

DAFTAR PUSTAKA

- Aguinis, H. (2019). *Performance Management For Dummies*. In *John Wiley & Sons, Inc.*
- Aldiansyah, M., & Lukito, H. (2021). Pengaruh Gaya Kepemimpinan Dan Motivasi Terhadap Kinerja Dengan Modal Psikologis Sebagai Moderating. *Jurnal Menara Ekonomi : Penelitian Dan Kajian Ilmiah Bidang Ekonomi*, 7(2), 63–73. <https://doi.org/10.31869/me.v7i2.2869>
- Al-Musadieq, M., Nurjannah, N., Raharjo, K., Solimun, S., & Achmad Rinaldo Fernandes, A. (2018). The mediating effect of work motivation on the influence of job design and organizational culture against HR performance. *Journal of Management Development*, 37(6), 452–469. <https://doi.org/10.1108/JMD-07-2017-0239>
- Ananda, T. R. (2022). Pengaruh Desain Kerja Terhadap Kinerja Karyawan Pada PT. Sucofindo Cabang Jambi Dengan Motivasi Intrinsik Sebagai Variabel Mediasi. *Jurnal Manajemen Terapan Dan Keuangan*, 11(04), 1044–1058. <https://doi.org/10.22437/jmk.v11i04.16169>
- Anuraga, I. P. M., Sintaasih, D. K., & Riana, I. G. (2017). *Pengaruh Kepemimpinan dan Pemberdayaan Terhadap Motivasi dan Kinerja Pegawai*. 9, 3291–3324.
- Berdicchia, D., Bracci, E., & Masino, G. (2022). Performance management systems promote job crafting: the role of employees' motivation. *Personnel Review*, 51(3), 861–875. <https://doi.org/10.1108/PR-05-2020-0361>
- Berger, L. A., & Berger, D. R. (2003). *The talent management handbook*. Berger, L. A., & Berger, D. R. (2003). *The talent management handbook: creating organizational excellence by identifying, developing, and promoting your best people*. book: *creating organizational excellence by identifying, develop.*
- Bose, I. (2018). Employee Empowerment and Employee Performance: An Empirical Study on Selected Banks in UAE. *Journal of Applied Management and Investments*, 7(2), 71–82.
- BPKP. (2020). *Laporan Kinerja Perwakilan BPKP Provinsi Sumatera Barat Tahun 2019*.
- BPKP. (2021). *Laporan Kinerja Perwakilan BPKP Provinsi Sumatera Barat Tahun 2020*.

- BPKP. (2022). *Laporan Kinerja Perwakilan BPKP Provinsi Sumatera Barat Tahun 2021*.
- Çetin, F., & Aşkun, D. (2018). The effect of occupational self-efficacy on work performance through intrinsic work motivation. *Management Research Review*, 41(2), 186–201. <https://doi.org/10.1108/MRR-03-2017-0062>
- Ciobanu, A., & Androniceanu, A. (2015). Civil Servants Motivation and Work Performance in Romanian Public Institutions. *Procedia Economics and Finance*, 30, 164–174. [https://doi.org/10.1016/s2212-5671\(15\)01280-0](https://doi.org/10.1016/s2212-5671(15)01280-0)
- de Azevedo Andrade, É. G. S., Queiroga, F., & Valentini, F. (2020). Short version of self-assessment scale of job performance. *Anales de Psicologia*, 36(3), 543–552. <https://doi.org/10.6018/analesps.402661>
- Ghozali, I. (2014). *Structural Equation Modeling Metode Alternatif dengan Partial Least Squares (PLS)* (4th ed.). Badan Penerbit Universitas Diponegoro.
- Gibson, J. L., Ivancevich, J. M., James H. Donnelly, Jr., & Konopaske, R. (2012a). *Book Organizations Behavior, Structure, Processes* (14th Edition). In *McGraw-Hill*.
- Gibson, J. L., Ivancevich, J. M., James H. Donnelly, Jr., & Konopaske, R. (2012b). *Book Organizations Behavior, Structure, Processes* (14th Edition). In *McGraw-Hill*.
- Gomes-Meija, L. R., Balkin, D., & Cardy, R. (2012). *Managing Human Resources*. Pearson.
- Gufron, A., Mukhtar, M., & Matin. (2018). Penaruh Desain Kerja dan Kepuasan Kerja Terhadap Produktivitas Pegawai Direktorat Pendidikan Diniyah dan Pondok Pesantren Kementerian Agama. *Bina Manfaat Ilmu; Jurnal Pendidikan*, 01(02), 66–73.
- Lee, J. W. (2020). *Promoting employee job crafting at work : the roles of motivation and team context*. 49(3), 689–708. <https://doi.org/10.1108/PR-07-2018-0261>
- Levina, M. (2021). Pengaruh Pemberdayaan Psikolog terhadap Kinerja Karyawan melalui Motivasi Intrinsik Pada Pt Panca Putra. *Jurnal AGORA*, 9(1), 1–8.
- Li, Y., Wei, F., Ren, S., & Di, Y. (2015). *Locus of control , psychological empowerment and intrinsic motivation relation to performance Introduction*.

- Maden-Eyiusta, C., &Alten, O. (2021). Expansion-oriented job crafting and employee performance: A self-empowerment perspective. *European Management Journal*, October. <https://doi.org/10.1016/j.emj.2021.10.012>
- Mahmoud, M. A., Ahmad, S., &Poespowidjojo, D. A. L. (2022). Psychological empowerment and individual performance: the mediating effect of intrapreneurial behaviour. *European Journal of Innovation Management*, 25(5), 1388–1408. <https://doi.org/10.1108/EJIM-12-2020-0517>
- Monje Amor, A., Xanthopoulou, D., Calvo, N., & Abeal Vázquez, J. P. (2021). Structural empowerment, psychological empowerment, and work engagement: A cross-country study. *European Management Journal*, 39(6), 779–789. <https://doi.org/10.1016/j.emj.2021.01.005>
- Muliadi, R., Nasution, H. A., &Pramono, C. (2022). Vol. 4 No 1 April 2022 <http://jurnal.ensiklopediaku.org> *Ensiklopedia Education Review*. 4(1), 31–37.
- Paais, M., &Pattiruhu, J. R. (2020). Effect of Motivation, Leadership, and Organizational Culture on Satisfaction and Employee Performance. *Journal of Asian Finance, Economics and Business*, 7(8), 577–588. <https://doi.org/10.13106/JAFEB.2020.VOL7.NO8.577>
- Peiró, J. M., Bayona, J. A., Caballer, A., & Di Fabio, A. (2020). Importance of work characteristics affects job performance: The mediating role of individual dispositions on the work design-performance relationships. *Personality and Individual Differences*, 157(November 2019), 109808. <https://doi.org/10.1016/j.paid.2019.109808>
- Peraturan Menteri PendayagunaanAparatur Negara Dan Reformasi Birokrasi Nomor 48 Tahun 2022, Peraturan Menteri PendayagunaanAparatur Negara dan Reformasi Birokrasi Nomor 48 Tahun 2022 (2022).
- Peraturan Menteri PendayagunaanAparatur Negara Dan Reformasi Birokrasi Nomor Nomor 1 Tahun 2023 (2023).
- Peraturan Menteri PendayagunaanAparatur Negara Dan Reformasi Birokrasi Nomor Nomor 6 Tahun 2022 (2022).
- Peraturan Pemerintah Nomor 30 Tahun 2019 Tentang Penilaian Kinerja Pegawai Negeri Sipil (2019).
- Raharjo, K., Nurjannah, Solimun, & Achmad Rinaldo Fernandes, A. (2018). The influence of organizational culture and job design on job commitment and human resource performance. *Journal of Organizational Change Management*, 31(7), 1346–1367. <https://doi.org/10.1108/JOCM-07-2017-0286>

Sekaran, U., & Bougie, R. (2019). *Research Methods for Business* (7th ed.). Wiley.

Sulistiyono, D., & Setyowati, W. (2017). Pengaruh Kualitas Kehidupan Kerja dan Pemberdayaan Terhadap Kinerja dengan Mediasi Motivasi (Studi pada Kantor Kelurahan di Kecamatan Kota Kendal). *Jurnal Ilmiah Telaah Manajemen*, 14(1).

Sundaray, I. M. & Dr. B. K. (2018). Impact of Employee Empowerment. *International Journal of Advanced Technology & Engineering Research (IJATER)*, 01(March), 98–102. http://www.ijater.com/files/NCRTSTM_01_19.pdf

Supriadi, Rofik, M., & Indriyanti, A. (2020). Pengaruh Desain Pekerjaan dan Komunikasi terhadap Kinerja Pegawai pada Dinas Pendidikan, Pemuda, dan Olahraga Kabupaten Mamuju. *Prima Ekonomika*, 11(1), 56–75.

Supriyono, S. (2020). *Pengaruh Pelatihan Dan Pemberdayaan Melalui Motivasi Kerja Terhadap Kinerja Pada Prajurit TNI Di Politeknik Angkatan Darat*. 21(2), 88–99.

Widarko, A., & Anwarodin, M. K. (2022). Work Motivation and Organizational Culture on Work Performance: Organizational Citizenship Behavior (OCB) as Mediating Variable. *Golden Ratio of Human Resource Management*, 2(2), 123–138. <https://doi.org/10.52970/grhm.v2i2.207>



