2007. A Meditation on Mediation: Evidence That Structural Equations Models Perform Better Than Regression. *Journal of Consumer Psychology*, 17 (2): 140-154.

- Ilgén, D. R., & O'Brien, G. 1974. Leader-Member Relation in Small Group. *Organizational Behavior and Human Performance*, 12: 335-350.
- Ilies, R., Nahrgang, J. D., & Morgeson, F. P. 2007. Leader-Member Exchange and Citizenship Behaviors: A Meta-Analysis. *Journal of Applied Psychology*, Vol. 92, No. 1: 269-277.
- Janssen, O., & Van Yperen, N. W. 2004. Employees' Goal Orientations, The Quality of Leader-Member Exchange, and The Outcomes Of Job Performance and Job Satisfaction. *Academy of Management Journal*, Vol. 47, No. 3: 368–384.
- Kacmar, K. M., & Carlson, D. S. 1997. Further Validation of The Perceptions of Political Scale (POPS): A Multiple Sample Investigation. *Journal of Management*, Vol. 23, No. 5, 627-658.
- Kacmar, K. M., Witt, L. A., Zivnuska, S., & Gully, S. M. 2003. The Interactive Effect of Leader–Member Exchange and Communication Frequency on Performance Ratings. *Journal of Applied Psychology*, Vol. 88, No. 4: 764–772.
- Kamdar, D., & Dyne, L.V. 2007. The Joint Effects of Personality and Workplace Social Exchange Relationships in Predicting Task Performance and Citizenship Performance. *Journal of Applied Psychology*, Vol. 92, No. 5: 1286-1298.
- Kapoutsis, I., Papalexandris, A., Nikolopoulos, A., Hochwarter, W.A., Ferris, G. R. 2011. Politics Perceptions as Moderator of the Political Skill – Job Performance Relationship: A Two-Study, Cross-National, Constructive Replication. *Journal of Vocational Behavior* 78: 123-135.
- Kim, B., Lee, G., & Carlson, K. D. 2010. An examination of the nature of the relationship between Leader-Member-Exchange (LMX) and turnover intent at different organizational levels. *International Journal of Hospitality Management*, :1-7
- Kim, S., O'Neill, J. W., & Cho, H. 2009. When does an employee not help coworkers? The effect of leader-member exchange on employee envy and organizational citizenship behavior. *International Journal of Hospitality Management*, : 1-8.
- Kinicki, A. J., & Vecchio, R. P. 1994. Influences on the Quality of Supervisor Subordinate Relations: The Role of Time Pressure, Organizational

Commitment, and Locus of Control. *Journal of Organizational Behavior*, 15, 1: 75-82.

Kristof, A. L. 1996. Person-Organization Fit: An Integrative Review of its Conceptualizations, Measurement, and Implications. *Personnel Psychology*, 49: 1-49.

Landry, G., & Vandenberghe, C. 2009. Role of Commitment to the Supervisor, Leader-Member Exchange, and Supervisor-Based Self-Esteem in Employee-Supervisor Conflicts. *The Journal of Social Psychology*, 149, 1: 5-27.

Lankau, M. J., Riordan, C. M., & Thomas, C. H. 2005. The Effects of Similarity and Liking in Formal Relationship between Mentors and Proteges. *Journal of Vocational Behavior*, 67, 252-265.

Lam, W., Huang, X., & Snape, E. 2007. Feedback-Seeking Behavior And Leader-Member Exchange: Do Supervisor-Attributed Motives Matter? *Academy of Management Journal*, Vol. 50, No.23: 348-363.

Leary, M. R. 2012. *Introduction to Behavioral Research Methods*. Sixth Edition. Pearson Education, Inc.

Lee, J., 2001. Leader-Member Exchange, Perceived Organizational Justice, and Cooperative Communication. *Management Communication Quarterly*, 14, 4: 574-589.

Lee, J. 2005. Effects of leadership and leader-member exchange on commitment. *Leadership & Organization Development Journal*, 26, 7/8: 655-672.

Li, C., & Hung, C. 2009. The Influence of Transformational Leadership on Workplace Relationships and Job Performance. *Social Behavior and Personality*, 37, 8: 1129-1142.

Liden, R. C., & Graen, R. 1980. Generalizability of the Vertical Dyad Linkage Model of Leadership. *The Academy of Management Journal*, Vol. 23, No. 3: 451-465.

Liden, R. C., Wayne, S. J., & Stilwell, D. 1993. A Longitudinal Study on the Early Development of Leader-Member Exchange. *Journal of Applied Psychology*, Vol. 78, No. 4: 662-674.

- Lo, M. C., Ramayah, T., & Kueh Swee Hui, J. 2006. An Investigation of Leader Member Exchange Effects on Organizational Citizenship Behavior in Malaysia. *Journal of Business and Management*, 12, 1: 5-23.
- Locke, E. A., Kirkpatrick, S., Wheeler, J. K., Schneider, J., Niles, K., Goldstein, H., Welsh, K., & Dong-Ok, C. 1991. *The Essence of Leadership: The Four Keys to Leading Successfully*. New York: Lexington Books.
- Ma, L., & Qu, Q. 2010. Differentiation in Leader-Member Exchange: A Hierarchical Linear Modeling Approach. *The Leadership Quarterly*, 21: 733-744.
- MacKinnon, D. P., Lockwood, C. M., Hoffman, J. M., West, S. G., & Sheets, V. 2002. A Comparison of Methods to Test Mediation and Other Intervening Variable Effects. *Psychological Methods*, Vol. 7, No. 1: 83-104.
- Mardanov, I., Sterrett, J., & Baker, J. 2007. Satisfaction with Supervision and Member Job Satisfaction in Leader-Member Exchange: An Empirical Study in the Restaurant Industry. *Journal of Applied Management and Entrepreneurship*, 12, 3: 37-56.
- Martinko, M. J., Moss, S. E., Douglas, S. C., & Borkowski, N. 2007. Anticipating the inevitable: When leader and member attribution styles clash. *Organizational Behavior and Human Decision Processes*, 104: 158-174.
- McClane, W. E., Mento, A. J., & Burbidge, Jr., J. J. 1991. Leadership in the Research Environment: An Application of Leader-Member Exchange Theory. *The Journal of High Technology Management Research*, Vol. 2, No. 2: 181-192.
- Malik, M. E., Danish, R. Q., & Ghafoor, M. 2009. Relationship between Age, Perceptions of Organizational Politics and Job Satisfaction. *Journal of Behavioural Sciences*, Vol. 19, No. 1-2: 23-40.
- Materson, S. S., Lewis, K., Goldman, B. M., & Taylor, S. M. 2000. Integrating justice and social exchange: The differing effects of fair procedures and Treatment on Work Relationships. *Academy of Management Journal*, 43, 4: 738-748.
- Matkin, G. S., & Barbuto, Jr. J.E. 2012. Demographic Similarity/ Difference, Intercultural Sensitivity, and Leader-Member Exchange: A Multilevel Analysis. *Journal of Leadership & Organizational Studies*, 19 (3): 294-302.

- Miller, B. K., Rutherford, M. A., & Kolodinsky, R. W. 2008. Perceptions of Organizational Politics: A Meta-analysis of Outcomes. *Journal Business Psychology*, 22: 209-222.
- Miner, J. B. 1980. *Theories of Organizational behavior*. Hinsdale, III: The Dryden Press.
- Minsky, Barbara Dale. 2002. *LMX Dyad Agreement: Construct Definition and The Role of Supervisor/ Subordinate Similarity and Communication in Understanding LMX*. Dissertation The Louisiana State University. (Source: http://etd.lsu.edu/docs/available/etd-1112102140432/unrestricted/Minsky_dis.pdf).
- Mossholder, K. W., Niebuhr, R. E., & Norris, D. R. 1990. Effects of Dyadic Duration on the Relationship Between Leader Behavior Perceptions and Follower Outcomes. *Journal of Organizational Behavior*, Vol. 11, No. 5: 379-388.
- Muller, D., Judd, C. M., & Yzerbyt, V. Y. 2005. When Moderation Is Mediated and Mediation Is Moderated. *Journal of Personality and Social Psychology*, Vol. 89, No. 6: 852-863.
- Nahrgang, J. D., Morgeson, F. P., & Ilies, R. 2009. The development of leader-member exchanges: Exploring how personality and performance influence leader and member relationships over time. *Organizational Behavior and Human Decision Processes*, 108: 256-266.
- Neuman, W. L. 2014. *Social Research Methods: Qualitative and Quantitative Approach*. Seventh Edition. Pearson Education Limited.
- Newcombe, M. J., & Ashkanasy, N. M. 2002. The role of affect and affective congruence in perceptions of leaders: an experimental study. *The Leadership Quarterly*, 13: 601-614.
- Ozer, M. 2008. Personal and Task-Related Moderators of Leader-Member Exchange Among Software Developers. *Journal of Applied Psychology*, Vol. 93, No. 5: 1174-1182.
- Palrecha, R., Spangler, W. D., & Yammarino, F. J. 2012. A comparative Study of Three Leadership Approach in India. *The Leadership Quarterly*, 23: 146-162.

- Panther, A. T., Swygerth, K. A., Danistrom, W. G., & Tanaka. 1997. Factor Analytic Approach to Personality Item-Level Data. *Journal of Personality Assessment*. Vol 68 (3): 561-589.
- Parsian, N., & Dunning, T. 2009. Developing and Validating a Questionnaire to Measure Spirituality: A Psychometric Process. *Global Journal of Health Science*. Vol. 1, No. 1.
- Pelled, L. H., & Xin, K. R. 2000. Relational Demography and Relationship Quality in Two Cultures. *Organization Studies*, 21/6: 1077-1094.
- Pellegrini, E. K., & Scandura, T. A. 2006. Leader-Member Exchange (LMX), paternalism, and delegation in the Turkish business culture: An empirical investigation. *Journal of International Business Studies*, 37: 264-279.
- Pfeffer, J. 1977. The ambiguity of leadership. *Academy of Management Review*, 2: 104-112.
- Phillips, A. S., & Bedeian, A. G. 1994. Leader-Follower Exchange Quality: The Role of Personal and Interpersonal Attributes. *The Academy of Management Journal*, Vol. 37, No. 4: 990-1001.
- Pillai, R., Scandura, T. A., & Williams, E. A. 1999. Leadership and Organizational Justice: Similarities and Differences across Cultures. *Journal of International Business Studies*, 30, 4: 763-779.
- Podsakoff, P. M., & Organ, D. W. 1986. Self-Reports in Organizational Research: Problem and Prospects. *Journal of Management*, 12, 4: 5431-544.
- Podsakoff, P. M., MacKenzie, S. B., Lee, J., & Podsakoff, N. P. 2003. Common Method Biases in Behavioral Research: A Critical Review of the Literature and Recommended Remedies. *Journal of Applied Psychology*, 88, 5: 879-903.
- Ragins, B. R. 1997. Diverse mentoring relationships in organizations: A power perspective. *Academy of Management Review*, 22, 482-521.
- Robbins, S. T., & Judge, T. A. 2011. *Organizational Behavior*, Fourteenth Edition. Pearson.
- Russell, Z. A., Ferris, G. R., Thompson, K. W., & Sikora, D. M. 2016. Overqualified Human Resources, Career Development Experiences, and Work Outcomes:

Leveraging an Underutilized Resource with Political Skill. *Human Resource Management Review*. 26: 125-135.

Santoso, S., 2014. *Menguasai SPSS 22*. PT. Elex Media Komputindo, Jakarta.

Santoso, S., 2015. *Menguasai Statistik Multivariat*. PT. Elex Media Komputindo, Jakarta.

Scandura, T. A., & Graen, G. B. 1984. Moderating Effects of Initial Leader-Member Exchange Status on the Effects of a Leadership Intervention. *Journal of Applied Psychology*, Vol. 69, No 3: 428-436.

Scandura, T. A. & Schriesheim, C. A. 1994. Leader-Member Exchange and Supervisor Career Mentoring as Complementary Constructs in Leadership Research. *The Academy of Management Journal*, Vol. 37, No. 6: 1588-1602.

Scandura, T. A., Graen, G. B., & Novak, M. A. 1986. When Managers Decide Not to Decide Autocratically: An Investigation of Leader-Member Exchange and Decision Influence. *Journal of Applied Psychology*, Vol. 71, No. 4: 579-584.

Schaubroeck, J. & Lam, S. S. K. 2002. How Similarity to Peers and Supervisor Influences Organizational Advancement in Different Cultures. *The Academy of Management Journal*, Vol. 45, No. 6: 1120-1136.

Scherbaum, C. A., Finlinson, S., Barden, K., & Tamanini, K. 2006. Application of Item Response Theory to Measurement Issues in Leadership Research. *The Leadership Quarterly*, 17: 366-386.

Schriesheim, C. A., Castro, S. L., & Cogliser, C.C. 1999. Leader-Member Exchange (LMX) Research: A Comprehensive Review of Theory, Measurement, and Data-Analytic Practices. *The Leadership Quarterly*, 10, 1: 63-113.

Schriesheim, C. A., Castro, S. L., & Yammarino, F. J. 2000. Investigating Contingencies: An Examination of the Impact of Span of Supervision and Upward Controllingness on Leader-Member Exchange Using Traditional and Multivariate Within- and Between-Entities Analysis. *Journal of Applied Psychology*, Vol. 85, No. 5: 659-677.

Schriesheim, C. A., Castro, S. L., Zhou, X., & Yammarino, F. J. 2001. The folly of theorizing “A” but testing “B” A selective level-of-analysis review of the field and a detailed Leader-Member Exchange illustration. *The Leadership Quarterly*, 12: 515-551.

- Schriesheim, C. A., Neider, L. L., & Scandura, T. A. 1998. Delegation and Leader-Member Exchange: Main Effects, Moderators, and Measurement Issues. *The Academy of Management Journal*, Vol. 41, No. 3: 298-318.
- Schyns, B., & Wolfram, H-J. 2008. The Relationship between Leader-Member Exchange and Outcomes as Rated by Leaders and Followers. *Leadership & Organization Development Journal*, Vol. 29, No. 7: 631-646.
- Sekaran, U. 2003. *Research methods for business* (4th ed.). Hoboken, NJ: John Wiley & Sons.
- Sekiguchi, T., Burton, J. P., & Sablinski, C. J., 2008. The Role Of Job Embeddedness On Employee Performance: The Interactive Effects with Leader-Member Exchange and Organization-Based Self-Esteem. *Personnel Psychology*, 61: 761-792.
- Seers, A., & Graen, G. B. 1984. The Dual Attachment Concept: A Longitudinal Investigation of the Combination of Task Characteristics and Leader-Member Exchange. *Organizational Behavior and Human Performance*, 33, 283-306.
- Settoon, R. P., Bennett, N., & Liden, R. C.. 1996. Social Exchange in Organizations: Perceived Organizational Support, Leader-Member Exchange, and Employee Reciprocity. *Journal of Applied Psychology*, Vol. 81, No. 3: 219-227
- Sherony, K. M., & Green, S. G. 2002. Coworker Exchange: Relationships Between Coworkers, Leader-Member Exchange, and Work Attitudes. *Journal of Applied Psychology*, Vol. 87, No. 3, 542-548.
- Sibunruang, H., Capezio, A., & Restubog, S. L. D. 2015. In Pursuit of Success: The Differential Moderating Effects of Political Skill on The Relationships Among Career-Related Psychological Needs and Ingratiation. *Journal of Career Assessment*, Vol. 23 (2): 336-348.
- Sharma, S., Durand, R. M., & Gur-Arie, O. 1981. Identification and Analysis of Moderator Variables. *Journal of Marketing Research*, Vol. XVIII, 291-300.
- Sluss, D. M., Klimchak, M., & Holmes, J. J. 2008. Perceived organizational support as a mediator between relational exchange and organizational identification. *Journal of Vocational Behavior*, 73: 457-464.
- Sobel, M. E. 1982. Asymptotic Confidence Interval for Indirect Effects in Structural Equation Models. *Sociological Methodology*, Vol. 13: 290-312.

- Sobel Test. 2009. Spreadsheet written by Jason Beckstead University of South Florida. <https://personal.health.usf.edu/jbeckste/Sobel%20Test.xls>.
- Sparrowe, R. T., & Liden, R. C. 2005. Two Routes to Influence: Integrating Leader-Member Exchange and Social Network Perspectives. *Administrative Science Quarterly*, Vol. 50, No. 4: 505-535
- Tangirala, S., Green, S. G., & Ramanujam, R. 2007. In the Shadow of the Boss's Boss: Effects of Supervisors' Upward Exchange Relationships on Employees. *Journal of Applied Psychology*, Vol. 92, No. 2, 309–320
- Tekleab, A. G., & Taylor, M. S. 2003. Aren't There Two Parties in an Employment Relationship? Antecedents and Consequences of Organization-Employee Agreement on Contract Obligations and Violations. *Journal of Organizational Behavior*, Vol. 24, No. 5, Special Issue: Employment Relationships: Exchanges between Employees and Employers: 585-608
- Testa, M. R. 2002. Leadership dyads in the cruise industry: the impact of cultural congruency. *Hospitality Management*, 21: 425–441.
- Tredway, D. C., Breland, J. W., Williams, L. M., Cho, J., Yang, J., & Ferris, G. R. 2013. Social Influence and Interpersonal Power in Organizations: Roles of Performance and Political Skill in Two Studies. *Journal of Management*, Vol. 39, No. 6: 1529-1553.
- Tse, H. H. M., Dasborough, M. T., & Ashkanasy, N. M. 2008. A multi-level analysis of team climate and interpersonal exchange relationships at work. *The Leadership Quarterly*, 19: 195–211.
- Tse, H. H. M., Ashkanasy, N. M., & Dasborough, M. T. 2012. Relative leader-member exchange, negative effectivity and social identification: A moderated-mediation examination. *The Leadership Quarterly*, 23, 354-366.
- Tsui, A. S., & O'Reilly III, C. A. 1989. Beyond Simple Demographic Effects: The Importance of Relational Demography in Superior-Subordinate Dyads. *The Academy of Management Journal*. Vol. 32, No. 2: 402-423.
- Tsui, A. S., Egan, T. D., & O'Reilly III, C. A. 1992. Being Different: Relational Demography and Organizational Attachment. *Administrative Science Quarterly*, Vol. 37, No. 4: 549-579.

- Tsui, A. S., Porter, L. W., & Egan, T.D. 2002. When both Similarities and Dissimilarities Matter: Extending The Concept of Relational Demography. *Human Relation*, Vol, 55 (8): 899-929
- Uhl-Bien, M., & Maslyn, J. M. 2003. Reciprocity in Manager-Subordinate Relationship: Components, Configurations, and Outcomes. *Journal of Management*, 29, 4: 511-532.
- Valle, M. & Witt. L. A. 2001. The Moderating Effect of Teamwork Perception on the Organizational Politics- Job Satisfaction Relationship. *The Journal of Social Psychology*, 141, 3: 379-388.
- Van Eerde, W., & Thierry, H. 1996 Vroom's Expectancy Models and Work-Related Criteria: A Meta-Analysis. *Journal of Applied Psychology*, Vol 81. No.5: 575-586.
- Vecchio, R. P. 1985. Predicting Employee Turnover from Leader-Member Exchange: A Failure to Replicate. *The Academy of Management Journal*, Vol. 28, No. 2: 478-485.
- Vecchio, R. P. 1987. Situational Leadership Theory: An Examination of a Prescriptive Theory. *Journal of Applied Psychology*, Vol. 72, No. 3: 444-451.
- Vecchio, R. P., 1998. Leader-Member Exchange, Objective Performance, Employment Duration, and Supervisor Ratings: Testing for Moderation and Mediation. *Journal of Business and Psychology*, Vol. 12, No.3: 327-341.
- Vecchio, R. P. & Brazil, D. M. 2007. Leadership and Sex-Similarity: A Comparison In A Military Setting. *Personnel Psychology*, 60, 2: 303-335.
- Vecchio, R. P. & Norris. W. R. 1996. Predicting Employee Turnover from Performance Satisfaction, and Leader-Member Exchange. *Journal of Business and Psychology*, Vol. 11, No. 1: 113-124.
- Vigoda, E., & Cohen, A. 2002. Influence tactics and perceptions of organizational politics A longitudinal study. *Journal of Business Research*, 55: 311-324.
- Vroom, V. H. 1964. *Work and motivation*. New York: Wiley.
- Walumbwa, Mayer, Wang, Workman, & Christensen. 2010. Linking Ethical Leadership to Employee Performance: The Roles of Leader-Member

Exchange, Self-Efficacy, and Organizational Identification. *Organizational Behavior and Human Decision Processes*.

- Wang, H., Law, K. S., Hackett, R. D., Wang, D., & Chen, Z. X. 2005. Leader-Member Exchange As A Mediator Of The Relationship Between Transformational Leadership And Followers' Performance And Organizational Citizenship Behavior. *The Academy of Management Journal*, Vol. 48, No. 3: 420–432.
- Wayne, S. J., & Ferris, G. R. 1990. Influence Tactics, Affect, and Exchange Quality in Supervisor-Subordinate Interactions: A Laboratory Experiment and Field Study. *Journal of Applied Psychology*, Vol. 75, No. 5: 487-499.
- Wayne, S. J., & Liden, R. J. 1995. Effect of Impression Management on Performance Ratings: A Longitudinal Study. *The Academy of Management Journal*, Vol. 38, No. 1: 232-260.
- Wayne, S. J., Liden, R. C., Kraimer, M. L., & Graft, I. K. 1999. The Role of Human Capital, Motivation and Supervisor Sponsorship in Predicting Career Success. *Journal of Organizational Behavior*, 20: 577-595
- Wayne, S. J., Shore, L. M., & Liden, R. J. 1997. Perceived Organizational Support and Leader-Member Exchange: A Social Exchange Perspective. *The Academy of Management Journal*, Vol. 40, No. 1: 82-111.
- Wayne, S. J., Shore, L. M., Bommer, W. H., & Tetrick, L. E. 2002. The Role of Fair Treatment and Rewards in Perceptions of Organizational Support and Leader-Member Exchange. *Journal of Applied Psychology*, Vol. 87, No. 3: 590–598.
- Welsh, M.A. & Slusher, E.A. 1986. Organizational Design as a Context for Political Activity. *Administrative Science Quarterly*. Vol. 31, No. 3: 389-402.
- Wilhelm, C. C., Herd, A. M., & Steiner, D. D. 1993. Attributional Conflict between Managers and Subordinates: An Investigation of Leader- Member Exchange Effects. *Journal of Organizational Behavior*, Vol. 14, No. 6: 531-544.
- Wittmer, J. L. S., Martin, J. E., & Tekleab, A. G. 2010. Procedural Justice and Work Outcome in a Unionized Setting: The Mediating Role of Leader-Member Exchange. *American Journal of Business*, Vol. 25. No. 2: 55-69.

Wulani, F. 2013. Peran Pemoderasian Faktor Personal dan Situasional pada Hubungan *Abusive Supervision* dengan Anteseden dan Konsekuensinya. *Desertasi FEB UGM*, tidak dipublikasikan.

Yukl, G., & Ping Fu, P. 1999. Determinants of Delegation and Consultation by Managers. *Journal of Organizational Behavior*, 20: 291-232.

Yukl, G. 1989. *Leadership in Organizations*, Second Edition. Prentice Hall.

Yukl, G. 1989. Managerial leadership: a review of theory and research. *Journal of Management*, 15: 251-289.

Zanger, T. R., & Lawrence, B. S. 1989. Organizational Demography: The Differential Effect of Age and Tenure Distributions on Technical Communication. *The Academy of Management Journal*, Vol. 32, No. 2: 353-376.

Zivnuska, S., Kacmar, M., Witt, L. A., Carlson, D. S. & Bratton, V. K. 2004. Interactive Effect of Impression Management and Organizational Politics on Job Performance. *Journal of Organizational Behavior*, Vol. 25, No. 5: 627-640.

<http://www.statisticshell.com/docs/factor.pdf>