

DAFTAR PUSTAKA

- Afandi. (2021). *Manajemen Sumber Daya Manusia (Teori, Konsep dan Indikator)*. Zanafa Publishing.
- Akhmal, A., Laia, F., & Sari, R. A. (2019). Pengaruh Pengembangan Karir Terhadap Kepuasan Kerja Karyawan. *Jurnal Bisnis Administrasi (BIS-A)*, 08(01), 01–06.
- Alif, A. (2015a). Pengaruh Motivasi Kerja, Pengembangan Karir Dan Lingkungan Kerja Terhadap Organizational Citizenship Behavior (OCB) Dengan Kepuasan Kerja Sebagai Variabel Intervening Pada Perusahaan Terminal Lpg. *Jurnal MIX*, 6(2).
- Alif, A. (2015b). Pengaruh Motivasi Kerja, Pengembangan Karir Dan Lingkungan Kerja Terhadap Organizational Citizenship Behavior (OCB) Dengan Kepuasan Kerja Sebagai Variabel Intervening Pada Perusahaan Terminal Lpg, *Jurnal Ilmiah Manajemen* volume 5 no 2 thn 2015. *Journal of Chemical Information and Modeling*, 53(November), 1689–1699.
- Ardyanfitri, H., & Wahyuningtyas, R. (2016). The influence of job career development opportunities, training, occupational safety and health on the job satisfaction of employees in the Telkom University. *Journal of Administrative and Business Studies*, 2(5). <https://doi.org/10.20474/jabs-2.5.3>
- Bhatt. (2016). Corporate Governance and Firm Performance in Malaysia. *Corporate Governance: The International Journal of Business in Society*. <https://doi.org/https://doi.org/10.1108/CG-03-2016-0054>
- Bungin, B. (2005). *Metodologi Penelitian Kuantitatif: Komunikasi, Ekonomi, dan Kebijakan Publik Serta Ilmu-ilmu Sosial Lainnya*. Jakarta : Kencana.
- Castrillón, M. A. G. (2023). Corporate Citizenship (CC) And Organizational Citizenship Behavior (OCB). *Visión de Futuro*, 28(1 (Enero – Junio)), 22–35. <https://doi.org/10.36995/j.visiondefuturo.2023.28.01.001.en>
- Chiaburu, D. S., Thundiyil, T., & Wang, J. (2014). Alienation and its correlates: A meta-analysis. *European Management Journal*, 32(1), 24–36. <https://doi.org/10.1016/j.emj.2013.06.003>
- Choi, B., & Lee, H. (2003). An empirical investigation of KM styles and their effect on corporate performance. *Information & Management*, 40(5), 403–417. [https://doi.org/10.1016/S0378-7206\(02\)00060-5](https://doi.org/10.1016/S0378-7206(02)00060-5)
- Dubrin. (1982). *Personnel And Human Resources Management*. Kent Publishing Company.
- Elian, S., Paramitha, C. D., Gunawan, H., & Maharani, A. (2020). The Impact of Career Development, Work-Family Conflict, and Job Satisfaction on Millennials' Turnover Intention in Banking Industry. *Journal of Business Management Review*, 1(4), 223–247. <https://doi.org/10.47153/jbmr14.422020>
- Erivianto, D. (2024). Pengaruh Knowledge Management Dan Self Development Terhadap Job Satisfaction Melalui Organizational Citizenship Behavior Karyawan Pt Prima Multi Peralatan Cabang Tpk Belawan. *Publik: Jurnal*

- Manajemen Sumber Daya Manusia, Administrasi Dan Pelayanan Publik*, 11(1), 130–145. <https://doi.org/10.37606/publik.v11i1.986>
- Erivianto, D., & Khair, H. (2024). Pengaruh Knowledge Management Dan Self Development Terhadap Job Satisfaction Melalui Organizational Citizenship Behavior Karyawan. *PUBLIK: Jurnal Manajemen Sumber Daya Manusia, Adminsitasi dan Pelayanan Publik*, 11(1).
- Faronsyah, M. I., & Darma, U. B. (2020). Pengaruh Pengembangan Karir Terhadap Kepuasan Kerja Karyawan pada PT. Jasa Raharja Putera Palembang. *Jurnal Ilmiah Bina Manajemen*, 3(2).
- Garzón Castrillón, M. A. (2023). Corporate Citizenship (CC) And Organizational Citizenship Behavior (OCB). *Visión de Futuro*, 28, No 1 (Enero – Junio), 22–35. <https://doi.org/10.36995/j.visiondefuturo.2023.28.01.001.en>
- Ghozali, I. (2001). *Aplikasi Analisis Multivariate Dengan Program SPSS*. Badan Peneliti Universitas Diponegoro.
- Greenberg, Jerald, & Baron, R. A. (2008). *Behavior in Organizations*. Pearson Prentice Hall.
- Hapsari, Anggara dan Widiartanto. (2018). Pengaruh Kepuasan Kerja Dan Komitmen Organisasi Terhadap Kinerja Karyawan Melalui Organizational Citizenship Behavior (OCB) Sebagai Variabel Intervening Karyawan Perumnas Semarang. *Diponegoro Journal Of Social And Political* Hal. 1-8 <http://ejournals1.undip.ac.id/index.php/>.
- Harahap, S. F., & Tirtayasa, S. (2020). Pengaruh Motivasi, Disiplin, Dan Kepuasan Kerja Terhadap Kinerja Karyawan Di PT. Angkasa Pura II (Persero) Kantor Cabang Kualanamu. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 3(1), 120–135. <https://doi.org/10.30596/maneggio.v3i1.4866>
- Indartinah, S., Syah, T. Y. R., Hazrati, I. L., & Azizah, F. N. (2023). Kepemimpinan Paternalistik Dan Kepemimpinan Melayani Terhadap Kepuasan Kerja Dan Komitmen Organisasi : Peran Mediasi Politik Organisasi. *JIMEA | Jurnal Ilmiah MEA (Manajemen, Ekonomi, dan Akuntansi)*, 7(3).
- Ingarianti, T. M., Fajrianthi, F., & Chusairi, A. (2020). Kesuksesan Karier Subjektif sebagai Identitas Karier Karyawan. *Buletin Psikologi*, 28(2), 201. <https://doi.org/10.22146/buletinpsikologi.43401>
- Irawati, W., Madjir, S., & Aprini, N. (2023). The Effect of Job Performance, Education, Training and Competence on Career Development at the Tebing Tinggi District Office. *Jurnal Ekonomi, Manajemen, Akuntansi dan Keuangan*, 4(3). <https://doi.org/10.53697/emak.v4i3.1253>
- Jufrizen, J. (2017). The Effect of Compensation, Organizational Culture and Islamic Work Ethic Towards the Job Satisfaction and the Impact on the Permanent Lecturers. *International Business Management*, 11(1), 53–60. <https://doi.org/10.31227/osf.io/sqrcm>
- Komariyah, I., Prayudi, A., Edison, E., & Laelawati, K. (2023). The Relationship Between Organizational Culture And Competence With Organizational Commitment In Employees Of Bumd Binjai, North Sumatra. *Jurnal Riset Bisnis Dan Manajemen*, 16(2), 210–218. <https://doi.org/10.23969/jrbm.v16i2.7572>

- Kudus, I., Haryadi, R., Mubarak, H. F., & Sugandi, D. A. (2023). Pola Karir Dalam Restrukturisasi Organisasi PT. Jasa Sarana (Persero). *NEO POLITEA*, 4(1), 1–7. <https://doi.org/10.53675/neopolitea.v4i1.1077>
- Mangkunegara, AA. Anwar Prabu. 2011. *Manajemen Sumber Daya Manusia*. Bandung: Remaja Rosdakarya
- Mondy, W. (2010). *Administración De Recursos Humanos*. Mexico : Pearson Education.
- Muhajir, A. (2019). Analisis Pengaruh Motivasi Dan Pengembangan Karir Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Intervening (Studi Pada Pt. Mitra Alami Gresik). *Ekonika : Jurnal ekonomi universitas kadiri*, 4(2), 180. <https://doi.org/10.30737/ekonika.v4i2.448>
- Muhdar. (2015). *Organizational Citizenship Behavior Perusahaan*. Gorontalo : Sultan Amai Press.
- Mukhlisin, H., & Budi, I. (2017). Analisis Pengukuran Tingkat Kesiapan Penerapan Manajemen Pengetahuan: Studi Kasus Badan Pendidikan Dan Pelatihan Keuangan, Kementerian Keuangan. *Jurnal Sistem Informasi*, 13(1), 11. <https://doi.org/10.21609/jsi.v13i1.514>
- Mulyadi, M., Syahrizal, S., & Patrisia, D. (2019). Effect of Locus of Control, and Self-Efficacy on Organizational Citizenship Behavior with Job Satisfaction as Intervening Variables in Padang Panjang City Government. *Proceedings of the 2nd Padang International Conference on Education, Economics, Business and Accounting (PICEEBA-2 2018)*. Proceedings of the 2nd Padang International Conference on Education, Economics, Business and Accounting (PICEEBA-2 2018), Padang, Indonesia. <https://doi.org/10.2991/piceeba2-18.2019.81>
- Nasution, I. S., & Khair, H. (2022). Pengaruh Pengawasan Dan Kepuasan Kerja Terhadap Kinerja Pegawai Melalui Organization Citizenship Behavior pada Kantor Wilayah Kementerian Agama Provinsi Sumatera Utara. *Jurnal Ekonomi & Ekonomi Syariah*, 5(2), 1456–1469. <https://doi.org/10.36778/jesya.v5i2.745>
- Nurwati, S. (2021). Determinasi Kepuasan Kerja Dan Kinerja Pegawai: Kompensasi Dan Lingkungan Kerja (Suatu Kajian Studi Literatur Manajemen Sumberdaya Manusia). *Jurnal Ilmu Hukum, Humaniora dan Politik*, 1(2), 235–264. <https://doi.org/10.38035/jihhp.v1i2.676>
- Organ. (1988). *Organization Citizenship Behavior: The Good Soldier Syndrome*. Lexington, MA : Lexington Books.
- Pahira, S. H., & Rinaldy, R. (2023). Pentingnya Manajemen Sumber Daya Manusia (MSDM) Dalam Meningkatkan Kinerja Organisasi. *COMSERVA : Jurnal Penelitian dan Pengabdian Masyarakat*, 3(03), 810–817. <https://doi.org/10.59141/comserva.v3i03.882>
- Podsakoff, P. M., & MacKenzie, S. B. (1997). Kerr and Jermier's substitutes for leadership model: Background, empirical assessment, and suggestions for future research. *The Leadership Quarterly*, 8(2), 117–132. [https://doi.org/10.1016/S1048-9843\(97\)90012-6](https://doi.org/10.1016/S1048-9843(97)90012-6)

- Pradana, A. W., & Perkasa, D. H. (2024). Manajemen Sdm Internasional: Mengelola Kekuatan Tenaga Kerja Global Dengan Knowledge Management. *Jurnal Perspektif Manajerial dan Kewirausahaan (JPMK)*, 4(2), 97–105. <https://doi.org/10.59832/jpmk.v4i2.253>
- Prasetyaningtyas, W. S., Raharjo, K., & Afrianty, T. W. (2020). Pengaruh kepemimpinan transformasional dan budaya organisasi terhadap knowledge sharing dan kepuasan kerja. *Jurnal Ekonomi dan Bisnis*, 23(2), 379–399. <https://doi.org/10.24914/jeb.v23i2.3049>
- Pratama, D. A., Zuliansyah, A., & Fermansyah, D. (2020). Analisis Pengaruh Knowledge Management Terhadap Kinerja Karyawan Dalam Perspektif Ekonomi Islam. *REVENUE: Jurnal Manajemen Bisnis Islam*, 1(01), 1–8. <https://doi.org/10.24042/revenue.v1i01.5681>
- Prayudi, A., & Komariyah, I. (2023). The Impact Of Work Motivation, Work Environment, And Career Development On Employee Job Satisfaction. *Jurnal Visi Manajemen*, 9(1), 100–112. <https://doi.org/10.56910/jvm.v9i1.268>
- Pritania, N. D. (2017). Pengaruh Knowledge Management Dan Skill Serta Attitude Terhadap Kinerja Karyawan Pada Pt. Bank Rakyat Indonesia (Skk Bri) Kota Samarinda. *Jurnal Penelitian Skripsi Manajemen Fakultas Ekonomi dan Bisnis*.
- Probosari, N., & Siswanti, Y. (2017). *Manajemen Pegetahuan : Pendekatan Konsep dan Aplikasi Riset*. Yogyakarta : Tim Media Mandala.
- Raihan, A. & Sumartik. (2022). The Influence of Work Motivation, Work Environment, and Career Development on Organizational Commitment Through Job Satisfaction as an Intervening Variable for Employees of Company. *Indonesian Journal of Law and Economics Review*, 18(1). <https://doi.org/10.21070/ijler.v18i0.875>
- Rizky, M. (2022). Faktor – Faktor Yang Mempengaruhi Motivasi: Gaya Kepemimpinan, Kepuasan Kerja & Budaya Organisasi (Suatu Kajian Studi Literatur Manajemen Sumberdaya Manusia). *Jurnal Ilmu Manajemen Terapan*, 3(3), 290–301. <https://doi.org/10.31933/jimt.v3i3.832>
- Robbins, Stephen, & Judge. (2017). *Organizational Behaviour* (13th ed.). Salemba Empat.
- Santoso, J. B., & Sidik, Y. (2020). *Effect of Career Development, Work Discipline and Work Environment to Job Satisfaction*. 132(AICMaR 2019), 97–100. <https://doi.org/10.2991/aebmr.k.200331.022>
- Santoso, S. (2012). *Statistik Parametrik*. Jakarta : PT. Gramedia Pustaka.
- Saptutyningsih & Setyaningrum. (2019). *Penelitian Kuantitatif Metode Dan Alat Analisis*. Gosyen Publishing.
- Sari, M. W., Nila Sari, V., & Moren Yohana. (2022). Employee Performance Model Through Job Satisfaction: Knowledge Management, Career Development and Motivation at PT Home Credit West Sumatera. *Journal of Accounting and Finance Management*, 3(1), 1–9. <https://doi.org/10.38035/jafm.v3i1.63>
- Sasmita, E. E., Utami, H. N., & Ruhana, I. (2023). The mediating effect of job satisfaction and knowledge sharing behaviour on job performance. *SA*

- Journal of Human Resource Management*, 21, 1–7. <https://doi.org/10.4102/sajhrm.v21i0.2128>
- Sembiring, L. R., Ronny Edward, Y., & Fitri Rostina, C. (2022). Effect Of Career Development And Work Motivation On Employee Performance With Job Satisfaction As Intervening Variable At PT.Mark Dynamic Medan. *International Journal of Science, Technology & Management*, 3(5), 1342–1348. <https://doi.org/10.46729/ijstm.v3i5.621>
- Sharma, Dr. S., Mittal, K., & Dimri, S. C. (2021). A Study on Effect of Knowledge Management on JobSatisfaction. *Webology*, 18(1), 1876–1884. <https://doi.org/10.29121/WEB/V18I1/203>
- Sharma, S., Mittal, K., & Dimri, S. C. (2021). A Study on Effect of Knowledge Management on Job Satisfaction. *Webology*, 18(1), 1876–1884. <https://doi.org/10.29121/web/v18i1/203>
- Simanjuntak, T., & Sitio, V. S. S. (2021). Pengaruh Knowledge Sharing Dan Employee Engagement Terhadap Kepuasan Kerja Karyawan Narma Toserba, Narogong Bogor. *Jurnal Inovatif Mahasiswa Manajemen*, 2(1), 42–54. <https://doi.org/10.35968/2nrkxz20>
- Sopandi, O. D., & Sa'ud, U. S. (2017). Implementasi Knowledge Management Pada Perguruan Tinggi. *Jurnal Administrasi Pendidikan*, 13(2). <https://doi.org/10.17509/jap.v23i2.5629>
- Sugiyono. (2010). *Metode Penelitian Pendidikan Pendekatan Kuantitatif, Kualitatif, dan R&D*. Alfabeta.
- Sugiyono. (2018). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Alfabeta.
- Sugiyono. (2019). *Metode penelitian bisnis*. CV Alfabeta.
- Sulaiman, H. (2015). Knowledge Management System Service Center Berbasis Web. *Faktor Exacta*, 8(3).
- Sunarta, S. (2019). Pentingnya Kepuasan Kerja. *Efisiensi - Kajian Ilmu Administrasi*, 16(2), 63–75. <https://doi.org/10.21831/efisiensi.v16i2.27421>
- Syamsuddin, Chahyono, & Saleh, H. (2022). Analisis Penerapan Knowledge Management Dan Budaya Organisasi Terhadap Kinerja Pegawai Melalui Kepuasan Kerja Pada Kantor Dprd Kabupaten Maros. *Indonesian Journal of Business and Management (JBM)*, 5(1). <https://doi.org/10.35965/jbm.v5i1.1867>
- Taufiq, A., & Poernomo, A. H. (2024). Pengaruh Gaya Kepemimpinan Dan Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan Di CV Rizqiah Centra Teknik. *Neraca Manajemen, Ekonomi*, 7(8). <https://doi.org/10.8734/mnmae.v1i2.359>
- Utami, A. W., Kirana, K. C., & Subiyanto, D. (2022). Analisis Pengaruh Kompensasi Dan Kecerdasan Emosional Terhadap Organizational Citizenship Behavior (OCB) Dengan Kepuasan Kerja Sebagai Variabel Intervening (Studi Kasus Atr/Bpn Kantah Kab. Wonosobo). *SCIENTIFIC JOURNAL OF REFLECTION: Economic, Accounting, Management and Business*, 5(1), 93–102. <https://doi.org/10.37481/sjr.v5i1.429>
- Wang, M., & Wanberg, C. R. (2017). 100 years of applied psychology research on individual careers: From career management to retirement. *Journal of Applied Psychology*, 102(3), 546–563. <https://doi.org/10.1037/apl0000143>

- Wau, J., & Purwanto, P. (2021). The Effect Of Career Development, Work Motivation, And Job Satisfaction On Employee Performance. *Jurnal Aplikasi Bisnis Dan Manajemen*, 7(2). <https://doi.org/10.17358/jabm.7.2.262>
- Wicaksono, T., & Gazali, M. (2021). Pengaruh Kepuasan Kerja Terhadap Kinerja Karyawan Dengan Organizational Citizenship Behavior (OCB) Sebagai Variabel Intervening. *At-Tadbir: jurnal ilmiah manajemen*, 5(1), 22. <https://doi.org/10.31602/atd.v5i1.3219>
- Widayati, Y. T. (2016). Knowledge Management: Mendayagunakan Pengalaman Dan Informasi. *Komputaki*, 1(1), 114–132.
- Wulandari, E. R., Sumartik, S., & Firdaus, V. (2023). The Influence of Talent Management, Knowledge Management, and Job Satisfaction on Employee Performance at PT Jasamarga Pandaan Tol. *Daengku: Journal of Humanities and Social Sciences Innovation*, 3(4), 629–639. <https://doi.org/10.35877/454ri.daengku1859>
- Zack, M. H. (1999). Managing Codified Knowledge. *Sloan Management Review*, 40(4), 45–58.
- Zakiah, N. E. (2020). Level kemampuan metakognitif siswa dalam pembelajaran matematika berdasarkan gaya kognitif. *Jurnal Riset Pendidikan Matematika*, 7(2), 132–147. <https://doi.org/10.21831/jrpm.v7i2.30458>

