

## DAFTAR PUSTAKA

- Alzaabi, S.H.A, (2018, May), *The Effect of Strategy Management and Balance Scorecard on Organizational Performance of UAE Civil Defence*, Business Management Strategy ISSN 2157-6068 2018, Vol. 9, No. 1. Macrothink Institute, UAE.
- Al-Alawi, A.A., Al-Marzooqi, N.Y., and Mohammed, Y.F, (2007). *Organizational Culture And Knowledge Sharing: Critical Success Factors*. Journal Of Knowledge Management j VOL. 11 NO. 2 2007, pp. 22-42, Q Emerald Group Publishing Limited, ISSN 1367-3270.
- Amrullah, R. (2018). *Pengaruh Budaya Organisasi, Intellectual Capital Dan Keragaman Pengukuran Kinerja Terhadap Kinerja Organisasi (Study Empiris Perusahaan Manufaktur Di Provinsi Banten)*. Jurnal Riset Akuntansi Tirtayasa, Vol. 03 No. 02 Oktober 2018. p-ISSN: 2548 7078.
- Amstrong M. (2012), *A Handbook of Human Resources Management Practice*, published by Kogan Page Limited United Kingdom, 2012, hal.19.
- Anafuru, P.U, Ayoup, H., Mustapha, U.A, and Abubakar, A.H., (2019), *The Implementation of Balance Scorecard and Its Impact on Performance: Case of Universiti Utara Malaysia*, Published by Centre for Research on Islamic Banking & Finance and Business, USA. International Journal of Accounting & Finance Review, Vol 4, No. 1; 2019,
- Arumbarkah, A. M. (2019, April). *Analisis Penilaian Kinerja PT Bank BRI Tbk Kanwil Makassar dengan Pendekatan Balance Scorecard*, Bongaya Journal for Research in Management, 2 (1) Hal 26-36. e-ISSN: 2615-8868.
- Astuti, P.D, (2011). *Trust Dan Kultur Organisasi Sebagai Penggerak Intellectual Capital Terhadap Kinerja Organisasi*, Jurnal Siasat Bisnis Vol. 15 No. 2, Juli 2011 hal: 267-283.
- Attar, M.M., (2020), *Organizational Culture, Knowledge Sharing and Intellectual Capital: Directions for Future Researh*, Science Publishing Group, International Journal of Business and Economics Research, 2020; 9 (1): 11-20.
- Ayoup, H., Rahman, I.K.A., and Omar, N.B., (2015, Oktober), *Behavioural Factors Affecting Strategic Alignment Based on the Balanced Scorecard Framework: Evidence from A Malaysian Company*, 11th Annual Conference of Asia-Pacific Management Accounting Association 2015, 26-29 October 2015, Bali, Indonesia, Research Gate, [www.researchgate.net/publication/305985431](http://www.researchgate.net/publication/305985431).
- Azzahra, A.N. (2019). *Pengaruh Organizational Culture Terhadap Employee*

*Performance Melalui Knowledge Sharing Sebagai Variabel Intervening di PT. Telkom Indonesia Regional V*, Jurnal Ilmu Manajemen Volume 7 Nomor 2 – Jurusan Manajemen Fakultas Ekonomi Universitas Negeri Surabaya.

- Barachini, F. (2015). *Cultural and Social Issues for Knowledge Sharing*. Journal of KnowledgeManagement. <https://www.researchgate.net/publication/220363581>
- Bontis, N., & Serenko, A. (2009). *A Causal Model Of Human Capital Antecedents And Consequents In The Financial Services Industry*, Journal of Intellectual Capital, 10(1), 53-69.
- Dessler, G., (2009), *Manajemen SDM : buku 1*. Jakarta: Indeks
- Chin-Loy, C. and Mujtaba, B.G. (2007) *The Influence Of Organizational Culture On The Success Of Knowledge Management Practices With North American Companies*. International Business & Economics Research Journal – March 2007 Volume 6, Number 3.
- Dini, S. H. (2019). *Analisis Penilaian Kinerja PT Pelabuhan Indonesia IV Cabang Makassar dengan Pendekatan Balance Scorecard*. Akmen Jurnal Ilmiah, 16 (1).
- Djo, N. H., dan Dharmadiaksa, I. B., (2019, Maret). *Penerapan Balance Scorecard Pada Pengukuran Kinerja PT Blue Bird Tbk.*, E-Jurnal Akuntansi Universitas Udayana, Vol. 26(3), 1912-1937. DOI: <https://doi.org/10.24843/EJA.2019.v26.i03.p09>
- Fahrudin, W.A., (2020), *Analisis Pengukuran Kinerja Menggunakan Balance Scorecard untuk Menentukan Key Performance Indicator Di PT Mulia Artha Anugerah*, p – ISSN : 2620 – 5793 , e – ISSN : 2685 – 6123, JITMI Vol.3 No.1, Maret 2020.
- Fitri, M., Hardisman, dan Ibrarodes (2017). *Hubungan Budaya Organisasi dengan Kinerja Pegawai RSUD Mukomuko Tahun 2017*. Jurnal Kesehatan Andalas. 2019; 8(2).
- Frimayasa, A. dan Lawu, S.H. (2020), *Pengaruh Komitmen Organisasi Dan Human Capital Terhadap Kinerja Pada Karyawan Pt. Frisian Flag*, Equilibrium Volume 9. No. 1. Tahun 2020 Hal 36 – 47. eISSN 2684-9313.
- Fuada, N., (2020), *Menilai Kinerja Perusahaan Dengan Pendekatan Balanced Scorecard*, Paradoks : Jurnal Ilmu Ekonomi, Volume 3. No. 2 (2020); April.
- Ghozali, I. dan Latan, H. (2019). *Partial Least Squares. Konsep, Teknik dan Aplikasi Menggunakan Program SmartPLS 3.0 untuk Penelitian Empiris*. Semarang: Badan Penerbit Universitas Diponegoro Semarang ISBN: 979.704.300.2.
- Graham, J.R., Harvey, C.R., Popadak, J., and Rajgopal, S., (2017), *Corporate Culture: Evidence from The Field*, National Bureau of Economic Research Cambridge, MA 02138, NBER Working Paper Series.

Moh. Anshori, 2021

ANALISIS KINERJA KARYAWAN MELALUI PERSPEKTIF PERTUMBUHAN DAN PEMBELAJARAN DALAM BALANCE SCORECARD MELALUI CORPORATE CULTURE SEBAGAI VARIABEL INTERVENING (Studi pada Karyawan PT Astra Sedaya Finance).

UPN Veteran Jakarta, Fakultas Ekonomi dan Bisnis, Program Magister Manajemen

[www.upnvj.ac.id](http://www.upnvj.ac.id) – [www.librabny.upnvj.ac.id](http://www.librabny.upnvj.ac.id) -[www.repository.upnvj.ac.id](http://www.repository.upnvj.ac.id)

- Hamdy, A., (April 2019) *Balance Scorecard Role in Competitive Advantage of Egyptian Banking Sector*, The Business and Management Review, Vol. 9 No. 3, Egypt.
- Haryono, S. (2018). *Manajemen Kinerja SDM, Teori dan Aplikasi*. ISBN : 978-602-268-201-1, Jakarta: Penerbit Luxima Metro Media.
- Haryono, S. (2016). *Metode SEM untuk Penelitian Manajemen dengan AMOS, Lisrel, PLS*. Bekasi: PT Intermedia Personalia Utama.
- Hermanto (2018). Pengaruh Tipe Budaya Organisasi Terhadap Perilaku Knowledge Sharing: Pendekatan Konsep. *Jurnal Magister Manajemen Universitas Mataram* Maret 2018 e-issn: 2548-3919.
- Hermawan, S. , Hariyanto, W. dan Sumartik (2015). *Integrasi Intellectual Capital Dan Knowledge Management Serta Dampaknya Pada Kinerja Bisnis Perusahaan Farmasi*. *Jurnal Akuntansi Multiparadigma*, Volume 6, Nomor 3, Desember 2015, Hlm. 385-398.
- Hidayat, M. (2018). *Analisis Kinerja Perusahaan Dengan Menggunakan Pendekatan Balanced Scorecard Pada PT Bosowa Propertindo*. *Journal of Management & Business* 2(1), 92–112, [www.researchgate.net/publication/329923031](http://www.researchgate.net/publication/329923031).
- Hidayat, R., (2017), *Evaluasi Kinerja Perspektif Pembelajaran dan Pertumbuhan Balai Pengawas Obat dan Makanan di Jambi*, *JMPF* Vol. 8 No. 1 : 10 – 17, ISSN-p : 2088-8139
- Hitka, M., Vetrakova, M., Balazova, Z., and Danihelova, Z., (2015), *Corporate Culture as a Tool for Competitiveness Improvement*, *Business Economics and Management 2015 Conference*, BEM 2015, *Procedia Economics and Finance* 34 (2015) 27-34.
- Hofstede et.al., (1990). *Measuring Organizational Cultures: A Qualitative and Quantitative Study Across Twenty Cases*. *Administrative Science Quarterly*, 35 (1990): 286-316.
- Ismiyati, (2020), *Dampak Human Capital pada Kinerja Organisasi*, *Jurnal Administrasi dan Kesekretarian*, Volume 5 - Nomor 1 – Maret 2020.
- Joseph, O.O, and Kibera, F., (2019), *Organizational Culture and Performance: Evidence from Microfinance Institutions in Kenya*, Original Research SAGE, [journals.sagepub.com/home/sgo](http://journals.sagepub.com/home/sgo).
- Juan, I.A , Glass, J, and Pawar,V , (2019), A Balanced Scorecard for Assesing Automation in Contruction, *Proceedings of the Creative Construction Conference (CCC 2019)*, Budapest, Hungary, 2019.[creative-construction-conference.com/proceedings/](http://creative-construction-conference.com/proceedings/)
- Kalender, Z.T., and Vayvay, O., (2016), *The Fifth Pillar of The Balance Scorecard: Sustainability*, 12<sup>th</sup> International Strategic Management Conference, ISMC 2016, 28-30 October 2016, Antalya, Tukey, *Procedia-Social and Behavioral Sciences* 235 (2016) 76-83.

Moh. Anshori, 2021

ANALISIS KINERJA KARYAWAN MELALUI PERSPEKTIF PERTUMBUHAN DAN PEMBELAJARAN DALAM BALANCE SCORECARD MELALUI CORPORATE CULTURE SEBAGAI VARIABEL INTERVENING (Studi pada Karyawan PT Astra Sedaya Finance).

UPN Veteran Jakarta, Fakultas Ekonomi dan Bisnis, Program Magister Manajemen  
[www.upnvj.ac.id](http://www.upnvj.ac.id) – [www.librabny.upnvj.ac.id](http://www.librabny.upnvj.ac.id) -[www.repository.upnvj.ac.id](http://www.repository.upnvj.ac.id)

- Kaplan, R. S., & Norton, D. P. (2002). *Balance Scorecard : Menerapkan Strategi Menjadi Aksi*, Jakarta: Erlangga.
- Katili, P.B, dan Adha, M (2017), *Pengaruh Human Capital Dan Corporate Value Terhadap Kinerja Karyawan*, Seminar Nasional Inovasi Dan Aplikasi Teknologi Di Industri 2017 ISSN 2085-4218, ITN Malang, 4 Pebruari 2017.
- Kaul, A., (2018), *Culture vs Strategy: Which to Precede, Which to Align?*, N.L. Dalmia Institute of Management Studies and Research, Mumbai, India, JSMA, 12,1, [www.emeraldinsight.com/1755-425X.htm](http://www.emeraldinsight.com/1755-425X.htm).
- Kotter, J. P., & Heskett, J. L. (1998). *Dampak Budaya Perusahaan Terhadap Kinerja*. (Benyamin Molan, penerjemah). Jakarta: Prenhallindo.
- Li, K., Liu, X., Mai, F., and Zhang, T., (2020, Juni), *The Role of Corporate Culture in Bad Times: Evidence from The Covid-19 Pandemic*. The Social Sciences and Humanities Research Council of Canada (Grant Number: 435-2018-0037).
- Luthans, F. (2011), *Organizational Behavior : An Evidance-Based Approach. 12th ed.* New York: McGraw-Hill/Irwin; 2011.
- Mayo, A., 2000. “*The Role of Employee Development in The Growth of Intellectual Capital*”, *Personal Review*, Vol. 29, No. 4. <http://www.emerald-library.com>
- Mangkunegara, A.A., Prabu, A. (2011). *Manajemen Sumber Daya Manusia*. Bandung: PT. Remaja Rosda Karya.
- Meutia, K.I., dan Husada, C, (2019). *Pengaruh Budaya Organisasi Dan Komitmen Organisasi Terhadap Kinerja Karyawan*. *Jurnal Riset Manajemen dan Bisnis (JRMB) Fakultas Ekonomi UNIAT Vol.4, No.1 Februari 2019: 119 – 126 P-ISSN 2527–7502*.
- Moeheriono. 2012. "*Pengukuran Kinerja Berbasis Kompetensi*" Jakarta Raya Grafindo Persada.
- Mulyadi, (2018). *Sistem Terpadu Pengelolaan Kinerja Personel Berbasis Balanced Scorecard*. Yogyakarta: Unit Penerbit dan Percetakan Sekolah Tinggi Ilmu Manajemen YKPN; 2018.
- Nongo, E.S., and Ikyanyon, D.N., (2012), *The Influence of Corporate Culture on Employee Commitment to The Organization*, Published by Canadian Center of Science and Education, *International Journal of Business and Management* Vol. 7, No. 22: 2012.
- O'Reilly III, C. A., Chatman, J. and Caldwell, D.F. (1991). *People And Organizational Culture: A Profile Comparison Approach To Assessing Person-Organization Fit*. *Academy of Management Journal* 1991, Vol. 34, No. 3, 487-516.

Moh. Anshori, 2021

ANALISIS KINERJA KARYAWAN MELALUI PERSPEKTIF PERTUMBUHAN DAN PEMBELAJARAN DALAM BALANCE SCORECARD MELALUI CORPORATE CULTURE SEBAGAI VARIABEL INTERVENING (Studi pada Karyawan PT Astra Sedaya Finance).

UPN Veteran Jakarta, Fakultas Ekonomi dan Bisnis, Program Magister Manajemen  
[www.upnvj.ac.id](http://www.upnvj.ac.id) – [www.librabv.upnvj.ac.id](http://www.librabv.upnvj.ac.id) -[www.repository.upnvj.ac.id](http://www.repository.upnvj.ac.id)

- Pathranage, Y.L., (2019), *Organizational Culture and Business Performance: an Empirical Study*, SSRG International Journal of Economics and Management Studies (SSRG-IJEMS) Volume 6 Issue 6-June 2019.
- Prasetya, E.M., Utami, H.N., dan Prasetya, A., (2016). *Pengaruh Human Capital, Information Capital dan Organizational Capital terhadap Kinerja Karyawan (Studi pada Karyawan PT PLN (Persero) Unit Induk Pembangunan VIII Surabaya)*. Jurnal Administrasi Bisnis (JAB) Vol. 40 No.1 November 2016.
- Quesado, P., Guzman, B.A. and Rodrigues, L.L, (2017, Juli), *Advantage and Contributions in The Balanced Scorecard Implementation*, Omnia Science, Portugal, Intangible Capital, IC, 2018-14 (1): 186-201.
- Ramadhani, dan Erlin, T. (2016). *Perancangan Balanced Scorecard sebagai Pengukuran Kinerja pada PT Asuransi MSIG Indonesia*, Jurnal Manajemen dan Organisasi Vol VII, No 2, Agustus 2016.
- Ramanda, Y. dan Muchtar, B. (2015). *Pengaruh Human Capital, Relational Capital Dan Organizational Capital Terhadap Kinerja Pegawai (Studi Pada Badan Ketahanan Pangan Provinsi Sumatera Barat)*, Jurnal Riset Manajemen Bisnis dan Publik Vol. 3 No. 1 (2015) ISSN: 2337-5354.
- Rivai, V. (2013). *Manajemen Sumber Daya Manusia untuk Perusahaan. Dari Teori ke Praktek*. Jakarta: Rajawali Pers.
- Robbins, S.P., (2000). *Prinsip-Prinsip Perilaku Organisasi*, (Halida dan Dewi Sartika, Penerjemah). Jakarta: Erlangga.
- Robbins, S.P., Judge T.A., (2015). *Perilaku Organisasi*. 16th ed. Jakarta: Salemba Empat.
- Rothwell, W. J. (1996). *The ASTD Models for Human Performance Improvement: Roles, Competencies, and Outputs*. Alexandria, VA: American Society for Training and Development.
- Ruky, A. , (2006), *Sistem Manajemen Kinerja*, Jakarta: Gramedia Pustaka Utama
- Sahiti, A., Ahmeti, A., Sahiti, A, and Aliu, M., (2016, Juli), *The Impact of Balance Scorecard on Improving the Performance and Profitability of The Implementing Companies*, MCER Publishing, Rome Italy, Mediterrianean Journal of Social Sciences Vol. 7 No. 4.
- Sawalqa, F.A., Halloway, D., and Alam, M., (2011), *Balance Scorecard Implementation in Jordan: an Initial Analysis*, International Journal of Electronic Business Management, Vol. 9, No. 3, pp 196-210.

Moh. Anshori, 2021

ANALISIS KINERJA KARYAWAN MELALUI PERSPEKTIF PERTUMBUHAN DAN PEMBELAJARAN DALAM BALANCE SCORECARD MELALUI CORPORATE CULTURE SEBAGAI VARIABEL INTERVENING (Studi pada Karyawan PT Astra Sedaya Finance).

UPN Veteran Jakarta, Fakultas Ekonomi dan Bisnis, Program Magister Manajemen

[[www.upnvj.ac.id](http://www.upnvj.ac.id) – [www.librabny.upnvj.ac.id](http://www.librabny.upnvj.ac.id) -[www.repository.upnvj.ac.id](http://www.repository.upnvj.ac.id)]

- Schein, E.H. (2002). *Organizational Culture and Leadership*, San Fransisco : Josseybass Publ.
- Schermerhon. 2005. *Management* 8th ed, John Wiley & Sons, Inc. USA.
- Schuler, Randall, S. dan Jackson, S.E., (1999) *Manajemen Sumber Daya Manusia*, Edisi ke-6 Jilid 2. Jakarta: Penerbit Erlangga.
- Sedarmayanti, (2016). *Manajemen Sumber Daya Manusia Reformasi Birokrasi dan Manajemen Pegawai Negeri Sipil*. Bandung: Revika Aditama.
- Soewarno, N. (2013). *Pengaruh Strategi Bisnis Terhadap Kinerja Manajerial Melalui Information Capital Readiness Dan Sistem Pengukuran Kinerja*, Jurnal Ekonomi dan Bisnis Tahun XXIII, No. 1 April 2013.
- Sriekaningsih, A., dan Setyadi, D., (2015), *The Effect of Competence and Motivation and Cultural Organization towards Organizational Commitment and Performance on State University Lecturers in East Kalimantan Indonesia*, European Journal of Business and Management [www.iiste.org](http://www.iiste.org), ISSN 2222-1905 (Paper) ISSN 2222-2839 (Online), Vol.7, No.17, 2015.
- Subagyo, A.N.R, dan Pudhirahardjo, W.J. (2014). *Dimensi Budaya Organisasi Sebagai Prediktor Kinerja Unit Kerja*.
- Sudaryanto, R. (2017). *Dampak Modal Manusia Dan Komitmen Organisasi Terhadap Kinerja Karyawan Pada PT Askap Premier*, Unikom Respository 2017.
- Sugiyono. (2016). *Metode Penelitian Kuantitatif dan R&D*. Bandung: Alfabetha.
- Sukoco, I dan Praweswari, D. (2017). *Human Capital Approach To Increasing Productivity Of Human Resources Management*. Jurnal AdBispreneur Vol. 2, No. 1, April 2017 Hal. 93-104.
- Supeno, H., Sudharma, M., Aisjah, S., dan Laksmana, A., (2015), *The Effects of Intellectual Capital, Strategic Flexibility, and Corporate Culture on Company Performance: A Study on Small and Micro-scaled Enterprises (SMEs) in Gerbangkertosusila Region, East Java*, CS Canada, International Business and Management, Vol. 11, No. 1, 2015, pp. 1-12, DOI:10.3968/7200.
- Sutisna, H., Hubeis, A.V.S., dan Syamsun, M. (2014). *Peran Human Capital, Corporate Value dan Good Corporate Governance melalui Kinerja Karyawan terhadap Kinerja Perusahaan di PTPN VII Lampung*. Manajemen IKM, September 2014 (131-139) Vol. 9 No. 2 ISSN 2085-8418.
- Suwibawa, A., Agung, A.A.P., dan Sapta, I.K.S., (2018, Agustus), *Effect of Organizational Culture and Organizational Commitment to Employee Performance Through*

Moh. Anshori, 2021

ANALISIS KINERJA KARYAWAN MELALUI PERSPEKTIF PERTUMBUHAN DAN PEMBELAJARAN DALAM BALANCE SCORECARD MELALUI CORPORATE CULTURE SEBAGAI VARIABEL INTERVENING (Studi pada Karyawan PT Astra Sedaya Finance).

UPN Veteran Jakarta, Fakultas Ekonomi dan Bisnis, Program Magister Manajemen  
[www.upnvj.ac.id](http://www.upnvj.ac.id) – [www.librabny.upnvj.ac.id](http://www.librabny.upnvj.ac.id) -[www.repository.upnvj.ac.id](http://www.repository.upnvj.ac.id)

*Organizational Citizenship Behavior (OCB) as Intervening Variables (Study on Bappeda Litbang Provinsi Bali)*, International Journal of Contemporary Research and Review, ISSN 0976 – 4852, <https://doi.org/10.15520/ijcrr/2018/9/08/582>.

Trisyulianti, R., & Erlin. (2016, Agustus). *Perancangan Balance Scorecard Sebagai Pengukuran Kinerja Perusahaan PT Asuransi MISG Indonesia*. Jurnal Manajemen dan Organisasi, VII(2).

Wibowo, 2009, *Manajemen Kinerja*, PT Raja Grafindo Persada, Jakarta.

Wirawan, S. (2017). *Pengaruh Human Capital, Structural Capital, Dan Customer Capital Terhadap Kinerja Perusahaan Pada Perusahaan Daerah Air Minum (PDAM) di Kabupaten Tabalong*. PubBis: Jurnal Administrasi Publik dan Administrasi Bisnis Vo. 1 No. 2 September 2017.

\_\_\_\_\_ (2019). *Annual Report PT Astra Sedaya Finance Tahun 2019*. Jakarta.

**Moh. Anshori, 2021**

**ANALISIS KINERJA KARYAWAN MELALUI PERSPEKTIF PERTUMBUHAN DAN PEMBELAJARAN DALAM BALANCE SCORECARD MELALUI CORPORATE CULTURE SEBAGAI VARIABEL INTERVENING (Studi pada Karyawan PT Astra Sedaya Finance).**

UPN Veteran Jakarta, Fakultas Ekonomi dan Bisnis, Program Magister Manajemen  
[www.upnvj.ac.id](http://www.upnvj.ac.id) – [www.librabny.upnvj.ac.id](http://www.librabny.upnvj.ac.id) -[www.repository.upnvj.ac.id](http://www.repository.upnvj.ac.id)