

Daftar Pustaka

- Arefian, M. H. (2023). Motivating Teachers to Reflect in a Professional Community of Practice Through Collaborative Action Research. *International Journal of Educational Reform*. <https://doi.org/10.1177/10567879231217457>
- Arismunandar, A., Wahed, A., Ervianti, E., & H, N. (2023). A TRANSFORMATIONAL LEADERSHIP OF PRIVATE HIGH SCHOOL PRINCIPALS IN MAKASSAR CITY. *International Journal of Education*, 16(2). <https://doi.org/10.17509/ije.v16i2.55300>
- Ariyani, R. P. N., & Sugiyanto, E. K. (2020). PENGARUH KOMITMEN AFEKTIF, KOMITMEN BERKELANJUTAN DAN KOMITMEN NORMATIF TERHADAP KINERJA KARYAWAN (Studi Perusahaan BUMN X di Semarang). *Jurnal Ilmiah Manajemen Ubhara*, 2(2). <https://doi.org/10.31599/jmu.v2i2.772>
- Azeem, M., Mataruna-Dos-Santos, L. J., & Abdallah, R. Ben. (2020). Proposing revised khda model of school improvement: Identification of factors for sustainable performance of dubai private schools. In *Advances in Science, Technology and Innovation*. https://doi.org/10.1007/978-3-030-32902-0_22
- Castro, A. J., & Laya, M. (2025). Organizational Culture, Commitment, and Understanding Quality Management System: An Explanatory Sequential Design. *Psychology and Education: A Multidisciplinary Journal*, 35(2), 178–191. <https://doi.org/10.70838/pemj.350209>
- Che, Y., Zhu, J., & Huang, H. (2022). How Does Employee–Organization Relationship Affect Work Engagement and Work Well-Being of Knowledge-Based Employees? *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.814324>
- Chimaa Okaforcha, C., & Elizabeth Chinwe, N. (2024). *Correlation Between Organizational Culture And Teachers' Job Commitment In Public Secondary Schools In Anambra State, Nigeria*. <https://doi.org/10.5281/zenodo.14056908>
- Chomeya, R., Tayraukham, S., Tongkhambanchong, S., & Saravitee, N. (2024). *SAMPLE SIZE DETERMINATION TECHNIQUES FOR MULTIVARIATE BEHAVIORAL SCIENCES RESEARCH EMPHASIZING SEM*.
- Cramer, T., Ganimian, A., Morris, P., & Cappella, E. (2021). The role of teachers' commitment to implement in delivering evidence-based social-emotional learning programs. *Journal of School Psychology*, 88. <https://doi.org/10.1016/j.jsp.2021.08.003>
- Fachrudin, F., Arini, I., & Japar, M. (2023). *EDUKASIA: Jurnal Pendidikan dan Pembelajaran Analisis Penerapan Konsep Organisasi Belajar pada AB Home Education ARTICLE INFO ABSTRACT*. 4(2), 2829–2836. <http://jurnaledukasia.org>
- Fajri, M. R., & Sukatin, S. (2021). Budaya Organisasi dalam Menciptakan Daya Saing Menuju Sustainability Perguruan Tinggi. *Idarah (Jurnal Pendidikan Dan Kependidikan)*, 5(1). <https://doi.org/10.47766/idadrah.v5i1.1442>

- George, T., & Merkus, J. (2023). Explanatory Research | Definition , Guide , & Examples. In *Scribbr*.
- Hair, J. F., Hult, T. M., Ringle, C. M., & Sarstedt, M. (2022). A primer on partial least squares structural equation modeling (PLS-SEM). In *Sage*.
- Hatem, S., & Salaheddin, A. (2023). *Perceived organizational support and its relationship to teachers' perceptions of learning communities in Palestinian secondary schools*. http://www.aun.edu.eg/faculty_education/arabic
- Howe Eng, T., Eng, L. S., Ying, L. C., Daneil, I. L. A., & Ting, G. L. C. (2023). An Application of Multiple Linear Regression Analysis to Establish the Relationship between Higher Order Thinking Skills and Affective Domain. *International Journal of Academic Research in Business and Social Sciences*, 13(5). <https://doi.org/10.6007/ijarbss/v13-i5/16907>
- Howell, J. L., Bullington, K. E., Gregory, D. E., Williams, M. R., & Nuckols, W. L. (2022). Transformational Leadership in Higher Education Programs. *Journal of Higher Education Policy and Leadership Studies*, 3(1). <https://doi.org/10.52547/johepal.3.1.51>
- Idowu Sulaimon Adeniyi, Nancy Mohd Al Hamad, Ololade Elizabeth Adewusi, Chika Chioma Unachukwu, Blessing Osawaru, Chisom Nneamaka Onyebuchi, Samuel Ayodeji Omolawal, Aderonke Omotayo Aliu, & Isiah Oden David. (2024). Organizational culture and leadership development: A human resources review of trends and best practices. *Magna Scientia Advanced Research and Reviews*, 10(1). <https://doi.org/10.30574/msarr.2024.10.1.0025>
- Jabbar, R., Akmal, Dr. F., & Hassan, Dr. K. H. U. (2024). Exploring the Impact of Organizational Culture on Leadership Style in Higher Educational Institutions. *Qlantic Journal of Social Sciences*, 5(3), 109–124. <https://doi.org/10.55737/qjss.550137520>
- Kareem, J., Patrick, H. A., & Prabakaran, N. (2024). Exploring the factors of learning organization in school education: the role of leadership styles, personal commitment, and organizational culture. *Central European Management Journal*. <https://doi.org/10.1108/CEMJ-12-2023-0457>
- Kareem, J., Patrick, H. A., Prabakaran, N., Valarmathi, B., Tantia, V., Pramod Kumar, M. P. M., & Mukherjee, U. (2023). Transformational educational leaders inspire school educators' commitment. *Frontiers in Education*, 8. <https://doi.org/10.3389/educ.2023.1171513>
- Kaya, K., Erdoğan, O., Yeşil, Y., & Sezgin, F. (2024). The Roles of Collective Teacher Efficacy and Commitment in the Relationship Between Turkish Language Teachers' Job Satisfaction and School Principal Distributed Leadership. *SAGE Open*, 14(3). <https://doi.org/10.1177/21582440241271136>
- Kholifah, N., & Mulyana, M. (2023). The Influence of Islamic Leadership on Construction Organizational Performance: Mediating Organizational Learning Culture. *Indonesian Journal of Economics and Management*, 3(3). <https://doi.org/10.35313/ijem.v3i3.5135>

- Lee, S.-N. (2022). The Mediating Influence of Organizational Culture on Leadership Style and Organizational Commitment. *International Journal of Academic Research in Business and Social Sciences*, 12(1). <https://doi.org/10.6007/ijarbss/v12-i1/11887>
- Legate, A. E., Hair, J. F., Chretien, J. L., & Risher, J. J. (2023). PLS-SEM: Prediction-oriented solutions for HRD researchers. *Human Resource Development Quarterly*, 34(1). <https://doi.org/10.1002/hrdq.21466>
- Maulana & Purba . (2025). Pengaruh Budaya Organisasi Terhadap Komitmen Organisasi Sekolah di Kecamatan Pantai Labu. *Jurnal Pendidikan Dan Pengabdian Masyarakat*.
- Modeste, M. E., Nguyen, C., Nafziger, R. N., & Hermansen, J. (2022). Socially distributed leadership in elementary schools: teacher and staff leadership practice in Denmark and the USA. *Journal of Educational Administration*, 60(2), 188–206. <https://doi.org/10.1108/JEA-11-2020-0243>
- Mumu, J., Tanujaya, B., Charitas, R., & Prahmana, I. (2022). Likert Scale in Social Sciences Research: Problems and Difficulties. *FWU Journal of Social Sciences*, 16(4), 89–101. <https://doi.org/10.51709/19951272/Winter2022/7>
- Or, M. H., & Berkovich, I. (2023). Participative decision making in schools in individualist and collectivist cultures: The micro-politics behind distributed leadership. *Educational Management Administration and Leadership*, 51(3). <https://doi.org/10.1177/17411432211001364>
- Park, J., & Kim, J. (2024). The Relationship between Perceived Organizational Support, Work Engagement, Organizational Citizenship Behavior, and Customer Orientation in the Public Sports Organizations Context. *Behavioral Sciences*, 14(3). <https://doi.org/10.3390/bs14030153>
- Peng, M. Y. P., Xu, C., Zheng, R., & He, Y. (2023). The impact of perceived organizational support on employees' knowledge transfer and innovative behavior: comparisons between Taiwan and mainland China. *Humanities and Social Sciences Communications*, 10(1). <https://doi.org/10.1057/s41599-023-02242-4>
- QiaLian, Z., Binti A.Hanid, A. H., & Mohd Nor, M. Y. (2024). Exploring The Teachers' Organizational Commitment and Turnover in High School. *International Journal of Academic Research in Progressive Education and Development*, 13(3). <https://doi.org/10.6007/ijarped/v13-i3/21871>
- Rahman, M. H., Bolotio, R., & Napitupulu, D. (2025a). The role of organizational commitment in improving teachers' job satisfaction in public high schools in Indonesia. *International Journal of Advanced and Applied Sciences*, 12(2), 62–71. <https://doi.org/10.21833/ijaas.2025.02.007>
- Rahman, M. H., Bolotio, R., & Napitupulu, D. (2025b). The role of organizational commitment in improving teachers' job satisfaction in public high schools in Indonesia. *International Journal of Advanced and Applied Sciences*, 12(2), 62–71. <https://doi.org/10.21833/ijaas.2025.02.007>

- Şahin, N., & Bilir, F. P. (2024). The effect of transformational leadership and personal cultural values on creating a learning organization. *Humanities and Social Sciences Communications*, 11(1). <https://doi.org/10.1057/s41599-024-02701-6>
- Sanusi, Y., Mukhsin, Moh., & Kambara, R. (2024). Mediation Organization Commitment Role on the Influence of Organizational Culture and the Role of Leadership on Teacher Performance at Public Center of Excellence Vocational Schools in Serang Banten Regency. *Journal of Learning and Educational Policy*, 45, 1–12. <https://doi.org/10.55529/jlep.45.1.12>
- Sasan, J. M., Escultor, G. R., & Larsari, V. N. (2023). The Impact of Transformational Leadership on School Culture. *International Journal of Social Service and Research*, 3(8). <https://doi.org/10.46799/ijssr.v3i8.334>
- Sheng, Z., Watkins, S., Yoon, S. W., & Kim, J. H. (2021). Examining schools as learning organizations: an integrative approach. *Learning Organization*, 28(4). <https://doi.org/10.1108/TLO-03-2020-0050>
- Sousa, M., Raposo, M. J., Mendonça, J., & Corchuelo, B. (2022). Exploring organisational culture in higher educational institutions: a comparative study. *International Journal of Management in Education*, 16(1). <https://doi.org/10.1504/IJMIE.2022.119683>
- Sugiyono. (2022). Metode Penelitian Kuantitatif, Kualitatif, dan R&D – MPKK – Toko Buku Bandung. In *Alfabeta cv*.
- Taherdoost, H. (2022). What are Different Research Approaches? Comprehensive Review of Qualitative, Quantitative, and Mixed Method Research, Their Applications, Types, and Limitations. *Journal of Management Science & Engineering Research*, 5(1). <https://doi.org/10.30564/jmser.v5i1.4538>
- Thapa, A., & Ojha, D. (2024). Impact of Leadership Style on Organizational Culture at Educational Institutions: Evidence from Nepal. *MANTHAN: Journal of Commerce and Management*, 11(1), 66–84. <https://doi.org/10.17492/jpi.manthan.v11i1.1112404>
- Tongkachok, K., Garg, S., Balakrishnan, S., & N S, V. (2022). Impact of Transformational Leadership on Organizational Performance Through Employee Motivation. *ECS Transactions*, 107(1). <https://doi.org/10.1149/10701.12873ecst>
- Wijaksa, B., Heldria Putri, R., hasanah, N., & Islam Negeri Sulthan Thaha Saifuddin Jambi, U. (2025). MANAJEMEN SUMBER DAYA MANUSIA. In *Jurnal Manajemen Dakwah dan Ilmu Komunikasi* (Vol. 2, Issue 1).
- Zhang, J., Huang, Q., & Xu, J. (2022). The Relationships among Transformational Leadership, Professional Learning Communities and Teachers' Job Satisfaction in China: What Do the Principals Think? *Sustainability (Switzerland)*, 14(4). <https://doi.org/10.3390/su14042362>