

**PERAN MOTIVASI DAN PERILAKU KEWARGAAN
ORGANISASIONAL MEMEDIASI PENGARUH KEPEMIMPINAN
TRANFORMASIONAL TERHADAP KINERJA ORGANISASIONAL:
ANALISIS LINTAS LEVEL PADA DOSEN DAN PROGRAM STUDI
PERGURUAN TINGGI DI SUMATERA BARAT**

DISERTASI

*Diajukan untuk memenuhi sebagian dari syarat untuk memperoleh gelar
Doktor Ilmu Manajemen Pada Program Studi Ilmu Manajemen*



oleh:

**RINO
1603201**

Rino, 2020

**PERAN MOTIVASI DAN PERILAKU KEWARGAAN ORGANISASIONAL MEMEDIASI PENGARUH
KEPEMIMPINAN TRANFORMASIONAL TERHADAP KINERJA ORGANISASIONAL:
ANALISIS LINTAS LEVEL PADA DOSEN DAN PROGRAM STUDI PERGURUAN TINGGI DI SUMATERA
BARAT**

Universitas Pendidikan Indonesia | repistori.upi.edu | perpustakaan.upi.edu

**SEKOLAH PASCASARJANA
UNIVERSITAS PENDIDIKAN INDONESIA
2020**

**Peran Motivasi dan Perilaku Kewargaan Organisasional Memediasi
Pengaruh Kepemimpinan Tranformasional terhadap Kinerja
Organisasional:
Analisis Lintas Level pada Dosen dan Program Studi Perguruan Tinggi di
Sumatera Barat**

**Oleh
Rino**

**S.Pd Universitas Negeri Padang, 2004
M.Pd Universitas Pendidikan Indonesia, 2010
M.M Universitas Negeri Padang, 2013**

**Sebuah Disertasi yang diajukan untuk memenuhi salah satu syarat
memperoleh gelar Doktor (Dr) pada Program Studi Manajemen**

**© Rino 2020
Universitas Pendidikan Indonesia
Januari 2020**

**Hak Cipta Dilindungi undang-undang
Disertasi ini tidak boleh diperbanyak seluruhnya atau sebagian, dengan
dicetak ulang, difoto kopi, atau cara lainnya tanpa ijin dari penulis**

Rino, 2020

**PERAN MOTIVASI DAN PERILAKU KEWARGAAN ORGANISASIONAL MEMEDIASI PENGARUH
KEPEMIMPINAN TRANFORMASIONAL TERHADAP KINERJA ORGANISASIONAL:
ANALISIS LINTAS LEVEL PADA DOSEN DAN PROGRAM STUDI PERGURUAN TINGGI DI SUMATERA
BARAT**

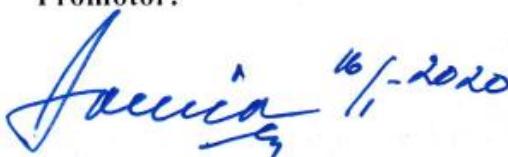
Universitas Pendidikan Indonesia | repistori.upi.edu | perpustakaan.upi.edu

RINO

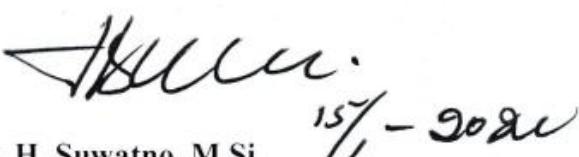
PERAN MOTIVASI DAN PERILAKU KEWARGAAN
ORGANISASIONAL MEMEDIASI PENGARUH KEPEMIMPINAN
TRANFORMASIONAL TERHADAP KINERJA ORGANISASIONAL:
ANALISIS LINTAS LEVEL PADA DOSEN DAN PROGRAM STUDI
PERGURUAN TINGGI DI SUMATERA BARAT

Disetujui dan disahkan oleh panitia disertasi:

Promotor:


Prof. Dr. Hj. Tjutju Yuniarisih, SE, M.Pd
NIP. 195309121979032001

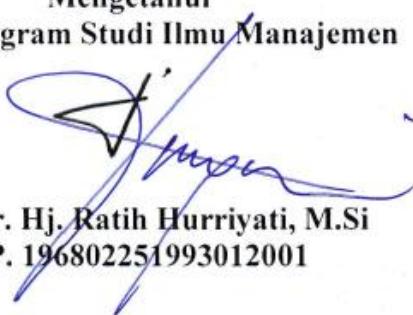
Ko-Promotor:


Prof. Dr. H. Suwatno, M.Si
NIP. 196201271988031001

Anggota:


Dr. Kusnendi, M.Si
NIP. 196001221984031003

Mengetahui
Ketua Program Studi Ilmu Manajemen


Prof. Dr. Hj. Ratih Hurriyati, M.Si
NIP. 196802251993012001

ABSTRAK

Rino (1603201). " Peran Motivasi dan Perilaku Kewargaan Organisasional Memediasi Pengaruh Kepemimpinan Tranformasional terhadap Kinerja Organisasional: Analisis Lintas Level pada Dosen dan Program Studi Perguruan Tinggi di Sumatera Barat". Disertasi Doktor Ilmu Manajemen Sekolah Pasca Sarjana Universitas Pendidikan Indonesia, di bawah bimbingan Prof. Dr. Hj. Tjutju Yuniarsih, SE, M.Pd, Prof. Dr. H. Suwatno, M.Si dan Dr. Kusnendi, M.Si

Di era revolusi industri 4.0 perilaku individu dalam organisasi tetap menjadi perhatian utama, mengingat faktor manusia (orang-orang) yang ada dalam organisasi adalah penentu utama kinerja organisasi. Perilaku kewargaan organisasional (*organization citizens behavior*) adalah salah satu bentuk perilaku unik individu yang berpengaruh terhadap efektifitas organisasi. Penelitian ini memfokuskan pada perilaku kewargaan organisasional yang melihat dari aspek antisident dan konsekwensinya. Tujuan penelitian ini adalah untuk menguji (1) pengaruh tidak langsung kepemimpinan tranformasional terhadap kinerja individu melalui motivasi melakukan perilaku kewargaan organisasional dan perilaku kewargaan organisasional, (2) menguji pengaruh langsung perilaku kewargaan organisasional terhadap kinerja individu dan kinerja organisasi, (3) menguji pengaruh langsung kepemimpinan tranformasional terhadap motivasi perilaku kewargaan organisasional dan perilaku kewargaan organisasional. Sampel penelitian ini terdiri atas 66 orang pimpinan prodi dan 410 orang dosen pada perguruan tinggi di Sumatera Barat. Analisis penelitian menggunakan metode lintas level dan pengujian hipotesis menggunakan *hierarchical linear modeling (HLM)*. Temuan penelitian ini adalah motivasi perilaku kewargaan organisasional dan perilaku kewargaan organisasional memediasi secara serial hubungan kepemimpinan tranformasional dan kinerja individu serta berperan meningkatkan kinerja individu. Kinerja individu adalah pemediasi hubungan perilaku kewargaan organisasional dan kinerja organisasi serta berkontribusi meningkatkan kinerja organisasi. Implikasi teori dan praktis terkait hasil penelitian ini adalah pentingnya kepemimpinan tranformasional yang berorientasi kewargaan organisasional (KTKO) yang mampu memotivasi dosen di program studi perguruan tinggi di Sumatra Barat untuk melakukan perilaku kewargaan organisasional secara aktif sehingga dapat meningkatkan kinerja dosen dan program studi.

Rino, 2020

**PERAN MOTIVASI DAN PERILAKU KEWARGAAN ORGANISASIONAL MEMEDIASI PENGARUH
KEPEMIMPINAN TRANFORMASIONAL TERHADAP KINERJA ORGANISASIONAL:
ANALISIS LINTAS LEVEL PADA DOSEN DAN PROGRAM STUDI PERGURUAN TINGGI DI SUMATERA
BARAT**

Universitas Pendidikan Indonesia | repistori.upi.edu | perpustakaan.upi.edu

ABSTRACT

Rino (1603201). "The Role of Motivation and Organizational Citizens Behavior Mediates the Effects of Transformational Leadership on Organizational Performance: Cross - Level Analysis on Lecturers and Study Programs University in West Sumatra". Doctoral Dissertation of Management Science at Postgraduate, Universitas Pendidikan Indonesia, under the guidance of Prof. Dr. Hj. Tjutju Yuniarsih, SE, M.Pd, Prof. Dr. H. Suwatno, M.Si and Dr. Kusnendi, M.Si.

In industry 4.0, individual behavior in organization is still very much considered as the main determinant of organizational performance. Organizational citizenship behavior (OCB) is one of the unique behavior of individuals affecting the effectivity of the organization. This study focuses on organizational citizenship behavior (OCB) based on the aspects of antecedents and their consequences. This study aims at examining (1) the indirect influence of transformational leadership on individual performance through organizational citizenship behavior motivation (OCBM) and organizational citizenship behavior (OCB), (2) the direct influence of organizational citizenship behavior (OCB) on individual performance and organizational performance, (3) the direct influence of Organizational citizenship behavior (OCB) for individual performance and organizational performance. This study was conducted on 66 heads of study programs and 410 lecturers at college in West Sumatera and analyzed using cross level methods and hypothesis testing using hierarchical linear modeling (HLM). The findings of the study are organizational citizenship behavior motivation (OCBM) and organizational citizenship behavior (OCB) simultaneously mediate the relation between transformational leadership with individual performance and also have role in elevating the individual performance. Individual performance is the mediator between organizational citizenship behavior (OCB) with organizational performance and it contributes in elevating the organizational performance. The theoretical and practical implications of this study are the transformational leadership-oriented organizational citizenship (TLoOC) is able to motivate the members to carry out organizational citizenship behavior (OCB) actively in organizations. This study is concluded with a discussion of theoretical and practical implications as well as future research directions.

DAFTAR ISI

	Halaman
HALAMAN JUDUL	i
HALAMAN HAK CIPTA	ii
HALAMAN PENGESAHAN.....	iii
ABSTRAK	iv
DAFTAR ISI.....	vi
DAFTAR PUSTAKA	x
Bab I. Pendahuluan.....	1

Rino, 2020

*PERAN MOTIVASI DAN PERILAKU KEWARGAAN ORGANISASIONAL MEMEDIASI PENGARUH
KEPEMIMPINAN TRANSFORMASIONAL TERHADAP KINERJA ORGANISASIONAL:
ANALISIS LINTAS LEVEL PADA DOSEN DAN PROGRAM STUDI PERGURUAN TINGGI DI SUMATERA
BARAT*

Universitas Pendidikan Indonesia | repistori.upi.edu | perpustakaan.upi.edu

DAFTAR PUSTAKA

Buku

- Ariani, D. W. (2011). Perilaku Kewargaan Organisasional Tinjauan Teoritis dan Empiris (1 ed.). Yogyakarta: Universitas Atma Jaya
- Armstrong, M. (2009). Armstrong's Handbook of Human Resource Management Practice, 11th Edition. London: Kogan Page
- Arikunto, Suharsimi (2007). *Manajemen Penelitian*. Rineka Cipta. Jakarta
- Arikunto, Suharsimi (2010). Prosedur Penelitian Suatu Pendekatan Praktik. Rineka Cipta. Jakarta
- Babie, E. (2017). The Practice of Social Research (13 th Inter). Canada: Wadsworth Cengage Learning.
- Bandura, A. 1986. Social foundations of thought and action: A social cognitive theory, Englewood Cliffs, NJ: Prentice-Hall.
- Bass, B.M., & Riggio, R.E (2006). *Transformational Leadership (ed.2)* Mahwah, NJ:Lawrence Erlbaum
- David, F. R., & David, F. R. (2017). *Strategic Management Concepts and cases A Competitive AdvAntAge ApproACh*. Pearson education limited.
- DeCenzo, D.A., & Robbins, S.P. (2010). Fundamentals of Human Resource Management, 10th Edition. New Jersey: John Wiley & Sons, Inc.
- Dachlan, U. (2014). Panduan Lengkap Structural Equation Modeling Tingkat Dasar (1st ed.). Jakarta: lentera Ilmu
- DeCenzo, D.A, et.a (2013). Fundamentals of Human Resource Management Eleventh Edition.Wiley. USA
- Dessler, G & Huat, T.C (2009). *Human Resource Management An Asian Perspective Second Edition*. Pearson.United Stated
- Dessler, G. (2003). *Manajemen Sumberdaya Manusia. Edisi Terjemahan oleh Paramitha Rahayu (2006)*. Jakarta: Indeks
- Enz, J. F., & Davison, B. (2011). *How to Measure Human Resources Management Edisi Ketiga*. Jakarta: Kencana Prenada Media Group.

Rino, 2020

**PERAN MOTIVASI DAN PERILAKU KEWARGAAN ORGANISASIONAL MEMEDIASI PENGARUH
KEPEMIMPINAN TRANSFORMASIONAL TERHADAP KINERJA ORGANISASIONAL:
ANALISIS LINTAS LEVEL PADA DOSEN DAN PROGRAM STUDI PERGURUAN TINGGI DI SUMATERA
BARAT**

Universitas Pendidikan Indonesia | repistori.upi.edu | perpustakaan.upi.edu

- Gaspersz, V. (2012). *All-In-One Talent Management 27 Concept, Models and Key Analysis in Human Capital and Tallent Management System Contoh Aplikasi pada Bisnis dan Industri*. Jakarta: Vinchristo
- Ghozali, I & Ratmono, D (2013). *Analisis Multivariat dan Ekonometrika Teori, Konsep, dan Aplikasi dengan Eviews 8*. Semarang: Badan Peneribitan Universitas Diponegoro.
- Griffin, R. W. (2002). *Manajemen*. Edisi Terjemahan oleh Gina Gania (2004) Edisi 7 jilid 2. Erlangga: Jakarta
- Gibson, J. L., Ivancevich, J. M., Donnelly Jr, J. H., & Konopaske, R. (2009). *Organizations Behavior, Stucture and Process*. Singapore: Mc Graw Hill.
- Gibson, J. L., Ivancevich, J. M., James H. Donnelly, J., & Robert Konopaske. (2012). *Organizations Behavior, Structure, Processes* (Fourtheen). New York: Mc Graw Hill.
- Gujarati, D. N. (2006a). Dasar-dasar Ekonometrika (Edisi Ketiga Jilid 1). Jakarta: Erlangga.
- Gujarati, D. N. (2006b). Dasar-dasar Ekonometrika (Edisi Ketiga Jilid 2). Jakarta: Erlangga.
- Harlan, J. (2016). Analisis Multilevel (1st ed.). Jakarta: Gunadarma.
- Hair JR.J.F, Anderson R.E, Thatam R.L , & Black, W.C. (2010). *Multivariate Data Analysis* (7th ed.). prentice hall inc : New Jersey.
- Hair, J. F., Black, W. C., Abin, B. J., & Anderson, S. E. (2014). *Multivariate Data Analysis*. Pearson Education Limited (Vol.1). <https://doi.org/https://doi.org/10.1038/259433b0>
- Hair, J. F., Ringle, C. M., & Sarstedt, M. (2014). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)*. <https://doi.org/http://doi.org/10.1016/j.lrp.2013.01.002>
- Hellriegel, D., & Slocum Jr, J. W. (1989). *Management 5th*. Canada: Simultaneously.
- Hodgetts, R. M., & Luthans, F. (2003). *International Management Culture, Strategy, and Behavior. Fifth Edition*. New York: McGraw-Hill Irwin
- Hox, JJ. (2010). *Multilevel Analysis: Technique and Application* (4th ed.). Chichester: Jhon Wiley & Sons, Inc.
- Rino, 2020
PERAN MOTIVASI DAN PERILAKU KEWARGAAN ORGANISASIONAL MEMEDIASI PENGARUH KEPERIMIMPINAN TRANSFORMASIONAL TERHADAP KINERJA ORGANISASIONAL: ANALISIS LINTAS LEVEL PADA DOSEN DAN PROGRAM STUDI PERGURUAN TINGGI DI SUMATERA BARAT
Universitas Pendidikan Indonesia | repistori.upi.edu | perpustakaan.upi.edu

- Hughes, R. L., Ginnett, R. C., & Curphy, G. J. (2009). *Leadership Enhancing the Lesson of Experience. Sixth Edition*. Singapore: Mc Graw-Hill.
- Indriantoro, N., & Supomo, B. (2009). *Metodologi Penelitian Bisnis untuk Akuntansi dan Manajemen*. Yogyakarta: BPFE.
- Irawan, P. (1999). Logika dan prosedur penelitian: Pengantar teori dan panduan praktis penelitian sosial bagi mahasiswa dan peneliti pemula. Jakarta: STIALAN.
- Irawan, J. (2018). Tantangan bagi Perguruan Tinggi Dalam Menyongsong Era Digital (pp. 1–30). pp. 1–30. Bandung: Universitas Katolik Parahyangan
- Ivancevich, J. M., Konopaske, R., & Matteson, M. (2005). *Perilaku dan manajemen Organisasi. Edisi Terjemahan oleh Gina Gania (2006) Edisi ketujuh jilid 1*. Erlangga: jakarta.
- Ivancevich, J. M., Konopaske, R., & Matteson, M. T. (2005). *Perilaku dan manajemen Perilaku organisasi. Edisi terjemahan oleh Dharma Yuwono (2007) edisi ketujuh jilid 1*. Jakarta: Erlangga
- Kaswan (2017). *Psikologi Industri dan Organisasi Mengembangkan Perilaku Produktif dan Mewujudkan Kesejahteraan Pegawai di Tempat Kerja*. Alfabeta. Bandung
- Kinicki A and William (2008). *Management A Practical Introduction third Edition*. Mc Graw Hill. New York
- Konopaske, R., Ivancevich, M., & Matteson, M. T. (2014). Organization behavior and Management (11 ed.). New York: Mc Graw Hill.
- Kreft.I.G.G. 1996. *Are multilevel technique neccesarry?An. interview including simulation studies*.Working paper.California state university. Los Angeles, C.A
- Kreitner, R & Kinicki, A (2014). *Organization Behavior (edisi terjemahan Perilaku Organisasi oleh:biro bahasa alkemis ed 9)*.Salemba Empat. Jakarta
- Kucoro, M (2010). *Masalah, Kebijakan dan Politik Ekonomika Pembangunan*. Erlangga. Jakarta
- Latan, H. (2012). Structural Equation Modeling Konsep dan Aplikasi Menggunakan Program Lisrel 8.80. Bandung: Alfabeta

Rino, 2020

PERAN MOTIVASI DAN PERILAKU KEWARGAAN ORGANISASIONAL MEMEDIASI PENGARUH
KEPEMIMPINAN TRANSFORMASIONAL TERHADAP KINERJA ORGANISASIONAL:
ANALISIS LINTAS LEVEL PADA DOSEN DAN PROGRAM STUDI PERGURUAN TINGGI DI SUMATERA
BARAT

Universitas Pendidikan Indonesia | repistori.upi.edu | perpustakaan.upi.edu

- Lestari, W. P., & Sujarwo, A. (2018). DevOps : Disrupsi Pengelolaan ICT Pendidikan Tinggi. In *Seminar Nasional Aplikasi Teknologi Informasi (SNATI) 2018* (hal. 26–31). Yogyakarta.
- Luthans, F. (2005). Perilaku Organisasi (10 ed.). Yogyakarta: Andi Offset.
- Luthans, F. (2012). *Organization Behavior An Evidence Based Approach* (Twelft). New York: Mc Graw Hill.
- Luthans, F., & Doh, J. P. (2014). *Manajemen Internasional Budaya, Strategi, Dan Perilaku* (8 Ed.). Jakarta: Salemba Empat.
- Mahmudi. (2013). *Manajemen Kinerja Sektor Publik*. Yogyakarta: UPP STIM YKPN.
- Moheriono. (2012). *Perencanaan, Aplikasi dan Pengembangan Indikator Kinerja Utama (IKU) Bisnis dan Politik*. Jakarta: Rajawali Press.
- Moerhead, G & Griffin, R.W (2013).*Organizational Behavior:Managing People and Organization, 9th ed* (Perilaku Organisasi:manajemen Sumberdaya dan organisasi edisi 9). Salemba Empat. Jakarta
- Mondy, R. W. (2008). *Manajemen Sumber Daya Manusia*.diterjemah oleh Bayu Airlangga. 2008.Jakarta: Erlangga
- Noe, R.A., Hollenbeck, J.R., Gerhart, B., & Wright, P.M. (2011). *Fundamentals of Human Resource Management*, 4th Edition. New York: MacGraw-Hill.
- Northhouse, peter G. (2013). *Kepemimpinan Teori dan praktik edisi bahasa Indonesia*. (indeks, Ed.) (6 ed.). Jakarta.
- Organ, D. W., Podsakoff, P. M., & Mackenzie, S. B. (2006). *Organizational Citizenship Behavior: Its Nature, Antecedents And Consequences*. Thousand Oaks, Ca: Sage.
- Raudenbush, S.W & Bryk, A.S (2002).*Hierarchical linear models:Aplications and data analysis method, 2nd edition*.Sage Publication, Inc
- Rivai, V. (2005). Manajemen Sumber Daya Manusia untuk Perusahaan, Dari Teori ke Praktek. Jakarta: Raja Grafindo Persada
- Rivai, V., & Sagala, E. J. (2009). *Manajemen Sumberdaya Manusia dari Teori ke Praktik. Edisi Kedua*. Jakarta: Rajawali Press.

Rino, 2020

PERAN MOTIVASI DAN PERILAKU KEWARGAAN ORGANISASIONAL MEMEDIASI PENGARUH
KEPEMIMPINAN TRANSFORMASIONAL TERHADAP KINERJA ORGANISASIONAL:
ANALISIS LINTAS LEVEL PADA DOSEN DAN PROGRAM STUDI PERGURUAN TINGGI DI SUMATERA
BARAT

Universitas Pendidikan Indonesia | repistori.upi.edu | perpustakaan.upi.edu

- Robbins, S. P., & Coulter, M. (1999). *Manajemen Edisi Kesepuluh Edisi Terjemahan oleh Bob Sabran dan Devri Bernadi putra* (2010). Jakarta: Erlangga
- Robbins, S. P., & Coulter, M. (2005). *manajemen. Edisi Terjemahan oleh Harry Slamet* (2007). *Edisi Kedelapan jilid 1*. Jakarta: Indeks.
- Robins, S. P., & Judge, T. A. (2007). *Perilaku Organisasi Organization Behavior. Edisi terjemahan oleh Diana Anggelica, Ria Cahyani, abdul rasyid* (2008). *buku 1 Edisi 12*. Jakarta: Salemba Empat.
- Robbins, S. P., & Judge, t. A. (2007). *Perilaku Organisasi Organizational Behavior. Edisi terjemahan oleh Diana Angelinca* (2008). *edisi 12 buku 2*. Jakarta: Salemba Empat
- Robins, S. P., & Judge, T. A. (2008). *Perilaku Organisasi Organization Behavior. buku 2*. Diterjemahkan oleh Diana Angelizca. 2008. Jakarta: Salemba Empat.
- Robbins, S. P., & Coulter, M. (2010). *Manajemen* (10th ed.). Erlangga
- Robbins, S. P., & Judge, T. A. (2015). *Perilaku Organisasi Edisi Bahasa Indonesia* (Enambelas). Jakarta: Salemba Empat.
- Robbins, S. P., & Judge, T. A. (2018). *Organizational Behavior* (global edi). Pearson
- Sangkala. (2007). Knowledge Managemen Suatu Pengantar Memahamai Bagaimana Organisasi Mengelola Pengetahuan Sehingga Menjadi Organisasi Yang Unggul. Jakarta: Raja Grafindo Persada.
- Schermerhorn, J R (2010).*Introduction to Management*. Jhon Wiley & Sons, Inc.USA
- Seibert, S. E., Silver, S. R., & Randolph, W. A. (2004). Taking Empowerment to the Next Level: A Multiple Level Model of Empowerment, Performance, and Satisfaction. *Academy of Management Journal*, 47, 332–349
- Sekaran, U. (2003). *Research Methods for Busines Metodologi Penelitian untuk Bisnis. Buku 2 edisi 4*.2006. Diterjemahkan oleh Kwan Men YonJakarta: Salemba Empat.
- Sinambela, L. P. (2012). *Kinerja Pegawai teori Pengukuran dan Implikasi*. Yogyakarta: Graha Ilmu.
- Suliyanto. (2011). *Ekonometrika Terapan: Teori dan Aplikasi dengan SPSS*. Rino, 2020
PERAN MOTIVASI DAN PERILAKU KEWARGAAN ORGANISASIONAL MEMEDIASI PENGARUH KEPEMIMPINAN TRANSFORMASIONAL TERHADAP KINERJA ORGANISASIONAL: ANALISIS LINTAS LEVEL PADA DOSEN DAN PROGRAM STUDI PERGURUAN TINGGI DI SUMATERA BARAT
Universitas Pendidikan Indonesia | repistori.upi.edu | perpustakaan.upi.edu

Yogyakarta: Andi Yogyakarta.

Uno, H. B. (2007). *Teori Motivasi dan Pengukurannya Analisi di Bidang Pendidikan*. Jakarta: Bumi Aksara.

Wibowo. (2007). *Manajemen Kinerja. Edisi Ketiga*. Jakarta: Rajawali Press.

Wirawan. (2008). Budaya dan Iklim Organisasi Teori Aplikasi dan Penelitian. Jakarta: Salemba Empat.

Wirawan. (2009). Evaluasi Kinerja Sumber Daya Manusia Teori, Aplikasi, dan Penelitian. Jakarta: Salemba Empat.

Wirawan (2013). *Kepemimpinan Teori, Psikologi, Perilaku Organisasi, Aplikasi dan Penelitian Contoh Aplikasi untuk kepemimpinan Wanita, Organisasi Bisnis, Pendidikan dan militer*. Rajawali Press. Jakarta

Yulk, G. (2001). *Kepemimpinan Dalam Organisasi. Edisi Terjemahan Oleh Budi Supriyanto (2009)* (Edisi Kelima). Jakarta: Indeks.

Artikel Jurnal

Allscheid, S. P. and Cellar, D. F. (1996) “An Interactive Approach to Work Motivation: The Effects of Competition, Rewards, and Goal Difficulty on Task Performance”, *Journal of Business and Psychology*, 11(2).

Al-Mahasneh, M. A. (2015). The Impact Of Organizational Citizenship Behavior On Job Performance At Greater Amman Municipality. *European Journal Of Business And Management*, 7(36), 108–118.

Allen, T. D., & Rush, M. C. (1998a). The Effects Of Organizational Citizenship Behavior On Performance Judgments : A Field Study And A Laboratory Experiment, *Journal of Applied Psychology*, 83 (2), 247–260.

Allen, T. D., & Rush, M. C. (1998b). The Effects Of Organizational Citizenship Behavior On Performance Judgments : A Field Study And A Laboratory Experiment, (2).

Allen, T. ., Bernanrd, S., Rush, M. ., & Russel, J. E. . (2000). Ratings Of Organizational Citizens Behavior: Does The Structure Make A Different. *Human Resource Management Review*, 10 (1), 97–114.

Alif, A. (2015). Pengaruh Motivasi Kerja, Pengembangan Karir Dan Lingkungankerja Terhadap Organizational Citizenship Behavior (Ocb) Denga Kepuasan Kerja Sebagai Variabel Intervening Pada Perusahaan Rino, 2020

**PERAN MOTIVASI DAN PERILAKU KEWARGAAN ORGANISASIONAL MEMEDIASI PENGARUH
KEPEMIMPINAN TRANSFORMASIONAL TERHADAP KINERJA ORGANISASIONAL:
ANALISIS LINTAS LEVEL PADA DOSEN DAN PROGRAM STUDI PERGURUAN TINGGI DI SUMATERA
BARAT**

Universitas Pendidikan Indonesia | repistori.upi.edu | perpustakaan.upi.edu

- Terminal Lpg. *Jurnal Mix*, Vi(2), 291–309.
- Andrews, R., & Boyne, G. A. (2010). Capacity, Leadership, and Organizational Performance Testing the Black Box Model Of Public Management. *Public Administration Review*, 443-454.
- Arar, K., & Abu Nasra, M. (2019). Leadership Style, Occupational Perception and Organizational Citizenship Behavior in the Arab Education System in Israel. *Journal of Educational Administration*, 57(1), 101–116. <https://doi.org/10.1108/JEA-08-2017-0094>
- Ardi, R. T. B., & Sudarma, K. (2015). Management Analysis Journal. *Management Analysis Journal*, 4(2), 142–152.
- Ariani, D. W. (2011). Hubungan antara perilaku kewargaan organisasional dan kinerja tugas, (1), 73–86.
- Ariani, D. W. (2012). The Relationship between Social Capital, Organizational Citizenship Behaviors, and Individual Performance: An Empirical Study from Banking Industry in Indonesia. *Journal of Management Research*, 4(2). <http://doi.org/10.5296/jmr.v4i2.1483>
- Bandura, A. 1988. Health promotion from the perspective of social cognitive theory. *Psychology and Health*, 13, 623-649.
- Bandura, A & Locke, E.A (2003). Negative Self -Efficacy and Goal Effect Revisited. *Journal of Applied Psychology*, 8 (1) : 87-99
- Baron, R.M & Kenny, D.A (1986). The moderator-mediator variabel distintion in social psychological research: Conceptual, strategic and statistical consideration. *Journal of Personality and Social Psychology*, 6:1173-1182
- Bartko, I.J (1976). *On various interclass corelationreliability coeficient physiologyle bulletin* 83:762-765
- Bergaron, C. (2005). Organization Citizens Behavior A Negative Relations To Career Outcome. *Academy Of Management Best Conference Paper*.
- Bergeron, D. M. (2007). The Potential Paradox Of Organizational Citizenship Behavior : Good Citizens At What Cost ? *Academy Of Management Review*, 32(4), 1078–1095.
- Bienstock, C. C., Demoranville, C. W., & Smith, R. K. (2003). Organizational Citizenship Behavior And Service Quality. *Journal Of Services Marketing*, (17), 357–378.

Rino, 2020

**PERAN MOTIVASI DAN PERILAKU KEWARGAAN ORGANISASIONAL MEMEDIASI PENGARUH
KEPEMIMPINAN TRANSFORMASIONAL TERHADAP KINERJA ORGANISASIONAL:
ANALISIS LINTAS LEVEL PADA DOSEN DAN PROGRAM STUDI PERGURUAN TINGGI DI SUMATERA
BARAT**

Universitas Pendidikan Indonesia | repistori.upi.edu | perpustakaan.upi.edu

Bolino, M. C., Turnley, W. H., Bloodgood, J. M., & Bolino, M. C. (2002). And The Creation Citizenship Of Social Capital In Organizations, *506 Academy of Management Review*, 27(4), 505–522.

Bolino, M. C., & Klotz, A. C. (2015). Sciencedirect The Paradox Of The Unethical Organizational Citizen: The Link Between Organizational Citizenship Behavior And Unethical Behavior At Work. *Current Opinion In Psychology*, 6, 45–49.
<Http://Doi.Org/10.1016/J.Copsyc.2015.03.026>

Borman, W. C., & Penner, L. A. (2001). Citizenship Performance: Its Nature, Antecedents, And Motives. In B. W. Roberts & R. T. Hogan (Eds.). *The Intersection Of Personality And Industrial/Organizational Psychology*, 45–61.

Chan, S. H. (2010). The Influence of Leadership Expertise and Experience on Organizational Performance: A Study of Amanah Ikhtiar Malaysia. *Asia Pacific Business Review Vol. 16, Nos. 1–2*, 59-77.

Charbonneau, D., Barling, J., & Kelloway, E. K. (2001). Tranformational ledership and sports performance: the mediating role on intrinsic motivation. *Journal Applied Psychologi*, 31(7), 1521–1534.

Chelagat, L. J., Box, P. O., & Kiprop, P. (2015). Effect Of Organizational Citizenship Behavior On Employee Performance In Banking Sector , Nairobi County , Kenya. *International Journal Of Business, Humanities And Technology*, 5(4), 55–61.

Chen, X. (1998). The Role Of Organizational Citizenship Behavior In Turnover : Conceptualization And Preliminary Tests Of Key Hypotheses, *Journal of Applied Psychology*, 83(6), 922–931.

Chen, Z. X., Tsu, A. S., & Farh, J. L. (2002). Loyalty To Supervisor Vs Organizational Commitment: Relationship To Employee Performance In China. *Journal Of Occouption And Organizational Psychology*, 75, 339–356.

Chen, S., Wu, W., Chang, C., Lin, C., Kung, J., Weng, H., ... Lee, S. (2015). Organizational Justice , Trust , And Identification And Their Effects On Organizational Commitment In Hospital Nursing Staff. *Bmc Health Services Research*, 1–17.
<Http://Doi.Org/10.1186/S12913-015-1016-8>

Chow, C. W. C., Lai, J. Y. M., & Loi, R. (2015). Motivation Of Travel Agents €^{Tm} Customer Service Behavior And Organizational Citizenship Behavior : Rino, 2020

PERAN MOTIVASI DAN PERILAKU KEWARGAAN ORGANISASIONAL MEMEDIASI PENGARUH KEPEMIMPINAN TRANFORMASIONAL TERHADAP KINERJA ORGANISASIONAL: ANALISIS LINTAS LEVEL PADA DOSEN DAN PROGRAM STUDI PERGURUAN TINGGI DI SUMATERA BARAT

Universitas Pendidikan Indonesia | repistori.upi.edu | perpustakaan.upi.edu

The Role Of Leader-Member Exchange And Internal Marketing Orientation. *Tourism Management*, 48, 362–369.

Coleman, V. I., & Borman, W. C. (2000). Investigating The Underlying Structure Of The Citizenship Performance Domain. *Human Resource Management Review*, 10, 25–44.

Dinh, J. E., Lord, R. G., Gardner, W. L., Meuser, J. D., Liden, R. C., & Hu, J. (2014). Leadership Theory and Research in the New Millennium: Current Theoretical Trends and Changing Perspectives. *The Leadership Quarterly*, 25(1), 36–62.

Emily, Hailin, Wilson, M., & Eastman, K. (2013). Modeling OCB for Hotels: Don't Forget the Customers. *Cornell Hospitality Quarterly*, XX(April), 1–10. <http://doi.org/10.1177/1938965513482520>

Ersoy, N. C., Derous, E., Born, M. P., & Molen, H. T. Van Der. (2015). International Journal Of Intercultural Relations Antecedents Of Organizational Citizenship Behavior Among Turkish White-Collar Employees In The Netherlands And Turkey. *International Journal Of Intercultural Relations*, 49, 68–79.
Http://Doi.Org/10.1016/J.Ijintrel.2015.06.010

Feizal, R. (2015). Pengaruh Hygiene Factors Dan Motivating Factors Terhadap Kepuasan Kerja Dan Dampaknya Terhadap Organizational Citizenship Behavior (Ocb). *Jurnal Mix*, V(3), 481–499.

Finkelstein, M. A. (2006). Dispositional Predictors Of Organizational Citizenship Behavior: Motives, Motive Fulfillment, And Role Identity. *Social Behavior And Personality*, 34, 603–616.

Gardiner, M. O., Rahayu, S. I., Abdullah, M. A., Effendi, S., Darma, Y., Dartanto, T., & Aruan, C. D. (2017). *Era Disrupsi Peluang dan Tantangan Pendidikan Tinggi Indonesia*. Jakarta: Akademi Ilmu Pengetahuan Indonesia.

Gerstner, C. , & Day, D. . (1997). Meta-analytic review of leader-member exchange theory: Correlates and construct issues. *Journal Applied Psychology*, 82, 827–844.

Ginter, P.M., & White, D.D (1982). A Social Learning Approach to Strategic Management: Toward a Theoretical Foundation. *Academic of Management Review*, 7 (2) :253-261

Grant, A. M. (2007). Relational Job Design And The Motivation To Make A Prosocial Difference. *Academy Of Management Review*, 32, 393–417.

Rino, 2020

PERAN MOTIVASI DAN PERILAKU KEWARGAAN ORGANISASIONAL MEMEDIASI PENGARUH KEPEMIMPINAN TRANSFORMASIONAL TERHADAP KINERJA ORGANISASIONAL: ANALISIS LINTAS LEVEL PADA DOSEN DAN PROGRAM STUDI PERGURUAN TINGGI DI SUMATERA BARAT

Universitas Pendidikan Indonesia | repistori.upi.edu | perpustakaan.upi.edu

- Grant, A. M. (2008). Does Intrinsic Motivation Fuel The Prosocial fire? Motivational Synergy In Predicting Persistence, Performance, And Productivity. *Journal Of Applied Psychology*, 93, 48–58.
- Grant, A. M., Gino, F., & Hofmann, D. A. (2011). Reversing the extraverted leadership advantage: The role of employee proactivity. *Academy of Management Journal*, 54, 528–550.
- Gungor, P. (2011). The Relationship between Reward Management System and Employee Performance with the Mediating Role of Motivation : A Quantitative Study on Global Banks. *Procedia - Social and Behavioral Sciences*, 24, 1510–1520.
<https://doi.org/10.1016/j.sbspro.2011.09.029>
- Hadjali, H. R., & Salimi, M. (2012). An Investigation On The Effect Of Organizational Citizenship Behaviors (Ocb) Toward Customer-Orientation : A Case Of Nursing Home. *Procedia - Social And Behavioral Sciences*, 57, 524–532.
<Http://Doi.Org/10.1016/J.Sbspro.2012.09.1220>
- Harwiki, W. (2016). The Impact Of Servant Leadership On Organization Culture, Organization Commitmen, Organization Citizens Behavior (Ocb) And Employee Performance In Woman Coorporation. *Procedia - Social And Behavioral Sciences*, 219, 283–290.
<Http://Doi.Org/10.1016/J.Sbspro.2016.04.032>
- Hofmann, D.A and Stetzer, A. (1996). a cross-level investigation of factors influencing unsafe behaviors and accident. *Personnel Psychology*. 49:307-339
- Hofmann, D.A., 1997. An pview of the logic and rationale of hierarchical linear models. *Journal of Management*, 23:723-744
- Hofmannn, D.A. & Gavin, M.B. (1998). Centering decisions in hierarchical linear models: implications for research in organizations. *Journal of Management*. 24:623-641
- Hoffman, B. J., Blair, C. A., & Meriac, J. P., & Woehr, D. J. (2007). Expanding The Criterion Domain? A Quantitative Review Of The Ocb Literature. *Journal Of Applied Psychology*, 92, 555–566.
- Howell, J. ., & Hallmerenda, K. . (1999). The ties that bind: The impact of leader-member exchange, transformational and transactional leadership, and distance on predicting follower performance. *Journal Applied Psycolog*, 84,
- Rino, 2020
PERAN MOTIVASI DAN PERILAKU KEWARGAAN ORGANISASIONAL MEMEDIASI PENGARUH KEPEMIMPINAN TRANFORMASIONAL TERHADAP KINERJA ORGANISASIONAL: ANALISIS LINTAS LEVEL PADA DOSEN DAN PROGRAM STUDI PERGURUAN TINGGI DI SUMATERA BARAT
Universitas Pendidikan Indonesia | repistori.upi.edu | perpustakaan.upi.edu

680–694.

Jahangir, N., Akbar, M., & Haq, M. (2004). *Organizational Citizenship Behavior. Its Nature And Antecedents*. 1(2), 75–85.

James, L.R, Demaree, R and Wolf, G. (1993). An assesment of within-group interrater agreement. *Journal of Applied Science Psychology*, 78(2):306-309

Jain, A. K., & Cooper, C. L. (2012). Stress And Organisational Citizenship Behaviours In Indian Business Process Outsourcing Organisations. *Iimb Management Review*, 24(3), 155–163.
[Http://Doi.Org/10.1016/J.Iimb.2012.06.004](http://Doi.Org/10.1016/J.Iimb.2012.06.004)

Jiang, W., Lu, Y., & Le, Y. (2016). Trust and project success: A twofold perspective between owners and contractors. *Journal Managemenr and Enginering*, 32(4016022).

Jiang, W., Zhao, X., & Ni, J. (2017). The Impact of Transformational Leadership on Employee Sustainable Performance : The Mediating Role of Organizational Citizenship Behavior. *Sustainability*, 9(1567), 1–17.
<https://doi.org/10.3390/su9091567>

Jin, S., Seo, M., & Shapiro, D. L. (2016). Do happy leaders lead better ? Affective and attitudinal antecedents of transformational leadership. *The Leadership Quarterly*, 27(1), 64–84
<http://doi.org/10.1016/j.lequa.2015.09.002>

Kamdar, D., Mcallister, D. ., & Turban, D. . (2006). All In A Day's Work:How Follower Individual Differences And Justice Perceptions Predict Ocb Role Defenition And Behavior. *Journal Of Applied Psychology*, 91, 841–855.

Kamdar, D., & Van Dyne, L. (2007). The Joint Effects Of Personality And Workplace Social Exchange Relationships In Predicting Task Performance And Citizenship Performance. *Journal Of Applied Psychology*, 92, 1286–1289.

Khalid, S. ., & Ali, H. (2005). Self And Superior Ratings Of Organizational Citizens Behavior: Are The Differences In The Source Ratings? *Problem And Perspective In Management*, 4, 147–153.

Kim, Y., Dyne, L. Van, Kamdar, D., & Johnson, R. E. (2013). Organizational Behavior And Human Decision Processes Why And When Do Motives Matter ? An Integrative Model Of Motives , Role Cognitions , And Social Support As Predictors Of Ocb. *Organizational Behavior And Human Decision Processes*, 121, 231–245.

Rino, 2020

**PERAN MOTIVASI DAN PERILAKU KEWARGAAN ORGANISASIONAL MEMEDIASI PENGARUH KEPEMIMPINAN TRANSFORMASIONAL TERHADAP KINERJA ORGANISASIONAL:
ANALISIS LINTAS LEVEL PADA DOSEN DAN PROGRAM STUDI PERGURUAN TINGGI DI SUMATERA BARAT**

Universitas Pendidikan Indonesia | repistori.upi.edu | perpustakaan.upi.edu

- Krishnan, V. R., & Arora, P. (2008). Determinants Of Transformational Leadership And Organizational Citizenship Behavior, *Asia-Pacific Business Review IV(I)*, 34–43.
- Koning, L. F., & Kleef, G. A. Van. (2015). How Leaders € Emotional Displays Shape Followers € Organizational Citizenship Behavior ☆. *The Leadership Quarterly*, 26(4), 489–501.
<Http://Doi.Org/10.1016/J.Lequa.2015.03.001>
- Lee, Y. H., Woo, B., & Kim, Y. (2017). Transformational Leadership And Organizational Citizenship Behavior: Mediating Role Of Affective Commitment. *International Journal Of Sports Science & Coaching*, 0(0), 1–10.
<Http://Doi.Org/10.1177/1747954117725286>
- Lepine, J. A., Erez, A., & Johnson, D. E. (2002). The Nature And Dimensionality Of Organizational Citizenship Behavior : A Critical Review And Meta-Analysis, 87(1), 52–65.
<Http://Doi.Org/10.1037//0021-9010.87.1.52>
- Lin, C-C., & Peng, T. K. (2010). From Organizational Citizenship Behaviour To Team Performance: The Mediation Of Group Cohesion And Collective Efficacy. *Management And Organization Review*, 65, 55–75.
- Mackenzie, S. B., Podsakoff, P. M., & Fetter, R. (1993). Organizational Citizens Behavior And Objective Productivity As Determinants Of Managerial Evaluations Of Salespersons Performance. *Organizational Behavior And Human Decision Processes*, 50, 123–150.
- Mackenzie, S. B., Podsakoff, P. M., & Podsakoff, N. P. (2011). Construct Measurement And Validation Procedures In Mis And Behavioral Research: Integrating New And Existing Techniques. *Mis Quarterly*, 35, 293–334.
- Mackenzie, S. B., & Podsakoff, P. M. (2012). Common Method Bias In Marketing: Causes, Mechanisms, And Procedural Remedies. *Journal Of Retailing*, 88, 542–555.
- Majeed, N., Ramayah, T., Mustamil, N., Nazri, M., & Jamshed, S. (2018). Transformational Leadership and Organizational Citizenship Behavior : Modeling Emotional Intelligence as Mediator. *Management & Marketing. Challenges for the Knowledge Society*, 12(4), 571–590. Retrieved from <https://doi.org/10.1515/mmcks-2017-0034.Introduction>
- Mark, J. A., Hamid, M., Maheen, S., Cheem, A., & Yaseen, R. (2017). Human Rino, 2020
PERAN MOTIVASI DAN PERILAKU KEWARGAAN ORGANISASIONAL MEMEDIASI PENGARUH KEPEMIMPINAN TRANSFORMASIONAL TERHADAP KINERJA ORGANISASIONAL: ANALISIS LINTAS LEVEL PADA DOSEN DAN PROGRAM STUDI PERGURUAN TINGGI DI SUMATERA BARAT
Universitas Pendidikan Indonesia | <repistori.upi.edu> | perpustakaan.upi.edu

- Resource Management on Organizational Performance. *Journal Accountning and Markeeting*, 6(1), 1–7. <https://doi.org/10.4172/2168-9601.1000213>
- Mihaela, A., Deaconu, A., & Popescu, T. (2015). Organization ' S Age And Organizational Citizenship Behavior (Ocb), Performance Criteria At Smes Level . Case Study - Bucharest – Ilfov Development Region. *Procedia Economics And Finance*, 22(November 2014), 645–654. [Http://Doi.Org/10.1016/S2212-5671\(15\)00278-6](Http://Doi.Org/10.1016/S2212-5671(15)00278-6)
- Morrison, E. . (1994). Role Defenition And Organization Behavior Citizens Behavior: The Importance Of The Employee Perspective. *Academy Of Management Journal*, 37(6), 1543–1567.
- Niehoff, B.P & Moorman, R.H (1993). Justice as A Mediatore of the Relatiohsip Between Methods of Monitoring and Organizational Citizens Behavior. *Academy of Management Journal*, 36 (3):527-556
- Nielsen, T. M., Hrvnak, G. A., & Shaw, M. (2009). Organizational Citizenship Behavior And Performance: A Meta-Analysis Of Group-Level Research. *Small Group Research*, 40, 555–577.
- Nugroho, R. (2006). Analisis Faktor-faktor yang Mempengaruhi Kinerja Karyawan Studi Empiris Pada PT. Bank Tabungan Negara (Persero),Cabang Bandung. Universitas Diponegoro
- Ocampo, L., Acedillo, V., Bacunador, A. M., Balo, C. C., Joreen, Y., Tupa, N. S., ... Tupa, N. S. (2018). A historical review of the development of organizational citizenship behavior (OCB) and its implications for the twenty-first century. *Personal Review*, 47(4), 821–862. <https://doi.org/10.1108/PR-04-2017-0136>
- Oluseyi, A. S., & T. Ayo, H. (2009). Influence of Work Motivation, Leadership Effectiveness and Time Management on Employees' Performance in Some Selected Industries in Ibadan, Oyo State, Nigeria. *European Journal of Economics, Finance and Administrative Sciences Issue 16* , 7-17.
- Organ, D. W., & Ryan, K. (1995). A Meta Analytic Review Of Attitudinal And Dispositional Predictors Of Organizational Citizenship Behavior. *Personnel Psychology*,48,774-802 <Http://Doi.Org/10.1111/J.1744-6570.1995.Tb01781.X>
- Organ, D. W. (1997). Organizational Citizenship Behavior: It's Construct Clean- Up Time. *Human Performance*. 10(2), 85-97
- Organ, D. W., Podsakoff, P. M., & MacKenzie, S. B. (2006). Organizational Rino, 2020
PERAN MOTIVASI DAN PERILAKU KEWARGAAN ORGANISASIONAL MEMEDIASI PENGARUH KEPEMIMPINAN TRANSFORMASIONAL TERHADAP KINERJA ORGANISASIONAL: ANALISIS LINTAS LEVEL PADA DOSEN DAN PROGRAM STUDI PERGURUAN TINGGI DI SUMATERA BARAT
Universitas Pendidikan Indonesia | repistori.upi.edu | perpustakaan.upi.edu

Citizenship Behavior: Its Nature, Antecedents and Consequences. Thousand Oaks, CA: sage.

Osland, J. S., Kolb, D. A., Rubin, I. M., & Turner, M. E. (2007). *Organizational Behavior An Experiential Approach. Eight Edition*. Canada: Pearson Prentice Hall.
Http://Doi.Org/10.1207/S15327043hup1002_2

Osman, A., Othman, Y. H., Rana, S. M. S., Solaiman, M., & Lal, B. (2015). The Influence Of Job Satisfaction , Job Motivation & Perceived Organizational Support Towards Organizational Citizenship Behavior (Ocb): A Perspective Of American-Based Organization In Kulim ., *Asia Social Science*, 11(21), 174–182
<Http://Doi.Org/10.5539/Ass.V11n21p174>

Penner, L. A., Midili, A. R., & Kegelmeyer, J. (1997). Perspective On The Causes Of Organizational Citizenship Behavior. *Human Performance*, 10, 111–131.

Podsakoff, P. M., MacKenzie, S. B., Paine, J. .., & Bachrach, D. G. (2000). Organizational Citizenship Behaviors: A Critical Review Of The Theoretical And Empirical Literature And Suggestions For Future Research. *Journal Of Management*, 26, 513–563.

Podsakoff, N. P., Whiting, S. W., Podsakoff, P. M., & Blume, B. D. (2009). Individual- And Organizational-Level Consequences Of Organizational Citizenship Behaviors: A Meta-Analysis. *Journal Of Applied Psychology*, 94(1), 122–141
<Http://Doi.Org/10.1037/A0013079>

Podsakoff, N. P., Podsakoff, P. M., MacKenzie, S. B., Maynes, T. D., & Spoelma, A. T. M. (2014). Consequences Of Unit-Level Organizational Citizenship Behaviors: A Review And Recommendations For Future Research. *Journal Of Organizational Behavior*, 35, 87-119

Prasetyo, H., & Sutopo, W. (2018). Industri 4.0: telaah klasifikasi aspek dan arah perkembangan riset. *Jurnal Teknik Industri*, 13(1), 17–26.

Rioux, S. M., & Penner, L. A. (2001). The Causes Of Organizational Citizenship Behavior: A Motivational Analysis. *Journal Of Applied Psychology*, 1306–1314.

Rivai, V., Basri, A. F., Sagala, E. J., & Murni, S. (2005). *Performance Appraisal Sistem yang Tepat untuk Menilai Kinerja Karyawan dan Meningkatkan Daya Saing Perusahaan. Edisi Kedua*. Jakarta: Rajawali Pressobbins, S. P. Dan T. A. J. (2015). *Perilaku Organisasi* (Enambelas). Jakarta: Salemba Empat.

Rino, 2020

PERAN MOTIVASI DAN PERILAKU KEWARGAAN ORGANISASIONAL MEMEDIASI PENGARUH KEPEMIMPINAN TRANSFORMASIONAL TERHADAP KINERJA ORGANISASIONAL: ANALISIS LINTAS LEVEL PADA DOSEN DAN PROGRAM STUDI PERGURUAN TINGGI DI SUMATERA BARAT

Universitas Pendidikan Indonesia | <repistori.upi.edu> | perpustakaan.upi.edu

- Rotundo, M., & Sackett, P. R. (2002). The Relative Importance Of Task, Citizenship, And Counterproductive Performance To Global Ratings Of Job Performance: A Policy-Capturing Approach. *Journal Of Applied Psychology*, 87, 66–80.
- Seibert, S.E. & Silver, S.R and Randolph, W.A (2004). Taking empowerment to the next level : A multiple-level model of empowerment, performance, and satisfaction. *academy of management journal*, 47:332-349
- Schaubroeck, J. M., Lam, S. S. K., & Peng, A. C. (2016). Organizational Behavior and Human Decision Processes Can peers ' ethical and transformational leadership improve coworkers ' service quality ? A latent growth analysis. *Organizational Behavior And Human Decision*, 133, 45–58. <http://doi.org/10.1016/j.obhdp.2016.02.002>
- Schneider, B., Ehrhart, M. G., Mayer, D. M., Saltz, J. L., & Niles-Jolly, K. (2005). c. *Academy Of Management Journal*, 48, 1017–1032.
- 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
<Http://Doi.Org/10.1037/0021-9010.68.4.653>
- Sumiyarsih, W., Mujiasih, E., & Ariati, J. (2012). Hubungan Antara Kecerdasan Emosional Dengan Organizational Citizenship Behavior (Ocb) Pada Karyawan Cv . Aneka Ilmu Semarang. *Jurnal Psikologi Undip*, 11 No 1, 19–27.
- Syafii, L. I., Thoyib, A., & Nirman, U. (2015). The Role of Corporate Culture and Employee Motivation as a Mediating Variable of Leadership Style Related with the Employee Performance (Studies in Perum Perhutani). *2rd Global Conference on Business and Social Science*, 211, 1142–1147. <https://doi.org/10.1016/j.sbspro.2015.11.152>
- Van Dyne, L., Cummings, L. L., & Parks, J. M. (1995). Extra-Role Behaviors: In Pursuit Of Construct And Definitional Clarity (A Bridge Over Muddied Waters). *Research In Organizational Behavior*, 17, 215– 285.
- Wang, H. U. I., Law, K. S., & Hackett, R. D. (2005). Leader-Member Exchange As A Mediator Of The Relationship Between Transformational Leadership And Followers ' Performance And Organizational Citizenship Behavior, 48(3), 420–432.
- Wang, Xiau (2016). Organizational Citizenship Behavior: A Literature Review. Rino, 2020
PERAN MOTIVASI DAN PERILAKU KEWARGAAN ORGANISASIONAL MEMEDIASI PENGARUH KEPEMIMPINAN TRANSFORMASIONAL TERHADAP KINERJA ORGANISASIONAL: ANALISIS LINTAS LEVEL PADA DOSEN DAN PROGRAM STUDI PERGURUAN TINGGI DI SUMATERA BARAT
Universitas Pendidikan Indonesia | repistori.upi.edu | perpustakaan.upi.edu

Advances in Economics, Business and Management Research, volume 16 First International Conference on Economic and Business Management (FEBM 2016) (Hlm.533-538). Published by Atlantis Press.
<http://creativecommons.org/licenses/by-nc/4.0/>

Weiss, H.M., 1990. Learning Theory and Industrial and Organizational Psychology. Dalam Dunnet, M.D dan Hough, L.M (editor). *Handbook of Industrial and Organizational Psychological*, 1:171-221. Palo Alto, CA : Cobsulting Psychologist Press

Widayanti, R., & Farida, E. (2016). Pengaruh Kepuasan Kerja Dan Komitmen Organisasi Terhadap Organizational Citizenship Behavior (Study Pada Karyawan Pemerintah Kabupaten Malang), (36), 697–704.

Wiyono, A. S., Utami, A. D., Ridzal, M., Haryanta, P., & Zulaiha, S. (2008). Hubungan Kepemimpinan dengan Kesiapan Implementasi Knowledge Management Dalam Organisasi. *Magister CIO - STEI ITB* , 1-4.

Williams, L. J., & Anderson, S. E. (1991). Job Satisfaction and Organizational Commitmen as Predictors of Organizational Citizenship and In-Role Behaviors. *Journal of Mana*, 17(3), 601–617.

Yammarino, F. ., & Dubinsky, A. . (1994). Transformational leadership theory: using levels of analysis to determine boundary conditions. *Personnel Psychology*, 47, 787–811.

Yun, S., Takeuchi, R., & Liu, W. (2007). Employee Self-Enhancement Motives And Job Performance Behaviors: Investigating The Moderating Effects Of Employee Role Ambiguity And Managerial Perceptions Of Employee Commitment. *Journal Of Applied Psychology*, 92, 745–756.

Zhang, Z, & Syphur, M.J and Preacher, K.J (2009) Testing multilevel mediation using hierarchical linear models: problems and solution, *organizational research methods*, 12: 695-719

Selain Buku dan Artikel Disertasi

Mariadoss, B. J. L. (2007). *Two Essays On Team Perspectives In Sales*. Unpublished doctoral dissertation, University Of Houston.

Nugroho, R. (2006). *Analisis Faktor-faktor yang Mempengaruhi Kinerja Karyawan Studi Empiris Pada PT. Bank Tabungan Negara (Persero), Cabang Bandung*. Semarang: Tesis Program Pascasarjana UNDIP

Rino, 2020

**PERAN MOTIVASI DAN PERILAKU KEWARGAAN ORGANISASIONAL MEMEDIASI PENGARUH
KEPEMIMPINAN TRANFORMASIONAL TERHADAP KINERJA ORGANISASIONAL:
ANALISIS LINTAS LEVEL PADA DOSEN DAN PROGRAM STUDI PERGURUAN TINGGI DI SUMATERA
BARAT**

Universitas Pendidikan Indonesia | repistori.upi.edu | perpustakaan.upi.edu

Sepulveda-Martinez, C. J. (2001). *Elationship Of Organizational Citizenship Behaviors And Customer Orientation To Service Quality And Customer Satisfaction*. Unpublished doctoral dissertation.Tulane University

Zurnali, C. (2004). *Pengaruh Pelatihan dan Motivasi terhadap Perilaku Produktif Karyawan Divisi Long Distance PT.Telkom Tbk*.Bandung: Tesis. Pascasarjana UNPAD.

Yulhendri. (2011). *Faktor Pembentuk Mutu Modal Manusia, Modal Sosial Dan Pengaruhnya terhadap Kesejahteraaan Rumah Tangga Keluarga Studi Padan Rumah Tangga Petani, Nelayan, dan Pedagang, di Pedesaan dan Perkotaan Di Sumatera Barat* . Malang: Disertasi pada Program Pascasarjana UNM Malang: Tidak Dipublikasikan.

Publikasi departemen dan Perundangan

Badan Akreditasi Perguruan Tinggi. (2019). Unduh Instrumen. Retrieved from Instrumen akreditasi website: <https://www.banpt.or.id/>

Direktorat Jenderal Pendidikan Tinggi Departemen Pendidikan Nasional. Pedoman Beban Kerja Dosen dan Evaluasi Pelaksanaan Tridharma Perguruan Tinggi. , (2010)

Kemesristekdikti (2017). *Publikasi Internasional beberapa negara Asean tahun 2014, 2015,2016,2017*.Subdit Fpublikasi Ilmiah Kemenristekdikti. Jakarta

Kemenristekdikti (2017).*Peningkatan Daya Saing PT Peringkat universitas berdasarkan QS-World University Rangking*.Laporan Capaian Kinerja Kemenristekdikti 2016. Jakarta

Kemenristekdikti. (2019). Affiliations. Retrieved from portal sinta website: <http://sinta2.ristekdikti.go.id/affiliations>

Kemenristekdikti (2019). Data Perguruan Tinggi. Retrieved from <https://forlap.ristekdikti.go.id/perguruantinggi>

Scimago. (2018). Scimago Institutions Rankings SJR Scimago Journal & Country Rank. Retrieved from[https://www.scimagojr.com/countryrank.php?region=Asiatic Region](https://www.scimagojr.com/countryrank.php?region=Asiatic%20Region)

Wiwoho, jamal. (2019). Peningkatan Mutu Perguruan Tinggi Negeri dan Pengawasannya. Jakarta.

Undang-undang No 14 tahun 2005. Guru dan Dosen.

Undang-undang No 12 tahun 2012. Perguruan Tinggi

Rino, 2020

PERAN MOTIVASI DAN PERILAKU KEWARGAAN ORGANISASIONAL MEMEDIASI PENGARUH KEPEMIMPINAN TRANSFORMASIONAL TERHADAP KINERJA ORGANISASIONAL: ANALISIS LINTAS LEVEL PADA DOSEN DAN PROGRAM STUDI PERGURUAN TINGGI DI SUMATERA BARAT

Universitas Pendidikan Indonesia | repistori.upi.edu | perpustakaan.upi.edu

Makalah dalam prosiding konferensi atau seminar

Rosyadi, S. (2018). Peluang dan Tantangan Bagi Alumni Universitas Terbuka Revolusi Industri 4.0. Universitas Jenderal Soedirman.

Syafii, L. I., Thoyib, A., & Nirman, U. (2015). The Role of Corporate Culture and Employee Motivation as a Mediating Variable of Leadership Style Related with the Employee Performance (Studies in Perum Perhutani). 2nd Global Conference on Business and Social Science, 211, 1142–1147. <https://doi.org/10.1016/j.sbspro.2015.11.152>

Hadibarata, T. (2018). *How to Write a Good Article fo a Top International Journal*. Jakarta.

Wang, X. (2016). Organizational Citizenship Behavior : A Literature Review. Advances in Economics Business and Management Research First International Conference on Economic and Business Management, 16(Febm), 533–538.

DAFTAR LAMPIRAN

Lampiran	Halaman
1. Kuisioner penelitian	251
2. Output hasil uji validitas dan reliabilitas instrument.....	261
3. Statistik deskriptif dan korelasional	277
4. Tabulasi frekuensi	278
5. Uji CFA.....	281
6. Uji Normalitas, outlier, multikolinearitas, linearitas.....	300
7. Uji Interrater agreement (IRA) dan intraclass correlation (ICC)	312
8. Uji Unconstrained (null model)	316
9. Uji Hipotesis1 hingga hipotesis 8	324
10. Uji Hipotesis 9 dan hipotesis 11	342
11. Uji Hipotesis 8 dan hipotesis 10	344

Rino, 2020

*PERAN MOTIVASI DAN PERILAKU KEWARGAAN ORGANISASIONAL MEMEDIASI PENGARUH
KEPEMIMPINAN TRANSFORMASIONAL TERHADAP KINERJA ORGANISASIONAL:
ANALISIS LINTAS LEVEL PADA DOSEN DAN PROGRAM STUDI PERGURUAN TINGGI DI SUMATERA
BARAT*

Universitas Pendidikan Indonesia | repistori.upi.edu | perpustakaan.upi.edu