

## DAFTAR PUSTAKA

- Adetya, I. V., & Andriyani, A. (2024). Analisis Pengaruh Spiritualitas Di Tempat Kerja Terhadap Kepuasan Kerja Karyawan Dengan Kepercayaan Karyawan Sebagai Variabel Intervening. *Diponegoro Journal of Management*, 13(1).
- Al-Mahdy, Y. F. H., Emam, M., & Hassan, T. (2022). Workplace spirituality and organizational citizenship behavior among teachers in bahrain: commitment as a mediator. *Journal of Beliefs & Values*, 43(3), 301-319. DOI: <https://10.1080/13617672.2021.1957601>
- Aldag, R., & Reschke, W. (1997). Employee value added: Measuring discretionary effort and its value to the organization. *Center for Organization Effectiveness*, 608, 833-3332.
- Aryee, S., Walumbwa, F. O., Mondejar, R., & Chu, C. W. (2012). Core self-evaluations and employee voice behavior: Test of a dual-motivational pathway. *Journal of Management*, 38(6), 1498–1520. (<https://doi.org/10.1177/0149206310380866>).
- Ashmos, D. P., & Duchon, D. (2000). Spirituality at work: A conceptualization and measure. *Journal of management inquiry*, 9(2), 134-145. DOI: <https://doi.org/10.1177/105649260092008>
- Awan, N. A., Latif, A., Sarmad, L., Niaz, K., Shoaib, Z., & Tajammul, S. (2023) Unlocking Organizational Potential: The Mediating Role of Psychological Empowerment between Empowering Leadership and Change-oriented OCB. *International Review of Basic and Applied Sciences (IRBAS)*, 11, 399-408.
- Azami, R., Wibowo, U. D. A., Mildaeni, I. N., & Satata, D. B. M. (2024). Workplace Spirituality terhadap Organizational Citizenship Behavior (OCB) pada Karyawan dan Tenaga Kesehatan. *PSIMPHONI*, 5(1), 1-9. DOI: [10.30595/psimphoni.v5i1.21803](https://10.30595/psimphoni.v5i1.21803)
- Bantha, T., & Nayak, U. (2023). The relation of workplace spirituality with employee creativity among Indian software professionals: mediating role of psychological empowerment. *South Asian Journal of Business Studies*, 12(3), 427-443. DOI <https://10.1108/SAJBS-08-2020-0270>
- Baer, R. A., Smith, G. T., & Allen, K. B. (2004). Assessment of mindfulness by self-report: The Kentucky Inventory of Mindfulness Skills. *Assessment*, 11(3), 191-206. DOI: <https://10.1177/1073191104268029>
- Bateman, T. S., & Organ, D. W. (1983). Job satisfaction and the good soldier: The relationship between affect and employee “citizenship”. *Academy of management Journal*, 26(4), 587-595.

- Bettencourt, L. A. (2004). Change-oriented organizational citizenship behaviors: The direct and moderating influence of goal orientation. *Journal of Retailing*, 80(3), 165-180. DOI: <https://doi.org/10.1016/j.jretai.2003.12.001>
- Bibi, N., Siddique, A., & Davis, C. J. (2021). Relationship between teachers' organizational citizenship behavior and workplace spirituality at secondary level. *Journal of Educational Research*, 24(1), 34.
- Brereton, M., & Temple, M. (1999). The new public service ethos: An ethical environment for government. *Public Administration*, 77, 455-74. DOI: <https://doi.org/10.1111/1467-9299.00163>
- Campbell, J. W. (2022). Change-oriented organizational citizenship behavior in public organizations: Appropriateness, opportunity, risk, and public service motivation. In *Research handbook on motivation in public administration* (pp. 336-353). Edward Elgar Publishing.
- Chiaburu, D. S., Oh, I. S., Stoverink, A. C., Park, H. H., Bradley, C., & Barros-Rivera, B. A. (2022). Happy to help, happy to change? A meta-analysis of major predictors of affiliative and change-oriented organizational citizenship behaviors. *Journal of Vocational Behavior*, 132, 103664.
- Chiang, C.-F., & Jang, S. (Shawn). (2008). The Antecedents and Consequences of Psychological Empowerment: The Case of Taiwan's Hotel Companies. *Journal of Hospitality & Tourism Research*, 32(1), 40-61. <https://doi.org/10.1177/1096348007309568>
- Conger, J. A., & Kanungo, R. N. (1988). The empowerment process: Integrating theory and practice. *Academy of management review*, 13(3), 471-482.
- Choi, J. N. (2007). Change-oriented organizational citizenship behavior: Effects of work environment characteristics and intervening psychological processes. *Journal of Organizational Behavior*, 28(4), 467–484. [<https://doi.org/10.1002/job.433>](<https://doi.org/10.1002/job.433>).
- Crant, J. M. (2000). Proactive behavior in organizations. *Journal of Management*, 26(3), 435–462. (<https://doi.org/10.1177/014920630002600304>).
- Creswell, J. W. (2018). Research Design - Qualitative, Quantitative, and Mixed Methods Approaches. In SAGE (5th ed.). <https://doi.org/10.4324/9780429469237-3>
- Deci, E. L., & Ryan, R. M. (1985). Intrinsic motivation and self-determination in human behavior. Plenum Press.
- Delaney, C. (2005). The spirituality scale: Development and psychometric testing of a holistic instrument to assess the human spiritual dimension. *Journal of Holistic Nursing*, 23(2), 145-167. DOI: <https://doi.org/10.1177/0898010105276180>

- Delgado, C. (2005). A discussion of the concept of spirituality. *Nursing science quarterly*, 18(2), 157-162. DOI: <https://doi.org/10.1177/0894318405274828>
- Dixit, A. (2023). A review of personality characteristics of millennials. *SMS Journal of Entrepreneurship & Innovation*, 9 (Issue-2), 60-69.
- Duchon, D., & Plowman, D. A. (2005). Nurturing the spirit at work: Impact on work unit performance. *The leadership quarterly*, 16(5), 807-833. DOI: <https://doi.org/10.1016/j.lequa.2005.07.008>
- Fernandez, S., & Moldogaziev, T. (2015). Employee empowerment and job satisfaction in the U.S. federal bureaucracy: A self-determination theory perspective. *American Review of Public Administration*, 45(4), 375–401. DOI: <https://doi.org/10.1177/0275074013507471>
- Gatling, A., Kang, H. J. A., & Kim, J. S. (2016). The effects of authentic leadership and organizational commitment on turnover intention. *Leadership & Organization Development Journal*, 37(2), 181–199. DOI: <https://doi.org/10.1108/LODJ-05-2014-0090>.
- Ghozali, I., & Kusumadewi, K. A. (2023). Partial Least Square Konsep, Teknik dan Aplikasi dengan Smartpls 4. *Universitas Diponegoro*.
- Grant, A. M., & Ashford, S. J. (2008). The dynamics of proactivity at work. *Research in organizational behavior*, 28, 3-34.
- Hair, et al. (2017). A Primer on Partial Least Squares Equation Modeling (PLS-SEM) Edisi Kedua. United States of Amerika: SAGE Publications, Inc.
- Jabeen, S., & Ali, J. (2022). Impact of servant leadership on the development of change-oriented citizenship behavior: Multi-mediation analysis of change readiness and psychological empowerment. In *Key factors and use cases of servant leadership driving organizational performance* (pp. 110-129). IGI Global. DOI: <https://10.4018/978-1-7998-8820-8.ch004>
- Jameel, A., Ma, Z., Liu, P., Hussain, A., Li, M., & Asif, M. (2023). Driving Sustainable Change: The Power of Supportive Leadership and Organizational Citizenship Behavior in Fostering Environmental Responsibility. *Systems*, 11(9), 474. DOI: <https://doi.org/10.3390/systems11090474>
- Jang, E. (2021). Sustainable workplace: impact of authentic leadership on change-oriented organizational citizenship behavior and the moderating role of perceived employees' calling. *Sustainability*, 13(15), 8542. DOI: <https://doi.org/10.3390/su13158542>
- Kanter, R. M. (1977). Men and women of the corporation. Basic Books.
- Kelly, E. P., Hyer, M., Payne, N., & Pawlik, T. M. (2020). A mixed-methods approach to understanding the role of religion and spirituality in healthcare

- provider well-being. *Psychology of Religion and Spirituality*, 12(4), 487. DOI: <https://doi.org/10.1037/rel0000297>
- Kim, S. (2006). Public service motivation and organizational citizenship behavior in Korea. *International Journal of Manpower*, 27(8), 722–740. (<https://doi.org/10.1108/01437720610713521>).
- Kim, S. (2012). Does person-organization fit matter in the public sector? Testing the mediating effect of person-organization fit in the relationship between public service motivation and work attitudes. *Public Administration Review*, 72(6), 830–840. (<https://doi.org/10.1111/j.1540-6210.2012.02572.x>).
- Kim, S., & Fernandez, S. (2017). Employee empowerment and turnover intention in the U.S. federal government: The mediating role of job satisfaction. *Public Management Review*, 19(2), 214–234. (<https://doi.org/10.1080/14719037.2016.1145704>).
- Laschinger, H. K. S., Finegan, J., Shamian, J., & Wilk, P. (2001). Impact of structural and psychological empowerment on job strain in nursing work settings: Expanding Kanter's model. *Journal of Nursing Administration*, 31(5), 260–272. (<https://doi.org/10.1097/00005110-200105000-00006>).
- Li, M., Liu, W., Han, Y., & Zhang, P. (2016). Linking empowering leadership and change-oriented organizational citizenship behavior: The role of thriving at work and autonomy orientation. *Journal of Organizational Change Management*, 29(5), 732-750. DOI: <http://dx.doi.org/10.1108/JOCM-02-2015-0032>
- Lin, M., Xie, M., & Li, Z. (2023). Organizational error tolerance and change-oriented organizational citizenship behavior: mediating role of psychological empowerment and moderating role of public service motivation. *Psychology Research and Behavior Management*, 4133-4153. DOI: <https://doi.org/10.2147/PRBM.S431373>
- Lin, M., Wu, X., & Ling, Q. (2017). Assessing the effectiveness of empowerment on service quality: A multi-level study of Chinese tourism firms. *Tourism Management*, 61, 411-425. DOI: <http://dx.doi.org/10.1016/j.tourman.2017.03.001>
- Liu, C. H., & Robertson, P. J. (2011). Spirituality in the workplace: Theory and measurement. *Journal of management inquiry*, 20(1), 35-50. DOI: [10.1177/1056492610374648](https://doi.org/10.1177/1056492610374648)<http://jmi.sagepub.com>
- Maslow, A. H. (1970). Motivation and personality (2nd ed.). Harper & Row.
- Milliman, J., Czaplewski, A. J., & Ferguson, J. (2003). Workplace spirituality and employee work attitudes: An exploratory empirical assessment. *Journal of organizational change management*, 16(4), 426-447.

[<https://doi.org/10.1108/09534810310484172>] (<https://doi.org/10.1108/09534810310484172>).

Mohd Zawawi, N. F., & Abd Wahab, S. (2019). Organizational sustainability: a redefinition?. *Journal of Strategy and Management*, 12(3), 397-408. DOI: <https://10.1108/JNSMA-08-2018-0077>

Morrison, E. W., & Phelps, C. C. (1999). Taking charge at work: Extrarole efforts to initiate workplace change. *Academy of management Journal*, 42(4), 403-419.

Nasr, L., El Massoudi, M., & Haffar, M. (2020). Spirituality and job satisfaction in the public sector: The mediating role of job meaningfulness. *International Journal of Public Administration*, 43(6), 503–516. [<https://doi.org/10.1080/01900692.2019.1628053>] (<https://doi.org/10.1080/01900692.2019.1628053>)

Negi, S. K., & Dwivedi, R. (2024). The Interplay of Metacognition and Psychological Empowerment in the Workplace: Exploring the Interrelationship from the Government and Private School Teachers. *The Open Psychology Journal*, 17(1). DOI: <https://10.2174/0118743501303163240527054423>

Park, S. M., & Rainey, H. G. (2008). Leadership and public service motivation in U.S. federal agencies. *International Public Management Journal*, 11(1), 109–142. (<https://doi.org/10.1080/10967490801887954>)

Parker, S. K., & Collins, C. G. (2010). Taking stock: Integrating and differentiating multiple proactive behaviors. *Journal of management*, 36(3), 633-662.

Paul, M., Jena, L. K., & Sahoo, K. (2019). Workplace spirituality and workforce agility: a psychological exploration among teaching professionals. *Journal of religion and health*, 59(1), 135-153. DOI: <https://doi.org/10.1007/s10943-019-00918-3>

Perry, J. L., Brudney, J. L., Coursey, D., & Littlepage, L. (2008). What drives morally committed citizens? A study of the antecedents of public service motivation. *Public administration review*, 68(3), 445-458. DOI: <https://doi.org/10.1111/j.1540-6210.2008.00881.x>

Petchsawang, P., & Duchon, D. (2009). Measuring workplace spirituality in an Asian context. *Human resource development international*, 12(4), 459-468. DOI: <https://10.1080/13678860903135912>

Putra, M. R. Y., & Dewi, F. R. (2021). Spiritualitas tempat kerja dan pengaruhnya terhadap perilaku kerja pegawai: Studi pada organisasi sektor publik. *Jurnal Ilmu Administrasi Negara*, 11(2), 112–125.

- Rahmatika, A. N. M., Ma'arif, S., & Kholidah, S. (2022). The effect of spiritual Leadership and psychological empowerment on employee performance. *Nidhomul Haq: Jurnal Manajemen Pendidikan Islam*, 7(3), 421-435. DOI: <https://doi.org/10.31538/ndh.v7i3.2678>
- Ramilan, R., Mulyanti, R. Y., Koesmawan, K., & Wati, L. N. (2024). Role of Workplace Spirituality and Organizational Citizenship Behavior (OCB) In Improving Lecturers' Performance. *People and Behavior Analysis*, 2(1), 48-60. DOI: <https://doi.org/10.31098/pba.v2i1.2278>
- Rego, A., & Pina e Cunha, M. (2008). Workplace spirituality and organizational commitment: An empirical study. *Journal of Organizational Change Management*, 21(1), 53–75. [<https://doi.org/10.1108/09534810810847053>] (<https://doi.org/10.1108/09534810810847053>).
- Rehman, W., Jalil, F., Hassan, M., Naseer, Z., & Ikram, H. (2021). Workplace spirituality and organizational citizenship behavior: A mediating and moderating role of organizational commitment, and workplace ostracism. *International Journal of Innovation, Creativity, and Change*, 15(3), 1121-1144.
- Robbins, S. P., & Judge, T. A. (2017). Organizational Behavior 14th Edition. In *Pearson Education Limited*.
- Seibert, S. E., Wang, G., & Courtright, S. H. (2011). Antecedents and consequences of psychological and team empowerment in organizations: A meta-analytic review. *Journal of Applied Psychology*, 96(5), 981–1003. (<https://doi.org/10.1037/a0022676>).
- Sekaran, U. (2016). Research methods for business: A skill building approach.
- Shahab, M. A., Sobari, A., & Udin, U. (2018). Empowering leadership and organizational citizenship behavior: The mediating roles of psychological empowerment and emotional intelligence in medical service industry. *International journal of economics and business administration*, 6(3), 80-91.
- Smith, C. A., Organ, D. W., & Near, J. P. (1983). Organizational citizenship behavior: Its nature and antecedents. *Journal of Applied Psychology*, 68(4), 653–663. <https://doi.org/10.1037/0021-9010.68.4.653>.
- Spreitzer, G. M. (1995). Psychological empowerment in the workplace: Dimensions, measurement, and validation. *Academy of Management Journal*, 38(5), 1442–1465. (<https://doi.org/10.5465/256865>).
- Sulastini, Wijayanti, T. C., & Rajiani, I. (2023). Workplace spirituality as an alternative model for promoting commitment to change and change-oriented organisational citizenship behaviour. *Administrative Sciences*, 13(3), 86. DOI: <https://doi.org/10.3390/admsci13030086>
- Sutrisno Hadi, M. (2015). Metodologi Riset. Yogyakarta: Pustaka Pelajar.

- Thomas, K. W., & Velthouse, B. A. (1990). Cognitive elements of empowerment: An “interpretive” model of intrinsic task motivation. *Academy of Management Review*, 15(4), 666–681. (<https://doi.org/10.5465/amr.1990.4310926>).
- Utami, N. M. S., Sapta, I. K. S., Verawati, Y., & Astakoni, I. M. P. (2021). Relationship between workplace spirituality, organizational commitment and organizational citizenship behavior. *The Journal of Asian Finance, Economics and Business*, 8(1), 507-517. DOI:<https://10.13106/jafeb.2021.vol8.no1.507>
- Vigoda-Gadot, E., & Beeri, I. (2011). Change-oriented organizational citizenship behavior in public administration: The power of leadership and the cost of organizational politics. *Journal of public administration research and theory*, 22(3), 573-596. DOI:<https://10.1093/jopart/mur036>
- Wang, X., Xia, Y., Gou, L., & Wen, X. (2024). Exploring the influence of the spiritual climate on psychological empowerment among nurses in China: a cross-sectional study. *BMC nursing*, 23(1), 374. DOI: <https://doi.org/10.1186/s12912-024-02011-x>
- Wardani, N. W., & Dewi, I. G. A. M. (2022). Role of organizational citizenship behavior as a mediating variable on the effect of psychological empowerment and competence on employee performance. *European Journal of Business and Management Research*, 7(6), 196-203. DOI: <http://dx.doi.org/10.24018/ejbm.2022.7.6.1720>
- Wen, J., Huang, S. S., & Teo, S. (2023). Effect of empowering leadership on work engagement via psychological empowerment: Moderation of cultural orientation. *Journal of Hospitality and Tourism Management*, 54, 88-97. DOI: <https://doi.org/10.1016/j.jhtm.2022.12.012>
- Zampetakis, L. A. (2022). Core job characteristics and change oriented organization citizenship behavior: what can managers do on a day-to-day basis?. *The International Journal of Human Resource Management*, 34(16), 3123-3143. DOI: <https://orcid.org/0000-0002-9568-6302>
- Zhou, H., & Chen, J. (2021). How does psychological empowerment prevent emotional exhaustion? psychological safety and organizational embeddedness as mediators. *Frontiers in psychology*, 12, 546687. DOI: <https://doi.org/10.3389/fpsyg.2021.546687>