

DAFTAR PUSTAKA

- Abun, D., Julian, F. P., & Ballesteros, J. V. A. (2022). The Effect of Work Ethics of Employees on their Work Performance. *Divine Word International Journal of Management and Humanities*, 1(1), 58–82. <http://creativecommons.org/licenses/by/4.0/>
- Ahmad Azmy, Agung Priyono, Agustin Widyaningsih, Agam Sulisty, Riri Anggraheni, & Slamet Riyadi. (2022). The Influence of Spiritual Leadership and the Complexity of Assignments on Job Satisfaction and Employee Performance at Paramadina. *International Journal of Management, Accounting, and Economics*, 8(10), 733–755. <https://doi.org/10.5281/zenodo.5915582>
- Ahmad, U. S., Nawab, S., & Shafi, K. (2021). The Role of Islamic Work Ethics in Spiritual Leadership and Inclusion Practices Relationship During COVID-19. *Journal of Asian Finance, Economics and Business*, 8(3), 0943–0952. <https://doi.org/10.13106/jafeb.2021.vol8.no3.0943>
- Ahmed, A. (2024). *The Influence of Green Transformational Leadership on Green Employee Performance : The Mediating Effect of Green Organizational Citizenship Behavior and Employee Green Behavior*. 1(1), 111–139.
- Aini, L. N., Nurtjahjani, F., & Dhakirah, S. (2021). The Effect of Work Ethics and Motivation on the Job Performance of Ony Comp Employees Malang. *Economics and Business Solutions Journal*, 5(2), 64. <https://doi.org/10.26623/ebsj.v5i2.3413>
- Alfarajat, H. S., & Emeagwali, O. L. (2021). Antecedents of Service Innovative Behavior: The Role of Spiritual Leadership and Workplace Spirituality. *Organizacija*, 54(4), 320–333. <https://doi.org/10.2478/orga-2021-0022>
- Bernardin, H. J., & Russel, J. E. A. (1993). *Human Resource Management an experiential approach*. Mc Graw-Hill, Inc.
- Cahyandani, P. T. (2021). Pengaruh Kepemimpinan Transformasional Dan Employee Engagement Terhadap Kinerja Karyawan Pt. Taspen (Persero) Kantor Cabang Utama Surabaya. *Jurnal Ilmu Manajemen*, 9, 19–27.
- Faisal, M. (2021). *Etos Kerja Dan Modal Sosial Dalam Perspektif Sosiologis*.
- Fauzi, A., Baiatun Nisa, Napitupulu, D., Fitri, A., Utama, A. A. G. S., Zonyfar, C., Nuraini Rini, Purnia, D. S., Setyawati, I., Evi, T., Permana, S. D. H., Sumartiningsih, & Susila, M. (2022). *Metodologi Penelitian*. Pena Persada.
- Ferine, K. F., Aditia, R., Rahmadana, M. F., & Indri. (2021). An empirical study of leadership, organizational culture, conflict, and work ethic in determining

- work performance in Indonesia's education authority. *Heliyon*, 7(7), e07698. <https://doi.org/10.1016/j.heliyon.2021.e07698>
- Fitriyani, D., Sundari, O., & Dongoran, J. (2019). Faktor-Faktor Yang Mempengaruhi Etos Kerja Pegawai Kecamatan Sidorejo Salatiga. *Jurnal Ilmu Sosial Dan Humaniora*, 8(1), 24. <https://doi.org/10.23887/jish-undiksha.v8i1.21351>
- Fry, L. ., Latham, J. R., Clinebell, S. K., & Krahne, K. (2017). Spiritual Leadership as a Model for Performance Excellence: a Study of Baldrige Award Recipients. *Journal of Management, Spirituality & Religion*, 14(1), 22–47. <https://doi.org/10.1080/14766086.2016.1202130>
- Fry, L. W., Vitucci, S., & Cedillo, M. (2005). Spiritual leadership and army transformation: Theory, measurement, and establishing a baseline. *Leadership Quarterly*, 16(5), 835–862. <https://doi.org/10.1016/j.leaqua.2005.07.012>
- Gael, R., & Ramadhania. (2022). The Influence Of Spiritual Leadership And Religiosity On Employee Performance With Job Satisfaction As An Intervening Variable (Empirical Study On Bank Kalbar Syariah). *OPTIMISM Journal of Management Business Entrepreneurship and Organization Volume 1, No. 1, September 2022*, 1(1), 1–23.
- Hair, J. F., Ringle, C. M., & Sarstedt, M. (2022). Partial Least Squares Structural Equation Modeling. In *Handbook of Market Research* (Issue October 2023). https://doi.org/10.1007/978-3-319-57413-4_15
- Haryati, T., & Ismail, R. (2020). the Effect of Work Ethos on Performance of Employees in the Office of Culture and Tourism of Jayawijaya Regency. *The International Journal of Accounting and Business Society*, 28(1), 89–104. <https://doi.org/10.21776/ub.ijabs.2020.28.1.4>
- Hikmawati, F. (2020). *Metodologi Penelitian*. Rajawali Pers.
- Iptian, R., Zamroni, & Efendi, R. (2020). The Effect of Work Discipline and Compensation on Employee Performance. *International Journal of Multicultural and Multireligious Understanding*, 7(8), 145–152. <http://ijmmu.comhttp://dx.doi.org/10.18415/ijmmu.v7i8.1812>
- Jatmiko Murdiono, & Suparno. (2023). Spiritual Leadership and Organizational Citizenship Behavior as Factors Influencing Employee Performance:A Literature Review. *International Journal of Scientific Multidisciplinary Research*, 1(10), 1337–1350. <https://doi.org/10.55927/ijsmr.v1i10.6953>
- Kawiana, I. G. P. (2019). *Spiritual leadership. Membangun Kinerja Organisasi* (Vol. 38, Issue 4).
- Khaeruman, Marnisasah, L., Idrus, S., Irawati, L., Farradia, Y., Erwantiningsih, E.,

- Hartatik, Supatmin, Yuliana, Aisyah, N., Natan, N., Widayanto, mutinda teguh, & Ismawati. (2021). Meningkatkan Kinerja Sumber Daya Manusia Konsep & Studi Kasus. In *Bookchapter*.
- Khuan, H., Kurniyanto, I. R., Sono, M. G., Hina, H. B., Utami, E. Y., & Dyatmika, S. W. (2023). Improving Employee Performance Through Spiritual Leadership and Work Motivation with Job Satisfaction as Moderation. *Journal of Law and Sustainable Development*, 11(9), e888. <https://doi.org/10.55908/sdgs.v11i9.888>
- Kurniawati, N., & Siti Mujanah. (2021). the Influence of Work Ability, Work Ethos and Work Environment on Employee Performance At Garment Industries in Jombang Indonesia. *Journal of Applied Management and Business (JAMB)*, 2(2), 47–57. <https://doi.org/10.37802/jamb.v2i2.207>
- Kusumawati, I., Yulistiyono, A., & Karim Butar Butar, A. (2022). Effect of Work Coordination, Communication, and Work Ethos on Employee Performance at PT Teknik Laut Sejahtera. *Judicious*, 3(1), 60–68. <https://doi.org/10.37010/jdc.v3i1.764>
- Larosa, Y. M., Waruwu, M. H., & Laia, O. (2022). Pengaruh Kepemimpinan dan Motivasi Kerja terhadap Etos Kerja Pegawai. *Jurnal Akuntansi, Manajemen Dan Ekonomi*, 1(1), 124–130. <https://doi.org/10.56248/jamane.v1i1.22>
- Listiani, S., Lumbanraja, P., & Daulay, P. (2022). the Influence of Work Ethos, Work Environment and Work Motivation on the Performance. *Jurnal Riset Bisnis Dan Manajemen*, 15(2), 109–116. <https://doi.org/10.23969/jrbm.v15i2.5875>
- Luthfihani, E. I., Rizka, R. A., & Dyahrini, W. (2024). The Impact of Work Discipline and Work Ethos on Employee Performance in Coblong District Office Bandung City. *Ekonomis: Journal of Economics and Business*, 8(1), 36. <https://doi.org/10.33087/ekonomis.v8i1.1078>
- Mahfud, I. (2023). The role of spiritual leadership in improving employee performance. *Priviet Social Sciences Journal*, 3(11), 1–9. <https://doi.org/10.55942/pssj.v3i11.256>
- Mangkunegara, A. P. (2021). *Manajemen Sumber Daya Manusia Perusahaan*. Remaja Rosdakarya.
- Mardianingrum, I. A., & Masriah, I. (2021). The Effect of Work Ethos on Employee Performance at PT. Pos Indonesia Pamulang Branch. *Kontigensi: Jurnal Ilmiah ...*, 9(2), 336–340. <https://jurnal.dim-unpas.web.id/index.php/JIMK/article/view/169>
- Naeem, A., & Rashid, M. (2022). the Effect of Islamic Work Ethics on Employee

- Performance and Counterproductive Work Behavior: Examining the Role of Job Satisfaction. *International Journal of Business Reflections*, 3(2), 227–263. <https://doi.org/10.56249/ijbr.03.01.35>
- Naim, M. Y. N., Gani, M. U., & Purnamasari, R. (2019). Pengaruh Kepemimpinan dan Pelatihan Terhadap Kinerja Karyawan Melalui Etos Kerja pada PT. Bank Syariah Mandiri Kantor area Makassar. *BALANCA : Jurnal Ekonomi Dan Bisnis Islam*, 1(2), 259–280. <https://doi.org/10.35905/balanca.v1i2.1147>
- Noer, M. U. (2022). Etos Kerja Islami dalam meningkatkan motivasi pembelajaran. In *BallaSulo Teknoporie*.
- Pangestika, E. R. (2018). Enhancing Employees Performance Through a Work Ethic With Islamic Spiritual Leadership Based, Human Relation, Organizational Support, Workplace Spirituality, and Organizational Commitment. *International Journal of Islamic Business Ethics*, 3(2), 505. <https://doi.org/10.30659/ijibe.3.2.505-515>
- Pio, R. J. (2015). *Kepemimpinan Spiritual: Dimensi-Dimensi Sumber Daya Manusia*.
- Priharwantiningsih, A. (2019). Human Resource Management Analysis, Chief Leadership School, Organizational Culture and Work Ethic in Middle School (in Indonesian). *Media Manajemen Pendidikan*, 2(1), 84–93. <http://jurnal.ustjogja.ac.id/index.php/mmp>
- Rahmadina, D. S., Suratman, Damayanti, F., Ashari, D. R. W., & Triandri, U. (2024). The Influence Work Ethics on Employee Performance with Work Culture as a Moderating Variable. *International Journal of Economic Literature*, 2(11), 3392–3400.
- Rasyid, M., Arifin, J., & Subadi, W. (2020). Pengaruh Kepemimpinan Transformasional terhadap Disiplin Kerja Pegawai pada Dinas Kepemudaan, Olahraga dan Pariwisata Kabupaten Tabalong. *Jurnal Administrasi Publik Dan Administrasi Bisnis*, 3(1), 306–318.
- Rizka, A. I., Mahendro Sumardjo, & Iwan Kresna Setiadi. (2022). Transformational Leadership and Employee Engagement Analysis on Employee Performance Readiness to Change at Human Resources Development Agency. *Journal of Social Science*, 3(2), 212–229. <https://doi.org/10.46799/jss.v3i2.311>
- Salsabila, Z., Adriani, Z., & Solikhin, A. (2024). *THE INFLUENCE OF SPIRITUAL LEADERSHIP ON INDIVIDUAL PERFORMANCE : THE ROLE OF ORGANIZATIONAL CULTURE AS A MEDIATION (Study at the Tanjung Pasir Al Awwabien Islamic Boarding School Jambi City)*. 7(2), 139–150.
- Santanu, R. T. (2024). The Influence of Work Ethic on Employee Performance

(STUDY AT THE LIBRARY AND ARCHIVES OFFICE OF GARUT DISTRICT). *Journal of Humanities and Social Studies*, 08(02), 295–298.

Setiabudi, S., Puspita, R. E., & Mochlasin, M. (2021). How To Foster Employee Performance? the Role of Organizational Culture and Work Ethos With Motivation As Intervening Variables. *Ultima Management : Jurnal Ilmu Manajemen*, 13(2), 223–241. <https://doi.org/10.31937/manajemen.v13i2.1960>

Setyawati, K., Abu Muna Almaududi Ausat, Desi Kristanti, Bakti Setiadi, & Enny Diah Astuti. (2023). The Role of Commitment, Work Ethos and Competence on Employee Performance in Sharia Commercial Bank. *JEMSI (Jurnal Ekonomi, Manajemen, Dan Akuntansi)*, 9(2), 523–529. <https://doi.org/10.35870/jemsi.v9i2.1080>

Sipayung, Tumini. Sihombing, Roma. Hou, Amin. Fadli, A. M. (2023). influence of Work Ethic on Employee Performance PT. Carsurindo Superintendent. *Jurnal Manajemen*, Vol 14 No(4), 23–28. <https://ejournal.joninstitute.org/index.php/ProBisnis/article/view/237%0Ahttps://ejournal.joninstitute.org/index.php/ProBisnis/article/download/237/195>

Suardana, I. G. P., Brahmasari, I. A., & Ardiana, I. D. K. R. (2021). The Influence of Work Ethics and Spiritual Leadership on Employee Performance. *European Journal of Business and Management*, 13(21). <https://doi.org/10.54443/ijebas.v1i1.25>

Sulistyowati, Andita, A. N. A. (2023). The Influence of Spiritual Leadership , Career Development , and Organizational Citizenship Behavior on Employee Performance. *International Journal of Applied Finance and Business Studies*, 11(3), 765–775.

Suriagiri. (2020). Kepemimpinan Transformatif. In *Kompasiana*. https://books.google.com/books?hl=en&lr=&id=myYrEAAAQBAJ&oi=fnd&pg=PP1&dq=kepemimpinan&ots=uCIh7XdOeQ&sig=6NxAKECd3vsq9da96-odo6YW_bo

Sutikno, M. S. (2014). *Pemimpin dan Gaya Kepemimpinan*. Holistica.

Syahri, A. (2020). Manajemen Spiritual Leadership dalam Membangun Kecerdasan Integratif. In *Journal of Healthcare Management and Leadership*. Sanabil. <https://doi.org/10.35345/johmal.529712>

Syaifullah, S., Suryosukmono, G., Susetyo, S., Ekonomi, F., Bisnis, D., Bengkulu, U., Kandang, J. W. R. S., & Bengkulu, L. (2024). The Influence of Spiritual Leadership, Organizational Climate and Toxic Workplace on Employee Performance in the South of Bengkulu District Health Office. *Management Analysis Journal*, 13(1), 21–32. <https://journal.unnes.ac.id/journals/maj/article/view/1198>

- Wahab Khasbulloh, M., Fauzi, M. N., Mursyidah, A., Lexy, J.), & Aji, J. (2023). *the Influence of Spiritual Leadership Style and Ocb on Employee Performance Through With Commitment As Moderating Variable*. 8(1), 2023.
- Wayan Sana, I., Udayana Putra, I. B., & Made Suniasta Amerta, I. (2023). the Effect of Spiritual Leadership and Organizational Culture on Employee Performance With Organizational Commitment As a Mediator. *International Journal of Advanced Research*, 11(01), 1396–1402. <https://doi.org/10.21474/ijar01/16156>
- Wicaksana, S. A., Nurika, R., & Asrunputri, A. P. (2020). Gambaran Etos Kerja Pada Karyawan Generasi Milenial di PT X. *ISOQUANT: Jurnal Ekonomi, Manajemen Dan Akuntansi*, 4(2), 186–197. <https://doi.org/10.24269/iso.v4i2.457>
- Wismono, P., Leiwahrilla, N. C., & Pentury, G. (2024). Analysis of the Influence of Spiritual Leadership, Work Motivation, and Non-Physical Work Environment on the Performance of Regional Office Employees of the Ministry of Religion, Maluku Province. *Jurnal Ekonomi*, 13(3). <https://doi.org/10.54209/ekonomi.v13i01>
- Yulianda, H., EMti, D., Dewi, R., & Sehani. (2023). The Influence of Organizational Culture and Work Ethic on Employee Performance. In *International Conference on Economics and Social Science* (Vol. 01, pp. 476–486). <https://doi.org/10.52690/jsmse.v2i2.230>