

## Daftar Pustaka

- Abdelwahed, N. A. A., & Doghan, M. A. A. (2023). Developing Employee Productivity and Performance through Work Engagement and Organizational Factors in an Educational Society. *Societies*, 13(3). <https://doi.org/10.3390/soc13030065>
- Al-dalahmeh, M., Masa'deh, R., Abu Khalaf, R. K., & Obeidat, B. Y. (2018). The Effect of Employee Engagement on Organizational Performance Via the Mediating Role of Job Satisfaction: The Case of IT Employees in Jordanian Banking Sector. *Modern Applied Science*, 12(6), 17–43. <https://doi.org/10.5539/mas.v12n6p17>
- Basalamah, M. S. A. (2023). The Effect of Transformational Leadership Style and Job Satisfaction on Employee Performance. *Advances in Human Resource Management Research*, 1(2). <https://doi.org/10.60079/ahrmm.v1i2.77>
- Cantarelli, P., Vainieri, M., & Seghieri, C. (2023). The management of healthcare employees' job satisfaction: optimization analyses from a series of large-scale surveys. *BMC Health Services Research*, 23(1). <https://doi.org/10.1186/s12913-023-09426-3>
- Cesário, F., & Chambel, M. J. (2017). Linking Organizational Commitment and Work Engagement to Employee Performance. *Knowledge and Process Management*, 24(2), 152–158. <https://doi.org/10.1002/kpm.1542>
- Ekingen, E. (2023a). The Effect of Organizational Justice on Job Performance and the Mediating Role of Job Satisfaction: A Study on Nurses. *Hospital Topics*, 101(2), 103–112. <https://doi.org/10.1080/00185868.2021.1969874>
- Ekingen, E. (2023b). The Effect of Organizational Justice on Job Performance and the Mediating Role of Job Satisfaction: A Study on Nurses. *Hospital Topics*, 101(2), 103–112. <https://doi.org/10.1080/00185868.2021.1969874>
- El Dahan, F. M. A. E., Kasseem, A. H., Shoma, A. M., & Mohammed, F. A. (2024). Effect of Organizational Justice on Staff Nurses' Performance Appraisal and their Intention to Stay at Work. *Mansoura Nursing Journal (MNJ)*, 11(1), 2024.
- Ghaderi, Z., Tabatabaei, F., Khoshkam, M., & Shahabi Sorman Abadi, R. (2023). Exploring the Role of Perceived Organizational Justice and Organizational Commitment as Predictors of Job Satisfaction among Employees in the Hospitality Industry. *International Journal of Hospitality and Tourism Administration*, 24(3), 415–444. <https://doi.org/10.1080/15256480.2021.1988882>
- Ghozali, I. (2018). *Aplikasi Analisis Multivariate dengan Program IBM SPSS*. 25. Badan Penerbit Universitas Diponegoro.
- Giallourous, G., Nicolaidis, C., Gabriel, E., Economou, M., Georgiou, A., Diakourakis, M., Soteriou, A., & Nikolopoulos, G. K. (2024). Enhancing employee engagement through integrating leadership and employee job resources: evidence from a public healthcare setting. *International Public Management Journal*, 27(4), 533–558. <https://doi.org/10.1080/10967494.2023.2215754>
- Gori, A., Topino, E., Palazzeschi, L., & Di Fabio, A. (2020). How can organizational justice contribute to job satisfaction? A chained mediation model. *Sustainability (Switzerland)*, 12(19). <https://doi.org/10.3390/SU12197902>
- Hair, J. F. H., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2018). When to use and how to report the results of PLS-SEM. *European Business Review*, 31(1), 2–24.
- Hair Jr, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2021). *A primer on partial least squares structural equation modeling (PLS-SEM)*. Sage publications.
- Hermanto, Y. B., & Srimulyani, V. A. (2022). The Effects of Organizational Justice on Employee Performance Using Dimension of Organizational Citizenship Behavior as Mediation. *Sustainability (Switzerland)*, 14(20). <https://doi.org/10.3390/su142013322>
- Ishiyama, N., & S. Tanaka, H. (2025). Self-perceived talent status and employee outcomes: role of the organisational justice in Japanese learning organisations. *The Learning Organization*, 32(4), 581–600. <https://doi.org/10.1108/TLO-05-2023-0089>
- Ishiyama, N., & Tanaka, Hideki. S. (2025). Self-perceived talent status and employee outcomes: role of the organisational justice in Japanese learning organisations. *Learning Organization*, 32(4), 581–600. <https://doi.org/10.1108/TLO-05-2023-0089>

- Jufrizen, J., Harahap, D. S., & Khair, H. (2024). Leader-Member Exchange and Employee Performance: Mediating Roles of Work Engagement and Job Satisfaction. *Journal of Economics, Business, & Accountancy Ventura*, 26(3), 306–322. <https://doi.org/10.14414/jebav.v26i3.3591>
- Jufrizen, J., & Kandhita, E. S. (2021). The effect of organizational justice on employee performance by job satisfaction as an intervening variable. *Jurnal Kajian Manajemen Bisnis*, 10(1), 1. <https://doi.org/10.24036/jkmb.11219200>
- Karaferis, D., Aletras, V., & Niakas, D. (2022). Determining dimensions of job satisfaction in healthcare using factor analysis. *BMC Psychology*, 10(1). <https://doi.org/10.1186/s40359-022-00941-2>
- Karthick, Yadav, M. J., Radadiya, V. A., Munjal, V., & Joseph, C. (2024). The Role of Organizational Justice in Enhancing Employee Engagement and Well-being. *Journal of Informatics Education and Research*, 4(3), 3936–3947. <http://jier.org>
- Khan, I. U., Gan, G. G. G., Khan, M. T. I., & Saif, N. (2023). Role of Organizational Justice in Linking Leadership Styles and Academics' Performance in Higher Education. *Administrative Sciences*, 13(4). <https://doi.org/10.3390/admsci13040101>
- Krijgsheld, M., Tummers, L. G., & Scheepers, F. E. (2022). Job performance in healthcare: a systematic review. *BMC Health Services Research*, 22(1). <https://doi.org/10.1186/s12913-021-07357-5>
- Krishnaveni, R., & Monica, R. (2018). Factors influencing employee performance: the role of human resource management practices and work engagement. In *Int. J. Business Performance Management* (Vol. 19, Issue 4).
- Mustafa, M. J., Vinsent, C., & Badri, S. K. Z. (2023). Emotional intelligence, organizational justice and work outcomes. *Organization Management Journal*, 20(1), 30–42. <https://doi.org/10.1108/OMJ-08-2021-1322>
- Nazir, O., & Islam, J. U. (2017). Enhancing organizational commitment and employee performance through employee engagement: An empirical check. *South Asian Journal of Business Studies*, 6(1), 98–114. <https://doi.org/10.1108/SAJBS-04-2016-0036>
- Noercahyo, U. S., Maarif, M. S., & Sumertajaya, I. M. (2021). The Role of Employee Engagement on Job Satisfaction and Its Effect on Organizational Performance. *Journal of Applied Management*, 19(2), 296–309. <https://doi.org/10.21776/ub.jam>
- Nurak, L. A. D., & Riana, I. G. (2017). Examine the Effect of Organizational Justice on Job Satisfaction and Employee Performance. *Journal of Management and Marketing Review*, 2(3), 30–37. [www.gatrenterprise.com/GATRJournals/index.html](http://www.gatrenterprise.com/GATRJournals/index.html)
- Özer, Ö., Uğurluoğlu, Ö., & Saygili, M. (2017). Effect of Organizational Justice on Work Engagement in Healthcare Sector of Turkey. *Journal of Health Management*, 19(1), 73–83. <https://doi.org/10.1177/0972063416682562>
- Pakpahan, M., Eliyana, A., Dharmawan Buchdadi, A., & Ratih Bayuwati, T. (2020). The Role of Organizational Justice Dimensions: Enhancing Work Engagement and Employee Performance. In *Systematic Reviews in Pharmacy* (Vol. 11, Issue 9).
- Piotrowski, A., Rawat, S., & Boe, O. (2021). Effects of Organizational Support and Organizational Justice on Police Officers' Work Engagement. *Frontiers in Psychology*, 12. <https://doi.org/10.3389/fpsyg.2021.642155>
- Rahman, M. H. A., & Karim, D. N. (2022a). Organizational justice and organizational citizenship behavior: the mediating role of work engagement. *Heliyon*, 8(5). <https://doi.org/10.1016/j.heliyon.2022.e09450>
- Rahman, M. H. A., & Karim, D. N. (2022b). Organizational justice and organizational citizenship behavior: the mediating role of work engagement. *Heliyon*, 8(5). <https://doi.org/10.1016/j.heliyon.2022.e09450>
- Salim, S. S., Kawangit, R. M., Ibrahim, N., & Ismail, A. (2022). The Role of Justice in Government Institution and The Impact on Job Satisfaction. *International Journal of Academic Research in Business and Social Sciences*, 12(1). <https://doi.org/10.6007/ijarbss/v12-i1/11331>
- Sekaran, U., & Bougie, R. (2016). *Research Methods for Business: A Skill-Building Approach* (7th, Ed.). John Wiley & Sons.
- Sendawula, K., Nakyejwe Kimuli, S., Bananuka, J., & Najjemba Muganga, G. (2018). Training, employee engagement and employee performance: Evidence from Uganda's health sector. *Cogent Business and Management*, 5(1), 1–12. <https://doi.org/10.1080/23311975.2018.1470891>
- Sholihin, M., & Ratmono, D. (2021). *Buku Analisis SEM-PLS dengan WarpPLS 7.0 untuk Hubungan Nonlinier dalam Penelitian Sosial & Bisnis*. Andi.

- Sofiyan, S., Agustina, T., Siahaan, R., Simatupang, S., & Sudirman, A. (2022). Testing the Relationship between Employee Engagement and Employee Performance: The Urgency of Self Efficacy and Organizational Justice as Predictors. *KnE Social Sciences*, 425–440. <https://doi.org/10.18502/kss.v7i10.11382>
- Song, J., Shi, X., Zheng, X., Lu, G., & Chen, C. (2024). The impact of perceived organizational justice on young nurses' job performance: a chain mediating role of organizational climate and job embeddedness. *BMC Nursing*, 23(1). <https://doi.org/10.1186/s12912-024-01898-w>
- Sunaris, D., Wahyoedi, S., & Tecoalu, M. (2022). Effects Of Organizational Commitment And Organizational Justice On Organizational Citizenship Behavior With Job Satisfaction As A Mediation. *International Journal of Science, Technology & Management*, 3, 630–640. <http://ijstm.inarah.co.id>
- Szilvassy, P., & Širok, K. (2022). Importance of work engagement in primary healthcare. *BMC Health Services Research*, 22(1). <https://doi.org/10.1186/s12913-022-08402-7>
- Wan, Q., Zhou, W., Li, Z., & Shang, S. (2018). Associations of Organizational Justice and Job Characteristics with Work Engagement Among Nurses in Hospitals in China. *Research in Nursing and Health*, 41(6), 555–562. <https://doi.org/10.1002/nur.21908>
- Yupono, & Ratnasari, S. D. (2019). Organizational Citizenship Behavior Ability to Increase the Effect of Organizational Climate, Work Motivation and Organizational Justice on Employee Performance. *Journal of Resources Development and Management*, 59, 26–37. <https://doi.org/10.7176/JRDM>