Daftar Pustaka

Adler, S., Campion, M., Colquitt, A., Grubb, A., Murphy, K., Ollander-Krane, R. (2016). Getting rid of performance ratings: genius or folly? A debate. *Ind. Organ. Psychol*, *9*, 219–252. https://doi.org/doi: 10.1017/iop.2015.106

Aguinis et al. (2017). Delivering effective performance feedback: the strengths-based approach. *Bus. Horiz.*, *55*, 105–111. https://doi.org/doi: 10.1016/j.bushor.2011.10.004

Amin, B., Hamidah, & Gunawan, K. (2020). The influence of transformational leadership, power distance, and followership on the decision making capability. *Management Science Letters*, *10*(16). https://doi.org/10.5267/j.msl.2020.7.019

Asplund, J., and Blacksmith, N. (2012). Leveraging strengths" in The oxford handbook of positive organizational scholarship. eds. *K. S. Cameron and G. M. Spreitzer (New York, NY: Oxford University Press),* 353–365.

Borowa, D., Robitschek, C., Harmon, K. A., and Shigemoto, Y. (2019). Posttraumatic stress and growth in student service members and veterans: the role of personal growth initiative. *J. Am. Coll. Heal.*, *64*, 527–534. https://doi.org/doi: 10.1080/07448481.2016.1188395

Cable, D., Lee, J. L., Gino, F., and Staats, B. R. (2015). How best-self activation ifluences emotions, physiology and employment relationships. *Harvard Business School NOM Unit Working Paper*, 16–029.

Cleveland, J. N., Huebner, L. A., Anderson, K. J., & Agbeke, D. V. (2019). Lifespan perspectives on job performance, performance appraisal/management and creative performance. In *Work Across the Lifespan*. Elsevier Inc. https://doi.org/10.1016/B978-0-12-812756-8.00012-8

Culbert, S. A. (2010). *Get rid of the performance review!: How companies can stop intimidating, start managing-and focus on what really matters*. Business Plus.

Dangol, P. (2021). *Role of Performance Appraisal System and Its Impact on Employees Motivation. 2*(1).

Deci, E. L., Olafsen, A. H., and Ryan, R. M. (2017). Self-determination theory in work organizations: the state of a science. *Annu. Rev. Organ. Psych. Organ. Behav*, *4*, 19–43. https://doi.org/doi: 10.1146/annurev-orgpsych- 032516-113108

Eisenberger, R., Stinglhamber, F., Vandenberghe, C., Sucharski, I.L. and Rhoades, L. (2002). Perceived supervisor support: contributions to perceived organizational support and employee retention. *Journal of Applied Psychology*, *87*(3), 565–573.

Ghielen, S. T. S., van Woerkom, M., and Meyers, M. C. (2018). Promoting positive outcomes through strengths interventions: a literature review. *J. Posit. Psychol*, *13*, 573–585. https://doi.org/doi: 10.1080/17439760.2017.1365164

Ghozali, I. (2016). *Dasar Dasar Statistik dan Implikasi SMART PLS*. Penerbit Universitas Diponegoro.

Graves, L. M., and Luciano, M. M. (2018). Self-determination at work: understanding the role of leader-member exchange. *Motiv. Emot.*, *37*, 518–536. https://doi.org/doi: 10.1007/s11031-012-9336-z

Green, P., Gino, F., and Staats, B. R. (2019). *Shopping for confirmation: How disconfirming feedback shapes sosial networks.* Boston, Massachusetts: Harvard Business School.

Greenberg, J., & Baron, R. A. (2000). *Behavior in Organizations:Understanding and Managing the Human Side of Work*. Prentice – Hall International, Inc.

Hammood, A. M., Ismail, F., Tun, U., Onn, H., Hamawandy, N. M., & Wali, H. A. (2021). *The Effect of performance appraisal on Job Performance in Thi-Qar and Sumer Universities. April*. https://doi.org/10.47750/cibg.2021.27.02.520

Kuvaas, B. (2007). Different relationships between perceptions of developmental performance

appraisal and work performance. *Pers. Rev*, *36*, 378–397. https://doi.org/Doi: 10.1108/00483480710731338

Lee, J. J., Gino, F., Cable, D. M., and Staats, B. R. (2019). *Preparing the self for team entry: how relational affirmation improves team performance*. Harvard Business School working paper series.

Lin, H. C., & Lee, Y. D. (2017). A study of the influence of organizational learning on employees' innovative behavior and work engagement by a cross-level examination. *Eurasia Journal of Mathematics, Science and Technology Education*, *13*(7), 3463–3478. https://doi.org/10.12973/eurasia.2017.00738a

Meinecke, A. L., and Kauffeld, S. (2019). Engaging the hearts and minds of followers: leader empathy and language style matching during appraisal interviews. J. Bus. Psychol. 34, 485–501.Meinecke, A. L., and Kauffeld, S. (2019). Engaging the hearts and minds of followers: leader empathy and langu. *J. Bus. Psychol.*, *34*, 485–501. https://doi.org/doi: 10.1007/s10869-018-9554-9

Miglianico, M., Dubreuil, P., Miquelon, P., Bakker, A. B., and Martin-Krumm, C. (2020). Strength use in the workplace: a literature review. *J. Happiness Stud.*, *21*, 737–764. https://doi.org/doi: 10.1007/s10902-019-00095-w

Murphy, K. R. (2019). Performance evaluation will not die, but it should. *Hum. Resour. Manag*, *1*(30), 13–31. https://doi.org/doi: 10.1111/1748-8583.12259

Neville et al. (2019). Genius or folly? It depends on whether performance ratings survive the psychological immune system. *Ind. Organ. Psychol*, *9*, 281–288. https://doi.org/doi: 10.1017/iop.2016.12

Nijman, D.-J. J. . (2004). *Supporting Transfer of Training Effects of The Supervisor*. University of Twente, Enschede.

Peterson, C., and Seligman, M. E. P. (2004). *Character strengths and virtues: A handbook and classification.* Oxford University Press.

Peterson at al. (2020). Exemplary followership. Part 2: impact of organizational citizenship behavior. *Industrial and Commercial Training*, *June*. https://doi.org/10.1108/ICT-06-2020-0072

Peterson, T. O., Peterson, C. M., & Rook, B. W. (2020). Exemplary followership. Part 1: refining an instrument. *Industrial and Commercial Training*, *June*. https://doi.org/10.1108/ICT-06-2020-0071

Pichler, S., Beenen, G., and Wood, S. (2018). Feedback frequency and appraisal reactions: a meta-analytic test of moderators. *J. Hum. Resour. Manag. Int*. https://doi.org/doi: 10.1080/09585192.2018.1443961

Polzer et al. (2002). Capitalizing on diversity: interpersonal congruence in small work groups. *Adm. Sci. Q*, *47*, 296–324. https://doi.org/doi: 10.2307/3094807

Putri, D. R. (2021). *Pengaruh Job Crafting terhadap Keterikatan Kerja dengan Persepsi Dukungan Organisasi sebagai Variabel Moderator Di Bank Sumut Kantor Pusat*. Universitas Sumatera Utara.

Rahmawati, N. (2019). *Hubungan antara kepuasan kerja dengan dispilin kerja pada karyawan* (Vol. 26, Issue 3) [UNIVERSITAS ISLAM NEGERI SUNAN AMPEL SURABAYA]. https://doi.org/10.1007/s11273-020-09706-3%0Ahttp://dx.doi.org/10.1016/j.jweia.2017.09.008%0Ahttps://doi.org/10.1016/j.energy.2020.117919%0Ahttps://doi.org/10.1016/j.coldregions.2020.103116%0Ahttp://dx.doi.org/10.1016/j.jweia.2010.12.004%0Ahttp://dx.doi.o

Reinke, S. J. (2018). Does the form really matter? Leadership, trust, and acceptance of the performance appraisal process. *Rev. Public Pers. Adm*, *23*, 23–37. https://doi.org/doi: 10.1177/0734371x02250109

Rhoades, L., Eisenberger, R., and Armali, S. (2001). Affective commitment to the organization:

the contribution of perceived organizational support. *J. Appl. Psychol*, *86*, 825–836. https://doi.org/doi: 10.1037/0021-9010.86.5.825

Robbins, S. P., and Judge, M. (2015). *Perilaku organisasi (edisi 16). Jakarta: Salemba Empat*.

Roberson, Q. M., and Stewart, M. M. (2006). Understanding the motivational effects of procedural and informational justice in feedback processes. *Br. J. Psychol*, *97*, 281–298. https://doi.org/doi: 10.1348/000712605X80146

Roberts, L. M., Dutton, J. E., Spreitzer, G. M., Heaphy, E. D., and Quinn, R., & E. (2005). Composing the reflected best-self portrait: building pathways for becoming extraordinary in work organizations. *Acad. Manag. Rev.*, *30*, 712–736. https://doi.org/doi: 10.5465/amr.2005.18378874

Rusli, R., Mattalatta, M., & H.M, R. (2018). Pengaruh Pengembangan Karir dan Dukungan Pimpinan Terhadap Kinerja Melalui Motivasi Kerja Aparatur Kesyahbandaran dan Otoritas Pelabuhan Pare-pare. *Journal of Management*, *1*(3).

Ryan, R. M., and Deci, E. L. (2000). Self-determination theory and the facilitation of intrinsic motivation, sosial development, and well-being. *Am. Psychol*, *55*, 68–78. https://doi.org/doi: 10.1037/0003-066X.55.1.68

Santosa, P. I. (2018). *Metode Penelitian Kuantitatif Pengembangan Hipotesis dan Pengujiannya Menggunakan Smart PLS*. Andi.

Sheldon et al. (2011). A two-process view of Facebook use and relatedness need-satisfaction: disconnection drives use, and connection rewards it. *J. Pers. Soc. Psychol*, *100*, 766–775. https://doi.org/doi: 10.1037/ a0022407

Siagian, S. P. (2016). *Manajemen Sumber Daya Manusia*. Bumi Aksara.

Sugiyono. (2017). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Alfabeta, CV.

van Woerkom, M., Mostert, K., Els, C., Bakker, A. B., de Beer, L., A., & Rothmann, S. J. (2016). Strengths use and deficit correction in organizations: development and validation of a questionnaire. *Eur. J. Work Organ. Psychol.*, *25*, 960–975. https://doi.org/doi: 10.1080/1359432X.2016.1193010

van Woerkom, M., & Meyers, M. C. (2019). Strengthening personal growth: The effects of a strengths intervention on personal growth initiative. *Journal of Occupational and Organizational Psychology*, *92*(1), 98–121. https://doi.org/10.1111/joop.12240

Waliamin, J. (2020). Pengaruh Penilaian Kinerja Terhadap Motivasi Dan Produktivitas Kerja Karyawan Pada Hotel Pangrango 2 Bogor. *Creative Research Management Journal*, *3*(1), 77. https://doi.org/10.32663/crmj.v3i1.1244

Woerkom, M. Van. (2020). *The Effect of Strengths-Based Performance Appraisal on Perceived Supervisor Support and the Motivation to Improve Performance*. *11*(July). https://doi.org/10.3389/fpsyg.2020.01883

Yadav, V., & Sharma, H. (2021). Family-friendly policies, supervisor support and job satisfaction: mediating effect of work-family conflict. *Vilakshan - XIMB Journal of Management*. https://doi.org/10.1108/xjm-02-2021-0050