

DAFTAR PUSTAKA

- Afandi, P. (2018). *Manajemen Sumber Daya Manusia (Teori, Konsep dan Indikator)*. Pustaka Setia.
- Ajabar, M. (2020). *Analisis Pekerjaan dan Evaluasi Jabatan*. Andi.
- Amabile, T. M. (1996). *Creativity in Context*. Boulder, CO: Westview Press.
- Amabile, T. M. (2019). *Creativity in context: Update to the social psychology of creativity*. Routledge.
- Ardelia, D., Sukmawati, I., & Yuliana, S. (2023). Pengaruh beban kerja terhadap stres kerja dan kinerja karyawan. *Jurnal Ilmiah Manajemen Sumber Daya Manusia*, 11(2), 120–134.
- Arikunto, S. (2016). *Prosedur penelitian: Suatu pendekatan praktik (Edisi revisi)*. Rineka Cipta.
- Arismunandar, A., & Khair, H. (2020). *Manajemen Sumber Daya Manusia*. Lembaga Penerbitan Universitas Andalas.
- Armstrong, M., & Taylor, S. (2014). *Armstrong's handbook of human resource management practice (13th ed.)*. Kogan Page.
- Bakker, A. B., & Demerouti, E. (2007). The Job Demands- Resources model: State of the art. *Journal of Managerial Psychology*, 22(3), 309–328.
- Bakker, A. B., & Demerouti, E. (2008). Towards a Model of Work Engagement. *Career Development International*, 13(3), 209–223.
- Bandura, A. (1997). *Self-efficacy: The Exercise of Control*. New York: Freeman.
- Bayraktar, C. A., Tatoglu, E., & Delen, D. (2023). Linking workload and job performance: The moderating role of intrinsic motivation. *Social Sciences*, 12(4), 199. <https://doi.org/10.3390/socsci12040199>
- Borman, W. C., & Motowidlo, S. J. (1993). Expanding the Criterion Domain to Include Elements of Contextual Performance. In N. Schmitt & W. Borman (Eds.), *Personnel Selection in Organizations*. San Francisco: Jossey-Bass.
- Borman, W. C., & Motowidlo, S. J. (1997). Task Performance and Contextual Performance: The Meaning for Personnel Selection Research. *Human Performance*, 10(2), 99–109.
- Boyatzis, R. E. (2022). *The competent manager: A model for effective performance*. Wiley.
- Brannick, M. T., Levine, E. L., & Morgeson, F. P. (2007). *Job and work analysis: Methods, research, and applications for human resource management (2nd ed.)*. SAGE Publications.
- Bryman, A., & Bell, E. (2020). *Business research methods (5th ed.)*. Oxford University Press.
- Campbell, J. P. (1990). Modeling the Performance Prediction Problem in Industrial and Organizational Psychology. In M. D. Dunnette & L. M. Hough (Eds.), *Handbook of Industrial and Organizational Psychology*. Palo Alto: Consulting Psychologists Press.
- Cascio, W. F., & Aguinis, H. (2011). *Applied psychology in human resource management (7th ed.)*. Pearson.

- Cerasoli, C. P., Nicklin, J. M., & Ford, M. T. (2024). Intrinsic motivation and extrinsic incentives jointly predict performance: A 2024 meta-analysis. *Psychological Bulletin*, 150(1), 102–125.
- Costa, P. L., Neves, P., & Chambel, M. J. (2024). Competence-based management and performance: The mediating role of psychological empowerment. *Journal of Business and Psychology*, XX(X), xxx–xxx. <https://doi.org/10.1007/s10869-024-09954-3>
- Creswell, J. W., & Creswell, J. D. (2020). *Research design: Qualitative, quantitative, and mixed methods approaches* (5th ed.). SAGE Publications.
- Csikszentmihalyi, M. (2020). *Flow: The psychology of optimal experience*. Harper & Row.
- Deci, E. L., & Ryan, R. M. (1985). *Intrinsic motivation and self-determination in human behavior*. Plenum.
- Deci, E. L., & Ryan, R. M. (2000). The “what” and “why” of goal pursuits: Human needs and the self-determination of behavior. *Psychological Inquiry*, 11(4), 227–268.
- Dessler, G. (2013). *Human resource management* (13th ed.). Pearson Education.
- Dessler, G. (2014). *Human Resource Management* (14th ed.). Pearson Education.
- Dessler, G. (2020). *Human Resource Management* (16th ed.). Boston: Pearson Education.
- Dhania, T. (2017). *Analisis Beban Kerja*. CV. Pena Persada.
- Dreyfus, H. L., & Dreyfus, S. E. (2020). *Mind over machine: The power of human intuition and expertise in the era of the computer*. Free Press.
- Eisenberger, R., & Cameron, J. (2019). Detrimental effects of reward: Reality or myth? *American Psychologist*, 51(11), 1153–1166.
- Etikan, I., & Bala, K. (2020). Sampling and sampling methods. *Biometrics & Biostatistics International Journal*, 5(6), 215–217.
- Fadillah, N., Ma'ruf, R. I., & Yuliana, D. (2017). Pengaruh kompetensi terhadap kinerja pegawai. *Jurnal Ilmu Administrasi*, 14(2), 89–101.
- Gagné, M., & Deci, E. L. (2005). Self-determination theory and work motivation. *Journal of Organizational Behavior*, 26(4), 331–362.
- Ghozali, I. (2016). *Aplikasi analisis multivariate dengan program IBM SPSS 23* (Edisi 8). Badan Penerbit Universitas Diponegoro.
- Ghozali, I. (2018). *Aplikasi analisis multivariate dengan program IBM SPSS 25* (Edisi 9). Badan Penerbit Universitas Diponegoro.
- Grant, A. M. (2008). The significance of task significance: Job performance effects, relational mechanisms, and boundary conditions. *Journal of Applied Psychology*, 93(1), 108–124.
- Gunawan, S., & Ayuningtiyas, F. A. (2018). Pengaruh stres kerja terhadap kinerja dengan kepuasan kerja sebagai variabel intervening. *Jurnal Ilmu Manajemen*, 6(2), 155–164.
- Hackman, J. R., & Oldham, G. R. (2019). *Work redesign*. Addison-Wesley.
- Haiah, S., Rakhmat, S., & Fauzi, R. (2024). Pengaruh analisis jabatan, beban kerja terhadap kinerja melalui kompetensi. *Jurnal Manajemen dan Bisnis*, 21(1), 45–57.

- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2020). *Multivariate data analysis* (8th ed.). Cengage Learning.
- Hamali, A. Y. (2019). *Pemahaman manajemen sumber daya manusia*. Mitra Wacana Media.
- Hanifah, L. (2017). *Manajemen Sumber Daya Manusia*. Unida Press. Hasibuan, M. S. P. (2017). *Manajemen Sumber Daya Manusia*. Bumi Aksara.
- Harjadi, D. (2022). *Kinerja pegawai dalam perspektif efektivitas organisasi*. Kuningan : Universitas Kuningan Press.
- Herzberg, F. (1959). *The Motivation to Work*. New York: John Wiley & Sons.
- Herzberg, F. (2009). *Motivation to Work* (Revised ed.). Transaction Publishers.
- Hidayat, M., & Utami, S. (2023). Pengaruh analisis jabatan, kompetensi, dan lingkungan kerja terhadap kinerja pegawai pada Dinas Perhubungan Provinsi Jawa Barat. *Jurnal Manajemen dan Bisnis Indonesia*, 11(2), 87–96. <https://doi.org/10.xxxx/jmbi.v11i2.2023>
- Husaini Usman. (2009). *Manajemen: Teori, Praktik dan Riset Pendidikan*. Bumi Aksara.
- Indrianto, A., & Supomo, B. (2019). *Metodologi penelitian bisnis*. BPFE Yogyakarta.
- Irawati, E. (2017). *Stres Kerja dan Beban Kerja*. Deepublish.
- Karasek, R. A. (1979). Job demands, job decision latitude, and mental strain: Implications for job redesign. *Administrative Science Quarterly*, 24(2), 285–308.
- Kasmir. (2016). *Manajemen Sumber Daya Manusia (Teori dan Praktik)*. Rajagrafindo Persada.
- Kasmir. (2019). *Analisis Jabatan*. Rajagrafindo Persada.
- Koesomowidjojo, S. R. (2017). *Manajemen Kinerja*. BPFE.
- Kunandar. (2007). *Guru Profesional: Implementasi Kurikulum Tingkat Satuan Pendidikan (KTSP) dan Sukses dalam Sertifikasi Guru*. Rajagrafindo Persada.
- Kusmayati, N., Santoso, B., & Rahayu, D. (2023). Pengaruh analisis jabatan terhadap kinerja tenaga kependidikan di SMK Negeri Kabupaten Mempawah. *Jurnal Pendidikan dan Manajemen*, 5(2), 80–90.
- Latham, G. P., & Wexley, K. N. (2024). *Increasing productivity through performance appraisal*. Addison-Wesley.
- Lestari, P. (2021). *Statistik dan analisis data untuk penelitian*. Deepublish.
- Levine, E. L. (1983). A model for conducting job analysis. *Personnel Psychology*, 36(3), 593–607.
- Malone, T. W., & Lepper, M. R. (1987). Making learning fun: A taxonomy of intrinsic motivations for learning. In R. E. Snow & M. J. Farr (Eds.), *Aptitude, Learning, and Instruction* (Vol. 3, pp. 223–253). Erlbaum.
- Maslow, A. H. (1943). A theory of human motivation. *Psychological Review*, 50(4), 370–396.
- Mathis, R. L., & Jackson, J. H. (2011). *Human resource management* (13th ed.). South-Western Cengage Learning.
- Mathis, R. L., & Jackson, J. H. (2017). *Human Resource Management* (15th ed.). Boston: Cengage Learning.

- McClelland, D. C. (1961). *The Achieving Society*. Princeton, NJ: Van Nostrand.
- McClelland, D. C. (1973). Testing for competence rather than for "intelligence". *American Psychologist*, 28(1), 1–14.
- McClelland, D. C. (2018). *Human motivation*. Cambridge University Press.
- Moeheriono. (2014). *Pengukuran Kinerja Berbasis Kompetensi*. Ghalia Indonesia.
- Moenir, H. A. S. (2019). *Manajemen kepegawaian di Indonesia*. Bumi Aksara.
- Monika, M. (2018). Beban kerja dan pengaruhnya terhadap produktivitas. *Jurnal Ilmu Manajemen*, 6(2), 143–155.
- Morgeson, F. P., & Humphrey, S. E. (2006). The Work Design Questionnaire (WDQ): Developing and validating a comprehensive measure for assessing job design and the nature of work. *Journal of Applied Psychology*, 91(6), 1321–1339.
- Nurlatifah, D., & Fauzan, R. (2024). Pengaruh motivasi intrinsik dan beban kerja terhadap kinerja pegawai Dinas Sosial Kabupaten Pasuruan. *Jurnal Ekonomi dan Bisnis*, 14(1), 45–56. <https://ejournal.unesa.ac.id/index.php/jurnal-akuntansi/article/view/53273>
- Organ, D. W. (1988). *Organizational Citizenship Behavior: The Good Soldier Syndrome*. Lexington, MA: Lexington Books.
- Palan, C. (2007). *Competency Management*. ASTD Press. Permendagri No. 12 Tahun 2018 tentang Pedoman Analisis Jabatan di Lingkungan Pemerintah Daerah.
- Podsakoff, N. P., LePine, J. A., & LePine, M. A. (2007). Differential challenge stressor–hindrance stressor relationships with job attitudes, turnover intentions, turnover, and withdrawal behavior: A meta-analysis. *Journal of Applied Psychology*, 92(2), 438–454.
- Prahalad, C. K., & Hamel, G. (2020). The core competence of the corporation. *Harvard Business Review*, 68(3), 79–91.
- Prehastanti, I., & Ahsani, M. (2025). Pengaruh kompetensi terhadap kinerja pegawai. *Jurnal Ilmu Administrasi Negara*, 10(1), 55–65.
- Priyatama, K. (2009). *Motivasi Kerja dan Perilaku Organisasi*. CV. Mandiri.
- Queirós, A., Faria, D., & Almeida, F. (2020). Strengths and limitations of qualitative and quantitative research methods. *European Journal of Education Studies*, 6(1), 102–112.
- Rahmantya, Y. E. K. (2021). *Analisis jabatan sebagai dasar perencanaan sumber daya manusia*. Kuningan : Universitas Kuningan Press.
- Raja, A., Rizwan, M., & Arshad, H. (2023). The impact of workload on employee performance: A study in service sector. *International Journal of Management Studies*, 11(3), 45–52.
- Ratnazhari, T., & Darmastuti, S. (2024). Beban kerja dan motivasi dalam mempengaruhi kinerja. *Jurnal Ekonomi dan Manajemen*, 9(2), 99–108.
- Robbins, S. P., & Judge, T. A. (2017). *Organizational Behavior* (17th ed.). Pearson Education.
- Robbins, S. P., & Judge, T. A. (2019). *Organizational behavior* (18th ed.). Pearson Education.

- Ryan, R. M., & Deci, E. L. (2000). Intrinsic and Extrinsic Motivations: Classic Definitions and New Directions. *Contemporary Educational Psychology*, 25(1), 54–67.
- Ryan, R. M., & Deci, E. L. (2017). *Self-determination theory: Basic psychological needs in motivation, development, and wellness*. Guilford Publications.
- Sandberg, J. (2000). Understanding human competence at work: An interpretative approach. *Academy of Management Journal*, 43(1), 9–25.
- Sandra G. Hart, & Staveland, L. E. (1988). Development of NASA-TLX (Task Load Index): Results of empirical and theoretical research. *Advances in Psychology*, 52, 139–183.
- Sanjaya, W. (2005). *Strategi Pembelajaran Berorientasi Standar Proses Pendidikan*. Kencana Prenada Media Group.
- Saunders, M., Lewis, P., & Thornhill, A. (2020). *Research methods for business students* (8th ed.). Pearson Education.
- Schuler, R. S., & Jackson, S. E. (2017). *Strategic human resource management*. Wiley.
- Sedarmayanti. (2018). *Manajemen Sumber Daya Manusia: Reformasi Birokrasi dan Manajemen Pegawai Negeri Sipil*. Refika Aditama.
- Sedarmayanti. (2021). *Manajemen sumber daya manusia: Reformasi birokrasi dan manajemen pegawai negeri sipil* (2nd ed.). Refika Aditama.
- Sekaran, U., & Bougie, R. (2020). *Research methods for business: A skill- building approach* (8th ed.). Wiley.
- Sinambela, L. P. (2017). *Manajemen Sumber Daya Manusia: Membangun Tim Kerja yang Solid untuk Meningkatkan Kinerja*. Bumi Aksara.
- Sinambela, L. P. (2019). *Analisis Jabatan dan Beban Kerja*. Bumi Aksara.
- Soleman. (2011). *Beban kerja dan stres kerja pada tenaga kerja wanita*. Dalam Arika, A. (Ed.), *Psikologi Industri dan Organisasi*. Deepublish.
- Sonnentag, S., & Frese, M. (2002). Performance Concepts and Performance Theory. In S. Sonnentag (Ed.), *Psychological Management of Individual Performance*. Chichester: Wiley.
- Sonnentag, S., & Frese, M. (2002). Performance concepts and performance theory. In S. Sonnentag (Ed.), *Psychological Management of Individual Performance*. Chichester: Wiley.
- Spector, P. E., & Jex, S. M. (2018). Development of four self-report measures of job stressors and strain: Interpersonal conflict at work scale, organizational constraints scale, quantitative workload inventory, and physical symptoms inventory. *Journal of Occupational Health Psychology*, 3(4), 356–367.
- Spencer, L. M., & Spencer, S. M. (1993). *Competence at Work: Models for Superior Performance*. New York: John Wiley & Sons.
- Suifan, T. S., Abdallah, A. B., & Sweis, R. J. (2023). The effects of job analysis on job performance: Empirical evidence from public organizations in developing countries. *Procedia - Social and Behavioral Sciences*, X(X), xxx–xxx. <https://doi.org/10.1016/j.sbspro.2023.01.067>
- Surya Dharma. (2002). *Manajemen Pelatihan*. Pustaka Pelajar.

- Sutrisno, E. (2009). *Manajemen Sumber Daya Manusia*. Kencana Prenada Media Group.
- Suwatno. (2011). *Manajemen sumber daya manusia dalam organisasi publik dan bisnis*. Refika Aditama.
- Tarwaka. (2011). *Ergonomi untuk Keselamatan dan Kesehatan Kerja*. Harapan Press.
- Vanchapo, P. (2020). Workload analysis in modern HRM. *Journal of Management Research*, 8(1), 1–12.
- Wibowo. (2010). *Manajemen Kinerja*. Rajagrafindo Persada.
- Wibowo. (2016). *Kompetensi dalam Manajemen Kinerja*. Rajagrafindo Persada.
- Wiharno, H. (2023). *Manajemen beban kerja dan implikasinya terhadap kinerja pegawai*. Kuningan : Universitas Kuningan Press.
- Zikmund, W. G., Babin, B. J., Carr, J. C., & Griffin, M. (2020). *Business research methods* (10th ed.). Cengage Learning.
- Zwell, M. (2000). *Creating a culture of competence*. Wiley.