

DAFTAR PUSTAKA

- A.A. Anwar Prabu Mangkunegara. 2017. *Manajemen Sumber Daya Manusia Perusahaan*. PT. Remaja Rosdakarya. Bandung.
- Abelha, D. M., Carneiro, P. C. D. C., & Cavazotte, F. D. S. C. N. (2018). Transformational leadership and job satisfaction: Assessing the influence of organizational contextual factors and individual characteristics. *Revista Brasileira de Gestao de Negocios*, 20, 516-532.
- Ach Qosjim (2017), Analisis Kinerja BUMDes di Kabupaten Lumajang (Performance Analysis BUMDes in Jember District), *Journal Ekulibrium*, Vol.II No.1, 10-17
- Ading Sunarto (2020). PENGEMBANGAN SUMBER DAYA MANUSIA dengan Berbasis Inovasi untuk Menghadapi Revolusi Industri, *Jurnal Ilmu Manajemen, Ekonomi dan Akutansi* Vol.4 No, 2 (P-ISSN; 2541-5255 E-ISSN: 2621-5306). 397 – 407
- Adrian Sutedi. 2011. *Good Corporate Governance*. Jakarta: Sinar Grafika.
- Afzarina, R. (2018). Pengaruh Knowledge Management Dan Organizational Learning Terhadap Kinerja Organisasi Melalui Inovasi Sebagai Variabel Intervening (Studi Kasus di Hotel Grand Inna Malioboro).
- Afsar, B., Maqsoom, A., Shahjehan, A., Afridi, S. A., Nawaz, A., & Fazliani, H. (2020). Responsible leadership and employee's proenvironmental behavior: The role of organizational commitment, green shared vision, and internal environmental locus of control. *Corporate Social Responsibility and Environmental Management*, 27(1), 297-312.
- Ahad, R., Mustafa, M. Z., Mohamad, S., Abdullah, N. H. S., & Nordin, M. N. (2021). Work attitude, organizational commitment and emotional intelligence of Malaysian vocational college teachers. *Journal of Technical Education and Training*, 13(1). <https://doi.org/10.30880/jtet.2021.13.01.002>
- Ahmed, Pervaiz K, & Shepherd, Charles D. (2010). *Innovation Management*. New. Jersey: Pearson Education, Inc.
- Aji Nugroho, & Muljadi Muljadi. (2022). Pengaruh Kepemimpinan Visioner dan Motivasi Berprestasi terhadap Inovasi Guru Pendidikan Agama Buddha se-Provinsi Bali. *Dhammavicaya : Jurnal Pengkajian Dhamma*, 5(2). <https://doi.org/10.47861/dv.v5i2.37>
- Alex Soemadji Nitisemito 2001 *Manajemen Personal* Jakarta :Ghalia Indonesia
- Al-Haraisa, Y. E. (2022). Emotional Intelligence And Career Development Through Organizational Socialization: A Practical Study. *Journal of Governance and Regulation*, 11(3). <https://doi.org/10.22495/jgrv11i3art13>

- Alkahtani, A. H. (2015). The Influence of Leadership Styles on Organizational Commitment: The Moderating Effect of Emotional Intelligence. *Business and Management Studies*, 2(1). <https://doi.org/10.11114/bms.v2i1.1091>
- Alkahtani, A. H. (2015). The Influence of Leadership Styles on Organizational Commitment: The Moderating Effect of Emotional Intelligence. *Business and Management Studies*, 2(1). <https://doi.org/10.11114/bms.v2i1.1091>
- Amaluddin, L. O., & Sentryo, I. (2022). The Effect of Organizational Innovation Through Self-Concept on the Performance of Senior High School Teachers in Kendari City. *AL-ISHLAH: Jurnal Pendidikan*, 14(4). <https://doi.org/10.35445/alishlah.v14i4.2584>
- Amirian, S. M., Amirian, S. K., & Kouhsari, M. (2023). The impact of emotional intelligence, increasing job demands behaviour and subjective well-being on teacher performance: Teacher-gender differences. *International Journal of Educational Management*, 37(1), 240-258. doi:10.1108/IJEM-09-2022-0370
- Ananda Sabil Husein, Penelitian Bisnis dan Manajemen Menggunakan Partial Least Squares (PLS) dengan smartPLS 3.0, (Universitas Brawijaya: Modul Ajar, 2015), hal. 21
- Angelina, J. M. (2021). Upaya Meningkatkan Kinerja Guru. *Inspirasi Manajemen Pendidikan*, 09(01).
- Annisa, Frendika, R., & Shakti Firdaus, F. (2023). Pengaruh Kecerdasan Emosional terhadap Kinerja Guru pada SMK Pasundan 2 Bandung. *Bandung Conference Series: Business and Management*, 3(2). <https://doi.org/10.29313/bcsbm.v3i2.7897>
- Anwar Prabu Mangkunegara, (2011) *Manajemen Sumber Daya Manusia*, Bandung : Rosda Karya,
- Anwar, A., Agustina, Y., Yani, A., Abubakar, A., & Darmawati, D. (2022). The Relationship Between Transformational Leadership Headmaster With Teacher Performance. *Jurnal Serambi Ilmu*, 23(1).
- Aprila, N. (2005). Pengaruh Komitmen Organisasi, Kepuasan Kerjadan Keperilakuan Etis Terhadap Keinginan Berpindah Pada Profesional Bidang Teknologi Informasi. *Jurnal Bisnis & Manajemen*, 5(1).
- Arabi, K. S. A., Alsalhi, N. R., & Al-Qatawneh, S. (2022). The effect of school principals' emotional intelligence (EI) on teachers' organizational citizenship behavior (OCB): A case study on the UAE school. *Przestrzen Społeczna*, 22(3), 30-49. Retrieved from www.scopus.com

- Ardianti, A. (2022). Efforts to Improve School Effectiveness in Organizations. *Indonesian Journal of Education (INJOE)*, 3(2). <https://doi.org/10.54443/injoe.v3i2.25>
- Ardiyasa, I. G. A. (2020). The Influence Of Servant Leadership Style On Motivation Of Badung Resort Police Personnel And The Motivation's Impact On Security Conditions During The Campaign And Polling In 2018 Bali Governor Election. *Management Technology and Security International Journal*, 1(1), 76–88. <https://doi.org/10.47490/mtsij.v1.i1.7688>
- Ari Prayoga, Rismaya Muharomah, and Sutarti, (2019) "Implementasi Kepemimpinan Transformatif Kepala Madrasah Aliyah Ma'arif Cilageni Kadungora," *Attaqwa: Jurnal Ilmu Pendidikan Islam* 15, no. 01
- Aries, Ivan & Imam Ghozali. (2006). "Akuntansi Keperilakuan". Semarang: Universitas Diponegoro.
- Arikunto S. (2013). *Manajemen Penelitian*. Jakarta: RinekaCipta.
- Asbari, M., Purwanto, A., Fayzhall, M., Goestjahjanti, F. S., Winanti, W., Yuwono, T., ... & Yani, A. (2020). Peran Kepemimpinan Transformasional dan Organisasi Pembelajaran terhadap Kapasitas Inovasi Sekolah. *EduPsyCouns: Journal of Education, Psychology and Counseling*, 2(1), 122-145.
- Ashby, M. (2001). *Oxford Student's Dictionary of English*. OUP.
- Asti, Irfan Cholid (2018), Persepsi dan Partisipasi Pemerintah Desa Dalam Aswaruddin, A., Nurhasanah, N., Azhari, A., Simatupang, A. G., Maulida, S., & Butar, M. I. B. (2023). Penilaian Kinerja Guru. *Komprehensif*, 1(2), 390-396.
- Atika, A. N., Widiastuti, R. Y., Khutobah, & Aisiyah, L. N. (2023). The importance of emotional intelligence to improve early childhood teacher performance. Paper presented at the *AIP Conference Proceedings*, , 2679 doi:10.1063/5.0111404 Retrieved from www.scopus.com
- Avkiran, N., & Ringle, C. (n.d.). International Series in Operations Research & Management Science Partial Least Squares Structural Equation Modeling Recent Advances in Banking and Finance. <http://www.springernature.com/series/6161>
- Bakker, A. B., & Demerouti, E. (2018). Multiple levels in job demands-resources theory: Implications for employee well-being and performance. *Handbook of well-being*.
- Barnawi, M. A., & Arifin, M. (2012). *Kinerja Guru Profesional*. Jogjakarta: AR-Ruzz Media.
- Baydar, F., & Cetin, M. (2021). The Model Of Relationships Between Intellectual Capital, Learning Organizations, and Innovation-Oriented Organizational Structures in Educational Organizations. *Eurasian*

- Journal of Educational Research, 21(94).
<https://doi.org/10.14689/ejer.2021.94.12>
- Becker, B. A., & Eube, C. (2018). Open innovation concept: Integrating universities and business in digital age. *Journal of Open Innovation: Technology, Market, and Complexity*, 4(1), 12.
- Bela Elqaweliya, Djam'an Satori, Diding Nurdin, Eka Prihatin, & Nuphanudin. (2023). Spiritual Leadership and Emotional Intelligence of Principal and Teachers at Serba Bakti Suryalaya Islamic Boarding School Foundation. *Dinamisia : Jurnal Pengabdian Kepada Masyarakat*, 7(2).
<https://doi.org/10.31849/dinamisia.v7i2.13845>
- Bhebhe, S. (2019). A Head teachers' and teachers' perceptions on the organisational structure and teachers' performance in high schools. *IOJPH-International Open Journal of Educational Research*, 2(5).
- Boon, O. K., & Arumugam, V. (2006). TQM practice and affective commitment: A case of malaysian semiconductor packaging organizations. *International Journal of Management and Enterpreunership*, 2(1), 37-55.
- Bouwman, H., Nikou, S., & de Reuver, M. (2019). Digitalization, business models, and SMEs: How do business model innovation practices improve performance of digitalizing SMEs?. *Telecommunications Policy*, 43(9), 101828.
- Brahmasari, I. A., & Suprayetno, A. (2008). Pengaruh motivasi kerja, kepemimpinan dan budaya organisasi terhadap kepuasan kerja karyawan serta dampaknya pada kinerja perusahaan (Studi kasus pada PT. Pei Hai International Wiratama Indonesia). *Jurnal Manajemen dan kewirausahaan*, 10(2), 124-135.
- Brattström, A., Frishammar, J., Richtné, A., & Pflueger, D. (2018). Can innovation be measured? A framework of how measurement of innovation engages attention in firms. *Journal of Engineering and Technology Management*, 48, 64-75.
- Budhiasa, Sudjana Dr (2016) Analisis Statistik Multivariate Dengan Aplikasi SEM PLS SMARTPLS 3.2.6 ; Denpasar, Udayana University Press
- Burkhanova, A. D., & Tazhina, G. O. (2020). Relationship between university teachers' emotional intelligence and instructional leadership competences: overview of the literature. *The Journal of Psychology and Sociology*, 72(1). <https://doi.org/10.26577/jpss.2020.v72.i1.11>
- Byars, L. L., & Rue, L. W. (1991). *Human resources management*. (3rd ed). Boston: Irwin Inc
- Caesar, M. R., Basyar, A., Fathurohman, A. R., Chafshof, A. S., & Tasyali, D. (2021). Analisis Peran Struktur Organisasi Dalam Kualitas Pelayanan Publik Di Desa Gudang Kecamatan Tanjungsari Kabupaten

- Caliskan, A., & Zhu, C. (2021). Organizational culture barriers and facilitators for instructional innovations at the faculty of education. *Eurasian Journal of Educational Research*, 2021(92). <https://doi.org/10.14689/ejer.2021.92.8>
- Castro, A. J., & Edwards, W. (2021). Innovation to what end? Exploring the dynamic landscape of texas teacher preparation pathways. *Education Policy Analysis Archives*, 29. <https://doi.org/10.14507/EPAA.29.6217>
- Castro-Paniagua, W., Chávez-Epiquén, A., & Arévalo-Quijano, J. C. (2023). Emotional intelligence: Association with negative emotions and job performance in university teachers. [Inteligência emocional: Associação com emoções negativas e desempenho profissional em professores universitários] *Revista Electronica Educare*, 27(1) doi:10.15359/ree.27-1.14391
- Çayak, S., & Eskici, M. (2021). The Mediating Role of Emotional Intelligence in the Relationship Between School Principals' Sustainable Leadership Behaviors and Diversity Management Skills. *Frontiers in Psychology*, 12. <https://doi.org/10.3389/fpsyg.2021.774388>
- Caza, B. B., Vough, H., & Puranik, H. (2018). Identity work in organizations and occupations: Definitions, theories, and pathways forward. *Journal of Organizational Behavior*, 39(7), 889-910.
- Chamizo-Nieto, M. T., Arrivillaga, C., Rey, L., & Extremera, N. (2021). The Role of Emotional Intelligence, the Teacher-Student Relationship, and Flourishing on Academic Performance in Adolescents: A Moderated Mediation Study. *Frontiers in Psychology*, 12. <https://doi.org/10.3389/fpsyg.2021.695067>
- Channing, J. (2020). How Can Leadership Be Taught? Implications for Leadership Educators. *International Journal of Educational Leadership Preparation*, 15(1), 134–148.
- Chen, J., & Guo, W. (2020). Emotional intelligence can make a difference: The impact of principals' emotional intelligence on teaching strategy mediated by instructional leadership. *Educational Management Administration and Leadership*, 48(1). <https://doi.org/10.1177/1741143218781066>
- Chen, J., Zheng, W., & Jiang, B. (2022). The impact of moral leadership on physical education teachers' innovation behavior: The role of identification with leader and psychological safety. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.1030245>

- Chester Irving Barnard (1961). In *Klassiker des Managements* (pp. 205-215). Gabler Verlag.
- Child, J. (1972). Organizational structure, environment and performance: The role of strategic choice. *sociology*, 6(1), 1-22.
<https://doi.org/10.1177/003803857200600101>
- Chris Rowley & Keith Jackson. 2012. *Manajemen Sumber Daya Manusia The Key Concepts*, Cetakan Kesatu, PT Rajagrafindo Persada, Jakarta.
- Colquitt, Jason, LePine, Jeffery A., Wesson, Michael J., (2017). *ORGANIZATIONAL BEHAVIOR: Improving Performance and Commitment in the Workplace*, fifth edition, McGraw-Hill Education, 2 Penn Plaza, New York, NY 10121. by McGraw-Hill Education.
- Cooper, D. S. (2006). *Marketing Research*. New York: McHraw-Hill.
- Creswell, J. W. (2003). *Research design qualitative, quantitative, and mixed methods approaches (second edition)*. Thousand Oaks, California: Sage Publications, Inc.
- Creswell, J. W. (2014). *Research design: qualitative, quantitative, and mixed methods approaches*. Thousand Oaks, CA: Sage.
- Creswell, J., W., 2012, *Research design Pendekatan kualitatif, Kuantitatif dan Mixed*; Cetakan ke-2, Yogyakarta: *Pustaka Pelajar*
- D’Orazio, L., MM, S., & Vincenzi, M (2019) . Competences in operations management: a literature review. *Procedia Manufacturing*, 22, 43.
- Daftar Pustaka tambahan Danang, Sunyoto. (2013). *Metodologi Penelitian Akuntansi*. Bandung: PT Refika Aditama Anggota Ikapi
- Amalia, D. A. (2020). Modul 1: Pengukuran Kinerja. *STIE YAI 2020*, (1), 1-10.
- De Jong, J. P., & Den Hartog, D. N. (2008). Innovative work behavior: Measurement and validation. *EIM Business and Policy Research*, 8(1), 1-27.
- Dischner, S. (2015). Organizational structure, organizational form, and counterproductive work behavior: A competitive test of the bureaucratic and post-bureaucratic views. *Scandinavian Journal of Management*, 31(4), 501-514.
- Don, Y., Yaakob, M. F. M., Wan Hanafi, W. R., Yusof, M. R., Kasa, M. D., Omar-Fauzee, M. S., & In-Keeree, H. K. (2021). Challenges for using organizational climate tools for measuring teacher job satisfaction. *International Journal of Evaluation and Research in Education*, 10(2).
<https://doi.org/10.11591/ijere.v10i2.20703>
- Donni Junni Priansa 2014. *Perencanaan & Pengembangan SDM*, Bandung: Alfabeta
- Dwivedi, A., & Weerawardena, J. (2018). Conceptualizing and operationalizing the social entrepreneurship construct. *Journal of Business research*, 86, 32-40.
- Edy, Sutrisno, (2016), *Manajemen Sumber Daya Manusia*, Kencana Prenada Media Group, Jakarta.

- Efendi, E., Harini, S., Simatupang, S., Silalahi, M., & Sudirman, A. (2021). Can Job Satisfaction Mediate the Relationship between Emotional Intelligence and Spiritual Intelligence on Teacher Performance? *Journal of Education Research and Evaluation*, 5(1). <https://doi.org/10.23887/jere.v5i1.31712>
- Ekawati, A. N. A. S. T. A. S. I. A., & Wardono, D. T. (2014). Pengaruh Gaya Kepemimpinan dan Budaya Inovatif Terhadap Kepuasan Kerja Karyawan. *Jurnal Ilmu Manajemen*, 2, 735-747
- Eliyana, A., & Ma'arif, S. (2019). Job satisfaction and organizational commitment effect in the transformational leadership towards employee performance. *European Research on Management and Business Economics*, 25(3), 144-150.
- Else-Quest, N. M., & Hyde, J. S. (2016). Special Section: Intersectionality Research and Feminist Psychology Intersectionality in Quantitative Psychological Research: II. Methods and Techniques. *Psychology of Women Quarterly*, 40(3).
- Erdiyanti, E., & Syawal, S. (2020). Pengaruh Kecerdasan Emosional dan Komitmen Organisasi Terhadap Kinerja Guru di SMA Negeri 1 Kendari. *Shautut Tarbiyah*, 24(2). <https://doi.org/10.31332/str.v24i2.1165>
- Eyal, O., & Roth, G. (2011). Principals' leadership and teachers' motivation. *Journal of Educational Administration*, 49(3). <https://doi.org/10.1108/09578231111129055>
- Fadillah, R., Surur, M., Elfrianto, Roziqin, A. K., Suhaili, A., Handayani, R. A., Mufid, A., Purwanto, A., Muhajir, & Fahmi, K. (2020). the influence of leadership style on innovation capabilities of islamic school teachers in organizational learning perspective during covid-19 pandemic. *Systematic Reviews in Pharmacy*, 11(7). <https://doi.org/10.31838/srp.2020.7.83>
- Fahmi, Irham. 2017. *Manajemen Sumber Daya Manusia*. Bandung : Alfabet
- Farah Naz, & Surryia Rashid. (2021). Effective Instructional Leadership can Enhance Teachers' Motivation and Improve Students' Learning Outcomes. *Sjesr*, 4(1). [https://doi.org/10.36902/sjesr-vol4-iss1-2021\(477-485\)](https://doi.org/10.36902/sjesr-vol4-iss1-2021(477-485))
- Farida, L., Sudiatmika, A. I. A. R., & Rachmawati, D. O. (2017). Analisis Kualitatif Pemberdayaan Kecerdasan Emosional Guru Dalam Pembelajaran Fisika Dampaknya Dalam Pengembangan Interaksi Sosial Siswa Kelas X Mipa 5. *Jurnal Pendidikan Fisika Undiksha*, 7(2), 175-185.
- Fayzhall, M., Purwanto, A., Asbari, M., Basuki, S., Mustofa, M., & ... (2020). Gaya Kepemimpinan Terhadap Kapabilitas Inovasi Guru dalam Perspektif Organizational Learning. *EduPsyCouns: Journal of Education, Psychology and EduPsyCouns*
- Fayzhall, M., Purwanto, A., Asbari, M., Basuki, S., Mustofa, M., Hutagalung, D., ... & Andriyani, Y. (2020). Pengaruh Gaya Kepemimpinan Terhadap Kapabilitas Inovasi Guru Dalam Perspektif Organizational

Learning. *EduPsyCouns: Journal of Education, Psychology and Counseling*, 2(1), 64-91.

- Fitri Sejati. (2023). The effect of burnout, emotional intelligence and extrovert personality types on teacher performance in senior high school 13 Padang, Indonesia. *World Journal of Advanced Research and Reviews*, 18(3). <https://doi.org/10.30574/wjarr.2023.18.3.1137>
- Fitria, H., Mukhtar, M., & Akbar, M. (2017). The Effect Of Organizational Structure And Leadership Style On Teacher Performance In Private Secondary SchOOL. *IJHCM (International Journal of Human Capital Management)*, 1(02). <https://doi.org/10.21009/ijhcm.012.12>
- Fraenkel, J. R., & Wallen, N. E. (2006). *How to design and evaluate research in education*.
- Frankel, J.P. & Wallen, N.E. (2008) *How to Design and Evaluate Research in Education*, Now York ; McGraw-Hill Companies, Inc.
- Gaol, N. T. L., & Siburian, P. (2018). Peran Kepala Sekolah Dalam Meningkatkan Kinerja Guru. *Kelola: Jurnal Manajemen Pendidikan*, 5(1), 66-73. DOI: <https://doi.org/10.24246/j.jk.2018.v5.i1.p66-73>
- García-Domingo, B., & Díaz, J. Q. (2022). Emotional intelligence as a predictor of satisfaction in early childhood and primary school teachers. [Inteligencia Emocional como Predictor de Satisfacción en Docentes de Infantil y Primaria] *REICE.Revista Iberoamericana Sobre Calidad, Eficacia y Cambio En Educacion*, 20(4), 51-68. doi:10.15366/reice2022.20.4.003
- Geladi, Paul & Kowalski, Bruce R. (1986). Partial Least Square Regression: A Tutorial. Elsevier Science Publishers B. V. Amsterdam. 185, 1-17.
- Ghozali, I., & Latan, H. (2014). Partial Least Squares Konsep Teknik dan Aplikasi Dengan Program Smart PLS 3.0. *Semarang: Universitas Diponegoro Semarang*.
- Gittell, J. H. (2001). Supervisory span, relational coordination and flight departure performance: A reassessment of postbureaucracy theory. *Organization Science*, 12(4), 468-483.
- Given, L. M. (2008). *The sage encyclopedia of qualitative research methods*. Thousand oaks: Sage.
- Gülbahar, B. (2017). The Relationship between Work Engagement and Organizational Trust: A Study of Elementary School Teachers in Turkey. *Journal of Education and Training Studies*, 5(2). <https://doi.org/10.11114/jets.v5i2.2052>
- Gulick, L., & Urwick, L. (2004). *Papers on the Science of Administration*. Routledge.
- Gultom, T. (2020). Penilaian Kinerja Guru Mengenai Profesionalisme Guru Di Smp Negeri 2 Pangaribuan Kabupaten Tapanuli Utara Tahun 2020. *Journal Of Education And Teaching Learning (JETL)*, 2(3), 29-43.

- Gumanti, Tatang Ary., Yunidar, dan Syahrudin. 2016. *Metode Penelitian Pendidikan*. Jakarta: Mitra Wacana Media.
- Gunawan, I., & Adha, M. A. (2021). The Effect Of Instructional, Transformational And Spiritual Leadership On Elementary School Teachers'performance And Students'achievements.
- H Abuddin Nata, M. A. (2012). *Manajemen Pendidikan: Mengatasi Kelemahan Pendidikan Islam di Indonesia*. Kencana
- Hadari, N. (1985). *Administrasi Pendidikan Gunung Agung*.
- Hafni, N. D., Nurjanah, S., & Alviya, D. (2022). Peningkatan Kemampuan Guru Dalam Inovasi Pembelajaran Kurikulum Merdeka Di Mi Nu Hidayatun Najah. *STRATEGI: Jurnal Pengabdian dan Pemberdayaan Masyarakat*, 3(1), 9-16.
- Hage, J & Aiken, M 1967, „Relationship of centralization to other structural properties“, *Administrative Science Quarterly*, pp.72-92. DOI: <https://doi.org/10.2307/2391213>
- Hair Jr, J. F., Hult, G. T. M., Ringle, C., & Sarstedt, M. (2016). *A primer on partial least squares structural equation modeling (PLS-SEM)*. Sage Publications
- Hair, J. F. (2021). Next-generation prediction metrics for composite-based PLS-SEM. *Industrial Management and Data Systems*, 121(1), 5–11. <https://doi.org/10.1108/IMDS-08-2020-0505>
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2010), *Multivariate data analysis: a global perception*. Pearson, Upper Saddle River, NJ
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2010), *Multivariate data analysis: a global perception*. Pearson, Upper Saddle River, NJ
- Hair, J. F., Howard, M. C., & Nitzl, C. (2020). Assessing measurement model quality in PLS-SEM using confirmatory composite analysis. *Journal of Business Research*, 109, 101–110. <https://doi.org/10.1016/j.jbusres.2019.11.069>
- Hair, J. F., Matthews, L. M., Matthews, R. L., & Sarstedt, M. (2017). PLS-SEM or CB-SEM: updated guidelines on which method to use “PLS-SEM or CB-SEM: updated guidelines on which method to use.” In *Organizational Research Methods, MIS Quarterly, and International Journal* (Vol. 1, Issue 2).
- Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2019). When to use and how to report the results of PLS-SEM. In *European Business Review* (Vol. 31, Issue 1, pp. 2–24). Emerald Group Publishing Ltd. <https://doi.org/10.1108/EBR-11-2018-0203>
- Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2019). When to use and how to report the results of PLS-SEM. *European Business Review*, 31(1), 2-24.
- Hair, J., Hollingsworth, C. L., Randolph, A. B., & Chong, A. Y. L. (2017). An updated and expanded assessment of PLS-SEM in information systems

- research. *Industrial Management and Data Systems*, 117(3), 442–458.
<https://doi.org/10.1108/IMDS-04-2016-0130>
- Hamid, Z., Muzamil, M., & Shah, S. A. (2022). Strategic human resource management. In *Research Anthology on Human Resource Practices for the Modern Workforce* (pp. 1-16). IGI Global.
- Hamilton, W. F., & Moses, M. A. (1973). An optimization model for corporate financial planning. *Operations Research*, 21(3), 677-692.
- Han, H. (2012). The relationship among corporate culture, strategic orientation, and financial performance. *Cornell Hospitality Quarterly*, 53, 207-219.
- Handayani, T., Fitria, H., & Puspita, Y. (2021). The influence of organization atmosphere and school leadership on teacher performance in senior high school. *JPGI (Jurnal Penelitian Guru Indonesia)*, 6(2).
<https://doi.org/10.29210/021067jpgi0005>
- Handoko, T. Hani. (2012). *Manajemen Edisi kedua*. Yogyakarta :BPFE-Yogyakarta
- Hardyali, N. B., Suwarsi, S., & Frendika, R. (2020). Pengaruh Kecerdasan Emosional dan Lingkungan Kerja Terhadap Kinerja Guru Sekolah Menengah Atas Angkasa Lanud Husein Sastranegara Bandung. *Prosiding Manajemen*, 6(2).
- Hariri, H., Ridwan, & Karwan, D. H. (2018). Kepemimpinan Kepala Sekolah dan Pengaruhnya terhadap Kinerja Guru dalam Mendongkrak Prestasi Siswa [Principal Leadership and Its Effect on Teacher Performance in Boosting Student Achievement]. Yogyakarta: Graha Ilmu.
- Harputlu, Ş. (2014). Job Satisfaction and Its Relation with Perceived Workload: An Application in a Research Institution. Middle East Technical University, Department of Industrial Engineering.
- Harris, A. (2003). Teacher leadership as distributed leadership: heresy, fantasy or possibility?. *School leadership & management*, 23(3), 313-324.
- Harsoyo, R. (2022). Teori Kepemimpinan Transformasional Bernard M. Bass Dan Aplikasinya Dalam Peningkatan Mutu Lembaga Pendidikan Islam. *Southeast Asian Journal of Islamic Education Management*, 3(2), 247-262.
- Hasibuan, M. S., & Hasibuan, H. M. S. (2010). *Manajemen sumber daya manusia*. Bumi Aksara.
- Hasibuan, S. (2022). The Effect of Organizational Culture, Principal Leadership and Motivation on Teacher Performance in Madrasah. *AL-TANZIM: Jurnal Manajemen Pendidikan Islam*, 6(1). <https://doi.org/10.33650/al-tanzim.v6i1.3228>
- Hassanah, F. N. (2023). Pengaruh Kepemimpinan Transformasional Terhadap Kepuasan Kerja dan Organization Citizenship Behavior Serta Dampaknya Terhadap Kinerja Pegawai pada Pt. Perkebunan Nusantara Iv (Persero) Medan. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 6(2).

- Hendri, H., & Iswantir, M. (2024). Pengaruh Motivasi Kerja Terhadap Inovasi Guru Di Sekolah Penggerak Kota Bukittinggi. *Innovative: Journal Of Social Science Research*, 4(1), 375-385.
- Henseler, J., & Sarstedt, M. (2013). Goodness-of-fit indices for partial least squares path modeling. *Computational Statistics*, 28(2), 565-580.
- Henseler, J., Dijkstra, T. K., Sarstedt, M., Ringle, C. M., Diamantopoulos, A., Straub, D. W., & Calantone, R. J. (2014). Common beliefs and reality about PLS: Comments on Rönkkö and Evermann (2013). *Organizational Research Methods*, 17(2), 182-209.
- Henseler, J., Hubona, G., & Ray, P. A. (2016). Using PLS path modeling in new technology research: updated guidelines. *Industrial Management & Data Systems*, 116(1), 2-20.
- 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
- Higgins, E. T. (2011). Sharing inner states: A defining feature of human motivation. Grounding sociality: Neurons, mind, and culture, 149-173.
- Huberman, M., & Miles, M. B. (2002). The qualitative researcher's companion. Sage.
- Hubona, G. S., Schuberth, F., & Henseler, J. (2021). A clarification of confirmatory composite analysis (CCA). *International Journal of Information Management*, 61. <https://doi.org/10.1016/j.ijinfomgt.2021.102399>
- Hutabarat, W. (2015). Investigation of teacher job-performance model: Organizational culture, work motivation and job-satisfaction. *Asian Social Science*, 11(18). <https://doi.org/10.5539/ass.v11n18p295>
- Hutabarat, W. (2015). The Impact Of Organizational Culture, Organizational Structure, And Job-Satisfaction On High School Teachers' Job-Performance. *Jurnal Cakrawala Pendidikan*, 3(3). <https://doi.org/10.21831/cp.v3i3.7357>
- Ilham Nazar Hari Pratama, & Rusman Frendika. (2023). Pengaruh Kecerdasan Intelektual dan Kecerdasan Emosional terhadap Kinerja Guru Sekolah Menengah Atas Mekar Arum Kabupaten Bandung. *Bandung Conference Series: Business and Management*, 3(1). <https://doi.org/10.29313/bcsbm.v3i1.5754>
- Indonesia, P. R. (2003). *Undang-Undang Republik Indonesia Nomor 20 Tahun 2003 Tentang Sistem Pendidikan Nasional*. Departemen Pendidikan Nasional.
- Irawati, A. K. (2003). Budaya Kerja, Sikap Kerja Inovatif Sebagai Faktor Pendukung Kinerja Pada Pustakawan Perpustakaan Perguruan Tinggi di Padang. *Penelitian Dasar Program Pasca UNPAD*.
- Iskandar, U. (2013). Kepemimpinan kepala sekolah dalam peningkatan kinerja guru. *Jurnal visi ilmu pendidikan*, 10(1).
- Ismail, K., Mohd Nopiah, Z., & Mohd Sattar, R. (2020). Emotional intelligence and work performance among vocational teachers. *Journal of Technical*

- Education and Training, 12(3 Special Issue).
<https://doi.org/10.30880/jtet.2020.12.03.011>
- Istijanto, (2005). *Aplikasi praktis riset pemasaran*. Jakarta: PT. Gramedia Pustaka Utama.
- Iswahyudi, N. (2018). Faktor-Faktor Kecerdasan Emosional Yang Memengaruhi Kinerja Guru Sd Pendidikan Jasmani Dan Olahraga. *Jurnal Koulutus*, 1(2), 231-246.
- Jaliah, J., Fitria, H., & Martha, A. (2020). Pengaruh Kepemimpinan Kepala Sekolah dan Manajemen Kepala Sekolah terhadap Kinerja Guru. *Journal of Education Research*, 1(2), 146-153. DOI: <https://doi.org/10.37985/joe.v1i2.14>
- Jasmani, A., & Mustofa, S. (2013). *Supervisi Pendidikan terobosan baru dalam peningkatan kinerja pengawas sekolah dan guru*. Yogyakarta: ArRuzz Media.
- Jena, L. K. (2022). Does workplace spirituality lead to raising employee performance? The role of citizenship behavior and emotional intelligence. *International Journal of Organizational Analysis*, 30(6). <https://doi.org/10.1108/IJOA-06-2020-2279>
- Johari, J., Yahya, K. K., & Omar, A. (2011). The construct validity of organizational structure scale: Evidence from Malaysia. *World Journal of Management*, 3(2), 131-152.
- Julita, S., Herawaty, D., Gusri, S. A., Negeri, S., Bengkulu, K., Cendana, J., & Jati, P. (2019). Pengaruh Kecerdasan Emosional, Dan Self Efficacy Terhadap Kinerja Guru Matematika the Effect of Emotional Intelligence, and Self Efficacy on Job Performance of Mathematics Teacher. *Jurnal Pendidikan Matematika*, 2(2014).
- Juru, N. A. (2020). Analisis Struktur Organisasi Terhadap Kinerja Sekretariat Dewan Perwakilan Rakyat Daerah Kabupaten Buleleng. *Jurnal Ilmiah Manajemen, Ekonomi, & Akuntansi (MEA)*, 4(2), 408-421.
- Kadarisman, M. 2013. *Manajemen Pengembangan Sumber Daya Manusia*, Depok : Raja Grafindo Persada
- Kasim, M. I. (2020). Pengaruh Inovasi Dan Kreativitas Pengajaran Terhadap Kinerja Guru Sd Inpres Samata Kabupaten Gowa. *Economics Bosowa*, 6(001), 200-212.
- Kaso, N., Aswar, N., Firman, F., & Ilham, D. (2019). The Relationship between Principal Leadership and Teacher Performance with Student Characteristics Based on Local Culture in Senior High Schools. *Kontigensi : Jurnal Ilmiah Manajemen*, 7(2). <https://doi.org/10.56457/jimk.v7i2.129>
- Kassem, R., Ajmal, M., Gunasekaran, A., & Helo, P. (2018). Assessing the impact of organizational culture on achieving business excellence with a moderating role of ICT: An SEM approach. *Benchmarking: An International Journal*.
- Kerlinger, F. N. (2004). *Foundations of behavioural research*, 8th Reprint.
- Khairiah, N. (2022). Pengaruh Kepemimpinan Transformasional, Struktur Organisasi terhadap Kapasitas Inovasi Yang di Mediasi Budaya

- Pembelajaran Survey Pada ASN Kantor Camat Aur Birugo Tigo Baleh. *Jurnal Ekonomika Dan Bisnis (JEBS)*, 2(1), 364-370.
DOI: <https://doi.org/10.47233/jebs.v2i1.111>
- Khin, S., & Ho, T. C. (2018). Digital technology, digital capability and organizational performance: A mediating role of digital innovation. *International Journal of Innovation Science*.
- Khin, S., & Ho, T. C. (2018). Digital technology, digital capability and organizational performance: A mediating role of digital innovation. *International Journal of Innovation Science*.
- Khusnah, F., Supanto, F., & Arifin, S. (2020). Effect Of Self-Efficacy, Emotional Intelligence Of Teachers, Intellectual Intelligence, School Head Leadership On Teacher Performance On Muhammadiyah Foundation Pandaan Pasuruan District. *IOSR Journal of Research & Method in Education (IOSR-JRME)*, 10(4).
- Kingshott, R. P., Sharma, P., & Chung, H. F. (2018). The impact of relational versus technological resources on e-loyalty: A comparative study between local, national and foreign branded banks. *Industrial marketing management*, 72, 48-58.
- Kouhsari, M., Chen, J., & Amirian, S. K. (2023). The Effect of Principal Emotional Intelligence on Teacher Performance: Mediating Roles of Organizational Trust and Professional Learning Community. *Leadership and Policy in Schools*, 22(4).
<https://doi.org/10.1080/15700763.2022.2088392>
- Kravchenko, O. I., Tymchuk, D. S., Pavlysh, T. H., Kyslenko, D. P., & Lutsenko, O. v. (2020). Educational management of innovative pedagogical process in higher education institutions (Heis). *International Journal of Higher Education*, 9(7). <https://doi.org/10.5430/ijhe.v9n7p1>
- Kristiawan, M., Yuniarsih, Y., Fitria, H., & Refika, N. (2019). *Supervisi Pendidikan [Educational Supervision]*. Bandung: Alfabeta.
- Kurniawan Asep. 2018. *Metodologi Penelitian Pendidikan*. Bandung: PT Remaja Rosdakarya.
- Kusmianto. (1997). *Panduan penilaian kinerja guru oleh pengawas*. Jakarta: Erlangga.
- Kusnandi, K. (2019). Model Inovasi Pendidikan dengan Strategi Implementasi Konsep “Dare to Be Different”. *Jurnal Wahana Pendidikan*, 4(1), 132-144. DOI: <http://dx.doi.org/10.25157/wa.v4i1.391>
- Kwon, K., & Kim, T. (2020). An integrative literature review of employee engagement and innovative behavior: Revisiting the JD-R model. *Human Resource Management Review*, 30(2), 100704.
- Latumahina, M. C., & Wibowo, D. H. (2023). Hubungan Antara Kecerdasan Emosional Dan Kinerja Guru Selama Pembelajaran Jarak Jauh (PJJ). *Jurnal Psikologi Malahayati*, 5(1).
<https://doi.org/10.33024/jpm.v5i1.8727>

- Li, J., Ju, S. Y., Kong, L. K., & Jiang, N. (2023). A Study on the Mechanism of Spiritual Leadership on Burnout of Elementary and Secondary School Teachers: The Mediating Role of Career Calling and Emotional Intelligence. *Sustainability* (Switzerland), 15(12). <https://doi.org/10.3390/su15129343>
- Lonto, A. (2017). Pengaruh Kecerdasan Emosional Dan Lingkungan Keluarga Terhadap Kinerja Guru Pendidikan Kewarganegaraan Sma Di Sulawesi Utara. *Jinotep (Jurnal Inovasi Dan Teknologi Pembelajaran) Kajian Dan Riset Dalam Teknologi Pembelajaran*, 2(2). <https://doi.org/10.17977/um031v2i22016p313>
- Lu, Q., & Ishak, N. A. (2022). Teacher's emotional intelligence and employee brand-based equity: Mediating role of teaching performance and Teacher's self-efficacy. *Frontiers in Psychology*, 13 doi:10.3389/fpsyg.2022.901019
- Lu, T. -, & Chen, J. (2023). The effects of teacher's emotional intelligence on team-member exchange and job performance: The moderating role of teacher seniority. *Current Psychology*, doi:10.1007/s12144-023-04593-2
- Lucero, L. C., & Ocampo, Jr., J. M. (2019). Emotional Intelligence and Leadership Trait among Master Teachers. *MIMBAR PENDIDIKAN*, 4(1). <https://doi.org/10.17509/mimbardik.v4i1.16970>
- Lukviarman, Niki. 2016. Corporate Governance : Menuju Penguatan Konseptual dan Implementasi di Indonesia. Jakarta: Era Adicitra Intermedia
- Lunn Brownlee, J., Ferguson, L., Scholes, L., McDonald, S., Stahl, G., Comber, B., & Mills, R. (2020). Middle school students' science epistemic beliefs: Implications for measurement. *International Journal of Educational Research*, 105, 1-11.
- Lv, M., Zhang, H., Georgescu, P., Li, T., & Zhang, B. (2022). Improving Education for Innovation and Entrepreneurship in Chinese Technical Universities: A Quest for Building a Sustainable Framework. *Sustainability* (Switzerland), 14(2). <https://doi.org/10.3390/su14020595>
- Lyudmyla, R. (2020). Educational and methodological support for development of emotional intelligence of future teachers of musical art in professional training process. *Musical Art in the Educological Discourse*, 5. <https://doi.org/10.28925/2518-766x.2020.5.17>
- Mahaputra, M. R., & Farhan Saputra. (2021). Literature Review the Effect of Headmaster Leadership on Teacher Performance, Loyalty and Motivation. *Journal of Accounting and Finance Management*, 2(2). <https://doi.org/10.38035/jafm.v2i2.77>
- Mahdhi, Jamal. (2001). *Menjadi Pemimpin Yang Efektif Dan Berpengaruh*, Bandung: Syaamil Cipta Media.
- Mahdi, K. (2012). The relationship between Work-family Conflict and Withdrawal Behaviour. *Management Journal*, 1(4), 44-67.
- Maheshwari, G. (2022). Influence of Teacher-Perceived Transformational and Transactional School Leadership on Teachers' Job Satisfaction and

- Performance: A Case of Vietnam. *Leadership and Policy in Schools*, 21(4). <https://doi.org/10.1080/15700763.2020.1866020>
- Mahmudi. (2005). *Manajemen Kinerja Sektor Publik*. Yogyakarta : UPP AMP YKPM
- Malerba, F., & McKelvey, M. (2020). Knowledge-intensive innovative entrepreneurship integrating Schumpeter, evolutionary economics, and innovation systems. *Small Business Economics*, 54(2), 503-522.
- Malerba, F., & McKelvey, M. (2020). Knowledge-intensive innovative entrepreneurship integrating Schumpeter, evolutionary economics, and innovation systems. *Small Business Economics*, 54(2), 503-522.
- Manalu, N. C., & Mulyadi, M. (2021). Effectiveness Of Work From Home (Wfh) On Teacher Performance In Batam. *Conference Series*, 3(2). <https://doi.org/10.34306/conferenceseries.v3i2.468>
- Mangkunegaera, A. A. P. (2000). *Manajemen Pelayanan Umum*. Jakarta : Bumi Aksara.
- Mangkuprawira, S., & Vitayala, A. (2008). Kinerja guru profesional. *Bandung*: PT. Rosdakarya.
- Manoharan, A. P., & Ingrams, A. (2018). Conceptualizing e-government from local government perspectives. *State and Local Government Review*, 50(1), 56-66.
- Marini, Hesti Setiorini, Rina Yulianti (2021) Peran Inovasi dalam Total Quality Management dan Kinerja Organisasi, *Jurnal Pamator*, Vol.14 No.2
- Martinis Yamin dan Maisah, (2010) *Standarisasi Kinerja Guru*, Jakarta : Gaung Persada,,
- Maryati, E., Fitria, H., & Rohana, R. (2020). The Influence of Principal's Leadership Style and Organizational Culture on Teacher's Performance. *Journal of Social Work and Science Education*, 1(2), 127-139. DOI: <https://doi.org/10.52690/jswe.v1i2.38>
- Maulana, R. (2023). Peranan guru sebagai inovator pendidikan di era digital abad 21. Universitas Lambung Mangkurat.
- Mawati, A. T., Permadi, Y. A., Rasinus, R., Simarmata, J., Chamidah, D., Saputro, A. N. C., ... & Prasetya, A. B. (2020). *Inovasi Pendidikan: Konsep, Proses dan Strategi*. Yayasan Kita Menulis.
- Mesnan, M. (2021). The Influence of Organizational Culture and Work Motivation on the Performance of Physical Education Teachers in Medan High Schools. *Budapest International Research and Critics Institute (BIRCI-Journal): Humanities and Social Sciences*, 4(1). <https://doi.org/10.33258/birci.v4i1.1621>
- Meyer, J. P., Allen, N. J & Smith, C. A. (2002). Commitment to Organization and Occupations and Test of a Three-Component Conceptualization. *Journal of Applied Psychology*.
- Mirón, F. B., Ortega, F. Z., Martínez, A. M., & Luisa Zagalaz Sánchez, M. (2019). Psychometric analysis and diagnosis relationships of emotional intelligence and leadership in teachers of regulated education. *Revista*

- de Investigacion Educativa, 37(1).
<https://doi.org/10.6018/rie.37.1.308801>
- Mohammad Ali dan Mohammad Asrori (2014) Psikologi Remaja, Jakarta: PT. Bumi Aksara,
- Mohd, A., & Mohamad, M. (2022). The Relationship Between Spiritual Leadership And Teacher Performance. *International Journal of Education, Psychology and Counseling*, 7(47).
<https://doi.org/10.35631/ijepc.747062>
- Moons, K., Waeyenbergh, G., & Pintelon, L. (2019). Measuring the logistics performance of internal hospital supply chains—a literature study. *Omega*, 82, 205-217.
- Mowday, R., Steers, R & Porter, L. (1979). The Measurement of Organizational Commitment. *Journal of Vocational Behavior*, Vol. 14, 224-247.
- Mudarris, B. (2022). Profesionalisme Guru di Era Digital; Upaya dalam Meningkatkan Mutu Lembaga Pendidikan. *ALSYS*, 2(6).
<https://doi.org/10.58578/alsys.v2i6.640>
- Mukhtar, N. A., & Fook, C. Y. (2020). The effects of perceived leadership styles and emotional intelligence on attitude toward organizational change among secondary school teachers. *Asian Journal of University Education*, 16(2). <https://doi.org/10.24191/AJUE.V16I2.10295>
- Mulyani, H., Meirawan, D., & Rahmadani, A. (2020). Increasing school effectiveness through principals' leadership and teachers' teaching performance, is it possible? *Cakrawala Pendidikan*, 39(2).
<https://doi.org/10.21831/cp.v39i2.28864>
- Mulyasa, E. (2004). Manajemen berbasis sekolah: konsep, strategi dan implementasi.
- Mulyasa, E. (2005). Menjadi guru profesional. Bandung: PT. Remaja Rosda Karya
- Munawaroh, J. A. H., Suriansyah, A., & Aslamiah. (2021). Relationship of Self-Concept, Emotional Intelligence, Organizational Citizenship Behavior (OCB) and the Ability to Manage Stress with the Performance of High School Teachers in Kapuas District. *Journal of K6 Education and Management*, 4(2). <https://doi.org/10.11594/jk6em.04.02.03>
- Munawir, M., Yasmin, A., & Wadud, A. J. (2023). Memahami Penilaian Kinerja Guru. *Jurnal Ilmiah Profesi Pendidikan*, 8(1b), 627-634.
- Musriadi, M., Nasrun, N., & Ansary, K. (2022). The Effect of Principal Transformational Leadership on Teachers Performance at Junior High School of Banda Aceh. *Jurnal Ilmiah Peuradeun*, 10(2).
<https://doi.org/10.26811/peuradeun.v10i2.555>
- Na, Y. K., Kang, S., & Jeong, H. Y. (2019). The effect of market orientation on performance of sharing economy business: Focusing on marketing innovation and sustainable competitive advantage. *Sustainability*, 11(3), 729.

- Nasution, D. A. D. (2019, August). The Effect of Implementation Islamic Values and Employee Work Discipline on The Performance of Moslem Religious Employees at Regional Financial Management in the North Sumatera Provincial Government. In International Halal Conference & Exhibition 2019 (IHCE) (Vol. 1, No. 1, pp. 1-7).
- Natsir, U. D., Tangkeallo, D. I., & Tangdialla, R. (2020). Effect of principal's leadership on teacher performance in junior high school: A case of Indonesia. *International Journal of Scientific and Technology Research*, 9(2).
- Nefi Aris Ambar Asmara, Ricky Adi Putranto (2020) Strategies on Developing Human Resource Performance for the Librarians and Archivist in West Java Province Indonesia, *Journal Advances in Social Science, Education and Humanities Research*, Volume : 564 (ICAS), 322 – 324
- Neuman, W. L. (2013). The meanings of methodology. *Social research methods*, 60, 87.
- Nham, T. P., Nguyen, T. M., Tran, N. H., & Nguyen, H. A. (2020). Knowledge sharing and innovation capability at both individual and organizational levels: An empirical study from Vietnam's telecommunication companies. *Management & Marketing*, 15(2), 275-301.
- Nindya Krisminica Titania, Intiyas Utami (2021). Apakah BUMDes sudah taat pada Good Governance, *Jurnal Akuntansi Aktual* Vol. 8 No. 1 (e-ISSN : 2580-1015), 77 – 84
- Ningrum, W. R., & Abdullah, S. M. (2021). Tinjauan Literatur: Perilaku Inovatif Pada Guru. *Mempersiapkan Generasi Digital Yang Berwatak Sociopreneur: Kreatif, Inisiatif, dan Peduli di Era Society 5.0*.
- Noori, A. Q., Orfan, S. N., & Noori, N. (2023). Principals' Transformational Leadership and Teachers' Emotional Intelligence: A Cross-Sectional Study of Takhar High Schools, Afghanistan. *Leadership and Policy in Schools*. <https://doi.org/10.1080/15700763.2023.2176780>
- Nur, I., & Supomo, B. (2002). Metodologi penelitian bisnis untuk akuntansi dan manajemen. Edisi Pertama, BPFE-Yogyakarta, Yogyakarta.
- Nurmalina, N., & Suhartono, S. (2021). The Effect Of Sustainable Professional Development On The Competence And Performance Of Elementary School Teachers In Learning Innovation. *Jurnal Pendidikan Terbuka Dan Jarak Jauh*, 22(2). <https://doi.org/10.33830/ptjj.v22i2.3227.2021>
- Ocampo, L., Acedillo, V., Bacunador, A. M., Balo, C. C., Lagdameo, Y. J., & Tupa, N. S. (2018). A historical review of the development of organizational citizenship behavior (OCB) and its implications for the twenty-first century. *Personnel Review*.
- OECD (Organization for Economic Cooperation and Development) (1999). *OECD Principles of Corporate Governance* (OECD, Paris).
- Ondi Sandi dan Aris Suherman, (2012) *Etika Profesi Keguruan*. Bandung : PT Refika Aditama,

- Otoo, F. N. K. (2019). Human resource development (HRD) practices and banking industry effectiveness: The mediating role of employee competencies. *European Journal of Training and Development*.
- Otoo, F. N. K. (2019). Human resource development (HRD) practices and banking industry effectiveness: The mediating role of employee competencies. *European Journal of Training and Development*.
- Otoo, F. N. K. (2019). Human resource development (Pengembangan Sumber Daya Manusia) practices and banking industry effectiveness: The mediating role of employee competencies. *European Journal of Training and Development*.
- Özdemir, G. (2023). The Relationship between School Administrators' Agile Leadership and their Innovation Management Competencies. *International Journal of Education and Literacy Studies*, 11(1). <https://doi.org/10.7575/aiac.ijels.v.11n.1p.175>
- Panja, A. (2021). Effect of Organizational Behaviour on Corporate Effectiveness. *Journal of Contemporary Issues in Business and Government*, 27(03).
- Pathurrahman, F., AM, J., & Dacholfany, M. I. (2021). Pengaruh Gaya Kepemimpinan Kepala Sekolah Dan Kecerdasan Emosional Guru Terhadap Kinerja Guru Smk Negeri Di Kota Metro Lampung. *Ri'ayah: Jurnal Sosial Dan Keagamaan*, 5(02). <https://doi.org/10.32332/riayah.v5i02.2818>
- Peciuliauskiene, P. (2021). Emotional Intelligence And Transformational Leadership Of Gymnasium Teachers'. *Society. Integration. Education. Proceedings of the International Scientific Conference*, 2. <https://doi.org/10.17770/sie2021vol2.6194>
- Pedro, E., Leitão, J., & Alves, H. (2018). Intellectual capital and performance: Taxonomy of components and multi-dimensional analysis axes. *Journal of Intellectual Capital*, 19(2), 407-452.
- Permadi, D., & Arifin, D. (2010). *Kepemimpinan Transformasional Kepala Sekolah dan Komite Sekolah*. Bandung: PT.Sarana Panca Karya Nusa.
- Permana, J., Rahmawati, I., Paulina Saimima, M., Suhardan, D., & Herlina, L. (2020). The Impact of Global Leadership and Self-Efficacy on Teacher Innovation. *KnE Social Sciences*. <https://doi.org/10.18502/kss.v4i14.7906>
- Pianda, D. (2018). *Kinerja guru: kompetensi guru, motivasi kerja dan kepemimpinan kepala sekolah*. CV Jejak (Jejak Publisher).
- Pinder, C. C. 2008. Work Motivation in Employee Behaviours. *Academy of Management Journal*, 2 (2), 128-132.
- Ponomaryova, L. I., Shereshkova, E. A., Istomina, S. v., & Bykova, E. A. (2022). The problem of pedagogical giftedness: definitive characteristics, diagnostics, component composition. *Perspektivy Nauki i Obrazovania*, 60(6). <https://doi.org/10.32744/pse.2022.6.21>
- Prapanja, Y., Arief, A., & Sopa, S. (2023). The Effect of Instructional Leadership School Principles, Teacher Innovation and Supervision in The Quality of Learning Management at Muhammadiyah Jakarta Senior High

- School. Asian Social Work Journal, 8(1).
<https://doi.org/10.47405/aswj.v8i1.243>
- Prawirosentono. Suyadi. 2014. Manajemen Sumber Daya Manusia : Kebijakan Kinerja Karyawan : Kiat Membangun Organisasi Kompetitif Era Perdagangan Bebas Dunia. Rajawali Press : Jakarta
- Priyono. 2016. Metode Penelitian Kuantitatif. Surabaya: Zifatama Publishing. Hal 1.
- Puput, D. (2022). Pengaruh Etos Kerja, Pengalaman Kerja, Dan Budaya Organisasi Terhadap Kinerja Guru Smp Muhammadiyah 3 Waru Sonang Sitohang Sekolah Tinggi Ilmu Ekonomi Indonesia (STIESIA) Surabaya. Ilmu Dan Riset Manajemen, 11(3).
- Purnomo, H. (2022). Organizational commitment in Islamic boarding school: the implementation of organizational behavior integrative model. Perspektiv Nauti i Obrazovania, 57(3).
<https://doi.org/10.32744/pse.2022.3.20>
- Purwanto, A., & Sulaiman, A. (2021). The Influence of Organizational Culture on Teacher Innovation Capability and Tacit Knowledge : A CB-SEM AMOS Analysis. Journal of Industrial Engineering and Management, 4(2).
- Purwanto, A., Fahmi, K., & Sulaiman, A. (2023). Linking of Transformational Leadership, Learning Culture , Organizational Structure and School Innovation Capacity : CB SEM AMOS Analysis. Journal of Information Systems and Management (JISMA), 2(3).
- Purwanto, E. S. (2021). Strategi Pembelajaran.
- Rachmawati, Y. (2013). Pengaruh Kepemimpinan Kepala Sekolah Terhadap Kinerja Guru [*Effect of Principal Leadership on Teacher Performance*]. Jurnal Pendidikan Ekonomi IKIP Veteran Semarang, 19-28.
- Rahardja, U., Moein, A., & Lutfiani, N. (2018). Leadership, competency, working motivation and performance of high private education lecturer with institution accreditation B: Area kopertis IV Banten province. Man India, 97(24), 179-192.
- Rahman. (2005). *Peran Strategis Kepala Sekolah dalam Meningkatkan Mutu Pendidikan*. Bandung: Alqaprint Jatinagor bekerjasama dengan Asosiasi Kepala Sekolah Indonesia (AKSI).
- Ramlah, R., Nurdjan, S., & Mahmud, H. (2023). Influence of Emotional Intelligence and School Principal Leadership on Teacher Work Behavior. International Journal of Asian Education, 4(3).
<https://doi.org/10.46966/ijae.v4i3.353>
- Ratih Waseso (2021) Sebanyak 35% BUMDes di Indonesia terdampak pandemi Covid-19 dikunjungi Senin, 8 November 2021 | 21:42 WIB. Tersedia pada : <https://nasional.kontan.co.id/news/sebanyak-35-bumdes-di-indonesia-terdampak-pandemi-covid-19>
- Riady, H. (2009). Meningkatkan Komitmen Karyawan Atas Organisasi Melalui Pengelolaan “Quality Work of Life”. Journal of Human Capital, 1(2).

- Riany Setyowati, D., Joko Raharjo, T., Budi Utomo, F., & Tunas Harapan Semarang, P. (2019). The Effect of Emotional Intelligence and Leadership of Principal Towards Teacher Performance of Vocational School With Motivation As Moderating Variable. *Em*, 8(1).
- Riduwan. (2013). *Path Analysis*. Bandung: Alfabeta.
- Rivai, V. (2004). *Memimpin Dalam Abad ke-21*, Jakarta: PT. Raja Grafindo Persada.
- Rivai, V. (2013). *Kepemimpinan dan perilaku organisasi*.
- Riyanto, M. (2008). Faktor-Faktor Yang Mempengaruhi Keinginan Karyawan Berpindah Kerja. *Ragam*, 8(3).
- Robbins, S. & Judge, T. A. (2011). *Organizational Behaviour*. 14th ed., Global ed. New Jersey: McGraw-Hill.
- Robbins, Stephen P. and Mary Coulter. 2016. *Manajemen*, Jilid 1 Edisi 13, Alih Bahasa: Bob Sabran Dan Devri Bardani P, Erlangga, Jakarta.
- Rogers, E. M. (2003). Diffusion of innovations. In *An integrated approach to communication theory and research* (pp. 432-448). Routledge.
- Rostini, D., Zaeni Achmad Syam, R., & Achmad, W. (2022). The Significance of Principal Management on Teacher Performance and Quality of Learning. *AL-ISHLAH: Jurnal Pendidikan*, 14(2). <https://doi.org/10.35445/alishlah.v14i2.1721>
- Sa'ud, U. S. (2014). *Inovasi Pendidikan*, cet ke-VII. Bandung: Alfabeta.
- Sackett, S. C., & Edwards, E. S. (2019). Relationships among motor skill, perceived self-competence, fitness, and physical activity in young adults. *Human movement science*, 66, 209-219.
- Sagala, S. (2020). *Administrasi pendidikan kontemporer*.
- Salman, M., Ganie, S. A., & Saleem, I. (2020). Employee Competencies as Predictors of Organizational Performance: A Study of Public and Private Sector. *Saunila, M. (2020). Innovation capability in SMEs: A systematic review of the literature. Journal of Innovation & Knowledge*, 5(4), 260-265.
- Salwa., Kristiawan, M., & Lian, B. (2019). The Effect of Academic Qualification, Work Experience and Work Motivation towards Primary School Principal Performance. *International Journal of Scientific & Technology Research*, 8(8)
- Saman, A. (2018). Pola Pengasuhan Demokratis Orang Tua Dan Gaya Kepemimpinan Demokratis Guru Sebagai Prediktor Kecerdasan Emosional Siswa. *Psychopathic: Jurnal Ilmiah Psikologi*, 3(1). <https://doi.org/10.15575/psy.v3i1.2172>
- Sanjaya, W. (2008). *Kurikulum dan pembelajaran teori dan praktik pengembangan kurikulum tingkat satuan pendidikan (KTSP)*.
- Santosa, Budi. (2016). Pengaruh Pengalaman Mengajar, Keikutsertaan pelatihan, dan Motivasi Berprestasi terhadap Profesionalisme Guru di SMP se-kecamatan Pandak Bantul Tahun Pelajaran 2013/2014. *Jurnal Wiyata Dharma*, Vol. IV, Nomor 3, 2338-3372.

- Sarstedt, M., Hair, J. F., Nitzl, C., Ringle, C. M., & Howard, M. C. (2020). Beyond a tandem analysis of SEM and PROCESS: Use of PLS-SEM for mediation analyses! *International Journal of Market Research*, 62(3), 288–299. <https://doi.org/10.1177/1470785320915686>
- Sarwar, U., Tariq, R., & Yong, Q. Z. (2022). Principals' leadership styles and its impact on teachers' performance at college level. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.919693>
- Satriyono, G., & Vitasromo, P. (2018). Pengaruh Kecerdasan Emosional Terhadap Kinerja Guru Di Smp Negeri 4 Kediri. *Ekonika : Jurnal Ekonomi Universitas Kadiri*, 3(1). <https://doi.org/10.30737/ekonika.v3i1.104>
- Scaringella, L., & Radziwon, A. (2018). Innovation, entrepreneurial, knowledge, and business ecosystems: Old wine in new bottles?. *Technological Forecasting and Social Change*, 136, 59-87.
- Sciarelli, M., Gheith, M. H., & Tani, M. (2020). The relationship between soft and hard quality management practices, innovation and organizational performance in higher education. *The TQM Journal*.
- Sedarmayanti. (2014). *Sumber Daya Manusia dan Produktivitas Kerja*. Jakarta: Mandar Maju.
- Sekaran, Uma dan Roger Bougie, (2017), *Metode Penelitian untuk Bisnis: Pendekatan Pengembangan-Keahlian*, Edisi 6, Buku 2, Salemba Empat, Jakarta Selatan 1261
- Setiyati, S. (2014). Pengaruh kepemimpinan kepala sekolah, motivasi Kerja, dan budaya sekolah terhadap kinerja guru. *Jurnal Pendidikan Teknologi dan Kejuruan*, 22(2), 200-206. DOI: <https://doi.org/10.21831/jptk.v22i2.8931>
- Sholahudin, M. (2013). Evaluasi Kinerja Guru; Manajemen Evaluasi Peningkatan Profesionalitas Guru. *Tafaqquh: Jurnal Penelitian Dan Kajian Keislaman*, 1(1). <https://doi.org/10.52431/tafaqquh.v1i1.8>
- Singh, T. (2016). Relating emotional intelligence and organisational commitment though moderated mediation of psychological well being and work life balance: A study on teachers of NGOs. *Rupkatha Journal on Interdisciplinary Studies in Humanities*, 8(2). <https://doi.org/10.21659/rupkatha.v8n2.04>
- Siswanto, H. B. (2005). *Pengantar Manajemen*, Cet. 1, Jakarta: PT. Bumi Aksara.
- Skrzypczyńska, K. (2020). Significance Of Emotional Intelligence In Leadership. *Journal of Positive Management*, 9(4). <https://doi.org/10.12775/jpm.2018.155>
- Stasewitsch, E., Barthauer, L., & Kauffeld, S. (2022). Knowledge Transfer in a Two-Mode Network Between Higher Education Teachers and Their Innovative Teaching Projects. *Journal of Learning Analytics*, 9(1). <https://doi.org/10.18608/jla.2022.7427>
- Stone, R. J., Cox, A., & Gavin, M. (2020). *Human resource management*. John Wiley & Sons.

- Subakti, H., Watulingas, K. H., Haruna, N. H., Ritonga, M. W., Simarmata, J., Fauzi, A., ... & Saputro, A. N. C. (2021). Inovasi Pembelajaran. Yayasan Kita Menulis.
- Subrata, G., & Tamrin, M. (2018). Pengaruh Perubahan Struktur Organisasi Terhadap Tingginya Turn Over Intention. *Jurnal Ekonomi dan Bisnis Kontemporer*, 4(1).
- Succi, C., & Canovi, M. (2020). Soft skills to enhance graduate employability: comparing students and employers' perceptions. *Studies in higher education*, 45(9), 1834-1847.
- Sugeng, Aslamiah, & Sulaiman. (2021). The Effect of Organizational Culture, Transformational Leadership, and Teacher Motivation Towards Teacher Organizational Commitment at State Vocational High Schools Banjarbaru. *Journal of K6 Education and Management*, 4(3). <https://doi.org/10.11594/jk6em.04.03.02>
- Sugiyono (2015). *Metode Penelitian Kombinasi (Mix Methods)*. Bandung: Alfabeta.
- Sugiyono. (2016). *Metode Penelitian Kuantitatif, Kualitatif dan R&D*. Bandung: PT Alfabet.
- Sugiyono. 2017. *Metode Penelitian Pendidikan Pendekatan Kuantitatif, Kualitatif, dan R&D*. Bandung: CV Alfabeta.
- Sujarweni, V. Wiratna. 2014. *Metode Penelitian: Lengkap, Praktis, dan Mudah Dipahami*. Yogyakarta: Pustaka Baru Press.
- Sukarni, S., Lian, B., & Eddy, S. (2021). The influence of principal leadership and teacher performance on student learning. *JPGI (Jurnal Penelitian Guru Indonesia)*, 6(1). <https://doi.org/10.29210/021029jpgi0005>
- Suliah, E. H., & Arafat, Y. (2019). Headmaster's strategy to maximizes using infrastructure and teachers' role to improve learning quality in elementary School. *International Journal of Scientific and Technology Research*, 8(5), 120-23.
- Sumarsi, S., & Rizal, A. (2022). The Effect of Competence and Quality of Work Life on Organizational Citizenship Behavior (OCB) with Organizational Commitment Mediation. *International Journal of Social and Management Studies (IJOSMAS)* Volume, 2.
- Sumayadi, A., & Permana, D. (2021). Pengaruh Supervisi Akademik Kepala Sekolah dan Iklim Organisasi Sekolah terhadap Kinerja Guru. *Educatioria : Jurnal Ilmiah Ilmu Pendidikan*, 1(1). <https://doi.org/10.36312/ejiip.v1i1.14>
- Sun, R., & Henderson, A. C. (2017). Transformational leadership and organizational processes: Influencing public performance. *Public Administration Review*, 77(4), 554-565.

- Sunardi, S., Sunaryo, W., & Laihad, G. H. (2019). Peningkatan Keinovatifan Melalui Pengembangan Kepemimpinan Transformasional Dan Efikasi Diri. *Jurnal Manajemen Pendidikan*, 7(1). <https://doi.org/10.33751/jmp.v7i1.959>
- Suparno, S., Firstianto, A., Nurjanah, S., Disman, D., & Widhiastuti, R. (2022). Student creativity development: The role of teacher innovation and intrapreneurial school culture. *Humanities and Social Sciences Letters*, 11(1). <https://doi.org/10.18488/73.v11i1.3246>
- Supomo, B., & Indriantoro, N. (2002). Metodologi Penelitian Bisnis Untuk Akuntansi dan Manajemen. *Yogyakarta: BPFE Yogyakarta*.
- Supriyana, A., Rubini, B., & Herfina, H. (2022). Peningkatan Inovasi Guru Melalui Kepemimpinan Transformasional Kepala Sekolah Dan Motivasi Berprestasi. *JURNAL MANAJEMEN PENDIDIKAN*, 10(2), 106-111.
- Supriyana, A., Rubini, B., & Suharyati, H. (2022). Peningkatan Inovasi Guru Melalui Kepemimpinan Transformasional Kepala Sekolah dan Motivasi Berprestasi. *Jurnal Manajemen ...*, 10(02).
- Suratman, S. (2022). Kepemimpinan Transformasional dalam Menumbuhkan Motivasi Inspirasi pada Pendidikan Anak Usia Dini. *Jurnal Obsesi : Jurnal Pendidikan Anak Usia Dini*, 6(6). <https://doi.org/10.31004/obsesi.v6i6.3364>
- Suryani dan Hendryadi. 2015. Metode Riset Kuantitatif Teori dan Aplikasi pada Penelitian Bidang Manajemen dan Ekonomi Islam. Jakarta: Prenadamedia Group.
- Susanti, A. (2019). *Pengaruh Struktur Organisasi Dan Budaya Organisasi Terhadap Kualitas Sistem Informasi Akuntansi (Survey Pada Perguruan Tinggi Di Wilayah Kota Bandung)* (Doctoral dissertation, Universitas Komputer Indonesia).
- Susanto, A. H., & Abadi, I. B. G. S. (2021). The Influence of Emotional Intelligence and Teacher Workload on Teacher Performance. *Indonesian Journal Of Educational Research and Review*, 4(1). <https://doi.org/10.23887/ijerr.v4i1.32925>
- Susanto, Y. (2020). Pengaruh Kompensasi Motivasi dan Disiplin Kerja Terhadap Kinerja Guru di SMA Negeri Jayaloka. *Adminika*, 6(1), 82-91.
- Susilawati, Y., Suhaimi, & Noorhapizah. (2021). Relationship of Transformational Leadership, Interpersonal Communication with Teacher Performance through Teacher Discipline. *J Adv Educ Philos*, 5(11).
- Sutarno, S., & Sc, M. (2012). *Serba-Serbi Manajemen Bisnis*. Yogyakarta: Graha Ilmu.
- Suwiyadi, Huda, S., Laju, I. K., & Sukrisnoa. (2018). The Influence of Motivation Work and Competence on Performance of Mathematics Teachers With

- Innovation as Intervening Variable. International Information Institute (Tokyo). Information, 21(2).
- Suwiyadi, Huda, S., Laju, I. K., & Sukrisnoa. (2018). The Influence of Motivation Work and Competence on Performance of Mathematics Teachers With Innovation as Intervening Variable. International Information Institute (Tokyo). Information, 21(2).
- Sya'roni, S., Herlambang, T., & Cahyono, D. (2018). Dampak Motivasi, Disiplin Kerja Dan Kepemimpinan Kepala Sekolah Terhadap Kinerja Guru. *Jurnal Sains Manajemen Dan Bisnis Indonesia*, 8(2).
- Syafitri, I. R., Hendra, T., & Gistituati, N. (2022). The Influence of Principal Leadership and Teacher Dicipline on Teacher Performance. *Al-Fikrah: Jurnal Manajemen Pendidikan*, 10(1). <https://doi.org/10.31958/jaf.v10i1.6007>
- Syah Putra, A., Novitasari, D., Asbari, M., Purwanto, A., Iskandar, J., Hutagalung, D., & Cahyono, Y. (2020). International Journal of Science and Management Studies (IJSMS) Examine Relationship of Soft Skills, Hard Skills, Innovation and Performance: the Mediation Effect of Organizational Learning. *Ijsmsjournal.Org*, June.
- T.S, T. (2022). PENGARUH IKLIM SEKOLAH STRUKTUR ORGANISASI DAN MOTIVASI KERJA TERHADAP KINERJA GURU SMP NEGERI 2 SIBOLGA. *Jurnal Manajemen Pendidikan Dasar, Menengah Dan Tinggi [JMP-DMT]*, 3(2). <https://doi.org/10.30596/jmp-dmt.v3i2.10047>
- Taliadorou, N., & Pashiardis, P. (2015). Examining the role of emotional intelligence and political skill to educational leadership and their effects to teachers' job satisfaction. *Journal of Educational Administration*. DOI: <https://doi.org/10.1108/JEA-02-2014-0025>
- Tamam, B., Sunaengsih, C., Safitri, N., Hotimah, R. N., Mumtazah, W., & Rahmadhani, G. (2020). Educational Organizational and Leadership Analysis in Elementary School. *Journal of Educational Management and Leadership*, 1(1). <https://doi.org/10.33369/jeml.1.1.25-30>
- Tamengkel, L., & Rumawas, W. (2022). Pengaruh Kepemimpinan Transformasional Terhadap Kinerja dan Keinginan Keluar Karyawan: Peran Komitmen Organisasional Sebagai Mediator. *Jurnal Administrasi Bisnis (JAB)*, 12(1), 52-60.
- Tampanguma, K. V., Singkoh, F., & Pangemanan, S. E. (2022). Kinerja Perusahaan Daerah Cita Waya Esa Dalam Pengelolaan Retribusi Pasar 54 Amurang. *GOVERNANCE*, 2(1).
- Taouab, O., & Issor, Z. (2019). Firm performance: Definition and measurement models. *European Scientific Journal*, 15(1), 93-106.

- Thoyib, A. (2005). Hubungan kepemimpinan, budaya, strategi, dan kinerja: pendekatan konsep. *Jurnal manajemen dan kewirausahaan*, 7(1), 60-73.
- Tian, Y., & Guo, Y. (2022). How Does Transformational Leadership Relieve Teacher Burnout: The Role of Self-Efficacy and Emotional Intelligence. *Psychological Reports*. <https://doi.org/10.1177/00332941221125773>
- Tirtayasa, S. (2019). Pengaruh kepemimpinan, budaya organisasi, dan motivasi terhadap kinerja pegawai. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 2(1), 45-54.
- Tisnawati, E., & Priansa, D. J. (2018). *Kepemimpinan dan Perilaku Organisasi*.
- Torang, Dr.Syamsir. 2014. *Organisasi dan Manajemen*.Bandung: ALFABETA
- Trad, M., Alayoubi, M. O., Abdul Khalek, R., & Khaddage-Soboh, N. (2022). Assessing the influence of emotional intelligence on teachers' performance in lebanese private education institutions. *Higher Education, Skills and Work-Based Learning*, 12(3), 556-573. doi:10.1108/HESWBL-12-2020-0268
- Triton, P. B. (2006). SPSS 13.0 Terapan Riset Statistik Parametrik. *Yogyakarta: andi*.
- Tsany, A. S., Setiawan, A. C., Pendidikan, M., Pendidikan, F. I., & Surabaya, U. N. (2022). Efektivitas Gaya Kepemimpinan “ Women Leadership ” Dalam Meningkatkan Kinerja Guru. *Inspirasi Manajemen Pendidikan*, 10(c).
- Türker, Y., & Tanrıögen, A. (2021). Effect of School Principals’ Leadership Style on Teachers’ Social and Emotional Intelligence. *PAMUKKALE UNIVERSITESI EGITIM FAKULTESI DERGISI-PAMUKKALE UNIVERSITY JOURNAL OF EDUCATION*, 6th International Eurasian Educational Research Congress (EJER).
- Udin Syaefudin Sa’ud (2012) *Inovasi Pendidikan Bandung: Alfabeta,,*
- Ulfathmi, U., Arafat, Y., & Setiawan, A. A. (2021). The Influence of Principal Leadership and Work Motivation on Teacher Performance. *Journal of Social Work and Science Education*, 2(2), 160-168. DOI: <https://doi.org/10.52690/jswse.v2i2.238>
- Uno, H. (2014). *Teori Motivasi dan Pengukurannya (Analisis di Bidang Pendidikan)* Jakarta: Bumi Aksara.
- Uno, H. B., & Lamatenggo, N. (2012). *Teori kinerja dan pengukurannya*. Jakarta: Bumi Aksara
- Usman, M. U. (2006). *Menjadi Guru Profesional*, Bandung: *Remaja Rosdakarya*.
- Utami, V. P., & Zakiy, M. (2020). Linking Leader Member Exchange and Person Supervisor Fit With Employee Performance: the Mediating Role of Employee Work Engagement. *Journal of Leadership in Organizations*, 2(2). DOI : <https://doi.org/10.22146/jlo.58032>

- Vannucci, A., & McCauley Ohannessian, C. (2018). Self-competence and depressive symptom trajectories during adolescence. *Journal of Abnormal Child Psychology*, 46(5), 1089-1109.
- Vannucci, A., & McCauley Ohannessian, C. (2018). Self-competence and depressive symptom trajectories during adolescence. *Journal of Abnormal Child Psychology*, 46(5), 1089-1109.
- Wahab, A., & Tyasari, I. (2019). Asia Pacific Management Review Entrepreneurial leadership for university leaders : A futuristic approach for Pakistani HEIs. *Asia Pacific Management Review*, xxxx. <https://doi.org/10.1016/j.apmr.2019.09.002>
- Wahab, J. A., Mansor, A. Z., Hussin, M., & Kumarasamy, S. (2020). Headmasters' instructional leadership and its relationship with teachers performance. *Universal Journal of Educational Research*, 8(11 A). <https://doi.org/10.13189/ujer.2020.082112>
- Wahjono, S. I. (2022). Struktur organisasi. *Universitas Muhammadiyah Surabaya*, (4), 1-18.
- Wahjosumidjo. (2010). *Kepemimpinan Kepala Sekolah: Tinjauan Teoritik dan Permasalahannya*. Jakarta: Raja Grafindo Persada.
- Wahyuddin, W. (2016). The Relationship between of Teacher Competence, Emotional Intelligence and Teacher Performance Madrasah Tsanawiyah at District of Serang Banten. *Higher Education Studies*, 6(1). <https://doi.org/10.5539/hes.v6n1p128>
- Wahyudi, A. (2008). Membangun Komitmen Organisasional Untuk Meningkatkan Kinerja dan Daya Saling Organisasi. *Joglo*, 20(1).
- Wahyudi, D. R. (2009). *Kepemimpinan Kepala Sekolah Dalam Organisasi Pembelajar (Learning Organization)*. Alfabeta: Bandung.
- Wahyudin Zarkasyi. (2008). *Good Corporate Governance*. Bandung. Alfabeta.
- Wahyuningtyas, T., Maryono, D., Adinda, K., Sambiono, D., & Sriyono, S. (2022). Strategy to Build Organizational Culture to Improve Teacher Performance During the COVID-19 Pandemic. *KnE Social Sciences*. <https://doi.org/10.18502/kss.v7i10.11258>
- Wang, L. (2022). Exploring the relationship among teacher emotional intelligence, work engagement, teacher self-efficacy, and student academic achievement: A moderated mediation model. *Frontiers in Psychology*, 12 doi:10.3389/fpsyg.2021.810559
- Wardhana Monoyasa, M. (2017). *Pengaruh Gaya Kepemimpinan Transformasional Kepala Sekolah Terhadap Kinerja Guru Sekolah Dasar Dengan Motivasi Dan Inovasi Guru Sebagai Variabel Intervening Di Eks Kota Administratif Jember* (Doctoral dissertation).

- Warsah, I., & Nuzuar, N. (2018). ANALISIS INOVASI ADMINISTRASI GURU DALAM MENINGKATKAN MUTU PEMBELAJARAN (STUDI MAN REJANG LEBONG). *EDUKASI: Jurnal Penelitian Pendidikan Agama Dan Keagamaan*, 16(3). <https://doi.org/10.32729/edukasi.v16i3.488>
- Waruwu, H., Abari, M., Purwanto, A., Nugroho, Y. A., Fikri, M. A. A., Fauji, A., Shohibi, A. W. I., Hulu, P., Sudiyono, R. N., Agistiawati, E., & Dewi, W. R. (2020). Organizational Learning and Structure on Innovation Capacity: Evidence From. *Journal of Education, Psychology, and Counseling*, 2(1).
- Waruwu, H., Asbari, M., Purwanto, A., Nugroho, Y. A., Fikri, M. A. A., Fauji, A., Shohibi, A. W. I., Hulu, P., Sudiyono, R. N., Agistiawati, E., & Dewi, W. R. (2020). The Role of Transformational Leadership, Organizational Learning and Structure on Innovation Capacity: Evidence from Indonesian Private Schools. *EduPsyCouns: Journal of Education, Psychology and Counseling*, 2(1).
- Wayne, S., Shore, L., & Liden R. (1997), Percieved Organizational Support and Leader Member Exchange. *Academy of Management Journal*. 40(1), 82-111.
- Wong, K. K. K. (2013). Partial least squares structural equation modeling (PLS-SEM) techniques using SmartPLS. *Marketing Bulletin*, 24(1), 1-32.
- Yamada, S., & Otchia, C. S. (2022). Differential effects of schooling and cognitive and non-cognitive skills on labour market outcomes: The case of the garment industry in Ethiopia. *International Journal of Training and Development*, 26(1), 145-162.
- Yari, P. R. (2021). Pengaruh Struktur Organisasi, Pemberdayaan dan Motivasi Berprestasi Terhadap Kinerja Guru SMA Swasta Se Kecamatan Siantar Barat. *Jurnal Manajemen Pendidikan Dasar, Menengah dan Tinggi*, 3(1), 1-8.
- YILDIZBAS, F. (2017). The Relationship between Teacher Candidates' Emotional Intelligence Level, Leadership Styles and Their Academic Success. *Eurasian Journal of Educational Research*, 17(67). <https://doi.org/10.14689/ejer.2017.67.13>
- Yukl, G. (2010). Kepemimpinan dalam organisasi, edisi kelima. Jakarta: PT. Indeks.
- Zulkifli, F. W., Pakpahan, E., & Faris, S. (2023). The Influence of Personal Approach, Pedagogical Competence and Emotional Intelligence of Teachers on Teachers' Performance in Global Prima with Student Learning Outcomes as Intervening Variable. *International Journal of Research and Review*, 10(8). <https://doi.org/10.52403/ijrr.202308126>

Zunidar, Z. (2019). Peran guru dalam inovasi pembelajaran. *Nizhamiyah*, 9(2).
DOI: <http://dx.doi.org/10.30821/niz.v9i2.550>

Zurita-Ortega, F., Olmedo-Moreno, E. M., Chacón-Cuberos, R., López, J. E., & Martínez-Martínez, A. (2020). Relationship between leadership and emotional intelligence in teachers in universities and other educational centres: A structural equation model. *International Journal of Environmental Research and Public Health*, 17(1).
<https://doi.org/10.3390/ijerph17010293>