

DAFTAR PUSTAKA

- Amelia, R. M. (2019). *Pengaruh Budaya Kerja Motivasi Kemampuan Kerja dan Etos Kerja Terhadap Produktivitas Kerja Kelompok Usaha Bersama Budidaya Perikanan Desa Madong*. Universitas Maritim Raja Ali Haji.
- Anakpo, G., Nqwayibana, Z., & Mishi, S. (2023). The Impact of Work-from-Home on Employee Performance and Productivity: A Systematic Review. *In Sustainability (Switzerland) (Vol. 15, Issue 5)*. MDPI. <https://doi.org/10.3390/su15054529>
- Apendi, Rusydi, G., & Ustadi, N. (2023). The Influence of Career Development and Work Culture on Employee Performance with Work Motivation as Moderation at the Regional Secretariat of Lubuklinggau City. *Business, Economics & Management for Sustainable Future*, 3021–7784.
- Arifin. (2021). Pengaruh Budaya Kerja Dan Motivasi Terhadap Kinerja Dengan Kompetensi Sebagai Variabel Intervening Pada Pegawai Organik Di Kantor Perwakilan Bank Indonesia Provinsi Kalimantan Tengah. *Seminar Nasional Teknologi, Sains Dan Humanoria (SemanaTECH)*, 1(1), 213–227.
- Arifudin, O. (2020). Analisis Budaya Organisasi dan Komitmen Organisasi Karyawan Bank Swasta Nasional di Kota Bandung. *Jurnal Ilmiah MEA (Manajemen, Ekonomi Dan Akutansi)*, 4(2), 1–15.
- Arifurrahman, F., Hidayat, M., & Sjarlis, S. (2021). Pengaruh Komunikasi, Kompensasi Dan Disiplin Kerja Terhadap Produktivitas Kerja Karyawan. *NMaR Nobel Management Review*, 2(3), 361–369. <https://e-jurnal.nobel.ac.id/index.php/NMaR>
- Badan Pusat Statistik. (2020). <https://tanjungpinangkota.bps.go.id>
- Baeha, M. Y., & Sinaga, A. (2023). Analisis Pengaruh Disiplin Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada Bank Syariah Indonesia. *Jurnal Perbankan Syariah Dan Manajemen Bisnis Islam*, 01(01), 48–60.
- Baharuddin, Ramly, M., Alam, R., & Kalla, R. (2020). The Effect Of Work Environment, Organizational Culture, And Job Satisfaction On The Commitment And Performance Of Officers At The Cooperative And Umkmprovinces Of South Sulawesi. *IOSR Journal of Business and Management*, 22(6), 1–19. <https://doi.org/10.9790/487X-2206040119>

- Chazcele, D. K., Juan Miguel, F., Paolo Brando, F., Ireneo Elijah, G. I., Lemuel Niel, G., Klayne Janzel, M., Romalyn, G., & Arianne, P. (2022). Employee Engagement and Satisfaction, Culture and Workload as Four Influencing Factors that Affects the Productivity and Work Performance Efficiency of Warehouse Workers in Taytay, Rizal. *Proceedings of the First Australian International Conference on Industrial Engineering and Operations Management*, 20(21), 2267–2284.
- Cherian, J., Gaikar, V., Paul, R., & Pech, R. (2021). Corporate culture and its impact on employees' attitude, performance, productivity, and behavior: An investigative analysis from selected organizations of the United Arab Emirates (UAE). *Journal of Open Innovation: Technology, Market, and Complexity*, 7(1), 1–28. <https://doi.org/10.3390/joitmc7010045>
- Dame, B., Rumawas, W., & Waworundeng, W. (2021). Pengaruh Disiplin Kerja, Komitmen Organisasional dan Motivasi Kerja terhadap Kinerja Karyawan Bank Prisma Dana Sulawesi Utara. *Jurnal Administrasi Bisnis (JAB)*, 11(2), 77–84.
- Darmadi. (2017). *Manajemen sumber daya manusia kepala sekolah: "meningkatkan produktivitas kerja kepala sekolah dan faktor-faktor yang mempengaruhinya"* (1st ed.). Yogyakarta: Deppublish.
- Dheviests, T. A., & Riyanto, S. (2020). The Influence of Work Discipline, Self-Efficacy and Work Environment on Employee Performance in the Building Plant D Department at PT Gajah Tunggal Tbk. *International Journal of Innovative Science and Research Technology*, 5(1), 1062–1069. www.ijisrt.com
- Edison, E., Anwar, Y., & Komariyah, I. (2017). *Manajemen Sumber Daya Manusia: Strategi dan Perubahan dalam Rangka meningkatkan Kinerja Pegawai dan Organisasi (2nd ed.)*. Bandung: Alfabeta.
- Fajriansyah, Taufiq, M. I., Sasmita, H., Hamdat, A., & Singkeruang, A. W. T. F. (2022). Pengaruh Lingkungan Kerja Dan Produktivitas Kerja Terhadap Kinerja Pegawai Rumah Sakit Umum Daerah Daya Di Masa Covid-19. *Jurnal Sains Manajemen Nitro*, 1(2), 150–160. <https://ojs.nitromks.ac.id/index.php/jsmn>
- Faka, M. K. (2021). *Strategi Peningkatan Produktivitas Kerja Karyawan Pada Pt. San Esha Arthamas Bandar Lampung*. Institut Informatika dan Bisnis Darmajaya.
- Firjatullah, J., Wolor, C. W., & Marsofiyanti. (2023). Pengaruh Lingkungan Kerja, Budaya Kerja, dan Beban Kerja Terhadap Kinerja Karyawan. *Jurnal Manuhara: Pusat Penelitian Ilmu Manajemen Dan Bisnis*, 2(1), 01–10.

- Ghozali, I. (2021). *Partial Least Square Konsep, Teknik dan Aplikasi Menggunakan Program SmartPLS 3.2.9 Untuk Penelitian Empiris (3rd ed.)*. Semarang: Badan Penerbit Universitas Diponegoro
- Hadi, I. F., & Mustika, P. (2023). Pengaruh Disiplin Kerja, Motivasi Kerja, Budaya Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan di Bank. *Nusantara Hasana Journal*, 2(10).
- Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2019). When to use and how to report the results of PLS-SEM. In *European Business Review* (Vol. 31, Issue 1, pp. 2–24). Emerald Group Publishing Ltd. <https://doi.org/10.1108/EBR-11-2018-0203>
- Hakim, L., Sabil, Setio Lestingsih, A., & Puji Widodo, D. (2022). Studi Analisa Orientasi Kerja Dengan Budaya Kerja Terhadap Produktivitas Kerja Pada PT Jakarta Central Asia Steel. Perspektif: *Jurnal Ekonomi & Manajemen Universitas Bina Sarana Informatika*, 20(1), 42–49. <https://doi.org/10.31294/jp.v17i1>
- Hanafi, A. (2020). The Effects of Organizational Culture and Leadership Style on Employee Performance Through Employee Engagement as Intervening Variable at PT. Bank Mandiri Micro Banking Cluster Baturaja. *Advances in Economics, Business and Management Research*, 392–406.
- Harsoni. (2019). *Pengaruh Reward Dan Punishment Terhadap Kinerja Karyawan Pada Karyawan Perum Perumnas Regional 1 Medan*. Universitas Medan Area.
- Hasibuan, M. S. P. (2016). *Manajemen Sumber Daya Manusia (Edisi Revisi)*. Jakarta: PT Bumi Aksara.
- Henseler, J., Ringle, C. M., & Sarstedt, M. (2015). A new criterion for assessing discriminant validity in variance-based structural equation modeling. *Journal of the Academy of Marketing Science*, 43(1), 115–135. <https://doi.org/10.1007/s11747-014-0403-8>
- Ibrahim, N., & Sanusi. S, E. (2021). Pengaruh Disiplin Kerja Dan Lingkungan Kerja Terhadap Kinerja Karyawan PT. Bank Bca Kcp Citra Towers Kemayoran. *Jurnal Manajemen Bisnis Krisnadwipayana*, 9(2). <https://doi.org/10.35137/jmbk.v9i2.572>
- Ika, N., & Sitompul, G. O. (2022). Pengaruh Kompensasi Dan Disiplin Kerja Terhadap Produktivitas Kerja Karyawan Bank Kalbar Pontianak. *INTELEKTIVA*, 3(9), 22–29.
- Indrawati, I. (2023). The Influence of Leadership Behavior, Work Skills and Achievement Motivation on Work Productivity Moderated by Work Discipline Case Study at PT. Audy Jasatrans Logistics. *Dinasti International Journal of Management Science*, 4(5), 890–905. <https://doi.org/10.31933/dijms.v4i4>

- Intania, R. A. D. (2021). *Pengaruh Disiplin Kerja Terhadap Kinerja Pegawai Pada Perusahaan Umum Daerah Air Minum Tirta Mayang Kota Jambi*. Universitas Batanghari.
- Irwan, & Latief, F. (2023). Peningkatan Produktivitas Kerja Pegawai Melalui Disiplin Kerja, Kecerdasan Emosional Dan Komunikasi. *Jurnal Ilmiah MEA*, 7(1), 148–156. <https://www.bosowasemen.co.id/2021>
- Jamshed, S., & Majeed, N. (2019). Relationship between team culture and team performance through lens of knowledge sharing and team emotional intelligence. *Journal of Knowledge Management*, 23(1), 90–109. <https://doi.org/10.1108/JKM-04-2018-0265>
- Katti, S. W. B., Sudirman, S., Aida, N., & Hamdat, A. (2023). Pengaruh Pelatihan Kerja dan Disiplin Kerja terhadap Kinerja Karyawan pada PT. Bank Rakyat Indonesia (Persero), Tbk Kota Makassar. *JEMMA (Journal of Economic, Management and Accounting)*, 6(1), 86. <https://doi.org/10.35914/jemma.v6i1.1754>
- Khairani, L., Sugara, R., & Khair, H. (2022). Peran Motivasi Dalam Memediasi Pengaruh Pengawasan Dan Budaya Kerja Terhadap Produktivitas Kerja Pegawai Honorer Pada Upt Asrama Haji Medan. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 5(1), 42–51. <https://doi.org/10.30596/maneggio.v5i1.10196>
- Kustini, E., & Sari, N. (2020). Pengaruh Pelatihan Dan Disiplin Kerja Terhadap Produktivitas Kerja Karyawan Pada PT. Bumen Redja Abadi – BSD. *Jenius*, 3(3), 303–311.
- Lambey, B., Lengkong, V. P. K., & Wenas, R. S. (2020). Pengaruh Penempatan Pegawai Serta Budaya Kerja Terhadap Kinerja Pegawai Dengan Kepuasan Kerja Sebagai Variable Intervening Di PT PLN (Persero) UIP Sulbagut. *Jurnal Ilmiah Manajemen Bisnis dan Inovasi Universitas Sam Ratulangi (JMBI UNSRAT)*, 7(3), 394–406.
- Ma'muroh, S., Gunistiyo, & Mariyono, J. (2023). Pengaruh Iklim Organisasi, Budaya Kerja dan Lingkungan Kerja Terhadap Kinerja Pegawai dengan Kepuasan Kerja Sebagai Variabel Mediasi Pada Pegawai Sekretariat Daerah Kabupaten Tegal. *PERMANA: Jurnal Perpajakan, Manajemen, Dan Akuntansi*, 15(2), 266–287. <https://doi.org/10.24905/permana.v15i2.311>
- Madjidu, A., & Yakup. (2022). Analisis Lingkungan Kerja, Budaya Organisasi Dan Semangat Kerja Dan Pengaruhnya Terhadap Produktivitas Kerja Pegawai. *Jurnal Ekonomi & Ekonomi Syariah*, 5(1), 444–462. <https://doi.org/10.36778/jesya.v5i1>
- Mangkunegara, A. P. (2017). *Manajemen Sumber Daya Manusia Perusahaan (14th ed.)*. Bandung: PT. Remaja Rosdakarya.

- Maqsoom, A., Ali Musarat, M., Mubbasit, H., Salah Alaloul, W., Ashraf, H., Babar Ali Rabbani, M., & Shaheen, I. (2023). Extrinsic workforce diversity factors: An impact of employee characteristics on productivity. *Ain Shams Engineering Journal*, *14*(10). <https://doi.org/10.1016/j.asej.2023.102170>
- Masuku, S., Lengkong, V. P. K., & Dotulong, L. O. H. (2019). Pengaruh Pelatihan, Budaya Kerja Dan Gaya Kepemimpinan Terhadap Produktivitas Kerja Karyawan Pada PT. Askrido Cabang Manado. *821 Jurnal EMBA*, *7*(1), 821–830.
- Meng, J., & Berger, B. K. (2019). The impact of organizational culture and leadership performance on PR professionals' job satisfaction: Testing the joint mediating effects of engagement and trust. *Public Relations Review*, *45*(1), 64–75. <https://doi.org/10.1016/j.pubrev.2018.11.002>
- Moehariono. (2012). *Pengukuran Kinerja Berbasis Kompetensi*. Jakarta: Raja Grafindo Persada.
- Nainggolan, A., & Sudjiman, P. E. (2022). *Pengaruh Motivasi Dan Disiplin Kerja Terhadap Produktivitas Kerja Karyawan The Plaza Residences*. *Intelektiva*, *3*(9), 138–148.
- Nguyen, P. T., Yandi, A., & Mahaputra, M. R. (2020). Factors That Influence Employee Performance: Motivation, Leadership, Environment, Culture Organization, Work Achievement, Competence and Compensation (A Study Of Human Resource Management Literature Studies). *Dinasti International Journal of Digital Business Management*, *1*(4), 645–662. <https://doi.org/10.31933/DIJDBM>
- Novrita, P. (2021). *Pengaruh Motivasi Kerja Terhadap Kinerja Pegawai Pada Kantor Pencarian Dan Pertolongan (Basarnas) Pekanbaru*. Universitas Islam Riau.
- Pramana, H., Herawati, J., & Septyarini, E. (2023). Pengaruh Motivasi Kerja, Disiplin Kerja dan Lingkungan Kerja terhadap Produktivitas Kerja pada Dinas Kependudukan dan Pencatatan Sipil Kabupaten Gunungkidul. *Transformasi Manageria Journal of Islamic Education Management*, *3*(2), 331–351. <https://doi.org/10.47476/manageria.v3i2.2478>
- Prayogo, D. (2019). *Pengaruh Budaya Kerja Terhadap Kinerja Pegawai Kantor Bank Indonesia Perwakilan Provinsi Jambi*. Universitas Batanghari.
- Putra, M. F. E., Indarti, S., & Ganarsih, R. L. (2021). The Influence Of Leadership And Organizational Culture On Work Motivation And Employee Performance Pt. Bank Riau Kepri, Pekanbaru Branch. *Jurnal Manajemen Dan Bisnis*, *10*(1), 17–26. <https://doi.org/10.34006/jmbi.v10i1.253>
- Putri, E. P. R., & Sawitri, D. (2022). The Influence of Human Resources Quality on Performance by Mediation Of Productivity in The New Normal Era At Bank

- Pembangunan Daerah Jawa Timur Tbk Malang Branch. *Journal of Research and Community Service*, 3(14), 2635–2638. <http://devotion.greenvest.co.id>
- Rahani, A. N. (2019). *Pengaruh Pengalaman Kerja, Penempatan Dan Upah Terhadap Produktivitas Kerja Karyawan Pada Upt. Industri Kulit Dan Produk Kulit Magetan*. Universitas Muhammadiyah Ponorogo.
- Rahmi, A., Achmad, G. N., & Adhimursandi, D. (2020). The Effect of Leadership and Empowerment Style and Motivation on Work Discipline and Employee Performance in Sungai Kunjang Subdistrict, Samarinda City. *International Journal of Business and Management Invention (IJBMI)*, 9(3), 8–14. <https://doi.org/10.13140/RG.2.2.23291.95528>
- Rameshkumar, M. (2020). Employee engagement as an antecedent of organizational commitment – A study on Indian seafaring officers. *Asian Journal of Shipping and Logistics*, 36(3), 105–112. <https://doi.org/10.1016/j.ajsl.2019.11.003>
- Riyayah, Purwanto, & Rahayu, S. (2023). Pengaruh Kepemimpinan Dan Kedisiplinan Kerja Terhadap Produktivitas Kerja Dan Dampaknya Pada Kinerja Karyawan PT. Sier. Surabaya. *Jurnal Managemen*, 13(2), 316–323.
- Saputra, A. J., & Handriano, R. (2023). Analisis Pengaruh Disiplin Kerja, Dan Komitmen Organisasi Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Intervening (Studi Pada Karyawan PT Bank Muamalat Tbk Cabang Banjarmasin). *Dinamika Ekonomi: Jurnal Ekonomi Dan Bisnis*, 16(1), 163–182.
- Sarumaha, P. O., & Ndilosa, K. E. (2023). Kompensasi, Produktivitas, dan Pengembangan Karir Terhadap Kinerja Karyawan. *Journal of Management and Bussines (JOMB)*, 5(1), 825–832. <https://doi.org/10.31539/jomb.v5i1.5377>
- Selviasari, R. (2020). Pengaruh Gaya Kepemimpinan, Budaya Kerja Dan Disiplin Kerja Terhadap Kinerja Karyawan. *Istithmar: Journal of Islamic Economic Development*, 4(1), 96–123. http://neni_rid.staff.gunadarma.ac.id/
- Simarmata, N., Sir, Z. M. E., & Pristiyono, P. (2022). The Influence of Work Discipline, Work Environment, and Work Productivity, on Employee Performance at the Youth and Sports Office, Culture and Tourism of Labuhanbatu Regency. *Quantitative Economics and Management Studies*, 3(3), 394–401. <https://doi.org/10.35877/454ri.qems953>
- Siregar, G. T. P., Sinaga, S., Gaol, J. L., Hutabarat, L., & Simanjuntak, T. P. (2023). Investigating the Effect of Work Motivation, Productivity and Discipline in Improving Employee Performance: Mediating Role of Work Ethic. *International Journal of Advances in Social Sciences and Humanities*, 2(1), 50–57. <https://doi.org/10.56225/ijassh.v2i1.154>

- Srimulyani, V. A., Rustiyaningsih, S., Farida, F. A., & Hermanto, Y. B. (2023). Mediation of “AKHLAK” corporate culture and affective commitment on the effect of inclusive leadership on employee performance. *Sustainable Futures*, 6, 100138. <https://doi.org/10.1016/j.sftr.2023.100138>
- Subakti, M. (2020). *Pengaruh Budaya Organisasi Dan Motivasi Kerja Terhadap Kinerja Serta Dampaknya Terhadap Produktivitas Kerja Karyawan Sriwijaya Air*. Universitas Islam Negeri Syarif Hidayatullah.
- Sudaryo, Y. (2018). *Manajemen Sumber Daya Manusia (1st ed.)*. Yogyakarta: Andi.
- Sugiarti, E., Finatariyani, E., & Rahman, Y. T. (2021). Earning Cultural Values as A Strategic Step to Improve Employee Performance. *Scientific Journal Of Reflection: Economic, Accounting, Management and Business*, 4(1), 2615–3009.
- Sugiyono. (2019). *Metode Penelitian Kuantitatif, Kualitatif Dan R&D (2nd Ed.)*. Bandung: Alfabeta.
- Sutaguna, I. T. N., Yusuf, M., Ardianto, R., & Wartono, P. (2023). The Effect Of Competence, Work Experience, Work Environment, And Work Discipline On Employee Performance. *Journal of Management Entrepreneurship and Social Science*, 3(1), 367–381. <https://ajmesc.com/index.php/ajmesc>
- Sutrisno, E. (2016). *Manajemen Sumber Daya Manusia (8th ed.)*. Jakarta: Kencana.
- Suwanto. (2020). *Budaya Kerja Guru*. Yogyakarta: CV. Gre Publishing
- Tahtaniar, E. O. (2019). Pengaruh Insentif Dan Disiplin Kerja Terhadap Kinerja Karyawan Melalui Produktivitas Sebagai Variabel Intervening Pada PT. Selnet Optima Trikarsa Mas Nusantara Sidoarjo. *STIE Mahardika*, 1(2), 1–15.
- Tentama, F., Dewi, L., & Meilani, E. R. (2020). The Role Of Work Discipline And Autonomy On Employee Performance: A Case Of Private University In Indonesia. *International Journal Of Scientific & Technology Research*, 9, 1. www.ijstr.org
- Utami, D. P. (2021). *Analisis Budaya Kerja Pegawai Pada Kantor Camat Rumbio Jaya Kabupaten Kampar*. Universitas Islam Negeri Sultan Syarif Kasim Riau.
- Windarko, Lastro, D., Iskandar, Y., & Matari, F. M. C. (2023). The Impact Of Employee Performance On Employee Productivity: Based On The Work Environment, Standard Operating Procedures (SOP), And Work Discipline. *International Journal of Business*, 4(2), 960–970.
- Wojtczuk-Turek, A., & Turek, D. (2021). HPWSs and employee performance in KIBS companies: a mediating–moderating analysis. *Baltic Journal of Management*, 16(3), 345–365. <https://doi.org/10.1108/BJM-03-2020-0081>