

## DAFTAR PUSTAKA

- Alafeshat, R., & Aboud, F. (2019). Servant Leadership Impact on Organizational Performance: The Mediating Role of Employee Engagement. *International Journal of Human Resource Studies*, 9(3), 85. <https://doi.org/10.5296/ijhrs.v9i3.15047>
- Alamina, P., Aliyu, S., & Wapaimi, A. (2020). Workplace Spirituality and Employee's Engagement: An Empirical Perspective on Lecturers Work Behaviour. In *Electronic Research Journal of Behavioural Sciences* (Vol. 3). [www.erjbehaviouralsciences.com38](http://www.erjbehaviouralsciences.com38)
- Amalia, F., & Yunizar B A Bank Indonesia, &. (n.d.). *Perilaku dan Spiritualitas di Tempat Kerja*.
- Anasi, S. N. (2020). Perceived influence of work relationship, work load and physical work environment on job satisfaction of librarians in South-West, Nigeria. *Global Knowledge, Memory and Communication*, 69(6–7), 377–398. <https://doi.org/10.1108/GKMC-11-2019-0135>
- Broadwell, K. B. & R. (Ed.). (2018). *Servant Leadership in Action How You Can Achieve Great Relationships and Results* (pp. 28–31). Berrett-Koehler Publishers, Inc.
- Bustomi, H., Nuridah, S., Herlina, E., Pertiwi, S., Karyawan, K., & Kerja, L. (2022). *Pengaruh Motivasi dan Lingkungan Kerja terhadap Employee Engagement Karyawan BBC ETS Kata kunci*. <http://jiip.stkipyapisdampu.ac.id>
- Canavesi, A., & Minelli, E. (2022). Servant Leadership and Employee Engagement: A Qualitative Study. *Employee Responsibilities and Rights Journal*, 34(4), 413–435. <https://doi.org/10.1007/s10672-021-09389-9>
- Dessler, G. (2020). *Human Resource Management (16th ed.)*. Pearson Education
- Ghozali, I. & Latan H. (2015). *Partial Least Squares: Konsep, Teknik dan Aplikasi menggunakan Program SmartPLS 3.0*. Semarang: Badan Penerbit Universitas Diponegoro.
- Gurugamage, S. R., Ramanayake, M. N., Iddagoda, A., & Dissanayake, D. H. S. W. (2022). Mediating Role Of Employee Engagement On The Relationship Between Workplace Spirituality And Employee Job Performance. *Three Seas Economic Journal*, 3(2), 1–12. <https://doi.org/10.30525/2661-5150/2022-2-1>
- Hair, J. F. (2014). *Multivariate Data Analysis*. Pearson.

- Hariyanto, S. H. (2022). Buku ajar metode penelitian bisnis ( *Kuantitatif dan Kualitatif*). Sidoarjo: UMSIDA PRESS.
- J., Anitha. (2014). Determinants of employee engagement and their impact on employee performance. *International Journal of Productivity and Performance Management*, 63(3), 308–323. <https://doi.org/10.1108/IJPPM-01-2013-0008>
- Jain, R., & Kaur, S. (2014). Impact Of Work Environment On Job Satisfaction. *International Journal of Scientific and Research Publications*, 4(1).
- Judeh, M. (2021). Effect of work environment on employee engagement: Mediating role of ethical decision-making. *Problems and Perspectives in Management*, 19(3), 221–229. [https://doi.org/10.21511/ppm.19\(3\).2021.19](https://doi.org/10.21511/ppm.19(3).2021.19)
- Jurkiewicz, C. L., & Giacalone, R. A. (2004). A values framework for measuring the impact of workplace spirituality on organizational performance. In *Journal of Business Ethics* (Vol. 49, Issue 2, pp. 129–142). <https://doi.org/10.1023/B:BUSI.0000015843.22195.b9>
- Khan, J., Farooq, S., & Hassan Zia, M. (n.d.). *Towards Examining The Link Between Workplace Spirituality, Employee Engagement And Job Satisfaction*.
- Kumari, A., & Ubnare, U. (2023). Workplace Spirituality, Employee Engagement and Employee Loyalty: A Conceptual Study on their Interconnection. *ComFin Research*, 11(2), 5–12. <https://doi.org/10.34293/commerce.v11i2.6040>
- Laksono, A. P., & Wahyuningtyas, R. (2023). The Effect of Servant Leadership and Workload on Employee Engagement and the Implications for the Employee Performance of PT PLN (Persero) Sulawesi Development Main Unit. *International Journal of Social Science and Human Research*, 06(07). <https://doi.org/10.47191/ijsshr/v6-i7-05>
- Latif, M. A., Aziz, S., Latif, A., & Miss, &. (2018). Workplace Spirituality and Pro-Environmental Behavior: The Role of Employee Engagement and Environmental Awareness. *Type: Double Blind Peer Reviewed International Research Journal Publisher: Global Journals Online*, 18.
- Lewiuci, P. G., & Mustamu, R. H. (2016). Pengaruh employee engagement terhadap kinerja karyawan. *Agora*, 4(2), 101–107.
- Liden, R. C., Wayne, S. J., Meuser, J. D., Hu, J., Wu, J., & Liao, C. (2015). Servant leadership: Validation of a short form of the SL-28. *Leadership Quarterly*, 26(2), 254–269. <https://doi.org/10.1016/j.leaqua.2014.12.002>
- Liden, R. C., Wayne, S. J., Zhao, H., & Henderson, D. (2008). Servant leadership:

- Development of a multidimensional measure and multi-level assessment. *Leadership Quarterly*, 19(2), 161–177. <https://doi.org/10.1016/j.leaqua.2008.01.006>
- Margaretha, M., Saragih, S., Zaniarti, S., & Parayow, B. (2021). Workplace spirituality, employee engagement, and professional commitment: A study of lecturers from Indonesian universities. *Problems and Perspectives in Management*, 19(2), 346–356. [https://doi.org/10.21511/ppm.19\(2\).2021.28](https://doi.org/10.21511/ppm.19(2).2021.28)
- Markos, S., & Sridevi, M. S. (2010). Employee Engagement: The Key to Improving Performance. In *International Journal of Business and Management* (Vol. 5, Issue 12). [www.ccsenet.org/ijbm](http://www.ccsenet.org/ijbm)
- Milliman, J., Czaplewski, A. J., & Ferguson, J. (2003). Workplace spirituality and employee work attitudes: An exploratory empirical assessment. *Journal of Organizational Change Management*, 16(4), 426–447. <https://doi.org/10.1108/09534810310484172>
- Milliman, J., Gatling, A., & Kim, J. (Sunny). (2018). The effect of workplace spirituality on hospitality employee engagement, intention to stay, and service delivery. *Journal of Hospitality and Tourism Management*, 35, 56–65. <https://doi.org/10.1016/j.jhtm.2018.03.002>
- Mojopahit, J., & Sidoarjo, B. (n.d.). *Buku Ajar Metode Penelitian Bisnis (Kuantitatif dan Kualitatif) Oleh Sigit Hermawan Wiwit Hariyanto Diterbitkan oleh Diterbitkan oleh UMSIDA PRESS.*
- Mubarq, S. idwan, Abidin, Z., & Hermanto, H. (2021). Pengaruh lingkungan kerja dan kompensasi terhadap kepuasan kerja PT. Narmada Awet Muda. *Unram Management Review*, 1(1), 42–50. <https://doi.org/10.29303/ju.v1i1.39>
- Nelson, A. (2021). The Effect of Implementation of Management Support Work Environment, Team Work, and Employee Development to Employee Engagement with Employee Motivation as Mediating Variable. *Management and Economic Journal (MEC-J)*, 5(2), 131–142. <https://doi.org/10.18860/mec-j.v5i2.11860>
- Purnami, R. S. (2019). Peningkatan Employee Engagement Melalui Peran Kepemimpinan, Spiritualitas Di Tempat Kerja Dan Penciptaan Lingkungan Kerja. *Festival Riset Ilmiah Manajemen & Akuntansi.*
- Rachman, T., Mujanah, S., & Susanti, N. (n.d.). Servant Leadership, Self Awareness Dan Kompensasi Pengaruhnya Terhadap Employee Engagement Dan Kinerja Karyawan Pada Puskesmas Tanjungbumi Madura. In *Servant Leadership ..... (Taufiqur.*

- Rahayu, M., Yuniarsih, T., Sojanah, J., Sidik Nusannas, I., Mutmainnah, D., & Kusdano Waskito, S. (2020). *Pengaruh Servant Leadership Dan Kompetensi Terhadap Komitmen Organisasional Di Universitas Swasta*. 11(2), 377.
- Razak, N. A., Ma'amor, H., & Hassan, N. (2016). Measuring Reliability and Validity Instruments of Work Environment Towards Quality Work Life. *Procedia Economics and Finance*, 37(16), 520–528. [https://doi.org/10.1016/s2212-5671\(16\)30160-5](https://doi.org/10.1016/s2212-5671(16)30160-5)
- Robbins, S. P. (2008). *Organizational Behavior Edisi 12*. Jakarta: Salemba Empat
- Saengchai, S., Siriattakul, P., & Jermsittiparsert, K. (2019). The Mediating Role of Employee Engagement between Team and Co-worker Relation, Work Environment, Training and Development and Employee Performance. *International Journal of Psychosocial Rehabilitation*, 23.
- Sandi Marta, M. (2019). *Lingkungan Kerja, Mungkinkah Tidak Berpengaruh Terhadap Kepuasan Kerja?* (Vol. 18, Issue 1). <http://ejournal.upi.edu/index.php/manajerial/>
- Sedarmayanti. (2017). *Perencanaan dan Pengembangan SDM untuk Meningkatkan Kompetensi, Kinerja dan Produktivitas Kerja*. Bandung: PT Refika Aditama.
- Sekaran, R. B. (2016). *Research methods for bussines: A Skill Building Approach*. Jhon Willey & Sons.
- Srie, R., Maisyuri, I., Ariyanto, E., & Masrijal, I. M. (2021). *The Affect Of Vigor, Dedication And Absorption On The Employee Performance At Pt. Mandiri Utama Finance*. 2(4). <https://doi.org/10.31933/dijms.v2i4>
- Surip, A., Kompensasi Dan Kepuasan Kerja Terhadap Employee, P., & Nur Affini dan Ngadino Surip, D. (n.d.). Pengaruh Kompensasi Dan Kepuasan Kerja Terhadap Employee Engagement Yang Berdampak Pada Turnover Intentions.
- Wang, Z., Yu, K., Xi, R., & Zhang, X. (2019). Servant leadership and career success: the effects of career skills and proactive personality. *Career Development International*, 24(7), 717–730. <https://doi.org/10.1108/CDI-03-2019-0088>
- Yassir Araffat, M., & Nyoman Nugraha Ardana Putra, I. (2023). *Pengaruh Lingkungan Kerja, Self Efficacy, Work-Family Conflict Dan Employee Engagement Terhadap Mutasi Karyawan Pada Dinas Perhubungan Kabupaten Dompus*. 10(1).
- Zeeshan, S., Ng, S. I., Ho, J. A., & Jantan, A. H. (2021). Assessing the impact of

servant leadership on employee engagement through the mediating role of self-efficacy in the Pakistani banking sector. *Cogent Business and Management*, 8(1). <https://doi.org/10.1080/23311975.2021.1963029>

