

DAFTAR PUSTAKA

- Ahakwa, I., Yang, J., Agba Tackie, E., & Atingabili, S. (2021). The influence of employee engagement, work environment and job satisfaction on organizational commitment and performance of employees: A sampling weights in PLS path modelling. *SEISENSE Journal of Management*, 4(3), 34–62. <https://doi.org/10.33215/sjom.v4i3.641>
- Andini, E., & Sovitriana, R. (2022). Penerapan konseling kelompok dengan teknik direktif untuk meningkatkan self-efficacy pada penerima manfaat (PM) di Panti Sosial Karya Wanita Mulya Jaya Pasar Rebo Jakarta Timur. *Psikologi Kreatif Inovatif*, 3(2), 63–71. <https://doi.org/10.37817/psikologikreatifinovatif.v3i2.2165>
- Aryati, A. S., & Armanu. (2023). The influence of self-efficacy on organizational commitment and ethical behavior: The role of job satisfaction. *Jurnal Manajemen Teori dan Terapan*, 16(2), 321–338. <https://doi.org/10.20473/jmtt.v16i2.43769>
- Bandura, A. (1977). Self-efficacy: Toward a unifying theory of behavioral change. *Psychological Review*, 84(2), 191–215. <https://doi.org/10.1037/0033-295X.84.2.191>
- Baron, R. A., & Byrne, D. (2005). *Psikologi sosial*. Erlangga.
- Blau, P. M. (1964). *Exchange and power in social life*.
- Bodhi, D., Fauzi, F., & Lisa, L. (2024). Pengaruh self efficacy dan locus of control terhadap komitmen organisasional di Fortunate Coffee Cemara Asri. *INVESTASI: Inovasi Jurnal Ekonomi dan Akuntansi*, 2(1). <https://doi.org/10.59696/investasi.v2i1.34>
- Bui Thi Nhi, B. T., Tieu Van Trang, T. V., Tran The Nam, T. T., Vo Hoang Kim Uyen, V. H. K. U., & Nguyen Hoang Doan Anh, N. H. D. A. (2023). Influences of person-environment fit, self-efficacy, working meaningfulness on work engagement and organizational commitment of lecturers at public universities in Ho Chi Minh City. *Journal of Finance-Marketing*, 14(3). <https://doi.org/10.52932/jfm.vi3.364>
- Cabayag, S. J. L., & Guhao, E. S., Jr. (2024). Self-efficacy, job performance, and transformational leadership: A structural equation model on organizational commitment among public school teachers. *European Journal of Education Studies*, 11(1), 209–247. <https://doi.org/10.46827/ejes.v11i1.5168>

- Cholila, I., Widyawati, N., Wijonarko, G., & Kalangi, M. H. E. (2025). Pengaruh pengembangan karir, lingkungan kerja, dan employee engagement terhadap komitmen organisasi karyawan di PT. Januardi Logistik Surabaya. *Jurnal Administrasi Bisnis*, 2(2).
- Colquitt, J. A. (2001). On the dimensionality of organizational justice: A construct validation of a measure. *Journal of Applied Psychology*, 86(3), 386–400. <https://doi.org/10.1037/0021-9010.86.3.386>
- Deri, M., & Yuliharsi. (2024). The role of job satisfaction in mediating the impact of work-life balance and employee engagement on organizational commitment. *Dinasti International Journal of Management Science*, 6(1). <https://doi.org/10.38035/dijms.v6i1.3106>
- Edison, E., Anwar, Y., & Komariyah, I. (2018). *Manajemen sumber daya manusia: Strategi dan perubahan dalam rangka meningkatkan kinerja pegawai dan organisasi*. Alfabeta.
- Findik, E., & Arslan, M. (2025). Does self-efficacy matter for the affective organizational commitment of remote working employees in Turkey? A moderated mediation case. *International Journal of Organizational Leadership*, 14(1), 283–301. <https://doi.org/10.33844/ijol.2025.60468>
- Formica, S., & Sfodera, F. (2022). The Great Resignation and Quiet Quitting paradigm shifts: An overview of current situation and future research directions. *Journal of Hospitality Marketing & Management*, 31(8), 899–907. <https://doi.org/10.1080/19368623.2022.2136601>
- Fu'adah, T., Afidah, A., Akbar, M. R. I., Jumiati, M., & Putra, R. S. (2023). Systematic literature review: Analisa dampak penerapan self-efficacy terhadap penilaian komitmen organisasi dan kinerja karyawan pada PT. Samudera Perdana Selaras. *GREENOMIKA: Jurnal Ekonomi dan Bisnis*, 5(1), 68–76. <https://doi.org/10.55732/unu.gnk.2022.05.1.7>
- Gao, Y. (2022). An investigation into the role of English as a foreign language teachers' self-efficacy in their organizational commitment. *Frontiers in Psychology*, 13, 894333. <https://doi.org/10.3389/fpsyg.2022.894333>
- Gayathri, S., & Aithal, P. S. (2023). Career competency, self-efficacy, and organizational commitment at work. *International Journal of Research and Analytical Reviews*, 10(1).
- Ghozali, I. (2021). *Aplikasi analisis multivariate dengan program IBM SPSS*. Badan Penerbit Universitas Diponegoro.

- Greenberg, J. (1987). A taxonomy of organizational justice theories. *Academy of Management Review*, 12(1), 9–22. <https://doi.org/10.5465/amr.1987.4306437>
- Harter, J. K., Schmidt, F. L., & Hayes, T. L. (2002). Business-unit-level relationship between employee satisfaction, employee engagement, and business outcomes: A meta-analysis. *Journal of Applied Psychology*, 87(2), 268–279. <https://doi.org/10.1037/0021-9010.87.2.268>
- Dharmawan, D. D., Rawanggalih, K. S., Andriani, Basri, S., & Hidayati, T. (2024). Hubungan antara motivasi, perubahan organisasi, strategi manajemen sumber daya manusia terhadap kinerja organisasi: Sebuah kajian literatur. *INOBIIS: Jurnal Inovasi Bisnis dan Manajemen Indonesia*, 8(1), 9–23.
- Islam, M., & Islam, S. (2021). Impact of employee engagement on organizational commitment and performance: A review of private companies in Bangladesh. *Dhaka University Journal of Business Studies*, 42(1), 41–58. <https://doi.org/10.3329/dujbst.v42i1.59959>
- Ivancevich, J. M. (2007). *Human resource management*. McGraw-Hill.
- Jabbar, S., & Gul, M. (2026). Impact of organizational justice on organizational commitment and organizational citizenship behavior with the mediating effect of organizational trust. *Social Science Review Archives*, 4(1), 808–828. <https://doi.org/10.70670/sra.v4i1.1595>
- Kahn, W. A. (1990). Psychological conditions of personal engagement and disengagement at work. *Academy of Management Journal*, 33(4), 692–724. <https://doi.org/10.2307/256287>
- Kenku, A. A., Olabimitan, B. A., & Ishola, A. A. (2022). Task orientation, knowledge sharing, organizational justice, and organizational commitment among bank employees: Evidence from Nigeria. *Diponegoro International Journal of Business*, 5(2), 79–89. <https://doi.org/10.14710/dijb.5.2.2022.79-89>
- Kristanto, H. (2015). Keadilan organisasional, komitmen organisasional dan kinerja karyawan. *Jurnal Manajemen dan Kewirausahaan*, 17(1), 86–98. <https://doi.org/10.9744/jmk.17.1.86-98>
- Le Thuy Kieu, L. T. K., Nguyen Thanh Long, N. T. L., & Tran Nha Ghi, T. N. G. (2026). The impact of organizational justice on organizational commitment and organizational citizenship behavior through leader-member exchange. *Humanities and Social Sciences Letters*, 14(1), 431–447. <https://doi.org/10.18488/73.v14i1.4731>

- Lunenburg, F. C. (2011). Goal-setting theory of motivation. *International Journal of Management, Business, and Administration*, 15(1), 1–6.
- Luthans, F. (2006). *Organizational behavior* (10th ed.). McGraw-Hill Irwin.
- Luthans, F. (2007). *Psychological capital: Developing the human competitive edge*. Oxford University Press.
- Luthans, F. (2011). *Organizational behavior: An evidence-based approach* (12th ed.). McGraw-Hill
- Mardiansyah, M., & Rusdiah. (2022). Pengaruh quality of work life dan employee engagement terhadap komitmen organisasi pada Anita Phoneshop Baturaja. *Jurnal Manajemen Bisnis, Akuntansi dan Keuangan*, 1(1), 25–38. <https://doi.org/10.55927/jambak.v1i1.367>
- Mardiyah, A. A., & Karyono. (2023). Pengaruh self-efficacy, person-job fit, dan job characteristic terhadap komitmen organisasi pada karyawan PT XYZ. *ARZUSIN: Jurnal Manajemen dan Pendidikan Dasar*, 4(1), 172–179. <https://doi.org/10.58578/arzusin.v4i1.2322>
- Masih, E., Singh, V., Smith Williams, R., Chauhan, S. S., & Lakhawat, P. S. (2023). Employee engagement: Determinants and its influence on organizational commitment. *Journal for ReAttach Therapy and Developmental Diversities*, 6(9), 1146–1164.
- Allen, N. J., & Meyer, J. P. (1990). The measurement and antecedents of affective, continuance and normative commitment to the organization. *Journal of Occupational Psychology*, 63(1), 1–18. <https://doi.org/10.1111/j.2044-8325.1990.tb00506.x>
- Mowday, R. T., Steers, R. M., & Porter, L. W. (1979). The measurement of organizational commitment. *Journal of Vocational Behavior*, 14(2), 224–247. [https://doi.org/10.1016/0001-8791\(79\)90072-1](https://doi.org/10.1016/0001-8791(79)90072-1)
- Muttaqin, A., & Tiarapuspa. (2025). Pengaruh self efficacy, empowerment dan SO-OCB terhadap komitmen organisasi: Studi kasus pada perusahaan transportasi. *JEBDEKER: Jurnal Ekonomi, Manajemen, Akuntansi, Bisnis Digital, Ekonomi Kreatif, Entrepreneur*, 5(2).
- Nandhini, S., Arul, K., & Udhayakumar, K. (2025). The impact of employee engagement on organizational commitment in higher education institutions: Implications for organizational development. *Anusandhanvallari*, 2025(1).

- Nedaei, M., & Ramzgooyan, G. (2021). Effectiveness of spiritual leadership and organizational justice on the commitment and administrative integrity in Iranian National Tax Administration. *TransoScience Journal*, 3(1).
- Ningtyas, M. A. N., Rosihana, R. E., & Sari, A. R. (2023). The impact of organizational leadership and justice on organizational commitment. *Jurnal Ekonomi*, 12(1), 1077–1088.
- Nugraha, S., Perkasa, D. H., & Vitriani, N. (2025). Employee engagement strategy, organizational culture and transformational leadership impact on organizational commitment. *Jurnal Manajemen dan Bisnis Madani*, 7(2), 88–105. <https://doi.org/10.51353/jmbm.v7i2.1089>
- Nurlita, L., Sandayani, M. R., & Jubaidi. (2025). Pengaruh employee engagement dan job satisfaction terhadap komitmen organisasi pegawai di lingkungan DPUPR Provinsi Kalimantan Timur. *Balance: Jurnal Akuntansi dan Manajemen*, 4(3), 1595–1606. <https://doi.org/10.59086/jam.v4i3.845>
- Nurul, A., Acep, & Norisanti, N. (2021). Pengaruh keadilan organisasi dan leader member exchange terhadap komitmen organisasi pada PT. Eka Karya Graha Flora Sukabumi. *Journal of Economic, Business and Accounting (COSTING)*, 5(1). <https://doi.org/10.31539/costing.v5i1.2419>
- Opolot, J. S., Simiyu, G., Maket, L., Kyambade, M., Alungat, B., & Muganzi, B. (2026). The role of self-efficacy dimensions on organisational commitment: A study of academic staff in Ugandan universities. *CogentEducation*, 13(1). <https://doi.org/10.1080/2331186X.2026.2674333>
- Paradina, A. E., & Wijayati, D. T. (2022). Pengaruh keadilan organisasi dan pemberdayaan karyawan terhadap komitmen organisasi melalui kepuasan kerja. *Equilibrium: Jurnal Ekonomi-Manajemen-Akuntansi*, 18(1). <https://doi.org/10.30742/equilibrium.v18i1.1643>
- Poluan, M. J., Taroreh, R. N., & Walangitan, O. (2021). Pengaruh keadilan organisasi terhadap kebahagiaan di tempat kerja dengan lingkungan kerja sebagai variabel mediasi. *Jurnal Produktivitas*, 2(2), 23–29.
- Prasetyan, D. R., Wibawanti, I., & Herdajani, F. (2023). Pengaruh organizational justice dan work satisfaction terhadap organizational commitment pegawai RSUD Jati Padang. *Jurnal Edukasi dan Multimedia*, 1(2), 44–53. <https://doi.org/10.37817/jurnaledukasiandmultimedia.v1i2.2895>

- Rafa, M. F., Harianja, Y., & Utama, T. (2025). Pengaruh work life balance dan self efficacy terhadap komitmen organisasional di PTPN IV Regional I Medan. *Jurnal Ekonomi dan Manajemen (JEMBATAN)*, 2(2).
- Rivaldi, R., Ramdani, P. B. D., Dika, R. P., Mulyani, S. R., & Andhika, R. (2023). Pengaruh self leadership dan self efficacy terhadap komitmen organisasi dengan organizational citizenship behavior sebagai variabel intervening pada Dinas Perikanan dan Ketahanan Pangan Kabupaten Agam. *Jurnal Publikasi Riset Mahasiswa Manajemen*, 4(2), 231–242. <https://doi.org/10.35957/prmm.v4i2.4591>
- Robbins, S. P., & Judge, T. A. (2008). *Perilaku organisasi*. Salemba Empat.
- Robbins, S. P., & Judge, T. A. (2017). *Organizational behavior*. Pearson.
- Rudy, R., Widjaja, B. T., & Tecolalu, M. (2023). The effect of job satisfaction and self-efficacy on organizational commitment mediated by organizational culture in Generation Z age span. *Enrichment: Journal of Management*, 13(3), 2002–2012. <https://doi.org/10.35335/enrichment.v13i3.1560>
- Sahin, G., Bektas, G., & Nal, M. (2023). The mediating role of perception of corporate social responsibility in the effect of the perception of organizational justice on organizational commitment. *Journal of Health and Nursing Management*, 10(1), 20–28. <https://doi.org/10.54304/SHYD.2023.82712>
- Saks, A. M. (2006). Antecedents and consequences of employee engagement. *Journal of Managerial Psychology*, 21(7), 600–619. <https://doi.org/10.1108/02683940610690169>
- Schaufeli, W. B., & Bakker, A. B. (2004). Job demands, job resources, and their relationship with burnout and engagement: A multi-sample study. *Journal of Organizational Behavior*, 25(3), 293–315. <https://doi.org/10.1002/job.248>
- Scheyett, A. (2023). Quiet quitting. *Social Work*, 68(1), 5–7. <https://doi.org/10.1093/sw/swac051>
- Senbursa, N., & Türkeli, R. T. (2023). Analysis of organizational justice in relation to organizational commitment in a Turkish shipyard organization. *Journal of ETA Maritime Science*, 11(2), 98–109. <https://doi.org/10.4274/jems.2023.57689>
- Sharma, K., Bansal, N., & Arora, P. K. (2026). Employee engagement and its impact on organizational commitment in banking institutions. *International Journal of Advanced Multidisciplinary Application*, 3(1).

- Sitorus, C., Sembiring, R., & Napitupulu, J. (2023). Pengaruh keadilan organisasi, pemberdayaan karyawan dan quality of work life terhadap komitmen organisasi pada PT. BPR NBP 33 Kantor Pusat Batang Kuis. *Jurnal Ilmiah METHONOMI*, 9(1), 58–73. <https://doi.org/10.46880/methonomi.Vol9No1.pp58-73>
- Smith, S. L., & Fagelson, M. (2011). Development of the self-efficacy for tinnitus management questionnaire. *Journal of the American Academy of Audiology*, 22(7), 424–440. <https://doi.org/10.3766/jaaa.22.7.4>
- Somayyeh, K., Mohsen, H., & Zahed, B. (2013). Studying the relation between organizational justice and organizational commitment among the librarians of Khouzestan province ministry of science academic libraries. *European Online Journal of Natural and Social Sciences*, 2(3), 444–451.
- Spokoyny, A. F. (2021). The relationship of employee engagement and job satisfaction to organizational commitment. *SSRN Journal*.
- Sugiyono. (2023). *Metode penelitian kuantitatif, kualitatif, dan R&D*. Alfabeta.
- Syafri, M., Suharti, S., Alit, M., Frikhul, & La Ode. (2025). Pengaruh keadilan organisasi terhadap komitmen karyawan dengan persepsi terhadap atasan sebagai variabel moderasi pada perusahaan kantoran di Indonesia. *Jurnal Lentera Bisnis*, 14(3). <https://doi.org/10.34127/jrlab.v14i3.1820>
- Takeuchi, K., & Matsushita, Y. (2021). Relationship between self-efficacy and organizational commitment in nurses' early careers. *Journal of Japan Health Medicine Association*, 30(1), 91–99. https://doi.org/10.20685/kenkouigaku.30.1_91
- Vela, E. G., Martínez-Arvizu, O. J., Salazar-Altamirano, M. A., & Ripoll, R. (2025). Effects of happiness management and organisational justice on organisational commitment. *Journal of Management Development*.
- Wati, M. A. N., Rosihana, R. E., & Sari, A. R. (2023). The impact of organizational leadership and justice on organizational commitment at manufacturing company in Bandung. *Jurnal Ekonomi*, 12(1), 1077–1088.
- Widodo, M. F. K., & Ariani, D. W. (2024). The effect of employee engagement, work environment, and organizational learning on organizational commitment at The Nimco Indonesia. *Formosa Journal of Multidisciplinary Research*, 3(7), 2559–2572. <https://doi.org/10.55927/fjmr.v3i7.10074>

- Widyakto, A., Souisa, J., Kusumawati, C. A., & Widyarti, E. T. (2024). Analyzing the impact of Islamic literacy, technology, and experience on MSME performance: The role of spirituality as a moderating variable. *Jurnal Manajemen Bisnis*, 15(1), 226–240.
<https://doi.org/10.18196/mb.v15i1.19859>