

DAFTAR PUSTAKA

- Adams, J. S. (1965). Inequity In Social Exchange. *Advances in Experimental Social Psychology*, 2(C). [https://doi.org/10.1016/S0065-2601\(08\)60108-2](https://doi.org/10.1016/S0065-2601(08)60108-2)
- Adityarini, C. (2022). Pengaruh Reward Dan Punishment Terhadap Kinerja Karyawan. 1(6), 1430–1439.
- Ahsan, M. J., & Khalid, M. H. (2025). Linking corporate social responsibility to organizational commitment: the role of employee job satisfaction. *Journal of Global Responsibility*, 16(3), 407–430. <https://doi.org/10.1108/JGR-01-2023-0012>
- Akbar, Ali, A., & AR, N. (2022). Pengaruh Kepuasan Kerja dan Motivasi Kerja terhadap Kinerja Pegawai pada Kantor SAMSAT Makassar. *IJBEM: Indonesian Journal of Business Economics and Management*, 2(1), 33–41.
- Alkandi, I. G., Khan, M. A., Fallatah, M., Alabdulhadi, A., Alanizan, S., & Alharbi, J. (2023). *The Impact of Incentive and Reward Systems on Employee Performance in the Saudi Primary , Secondary , and Tertiary Industrial Sectors : A Mediating Influence of Employee Job Satisfaction.*
- Andy Pratama, M. F., & Putri Handayani, W. P. (2022). Pengaruh Reward Dan Punishment Terhadap Kinerja Karyawan. *Jurnal Sosial Ekonomi Bisnis*, 2(2). <https://doi.org/10.55587/jseb.v2i2.46>
- Angreani, S., & Saroyo. (2023). Pengaruh Kompensasi terhadap Kepuasan Kerja Karyawan pada PT. Air Minum Tabalong Bersinar (PERSERODA). *JAPB Jurnal STIA Tabalong*, 6(1), 51–60.
- Armstrong, M. (2019). The ethical approach to reward and performance management. *Armstrong's Handbook of Reward Management Practice : Improving Performance through Reward.*
- Armstrong, M., & Taylor, S. (2020). Armstrong's Handbook of Human Resources Management Practice, 15th Edition. In *Human Resource Management.*
- As'ad, M. (2015). Psikologi Industri: Seri Ilmu Sumber Daya Manusia. In *Penerbit Liberty, Yogyakarta* (Vol. 1, Issue 1).
- Badrianto, Y., & Astuti, D. (2023). Peran Kepuasan kerja sebagai Mediasi pada Pengaruh Komitmen Organisasi terhadap Kinerja Karyawan. *Jesya*, 6(1). <https://doi.org/10.36778/jesya.v6i1.1013>
- Bernardin, H. J., & Russell, J. E. A. (1993). Human Resource Management An Experimental Approach Terjemahan. In *JA* (Vol. 16, Issue 1).
- Blau, P. M. (1964). Exchange and Power in Social Life. New York: John Wiley & Sons. *Schlüsselwerke Für Die Strategische Kommunikationsforschung.*
- Bonaventura Hendrawan Maranata, Dian Prasetyo Widyaningtyas, & Ardani Nur Istiqomah. (2023). PENGARUH KOMITMEN ORGANISASI TERHADAP KINERJA KARYAWAN PADA PT. BANK BUMN KOTA SEMARANG. *Applied Research in Management and Business*, 2(2). <https://doi.org/10.53416/arimbi.v2i2.120>
- Candelario, L., Tindowen, D. J., Mendezabal, M. J., & Quilang, P. (2020). Organisational Commitment and Job Satisfaction among Government Employees. *International Journal of Innovation, Creativity and Change*, 13(10), 1627–1643. <https://doi.org/10.22214/ijraset.2023.51546>
- Darman, R. (2018). Komitmen Organisasi: Definisi, Dipengaruhi & Mempengaruhi. In *Nas Media Pustaka.*
- Dessler, G. (2020). Human resource management (16th ed. Global ed.). In *Fortune.*

- Dini, B. A., & Nugrohoseno, D. (2026). Job Satisfaction Memediasi Pengaruh Organizational Commitment terhadap Job Performance. *Jurnal Ilmu Manajemen (JIM)*, 14(1), 212–223. https://jurnal.um-palembang.ac.id/ilmu_manajemen/article/view/3252
- Drucker, P. F. (1954). The Practice of Management by Peter F. Drucker. *Challenge*, 3(3). <https://doi.org/10.1080/05775132.1954.11468040>
- Duri, L. V., Putra, R. B., Seplinda, M., & ... (2024). The Effect of Giving Rewards and Punishments on Employee Performance Through Job Satisfaction at PT. Umega Sembilan Berlian Airumeg AMDK Factory. *Indonesian Journal ...*, 3(2), 343–356. <https://journal.formosapublisher.org/index.php/modern/article/view/8288%0Ahttps://journal.formosapublisher.org/index.php/modern/article/download/8288/8692>
- Effendi, L. V., & Radianto, W. E. D. (2022). Integration of Reward, Innovative Behavior, Job Satisfaction on Job Performance for middle manager level employees. *Enrichment: Journal of Management*, 12(4), 2543–2551. <https://www.enrichment.iocspublisher.org/index.php/enrichment/article/view/681>
- Ewen, M. R. E. & A. J. (1998). Review of 360 degree feedback: The powerful new model for employee assessment & performance improvement. *The Leadership Quarterly*, 9(4). [https://doi.org/10.1016/s1048-9843\(98\)90014-5](https://doi.org/10.1016/s1048-9843(98)90014-5)
- Flanagan, J. C. (1954). The critical incident technique. *Psychological Bulletin*, 51(4). <https://doi.org/10.1037/h0061470>
- Ghozali, I. (2021). Partial Least Square: Konsep, Teknik dan Aplikasi Menggunakan Program SmartPLS 3.2. 9(3 rd). In *Univesitas Diponegoro Semarang*.
- Gunawan, A., Sopandi, E., Salsabila, M., Pangestu, M. I., & Assifah, R. (2023). Pengaruh Reward dan Punishment terhadap Kinerja Karyawan PT. Bintang Toedjoe Cikarang. *Manajemen*, 11(1), 1–9.
- Haekel Awwali, M., Sentosa, E., & Sarpan, S. (2024). Pengaruh Motivasi Kerja Dan Kepuasan Kerja Terhadap Kinerja Karyawan Dengan Disiplin Kerja Sebagai Variabel Intervening PT Putra Rasya Mandiri. *IKRAITH-EKONOMIKA*, 7(2). <https://doi.org/10.37817/ikraith-ekonomika.v7i2.3345>
- Hair, J. F., Jr., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2021). A primer on partial least squares structural equations modeling (PLS-SEM). Sage Publications. *Journal of Tourism Research*, 6(2).
- Handoko, T. H. 2018. (2018). Manajemen Personalial dan Manajemen Sumber Daya Manusia. Yogyakarta: BPFE. *Jurnal Pendidikan Ekonomi*.
- Haning, R., Nursiani, N. P., Salean, D. Y., & Timuneno, T. (2024). Pengaruh Reward Terhadap Kepuasan Kerja Karyawan Pada Pltd Cogindo Tenau. *GLORY Jurnal Ekonomi Dan Ilmu Sosial*, 5(4), 919–928. <https://doi.org/10.35508/glory.v5i4.14987>
- Hariyanto, H., Indrawati, M., & Muninghar, M. (2021). PENGARUH BUDAYA ORGANISASI, KOMITMEN ORGANISASI DAN MOTIVASI KERJA TERHADAP KEPUASAN KERJA DAN KINERJA KARYAWAN RS AISYIYAH BOJONEGORO. *Jurnal Mitra Manajemen*, 5(4). <https://doi.org/10.52160/ejmm.v5i4.530>
- Hasibuan. (2019). Manajemen Sumber Daya Manusia. Jakarta: Bumi Aksara.
- Hasibuan. (2022). Manajemen Sumber Daya Manusia In Manajemen Sumber Daya Manusia. Edisi Revisi Jakarta: Bumi Aksara.
- Holland, J. R., Arnold, D. H., Hanson, H. R., Solomon, B. J., Jones, N. E., Anderson, T. W., Gong, W., Lindsell, C. J., Crook, T. W., & Ciener, D. A. (2022). Reliability of the Behaviorally Anchored Rating Scale (BARS) for assessing non-technical skills of medical students in simulated scenarios. *Medical Education Online*, 27(1). <https://doi.org/10.1080/10872981.2022.2070940>

- Homans, G. C. (1958). Social Behavior as Exchange. *American Journal of Sociology*, 63(6). <https://doi.org/10.1086/222355>
- Ikhsan, M. F. (2022). Pengaruh Reward Dan Punishment Terhadap Kinerja Karyawan PT X. *Jurnal Agristan*, 4(2). <https://doi.org/10.37058/agristan.v4i2.5495>
- Iskandar, D. S., Made, N., & Widiastini, A. (2026). *JURNAL LOCUS: Penelitian & Pengabdian Pengaruh Reward System , Job Stress , dan Emotional Intelligence Terhadap Job Performance Pegawai KPKNL Denpasar Melalui Job Satisfaction Sebagai Variabel Intervening kebijakan fiskal nasional menghadapi tekanan inst.* 5(2), 1033–1051.
- Ivancevich, J. M., Robert, K., & Matteson Michael, T. (2007). Perilaku Dan Manajemen Organisasi (Alih Bahasa Gina Gania). In *Edisi Tujuh, Jakarta: Erlangga*.
- Ku Daud, K. A., Holian, R., & Zhang, J. (2014). Job Satisfaction and Organizational Commitment in the Public Sector: A Study of a “Closed” Government Agency. *International Journal of Innovation, Management and Technology*, 5(5), 362–367. <https://doi.org/10.7763/ijimt.2014.v5.541>
- Loan, L. T. M. (2020). The influence of organizational commitment on employees’ job performance: The mediating role of job satisfaction. *Management Science Letters*, 10(14), 3307–3312. <https://doi.org/10.5267/j.msl.2020.6.007>
- Luthans, F., Luthans, B. C., & Luthans, K. W. (2021). Organizational Behavior: An Evidence-Based Approach Fourteenth Edition. In *Hospital Administration*.
- Luthans, F., Vogelgesang, G. R., & Lester, P. B. (2006). Developing the Psychological Capital of Resiliency. *Human Resource Development Review*, 5(1). <https://doi.org/10.1177/1534484305285335>
- Madiono, E. (2014). Sumber Daya Manusia (Edisi 2). In *Salemba Empat*.
- Madjid, M. F. (2024). Kepuasan kerja karyawan sebagai mediasi tacit knowledge terhadap kinerja karyawan pada IKM HAHA production Sidoarjo. *Journal of Economic, Bussines and Accounting (COSTING)*, 7(3). <https://doi.org/10.31539/costing.v7i3.8864>
- Mahmudi, 2013. (2013). Mahmudi. 2005. Manajemen Kinerja sektor publik. yogyakarta: UPP AMP YKPN. *Journal of Chemical Information and Modeling*, 53(9).
- Mangkunegara. (2017). Manajemen Sumber Daya Manusia Perusahaan. In *PT. Remaja Rosdakarya. Bandung* (Vol. 53, Issue 9).
- Mangkunegara, A. . (2013). Manajemen Sumber Daya Manusia Perusahaan. *Jurnal Penerbit PT Remaja Rosdakarya, Cetakan Ke Sebelas, Bandung*. <https://doi.org/10.26905/jmdk.v5i1.1212>
- Masae, R. L., Timuneno, T., Maak, C. S., & Fanggidae, R. E. (2023). The Impact of Reward and Punishment on Employee Performance at UD. Mutiara Timor Star Kupang. *Glory: Jurnal Ekonomi & Ilmu Sosial*, 4(3), 695–710. <https://ejurnal.undana.ac.id/index.php/glory/article/view/10551>
- Mendrofa, J., Sinaga, N. A., & Batubara, M. I. (2026). *Jurnal Ekonomi, Bisnis, Manajemen dan Akuntansi*. 3, 48–52.
- Meyer, J., & Allen, N. (2012). Commitment in the Workplace: Theory, Research, and Application. In *Commitment in the Workplace: Theory, Research, and Application*. <https://doi.org/10.4135/9781452231556>
- Meyer, J. P., & Allen, N. J. (1991). A three-component conceptualization of organizational commitment. *Human Resource Management Review*, 1(1). [https://doi.org/10.1016/1053-4822\(91\)90011-Z](https://doi.org/10.1016/1053-4822(91)90011-Z)
- Michelle, N., Kentjana, P., & Nainggolan, P. (2018). *PENGARUH REWARD DAN PUNISHMENT TERHADAP KINERJA KARYAWAN DENGAN MOTIVASI SEBAGAI*

- VARIABEL INTERVENING (STUDI KASUS PADA PT . BANK CENTRAL ASIA TBK .).
September, 5–6.
- Milkovich, G., Newman, J., & Gerhart, B. (2019). Compensation (11th EDITION). In *Nonprofit Fundraising Strategy: A Guide to Ethical Decision Making and Regulation for Nonprofit Organizations*.
- Moslehpour, M., Chang, M. L., Pham, V. K., & Dadvari, A. (2022). Adopting the configurational approach to the analysis of job satisfaction in Mongolia. *European Research on Management and Business Economics*, 28(1), 100179. <https://doi.org/10.1016/j.iedeen.2021.100179>
- Mowday, Porter, & S. (1984). Employee-Organization Linkages: The Psychology of Commitment, Absenteeism, and Turnover. *Contemporary Sociology*, 13(1). <https://doi.org/10.2307/2068333>
- Nur Vita Nugraheni. (2023). Pengaruh Budaya Organisasi, Motivasi Dan Kepuasan Kerja Terhadap Kinerja Pegawai Dengan Komitmen Organisasi Sebagai Variabel Intervening Di Sekretariat Daerah Kabupaten Blora. *Innovation, Theory & Practice Management Journal*, 2(1), 72–86. <https://doi.org/10.56444/jitpm.v2i1.379>
- Nurhalifah, E., Haryana, A., & Nurminingsih, N. (2021). Pengaruh Lingkungan Kerja Dan Reward Terhadap Motivasi Kerja Dan Kepuasan Kerja Karyawan (Studi Kasus Pada Karyawan PT. Kaliaren Jaya Plywood). *Jurnal Administrasi Dan Manajemen*, 11(2). <https://doi.org/10.52643/jam.v11i2.1778>
- NurSaadah, N. (2017). PENGARUH REWARD DAN PUNISHMENT TERHADAP KEPUASAN KERJA DAN IMPLIKASINYA ATAS KINERJA BENDAHARA PENGELUARAN DI PEMERINTAH KOTA BANJAR. *Journal of Management Review*, 1(1). <https://doi.org/10.25157/jmr.v1i1.511>
- Olivia, D. B., & Lestariningsih, M. (2022). Pengaruh Reward Dan Punishment Terhadap Kinerja Pegawai Dengan Disiplin Kerja Sebagai Variabel Intervening Pada Dinas *Jurnal Ilmu Dan ...*, 1(5).
- Pinandita, S., Soelistya, D., & Desembrianita, E. (2024). Ensuring Employee Productivity: Utilizing Job Satisfaction as Mediating. *Manazhim: Jurnal Manajemen Dan Ilmu Pendidikan*, 6(1), 328–343. <https://doi.org/10.36088/manazhim.v6i1.4517>
- Pramesti, R. A., Rumawas, W., Administrasi, J. I., Studi, P., Bisnis, A., Sam, U., & Manado, R. (2019). *Pengaruh Reward Dan Punishment Terhadap Kinerja Karyawan KFC Artha Gading*. 9(1), 57–63.
- Pranata, J., Arief, M. Y., & W, D. P. (2022). PENGARUH REWARD AND PUNISHMENT, DAN BUDAYA KERJA TERHADAP KINERJA APARATUR SIPIL NEGARA MELALUI KOMITMEN ORGANISASI SEBAGAI VARIABEL INTERVENING (Studi Pada Kecamatan Mangaran, Panji, dan Situbondo). *Jurnal Mahasiswa Entrepreneurship (JME)*, 1(1). <https://doi.org/10.36841/jme.v1i1.1773>
- Prawirosentono, S., & Primasari, D. (2019). Manajemen sumberdaya manusia kinerja, motivasi dan etos kerja karyawan : membangun organisasi kompetitif era perdagangan bebas dunia dan industri 4.0 digital. In *BPFE UGM Yogyakarta* (Vol. 224, Issue 11).
- Purba, P. Y., Dubert, L., Shelly, & Salim, A. (2022). Pengaruh Kepemimpinan, Reward, Dan Stres Kerja Terhadap Komitmen Organisasi Pada PT. Indako Trading Coy Medan. *Management Studies and Entrepreneurship Journal*, 3(6), 4014–4023. <http://journal.yrpiiku.com/index.php/msej>
- Purwanto, N. (2013). Punishment Manajemen Sumber Daya Manusia, Bumi Aksara. Jakarta. 2013. In *PT. Bumi Aksara*.
- Rachmatan, Gunawan, H., & Husni, M. F. (2024). Pengaruh Pemberian Reward and

- Punishment terhadap Kinerja melalui Disiplin Kerja Aparatur Sipil Negara pada Kantor Badan Penelitian dan Pengembangan Daerah Kota Makassar. *JEMMA (Journal of Economic, Management, and Accounting)*, 7(1), 108–125. <http://www.ojs.unanda.ac.id/index.php/jemma/index>
- Raya Erwinda, M., & Indrawan, I. (2024). The Effect of Reward and Punishment on Job Satisfaction with Work Quality as An Intervening Variable at BPJS Ketenagakerjaan In. *International Journal of Management, Economic and Accounting*, 2(2), 1436–1454. <https://doi.org/10.61306/ijmea>
- Rivai, V. Z. (2014). Manajemen Sumber Daya Manusia Untuk Perusahaan Dari Teori Ke Praktik Depok: PT.Raja Grafindo Persada. In *YUME: Management* (Vol. 4, Issue 1).
- Riwayati, H. E., Winarti, C. E., Cahaya, Y. F., & Khairunnisa, K. (2025). The effectiveness of job satisfaction in mediating work motivation and work discipline towards employee performance. *Jurnal Ekonomi Dan Bisnis*, 28(1), 111–130. <https://doi.org/10.24914/jeb.v28i1.8346>
- Rizal, M., Alam, H. V., & Asi, L. L. (2023). *Pengaruh Komitmen Organisasi Terhadap Kinerja Pegawai Pada Dinas Pendidikan Kota Gorontalo*. 5(3), 1126–1140.
- Robbins, S. P., & Judge, T. A. (2017). *Organizational Behavior* (17th ed.). Pearson.
- Robbins, S. P., & Judge, T. A. (2019). *Organizational Behavior* (18th ed.). Pearson Education.
- Sekaran dan Bougie. (2016). *Research methods for business : a skill-building approach / Uma Sekaran and Roger Bougie*. In *Nucleic Acids Research*.
- Setiawan, H., Cahyadi, L., Nurhasanah, N., & Saulina, A. R. (2026). *The Influence of Transformational Leadership , Incentives , and Rewards on Job Satisfaction and Employee Performance in the Pharmaceutical Industry*. 22, 1785–1796.
- Shaleh, M. (2018). Komitmen Organisasi terhadap Kinerja Pegawai. In *Aksara Timur*. <https://doi.org/10.28932/jmm.v17i2.797>
- Siagian, M., Khoiri, M., & Hikmah. (2022). *Pengantar Manajemen*. In *UPB Press*.
- Sidik, I., AR, H., Gunarto, M., & Helmi, S. (2023). Pengaruh Reward dan Punishment terhadap Kinerja Karyawan dengan Motivasi Kerja sebagai Variabel Intervening di Badan Usaha Milik Negara (Studi Kasus: PT. Semen Baturaja, Tbk). *J-MAS (Jurnal Manajemen Dan Sains)*, 8(2), 1987. <https://doi.org/10.33087/jmas.v8i2.1110>
- Smith, P. C., Kendall, L. M., & Hulin, C. L. (1969). The Measurement of Satisfaction in Work and Retirement: a Strategy for the Study of Attitudes. In *Rand McNally Psychology Series*.
- Sofiati, E. (2021). PENGARUH REWARD DAN PUNISHMENT TERHADAP KINERJA PEGAWAI. *Ekono Insentif*, 15(1). <https://doi.org/10.36787/jei.v15i1.502>
- Sugiyono. (2019a). *Metode Penelitian Kualitatif dan R&D*. Bandung: Alfabeta.
- Sugiyono. (2019b). *STATISTIKA UNTUK PENELITIAN* Cetakan ke Tiga Puluh. In *Statistik untuk Penelitian Kuantitatif, Ekono*.
- Suhardi, A., Ismilasari, I., & Jasman, J. (2021). Analisis Pengaruh Loyalitas dan Komitmen Organisasi terhadap Kinerja Karyawan. *Jesya (Jurnal Ekonomi & Ekonomi Syariah)*, 4(2). <https://doi.org/10.36778/jesya.v4i2.421>
- Sunyoto, D. (2013). *Teori, Kuesioner dan Analisis Data Pemasaran dan Perilaku Konsumen i*. Yogyakarta: Ruko Jambusari.
- Susbiyantoro, Janaja, Sundawan, M. D., Wibowo, S. N., & Solahudin, A. (2022). Effect of Work Discipline on Employee Performance with Employee Job Satisfaction as a Mediation Variable. *Journal Research of Social Science, Economics, and Management*,

- 2(6), 805–815. <https://doi.org/10.59141/jrssem.v2i02.249>
- Suswati, E., Alhasani, I., & Wahyono, G. B. (2021). Pengaruh Kompetensi dan Komitmen Organisasi Terhadap Kinerja Pegawai Melalui Organizational Citizenship Behaviour (OCB) sebagai Mediasi. *Jurnal Sosial Teknologi*, 1(9). <https://doi.org/10.59188/jurnalsostech.v1i9.206>
- Suwarto, & Japlani, A. (2019). Pengaruh Reward dan Komitmen Organisasi terhadap Kinerja Karyawan Pada PT. Great Giant Pineapple. *Derivatif: Jurnal Manajemen*, 13(2), 47–58.
- Thao, P. K., Phuong, N. N. D., Phuc, V. T., & Huan, N. H. (2024). Organizational commitment and its impact on employee performance in the water supply industry: Dataset from Vietnamese state-owned enterprises. *Data in Brief*, 52. <https://doi.org/10.1016/j.dib.2024.110029>
- Titik Esthi Tri Wahyuni, Qomariah, N., & Sanosra, A. (2024). The Impact of Rewards and Punishments on Employee Performance in the Hospital Industry. *International Journal of Management and Economics Invention*, 10(08). <https://doi.org/10.47191/ijmei/v10i8.11>
- UmpuSinga, H. A. (2022). Pengaruh Komitmen Organisasi terhadap Kinerja Karyawan dengan Kompensasi sebagai Variabel Moderasi. *Derivatif: Jurnal Manajemen*, 16(1), 120–126.
- Wahyu Agung Saputra, Retno Endah Supeni, A. S. (2024). PENGARUH BUDAYA ORGANISASI DAN KOMPENSASI TERHADAP KINERJA PEGAWAI DENGAN KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING. *Jurnal Ilmiah Nasional*, 6(1), 85–91.
- Winarni, D. (2024). Pengaruh Reward dan Punishment terhadap Motivasi Kerja serta Dampaknya terhadap Kinerja Karyawan di PT Sumber Alam Borneo Indonesia Makmur (Usaha Pencucian Sarang Burung Walet). *Universitas Merdeka Pasuruan*.
- Yoga, I. P., Pradana, B., Sayrani, L. P., Intan, T., & Kurniati, B. (2026). *Transformational Leadership and Job Satisfaction: Mitigating Organizational Politics to Innovative Work Behavior*. 13(1), 60–78.