

DAFTAR PUSTAKA

- Abri, M., Vosoughi, S., Abolghasemi, J., Rahimi, J., & Ebrahimi, H. (2022). The effect of job security on safety behavior with the moderating role of salary: A structural equation model. *International Journal of Occupational Safety and Ergonomics*, 28(3), 1732–1737.
<https://doi.org/10.1080/10803548.2021.1929697>
- Achim, N., Badrolhisam, N. I., & Zulkipli, N. (2019). Employee career decision making: The influence of salary and benefits, work environment and job security. *Journal of Academia*, 7(1), 41–50.
- Adeoye, A. O. (2021). Ethical leadership, employees commitment and organizational effectiveness: A study of non-faculty members. *Athens Journal of Business & Economics*, 7(2), 161–172. <https://doi.org/10.30958/ajbe.7-2-3>
- Afgani, K. F., Pringgabayu, D., & Purbayati, R. (2020). Career development and organizational climate on employee commitment (case study on Bank Syariah Indonesia). *European Journal of Business and Management Research*, 5(4).
<https://doi.org/10.24018/ejbm.2020.5.4.354>
- Ahmed, J., & Top, C. (2021). Hrm impact on employee commitment: Moderation of employee position. *Journal of Global Economics and Business*, 2(5), 117–130.
- Anand, A., Dalmasso, A., Vessal, S. R., Parameswar, N., Rajasekar, J., & Dhal, M. (2023). The effect of job security, insecurity, and burnout on employee organizational commitment. *Journal of Business Research*, 162, 113843.
<https://doi.org/10.1016/j.jbusres.2023.113843>
- Anderson, A. (2024). *Business statistics for dummies* (2nd ed.). Hoboken, NJ: John Wiley & Sons, Inc.
- Anwar, K., & Aima, M. H. (2019). The effect of competence and motivation on organizational commitments and its implications on employee performance. *Dinasti International Journal of Education Management and Social Science*, 1(2), 183–196. <https://doi.org/10.31933/dijemss.v1i2.74>

- Arianto, D. A. N., & Wahyuningsih, E. (2022). Pengaruh kepemimpinan, keterlibatan kerja dan kompensasi finansial terhadap niat keluar karyawan. *Jurnal Inspirasi Bisnis Dan Manajemen*, 6(1), 1–26. <https://doi.org/10.33603/jibm.v6i1.6176>
- Arun, K. (2023). Toxic leadership. In H. C. Sözen & H. N. Basım (Eds.), *The dark side of organizational behavior: Examining undesirable aspects of organizational life*. New York, NY: Routledge.
- Banwo, A. O., Onokala, U., & Momoh, B. (2022). Organizational climate–institutional environment nexus: why context matters. *Journal of Global Entrepreneurship Research*, 12(1), 357–369. <https://doi.org/10.1007/s40497-022-00330-4>
- Bhatti, M. A., Mat, N., & Juhari, A. S. (2018). Effects of job resources factors on nurses job performance (mediating role of work engagement). *International Journal of Health Care Quality Assurance*, 31(8), 1000–1013. <https://doi.org/10.1108/IJHCQA-07-2017-0129>
- Bhatti, M. M., & Alvi, M. (2022). Impact of career growth on employee job hopping with moderating role of job security. *International Journal of Social Sciences and Entrepreneurship (IJSSE)*, 2(2), 218–226. <https://doi.org/10.58661/ijssse.v2i2.50>
- Çalışkan, N., & Özkoç, A. G. (2020). Organizational change and job insecurity: The moderating role of employability. *International Journal of Contemporary Hospitality Management*, 13(12), 3971–3990. <https://doi.org/10.1108/IJCHM-05-2020-0387>
- Chanda, U., & Goyal, P. (2020). A Bayesian network model on the interlinkage between Socially Responsible HRM, employee satisfaction, employee commitment and organizational performance. *Journal of Management Analytics*, 7(1), 105–138. <https://doi.org/10.1080/23270012.2019.1650670>
- Channar, S. H. (2021). The impact of organizational climate on public service motivation: A comparative analysis of public and private hospitals in Pakistan. *Pakistan Journal of International Affairs*, 4(4), 827–851. <https://doi.org/10.52337/pjia.v4i4.394>

- Chen, Z., & Aryadoust, V. (2023). Testing the measurement invariance of the work motivation scale for training and adult education in a nationwide study of Singapore. *Current Psychology*, 42(4), 3122–3133. <https://doi.org/10.1007/s12144-021-01579-w>
- Cherif, F. (2020). The role of human resource management practices and employee job satisfaction in predicting organizational commitment in Saudi Arabian banking sector. *International Journal of Sociology and Social Policy*, 40(7/8), 529–541. <https://doi.org/10.1108/IJSSP-10-2019-0216>
- Clarissa, C., & Edalmen, E. (2022). Pengaruh efikasi diri, keterlibatan kerja, dan kepuasan kerja terhadap komitmen karyawan. *Jurnal Manajerial Dan Kewirausahaan*, 4(3), 683–691. <https://doi.org/10.24912/jmk.v4i3.19762>
- Colquitt, J. A., Lepine, J. A., & Wesson, M. J. (2019). *Organizational behavior: Improving performance and commitment in the workplace* (6th ed.). New York, NY: McGraw-Hill Education.
- Ćulibrk, J., Delić, M., Mitrović, S., & Ćulibrk, D. (2018). Job satisfaction, organizational commitment and job involvement: The mediating role of job involvement. *Frontiers in Psychology*, 9, 1–12. <https://doi.org/10.3389/fpsyg.2018.00132>
- Daris, E., Anisah, H. U., & Dewi, M. (2021). Pengaruh career management, career adaptability terhadap employee engagement yang dimoderasi oleh job security. *Jurnal Indonesia Sosial Sains*, 2(11), 1879–1896. <https://doi.org/10.36418/jiss.v2i11.451>
- Darmadi, D., Utari, W., & Subijanto. (2020). Pengaruh komitmen afektif, komitmen kontinuan, dan komitmen normatif terhadap kinerja pegawai Dinas Kependudukan dan Catatan Sipil Kabupaten Pamekasan. *MAP: Jurnal Manajemen Dan Administrasi Publik*, 3(1), 76–90. <https://doi.org/10.37504/map.v3i01.232>
- Davidescu, A. A., Apostu, S.-A., & Paul, A. (2020). Work flexibility , job satisfaction , and job performance among Romanian employees — Implications for sustainable human resource management. *Sustainability*, 12(15), 1–53. <https://doi.org/10.3390/su12156086>

- Davy, J. A., Kinicki, A. J., & Scheck, C. L. (1997). A test of job security's direct and mediated effects on withdrawal cognitions. *Journal of Organization Behavior*, 18(4), 323–349. [https://doi.org/10.1002/\(SICI\)1099-1379\(199707\)18:4<323::AID-JOB801>3.0.CO;2-#](https://doi.org/10.1002/(SICI)1099-1379(199707)18:4<323::AID-JOB801>3.0.CO;2-#)
- Diefendorff, J. M., Nolan, M. T., Tseng, S. T., Kenworthy, M. E., & Fiorentino, N. L. (2021). Job Involvement. In V. I. Sessa & N. A. Bowling (Eds.), *Essentials of job attitudes and other workplace psychological construct* (pp. 129–155). New York, NY: Routledge.
- Domfeh, H. A., & Hunsaker, W. D. (2020). The effect of job security on the commitment of teachers in Ghana: The mediating role of career satisfaction. *WSEAS Transactions on Business and Economics*, 17, 164–171. <https://doi.org/10.37394/23207.2020.17.18>
- Ehrhart, M. G., Schneider, B., & Macey, W. H. (2014). *Organizational climate and culture: An introduction to theory, research, and practice*. New York, NY: Routledge.
- Falatah, R., Almuqati, J., Almuqati, H., & Altunbakti, K. (2021). Linking nurses' job security to job satisfaction and turnover intention during reform and privatization: A cross-sectional survey. *Journal of Nursing Management*, 29(6), 1578–1586. <https://doi.org/10.1111/jonm.13279>
- Fasanmi, S. S., Mazadu, M. S., & Ogundele, J. (2021). Influence of job involvement on dimensions of job performance among marketers in Nigerian banks. *KIU Journal of Social Sciences*, 7(4), 145–158.
- Firdaus. (2023). Job security analysis of employee intention to leave through employee engagement. *International Journal of Economics, Business and Accounting Research (IJEBAR)*, 7(3), 1–7.
- Gagné, M., Forest, J., Gilbert, M. H., Aubé, C., Morin, E., & Malorni, A. (2010). The motivation at work scale: Validation evidence in two languages. *Educational and Psychological Measurement*, 70(4), 628–646. <https://doi.org/10.1177/0013164409355698>

- Gagné, M., Forest, J., Vansteenkiste, M., Crevier-Braud, L., van den Broeck, A., Aspeli, A. K., ... Westbye, C. (2015). The multidimensional work motivation scale: Validation evidence in seven languages and nine countries. *European Journal of Work and Organizational Psychology*, 24(2), 178–196. <https://doi.org/10.1080/1359432X.2013.877892>
- Galanaki, E. (2020). Effects of employee benefits on affective and continuance commitment during times of crisis. *International Journal of Manpower*, 41(2), 220–238. <https://doi.org/10.1108/IJM-08-2018-0270>
- Gopinath, R. (2020a). Influence of job satisfaction and job involvement of academicians with special reference to Tamil Nadu Universities. *International Journal of Psychosocial Rehabilitation*, 24(3), 2020.
- Gopinath, R. (2020b). Job involvement and organizational commitment of academic leaders in Tamil Nadu Universities - A relationship study with structural equation modeling. *Journal of Critical Reviews*, 7(19), 1857–1864. <https://doi.org/10.31838/jcr.07.19.226>
- Grego-Planer, D. (2019). The relationship between organizational commitment and organizational citizenship behaviors in the public and private sectors. *Sustainability*, 11(22), 1–20. <https://doi.org/10.3390/su11226395>
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2019). *Multivariate data analysis* (8th ed.). Hampshire, UK: Cengage Learning EMEA.
- Hair, Joe F., Howard, M. C., & Nitzl, C. (2020). Assessing measurement model quality in PLS-SEM using confirmatory composite analysis. *Journal of Business Research*, 109, 101–110. <https://doi.org/10.1016/j.jbusres.2019.11.069>
- Hair, Joseph. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2016). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)* (2nd ed.). Sage Publications, Inc.
- Handoko, D. S., & Rambe, M. F. (2018). Pengaruh pengembangan karir dan kompensasi terhadap komitmen organisasi melalui kepuasan kerja. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 1(1), 31–45. <https://doi.org/10.30596/maneggio.v1i1.2238>

- Hardani, Andriani, H., Ustiawaty, J., Utami, E. F., Istiqomah, R. R., Fardani, R. A., ... Auliya, N. H. (2020). *Metode penelitian kualitatif dan kuantitatif* (H. Abadi, ed.). Yogyakarta: CV. Pustaka Ilmu Group Yogyakarta.
- Hidayanto, N. R., & Kurniawan, I. S. (2022). Pengaruh kepemimpinan transformasional, kepuasan kerja, motivasi ekstrinsik, dan keterlibatan kerja terhadap komitmen organisasional. *AKUNTABEL: Jurnal Akuntansi Dan Keuangan*, 19(4), 731–739.
- Hngoi, C. L., Abdullah, N. A., Sulaiman, W. S. W., & Nor, N. I. Z. (2023). Relationship between job involvement, perceived organizational support, and organizational commitment with job insecurity: A systematic literature review. *Frontiers in Psychology*, 13, 1–18. <https://doi.org/10.3389/fpsyg.2022.1066734>
- Howard, J. L., Gagné, M., Van den Broeck, A., Guay, F., Chatzisarantis, N., Ntoumanis, N., & Pelletier, L. G. (2020). A review and empirical comparison of motivation scoring methods: An application to self-determination theory. *Motivation and Emotion*, 44(4), 534–548. <https://doi.org/10.1007/s11031-020-09831-9>
- Hur, H. (2019). Job security matters: A systematic review and meta-analysis of the relationship between job security and work attitudes. *Journal of Management and Organization*, 28(5), 925–955. <https://doi.org/10.1017/jmo.2019.3>
- Hutagalung, I., & Ritonga, R. (2018). Pengaruh iklim komunikasi dan komitmen organisasi terhadap kepuasan kerja pegawai Kecamatan XYZ Bekasi. *Jurnal Kajian Komunikasi*, 6(2), 72–84. <https://doi.org/10.24198/jkk.v6i2.16712>
- Irsutamia, & Sitepu, A. A. S. (2018). Motivation of job seekers to be civil servants. *Journal of Applied Accounting and Taxation*, 3(1), 58–63. <https://doi.org/10.5281/zenodo.1305144>
- Ivancevich, J. M., Konopaske, R., & Matteson, M. T. (2014). *Organizational behavior and management* (10th ed.). New York, NY: McGraw-Hill Irwin.
- Jubaedah, & Yulivan, I. (2024). *Metode Riset Bisnis* (E. Hernawati & Y. N. Supriadi, eds.). Purbalingga, Indonesia: Eureka Media Aksara.

- 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.
- Kalhor, R., Khosravizadeh, O., Moosavi, S., Heidari, M., & Habibi, H. (2018). Role of organizational climate in job involvement: A way to develop the organizational commitment of nursing staff. *Journal of Evidence-Based Integrative Medicine*, 23, 1–5. <https://doi.org/10.1177/2515690X18790726>
- Kassem, H. S., Al-Zaidi, A. A., & Baessa, A. (2021). Effectiveness of work-integrated learning partnerships: Case study of cooperative education in agricultural tertiary education. *Sustainability*, 13(22). <https://doi.org/10.3390/su132212684>
- Khairani, E., Giatman, M., & Ernawati. (2021). Pengaruh iklim organisasi terhadap komitmen guru. *Educate : Jurnal Teknologi Pendidikan*, 6(2), 52–60. <https://doi.org/10.32832/educate.v6i2.5026>
- Kim, E. J., & Park, S. (2020). Transformational leadership, knowledge sharing, organizational climate and learning: an empirical study. *Leadership and Organization Development Journal*, 41(6), 761–775. <https://doi.org/10.1108/LODJ-12-2018-0455>
- Kinicki, A. (2021). *Organizational behavior: A practical, problem-solving approach* (3rd ed.). New York, NY: McGraw-Hill Education.
- Kuswanti, M., Purnamasari, E. D., & DP, M. K. (2021). Pengaruh komitmen afektif, komitmen berkelanjutan dan komitmen normatif terhadap kinerja karyawan pabrik crumb rubber factory di PT. Pinago Utama Sugiwaras. *Jurnal Bisnis, Manajemen, Dan Ekonomi*, 2(4), 149–165. <https://doi.org/10.47747/jbme.v2i4.500>
- Lambert, E. G., Qureshi, H., Frank, J., Klahm, C., & Smith, B. (2018). Job stress, job involvement, job satisfaction, and organizational commitment and their associations with job burnout among Indian police officers: A research note. *Journal of Police and Criminal Psychology*, 33(2), 85–99. <https://doi.org/10.1007/s11896-017-9236-y>

- Lloyd, J. E. (2021). Corporate policies and employee commitment to work in commercial banks (A survey of three commercial banks in Yenagoa, Nigeria). *International Journal of Accounting and Public Sector Management (IJAPSM)*, 1(1), 9–16. <https://doi.org/10.36758/ijapsm/v1n1.2021/2>
- Lodahl, T. M., & Kejnar, M. (1965). The definition and measurement of job involvement. *Journal of Applied Psychology*, 49(1), 24–33. <https://doi.org/10.1037/h0021692>
- Lunnardi, M., & Turangan, J. A. (2021). Analisis faktor yang mempengaruhi komitmen organisasi karyawan PT. Nusantara Surya Sakti. *Jurnal Manajerial Dan Kewirausahaan*, 3(3), 813–821. <https://doi.org/10.24912/jmk.v3i3.13213>
- Luthans, F., Luthans, B. C., & Luthans, K. W. (2021). *Organizational behavior: An evidenced based approach* (14th ed.). USA: Information Age Publishing, Inc.
- Mackenzie, C. P., & Nwafor, S. O. (2019). In-service training and job security as determinants of teachers' job commitment in public senior secondary schools in Abia State. *International Journal of Education and Evaluation*, 5(7), 12–24.
- Madhura, B. (2020). The impact of organizational climate on organizational commitment. *Asian Journal of Management*, 11(1), 11–20. <https://doi.org/10.5958/2321-5763.2020.00003.7>
- Malik, N., Maidin, A., Sidin, A. I., Irwandy, Pasinringi, S. A., & Syamsuddin. (2024). The effect of work motivation and job involvement to improve organizational commitment at Hasanuddin University Hospital, Indonesia. *Asia Pacific Journal of Health Management*, 19(1), 1–8. <https://doi.org/10.24083/apjhm.v19i1.2265>
- Manuhutu, M. A., Uktolseja, L. J., Sitaniapessy, S. F., Maradesa, C. A. K., Manuhutu, M., & Manuhutu, A. (2021). Implementation of the general administrative management information system at victory university of sorong. *IJISTECH (International Journal of Information System & Technology)*, 5(2), 136–142. <https://doi.org/10.30645/ijistech.v5i2.124>
- Marimin, A., & Santoso, H. (2020). Analisis Pengaruh Kepuasan Kerja, Komitmen Organisasi, dan Keterlibatan Kerja Pada Kinerja Karyawan Bank Muamalat Surakarta. *Jurnal Ilmiah Ekonomi Islam*, 6(3), 703. <https://doi.org/10.29040/jiei.v6i3.1467>

- Marliza, Y., Nyoto, & Sudarno. (2022). Leadership style, motivation, and communication on organizational commitment and employee performance in the Rokan Hulu regional general hospital. *Journal of Applied Business and Technology*, 3(1), 40–55. <https://doi.org/10.35145/jabt.v3i1.87>
- Martínez-arroyo, J. A., & Valenzo-jiménez, M. A. (2020). Factors that influence the organizational climate of a higher education institution. *Revista Espacios*, 41(26), 2020.
- Maryani, Nurhadi, & Adnan, M. A. Bin. (2022). Implementation of job commitment and job motivation toward optimization of job satisfaction through employee performance. *Jurnal Aplikasi Manajemen*, 20(2), 254–262. <https://doi.org/10.21776/ub.jam.2022.020.02.04>
- Matagi, L., Baguma, P., & Baluku, M. M. (2022). Age, job involvement and job satisfaction as predictors of job performance among local government employees in Uganda. *Journal of Organizational Effectiveness*, 9(3), 489–505. <https://doi.org/10.1108/JOEPP-06-2020-0099>
- Mcshane, S. L., & Glinow, M. A. Von. (2019). *Organizational behavior* (4th ed.). New York, NY: McGraw-Hill Education.
- Melati, B. A., Moeins, A., & Tukiran, M. (2021). The relationship between the organization climate and work motivation with the commitment to the organization in PT. Citra Abadi Sejati. *International Journal of Social Policy and Law (IJOSPL)*, 2(2), 22–36. <https://doi.org/10.8888/ijospl.v2i2.40>
- Meyer, J. P., & Allen, N. J. (2004). *TCM employee commitment survey: Academic users guide*. University of Western Ontario.
- Mihirani, K. B. H., & Sangarandeniya, Y. M. S. W. V. (2021). The perceived job security and its effect on employee commitment: A study with reference to real estate companies. *12th International Conference on Business & Information (ICBI)*, 956–967. Sri Lanka: University of Kelaniya.
- Munte, R. N., Siagian, E. M., Sihombing, D. R., & Susanti, D. (2022). Role of principal leadership engagement, organizational climate, job satisfaction on teacher organizational commitment. *Dinamika Pendidikan*, 17(1), 1–11. <https://doi.org/10.15294/dp.v17i1.31558>

- Mutonyi, B. R., Slåtten, T., & Lien, G. (2020). Organizational climate and creative performance in the public sector. *European Business Review*, 32(4), 615–631. <https://doi.org/10.1108/EBR-02-2019-0021>
- Neuman, W. L. (2014). *Social research methods: Qualitative and quantitative approaches* (7th ed.). Pearson Education Limited.
- Nguyen, H. N., Le, Q. H., Tran, Q. B., Tran, T. H. M., Nguyen, T. H. Y., & Nguyen, T. T. Q. (2020). The impact of organizational commitment on employee motivation: A study in Vietnamese enterprises. *Journal of Asian Finance, Economics and Business*, 7(6), 439–447. <https://doi.org/10.13106/JAFEB.2020.VOL7.NO6.439>
- Noe, R. A., Hollenbeck, J. R., Gerhart, B., & Wright, P. M. (2023). *Human resource management: Gaining a competitive advantage* (13th ed.). New York, NY: McGraw-Hill.
- Nugroho, M., Dewantoro, B., & Putro, P. (2021). Peningkatan kinerja berbasis manajemen bakat, servant leadership dan komitmen organisasi. *Jurnal Ilmiah Manajemen Dan Bisnis*, 22(1), 1–16. <https://doi.org/10.30596/jimb.v22i1.5147>
- Nwabueze-Kelvin, E. N., & Aruoren, E. E. (2023). Building employee commitment through organizational climate in the manufacturing industry. *Journal of Global Economics and Business*, 4(15), 116–138. <https://doi.org/10.58934/jgeb.v4i15.208>
- Ogundipe, C. F., Adetayo, H. O., Bankole, O. A., & Akinbowale, F. O. (2020). Communication: A modern dimension of job involvement and employee commitment: A case study of public health workers in Ekiti State. *International Journal of Innovative Science and Research Technology*, 5(2), 91–97.
- Ogunola, A. A. (2020). Job security and employee engagement as determinants of organizational commitment in a selected Nigerian health maintenance organization (HMO). *Hallmark University Journal of Management and Social Sciences*, 2(1), 327–336.
- Patras, Y. E., Hidayat, R., & Billah, M. A. (2021). Contribution and priority action of the self-efficacy and organizational climate to improve innovative work behavior. *Tadbir : Jurnal Studi Manajemen Pendidikan*, 5(2), 157. <https://doi.org/10.29240/jsmp.v5i2.2941>

- Patterson, M. G., West, M. A., Shackleton, V. J., Dawson, J. F., Lawthom, R., Maitlis, S., ... Wallace, A. M. (2005). Validating the organizational climate measure: Links to managerial practices, productivity and innovation. *Journal of Organizational Behavior*, 26(4), 379–408. <https://doi.org/10.1002/job.312>
- Popoola, S. O., & Fagbola, O. O. (2023). Work motivation, job satisfaction, work-family balance, and job commitment of library personnel in Universities in North-Central Nigeria. *Journal of Academic Librarianship*, 49(4). <https://doi.org/10.1016/j.acalib.2023.102741>
- Pujari, N. A. (2018). A study of job – Satisfaction of murarji desai school teachers to their teachers involvement. *Aayushi International Interdisciplinary Research Journal (AIIRJ)*, 5(4), 575–580.
- Pupavac, J., Marinac, A., Krpan, L., & Pupavac, D. (2023). the Impact of the Contract Type on Job Involvement in the Hotel Industry: the Case of Croatia. *Polish Journal of Management Studies*, 27(2), 278–293. <https://doi.org/10.17512/pjms.2023.27.2.17>
- Purwanto, A., Hidayat, D., & Asbari, M. (2021). Work-family conflict disaster: From organizational commitment to job satisfaction. *International Journal of Social and Management Studies (IJOSMAS)*, 2(1), 86–92. <https://doi.org/10.5555/ijosmas.v2i1.13>
- Qin, C., Wu, K., Liu, X., Liu, S., & Lu, W. (2021). The effect of job security on deviant behaviors in diverse employment workplaces: From the social identity perspective. *International Journal of Environmental Research and Public Health*, 18(14). <https://doi.org/10.3390/ijerph18147374>
- Rachman, M. M. (2022). Impact of motivation on performance: The role of organizational commitment. *Jurnal Manajemen Teori Dan Terapan*, 15(3), 376–393. <https://doi.org/10.20473/jmtt.v15i3.37848>
- Rajagukguk, D. H., & Desiana, P. M. (2021). The effect of job resources and public service motivation on affective commitment: The mediating role of work engagement. *Contemporary Research on Business and Management*, 105–108. <https://doi.org/10.1201/9781003196013-26>

- Risambessy, A., Latupapua, C. V., Chandra, K., & Chandra, F. (2022). Mediasi komitmen organisasional dan kepuasan kerja karyawan, iklim organisasi dan kinerja karyawan. *Jkbm (Jurnal Konsep Bisnis Dan Manajemen)*, 8(2), 191–202. <https://doi.org/10.31289/jkbm.v8i2.7275>
- Robbins, S. P., & Judge, T. A. (2022). *Organizational behavior* (19th ed.). Essex, England: Pearson Education Limited.
- Robert Walters. Inc. (n.d.). Salary survey guide Indonesia 2023. Retrieved from <https://www.robertwalters.co.id/our-services/salary-survey.html>
- Ross, S. C. (2021). Organizational behavior today. In *Organizational Behavior Today*. New York, NY: Routledge.
- Rothmann, S., & Cooper, C. L. (2022). Work and organizational psychology. In *Work and Stress* (3rd ed., Vol. 10). New York, NY: Routledge.
- Rumpoko, H., & Sidik, R. (2019). Pengaruh iklim organisasi terhadap komitmen karyawan pada PT. Insan Krida Utama. *Yos Soedarso Economic Journal (YEJ)*, 1(1), 29–33. Retrieved from <https://ejurnal.uniyos.ac.id/index.php/yzej-server/article/view/yej1105>
- Saputra, S., & Andani, K. W. (2021). Faktor-faktor yang mempengaruhi kepuasan kerja karyawan pada PT Citra Crocotama International di Jakarta. *Jurnal Manajerial Dan Kewirausahaan*, 3(1), 98–106. <https://doi.org/10.24912/jmk.v3i1.11292>
- Schermerhorn Jr., J. R., & Bachrach, D. G. (2023). Management. In *Modern Media* (15th ed., Vol. 58). Wiley.
- Seprianto, O. (2021). Pengaruh keterlibatan kerja terhadap kepuasan kerja dan kinerja pegawai (Studi pada Perwakilan Badan Kependudukan dan Keluarga Berencana Nasional Provinsi Kalimantan Tengah). *Jurnal Manajemen Sains Dan Organisasi*, 2(1), 1–14. <https://doi.org/10.52300/jmso.v2i1.2795>
- Seyyedmoharrami, I., Dehaghi, B. F., Abbaspour, S., Zandi, A., Tatari, M., Teimori, G., & Torbati, A. G. (2019). The relationship between organizational climate, organizational commitment and job burnout: Case study among employees of the university of medical sciences. *The Open Public Health Journal*, 12, 94–100. <https://doi.org/10.2174/1874944501912010094>

- Siahaan, J., & Supriyadi, E. (2022). Kontribusi kompensasi dan motivasi kerja terhadap kinerja pegawai Dispusipda Provinsi Jawa Barat divisi pustakawan. *Sistemik: Jurnal Ilmiah Nasional Bidang Ilmu Teknik*, 10(1), 41–46. <https://doi.org/10.53580/sistemik.v10i1.69>
- Sims, R. R., & Bias, S. K. (2021). Human resources management and ethics: An introduction and overview. In R. R. Sims & S. K. Bias (Eds.), *Human resources management and ethics: Responsibilities, actions, issues, and experiences* (p. 312). USA: Information Age Publishing, Inc.
- Sokhanvar, M., Kakemam, E., Chegini, Z., & Sarbakhsh, P. (2018). Hospital nurses' job security and turnover intention and factors contributing to their turnover intention: A cross-sectional study. *Nursing and Midwifery Studies*, 7(3), 133–140. https://doi.org/10.4103/nms.nms_2_17
- Sugiyono. (2022). *Metode penelitian kuantitatif, kualitatif, dan R&D* (2nd ed.). Bandung, Indonesia: Alfabeta.
- Sulistiani, I., & Syahrinullah. (2023). Pengaruh pemberian insentif dan motivasi kerja terhadap peningkatan produktivitas kerja pada perusahaan ekspedisi J&T Sampit. *Forecasting: Jurnal Ilmiah Ilmu Manajemen*, 2(1), 207–218.
- Tanjung, H. (2019). Pengaruh keterlibatan kerja dan kepuasan kerja terhadap komitmen organisasi pegawai. *Jurnal Humaniora : Jurnal Ilmu Sosial, Ekonomi Dan Hukum*, 4(2), 36–49. <https://doi.org/10.30601/humaniora.v4i2.1278>
- Tomar, A. (2021). Job involvement and employee motivation among government and private sector employees. *International Research Journal of Modernization in Engineering, Technology and Science*, 3(11), 159–166.
- Trépanier, S.-G., Peterson, C., Gagné, M., Fernet, C., Levesque-Côté, J., & Howard, J. L. (2023). Revisiting the multidimensional work motivation scale (MWMS). *European Journal of Work and Organizational Psychology*, 32(2), 157–172. <https://doi.org/10.1080/1359432X.2022.2116315>
- Tresniasari, N. (2015). Uji validitas konstruk organizational climate measure versi indonesia dengan metode confirmatory factor analysis (CFA). *Jurnal Pengukuran Psikologi Dan Pendidikan Indonesia (JP3I)*, 4(3), 1–16. <https://doi.org/10.15408/jp3i.v4i3.9299>

- Trzeciak, M., & Banasik, P. (2022). Motivators influencing the efficiency and commitment of employees of agile teams. *Journal of Open Innovation: Technology, Market, and Complexity*, 8(4), 176–194. <https://doi.org/10.3390/joitmc8040176>
- Ulfa, R. (2021). Variabel penelitian dalam penelitian pendidikan. *Al-Fathonah: Jurnal Pendidikan Dan Keislaman*, 1(1), 342–351.
- Valackiene, A., Meidute-Kavaliauskiene, I., & Činčikaitė, R. (2021). Ensuring employee job security when implementing changes in the company: A case study of lithuanian industry. *Sustainability*, 13(15), 1–19. <https://doi.org/10.3390/su13158383>
- Valle, M., Andrews, M. C., & Kacmar, K. M. (2020). Situational antecedents to organizational identification and the role of supervisor support. *Organization Management Journal*, 17(3), 153–166. <https://doi.org/10.1108/OMJ-02-2020-0874>
- Wahyoedi, S., Suherlan, Rijal, S., Azzaakiyyah, H. K., & Ausat, A. M. A. (2023). Implementation of information technology in human resource management. *Al-Buhuts e-Journal*, 19(1), 300–318. <https://doi.org/10.30603/ab.v19i1.3407>
- Yanti, D. A. W. (2018). Pengaruh karakteristik individu dan iklim organisasi terhadap kinerja dosen. *Jurnal Aplikasi Pelayaran Dan Kepelabuhanan*, 8(2), 108–128. <https://doi.org/10.30649/japk.v8i2.48>
- Yusnita, N. (2021a). Does self-efficacy play an intervening role? Studying between organizational climate and job involvement. *JHSS (Journal of Humanities and Social Studies)*, 5(1), 50–55. <https://doi.org/10.33751/jhss.v5i1.3207>
- Yusnita, N. (2021b). Peran keterlibatan kerja dalam pengaruh iklim organisasi pada komitmen terhadap profesi. *Jurnal Inspirasi Bisnis Dan Manajemen*, 5(1), 41–54. <https://doi.org/10.33603/jibm.v5i1.4405>
- Zebua, Y. M. (2022). Pengaruh budaya kerja, motivasi dan kejujuran terhadap komitmen karyawan melalui prestasi kerja. *Jurnal Sosial Dan Sains*, 2(3), 440–449. <https://doi.org/10.59188/jurnalsosains.v2i3.371>