

## DAFTAR PUSTAKA

- Abelha, D. M., Carneiro, P. C. D. C., & Cavazotte, F. D. S. C. N. (2018). Transformational leadership and job satisfaction: Assessing the influence of organizational contextual factors and individual characteristics. *Revista Brasileira de Gestão de Negócios: Review of Business Management*, 20(4), 515-532. <https://doi.org/10.7819/rbgn.v0i0.3949>
- Adiguzel, Z., & Cakir, F. S. (2022). Examining the effects of strategic orientation and motivation on performance and innovation in the production sector of automobile spare parts. *European Journal of Management Studies*, 27(2), 131-153. <https://doi.org/10.1108/EJMS-01-2022-0007>
- Agbozo, G. K., Owusu, I. S., Hoedoafia, M. A., & Atakorah, Y. B. (2017). The effect of work environment on job satisfaction: Evidence from the banking sector in Ghana. *Journal of Human Resource Management*, 5(1), 12-18. <https://doi.org/10.11648/j.jhrm.20170501.12>
- Akinwale, O. E., & George, O. J. (2020). Work environment and job satisfaction among nurses in government tertiary hospitals in Nigeria. *Rajagiri Management Journal*, 14(1), 71-92. <https://doi.org/10.1108/RAMJ-01-2020-0002>
- Alamri, M., & Al-Duhaim, T. (2017). Employees perception of training and its relationship with organizational commitment among the employees working at Saudi industrial development fund. *International Journal of Business Administration*, 8(2), 25-39. <https://doi.org/10.5430/ijba.v8n2p25>
- Allozi, A., Alshurideh, M., AlHamad, A., & Al Kurdi, B. (2022). Impact of transformational leadership on the job satisfaction with the moderating role of organizational commitment: Case of UAE and Jordan manufacturing companies. *Academy of Strategic Management Journal*, 21, 1-13.

- Al-Sada, M., Al-Esmael, B., & Faisal, M. N. (2017). Influence of organizational culture and leadership style on employee satisfaction, commitment and motivation in the educational sector in Qatar. *EuroMed Journal of Business*, 12(2), 163-188. <https://doi.org/10.1108/EMJB-02-2016-0003>
- Anghelache, V. (2015). A possible explanatory model for the relationship between teaching motivation and job satisfaction. *Procedia-Social and Behavioral Sciences*, 180, 235-240. <https://doi.org/10.1016/j.sbspro.2015.02.110>
- Anisa, M., & Martono, S. (2019). Increased organizational commitment through transformational leadership, procedural justice, employee engagement, and work environment. *Management Analysis Journal*, 8(3), 284-292. <https://doi.org/10.15294/MAJ.V9I3.33853>
- Aprileani, A. P., & Abadi, F. (2022). The roles of transformational leadership on employee's job satisfaction, readiness for change, and organizational commitment of Islamic Banking in Indonesia. *Indonesian Journal of Business Analytics (IJBA)*, 2(2), 213-230. <https://10.55927/ijba.v2i2.2228>
- Badrianto, Y., & Astuti, D. (2020). Peran kepuasan kerja sebagai mediasi pada pengaruh komitmen organisasi terhadap kinerja karyawan. *Jurnal Ekonomi dan Studi Pembangunan*, 6(1), 1-10. <https://doi.org/10.36778/jesya.v6i1.1013>
- Barata, A. (2019). Strengthening national economic growth and equitable income through sharia digital economy in Indonesia. *Journal of Islamic Monetary Economics and Finance*, 5(1), 145-168. <https://doi.org/10.21098/jimf.v5i1.1053>
- Basalamah, C. S. B. S., & Ardana, I. K. (2020). Organizational commitment in mediating the influence of transformational leadership on organizational citizenship behavior. *American Journal of Humanities and Social Sciences Research (AJHSSR)*, 4(12), 434-440.

- Bezdrob, M., & Sunje, A. (2021). Transient nature of the employees' job satisfaction: The case of the IT industry in Bosnia and Herzegovina. *European Research on Management and Business Economics*, 27(2), 1-10. <https://doi.org/10.1016/j.iedeen.2020.100141>
- BYTYQI, Q. (2020). The impact of motivation on organizational commitment: An empirical study with Kosovar Employees. *Prizren Social Science Journal*, 4(3), 24-32. <https://doi.org/10.32936/pssj.v4i3.187>
- Chandra, K. L., & Vianita, S. (2020). Pengaruh lingkungan kerja fisik dan non fisik terhadap motivasi kerja dan kepuasan kerja karyawan "Z" Hotel Surabaya. *Jurnal Hospitality dan Manajemen Jasa*, 8(2), 203-219.
- Chipunza, C., & Matsumunyane, L. L. (2018). Motivation sources and leadership styles among middle managers at a South African University. *SA Journal of Human Resource Management*, 16, 1-13. <https://doi.org/10.1080/13603124.2023.2236968>
- Christian, D., & Adiputra, I. G. (2024). Analysis of job satisfaction through motivation, leadership, and organizational commitment. *Asean International Journal of Business*, 3(2), 89-103. <https://doi.org/10.54099/ajjb.v3i2.732>
- Dappa, K., Bhatti, F., & Aljarah, A. (2019). A study on the effect of transformational leadership on job satisfaction: The role of gender, perceived organizational politics and perceived organizational commitment. *Management Science Letters*, 9, 823-834. <https://doi.org/10.5267/j.msl.2019.3.006>
- Dessler, G. (2020). *Human resource management sixteenth edition*. London: Pearson Education Limited.
- Dwiputri, A. C., Widjaja, O. H., Cahyadi, H., & Wijaya, H. (2023). The effect of employee empowerment and work environment on organizational commitment and their impact on employee performance. *International Journal of*

*Application on Economics and Business (IJAEB)*, 1(1), 260-266.  
<https://doi.org/10.24912/ijaeb.v1i1.260-266>

Edison, E., Anwar, Y., & Komariyah, I. (2018). *Manajemen sumber daya manusia: strategi dan perubahan dalam rangka meningkatkan kinerja pegawai dan organisasi*. Bandung: Penerbit Alfabeta.

Fachrurazi. (2023). The influence of transformational leadership style and organizational culture on employee performance mediated job satisfaction on CV Sukinem Baja Industry. *E-Jurnal Apresiasi Ekonomi*, 11(2), 329-338.  
<https://doi.org/10.31846/jae.v11i2.637>

Fauzi, F., Dencik, A. B., & Asiati, D. I. (2019). *Metodologi penelitian untuk manajemen dan akuntansi: aplikasi SPSS dan eviews untuk teknik analisis data*. Jakarta: Penerbit Salemba Empat.

Fitri, E. (2018). Pengaruh gaya kepemimpinan transformasional terhadap kepuasan kerja dengan komitmen organisasi sebagai variabel intervening (Studi pada Karyawan Balu Oto Work Yogyakarta). *Jurnal Ekobis Dewantara*, 1(7), 195-204.

García-Fernández, J., Gálvez-Ruíz, P., Fernández-Gavira, J., Colón, L. V., Pitts, B., & Bernal-García, A. (2017). The effects of service convenience and perceived quality on perceived value, satisfaction and loyalty in low-cost fitness centers. *Sport Management Review: Sport Management Association of Australia and New Zealand*, 21(3), 250-262. <https://doi.org/10.1016/j.smr.2017.07.003>

Ghozali, I. (2020). *25 grand theory: 25 teori besar ilmu manajemen, akuntansi dan bisnis (untuk landasan teori skripsi, tesis dan disertasi)*. Semarang: Penerbit Yoga Pratama.

Ghozali, I. (2021). *Aplikasi analisis multivariate dengan program IBM SPSS 26 edisi 10*. Semarang: Badan Penerbit Universitas Diponegoro.

- Ghozali, I., & Kusumadewi, K. A. (2023). *Partial least squares konsep, teknik dan aplikasi menggunakan program SmartPLS 4.0 untuk penelitian empiris*. Semarang: Penerbit Yoga Pratama.
- Greimel, N., Kanbach, D. K., & Chelaru, M. (2023). Virtual teams and transformational leadership: An integrative literature review and avenues for further research. *Journal of Innovation and Knowledge*, 8(2), 100351. <https://doi.org/10.1016/j.jik.2023.100351>
- Gunawan, R. (2016). Pengaruh kepemimpinan transformasional terhadap organizational citizenship behavior (OCB) pada PT First Machinery Tradeco Cabang Surabaya. *AGORA*, 4(1), 60-66.
- Haerofiatna, Erlangga, H., Nurjaya, Mulyana, Y., Sunarsi, D., Solahudin, M., Dwimarman, D. A., Waskita, N. I. D., Rozi, A., Yuangga, K. D., & Purwanto, A. (2021). The effect of organizational commitment and work environment on job satisfaction and teacher performance. *Turkish Journal of Computer and Mathematics Education*, 12(7), 109-117.
- Hair, J., Risher, J., Sarstedt, M., & Ringle, C. (2019). When to use and how to report the results of PLS-SEM. *European Business Review*, 31(1), 2-24. <https://doi.org/10.1108/EBR-11-2018-0203>
- Hajiali, I., Kessi, A. M., F., Budhiandriani., Prihatin, E., & Sufri, M. (2022). Determination of work motivation, leadership style, employee competence on job satisfaction and employee performance. *Golden Ratio of Human Resource Management*, 2(1), 57-69. <https://doi.org/10.52970/grhrm.v2i1.160>
- Hasan, I. A., Basmalah, S., Amang, B., & Bijang, J. (2023). The influence of leadership, work environment, competence, and character development, on organizational commitment and employee performance in Banking in Sinjai Regency.

*International Journal of Professional Business Review*, 8(5), 1-34.  
<https://doi.org/10.26668/businessreview/2023.v8i5.2176>

Hasanah, I. L., Alviliani, L., Anwar, K. K., & Maryam, S. (2023). organizational culture, emotional intelligence, employee performance and job satisfaction as an intervening variable in Food Manufacturing Industry. *International Journal of Management, Accounting and Economics*, 11(6), 678-698.  
<https://doi.org/10.5281/zenodo.12600615>

Henseler, J., Ringle, C. M., & Sarstedt, M. (2015). A new criterion for assessing discriminant validity in variance-based structural equation modeling. *Journal of the Academy of Marketing Science*, 43, 115-135.  
<https://doi.org/10.1007/s11747-014-0403-8>

Idiegbeyan-Ose, J., Opeke, R., Aregbesola, A., Owolabi, S., & Eyiolorunshe, T. A. (2019). Relationship between motivation and job satisfaction of staff in private university libraries, Nigeria. *Academy of Strategic Management Journal*, 18(1), 1-13.

Irawan, F., & Ie, M. (2022). The effect of work environment and job satisfaction on employee organizational commitment. *Advances in Social Science, Education and Humanities Research*, 655, 1452-1457.  
<https://doi.org/10.2991/assehr.k.220404.232>

Jabbar, M. N., Mahmood, W., & Qambar, G. (2020). Mediating role of organizational commitment and work environment on the relationship between transformational leadership and job satisfaction. *Talent Development and Excellence*, 12(2s), 3974-3988.

Jufriadi., Faisal., & Kusuma, T. M. (2020). The effect of work motivation on job performance through improving job involvement and organizational

- commitment as mediators: Study in PT. Bank Aceh Syariah Sigli. *International Journal of Scientific and Management Research*, 3(3), 357-368.
- Kasmir. (2022). *Pengantar metodologi penelitian untuk ilmu manajemen, akuntansi, dan bisnis*. Depok: Penerbit RajaGrafindo Persada.
- Kauppila, O. P. (2018). How does it feel and how does it look? The role of employee motivation in organizational learning type. *Journal of Organizational Behavior*, 39(8), 941-955. <https://doi.org/10.1002/job.2270>
- Khoirunnisa, A. (2021). Analisis penerapan strategi generik porter dalam meningkatkan daya saing perusahaan (Studi Kasus Bisnis Kuliner Sehat “Naturicha Healthy Food and Drink”). *JMPIS: Jurnal Manajemen Pendidikan dan Ilmu Sosial*, 1(1), 274-291. <https://doi.org/10.38035/jmpis.v1i1.262>
- Kosidin, N. A., & Widjaja, O. H. (2024). Pengaruh gaya kepemimpinan, motivasi kerja dan lingkungan kerja terhadap kepuasan kerja karyawan. *Jurnal Manajerial dan Kewirausahaan*, 6(2), 438-445. <https://doi.org/10.24912/jmk.v6i2.29847>
- Lan, Tian-Syung., Chang, I-Hsiung., Ma, Tzi-Ching., Zhang, Lie-Ping., & Chuang, Kai-Zhi. (2019). Influences of transformational leadership, transactional leadership, and patriarchal leadership on job satisfaction of Cram School Faculty Members. *Sustainability*, 11, 3465. <https://doi.org/10.3390/su11123465>
- Lestari, N. K. Y. D., Merta, I. K., & Widhiantara, I. K. (2024). The influence of work environment and work-life balance on employee job satisfaction through organizational culture at the Post Office of Bali. *Jurnal Ilmiah Manajemen Kesatuan*, 12(5), 2017-2024.
- Li, Y., Huang, H., & Chen, Y. Y. (2020). Organizational climate, job satisfaction, and turnover in voluntary child welfare workers. *Children and Youth Services Review*, 119, 1-10. <https://doi.org/10.1016/j.childyouth.2020.105640>

- Luthans, F., Luthans, B. C., & Luthans, K. W. (2021). *Organizational behavior: An evidence-based approach fourteenth edition*. Charlotte: Information Age Publishing.
- Mandjar, T. L., & Turangan, J. A. (2023). The effect of workload, work motivation and work environment on employee job satisfaction. *International Journal of Application on Economics and Business (IJAEB)*, 1(1), 224-231. <https://doi.org/10.24912/ijaeb.v1i1.224-231>
- Maquieira, S. P., Tari, J. J., & Molina-Azorin, J. F. (2020). Transformational leadership and the European Foundation for Quality Management model in five-star hotels. *Journal of Tourism Analysis: Revista de Análisis Turístico*, 27(2), 99-118. <https://doi.org/10.1108/JTA-02-2019-0007>
- Maslow, A. H. (2019). *Motivation and personality: unlocking your inner drive and understanding human behavior*. New Delhi: Prabhat Prakashan.
- Meilliana, S., & Yanuar. (2023). The effect of organizational justice on job satisfaction mediated by organizational commitment. *International Journal of Application on Economics and Business (IJAEB)*, 1(1), 464-471. <https://doi.org/10.24912/ijaeb.v1i1.464-471>
- Mekpor, B., & Dartey-Baah, K. (2017). Leadership styles and employees' voluntary work behaviors in the Ghanaian Banking Sector. *Leadership and Organization Development Journal*, 38(1), 74-88. <https://doi.org/10.1108/LODJ-09-2015-0207>
- Merdeka, R. M. (2022, Januari 25). Memahami tanggung jawab dan karakteristik leader. greatdayhr.com. Diakses pada (2025, April 27), dari: <https://greatdayhr.com/id-id/blog/tanggungjawab-dan-karakteristik-leader/>
- Mondy, W., & Martocchio, J. (2020). *Human resource management fifteenth edition*. London: Pearson Education Limited.

- Mujiantoro, T., Suharto., & Indratjahyo, H. (2024). The influence of competence and motivation on job satisfaction with organizational commitment as a mediating variable at PT. BRI Asuransi Indonesia. *Global Journal of Research in Business Management*, 4(5), 1-10. <https://doi.org/10.5281/zenodo.13690836>
- Nabawi, D., Perizade, B., & Andriana, I. (2021). The effect of motivation on job satisfaction with commitment as a mediation variable (Case Study on Online Driver Partner of Technology Companies in Ogar Hilir Regency). *International Journal of Management and Humanities (IJMH)*, 6(4), 1-9. <https://doi.org/10.35940/ijmh.B1404.126421>
- Nadilla, N., Diana, Y., Karlinda, A. E., & Lusiana. (2023). The influence of work environment and giving rewards on employee performance through job satisfaction as an intervening variable at PT. Suka Melaju. *E-Jurnal Apresiasi Ekonomi*, 11(1), 177-189. <https://doi.org/10.31846/jae.v11i1.598>
- Naiyananont, P., & Smuthranond, T. (2017). Relationships between ethical climate, political behavior, ethical leadership, and job satisfaction of operational officers in a wholesale company, Bangkok Metropolitan Region. *Kasetsart Journal of Social Sciences*, 38(3), 345-351. <https://doi.org/10.1016/j.kjss.2016.07.005>
- Northouse, P. G. (2018). *Leadership: Theory and practice eighth edition*. USA: Sage Publications.
- Otoo, F. N. K., & Rather, N. A. (2024). Human resource development practices and employee engagement: the mediating role of organizational commitment. *Rajagiri Management Journal*, 18(3), 202-232. <https://doi.org/10.1108/RAMJ-09-2023-0267>
- Paais, M., & Pattiruhu, J. R. (2020). Effect of motivation, leadership, and organizational culture on satisfaction and employee performance. *The Journal*

*of Asian Finance, Economics and Business*, 7(8), 577-588.  
<https://doi.org/10.13106/jafeb.2020.vol7.no8.577>

Palalić, R., & Smajić, H. (2021). Socioemotional wealth (SEW) as the driver of business performance in family businesses in Bosnia and Herzegovina: the mediating role of transformational leadership. *Journal of Family Business Management*, 12(4), 1043-1064. <https://doi.org/10.1108/JFBM-07-2021-0067>

Panggabean, M. S. (2023). *Manajemen sumber daya manusia edisi ketiga*. Tangerang Selatan: Penerbit Universitas Terbuka.

Parulian, P. M. F. R., & Rahmat, S. T. Y. (2020). The effect of transformational leadership and human resource development on job satisfaction and it's impact on job engagement. *RJOAS: Russian Journal of Agricultural and Socio-Economics Science*, 107(11), 56-64. <https://doi.org/10.18551/rjoas.2020-11.07>

Pawirosumarto, S., Sarjana, K. P., & Gunawan, R. (2017). The effect of work environment, leadership style, and organizational culture towards job satisfaction and its implication towards employee performance in Parador Hotels and Resorts, Indonesia. *International Journal of Law and Management*, 59(6), 1337-1558. <https://doi.org/10.1108/IJLMA-10-2016-0085>

Purnamasari, N. (2024, Januari 11). Produksi perikanan 2023 turun, apa penyebabnya? [radarsurabayabisnis.jawapos.com](https://radarsurabayabisnis.jawapos.com). Diakses pada (2024, Oktober 11), dari: <https://radarsurabayabisnis.jawapos.com/industri-perdagangan/2183717970/produksi-perikanan-2023-turun-apa-penyebabnya>

Rachmah, A. R., Sudiro, A., & Juwita, H. A. J. (2022). The effect of transformational leadership on organizational commitment: Mediating role of job stress and job satisfaction. *International Journal of Research and Business and Social Science*, 11(8), 102-112. <https://doi.org/10.20525/ijrbs.v11i8.2134>

- Rahim, A. R., & Jam'an, A. (2018). The analysis of influence of motivation and organizational commitment on employees' performance in Telkom Kandatel Gorontalo Province. *Business Perspectives: Problems and Perspectives in Management*, 16(4), 429-443. [https://doi.org/10.21511/ppm.16\(4\).2018.36](https://doi.org/10.21511/ppm.16(4).2018.36)
- Riyadi, S. (2019). The Influence of job satisfaction, work environment, individual characteristics and compensation toward job stress and employee performance. *International Review of Management and Marketing*, 9(3), 93-99. <https://doi.org/10.32479/irmm.6920>
- Robbins, S. P., & Judge, T. A. (2022). *Organizational behavior eighteenth edition*. London: Pearson Education Limited.
- Rojikinnor, R., Gani, A. J. A., Saleh, C., & Amin, F. (2023). The role of compensation as a determinant of performance and employee work satisfaction: a study at the PT Bank Rakyat Indonesia (Persero) Tbk. *Journal of Economic and Administrative Sciences*, 39(4), 943-956. <https://doi.org/10.1108/JEAS-06-2020-0103>
- Sarta., Zohriah, A., & Fauzi, A. (2023). Analisis model kepemimpinan jalur tujuan (path-goals) kajian kepemimpinan dalam lembaga pendidikan. *Journal on Education*, 06(01), 2508-2514. <https://doi.org/10.31004/joe.v6i1.3274>
- Sekaran, U., & Bougie, R. (2020). *Research methods for business eighth edition*. USA: John Wiley and Sons.
- Setiawan, R., Eliyana, A., Suryani, T., & Christopher, J. (2020). Creating job satisfaction in a strict organization. *Opción*, 36(Special Edition 27), 376-385.
- Shafi, M., Zoya., Lei, Z., Xiaoting, S., & Sarker, M. N. I. (2020). The effects of transformational leadership on employee creativity: Moderating role of intrinsic motivation. *Asia Pacific Management Review*, 25(3), <https://doi.org/10.1016/j.apmr.2019.12.002>

- Shanty, D., & Mayangsari, S. (2017). Analisis pengaruh kompensasi, motivasi, lingkungan kerja terhadap kinerja karyawan dengan komitmen organisasional sebagai variabel intervening. *Jurnal Informasi, Perpajakan, Akuntansi dan Keuangan Publik*, 12(2), 103-120. <https://doi.org/10.25105/jipak.v12i2.5114>
- Steven., & Yanuar. (2024). Faktor-faktor yang mempengaruhi kinerja karyawan dengan kepuasan kerja sebagai variabel mediasi. *Jurnal Manajerial dan Kewirausahaan*, 6(2), 478-493. <https://doi.org/10.24912/jmk.v6i2.29852>
- Sufiyati., Dewi, S. P., & Susanti, M. (2022). Pengaruh gaya kepemimpinan terhadap kinerja dosen melalui mediasi kepuasan kerja. *Jurnal Bina Manajemen*, 11(1), 290-312. <https://doi.org/10.52859/jbm.v11i1.261>
- Sugiyono. (2022). *Metode penelitian manajemen*. Bandung: Penerbit Alfabeta.
- Suhardi, G. T., & Ie, M. (2023). Peran gaya kepemimpinan transformasional, perilaku kewargaan organisasional, dan stres kerja terhadap turnover intention. *Jurnal Manajemen Maranatha*, 22(2), 183-192. <https://doi.org/10.28932/jmm.v22i2.5433>
- Sukmawati., Palisuri, P., Ruslan, M., & Nur, I. (2022). The effect of organizational commitment, interpersonal communication, and motivation on employee satisfaction and performance. *International Journal of Artificial Intelligence Research*, 6(1.1), 1-13. <https://doi.org/10.29099/ijair.v6i1.1.613>
- Supranto, J., & Limakrisna, N. (2019). *Petunjuk praktis penelitian ilmiah untuk menyusun skripsi, tesis, dan disertasi*. Bogor: Mitra Wacana Media.
- Tosun, N., & Ulusoy, H. (2017). The relationship of organizational commitment, job satisfaction and burnout on physicians and nurses? *Journal of Economics and Management*, 28(2), 90-111. <https://doi.org/10.22367/jem.2017.28.06>

- Wahjudewantia, A. S., Tjakraatmajaa, J. H., & Anggoroa, Y. (2021). Knowledge management strategies to improve learning and growth in creative industries: a framework model. *Budapest International Research and Critics Institute (BIRCI-Journal): Humanities and Social Sciences*, 4(2), 1903-1915. <https://doi.org/10.33258/birci.v4i2.1876>
- Wahyudi, E., & Sugiono, E. (2024). The influence of organizational culture, work environment and job stress on job satisfaction through organizational commitment as an intervening variable on employees. *JMKSP (Jurnal Manajemen, Kepemimpinan, dan Supervisi Pendidikan)*, 9(2), 1335-1351. <https://doi.org/10.31851/jmksp.v9i2.16680>
- Wahyudi, S., & Saryatmo, M. A. (2024). Faktor-faktor yang memengaruhi turnover intention pada karyawan generasi Z yang bekerja di Jakarta. *Jurnal Manajemen Bisnis dan Kewirausahaan*, 8(3), 621-634. <https://doi.org/10.24912/jmbk.v8i3.30222>
- Winarti, I. (2023). Pengaruh kepemimpinan, motivasi kerja, dan kompensasi terhadap kepuasan kerja pegawai Direktorat X Lembaga XYZ. *Jurnal Manajemen Bisnis Dan Kewirausahaan*, 7(1), 103-112. <https://doi.org/10.24912/jmbk.v7i1.22474>
- Xiong, Z., Jianmu, Y. E., & Pengju, W. A. N. G. (2017). Psychological contract and turnover intention of dispatched employees: Mediating effects of job satisfaction and organizational commitment. *Revista de Cercetare si Interventie Sociala*, 56, 19-43.
- Yunardi, V., & Ie, M. (2023). Pengaruh motivasi kerja, stres kerja dan perilaku kewargaan organisasional terhadap kepuasan kerja karyawan pada salah satu perusahaan di bidang Laboratorium Farmasi. *Jurnal Muara Ilmu Ekonomi dan Bisnis*, 7(1), 80-91. <https://doi.org/10.24912/jmieb.v7i1.21978>

- Zhang, J., Li, H., Olanipekun, A. O., & Bai, L. (2019). A successful delivery process of green buildings: The project owners' view, motivation and commitment. *Renewable Energy*, 138, 651-658. <https://doi.org/10.1016/j.renene.2019.02.002>
- Zulganef. (2018). *Metode penelitian bisnis dan manajemen*. Bandung: Penerbit Refika Aditama.
- Zuhri, M., Fahmy, R., & Lukito, H. (2023). Performance evaluation: An intervening model of job satisfaction, transformational leadership and career development. *Journal Publicuho*, 6(2), 366-376. <https://doi.org/10.35817/publicuho.v6i2.132>