

DAFTAR PUSTAKA

- Afsar, S. T. (2014). Impact of the quality of work life on organizational commitment: a comparative study on academicians working for state and foundation Universities in Turkey. *International Journal of Social Sciences*, III(4). 124-152.
- Agustian, A. G. (2012). Engagement dan racun budaya organisasi. *ESQ News*.
- Ahmad, S. (2013). Paradigms of quality of work life. *Journal of Human Values*, 19(1). 73-82.
- Akehurst, G., Comeche, J. M., & Galindo, M-A. (2009). Job satisfaction and commitment in the entrepreneurial SME. *Small Business Economics*, 32(3). 277-289.
- Albdour, A. A., & Altarawneh, I. I. (2014). Employee engagement and organizational commitment: Evidence from Jordan. *International Journal of Business*, 19(2). 192-212.
- Annisa & Zulkarnain. (2013). Komitmen terhadap organisasi ditinjau dari kesejahteraan psikologis pekerja. *INSAN*, 15(1). 54-62.
- Aras, R. A & Helmi, A. F. (2015). Peran iklim organisasi terhadap work work engagement dengan optimism sebagai mediator. *Tesis: Tidak Dipublikasikan*.
- Azeem, S. M. (2010). Job satisfaction and organizational commitment among employees in the Sultanate of Oman. *Psychology Scientific Research*, 1. 295-299.
- Azwar, S. (2004). *Reliabilitas dan Validitas*. Yogyakarta: Pustaka Pelajar.
- Azwar, S. (2009). *Penyusunan Skala Psikologi*. Yogyakarta: Pustaka Pelajar.
- Azwar, S. (2010). *Dasar-dasar Psikometri*. Yogyakarta: Pustaka Pelajar.
- Bakker, A. B., Schaufeli, W. B., Leiter, M. P., & Taris, T. W. (2008). Work engagement: An emerging concept in occupational health psychology. *Work and Stress*, 22. 187-200.
- Bakker, A. B., Albrecht, S. L., & Leiter, M. P. (2011). Work engagement: Further reflections on the state of play. *European Journal of Work and Organizational Psychology*, 20(1). 74-88.

- Brauch, Y. (2004). *Managing careers: theory and practice*. Harlow: Prentice Hall.
- Beukes, I., & Botha, E. (2013) Organizational commitment, work engagement and meaning of work of nursing staff in hospitals. *SA Journal of Industrial Psychology/SA Tydskrif vir Bedryfsielkunde*, 39(2). 1-10.
- Bhatnager, J., & Biswas, S. (2010). Predictors & outcomes of employee engagement: Implications for the resource based view perspective. *Indian Journal of Industrial Relations*, 46(2). 273-296.
- Bhopatkar, N., & Nema, J. (2010). Effect of quality of work life on organizational commitment in service sector in Indore. *Presented at BM College of Management and Research*.
- Birjandi, M., Birjandi H., & Ataei, M. (2013). The relationship between the quality of work life and organizational commitment of the employees of Darab cement company: Case study in Iran. *International Journal of Economics, Business and Finance*, 1(7). 154-164.
- Booranie, O. K. Z. (2012). An evaluation of relationship between quality of working life and organizational commitment of employees in Shahidhasheminegad gas refinery company, Khangiran, Sarakhis: Based on panel model and gould. *Interdisciplinary Journal of Research in Business*, 4(6). 504-512.
- Brauch, Y. (2004). *Managing careers: theory and practice*. Harlow: Prentice Hall.
- Brown, D., & Sargeant, M. A. (2007). Job satisfaction, organizational commitment and religious commitment of full time university employee. *Journal of Research on Christian Education*, 16. 211-241.
- Chan, S. H., & Qiu, H. H. (2011). Loneliness, job satisfaction and organizational commitment of migrant workers: Empirical evidence from China. *Journal of Human Resource Management*, 22(5). 1109-1127.
- Dirani, K. M., & Kuchinke, K. P. (2011). Job satisfaction and organizational commitment: validating the Arabic satisfaction and commitment questionnaire (ASCQ), testing the correlations, and investigating the effects of demographic variables in the Lebanese banking sector. *The International Journal of Human Resource Management*, 22(5). 1180-1202.
- Dramstad, A. S. (2004). Job satisfaction and organizational commitment among teachers in Norway: A comparative study of selected schools from public and private educational systems. *Dissertation*. Andrews University.

- Dousti, M., Abbasi, M., & Khalili, A. (2012). Relationship between quality of work life and organizational commitment of employees of Youth and Sport Department of Mazandaran province. *International Journal of Sport Studies*, 2(4). 193-197.
- Eslami, J., & Gharakhani, D. (2012). Organizational commitment and job satisfaction. *ARPN Journal of Science and Technology*, 2(2). 1-10.
- Fahrani, D., Wessiani, N. A., & Santosa, B. (2013). Analisis komitmen organisasi dan employee engagement pada PT. Semen Gresik (Persero) TBK. *Jurnal Teknik Industri*. Institut Teknologi Surabaya.
- Farjad, H. R., & Varnous, S. (2013). Study of relationship of quality of work life (QWL) and organizational commitment. *Interdisciplinary Journal of Contemporary Research in Business*, 4(9). 449-456.
- Fattahi, F., Kazemian, M., Damirchi, Q. V., Kani, B. K., & Hafezian, M. (2014). Quality of work life and employee's organizational commitment in Sari City Health Center. *Journal of Research and Development*, 1(9). 12-20.
- Fay, D. & H. Luhrmann. (2004). Current Themes in Organizational Change, *European Journal of Work and Organizational Psychology*, 13(2), 113-119.
- Field, A. P. (2013). *Discovering statistics using IBM SPSS Statistics. Fourth Edition*. United Kingdom: Mobile Study
- Field, L. K., & Buitendach, J. H. (2011). Happiness, work engagement and organizational commitment of support staff at a tertiary education institution in South Africa. *SA Journal of Industrial Psychology/SA Tydskrif vir Bedryfsielkunde*, 37(1). 1-10.
- Fong, T. C., & Ng, S. (2012). Measuring engagement at work: Validation of the Chinese version of the Utrecht Work Engagement Scale. *International Journal of Behavior Modification*, 19. 391-397.
- Froese, F. J., & Xiao S. (2007). Work values, job satisfaction and organizational commitment in China. *The International Journal of Human Resource Management*, 23(10). 2144-2162.
- Fu, W., & Deshpande, S. P. Zhao, X. (2011). The impact of ethical behavior and facets of job satisfaction on organizational commitment. *Journal of Business Ethics*, 104(4). 537-543.
- Gelman, A., Carlin, J. B, Stern, H. S, Dunson, D. B, Vehtari, A., Rubin, D. B. (2004). *Bayesian Data Analysis: Third Edition*. New York: CRC Press.

- Gnanayudam, J., & Dharmasiri, A. (2007). The influence of quality of work life on organizational commitment: a study of the apparel industry. *Sri Lankan Journal of Management*, 12(3). 117-140.
- Gokul, A., Sridevi, G., & Srinivasan, P. T. (2012). The relationship between perceived organizational support, work engagement and affective commitment. *AMET International Journal of Management*, 1(1). 29-37.
- Gomes, F. C. (2000). *Manajemen Sumber Daya Manusia: Edisi Keempat*. Yogyakarta: Andi Offset.
- Gorgievski, M., Bakker, A.B., & Schaufeli, W.B. (2010). Work engagement and workaholism: Comparing the self-employed and salaried works. *Journal of Positive Psychology*, 5. 83-96.
- Greenberg, J. & Baron, R. A. (1997). *Behaviour in Organizations: 6th Edition*. New Jersey: Prentice-Hall International
- Gupta. B. (2014). A study of impact of quality of work life on organizational commitment in manufacturing sector. *Pacific Business Review International*, 7(3). 27-32.
- Hakanen, J.J., Bakker, A.B., & Schaufeli, W.B. (2006). Burnout and work engagement among teachers. *Journal of School Psychology*, 43. 495–513
- Harter, J. K., Schmidt, F.L., & Keyes, C.L.M. (2003). *Well-being in the workplace and its relationship to business outcomes: A review of the Gallup studies*. In C.L.M. Keyes and J Haidt (Eds) *Flourishing, Positive Psychology and the Life Well-lived*. Washington DC, USA: American Psychological Society.
- Haryanto, H. V. (1996). Komitmen organisasi dan perkembangannya. *Unitas*, 4(2). 59-80.
- Hasibuan, M. (2007). *Manajemen Sumber Daya Manusia*. Jakarta.: Aksara Indonesia.
- Heidarie, A., Askary, P., & Saedi, S. (2012). Relationship between quality of work life, organizational health and commitment with job satisfaction. *Life Science Journal*, 9(3). 193-197.
- Hermawati (2014). Quality of work life and organizational trust related to job satisfaction and organizational commitment at private higher education institutions in Malang Indonesia. *Journal of Basic and Applied Scientific Research*, 4(2). 349-357.

- Hài, H. T. (2012). Factors influencing organizational commitment and intention to stay of core employees in small-medium sized companies in Hochiminh City. *Thesis*. University of Economics Ho Chi Minh City.
- Imam, A., Raza, A., Shah, F. T., & Raza, H. (2013) Impact if job satisfaction on facet of organizational commitment (affective, continuance and normative commitment): A study of banking sector of employees in Pakistan. *World Applied Sciences Journal*, 28(2). 271-277.
- Kahn, W. A. (1990). Psychological conditions of personal engagement and disengagement at work. *Academy of management journal*. 33(4). 692-724.
- Kreitner, R., & Kinicki, A. (2003). *Perilaku Organisasi*. Terjemahan. Jakarta: Salemba Empat.
- Lawler, E. E. (1982). Strategies for improving the quality of work life. *American Psychologist*, 37(5). 486-693.
- Lipinskienė, D. (2008). The examination of relationship between organizational commitment and job satisfaction of employees. *Ekonomika ir vadyba: aktualijos ir perspektyvos*, 4(13). 282-289
- Locke, E. A. (1969). What is job satisfaction? *Organizational behavior and human performance*, 4(4). 309-336.
- Luthans, F. (1985). *Organizational Behavior: 4th Edition*. New York: McGraw-Hill Inc.
- Lumley, E. J. Coetzee, M., Tladinyane, R., & Ferreira, N. (2011). Exploring the job satisfaction and organizational commitment of employees in the information technology environment. *Southern African Business Review*, 15(1). 100-118.
- Malik, M. E., Nawab, S. & Naeem, B. (2010). Job satisfaction and organizational commitment of University Teacher in public sector of Pakistan. *International Journal of Business and Management*, 5(6). 17-26.
- Maruf, A. A., Tikson, D. T., & Haning, M. T. (2010). Hubungan kepuasan kerja dengan komitmen organisasi pegawai dinas tataruang dan bangunan kota Makassar. *Litbang Yayasan Indonesia Bersih*.
- Maslow, H. A. (1988). *Motivasi dan Kepribadian*. Jakarta: Pustaka Binaman Persindo



- May, B. E., Lau, R. S. M. & Johnson, S. K. (1999). A longitudinal study of quality of work life and business performance. *South Dakota Business Review*, 58 (2). 3-7.
- McShane, S. L., & Glinow, M. A. V. (2000). *Organizational Behavior*. New York: McGraw-Hill Companies.
- Meyer, J. P. & Allen, N.J. (1997). *Commitment In The Workplace: Theory, Research, And Application*. Thousand Oaks, CA: Sage Publication, Inc.
- Meyer, J. P., Stanley, D. J., Herscovich, L., & Topolyntsky, 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.
- Mohammed, F., & Eleswed, M. (2013). Job satisfaction and organizational commitment: a correlational study in Bahrain. *International Journal of Business, Humanities and Technology*, 3(5). 43-53.
- Mowday, R. T., Porter, L. W., & Steers, R. M. (1982). *Employee-Organization Linkages: The Psychology of Commitment, Absenteeism, and Turnover*. New York: Academic Press.
- Muhadi. (2007). Analisis pengaruh kepuasan kerja terhadap komitmen organisasional dalam mempengaruhi kinerja karyawan. *Tesis*. Universitas Diponegoro.
- Newstorm, D. (2007). *Organisation Behaviour*. Delhi: Tata McGraw-Hill Publishing Co Ltd.
- Noe, R. A., Hollenbeck, J. R., Gerhart, B., & Wright, P. M. (2003). *Human Resource Management: Gaining A Competitive Advantage*. United States: McGraw-Hill Book Company.
- Normala, D. (2010). Investigating the relationship between quality of work life and organizational commitment amongst employees in Malaysian firms. *International Journal of Business and Management*, 5(10). 75-82.
- Nustatria, S., & Suharmono. (2011). Employee engagement: Antecedents and consequences. *Skripsi*. Universitas Diponegoro.
- Ologbo, A. C., & Sofian, S. (2013). Individual and organizational factors of employee engagement on employee work outcomes. *International Journal of Business and Behavioral Science*, 3(3). 1-9.

- Parsons, L. C. (1998). Delegation skills and nurse job satisfaction. *Nursing Economics*, 16(1), pp 18-26.
- Parvar, M. R. F., Allameh, S. M., & Ansari, R. (2013). Effect of quality of work life on organizational commitment by SEM. *International Journal of Academic Business and Social Sciences*, 3(10). 135-144.
- Parwita, G. B. S. (2013). Pengaruh kepuasan kerja terhadap komitmen organisasi dan disiplin kerja (studi pada dosen yayasan Universitas Mahasaraswati Denpasar). *Tesis*. Universitas Udayana.
- Permarupan, P. Y., Al-Mamun, A., & Saufi, R. A. (2013). Quality of work life on employees job involvement and affective commitment between the public and private sector in Malaysia. *Asian Social Sciences*, 9(7). 268-278.
- Pillay, K. (2008). Sense of coherence, work engagement and organizational commitment within an Automotive Development Institution. *Thesis*. University of South Africa.
- Porkiani, M., & Sardini, Z. (2011). Relationship between the quality of work life and employee agressions. *Journal of American Science*, 7(2). 1-10.
- PourRashidi, R., Vaziri, S., Soltani, H., & Gheisari, F. (2014). Understanding the relationship between aspects of work life quality and organizational commitment of Iran National Bank employees (Zahidan City). *Indian Journal of Fundamental and Applied Life Sciences*, 4(S4). 2642-2650.
- Radja, J., Tawe, A., Rijal, S., & Tiro, M. A. (2013). Effect quality of work life and organizational commitment toward work satisfaction in increasing public service performance (a study of license of founding Building Service in Makassar City). *Public Policy and Administrassion Research*, 3(12). 38-45.
- Rainsch, S. (2004). *Dynamic Strategy Analysis: Demystifying Simple Success Strategies*. Wiesbaden: Deutscher Universitasts-Verlag.
- Rayton, B. A. (2006). Examining the interconnection of job satisfaction and organizational commitment: An application of the bivariate probit model. *International Journal of Human Resource Management*, 17(1).139-154.
- Rehman, K., Rehman, Z. U., Saif, N., Khan, A. S., Nawaz, A., & Rehman, S. U. (2013). Impacts of job satisfaction on organizational commitment: A theoretical model for academicians in HEI of developing countries like Pakistan. *International Journal of Academic Research in Accounting, Finance and Management Sciences*, 3(1). 80-89.



- Riyono, B. (1991). Peranan orientasi nilai budaya dalam kepuasan kerja pada karyawan PT. Stanvac Indonesia. *Skripsi: Tidak Diterbitkan*. Fakultas Psikologi Universitas Gadjah Mada.
- Riyono, B. (2012). *Laporan Hasil Assessment QWL*. Yogyakarta: CPMH Universitas Gadjah Mada.
- Riyono, B. (2014). *Laporan Penelitian Hibah Fakultas Psikologi UGM*. Yogyakarta: Fakultas Psikologi UGM.
- Ruhlman, J., and Siegman, C. (2009). Boosting engagement while cutting costs. *Gallup Management Journal*.
- Robbins, S. P. (2005). *Organizational Behavior: 11St Edition*. New Jersey: Pearson Prentice Hall
- Robertson, I., & Cooper, C. (2011). *Well-Being: Productivity and Happiness at Work*. United Kingdom: Palgrave Macmillan.
- Ryff, C. D., Singer, B. (1996). Psychological well-being: Meaning, measurement, and implication for psychological research. *Psychotherapy, Psychosomatic Special Article*. 65. 14-23
- Şahin, I., Akyürek, C. E., Yavuz, Ş. (2014). Assessment of effect of leadership behavior perceptions and organizational commitment of hospital employees on job satisfaction with structural equation modeling. *Journal of Health Management*, 16(2). 161-182.
- Sajjad, N. K., & Abbasi, B. (2014). Studying the relationship between quality of work life and organizational commitment. *Research Journal of Recent Sciences*, 3(2). 92-99.
- Saks, A. M. (2006). Antecedents and consequences of employee engagement. *Journal of Managerial Psychology*, 2(7). 600-19.
- Saragih, S., & Margaretha, M. (2013). Antecedents and consequences of employee engagement: Studi pada industri perbankan. *Seminar Nasional dan Call for Paper*. Universitas Kristen Maranatha.
- Saraswati, B. (2006). Hubungan antara quality of work life (QWL) dengan komitmen karyawan pada PT. Aseli Dagadu Djogja. *Skripsi: Tidak Diterbitkan*. Fakultas Psikologi Universitas Gadjah Mada.
- Sartika, D., & Amir, M. T. (2013). Pengaruh work engagement terhadap komitmen organisasi dan turnover intention. *Skripsi: Tidak diterbitkan*. Universitas Bakrie.

- Schaufeli, W. B., Salanova, M., Gonzalez-Roma, V., & Bakker, A. B. (2002). The measurement of *engagement* and burnout: A confirmative analytic approach. *Journal of Happiness Studies*, 3, 71–92.
- Schaufeli, W. B., & Bakker, A. B. (2004) *UWES – Utrecht Work Engagement Scale: Test Manual*. Utrecht University, Department of Psychology. <http://www.schaufeli.com>.
- Schaufeli, W. B. (2014). Employee engagement, well-being and business outcomes: A perspectives from science and practice. *Arbejdsmiljokonference*. Universiteit Utrecht.
- Serey, T. T. (2006). Choosing a robust quality of work life. *Business Forum*, 27(2), 7-10.
- Shoko, M., & Zinyemba, A. Z. (2014). Impact of employee engagement on organizational commitment in national institutions of higher learning in zimbabwe. *International Journal of Advanced Research in Management and Social Sciences*, 3(9), 255-268.
- Singh, K. (2007). Predicting organizational commitment through organizational culture: A study of automobile industry in India. *Journal of Business and Management*, 3(1), 29-37.
- Slattery, Jeffrey P. & Selvarajan, T.T. Rajan (2005). Antecedents to temporary employee's turnover intentions. *Midwest Academy of Management's Annual Meeting*.
- Stum, D. L. (2001). Maslow revisited: building the employee commitment pyramid. *Strategy and Leadership*, 29(4), 4-9.
- Srivastava, S. (2013). Job satisfaction and organizational commitment relationship: effect of personality variables. *Journal of Vision*, 17(2), pp 159-167. <http://vision.sagepub.com>.
- Steers, R.M., & Porter, J. L. (1988). *Motivation And Work Behavior*. New York: McGraw-Hill.
- Sudiro, A. (2008). Pengaruh kepuasan kerja, komitmen kerja dan kinerja serta pengaruhnya terhadap karier dosen. *National Conference on Management Research*, 1(1), 1-14.
- Suma, S. & Lesha, J. (2013). Job satisfaction and organizational commitment: the case of Shkodra Municipality. *European Scientific Journal*, 9(17).



- Taleghani, M., Chegini, M. G., & Hashemi, M. H. (2014). The relationship between the quality of work life (QWL) and the organizational commitment of the Melli Bank staff of the Gullan Province in year 2010-11. *International Journal of Business and Behavioral Science*, 4(2). 47-57.
- Top, M., & Gider, O. (2013). Interaction of organizational commitment and job satisfaction of nurses and medical secretaries in Turkey. *The International Journal of Human Resource Management*, 24(3). 667-683.
- Unzicker, D., Clow, K.E., & Babakus, E. (2000). The role of organizational communications on employee perceptions of a firm. *Journal of Professional Services Marketing*, 21(2). 87-103.
- Van Breugel, G., Van Olffen, W., & Ollie, R. (2005). Temporarty liaisons: The commitment of 'temps' toward their agencies. *Journal of Management Studies*, 42(3). 539-566.
- Walton, R. E. (1974). Improving the quality of work life. *Harvard Business Review*.
- Yadav, R., & Khanna, A. (2014). Literature review on quality of work life and their dimensions. *Journal of Humanities and Social Science*, 9(9). 71-80.
- Yalabik, Z. Y., Rossenberg, Y. V., Kinnie, N., & Swart, J. (2015). Engaged and committed? The relationship between work engagement and commitment in professional service firms. *The International Journal of Human Resource Management*, 26(12).