

DAFTAR PUSTAKA

- Acker, J. (2006). Inequality regimes: Gender, class, and race in organizations. *Gender and Society*, 20(4), 441–464. <https://doi.org/10.1177/0891243206289499>
- Agapiou, A. (2002). Perceptions of gender roles and attitudes toward work among male and female operatives in the Scottish construction industry. *Construction Management and Economics*, 20(8), 697–705. <https://doi.org/10.1080/0144619021000024989>
- Agung, I. G. N. (2006). *Statistika penerapan model rerata-sel multivariat dan model ekonometri dengan SPSS*. Jakarta: Yayasan SAD Satria Bhakti.
- Akinbowale, M. A., Lourens, M. E., & Jinabhai, D. C. (2014). Employee performance measurement and performance appraisal policy in an organisation. *Mediterranean Journal of Social Sciences*, 5(9), 342–347. <https://doi.org/10.5901/mjss.2014.v5n9p342>
- Ali, M., Kulik, C. T., & Metz, I. (2011). The gender diversity-performance relationship in services and manufacturing organizations. *International Journal of Human Resource Management*, 22(7), 1464–1485. <https://doi.org/10.1080/09585192.2011.561961>
- Ali, S. C., & Tantri Yanuar Rahmat Syah. (2019). *Organizational Culture and Motivation over Mediated Performance by Organizational Commitment*. 03(04).
- Amabile, T. M., Schatzel, E. A., Moneta, G. B., & Kramer, S. J. (2004). Leader behaviors and the work environment for creativity: Perceived leader support. *Leadership Quarterly*, 15(1), 5–32. <https://doi.org/10.1016/j.lequa.2003.12.003>
- Amaratunga, D., Baldry, D., Sarshar, M., & Newton, R. (2002). Quantitative and qualitative research in the built environment: application of “mixed” research approach. *Work Study*, 51(1), 17–31. <https://doi.org/10.1108/00438020210415488>
- Anindita, R. (2000). *Analisis faktor-faktor yang mempengaruhi siswa smu di tangerang dalam keputusan pembelian kartu im3 prabayar*.
- Antonicic, J. A., & Antonicic, B. (2011). Employee satisfaction, entrepreneurship and firm growth: A model. *Industrial Management and Data Systems*, 111(4), 599–607. <https://doi.org/10.1108/02635571111133560>
- Arlinghaus, A., Lombardi, D. A., Courtney, T. K., Christiani, D. C., Folkard, S., & Perry, M. J. (2012). The effect of rest breaks on time to injury - A study on work-related ladder-fall injuries in the United States. *Scandinavian Journal of Work, Environment and Health*, 38(6), 560–567. <https://doi.org/10.5271/sjweh.3292>
- Arranz, J. M., García-Serrano, C., & Hernanz, V. (2019). The changing use of short-time work schemes: Evidence from two recessions. *European Journal of Industrial Relations*, 25(1), 5–22. <https://doi.org/10.1177/0959680117753313>
- Badawy, T. A. El, & Magdy, M. M. (2015). Assessing the Impact of Emotional Intelligence on Job Satisfaction: An Empirical Study on Faculty Members with Respect to Gender and Age. *International Business Research*, 8(3), 67–78. <https://doi.org/10.5539/ibr.v8n3p67>
- Bell, E. (2008). Multigenerational workplace performance: Generational similarities and

differences in employee perception of the work environment. *ProQuest Dissertations and Theses*, (January), n/a. Retrieved from
<http://search.proquest.com/docview/304817056?accountid=42874>

- Bloom, N., & Van Reenen, J. (2011). Human resource management and productivity. In *Handbook of Labor Economics* (Vol. 4). [https://doi.org/10.1016/S0169-7218\(11\)02417-8](https://doi.org/10.1016/S0169-7218(11)02417-8)
- Bradley, J., White, B. J. O., & Mennecke, B. E. (2003). TEAMS AND TASKS A Temporal Framework for the Effects of Interpersonal. *Small Group Research*, 34(3), 353–387. <https://doi.org/10.1177/1046496403251932>
- Brenneman, W. A. (2005). Statistics for Research. *Technometrics*, 47(1), 100–100. <https://doi.org/10.1198/tech.2005.s832>
- Byron, K. (2005). A meta-analytic review of work-family conflict and its antecedents. *Journal of Vocational Behavior*, 67(2), 169–198. <https://doi.org/10.1016/j.jvb.2004.08.009>
- Calavrezo, O., & Lodin, F. (2012). Short-time working arrangements in France during the crisis: An empirical analysis of firms and employees. *Comparative Economic Studies*, 54(2), 299–320. <https://doi.org/10.1057/ces.2012.14>
- Clark, S. C. (2001). Work Cultures and Work/Family Balance. *Journal of Vocational Behavior*, 58(3), 348–365. <https://doi.org/10.1006/jvbe.2000.1759>
- Costa, G. (2003). Factors influencing health of workers and tolerance to shift work. *Theoretical Issues in Ergonomics Science*, 4(3), 4–263. <https://doi.org/10.1080/14639220210158880>
- Critchley, F., Murtagh, F., & Heck, A. (1988). Multivariate Data Analysis. *Journal of the Royal Statistical Society. Series A (Statistics in Society)*, 151(3), 563. <https://doi.org/10.2307/2983024>
- Daan Van Knippenberg. (2000). Work Motivation and Performance: A Social Identity Perspective. *Applied Psychology*, 49(3), 357–371.
- Davis, A. P., Dent, E. B., & Wharff, D. M. (2015). A Conceptual Model of Systems Thinking Leadership in Community Colleges. *Systemic Practice and Action Research*, 28(4), 333–353. <https://doi.org/10.1007/s11213-015-9340-9>
- Dietl, H. M., Lang, M., & Rathke, A. (2009). The effect of salary caps in professional team sports on social welfare. *B.E. Journal of Economic Analysis and Policy*, 9(1). <https://doi.org/10.2202/1935-1682.2034>
- Drews, B., Nielsen, C. V., Hjort, J., Rasmussen, M. S., & Bonde, J. P. (2007). Improving motivation and goal setting for return to work in a population on sick leave: A controlled study. *Scandinavian Journal of Public Health*, 35(1), 86–94. <https://doi.org/10.1080/14034940600868598>
- Dul, J., & Ceylan, C. (2011). Work environments for employee creativity. *Ergonomics*, 54(1), 12–20. <https://doi.org/10.1080/00140139.2010.542833>
- Frymier, B., & Houser, M. L. (2000). The teacher-student relationship as an interpersonal

- relationship, *Communication Education*. *Communication Education*, 49(3), 207–219.
- 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>
- Goldman, B. M., Gutek, B. A., Stein, J. H., & Lewis, K. (2006). Employment discrimination in organizations: Antecedents and consequences. *Journal of Management*, 32(6), 786–830. <https://doi.org/10.1177/0149206306293544>
- Grégoire, G. (2015). Multiple linear regression. *EAS Publications Series*, 66, 45–72.
<https://doi.org/10.1051/eas/1466005>
- Güngör, P. (2011). The relationship between reward management system and employee performance with the mediating role of motivation: A quantitative study on global banks. *Procedia - Social and Behavioral Sciences*, 24, 1510–1520.
<https://doi.org/10.1016/j.sbspro.2011.09.029>
- Hafeez, M. M. I. (2019). Influence of Thriving and Job Satisfaction on Turn Over Intention: Mediating Role of Job Satisfaction. *International Journal of Information, Business and Management*, 11(3), 1–8. Retrieved from
<https://search.proquest.com/docview/2216868424?accountid=10978%0Ahttp://vu.on.worldcat.org/atoztitles/link?sid=ProQ:&issn=20769202&volume=11&issue=3&title=International+Journal+of+Information%2C+Business+and+Management&spage=1&date=2019-08-01&atitle=INFLU>
- Hair, Joseph F. , Black, Jr, William C. Babin, Barry J. & Anderson, R. E. (2014). Pearson - Multivariate Data Analysis, 7/E - Joseph F. Hair, Jr, William C. Black, Barry J. Babin & Rolph E. Anderson. *Pearson New International Edition*, 816.
- Halbesleben, J. R. B., & Wheeler, A. R. (2008). The relative roles of engagement and embeddedness in predicting job performance and intention to leave. *Work and Stress*, 22(3), 242–256. <https://doi.org/10.1080/02678370802383962>
- Hanaysha, J. (2016). Testing the Effects of Employee Engagement, Work Environment, and Organizational Learning on Organizational Commitment. *Procedia - Social and Behavioral Sciences*, 229, 289–297. <https://doi.org/10.1016/j.sbspro.2016.07.139>
- Hjort, K., Lantz, B., Ericsson, D., & Gattorna, J. (2013). Customer segmentation based on buying and returning behaviour. *International Journal of Physical Distribution and Logistics Management*, 43(10), 852–865. <https://doi.org/10.1108/IJPDLM-02-2013-0020>
- Ickes, W., Gesn, P. R., & Graham, T. (2000). Gender differences in empathic accuracy: Differential ability or differential motivation? *Personal Relationships*, 7(1), 95–109.
<https://doi.org/10.1111/j.1475-6811.2000.tb00006.x>
- J, A. (2014). Determinants of employee engagement and their impact on employee performance. *International Journal of Productivity and Performance Management*, 63(3), 308–323. <https://doi.org/10.1108/IJPPM-01-2013-0008>
- Jacobson, W. S., Palus, C. K., & Bowling, C. J. (2010). A woman's touch? Gendered

- management and performance in state administration. *Journal of Public Administration Research and Theory*, 20(2), 477–504. <https://doi.org/10.1093/jopart/mup017>
- Kabeer, N. (2005). Gender equality and women's empowerment: A critical analysis of the third Millennium Development Goal. *Gender and Development*, 13(1), 13–24. <https://doi.org/10.1080/13552070512331332273>
- Kainkan, M. (2015). The impact of work environment on employees' job satisfaction in Saudi Electricity Company in Tabuk region. *Business Management Dynamics*, 4(9), 35–50. Retrieved from <http://www.bmdynamics.com/>
- Kalkavan, S., & Katrinli, A. (2014). The Effects of Managerial Coaching Behaviors on the Employees' Perception of Job Satisfaction, Organisational Commitment, and Job Performance: Case Study on Insurance Industry in Turkey. *Procedia - Social and Behavioral Sciences*, 150, 1137–1147. <https://doi.org/10.1016/j.sbspro.2014.09.129>
- Kanawattanachai, P., & Yoo, Y. (2013). The Impact of Knowledge Coordination over Time1 Virtual Team Performance. *MIS Quarterly*, 31(4), 783–808. Retrieved from <http://www.jstor.org.ezp.skema.edu/stable/info/25148820?&Search=yes&searchText=virtual&searchText=time&searchText=knowledge&searchText=performance&searchText=coordination&searchText=team&searchText=impact&list=hide&searchUri=%2Factio n%2FdoBasicSearch%3FQu>
- KARAALİOĞLU, Z. F., & KARABULUT, A. T. (2019). the Mediating Role of Job Satisfaction on the Relationship Between Perceived Organizational Support and Job Performance. *Business & Management Studies: An International Journal*, 7(2), 1022–1041. <https://doi.org/10.15295/bmij.v7i2.1119>
- Kidder, D. L. (2002). The influence of gender on the performance of organizational citizenship behaviors. *Journal of Management*, 28(5), 629–648. [https://doi.org/10.1016/S0149-2063\(02\)00159-9](https://doi.org/10.1016/S0149-2063(02)00159-9)
- Klein, K. J. K., & Hodges, S. D. (2001). Accuracy : When it pays to understand. *Personality and Social Psychology Bulletin*, 27(6), 720–730.
- Knauth, P., & Hornberger, S. (1998). Changes from weekly backward to quicker forward rotating shift systems in the steel industry. *International Journal of Industrial Ergonomics*, 21(3–4), 267–273. [https://doi.org/10.1016/S0169-8141\(97\)00049-8](https://doi.org/10.1016/S0169-8141(97)00049-8)
- Kraimer, M. L., Seibert, S. E., Wayne, S. J., Liden, R. C., & Bravo, J. (2011). Antecedents and outcomes of organizational support for development: The critical role of career opportunities. *Journal of Applied Psychology*, 96(3), 485–500. <https://doi.org/10.1037/a0021452>
- Krause, N., Frank, J. W., Dasinger, L. K., Sullivan, T. J., & Sinclair, S. J. (2001). Determinants of duration of disability and return-to-work after work-related injury and illness: Challenges for future research. *American Journal of Industrial Medicine*, 40(4), 464–484. <https://doi.org/10.1002/ajim.1116>
- Latham, G. P., & Pinder, C. C. (2005). Work Motivation Theory and Research at the Dawn of the Twenty-First Century. *Annual Review of Psychology*, 56(1), 485–516. <https://doi.org/10.1146/annurev.psych.55.090902.142105>

- Lee, X., Yang, B., & Li, W. (2017). The influence factors of job satisfaction and its relationship with turnover intention: Taking early-career employees as an example. *Anales de Psicología*, 33(3), 697. <https://doi.org/10.6018/analeps.33.3.238551>
- Levy, P. S., & Lemeshow, S. (2008). Major Sampling Designs and Estimation Procedures. *Sampling of Populations: Methods and Applications*, 1–38.
- Mar Fuentes-Fuentes, M., Albacete-Sáez, C. A., & Lloréns-Montes, F. J. (2004). The impact of environmental characteristics on TQM principles and organizational performance. *Omega*, 32(6), 425–442. <https://doi.org/10.1016/j.omega.2004.02.005>
- Marques, J. & S. D. (2018). Leadership today. *Connecticut Medicine*, 82(2), 125–128. <https://doi.org/10.1007/978-3-319-31036-7>
- Matsangas, P., McCauley, M. E., & Becker, W. (2014). The effect of mild motion sickness and sople syndrome on multitasking cognitive performance. *Human Factors*, 56(6), 1124–1135. <https://doi.org/10.1177/0018720814522484>
- Matud, M. P. (2004). Gender differences in stress and coping styles. *Personality and Individual Differences*, 37(7), 1401–1415. <https://doi.org/10.1016/j.paid.2004.01.010>
- McGrath, J. E. (1991). Time, Interaction, and Performance (TIP): A Theory of Groups. *Small Group Research*, 22(2), 147–174. <https://doi.org/10.1177/1046496491222001>
- Molatsana, M. E., Bezuidenhout, A., & Schultz, C. M. (2014). Motivating professional researchers to reduce turnover in Gauteng and the Western Cape provinces in South Africa. *Mediterranean Journal of Social Sciences*, 5(27), 1145–1153. <https://doi.org/10.5901/mjss.2014.v5n27p1145>
- Muhammad Arifin, H. (2015). The influence of competence, motivation, and organisational culture to high school teacher job satisfaction and performance. *International Education Studies*, 8(1), 38–45. <https://doi.org/10.5539/ies.v8n1p38>
- Ng, T. W. H., & Feldman, D. C. (2013). Does longer job tenure help or hinder job performance? *Journal of Vocational Behavior*, 83(3), 305–314. <https://doi.org/10.1016/j.jvb.2013.06.012>
- Niam, J., & Syah, T. Y. R. (2019). Pengaruh Motivasi, Kepemimpinan dan Budaya Organisasi Terhadap Kepuasan Kerja serta Dampaknya pada Kinerja Karyawan. *Opsi*, 12(2), 89.
- Nientied, P., & Toska, M. (2019). Motivation of Knowledge Workers-the Case of Albania. *Organizacija*, 52(1), 33–44. <https://doi.org/10.2478/orga-2019-0004>
- Nightingale, A. (2006). The nature of gender: Work, gender, and environment. *Environment and Planning D: Society and Space*, 24(2), 165–185. <https://doi.org/10.1068/d01k>
- O'Neal, E. K., & Bishop, P. (2010). Effects of work in a hot environment on repeated performances of multiple types of simple mental tasks. *International Journal of Industrial Ergonomics*, 40(1), 77–81. <https://doi.org/10.1016/j.ergon.2009.07.002>
- Patil, B., & Kulkarni, D. G. (2017). *A Study on Work Environment and Its Impact on Employees Performance in Hospitality Industry*. Belagavi. IV(Ix), 124–126. Retrieved from <https://www.rsisinternational.org/IJRSI/Issue46/124-126.pdf>

- Pheng, L. S., & Chuan, Q. T. (2006). Environmental factors and work performance of project managers in the construction industry. *International Journal of Project Management*, 24(1), 24–37. <https://doi.org/10.1016/j.ijproman.2005.06.001>
- Platis, C., Reklitis, P., & Zimeras, S. (2015). Relation between Job Satisfaction and Job Performance in Healthcare Services. *Procedia - Social and Behavioral Sciences*, 175, 480–487. <https://doi.org/10.1016/j.sbspro.2015.01.1226>
- Pradhan, R. K., & Jena, L. K. (2017). Employee Performance at Workplace: Conceptual Model and Empirical Validation. *Business Perspectives and Research*, 5(1), 69–85. <https://doi.org/10.1177/2278533716671630>
- Pullins, E. B. (2001). An Exploratory Investigation of the Relationship of Sales Force Compensation and Intrinsic Motivation. *Industrial Marketing Management*, 30(5), 403–413. [https://doi.org/10.1016/S0019-8501\(99\)00095-4](https://doi.org/10.1016/S0019-8501(99)00095-4)
- R. Kotur, B., & Anbazhagan, S. (2014). Education and Work-Experience - Influence on the Performance. *IOSR Journal of Business and Management*, 16(5), 104–110. <https://doi.org/10.9790/487x-1653104110>
- Ripley, D., Hudson, I., Turner, R., & Osman-Gani, Aa. (2008). Cross-national Similarities and Differences in Employee Perceptions of Issues in the Work Environment. *Performance Improvement Quarterly*, 19(1), 41–66. <https://doi.org/10.1111/j.1937-8327.2006.tb00356.x>
- Riyanto, S., Sutrisno, A., & Ali, H. (2017). The Impact of Working Motivation and Working Environment on Employees Performance in Indonesia Stock Exchange. *International Review of Management and Marketing*, 7(3), 342–348.
- Roelofsen, P. (2002). The impact of office environments on employee performance: The design of the workplace as a strategy for productivity enhancement. *Journal of Facilities Management*, 1(3), 247–264. <https://doi.org/10.1108/14725960310807944>
- Ryan, M. K., & Haslam, S. A. (2007). The glass cliff: Exploring the dynamics surrounding the appointment of women to precarious leadership positions. *Academy of Management Review*, 32(2), 549–572. <https://doi.org/10.5465/AMR.2007.24351856>
- Saari, L. M., & Judge, T. A. (2004). Employee attitudes and job satisfaction. *Human Resource Management*, 43(4), 395–407. <https://doi.org/10.1002/hrm.20032>
- Sandhu, M. A., Iqbal, J., Ali, W., & Tufail, M. S. (2017). Effect of Employee Motivation on Employee Performance. *Journal of Business and Social Review in Emerging Economies*, 3(1), 85–100. <https://doi.org/10.26710/jbsee.v3i1.182>
- Sharma, P. (2017). Organizational culture as a predictor of job satisfaction: The role of age and gender. *Management: Journal of Contemporary Management Issues*, 22(1), 35–48. <https://doi.org/10.30924/mjcmi/2017.22.1.35>
- Siahaan, E. (2017). Antecedents of employee performance and the influence on employee job satisfaction in banking service sector in Indonesia. *Banks and Bank Systems*, 12(4), 75–89. [https://doi.org/10.21511/bbs.12\(4\).2017.07](https://doi.org/10.21511/bbs.12(4).2017.07)
- Sidabutar, E., Syah, T.Y.R., dan Anindita, R. (2020). The impact of Compensation,

- Motivation, and Job Satisfaction on Employee Performance. *Journal of Multidisciplinary Academic*, 4. <https://doi.org/10.3923/ibm.2016.4907.4916>
- Siengthai, S., & Pila-Ngarm, P. (2016). The interaction effect of job redesign and job satisfaction on employee performance. *Evidence-Based HRM*, 4(2), 162–180. <https://doi.org/10.1108/EBHRM-01-2015-0001>
- Singhvi, P. A. S., Dhage, N. N., & Sharma, P. P. (2018). Compensation and Its Impact on Motivation Employee's Satisfaction and Employee's Performance. *International Academic Journal of Organizational Behavior and Human Resource Management*, 05(02), 1–43. <https://doi.org/10.9756/iajohrm/v5i2/1810012>
- Steel, P. (2007). The nature of procrastination: A meta-analytic and theoretical review of quintessential self-regulatory failure. *Psychological Bulletin*, 133(1), 65–94. <https://doi.org/10.1037/0033-2909.133.1.65>
- Stoyanov, S. (2017). A theory of human motivation. *A Theory of Human Motivation*, (13), 1–87. <https://doi.org/10.4324/9781912282517>
- Sturman, M. C. (2003). Searching for the inverted U-shaped relationship between time and performance: Meta-analyses of the experience/performance, tenure/performance, and age/performance relationships. *Journal of Management*, 29(5), 609–640. [https://doi.org/10.1016/S0149-2063\(03\)00028-X](https://doi.org/10.1016/S0149-2063(03)00028-X)
- Thomas, W. H. N., Lillian, T. E., Kelly, L. S., & Daniel, C. F. (2005). Predictors of Objective and Subjective Career Success: a Meta-Analysis. *Personnel Psychology*, 58(2), 367. Retrieved from <http://proquest.umi.com/pqdweb?did=851499911&Fmt=7&clientId=12010&RQT=309&VName=PQD>
- Trefalt, S. (2013). Between you and me: Setting work-nonwork boundaries in the context of workplace relationships. *Academy of Management Journal*, 56(6), 1802–1829. <https://doi.org/10.5465/amj.2011.0298>
- Van Dierendonck, D., Garssen, B., & Visser, A. (2005). Burnout prevention through personal growth. *International Journal of Stress Management*, 12(1), 62–77. <https://doi.org/10.1037/1072-5245.12.1.62>
- Veerasamy, C., Sambasivan, M., & Kumar, N. (2013). Individual Skills Based Volunteerism and Life Satisfaction among Healthcare Volunteers in Malaysia: Role of Employer Encouragement, Self-Esteem and Job Performance, A Cross-Sectional Study. *PLoS ONE*, 8(10), 1–10. <https://doi.org/10.1371/journal.pone.0077698>
- Wahyuni, N. P. D., Purwandari, D. A., & Syah, T. Y. R. (2019). Transactional Leadership, Motivation and Employee Performance. *Journal of Multidisciplinary Academic*, 3.
- Warltier, D. C., Howard, S. K., Rosekind, M. R., Katz, J. D., & Berry, A. J. (2002). Fatigue in anesthesia: Implications and strategies for patient and provider safety. *Anesthesiology*, 97(5), 1281–1294. <https://doi.org/10.1097/00000542-200211000-00035>
- Warr, P. (2008). Work values: Some demographic and cultural correlates. *Journal of Occupational and Organizational Psychology*, 81(4), 751–775. <https://doi.org/10.1348/096317907X263638>

- Westerberg, K., & Armelius, K. (2000). Municipal middle managers: Psychosocial work environment in a gender-based division of labor. *Scandinavian Journal of Management*, 16(2), 189–208. [https://doi.org/10.1016/S0956-5221\(99\)00018-4](https://doi.org/10.1016/S0956-5221(99)00018-4)
- Willness, C. R., Steel, P., & Lee, K. (2007). A meta-analysis of the antecedents and consequences of workplace sexual harassment. *Personnel Psychology*, 60(1), 127–162. <https://doi.org/10.1111/j.1744-6570.2007.00067.x>
- Worthley, R., MacNab, B., Brislin, R., Ito, K., & Rose, E. L. (2009). Workforce motivation in Japan: An examination of gender differences and management perceptions. *International Journal of Human Resource Management*, 20(7), 1503–1520. <https://doi.org/10.1080/09585190902983421>
- Wright, T. A., & Cropanzano, R. (2000). Psychological well-being and job satisfaction as predictors of job performance. *Journal of Occupational Health Psychology*, 5(1), 84–94. <https://doi.org/10.1037/1076-8998.5.1.84>
- Wright, Thomas A., & Bonett, D. G. (2002). The moderating effects of employee tenure on the relation between organizational commitment and job performance: A meta-analysis. *Journal of Applied Psychology*, 87(6), 1183–1190. <https://doi.org/10.1037/0021-9010.87.6.1183>
- Wu, A. M. S., Tang, C. S. K., & Yan, E. C. W. (2005). Post-retirement voluntary work and psychological functioning among older Chinese in Hong Kong. *Journal of Cross-Cultural Gerontology*, 20(1), 27–45. <https://doi.org/10.1007/s10823-005-3796-5>
- Yousef, D. A. (2017). Organizational Commitment, Job Satisfaction and Attitudes toward Organizational Change: A Study in the Local Government. *International Journal of Public Administration*, 40(1), 77–88. <https://doi.org/10.1080/01900692.2015.1072217>
- Zeinabadia, H. (2010). Job satisfaction and organizational commitment as antecedents of Organizational Citizenship Behavior (OCB) of teachers. *Procedia - Social and Behavioral Sciences*, 5, 998–1003. <https://doi.org/10.1016/j.sbspro.2010.07.225>
- Zhu, Q., & Sarkis, J. (2004). Relationships between operational practices and performance among early adopters of green supply chain management practices in Chinese manufacturing enterprises. *Journal of Operations Management*, 22(3), 265–289. <https://doi.org/10.1016/j.jom.2004.01.005>