

DAFTAR PUSTAKA

- Adha, R. N., Qomariah, N., & Hafidzi, A. H. (2019). Pengaruh Motivasi Kerja, Lingkungan Kerja, Budaya Kerja Terhadap Kinerja Karyawan Dinas Sosial Kabupaten Jember. *Jurnal Penelitian IPTEKS*, 4(1), 47. <https://doi.org/10.32528/ipteks.v4i1.2109>
- Adinda, T. N., Firdaus, M. A., & Agung, S. (2023). Pengaruh Motivasi Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan. *Indonesian Journal of Innovation Multidisipliner Research*, 1(3), 134–143. <https://doi.org/10.31004/ijim.v1i3.15>
- Anazail, M. K., Jauhari, A., & Hidayati, N. (2023). Pengaruh Kompensasi Terhadap Kinerja Karyawan Dengan Motivasi Kerja Sebagai Variabel Moderasi Pada PT Sukses Mitra Sejahtera Kabupaten Kediri. *EBISMAN: EBisnis Manajemen*, 1(4), 42–52. <https://ejournal-nipamof.id/index.php/EBISMAN/article/view/227%0Ahttps://ejournal-nipamof.id/index.php/EBISMAN/article/download/227/248>
- Arsindi, P., Kamidin, M., Rahman, Z., & Mahmud, A. (2020). Pengaruh Motivasi dan Disiplin Kerja Terhadap Kinerja Karyawan. *Center of Economic Student Journal*, 5(2), 86–95. <https://repository.umi.ac.id/1567/1/Arsindi.pdf>
- Azzahra, B., & Wibawa, I. G. A. R. P. (2021). Strategi Optimalisasi Standar Kinerja UMKM Sebagai Katalis Perekonomian Indonesia Dalam Menghadapi Middle Income Trap 2045. *Inspire Journal: Economics and Development Analysis*, 1(1), 75–86. <https://ejournal.uksw.edu/inspire/article/download/4856/1771>
- Bennett, J. M. (2015). The SAGE Encyclopedia of Intercultural Competence. *The SAGE Encyclopedia of Intercultural Competence*, May. <https://doi.org/10.4135/9781483346267>
- Cabrera, W., & Estacio, D. (2022). Job Attitude as a Factor on Employees Performance. *International Journal of Economics Development Research (IJEDR)*, 3(1), 13–35. <https://doi.org/10.37385/ijedr.v3i1.254>
- Chiarini, A., & Bag, S. (2024). Using green human resource management practices to achieve green performance: Evidence from Italian manufacturing context. *Business Strategy and the Environment*, 33(5), 4694–4707. <https://doi.org/10.1002/bse.3724>
- Dahman, Y., Goso, G., Sahrir, S., & Salju, S. (2023). Peran Literasi Digital, Motivasi Kerja, Kemampuan Kerja dalam Meningkatkan Kinerja Karyawan UMKM. *Jesya*, 6(2), 1784–1793. <https://doi.org/10.36778/jesya.v6i2.1191>
- Harto, B., & Dwijayanti, A. (2021). Teori dan Konsep Manajemen Sumber Daya Manusia. In *Yayasan Cendikia Mulia Mandiri* (Issue 1). Yayasan Cendikia Mulia Mandiri.

<https://books.google.com/books?hl=en&lr=&id=e2ppEAAAQBAJ&oi=fnd&pg=PA1&dq=manajemen+pengetahuan&ots=gV368HY1R3&sig=ugm1Twmq-r6Ya9ITLRHYA6ieJi0>

- Heider, F. (1958). The Psychology of Interpersonal Relations. *American Psychological Association*, 147004(1905), 1–21. <https://doi.org/10.1037/10628-000>
- Henry, M., Hoogenstrijd, T., & Kirchherr, J. (2023). Motivations and identities of “grassroots” circular entrepreneurs: An initial exploration. *Business Strategy and the Environment*, 32(3), 1122–1141. <https://doi.org/10.1002/bse.3097>
- Hidayat, R. (2021). Pengaruh Motivasi, Kompetensi Dan Disiplin Kerja Terhadap Kinerja. *Widya Cipta: Jurnal Sekretari Dan Manajemen*, 5(1), 16–23. <https://doi.org/10.31294/widyacipta.v5i1.8838>
- Hustia, A. (2020). Pengaruh Motivasi Kerja, Lingkungan Kerja Dan Disiplin Kerja Terhadap Kinerja Karyawan Pada Perusahaan WFO Masa Pandemi. *Jurnal Ilmu Manajemen*, 10(1), 81. <https://doi.org/10.32502/jimn.v10i1.2929>
- Jaurigue, R. B., Laspinas, N. G., Inojales, H. S., & Hermano, R. B. (2023). Rank-and-File Employees’ Work Attitude, Motivation and Performance in an Academe. *Pakistan Journal of Life and Social Sciences*, 21(1), 236–254. <https://doi.org/10.57239/PJLSS-2023-21.1.0019>
- Khairunnisa, M., & Gulo, Y. (2022). Pengaruh Motivasi Kerja, Kompetensi Sumber Daya Manusia dan Disiplin Kerja terhadap Kinerja Pegawai. *E-Jurnal Manajemen Trisakti School of Management (TSM)*, 2(4), 139–150. <https://doi.org/10.34208/ejmtsm.v2i4.1772>
- Liaquat, M., Ahmed, G., Ismail, H., Ul Ain, Q., Irshad, S., Sadaf Izhar, S., & Tariq Mughal, M. (2024). Impact of motivational factors and green behaviors on employee environmental performance. *Research in Globalization*, 8(December 2023), 100180. <https://doi.org/10.1016/j.resglo.2023.100180>
- Lohela-Karlsson, M., Jensen, I., & Björklund, C. (2022). Do Attitudes towards Work or Work Motivation Affect Productivity Loss among Academic Employees? *International Journal of Environmental Research and Public Health*, 19(2). <https://doi.org/10.3390/ijerph19020934>
- Maigiwa, M. R., & Lami, A. C. (2024). Effect of Work Attitude, Remuneration, and Employee Performance of Non-Academic Senior Staff of Nigerian Universities: A Study of Prince Abubakar Audu University, Anyigba. *Journal of Business Management, Innovation and Creativity*, 3(1), 2971–6896.
- MARDIKA, A. P. (2023). Pengaruh Kompensasi Dan Motivasi Serta Disiplin Kerja Terhadap Kinerja Karyawan Pada Ksp Satya Dharma Di Denpasar. *Ganec Swara*, 17(1), 262. <https://doi.org/10.35327/gara.v17i1.396>
- Muhadib, I., Sutrisna, A., & Rahwana, K. A. (2023). Pengaruh Pelatihan Kerja

- Dan Literasi Digital Terhadap Kinerja Pegawai Badan Pusat Statistik Kota Tasikmalaya. *Intellektika : Jurnal Ilmiah Mahasiswa*, 1(5), 195–204. <https://jurnal.stikes-ibnusina.ac.id/index.php/Intellektika/article/view/437>
- Muttar, A. K., Al Saadoon, A. I., Abdeldayem, M. M., & Aldulaimi, S. H. (2024). Unleashing the Power of Digital Skills in Human Resources: Exploring the Relationship between Digital Transformation and Job Performance in the Government of Bahrain. *2024 ASU International Conference in Emerging Technologies for Sustainability and Intelligent Systems, ICETIS 2024, January*, 73–77. <https://doi.org/10.1109/ICETIS61505.2024.10459615>
- Ningsih, F., Manalu, F. M., & Asmarazisha, D. (2021). Pengaruh Kompensasi, Motivasi, Disiplin Kerja Dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada Pt. Alusteel Engineering Indonesia. *EQUILIBRIA: Jurnal Fakultas Ekonomi*, 8(2), 129–134. <https://doi.org/10.33373/jeq.v8i2.3819>
- Novitasari, Y., & Fauziddin, M. (2022). Analisis Literasi Digital Tenaga Pendidik pada Pendidikan Anak Usia Dini. *Jurnal Obsesi : Jurnal Pendidikan Anak Usia Dini*, 6(4), 3570–3577. <https://doi.org/10.31004/obsesi.v6i4.2333>
- Nurchahyo, A. (2011). Analisis Variabel-Variabel Yang Mempengaruhi Kinerja Karyawan Pada PT. Quadra Mitra Perkasa Balikpapan. *Jurnal Eksis*, 7(2), 1972–1982. <http://www.karyailmiah.polnes.ac.id>
- Nurhaeda, Z., Maryadi, Idris, M., & Ardasanti, A. (2022). Efek Motivasi, Kompetensi, Kompensasi dan Budaya Kerja Terhadap Kinerja Pegawai. *SEIKO : Journal of Management & Business*, 5(2), 395–406.
- Octavia, A. N., Prihatini, P., & Saraswati, D. C. (2023). Faktor-Faktor yang Mempengaruhi Kinerja Karyawan melalui Motivasi. *Jurnal Manajemen Dan Bisnis Ekonomi*, 2(1), 272–283. <https://doi.org/10.54066/jmbe-itb.v2i1.1109>
- Pertiwi, E. G., & Novi Yanti. (2024). Pengaruh Kompetensi SDM, Motivasi Kerja, dan Semangat Kerja Terhadap Kinerja Pegawai pada Dinas Koperasi dan UMKM Provinsi Sumatera Barat. *Ekasakti Matua Jurnal Manajemen*, 2(1), 94–105. <https://doi.org/10.31933/emjm.v2i1.1029>
- R. Cyrus, & R. Nitin. (2011). IBM SPSS Exact Tests. 2011, January 1996, 1–236. <http://www.spss.co.jp/medical/tutorial/04.html> ???
- Rayyani, W. O. (2019). Pengaruh Sikap Kerja Dan Budaya Organisasi Terhadap Kinerja Dengan Motivasi Kerja Sebagai Variabel Pemoderating (Studi Empiris Di Universitas Muhammadiyah Makassar). *AkMen JURNAL ILMIAH*, 16(1), 63–71. <https://ejurnal.nobel.ac.id/index.php/akmen/article/view/619>
- Sakban, Nurmali, I., & Ridwan, R. (2019). *Manajemen Sumber Daya Manusia*. 2(1), 1–23.
- Setyo Widodo, D., & Yandi, A. (2022). Model Kinerja Karyawan: Kompetensi, Kompensasi dan Motivasi, (Literature Review MSDM). *Jurnal Ilmu*

- Multidisplin*, 1(1), 1–14. <https://doi.org/10.38035/jim.v1i1.1>
- Siegel, R., Antony, J., Govindan, K., Garza-Reyes, J. A., Lameijer, B., & Samadhiya, A. (2024). A framework for the systematic implementation of Green-Lean and sustainability in SMEs. *Production Planning and Control*, 35(1), 71–89. <https://doi.org/10.1080/09537287.2022.2052200>
- Sugiyono. (2019). *Metode Penelitian Kuantitatif*. Alfabeta.
- Susan, E. (2019). MANAJEMEN SUMBER DAYA MANUSIA Eri Susan 1. *Jurnal Manajemen Pendidikan*, 9(2), 952–962.
- Tahiri, A., Kovaci, I., Dimoska, T., & Meha, A. (2022). Impact Of Motivation on Employee Performance in The Hospitality Industry. *Quality - Access to Success*, 23(187), 58–64. <https://doi.org/10.47750/QAS/23.187.07>
- Techataweewan, W., & Prasertsin, U. (2018). Development of digital literacy indicators for Thai undergraduate students using mixed method research. *Kasetsart Journal of Social Sciences*, 39(2), 215–221. <https://doi.org/10.1016/j.kjss.2017.07.001>
- Tombili, S., Kambolong, H. M., & ... (2024). Literasi Digital Aparatur Sipil Negara Dalam Meningkatkan Kualitas Pelayanan Publik. *Trajectories of Public ...*, 1(1), 17–32. <https://trajectories.uho.ac.id/index.php/journal/article/view/5%0Ahttps://trajectories.uho.ac.id/index.php/journal/article/download/5/2>
- Veerasamy, U., Joseph, M. S., & Parayitam, S. (2024). Green human resource management practices and employee green behavior. *Journal of Environmental Planning and Management*, 67(12), 2810–2836. <https://doi.org/10.1080/09640568.2023.2205005>
- Weiner, B. (1979). A theory of motivation for some classroom experiences. *Journal of Educational Psychology*, 71(1), 3–25. <https://doi.org/10.1037/0022-0663.71.1.3>
- Weiner, B. (1986). An Attributional Theory of Motivation and Emotion. *An Attributional Theory of Motivation and Emotion*, January 1986. <https://doi.org/10.1007/978-1-4612-4948-1>
- Yanuari, Y. (2019). Pengaruh Motivasi Kerja dan Lingkungan Kerja terhadap Kinerja Karyawan. *BASKARA: Journal of Business and Entrepreneurship*, 2(1), 45–54. <https://doi.org/10.47467/reslaj.v3i2.328>