

Esa Unggul

DAFTAR PUSTAKA

- Agustina, L., & Syamsyir, S. (2022). The Effect of Career Development, Integrity, and Work Motivation on Employee Performance. *Jurnal Ilmiah Ilmu Administrasi Publik*, 12(2), 247. <https://doi.org/10.26858/jiap.v12i2.35238>
- 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>
- Alrawahi, S., Sellgren, S. F., Altouby, S., Alwahaibi, N., & Brommels, M. (2020). The application of Herzberg's two-factor theory of motivation to job satisfaction in clinical laboratories in Omani hospitals. *Helijon*, 6(9), e04829. <https://doi.org/10.1016/j.helijon.2020.e04829>
- Anugrah, B., & Rachmad, Y. E. (2022). Effect of Work Environment, Work Discipline, Work Motivation on Employee Perfomance Through Job Satisfaction. *International Conference on Business and Social Sciences*, 1, 127–128.
- Ariani, K. R., & Putri, G. A. (2016). Pengaruh Belanja Modal Dan Dana Alokasi Umum Terhadap Kemandirian Daerah. *Seminar Nasional Dan The 3rd Call for Syariah Paper*, 364–369.
- Bernardin, H. J. (2010). *Human Resource Management: An Experiential Approach*. McGraw-Hill Irwin. <https://books.google.co.id/books?id=t8mpPwAACAAJ>
- Dessler, G. (2013). *Human Resource Management*. Pearson. <https://books.google.co.id/books?id=OsCTpwAACAAJ>
- Dharma, Y. (2018). The Effect of Work Motivation on the Employee Performance

- with Organization Citizenship Behavior as Intervening Variable at Bank Aceh Syariah. In *Proceedings of MICoMS 2017* (Vol. 1, pp. 7–12). Emerald Publishing Limited. <https://doi.org/10.1108/978-1-78756-793-1-00065>
- Ebert, R. J., Griffin, R. W., Starke, F. A., & Dracopoulos, G. (2019). *Business Essentials*. Pearson Education Canada.
- Ferdinand, A. (2014). *Metode Penelitian Manajemen*. BP Undip.
- Flippo, E. B. (1980). *Personnel Management*. McGraw-Hill.
- Flippo, E. B. (1984). *Personnel Management*. McGraw-Hill.
- Ghozali, I. (2018). *Aplikasi Analisis Multivariate dengan Program IBM SPSS 25*. Universitas Diponegoro.
- Gibson, J. L., Ivancevich, J. M., & Donnelly, J. H. (2000). *Organizations: Behavior, Structure, Processes*. Irwin/McGraw-Hill. <https://books.google.co.id/books?id=FJNPa8G8-vwC>
- Göktepe, N., Yalçın, B., Türkmen, E., Dirican, Ü., & Aydin, M. (2020). The relationship between nurses' work-related variables, colleague solidarity and job motivation. *Journal of Nursing Management*, 28(3), 514–521. <https://doi.org/https://doi.org/10.1111/jonm.12949>
- Greenberg, J., & Baron, R. A. (1997). *Behavior in Organizations: Understanding and Managing the Human Side of Work*. Prentice Hall.
- Griffin, R. W., Phillips, J. M., & Gully, S. M. (2016). *Organizational Behavior: Managing People and Organizations*. Cengage Learning.
- Hair, J. F., Sarstedt, M., Hopkins, L., & Kuppelwieser, V. G. (2014). Partial least squares structural equation modeling (PLS-SEM): An emerging tool in business research. *European Business Review*, 26(2), 106–121. <https://doi.org/10.1108/EBR-10-2013-0128>
- Herzberg, F. I. (1959). *The motivation to work*. John Wiley & Sons, Ltd.
- Hurlock, E. B. (2001). *Developmental Psychology*. McGraw-Hill Education. <https://books.google.co.id/books?id=PlZ7zgEACAAJ>
- Ibragimov, Y., & Berishvili, N. (2023). Analysis of intrinsic motivation influence on employee affective commitment during digital change. *London Journal of Social Sciences*, 1–11. <https://doi.org/10.31039/ljss.2023.6.97>
- Iis, E., Wahyuddin, W., Thoyib, A., Ilham, R., & Sinta, I. (2022). THE EFFECT OF CAREER DEVELOPMENT AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE WITH WORK MOTIVATION AS INTERVENING VARIABLE AT THE OFFICE OF AGRICULTURE AND LIVESTOCK IN ACEH. *International Journal of Economic, Business,*

- Accounting, Agriculture Management and Sharia Administration (IJEVAS)*, 2, 227–236. <https://doi.org/10.54443/ijebas.v2i2.191>
- Jameson, C. (2016). *Creating a Healthy Work Environment*. Balboa Press.
- Jauch, L. R., & Glueck, W. F. (1988). *Business Policy and Strategic Management*. McGraw-Hill. <https://books.google.co.id/books?id=8CRq1ka5E0EC>
- Juliarti, P., Agung, A., & Sudja, I. (2018). Effect of Compensation and Work Environment on Employee Performance with Employee Job Satisfaction as an Intervening Variable. *International Journal of Contemporary Research and Review*, 9, 20553–20562. <https://doi.org/10.15520/ijcrr/2018/9/03/460>
- Kalalo, C., Sjattar, E., & Natzir, R. (2018). Correlation Between Compensation and Work Satisfaction With Nurses' Performance Through Motivation in Bethesda Public Hospital of Tomohon. *Indonesian Contemporary Nursing Journal (ICON Journal)*, 3, 12. <https://doi.org/10.20956/icon.v3i1.3637>
- Kreitner, R., & Kinicki, A. (2010). *Organizational Behavior*. McGraw-Hill/Irwin.
- Kuka, Y., Tamsah, H., Mulat, T. C., Kadir, I., Putra, R. S. P., Yusriadi, Y., & Prabowo, D. Y. B. (2021). Career development and motivation for the quality of nursing services. *Proceedings of the International Conference on Industrial Engineering and Operations Management*, 6306–6313. <https://doi.org/10.46254/an11.20211062>
- Latham, G. P. (2012). *Work Motivation: History, Theory, Research, and Practice*. SAGE Publications.
- Ližbetinová, L., Hitka, M., Soušek, R., & Caha, Z. (2021). Motivational preferences within job positions are different: empirical study from the Czech transport and logistics enterprises. *Economic Research-Ekonomska Istraživanja*, 34(1), 2387–2407. <https://doi.org/10.1080/1331677X.2020.1863831>
- Manzoor, F., Wei, L., & Asif, M. (2021). Intrinsic Rewards and Employee's Performance With the Mediating Mechanism of Employee's Motivation. *Frontiers in Psychology*, 12(July), 1–13. <https://doi.org/10.3389/fpsyg.2021.563070>
- Maslow, A. H. (1954). *motivation and personality*.
- Mathis, R. L., & Jackson, J. (2007). *Human Resource Management*. Cengage Learning. https://books.google.co.id/books?id=_yCe7fiQbokC
- McClelland, D. C. (1987). *Human Motivation*. Cambridge University Press.
- Mihdawi, M., Al-Amer, R., Darwish, R., Randall, S., & Afaneh, T. (2020). The Influence of Nursing Work Environment on Patient Safety. *Workplace Health and Safety*, 68(8), 384–390.

- <https://doi.org/10.1177/2165079920901533>
- Mondy, R. W., & Martocchio, J. J. (2015). *Human Resource Management*. Pearson. <https://books.google.co.id/books?id=bWwvrgEACAAJ>
- Mondy, R. W., & Martocchio, J. J. (2016). Human Resource Management: Personnel Human Resource Management. In *Harvard Business Review* (Vol. 13, Issue January 2019). Thomson/South-western.
- Munir, A. R., Muna Almaududi Ausat, A., & Joko Purnomo, Y. (2022). Do Motivation, Compensation, and Work Environment Improve Employee Performance: A Literature Review. *International Journal Of Artificial Intelligence Research*, 6(1), 2579–7298. <https://doi.org/10.29099/ijair.v6i1.2.678>
- Muthmainnah, Yetti, K., Gayatri, D., & Kuntarti, K. (2019). Remuneration Satisfaction to Improve Work Motivation of Nurses: A Cross-Sectional, Descriptive Analysis Study. *Journal of International Dental and Medical Research*, 12, 291–298.
- Naseri, S., Ghafourifard, M., & Ghahramanian, A. (2022). The Impact of Work Environment on Nurses' Compassion: A Multicenter Cross-Sectional Study. *SAGE Open Nursing*, 8, 23779608221119124. <https://doi.org/10.1177/23779608221119124>
- Ndudi, F., Kifordu, A. A., & Egede, N. (2023). The Influence of Intrinsic and Extrinsic Motivation in Workers' Productivity: Empirical Evidence from the Construction Industry. *Global Journal of Human Resource Management*, 11, 96–112. <https://doi.org/10.37745/gjhrm.2013/vol11n296112>
- Noe, R. (2012). *Employee Training & Development*. McGraw-Hill Higher Education - VST E+P. <https://books.google.co.id/books?id=0phKvgAACAAJ>
- Park, S., & Kim, Y. (2018). Influences of Nursing Work Environment and Patient Safety Environment on Nurse Outcomes. *Iranian Journal of Public Health*, 47(10), 1605–1606.
- Pertiwi, B., & Hariyati, R. T. S. (2019). The impacts of career ladder system for nurses in hospital. *Enfermería Clínica*, 29, 106–110. <https://doi.org/10.1016/j.enfcli.2019.04.016>
- Pinder, C. C. (2014). *Work Motivation in Organizational Behavior*. Taylor & Francis.
- Relations, W. (2023). *The Effect of Work Relationships Career Development and Work Motivation on Job Satisfaction of Employees of the Yogyakarta City Land and Spatial Planning Office*. 19(01), 95–98.
- Robbins, S. P., & Judge, T. (2019). *Organizational Behavior*. Pearson.

- Robbins, S. P., & Judge, T. A. (2017). *Organizational behavior*. Pearson Education Limited.
- Rue, L. W., Ibrahim, N. A., & Byars, L. L. (2016). *Human Resource Management*. McGraw-Hill Education. <https://books.google.co.id/books?id=XkvxjgEACAAJ>
- Schultz, D., & Schultz, S. E. (2015). *Psychology and Work Today: Pearson New International Edition CourseSmart eTextbook*. Taylor & Francis.
- Sekaran, U., & Bougie, R. (2016). *Research Methods for Business: A Skill-Building Approach* (Seventh). John Wiley & Sons.
- Smither, R., Houston, J., & McIntire, S. (2016). *Organization Development: Strategies for Changing Environments*. Taylor & Francis. <https://books.google.co.id/books?id=nshJDAAAQBAJ>
- Stewart, C. J., & Cash, W. B. (2021). *Interviewing: Principles and Practices*. McGraw Hill.
- Sugiyono. (2018). *METODE PENELITIAN KUANTITATIF KUALITATIF DAN R&D*. Alfabeta, CV.
- Syawaline, V. R., & Indiyati, D. (2022). The effect of compensation and organizational culture on employee work motivation at the Grand Mercure Hotel Bandung: A research framework. *Sustainable Future: Trends, Strategies and Development*, 240–243. <https://doi.org/10.1201/9781003335832-60>
- Terry, G. R. (1977). *Principles of Management*. R. D. Irwin.
- Tumi, N. S., Hasan, A. N., & Khalid, J. (2022). Impact of Compensation, Job Enrichment and Enlargement, and Training on Employee Motivation. *Business Perspectives and Research*, 10(1), 121–139. <https://doi.org/10.1177/2278533721995353>
- Vo, T. T. D., Tuliao, K. V., & Chen, C.-W. (2022). Work Motivation: The Roles of Individual Needs and Social Conditions. *Behavioral Sciences (Basel, Switzerland)*, 12(2). <https://doi.org/10.3390-bs12020049>
- Werther, W. B., & Davis, K. (1996). *Human Resources and Personnel Management*. McGraw-Hill.
- Xu, X., Zhou, L., Ampon-Wireko, S., & Quansah, P. E. (2023). Assessing the mediating role of motivation in the relationship between perceived management support and perceived job satisfaction among family doctors in Jiangsu province, China. *Human Resources for Health*, 21(1), 71. <https://doi.org/10.1186/s12960-023-00849-x>
- Zayed, N. M., Rashid, M. M., Darwish, S., Faisal-E-Alam, M., Nitsenko, V., &

- Islam, K. M. A. (2022). The Power of Compensation System (CS) on Employee Satisfaction (ES): The Mediating Role of Employee Motivation (EM). *Economies*, 10(11). <https://doi.org/10.3390/economies10110290>
- Zhenjing, G., Chupradit, S., Ku, K. Y., Nassani, A. A., & Haffar, M. (2022). Impact of Employees' Workplace Environment on Employees' Performance: A Multi-Mediation Model. *Frontiers in Public Health*, 10, 890400. <https://doi.org/10.3389/fpubh.2022.890400>