

DAFTAR PUSTAKA

- Aburumman, O., Salleh, A., Omar, K., & Abadi, M. (2020). The impact of human resource management practices and career satisfaction on employee's turnover intention. *Management Science Letters*, 10(3), 641–652. <https://doi.org/10.5267/j.msl.2019.9.015>
- Alahbabi, A. M. F., Binti Robani, A., & Bin Zainudin, M. Z. (2023). A Framework of Servant Leadership Impact on Job Performance: The Mediation Role of Employee Happiness in UAE Healthcare Sector. *Quality - Access to Success*, 24(194), 69–79. <https://doi.org/10.47750/QAS/24.194.08>
- Aman-Ullah, A., Aziz, A., Ibrahim, H., Mehmood, W., & Aman-Ullah, A. (2023). The role of compensation in shaping employee's behaviour: a mediation study through job satisfaction during the Covid-19 pandemic. *Revista de Gestao*, 30(2), 221–236. <https://doi.org/10.1108/REGE-04-2021-0068>
- Artha, D. R., Suardhika, I. N., & Landra, N. (2023). The Servant Leadership Analysis and Work Motivation in Determining Organizational Commitment and Work Performance. *International Journal of Applied Business and International Management*, 8(2), 1–13. <https://doi.org/10.32535/ijabim.v8i2.1815>
- Bakri, M., Jainuddin, J., Risman, R., & Erfan, M. (2023). Pengaruh Kompetensi Sumber Daya Manusia Dan Kemampuan Pemanfaatan Teknologi Terhadap Kinerja Aparatur Desa Di Kantor Desa Jojjolo. *Journal of Economic, Bussines and Accounting (COSTING)*, 6(2), 1946–1958. <https://doi.org/10.31539/costing.v6i2.4953>
- Cahyadi, A., Marwa, T., Hågen, I., Siraj, M. N., Santati, P., Poór, J., & Szabó, K. (2022). Leadership Styles, High-Involvement Human Resource Management Practices, and Individual Employee Performance in Small and Medium Enterprises in the Digital Era. *Economies*, 10(7), 1–17. <https://doi.org/10.3390/economies10070162>
- Carlson, D. S., Upton, N., & Seaman, S. (2006). The impact of human resource

practices and compensation design on performance: An analysis of family-owned SMEs. *Journal of Small Business Management*, 44(4), 531–543. <https://doi.org/10.1111/j.1540-627X.2006.00188.x>

Caroko, N., Kurniasari, L., & Wulandari, N. D. (2022). Upgrading Kemampuan Pembukuan Sederhana dan Penggunaan Aplikasi (Microsoft Office) bagi Perangkat Desa. *PengabdianMu: Jurnal Ilmiah Pengabdian Kepada Masyarakat*, 7(6), 828–837. <https://doi.org/10.33084/pengabdianmu.v7i6.4148>

Chênevert, D., & Tremblay, M. (2009). Fits in strategic human resource management and methodological challenge: Empirical evidence of influence of empowerment and compensation practices on human resource performance in Canadian firms. *International Journal of Human Resource Management*, 20(4), 738–770. <https://doi.org/10.1080/09585190902770547>

Cohen, L., Lawrence, M., & Keith, M. (2011). *Research Methods in Education*. Routledge:Taylor & Francis Group.

Cresswell, J. W. (2009). *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches* (3rd ed.). SAGE Publications, Inc.

Emriko, & Heryanto. (2020). The Effect of Work Culture and Compensation through Leadership on the Work Commitment of Kindergarten Teachers in Pariaman City. *Technium Social Sciences Journal*, 8(1), 499–513. <https://doi.org/10.47577/tssj.v8i1.643>

Faizah, F., Putu Agung, A. A., & Widnyana, I. W. (2020). The Effect of Career Development and Servant Leadership on Employee Performance with Work Motivation as an Intervening Variable in the Employment Agency and Human Resources Development Denpasar City. *International Journal of Contemporary Research and Review*, 11(1), 21741–21751. <https://doi.org/10.15520/ijcrr.v11i01.785>

Fan, B., & Pan, T. (2023). Does information technology–organizational resource interaction affect E-government performance? Moderating roles of environmental uncertainty. *Government Information Quarterly*, 40(3), 1–15.

<https://doi.org/10.1016/j.giq.2023.101830>

- Gemeda, H. K., & Lee, J. (2020). Leadership styles, work engagement and outcomes among information and communications technology professionals: A cross-national study. *Heliyon*, 6(4), 1–16. <https://doi.org/10.1016/j.heliyon.2020.e03699>
- Hadji, S., Gholizadeh, P., & Naghavi, N. (2022). Diagnosing of human resource performance management based on lack of ambidextrous learning themes: a case study of public Iranian banking system. *International Journal of Ethics and Systems*, 38(3), 484–509. <https://doi.org/10.1108/IJOES-05-2021-0101>
- Haerani, S., Sumardi, Hakim, W., Hartini, & Putra, A. H. P. K. (2020). Structural model of developing human resources performance: Empirical study of Indonesia States Owned Enterprises. *Journal of Asian Finance, Economics and Business*, 7(3), 211–221. <https://doi.org/10.13106/jafeb.2020.vol7.no3.211>
- Hassan, Z. (2022). Employee retention through effective human resource management practices in Maldives: Mediation effects of compensation and rewards system. *Journal of Entrepreneurship, Management and Innovation*, 18(2), 137–173. <https://doi.org/10.7341/20221825>
- Jiatong, W., Wang, Z., Alam, M., Murad, M., Gul, F., & Gill, S. A. (2022). The Impact of Transformational Leadership on Affective Organizational Commitment and Job Performance: The Mediating Role of Employee Engagement. *Frontiers in Psychology*, 13(1), 1–16. <https://doi.org/10.3389/fpsyg.2022.831060>
- Jigjiddorj, S., Zanabazar, A., Jambal, T., & Semjid, B. (2021). Relationship Between Organizational Culture, Employee Satisfaction and Organizational Commitment. *SHS Web of Conferences*, 90(1), 1–14. <https://doi.org/10.1051/shsconf/20219002004>
- Khan, M. M., Mubarik, M. S., Islam, T., Rehman, A., Ahmed, S. S., Khan, E., & Sohail, F. (2022). How servant leadership triggers innovative work behavior: exploring the sequential mediating role of psychological empowerment and job crafting. *European Journal of Innovation Management*, 25(4), 1037–1055.

<https://doi.org/10.1108/EJIM-09-2020-0367>

Khan, S. (2021). Impact of human resource accounting on organizations' financial performance in the context of SMEs. *Accounting*, 7(3), 621–628. <https://doi.org/10.5267/j.ac.2020.12.016>

Labetubun, M. R., & Dewi, I. G. A. M. (2022). Organizational Commitment: It's Mediating Role in the Effect of Human Resource Management Practices and Workplace Spirituality on Employee Performance. *European Journal of Business and Management Research*, 7(2), 112–123. <https://doi.org/10.24018/ejbmr.2022.7.2.1279>

Lamalewa, F., Kore, E. L. R., & Kalalo, C. N. (2018). The influence of practices of human resources management, compensation, work satisfaction and motivation on performance of bank employees in Merauke City. *International Journal of Mechanical Engineering and Technology*, 9(10), 64–71.

Lamunu, E., & Wanyenya, W. (2021). Language Usage and Human Resource Performance in Local Governments in Uganda: A Case of Bududa District. *East African Journal of Arts and Social Sciences*, 3(1), 24–34. <https://doi.org/10.37284/eajass.3.1.271>

Ludwikowska, K. (2023). Employee-oriented human resource policy as a factor shaping the influence of servant leadership on job performance. *International Journal of Productivity and Performance Management*, 72(8), 2335–2348. <https://doi.org/10.1108/IJPPM-09-2021-0525>

Luu, T. T. (2020). Integrating green strategy and green human resource practices to trigger individual and organizational green performance: the role of environmentally-specific servant leadership. *Journal of Sustainable Tourism*, 28(8), 1193–1222. <https://doi.org/10.1080/09669582.2020.1729165>

Mansoor, A., Farrukh, M., Jahan, S., Lee, J. K., & Abd Wahab, S. (2022). Promoting green performance through green human resource practices and green servant leadership. *Asia Pacific Journal of Human Resources*, 60(4), 900–918. <https://doi.org/10.1111/1744-7941.12313>

- Martins, J. M., Aftab, H., Mata, M. N., Majeed, M. U., Aslam, S., Correia, A. B., & Mata, P. N. (2021). Assessing the impact of green hiring on sustainable performance: mediating role of green performance management and compensation. *International Journal of Environmental Research and Public Health*, 18(11), 1–19. <https://doi.org/10.3390/ijerph18115654>
- Masud, M. M., Jafrin, N., Mohammad Saif, A. N., & Al-Mamun, A. (2023). The moderating effect of corporate social responsibility between green human resource management and organizations' environmental performance. *Journal of Environmental Planning and Management*, 66(12), 2424–2446. <https://doi.org/10.1080/09640568.2022.2076069>
- Megawati, M., Hamdat, A., & Aida, N. (2022). Examining Linkage Leadership Style, Employee Commitment, Work Motivation, Work Climate on Satisfaction and Performance. *Golden Ratio of Human Resource Management*, 2(1), 01–14. <https://doi.org/10.52970/grhrm.v2i1.86>
- Mittal, E., & Kaur, P. (2023). Green HRM, green innovation and environmental performance: The moderating role of servant leadership. *Human Systems Management*, 42(1), 27–40. <https://doi.org/10.3233/HSM-220066>
- Mousa, S. K., & Othman, M. (2020). The impact of green human resource management practices on sustainable performance in healthcare organisations: A conceptual framework. *Journal of Cleaner Production*, 243(1), 1–18. <https://doi.org/10.1016/j.jclepro.2019.118595>
- Muda, I. (2014). Human Resources Development and Performance of Government Provincial Employees: A Study in North Sumatera, Indonesia. *Journal of Economics and Behavioral Studies*, 6(2), 152–162. <https://doi.org/10.22610/jebs.v6i2.478>
- Nkomo, S. M. (1987). Human resource planning and organization performance: An exploratory analysis. *Strategic Management Journal*, 8(4), 387–392. <https://doi.org/10.1002/smj.4250080408>
- Popescu, C., Georgescu, A. R., & Grapă, B. G. (2019). The Role and the Importance of Human Resources in Obtaining Organization Performances. *Valahian*

Journal of Economic Studies, 10(1), 79–88. <https://doi.org/10.2478/vjes-2019-0008>

Qiang, Z., Wang, J., He, K., & Xu, L. (2023). Potential of Passive Employees: How Servant Leadership Can Stimulate Innovation among Control-Oriented Employees. *Sustainability (Switzerland)*, 15(1), 1–16. <https://doi.org/10.3390/su15010144>

Rodiyah, I., Sukmana, H., & Choiriyah, I. U. (2021). Pengembangan kapasitas SDM aparatur dalam penyelenggaraan pemerintahan desa di Desa Kenongo Kecamatan Tulangan Kabupaten Sidoarjo. *Publisia: Jurnal Ilmu Administrasi Publik*, 6(1), 32–41. <https://doi.org/10.26905/pjiap.v6i1.5631>

Roh, T., Kim, M.-J., & Hong, Y. (2023). Does Servant Leadership Decrease Bad Behaviors? The Mediating Role of Psychological Safety and the Moderating Effect of Corporate Social Responsibility. *Sustainability*, 15(22), 1–14. <https://doi.org/10.3390/su152215901>

Saleem, F., Zhang, Y. Z., Gopinath, C., & Adeel, A. (2020). Impact of Servant Leadership on Performance: The Mediating Role of Affective and Cognitive Trust. *SAGE Open*, 10(1), 1–15. <https://doi.org/10.1177/2158244019900562>

Sarwiningsih, E., & Widodo. (2022). The Role of Curiosity Motivation toward Human Resources Performance. *Quality - Access to Success*, 23(191), 328–334. <https://doi.org/10.47750/QAS/23.191.37>

Shailja, Kumari, P., & Singla, H. (2023). Impact of servant leadership on innovative work behaviour: a moderation mediation analysis. *Leadership and Organization Development Journal*, 44(3), 330–349. <https://doi.org/10.1108/LODJ-03-2022-0121>

Shim, Y., Mun, T., & Lee, J. (2023). An Empirical Study on the Effect of a High Performance WorkSystem on the Human Resource Performance of Accounting Experts in Korean Companies: Focusing on the Mediated Effect of Informal Learning. *Journal of Global Business and Trade*, 19(4), 37–54. <https://doi.org/10.20294/jgbt.2023.19.4.37>

- Sobian, P. (2022). Human Resources Development of Village Apparatus as a Response to the Determination of Betang Long as a Tourism Allegation Areas Based on Cultural Heritage Case study in Ensaid Panjang Village, Kelam Permai District, Sintang Regency, West Kalimantan. *WACANA, Jurnal Sosial Dan Humaniora*, 25(1), 1–16. <https://doi.org/10.21776/ub.wacana.2022.025.01.06>
- Sorn, M. K., Fienena, A. R. L., Ali, Y., Rafay, M., & Fu, G. (2023). The Effectiveness of Compensation in Maintaining Employee Retention. *OALib*, 10(7), 1–14. <https://doi.org/10.4236/oalib.1110394>
- Sudarmo, Suhartanti, P. D., & Prasetyanto, W. E. (2022). Servant leadership and employee productivity: a mediating and moderating role. *International Journal of Productivity and Performance Management*, 71(8), 3488–3506. <https://doi.org/10.1108/IJPPM-12-2020-0658>
- Sugiyono. (2017). *Metode Penelitian Kuantitatif, Kualitatif dan R&D*. Alfabeta.
- Supriyanto. (2023). Peranan Aparatur Desa dalam Meningkatkan Pengembangan Sumber Daya Manusia di Desa Mattirowalie Kabupaten Bulukumba. *Mutiara : Jurnal Ilmiah Multidisiplin Indonesia*, 1(2), 60–74. <https://doi.org/10.61404/jimi.v1i2.35>
- Tanpipat, W., Lim, H. W., & Deng, X. (2021). Implementing remote working policy in corporate offices in Thailand: Strategic facility management perspective. *Sustainability (Switzerland)*, 13(3), 1–17. <https://doi.org/10.3390/su13031284>
- Tarigan, J., Cahya, J., Valentine, A., Hatane, S., & Jie, F. (2022). Total reward system, job satisfaction and employee productivity on company financial performance: evidence from Indonesian Generation Z workers. *Journal of Asia Business Studies*, 16(6), 1041–1065. <https://doi.org/10.1108/JABS-04-2021-0154>
- Teo, S. T. T., Bentley, T., & Nguyen, D. (2020). Psychosocial work environment, work engagement, and employee commitment: A moderated, mediation model. *International Journal of Hospitality Management*, 88(1), 1–14.

<https://doi.org/10.1016/j.ijhm.2019.102415>

- Tilca, M., Mare, E., & Apatean, A. (2018). A Model to Measure the Performance of Human Resources in Organisations. *Studia Universitatis „Vasile Goldis” Arad – Economics Series*, 28(1), 57–73. <https://doi.org/10.2478/sues-2018-0005>
- Umiyati, S. (2023). Reinforce Human Resource Performance Through the Implementation of E-Government and Leadership in the Government Organization. *Journal of Law and Sustainable Development*, 11(11), 1–16. <https://doi.org/10.55908/sdgs.v11i11.1949>
- Vuong, B. N., Tushar, H., & Hossain, S. F. A. (2023). The effect of social support on job performance through organizational commitment and innovative work behavior: does innovative climate matter? *Asia-Pacific Journal of Business Administration*, 15(5), 832–854. <https://doi.org/10.1108/APJBA-06-2021-0256>
- Wang, B., & Zhou, L. (2013). Requirements of human resource performance management on construction of service-oriented government in China. *Asian Social Science*, 10(1), 223–229. <https://doi.org/10.5539/ass.v10n1p223>
- Watri, N., Hartono, B., & Adam, A. (2023). Performance Analysis of Village Apparatus in Village Government at Sugiharjo Village, District Batang Kuis, Deli Serdang Regency. *Journal of Education, Humaniora and Social Sciences (JEHSS)*, 5(4), 2581–2590. <https://doi.org/10.34007/jehss.v5i4.1658>
- Wolor, C. W., Supriyati, Y., & Purwana, D. (2019). Effect of organizational justice, conflict management, compensation, work stress, work motivation on employee performance sales people. *Humanities and Social Sciences Reviews*, 7(4), 1277–1284. <https://doi.org/10.18510/hssr.2019.74176>
- Yatminiwati, M., Marsuhin, M., & Ermawati, E. (2023). HR Capability of Village Government Devices in Improving Public Services. *Wiga : Jurnal Penelitian Ilmu Ekonomi*, 13(1), 10–16. <https://doi.org/10.30741/wiga.v13i1.959>
- Yunni, Y., Azlina, N., & Nurulita, S. (2022). Effect Of Transparency, Human

Resources Competence, Community Participation, Government Internal Control System, Village Apparatur Commitment To Management Village Fund. *Terbuka Journal of Economics and Business*, 3(2), 1–10.
<https://doi.org/10.33830/tjeb.v3i2.3738>

ZENG, Q., & HU, L. (2017). A Study on Strategic Human Resource Management and Sports Organization Performance. *DEStech Transactions on Economics, Business and Management*, 12(1), 1–12.
<https://doi.org/10.12783/dtem/icem2017/13170>