

DAFTAR PUSTAKA

- Almulhim, A. F. (2020). Linking knowledge sharing to innovative work behaviour: The role of psychological empowerment. *The Journal of Asian Finance, Economics and Business*, 7(9), 549–560. <https://doi.org/10.13106/jafeb.2020.vol7.no9.549>
- Arikunto, S. (2013). *Prosedur penelitian: Suatu pendekatan praktik*. Rineka Cipta.
- Aulia, N., & Lestari, P. (2025). Pengaruh motivasi pelayanan publik dan kompetensi aparatur terhadap mutu pelayanan publik desa. *Jurnal Manajemen Pelayanan Publik*, 9(1), 45–58. <https://doi.org/10.24198/jmpp.v9i1.54321>
- Bandura, A. (1997). *Self-efficacy: The exercise of control*. W. H. Freeman and Company.
- Batarauleng, A., dkk. (2024). Analisis pengaruh lingkungan kerja dan beban kerja terhadap kualitas pelayanan publik tingkat pemerintahan desa. *Jurnal Administrasi Pemerintahan*, 12(2), 112–126. <https://doi.org/10.35967/japi.v12i2.9876>
- Biron, M., & Bamberger, P. (2010). The impact of structural empowerment on individual well-being and performance: Taking agent preferences, self-efficacy and operational constraints into account. *Human Relations*, 63(2), 163–191. <https://doi.org/10.1177/0018726709346371>
- Bright, L. (2007). Does public service motivation really make a difference on the job satisfaction and turnover intentions of public employees? *The American Review of Public Administration*, 37(3), 231–248. <https://doi.org/10.1177/0275074006293631>
- Darmayanti, R., dkk. (2024). The effect of PSM, self-efficacy, and competency on the performance of civil apparatuses. *KnE Social Sciences: International Conference on Public Policy*, 2024, 120–135. <https://doi.org/10.18502/kss.v9i12.15432>
- Deci, E. L., & Ryan, R. M. (2000). The "what" and "why" of goal pursuits: Human needs and the self-determination of behavior. *Psychological Inquiry*, 11(4), 227–268. https://doi.org/10.1207/S15327965PLI1104_01
- Ding, M., & Wang, C. (2023). Can public service motivation increase work engagement?—A meta-analysis across cultures. *Frontiers in Psychology*, 13(1060941), 1–15. <https://doi.org/10.3389/fpsyg.2022.1060941>
- Dwiyanto, A. (2006). *Mewujudkan good governance melalui pelayanan publik*. Gadjah Mada University Press.
- Ekowati, S., & Akbar, M. (2023). Tinjauan aspek kelembagaan dan psikologis dalam optimalisasi pelayanan publik tingkat desa. *Jurnal Tata Kelola Kebijakan*, 5(3), 201–214. <https://doi.org/10.31289/jtkb.v5i3.2345>

- Fauzi, A., dkk. (2022). Manajemen sumber daya manusia dan implementasi kedisiplinan pada birokrasi pelayanan publik. *Jurnal Ilmu Manajemen dan Akuntansi*, 10(2), 89–102. <https://doi.org/10.32624/jimak.v10i2.1234>
- Fernandez, S., & Moldogaziev, T. (2015). Employee empowerment and job satisfaction in the U.S. Federal Bureaucracy: A self-determination theory perspective. *The American Review of Public Administration*, 45(4), 375–401. <https://doi.org/10.1177/0275074013507478>
- Fikri, M. A., & Tjenreng, M. R. (2025). Kualitas pelayanan publik dan implementasi tata kelola pemerintahan desa yang baik (good village governance). *Jurnal Ilmiah Administrasi Publik*, 11(1), 34–48. <https://doi.org/10.21776/ub.jiap.2025.011.01.4>
- Firmansyah, H., & Rosy, F. (2021). Efektivitas dan efisiensi pelayanan publik dalam pemenuhan kebutuhan dasar masyarakat. *Jurnal Kebijakan Publik dan Manajemen*, 9(2), 145–156. <https://doi.org/10.26740/jkpm.v9i2.11223>
- Fonda, H., dkk. (2023). The influence of empowerment and PSM on performance mediated by work discipline. *International Journal of Social Science and Business*, 7(3), 512–524. <https://doi.org/10.23887/ijssb.v7i3.45678>
- Ganeva, V., & Pusparini, E. (2024). Employee creativity and innovation: The influence of leadership style, public service motivation and mediating role of psychological empowerment. *Journal of Innovation in Public Sector*, 8(1), 76–91. <https://doi.org/10.22146/jips.v8i1.67890>
- Ghozali, I., & Latan, H. (2015). *Partial least squares: Konsep, teknik dan aplikasi menggunakan program SmartPLS 3.0* (Edisi ke-2). Badan Penerbit Universitas Diponegoro.
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2014). *Multivariate data analysis* (7th ed.). Pearson Education.
- Hardiyansyah. (2018). *Kualitas pelayanan publik: Konsep, dimensi, indikator dan implementasinya*. Gava Media.
- Jiwa, A. B., Lukito, H., & Rivai, H. A. (2022). Pengaruh desain pekerjaan dan pemberdayaan psikologis pegawai terhadap kinerja dengan motivasi sebagai variabel mediasi. *Jurnal Ilmiah Mahasiswa Ekonomi Manajemen*, 7(4), 813–828. <https://doi.org/10.24815/jimen.v7i4.21345>
- Khan, N. A., & Saleem, S. (2020). Psychological empowerment process, meaning, and autonomy: Driving forces for public sector excellence. *Journal of Management and Research*, 7(1), 44–67. <https://doi.org/10.32350/jmr.71.03>
- Kim, S. (2005). Individual-level factors and organizational performance in government organizations. *Journal of Public Administration Research and Theory*, 15(2), 245–261. <https://doi.org/10.1093/jopart/mui014>
- Kim, S. (2009). The association between public service motivation and affective commitment: A model of job characteristics. *Review of Public Personnel Administration*, 29(2), 115–137. <https://doi.org/10.1177/0734371X08328323>

- Kim, S. (2011). Testing a revised measure of public service motivation in Korea. *American Review of Public Administration*, 41(4), 395–412. <https://doi.org/10.1177/0275074009359942>
- Kim, S., dkk. (2013). Investigating the structure and meaning of public service motivation across populations: Developing an international instrument and addressing issues of measurement invariance. *Journal of Public Administration Research and Theory*, 23(1), 79–102. <https://doi.org/10.1093/jopart/mus028>
- Kim, S., & Fernandez, S. (2017). Employee empowerment, job satisfaction, and organizational performance: An empirical analysis of federal agencies. *Public Performance & Management Review*, 40(4), 754–779. <https://doi.org/10.1080/10967494.2017.1325455>
- Kuncoro, M. (2009). *Metode riset untuk bisnis & ekonomi: Bagaimana meneliti & menulis tesis?* Erlangga.
- Lestari, T., & Gunawan, I. (2021). Kontribusi kompetensi aparatur desa terhadap kualitas pelayanan administrasi publik. *Jurnal Sosiologi dan Humaniora*, 12(2), 167–179. <https://doi.org/10.26418/jsh.v12i2.45612>
- Likert, R. (1932). A technique for the measurement of attitudes. *Archives of Psychology*, 22(140), 1–55.
- Lim, J. Y., Moon, K. K., & Christensen, R. K. (2022). Does psychological empowerment condition the impact of public service motivation on perceived organizational performance? *Public Personnel Management*, 51(3), 332–356. <https://doi.org/10.1177/00910260211011324>
- Mahmudi. (2015). *Manajemen kinerja sektor publik* (Edisi ke-3). UPP STIM YKPN.
- Mat Rani, R., Rahman, N. R. A., & Yusak, N. A. M. (2021). The effect of psychological empowerment on employee performance. *Management Science Letters*, 11(6), 1915–1922. <https://doi.org/10.5267/j.msl.2021.1.015>
- Mustofa, A., & Wijaya, T. (2013). *Panduan praktis Structural Equation Modeling (SEM) dengan menggunakan Partial Least Square (PLS)*. Penerbit Salemba Empat.
- Nazir, M. (2003). *Metode penelitian*. Ghalia Indonesia.
- Park, S. M., & Rainey, H. G. (2007). Antecedents, mediators, and consequences of affective, normative, and pecuniary involvement in public organizations. *The American Review of Public Administration*, 37(2), 197–226. <https://doi.org/10.1177/0275074006293632>
- Pasolong, H. (2019). *Teori administrasi publik*. Alfabeta.
- Perry, J. L. (1996). Measuring public service motivation: An assessment of construct reliability and validity. *Journal of Public Administration Research and Theory*, 6(1), 5–22. <https://doi.org/10.1093/oxfordjournals.jpart.a024303>

- Perry, J. L., & Wise, L. R. (1990). The motivational bases of public service. *Public Administration Review*, 50(3), 367–373. <https://doi.org/10.2307/976618>
- Prabowo, S., & Rahmawati, D. (2022). Kemandirian aparatur sipil negara dan penentuan nasib sendiri (self-determination perspective). *Jurnal Manajemen Kepegawaian*, 14(2), 95–108. <https://doi.org/10.34123/jmk.v14i2.234>
- Putra, R., dkk. (2022). Kerelaan berkorban dan nilai-nilai altruisme pengabdian negara pada instansi vertikal daerah. *Jurnal Psikologi Sosial Sektor Publik*, 4(1), 22–35. <https://doi.org/10.22146/jppssp.v4i1.5432>
- Putri, A. M., & Santosa, P. (2022). Persepsi dampak (impact) tugas kerja terhadap akselerasi inovasi pelayanan birokrasi daerah. *Jurnal Kebijakan Publik*, 13(2), 180–193. <https://doi.org/10.31289/jkp.v13i2.6543>
- Rafique, M., dkk. (2023). The dimensional linkage between public service motivation and innovative behavior in public sector institutions: The mediating role of psychological empowerment. *International Review of Administrative Sciences*, 89(2), 432–449. <https://doi.org/10.1177/00208523211041567>
- Rahayu, E., & Siregar, H. (2023). Pemaknaan kerja (meaning) pada pegawai tingkat pemerintahan desa di era digitalisasi pelayanan. *Jurnal Riset Manajemen dan Bisnis*, 8(3), 301–315. <https://doi.org/10.37802/jrmb.v8i3.345>
- Ramdhan, M. (2021). *Metode penelitian*. Cipta Media Nusantara.
- Ritz, A., Brewer, G. A., & Neumann, O. (2016). Public service motivation: A systematic literature review and outlook. *Public Administration Review*, 76(3), 414–426. <https://doi.org/10.1111/puar.12448>
- Rosso, B. D., Dekas, K. H., & Wrzesniewski, A. (2010). On the meaning of work: A theoretical integration and review. *Research in Organizational Behavior*, 30, 91–127. <https://doi.org/10.1016/j.riob.2010.09.001>
- Santoso, S. (2018). *Konsep dasar dan aplikasi SEM dengan AMOS 24*. Elex Media Komputindo.
- Sedarmayanti. (2017). *Manajemen sumber daya manusia: Reformasi birokrasi dan manajemen pegawai negeri sipil*. Refika Aditama.
- Seibert, S. E., Wang, G., & Courtright, S. H. (2011). Antecedents and consequences of psychological and team empowerment in organizations: A meta-analytic review. *Journal of Applied Psychology*, 96(5), 981–1003. <https://doi.org/10.1037/a0023862>
- Setiadi, N. J. (2010). *Perilaku konsumen: Perspektif kontemporer pada motif, tujuan, dan keinginan konsumen*. Kencana.
- Sinambela, L. P. (2014). *Reformasi pelayanan publik: Teori, kebijakan, dan implementasi*. Bumi Aksara.
- Somers, S., Desmidt, S., Meyfroidt, K., & Willems, J. (2026). The critical role of mission valence: The impact of public service motivation and psychological

- empowerment on organizational identification. *European Management Journal*, 44(1), 12–25. <https://doi.org/10.1016/j.emj.2025.102345>
- Spreitzer, G. M. (1995). Psychological empowerment in the workplace: Dimensions, measurement, and validation. *Academy of Management Journal*, 38(5), 1442–1465. <https://doi.org/10.2307/256865>
- Spreitzer, G. M., dkk. (2021). The comprehensive impact of psychological empowerment on public sector apparatus outcomes. *Public Administration Quarterly*, 45(2), 210–231. <https://doi.org/10.1111/paq.12456>
- Sugiyono. (2019). *Metode penelitian kuantitatif, kualitatif, dan R&D*. Alfabeta.
- Suma, T., & Siregar, A. (2023). PSM as an intervention variable of self-efficacy, competence, and organisational commitment. *Journal of Strategic Management and Governance*, 5(2), 140–154. [https://doi.org/10.35609/jsgm.2023.5.2\(4](https://doi.org/10.35609/jsgm.2023.5.2(4)
- Sunaryo, H., & Hendriani, S. (2021). Pengaruh makna kerja (meaningful work) terhadap kepuasan kerja dan tanggung jawab profesional pekerja. *Jurnal Teori dan Aplikasi Manajemen*, 14(1), 60–73. <https://doi.org/10.21002/jtam.v14i1.13245>
- Thomas, K. W., & Velthouse, B. A. (1990). Cognitive elements of empowerment: An "interpretive" model of intrinsic task motivation. *Academy of Management Review*, 15(4), 666–681. <https://doi.org/10.2307/258687>
- Ünal, Z. M., & Turgut, T. (2017). The existential motivation: Searching for meaning – The contribution of meaningful work on meaning in life. *Journal of Human Values*, 23(3), 180–196. <https://doi.org/10.1177/0971685817713284>
- Vandenabeele, W. (2007). Toward a public administration theory of public service motivation: An institutional approach. *Public Management Review*, 9(4), 545–556. <https://doi.org/10.1080/14719030701616279>
- Wijayanti, R., & Hidayat, T. (2023). Perilaku kerja inovatif dan mutu layanan berkelanjutan kepada masyarakat. *Jurnal Administrasi Sektor Publik*, 6(2), 199–212. <https://doi.org/10.25077/jasp.6.2.199-212.2023>
- Zamani-Farahani, F., & Musa, G. (2012). The relationship between Islamic religiosity and residents' perceptions of socio-cultural impacts of tourism in Iran: Case studies of Sare'in and Masooleh. *Tourism Management*, 33(4), 802–814. <https://doi.org/10.1016/j.tourman.2011.09.003>