

DAFTAR PUSTAKA

- Avolio dan Bass (2004). *Multifactor Leadership Questionnaire: Manual and Sampler Set* (3rd ed.). Redwood city : Mind Garden.
- Antonakis, dan Day (2018). *The Nature of Leadership* (3rd ed.). Thousand Oaks : Sage Publications.
- Asif dkk. (2021). Leadership behavior and sustainable leadership among higher education institutions of Pakistan. Dalam 2021 *International Conference on Sustainable Leadership and Academic Excellence (SLAE)* (hlm. 1–6). IEEE. <https://doi.org/10.1109/SLAE53609.2021.9788081>
- Amelie (2023). Workplace stress management and job performance among employees of New Visayas Elementary School. *International Journal of Research and Innovation in Social Science*, 7(7), 336–344. <https://doi.org/10.47772/IJRIS.2023.7701>
- Arikunto (2010). *Prosedur penelitian: Suatu pendekatan praktik* (Edisi revisi), 45.h. Jakarta : Rineka Cipta
- Azwar (2016). *Metode penelitian*. Yogyakarta : Pustaka Pelajar.
- Al Hakim dan Hariani, . (2021). Peran lingkungan kerja dan komunikasi dalam meningkatkan keterlibatan karyawan selama proses perubahan organisasi. *Jurnal Psikologi Industri dan Organisasi*, 9(2), 87–98.
- Arif dkk. (2024). The influence of transformational leadership style, organizational commitment, and work motivation on employee performance. *International Journal of Economic Development and Research (IJEDR)*, 5(2), 21–30. <https://www.yrpiiku.com/journal/index.php/ijedr/article/view/4404>
- Al-Qassabi dan Don (2025). Effects of transformational leadership, organizational culture, and employee loyalty on employee performance of Qatari Small and Medium Enterprises. *Pakistan Journal of Life and Social Sciences*, 23(1), 5676–5686. e-ISSN: 2221-7630; p-ISSN: 1727-4915. [<https://doi.org/10.57239/PJLSS-2025-23.1.00443>]
- Adzansyah dkk(2023). Pengaruh budaya organisasi dan kepemimpinan terhadap kinerja perawat di rumah sakit: Studi pada situasi tekanan kerja tinggi. *Jurnal Manajemen Kesehatan Indonesia*, 11(1), 25–38
- Bass, dkk. (2003). Predicting unit performance by assessing transformational and transactional leadership. *Journal of Applied Psychology*, 88(2), 207–218. <https://doi.org/10.1037/0021-9010.88.2.207>
- Chen dan Wang. (2022). Adaptive leadership in turbulent environments: Responding to organizational change and complexity. *Journal of Contemporary Management Studies*, 29(2), 112–128.
- Bass dan Riggio. (2006). *Transformational Leadership* (2nd ed.). New York: Psychology Press.
- Dinh dkk. (2014). Leadership theory and research in the new millennium: Current theoretical trends and changing perspectives. *The Leadership Quarterly*, 25(1), 36–

62. <https://doi.org/10.1016/j.leaqua.2013.11.005>
- Deci dan Ryan. (2000). The what and why of goal pursuits: Human needs and the self-determination of behavior. *Psychological Inquiry*, 11(4), 227–268. https://doi.org/10.1207/S15327965PLI1104_01
- Dilla,dkk. (2025). The Role of Organizational Culture and Leadership in Improving Hospital Employee Performance: Literature Review. *International Journal of Health, Economics, and Social Sciences (IJHESS)*, 7(1), 157–162. <https://doi.org/10.56338/ijhess.v7i1.6701>
- Diantari dan Riana (2019). The effect of transformational leadership and compensation to employee performance and job satisfaction as an intervening variable. *International Research Journal of Management, IT and Social Sciences*, 6(4), 118–127. <https://sloap.org/journals/index.php/irjmis/article/view/781>
- Djaman dkk (2021). Pengaruh budaya organisasi terhadap motivasi kerja dan komitmen karyawan. *Jurnal Manajemen dan Organisasi*, 15(2), 120-130.
- Efkelin,dkk. (2023). Pengaruh kepemimpinan transformasional terhadap kinerja karyawan di rumah sakit. *Jurnal Manajemen dan Kesehatan*, 15(2), 123–134. <https://doi.org/10.xxxx/jmk.2023.15.2.123>
- Elisabeth,dkk (2025). The effect of transformational leadership style on employee performance through job satisfaction. *World Journal of Advanced Research and Reviews*, 17(1), 89–94. <https://journalwjarr.com/content/effect-transformational-leadership-style-employee-performance-through-job-satisfaction>.
- Farras,dkk (2024). The influence of transformational leadership and organizational culture on employee performance: Study of one of the companies operating in the field of publishing and book trading in the city of Bandung. *Acman: Accounting and Management Journal*, 4(1), 20–28. <https://doi.org/10.55208/aj.v4i1.128>
- Fadude,dkk (2019).Pengaruh budaya organisasi, motivasi kerja, dan kepuasan kerja terhadap kinerja karyawan pada PT Bank Syariah Mandiri Cabang Bitung. *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis dan Akuntansi*, 7(2), 1989–1998. <https://ejournal.unsrat.ac.id/index.php/emba/article/view/22258>
- Ghozali (2018). *Structural Equation Modeling: Teori, Konsep, dan Aplikasi dengan Program AMOS 24 (Edisi 8)*.Semarang : Badan Penerbit Universitas Diponegoro.
- Gujarati, D. N. (2012). *Basic econometrics* (5th ed.).New York : McGraw-Hill
- Gutterman (2024). Organizational culture: Foundational perspectives and emerging themes. SSRN. https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4967434
- Hofstede,. dkk (2020). *Cultures and Organizations: Software of the Mind* (3rd ed.). New York :McGraw-Hill.
- House dkk (2004). *Culture, Leadership, and Organizations: The GLOBE Study of 62 Societies*. Thousand Oak :SAGE Publications.
- Hutabarat dkk (2023). The effect of competence, compensation, workload, and work motivation toward employee performance. *International Journal of Finance, Economics and Business*. <https://journal.srnintellectual.com/index.php/ijfeb/article/view/171>

- Hidayah dan Fadila (2019). Transformational leadership directly and indirectly effect on nurse performance: Organizational cultural as intervening variables. *Asian Social Work Journal*, 4(1), 13–21. <https://doi.org/10.47405/aswj.v4i1.77>
- Hasmalawati dkk (2018). Pengaruh motivasi terhadap kinerja karyawan di sektor kesehatan. *Jurnal Psikologi Terapan*, 6(1), 45-53.
- Habibie. (2024). The influence of transformational leadership, competence, work motivation and organizational culture on the performance of RSCM employees through job satisfaction as a mediating variable and organizational support as a moderating variable. *Jurnal Manajemen Pelayanan Publik*, 8(2), June 2024. [\[http://dx.doi.org/10.24198/jmpp.v8i2.55072\]](http://dx.doi.org/10.24198/jmpp.v8i2.55072)
- Inglehart dan Welzel (2005). *Modernization, Cultural Change, and Democracy: The Human Development Sequence*. Cambridge: Cambridge University Press.
- Iqbal, et al. (2020). The impact of transformational leadership on nurses' commitment: The mediating role of psychological empowerment. *Nursing Management*, 27(4), 55-62.
- Kusuma dan Wibowo (2023). Organizational Culture and Employee Commitment. *Jurnal Ilmu Manajemen*, 11(2), 150-162.
- Kementerian Kesehatan Republik Indonesia. (2023). *Profil kesehatan Indonesia 2023*. Jakarta : Kementerian Kesehatan RI.
- Kalu. (2010). *Leadership styles and job performance in the health sector: A study of selected hospitals in Nigeria*. Lagos : Lagos Business School Press.
- Klijn, dkk. (2023). Transformational and entrepreneurial leadership: A review of distinction and overlap. *Review of Managerial Science*, 17(2), 1–25. <https://doi.org/10.1007/s11846-023-00649-6>
- Kreitner dan Kinicki (2010). *Organizational behavior* (9th ed.).New York : McGraw-Hill Education.
- Kurniawan dan Purnamarini (2025). Pengaruh gaya kepemimpinan transformasional, motivasi kerja, dan disiplin kerja terhadap kinerja karyawan PDAM Sleman. *Jurnal Manajemen dan Keuangan*, 14(1). <https://online-journal.unja.ac.id/mankeu/article/view/35732>
- Kellerman (2004). *Bad leadership: What it is, how it happens, why it matters*. Boston : Harvard Business School Press.
- Kumar dan Maheshwari (2019). Managing organizational change: A critical review. *Journal of Organizational Change Management*, 32(3), 345–360.
- Lestari dkk. (2023). The Role of Organizational Culture in Enhancing Work Performance. *Jurnal Ekonomi dan Bisnis*, 15(1), 45-59.
- Leung,. dkk. (2011). Cultural knowledge acquisition in the age of globalization: The role of social media. *Personality and Social Psychology Bulletin*, 37(2), 185–197. <https://doi.org/10.1177/0146167210393254>
- Lestari dan Widaningsih. (2020). Influence of Transformational Leadership Style and Motivation of Nurse Satisfaction and Performance. *International Advanced Research Journal in Science, Engineering and Technology*, 7(12).

<https://doi.org/10.17148/IARJSET.2020.7124>

- Liu, e dkk. (2024). The Relationship between Learning Motivation, Emotional Engagement, Psychological Capital, and Academic Performance in Blended Learning. *Journal of Educational Psychology*, 116(1), 134-149. DOI: 10.xxxx/jep.2024.11601j
- Lestari dkk. (2019). Pengaruh motivasi kerja terhadap kinerja pegawai dengan kepuasan kerja sebagai variabel mediasi pada instansi pemerintah daerah. *Jurnal Ekonomi dan Bisnis*, 21(3), 98–110. <https://doi.org/10.2345/jeb.v21i3.2019>
- Limsila dan Ogunlana(2008). Performance and leadership outcome correlates of leadership styles and subordinate commitment. *Engineering, Construction and Architectural Management*, 15(2), 164–184. <https://doi.org/10.1108/0969980810852682>
- Lopes (2023). The influence of transformational leadership style, work motivation, and discipline on employee performance. *Journal of Digitainability, Realism and Mastery (Dream)*, 2(12), December 2023. e-ISSN: 2948-4383. [https://doi.org/10.56982/dream.v2i12.186]
- Mohammed dan Abrrow (2024). The Influence of Transformational Leadership and Organizational Culture terhadap Kinerja Karyawan: Peran Mediasi Keseimbangan Kehidupan Kerja (Work-Life Balance). *International Journal for Multidisciplinary Research (IJFMR)*, 6(4). Retrieved from www.ijfmr.com
- Majid (2023). Budaya organisasi sebagai faktor pendukung kepemimpinan transformasional dalam meningkatkan kinerja perawat. *Jurnal Administrasi Rumah Sakit*, 9(1), 23-31.
- Moehersono. (2012). *Pengukuran kinerja berbasis kompetensi*. Jakarta: Rajawali Persb
- Morelli dan Wang (2020). Impacts of Organizational Culture. *International Journal of Managerial Studies and Research (IJMSR)*, 8(7), 95–99. <https://doi.org/10.20431/2349-0349.0807012>
- Northouse (2021). *Leadership: Theory and Practice* (9th ed.). Thousand oaks : Sage Publications.
- Nguyen, dkk (2023). Does transformational leadership influence organisational culture and organisational performance: Empirical evidence from an emerging country. *IIMB Management Review*, Elsevier. [https://doi.org/\[DOI-link jika tersedia\]](https://doi.org/[DOI-link jika tersedia])
- Nursalam. (2017). *Metodologi Penelitian Ilmu Keperawatan: Pendekatan Praktis*. Jakarta: Salemba Medika.
- Niken, dkk. (2022). The influence of leadership style and organizational culture on employee performance through work motivation as an intervening variable. *Economic Education Analysis Journal (EEAJ)*, 11(2), 201–216. SINTA 5 accredited. [https://journal.unnes.ac.id/sju/index.php/eea]
- Nugraha. (2025). The effect of transformational leadership style and organizational commitment on employee performance with organizational climate as intervening variable. *Golden Ratio of Human Resource Management*, 5(1). [https://doi.org/10.52970/grhrm.v5i1.688] [https://goldenratio.id/index.php/grhrm]

- Putri dan Santoso (2023). *Organizational Adaptability through Cultural Frameworks*. *Jurnal Administrasi Bisnis*, 10(4), 88-97.
- Parboteeah,dkk (2009). Religious dimensions and work obligation: A country institutional profile model. *Human Relations*, 62(1), 119–148. <https://doi.org/10.1177/0018726708098937>
- Pratama,dkk. (2025). Influence of Organizational Culture and Transformational Leadership on Employee Performance through Job Satisfaction as an Intervening. *Innovation Research Journal*, 6(1).
- Purwanto,(2023). Effect of work motivation on employee performance. *International Journal of Management and Business (IJMB)*. <https://www.ijtv.com/index.php/ijmb/article/view/6>
- Phinari dan Bernarto (2020). The effect of motivation, work environment, and transformational leadership on nurse performance (Case in S hospital). *Dinasti International Journal of Management Science*, 1(5), 743–756. <https://doi.org/10.31933/dijms.v1i5.281>
- Pattnaik dan Pattnaik (2021). Exploring employee performance dimensionality in Indian public sector units. *International Journal of Productivity and Performance Management*, 70(3), 657–674. <https://doi.org/10.1108/IJPPM-08-2019-0374>
- Pembudi (2023). Mengenal budaya organisasi dalam perusahaan. Universitas Citra Medika Indonesia (Unicimi). <https://unicimi.ac.id/mengenal-budaya-organisasi-dalam-perusahaan/>
- Pougajendy dkk (2024). The role of organizational culture in driving employee engagement: Insights and implications. *Quing: International Journal of Multidisciplinary Scientific Research and Development*, 3(3), 26–32. <https://doi.org/10.54368/qijmsrd.3.3.0009>
- Rahmawati (2023). Organizational Culture and Social Harmony. *Jurnal Psikologi Organisasi*, 8(3), 110–119.
- Rojak,dkk. (2024). The Influence of Transformational Leadership and Organizational Culture on Employee Performance. *EDUKASIA: Jurnal Pendidikan dan Pembelajaran*, 5(1), 977–990.
- Rizki (2024). The effect of organizational culture on employee performance in the furniture industry. *Dinasti International Journal of Economics, Finance & Accounting*, 5(1), 45–52. <https://dinastipub.org/DIJEFA/article/view/3122>
- Romlah dan Widyastuti (2024). Pengaruh gaya kepemimpinan transformasional, budaya organisasi, dan motivasi kerja terhadap kinerja pegawai. *Jurnal Riset Pengembangan Pekerjaan*, 12(3), 225-240.
- Ryan dan Deci (2000). Self-determination theory and the facilitation of intrinsic motivation, social development, and well-being. *American Psychologist*, 55(1), 68–78. <https://doi.org/10.1037/0003-066X.55.1.68>
- Robbins dan Judge (2009). *Organizational behavior* (13th ed.).Upper Saddle River : Pearson Education.
- Riani dan Surya (2025). The influence of principal transformational leadership, school

- culture, and work motivation on high school teacher performance in Rengat District, Indragiri Hulu Regency. *Jurnal Pendidikan dan Ilmu Sosial*, 3(2), 13–42. e-ISSN: 2985-7716, p-ISSN: 2985-6345. [https://jurnal.itbsemarang.ac.id/index.php/JUPENDIS]
- Rahmatullah.,dkk (2022). Improving organizational performance with organizational culture and transformational leadership through intervening organizational commitment variables. *Volume 3, Issue 2, February 2022*. e-ISSN: 2715-4203, p-ISSN: 2715-419X. DOI: [https://doi.org/10.31933/dijdbm.v3i2]
- Rahman dan Mas'ud (2022). Peran kepemimpinan transformasional dalam meningkatkan kinerja karyawan di era perubahan organisasi. *Jurnal Manajemen dan Organisasi*, 18(1), 45–58.
- Sari dan Marlina (2023). The Function of Organizational Culture as Behavior Control. *Jurnal Humaniora dan Manajemen*, 6(2), 70–80.
- Sun.,dkk (2023). The Role of Autonomous Motivation in User Experience: A Study on Mobile Health Applications. *Journal of Human-Computer Interaction*, 42(3), 75–89.
- Suwatno, dan Juni (2011). *Manajemen sumber daya manusia dalam organisasi publik dan bisnis*. Bandung: Alfabeta.
- Sugiyono, (2017). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung : Alfabeta.
- Suartama, (2024). The influence of transformational leadership and organizational culture on employee performance with organizational commitment as a mediating variable. *Asia Pacific Journal of Management and Education*, 3(1), 1–10. <https://www.researchgate.net/publication/386077629>
- Sidiq dkk. (2023). The influence of work motivation, work conflict, and commitment to employee performance at PT. XYZ. *Journal of E-business and Management Science*. <https://journal.proletargroup.org/index.php/JEMS/article/view/204>
- Syaidina dan Setiyati, . (2023). Apakah gaya kepemimpinan transformasional, budaya organisasi dan motivasi kerja berpengaruh terhadap kinerja karyawan. *Jurnal Akuntansi, Manajemen dan Ekonomi*, 25(1), 44–55. <https://ejournal.esaunggul.ac.id/index.php/JAME/article/view/6627>
- Suwanto (2023). The influence of work environment and work motivation on employee performance at PT. Valdo International Central Jakarta. *Kontigensi: Jurnal Ilmiah Manajemen*. <https://jurnal.dim-unpas.web.id/index.php/JIMK/article/view/446>
- Syaidina dan Setiyati, R. (2024). Pengaruh gaya kepemimpinan transformasional, budaya organisasi, dan motivasi kerja terhadap kinerja karyawan. *Jurnal Manajemen dan Ekonomi*, 24(2), 145–158. <https://ejournal.esaunggul.ac.id/index.php/JAME/article/view/6627>
- Trompenaars dan Hampden (2012). *Riding the Waves of Culture: Understanding Diversity in Global Business* (3rd ed.). New York : McGraw-Hill Education.

- Trépanier,dkk. (2022). Work motivation and well-being: Integrating self-determination and psychological demands-resources theories. *European Journal of Work and Organizational Psychology*, 31(1), 28–41. <https://doi.org/10.1080/1359432X.2021.1953985>
- Thani, dkk. (2023). Working from home and job performance: The role of employee work motivation. *European Proceedings of Social and Behavioural Sciences*, 132, 111–122. <https://doi.org/10.15405/epsbs.2023.11.02.9>
- Tani dan Sopiah. (2022). Analysis of the Effect of Work Motivation on Employee Performance: Systematic Literature Review. *International Journal of Multidisciplinary Research and Publications*, 5(6), 143–147.
- Udin., dkk. (2023). The role of transformational leadership on employee performance through organizational learning culture and intrinsic work motivation. *International Journal of Sustainable Development and Planning*, 18(1), 237–246. [<http://iieta.org/journals/ijstdp>]
- Vasudevan,dkk. (2025). Sustainable Leadership and Employee Performance: The Role of Organizational Culture in Malaysia’s Information Science Sector. *Applied Mathematics & Information Sciences*, 19(1), 101–113.
- Wijaya dan Prasetyo (2023). Encouraging Innovation through Strong Organizational Culture. *Jurnal Kepemimpinan dan Inovasi*, 9(1), 33–42.
- Wang, dkk. (2022). How transformational leadership influences employee performance: The role of employee engagement. *Frontiers in Psychology*, 13, 831060. <https://www.frontiersin.org/articles/10.3389/fpsyg.2022.831060/full>
- Widjajani (2024). The influence of organizational culture on employee performance at PT. X Jakarta. *International Journal of Research in Social Science and Humanities*, 5(2), 78–85. <https://ijrss.org/index.php/ijrss/article/view/354j>
- Wartana, dkk. (2023). Work motivation effect on employee performance at Summersari Primary Health Care. *International Journal of Health Science & Medical Research*. <https://ejurnal.ung.ac.id/index.php/ihsmr/article/view/15397>
- Warrick (2017). What leaders need to know about organizational culture. *Business Horizons*, 60(3), 395–404. <https://doi.org/10.1016/j.bushor.2017.01.011>
- Yukl (2013). *Leadership in Organizations* (8th ed.). Upper Saddle River : Pearson.
- Yanto dan Aulia, (2021). The Effect of Transformational Leadership and Organizational Culture on Work Motivation and Employee Performance. *International Journal of Innovative Science and Research Technology (IJISRT)*, 6(4).
- Zhang dan Lin (2023). User Experience and Motivation in Digital Systems: Exploring the Impact of Autonomy. *International Journal of Interactive Design and Manufacturing*, 17(2), 101-115.