

DAFTAR PUSTAKA

- Allen, J., & Rogelberg, S. (2020). The role of social recognition in employee engagement and retention. *Journal of Organizational Psychology*, 45(2), 134-150.
- Allen, J., & Rogelberg, S. (2022). The role of social recognition in employee engagement and retention. *Journal of Organizational Psychology*, 45(2), 134-150.
- Armstrong, M., & Taylor, S. (2020). *Armstrong's Handbook of Human Resource Management Practice* (15th ed.). Kogan Page.
- Badan Kepegawaian Negara (BKN). (2022). *Laporan Pelanggaran Disiplin ASN dalam 5 Tahun Terakhir*.
- Cascio, W. F., & Boudreau, J. W. (2020). *Human Resource Management: Functions, Applications, and Skill Development*. McGraw-Hill Education.
- Chen, L., et al. (2024). Work Discipline as a Holistic Construct: A Meta-Analysis. *Personnel Psychology*, 77(2), 145-178.
- Christie, O. B., Ong Kim Kui, D., & Huliselan, J. J. (2022). Analisis Sistem Reward dan Punishment untuk Meningkatkan Motivasi Kerja dan Organizational Commitment Karyawan. *Feedforward Journal of Human Resource*.
- Demu, M., & Kurniawan, I. S. (2022). Pengaruh Kecerdasan Emosional, Disiplin Kerja, dan Lingkungan Kerja Non-Fisik terhadap Komitmen Organisasional. *Jurnal Pendidikan dan Konseling*.
- Dessler, G. (2020). *Human Resource Management* (16th ed.). Pearson.
- Dessler, G. (2021). *Human Resource Management* (16th ed.). Pearson.
- Diego Garaialde., Anna L. Cox., Benjamin R. Cowan. (2021). Designing gamified rewards to encourage repeated app selection: Effect of reward placement. *Int. J. Human-Computer Studies* 153 (2021) 102661. <https://doi.org/10.1016/j.ijhcs.2021.102661>.
- Dinas Perdagangan Kota Padang. (2020). *Laporan Internal*.
- Dinas Perdagangan Kota Padang. (2023). *Data Absensi Elektronik Pegawai*.
- Dinas Perdagangan Kota Padang. (2025). *Data Internal*.
- Dinas Perdagangan Kota Padang.(2025). *Data Absensi Pegawai*
- Fahmi, I. (2020). *Manajemen Sumber Daya Manusia: Teori dan Aplikasi*. Bandung: Alfabeta.

- Ghozali, I. (2021). Aplikasi Analisis Multivariate dengan Program IBM SPSS 26. Edisi 10. Semarang: Badan Penerbit Universitas Diponegoro.
- Ghozali, I. (2021). Aplikasi Analisis Multivariate dengan Program IBM SPSS 26. Edisi 10. Semarang: Badan Penerbit Universitas Diponegoro.
- Ghozali, I., & Latan, H. (2021). Partial Least Squares: Konsep, Teknik dan Aplikasi Menggunakan Program SmartPLS 3.2.9. Semarang: Badan Penerbit Universitas Diponegoro.
- Greenberg, J. (2021). *Insidious Workplace Behavior*. Routledge.
- Gupta, A., et al. (2023). Ethical Dimensions of Work Discipline in a Global Context. *Journal of Business Ethics*, 189(3), 567-590.
- Gupta, N., & Shaw, J. D. (2020). Employee reward systems and organizational culture. *Human Resource Management Review*, 30(3), 100713.
- Gupta, N., & Shaw, J. D. (2023). Employee reward systems and organizational culture. *Human Resource Management Review*, 30(3), 100713.
- Gupta, R., & Kumar, S. (2020). The impact of reward systems on employee motivation and performance in organizations. *Journal of Business Research*, 112, 324-331.
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2020). *Multivariate Data Analysis*. 8th Edition. United Kingdom: Cengage Learning.
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2022). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)*. 3rd Edition. Thousand Oaks, CA: Sage Publications.
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2022). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)* (3rd ed.). Sage Publications.
- Hair, J. F., Sarstedt, M., & Ringle, C. M. (2024). *Advanced Issues in Partial Least Squares Structural Equation Modeling*. 2nd Edition. Sage Publications.
- Hasibuan, M. S. P. (2022). *Manajemen Sumber Daya Manusia*. Edisi Revisi. Jakarta: PT Bumi Aksara.
- Henseler, J., Ringle, C. M., & Sarstedt, M. (2015). *A New Criterion for Assessing Discriminant Validity in Variance-Based Structural Equation Modeling*. *Journal of the Academy of Marketing Science*, 43(1), 115–135.
- Herdianti, S. (2025). Peran Komitmen Organisasional dalam Hubungan Reward-Punishment dengan Disiplin Kerja. *Jurnal Sains Manajemen*.

- Herminingsih, A., & Immanuel. (2023). Pengaruh Komitmen Organisasional, Kepuasan Kerja, dan Motivasi Kerja terhadap Disiplin Kerja Karyawan. *Teropong: Jurnal Manajemen dan Bisnis*.
- Hessari, H., Daneshmandi, F., & Nategh, T. (2023). Investigating the Effect of Technostress on Perceived Organizational Commitment. *International Journal Study*.
- Imam Ghozali. (2021). *Partial Least Squares: Konsep, Teknik dan Aplikasi Menggunakan SmartPLS 3.0*. Semarang: Badan Penerbit Universitas Diponegoro.
- Inspektorat Kota Padang. (2024). *Evaluasi Pelaksanaan Reward dan Punishment di Lingkungan Pemerintah Kota Padang*.
- Ivancevich, J. M., & Konopaske, R. (2024). *Human Resource Management* (14th ed.). McGraw-Hill Education.
- Jiang, K., Lepak, D. P., Han, K., Hong, Y., Kim, A., & Winkler, A. L. (2020). How does human resource management influence organizational outcomes? A meta-analytic investigation of mediating mechanisms. *International Journal of Human Resource Management*, 31(1), 1-35.
- Jiang, K., Lepak, D. P., Han, K., Hong, Y., Kim, A., & Winkler, A. L. (2024). How does human resource management influence organizational outcomes? A meta-analytic investigation of mediating mechanisms. *International Journal of Human Resource Management*, 31(1), 1-35.
- Johnson, R., & Lee, H. (2022). Multidimensional Aspects of Work Discipline in Technology Sectors. *International Journal of Organizational Behavior*, 45(1), 23-45.
- Joseph F. Hair Jr., Hult, G.T.M., Ringle, C.M., & Sarstedt, M. (2022). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)*. 4th Edition. Sage Publications.
- Kadarisman, M. (2020). *Manajemen Pengembangan Sumber Daya Manusia*. Jakarta: Rajawali Pers.
- Khusnulailah, et al. (2024). Komitmen Organisasional sebagai Variabel Moderasi. *Jurnal Manajemen*.
- Kreitner, R., & Kinicki, A. (2020). *Organizational Behavior* (11th ed.). McGraw-Hill Education.
- Kreitner, R., & Kinicki, A. (2024). *Organizational Behavior* (12th ed.). McGraw-Hill Education.

- Krismadanti, V. V. (2021). Pengaruh Reward dan Punishment terhadap Disiplin Kerja Karyawan pada PT. Agung Automall. Repository UIN.
- Kumar, A., & Rao, P. (2023). Dimensions of reward systems in modern organizations: A strategic framework for employee motivation. *International Journal of Human Resource Management*, 34(2), 145-162.
- Lee, M., & Chen, H. (2020). Reward, work-life balance and job satisfaction: Evidence during the COVID-19 pandemic. *International Journal of Human Resource Studies*, 10(4), 156-170.
- Lumiu, J., et al. (2019). *Human Resource Management and Organizational Performance*. Yogyakarta: Andi Publisher.
- Luthans, F., & Doh, J. P. (2020). *International management: Culture, strategy, and behavior*. McGraw-Hill Education.
- Luthans, F., & Doh, J. P. (2022). *International Management: Culture, Strategy, and Behavior*. 11th Edition. McGraw-Hill Education.
- Luthans, F., & Doh, J. P. (2023). *International management: Culture, strategy, and behavior*. McGraw-Hill Education.
- Mangkunegara, A. A. A. (2020). *Manajemen Sumber Daya Manusia Perusahaan*. Remaja Rosdakarya.
- Mangkunegara, A. P. (2021). *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: Remaja Rosdakarya.
- Manullang, Y., & Ardana, I. K. (2022). Pengaruh Kepuasan Kerja dan Keadilan Organisasional terhadap Komitmen Organisasional. *E-Jurnal Manajemen*.
- Manurung, N. O. B., et al. (2025). Pengaruh Sistem Reward dan Punishment terhadap Disiplin Kerja Karyawan. *Jurnal Review Pendidikan dan Pengajaran*.
- Map, A., et al. (2021). *Strategic Human Resource Management in Public Sector Organizations*. Jakarta: PT Gramedia.
- Marlina, et al. (2021). Improving Employees Working Discipline with Punishment, Reward, and SOP Implementation. *Jurnal Ekonomi*.
- Mathis, R. L., & Jackson, J. H. (2020). *Human Resource Management* (15th ed.). Cengage Learning.
- Mathis, R. L., & Jackson, J. H. (2022). *Human Resource Management* (15th ed.). Cengage Learning.
- Meyer, J. P., & Allen, N. J. (2020). *Commitment in the Workplace: Theory, Research, and Application* (2nd ed.). SAGE Publications.

- Meyer, J. P., Stanley, D. J., Herscovitch, L., & Topolnytsky, L. (2021). Affective, continuance, and normative commitment to the organization: A meta-analysis of antecedents, correlates, and consequences. *Journal of Vocational Behavior*, 102, 188-223.
- Mondy, R. W., & Martocchio, J. J. (2023). *Human Resource Management* (15th ed.). Pearson.
- Mowday, R. T. (2022). Reflections on the study of organizational commitment. *Academy of Management Review*, 47(1), 1-15.
- Mowday, R. T. (2022). Reflections on the study of organizational commitment. *Academy of Management Review*, 47(1), 1-15.
- Nainggolan, H. (2024). Pengaruh Disiplin Kerja, Reward, dan Punishment terhadap Kinerja. *Jurnal FEM UNIBA*.
- Nguyen, T., & Tran, P. (2020). Psychological effects of rewards on employee loyalty in Vietnamese companies. *Asian Journal of Management Sciences*, 8(2), 85-96.
- Noe, R. A., Hollenbeck, J. R., Gerhart, B., & Wright, P. M. (2020). *Fundamentals of Human Resource Management* (8th ed.). McGraw-Hill Education.
- Pemerintah Indonesia. (2021). Peraturan Pemerintah (PP) Nomor 94 Tahun 2021 tentang Disiplin Pegawai Negeri Sipil.
- Peer Stiegert., Susanne Tauber., Marijke C. Leliveld., Jana Oehmichen. (2021). The stereotype rub-off effect – Organizational stereotypes modulate behavioural expectations, expectancy violation and punishment after transgressions. *Organizational Behavior and Human Decision Processes* 165 (2021) 127–138. <https://doi.org/10.1016/j.obhdp.2021.04.011>.
- Porter, L. W., Steers, R. M., Mowday, R. T., & Boulian, P. V. (2021). Organizational commitment, job satisfaction, and turnover among psychiatric technicians. *Journal of Applied Psychology*, 105(1), 1-15.
- Rafli, dkk. (2025). *Pengaruh Reward dan Punishment terhadap Kinerja Pegawai dengan Disiplin Kerja sebagai Variabel Intervening pada Kantor Camat Harau*. *Jurnal Ekonomi Revolutioner*.
- Robbins, S. P., & Judge, T. A. (2020). *Organizational Behavior* (18th ed.). Pearson.
- Rodriguez, M., & Kim, S. (2020). Temporal Management in Work Discipline. *Academy of Management Journal*, 63(4), 1123-1145.
- Roos, M., Reale, J., & Banning, F. (2021). The Effects of Incentives, Social Norms, and Employees' Values on Work Performance. *International Journal Study*.

- Sari, D. P., et al. (2023). Penguatan Disiplin Melalui Komitmen Organisasional di Era Transformasi Digital. *Jurnal Pengembangan SDM*, 15(2), 77-92.
- Sari, W. P., & Santoso, H. (2020). Pengelolaan Punishment dalam Meningkatkan Disiplin Kerja: Studi di Organisasi Modern. *Jurnal Manajemen Sumber Daya Manusia*, 13(2), 112-123.
- Sarstedt, M., Hair, J. F., & Ringle, C. M. (2022). PLS-SEM: Indeed a Silver Bullet Retrospective Observations and Recent Advances. *Journal of Marketing Theory and Practice*, 31(3), 261–275.
- Sekaran, U., & Bougie, R. (2020). *Research Methods for Business: A Skill Building Approach*. 8th Edition. Chichester: John Wiley & Sons.
- Sekaran, U., & Bougie, R. (2020). *Research Methods for Business: A Skill-Building Approach* (8th ed.). Chichester: John Wiley & Sons Ltd.
- Sharma, P., & Kumar, R. (2022). Dimensions of reward systems and their impact on employee motivation: A contemporary study. *International Journal of Business and Management Research*, 10(3), 87-99.
- Sharma, P., & Kumar, R. (2024). Dimensions of reward systems and their impact on employee motivation: A contemporary study. *International Journal of Business and Management Research*, 10(3), 87-99.
- Singh, R., & Gupta, S. (2022). Designing effective reward systems: Balancing financial and non-financial incentives for employee motivation. *Journal of Human Resource Management Studies*, 12(3), 45-60.
- Smith, J., et al. (2021). Defining Work Discipline in the Post-Pandemic Era. *Human Resource Management*, 60(3), 289-312.
- Smith, J., Taylor, K., & Adams, R. (2020). Strategic rewards and competitive advantage in global organizations. *Journal of Management Studies*, 57(7), 1420-1445.
- Spector, P. E. (2022). *Industrial and Organizational Psychology: Research and Practice* (7th ed.). Wiley.
- Spector, P. E., Cooper, C. L., Poelmans, S., Allen, T. D., O'Driscoll, M., Sanchez, J. I., ... & Lu, L. (2020). A cross-national comparative study of work-family stressors, working hours, and well-being: China and Latin America versus the Anglo world.
- Spector, P. E., Cooper, C. L., Poelmans, S., Allen, T. D., O'Driscoll, M., Sanchez, J. I., ... & Lu, L. (2020). A cross-national comparative study of work-family stressors, working hours, and well-being: China and Latin America versus the Anglo world. *Journal of Occupational Health Psychology*, 25(1), 1-15.

- Steers, R. M. (2023). *Introduction to Organizational Behavior* (14th ed.). McGraw-Hill Education.
- Sugiyono. (2022). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Cetakan ke-4. Bandung: Alfabeta.
- Sugiyono. (2023). *Metode Penelitian Pendidikan (Kuantitatif, Kualitatif, Kombinasi, R&D dan Penelitian Pendidikan)*. Bandung: Alfabeta.
- Sugiyono. (2023). *Metode Penelitian Pendidikan*. Bandung: Alfabeta.
- Susiyami, & Widarta. (2025). Pengaruh Komitmen Organisasi, Reward dan Punishment terhadap Kinerja Pegawai Pusat Pengembangan Sumber Daya Manusia Regional Yogyakarta. *Jurnal Ekonomi Manajemen dan Bisnis*.
- Sutrisno, E. (2021). *Manajemen Sumber Daya Manusia*. Jakarta: Kencana.
- Wang, S., et al. (2023). Optimization of Institutional Incentives for Cooperation in Structured Populations. *International Journal Study*.
- Wibowo, et al. (2022). The Effect of Reward and Punishment on Work Discipline. *Jurnal Manajemen*.
- Wright, P. M., & Snell, S. A. (2021). Toward a unifying framework for exploring fit and flexibility in strategic human resource management. *Academy of Management Review*, 45(1), 1-32.
- Zhang, Y., Wang, L., & Liu, J. (2020). Reward management and employee performance: Evidence from manufacturing firms. *Human Resource Management Review*, 30(3), 100-115.

