

## DAFTAR PUSTAKA

- Ahmad, N., & Oranye, N. O. (2010). Empowerment, job satisfaction and organizational commitment: a comparative analysis of nurses working in Malaysia and England. *Journal of nursing management*, 18(5), 582-591.
- Akbari, S. (2014). The Relationship between Job Characteristics and Empowerment of High School Teachers in Baharestan City. *Spectrum: A Journal of Multidisciplinary Research (SAJMR)*, 3(11), 21-31.
- Arikunto, S. (2002). *Metodologi Penelitian*. Jakarta: Penerbit PT. Rineka Cipta.
- Avolio, B. J., Zhu, W., Koh, W., & Bhatia, P. (2004). Transformational leadership and organizational commitment: Mediating role of psychological empowerment and moderating role of structural distance. *Journal of organizational behavior*, 25(8), 951-968.
- Azanza, G., Moriano, J. A., & Molero, F. (2013). Authentic leadership and organizational culture as drivers of employees' job satisfaction. *Revista de Psicología del Trabajo y de las Organizaciones*, 29(2), 45-50.
- Bacha, E. (2014). The relationship between transformational leadership, task performance and job characteristics. *Journal of Management Development*, 33(4), 410-420.
- Baird, K., Jia Hu, K., & Reeve, R. (2011). The relationships between organizational culture, total quality management practices and operational performance. *International Journal of Operations & Production Management*, 31(7), 789-814.
- Bakker, A. B., & Demerouti, E. (2018). Multiple levels in job demands-resources theory: Implications for employee well-being and performance. *Handbook of well-being*. Salt Lake City, UT: DEF Publishers. DOI: nobascholar.com.
- Barrick, M. R., Mount, M. K., & Li, N. (2013). The theory of purposeful work behavior: The role of personality, higher-order goals, and job characteristics. *Academy of management review*, 38(1), 132-153.
- Bass, B. M., & Avolio, B. J. (1994). Transformational leadership and organizational culture. *The International Journal of Public Administration*, 17(3-4), 541-554.
- Bisbe, J., & Otley, D. (2004). The effects of the interactive use of management control systems on product innovation. *Accounting, Organizations and Society*, 29(8), 709–737.
- Boniface, O. (2014). Effects of Application of Bowen and Lawler's (1992) Employee Empowerment Model on Monitoring and Evaluations of

- Activities in the South African Public Healthcare System. *International Journal of African and Asian Studies*, 4(2014), 133-141.
- Bontis, N. (2004). National intellectual capital index: a United Nations initiative for the Arab region. *Journal of intellectual capital*, 5(1), 13-39.
- Braun, S., Peus, C., Weisweiler, S., & Frey, D. (2013). Transformational leadership, job satisfaction, and team performance: A multilevel mediation model of trust. *The Leadership Quarterly*, 24(1), 270-283.
- Brown, D. R., & Harvey, D. F. (2011). *An experiential approach to organization development*. Semantics scholar.
- Çakar, N. D., & Ertürk, A. (2010). Comparing innovation capability of small and medium-sized enterprises: examining the effects of organizational culture and empowerment. *Journal of Small Business Management*, 48(3), 325-359.
- Çakar, N. D., & Ertürk, A. (2010). Comparing innovation capability of small and medium-sized enterprises: examining the effects of organizational culture and empowerment. *Journal of Small Business Management*, 48(3), 325-359.
- Carpenter, N. C., Berry, C. M., & Houston, L. (2014). A meta-analytic comparison of self-reported and other-reported organizational citizenship behavior. *Journal of Organizational Behavior*, 35(4), 547-574.
- Chan, L. L., Shaffer, M. A., & Snape, E. (2004). In search of sustained competitive advantage: the impact of organizational culture, competitive strategy and human resource management practices on firm performance. *The International Journal of Human Resource Management*, 15(1), 17-35.
- Charbonnier-Voirin, A., El Akremi, A., & Vandenberghe, C. (2010). A multilevel model of transformational leadership and adaptive performance and the moderating role of climate for innovation. *Group & Organization Management*, 35(6), 699-726.
- Chen, G., Kirkman, B. L., Kanfer, R., Allen, D., & Rosen, B. (2007). A multilevel study of leadership, empowerment, and performance in teams. *Journal of applied psychology*, 92(2), 331.
- Cherrington, DJ. (1980). *The Work Ethic*. New York, NY: American Management Association.
- Choi, S. L., Goh, C. F., Adam, M. B. H., & Tan, O. K. (2016). Transformational leadership, empowerment, and job satisfaction: the mediating role of employee empowerment. *Human resources for health*, 14(1), 73.
- Chu, L. C., & Lai, C. C. (2011). A research on the influence of leadership style and job characteristics on job performance among accountants of county and city government in Taiwan. *Public Personnel Management*, 40(2), 101-118.

- Cicolini, G., Compaolini, D., & Simonetti, V. (2014). Workplace empowerment and nurses' job satisfaction: A systematic literature review. *Journal of Nursing Management*, 22(7), 855-871.
- Daft, R. L. (2015). *Organization theory and design*. Cengage learning.
- Darmawan, A. (2016). *Perkembangan Industri Manufaktur di Indonesia Tahun 2015-2016*. Tersedia di: <http://www.academia.edu/29633931/>
- DeRocco, E. S. (2003). Testimony before the Subcommittee on Labor, Health and Human Services, and Education, Committee on Appropriations. Washington, DC: House of Representatives, April 30
- Dessler, G. (2006). *A framework for human resource management*. Upper Saddle River, NJ: Pearson/Prentice Hall.
- Dharma, A. (2006). *Manajemen Prestasi Kerja*. Jakarta: Rajawali Pers
- Djastuti, I. (2010). The influence of job characteristics on job satisfaction, organizational commitment and managerial performance. *Jurnal Manajemen Bisnis*, 3(2), 145-166.
- Dvir, T., Eden, D., Avolio, B. J., & Shamir, B. (2002). Impact of transformational leadership on follower development and performance: A field experiment. *Academy of management journal*, 45(4), 735-744.
- Elenkov, D. S. (2002). Effects of leadership on organizational performance in Russian companies. *Journal of Business Research*, 55(6), 467-480.
- Farrell, D., Laboissière, M., Pascal, R., Rosenfeld, J., de Segundo, C., Stürze, S. (2005). *The Emerging Global Labor Market: Part I—The Demand for Offshore Talent in Services*. New York: McKinsey Global Institute (MGI).
- Fernandez, S., & Moldogaziev, T. (2013). Employee empowerment, employee attitudes, and performance: Testing a causal model. *Public Administration Review*, 73(3), 490-506.
- Frieder, R. E., Wang, G., & Oh, I. S. (2018). Linking job-relevant personality traits, transformational leadership, and job performance via perceived meaningfulness at work: A moderated mediation model. *Journal of Applied Psychology*, 103(3), 324.
- Gallagher, S., Brown, C., & Brown, L. (2008). A strong market culture drives organizational performance and success. *Employment Relations Today*, 35(1), 25-31.
- García-Morales, V. J., Jiménez-Barriónuevo, M. M., & Gutiérrez-Gutiérrez, L. (2012). Transformational leadership influence on organizational performance through organizational learning and innovation. *Journal of business research*, 65(7), 1040-1050.
- Ghozali, I. (2006). *Applikasi Analisis Multivariate dengan Program SPSS*. (Edisi Ke 4). Semarang: Badan Penerbit Universitas Diponegoro.

- Gibson, J. L., Ivancevich, J. M., Donnelly, J. H., & Konopaske, R. (2003). *Organizations: Behavior, Structure, Process. 11th eds.* London: McGraw Hill Company.
- Goetsch, D. L., & Davis, S. B. (2014). *Quality management for organizational excellence.* Upper Saddle River, NJ: Pearson.
- Griffin, R. W., & Moorhead, G. (2011). *Organizational behavior.* Cengage Learning.
- Gunastri, N. M. (2009). Pengaruh Karakteristik Individu, Karakteristik Pekerjaan, Karakteristik Organisasi Terhadap Motivasi Kerja dan Kinerja Karyawan (Studi Pada CV. Kecak Denpasar). *Jurnal Forum Manajemen*, 7(1).
- Hair, J. F., Black, W. C., Babin, B. J.; and Anderson, R. E. (2010). *Multivariate Data Analysis, 7th ed.* Pearson Prentice-Hall.
- Hansen & Mowen. (2004). *Manajemen Biaya, Edisi Bahasa Indonesia. Buku Kedua.* Jakarta: Salemba Empat.
- Hill, C. W., Jones, G. R., & Schilling, M. A. (2014). *Strategic management: theory: an integrated approach.* Cengage Learning.
- Hitomi, K. (2017). *Manufacturing Systems Engineering: A Unified Approach to Manufacturing Technology, Production Management and Industrial Economics.* Routledge.
- Hogan, S. J., & Coote, L. V. (2014). Organizational culture, innovation, and performance: A test of Schein's model. *Journal of Business Research*, 67(8), 1609-1621.
- Hogan, S. J., & Coote, L. V. (2014). Organizational culture, innovation, and performance: A test of Schein's model. *Journal of Business Research*, 67(8), 1609-1621.
- Isaac, S., & Michael, W. B. (1981). *Handbook in Research and Evaluation.* San Diego: EdITS Publishers.
- Jiang, X., Flores, H. R., Leelawong, R., & Manz, C. C. (2016). The effect of team empowerment on team performance: A cross-cultural perspective on the mediating roles of knowledge sharing and intra-group conflict. *International Journal of Conflict Management*, 27(1), 62-87.
- Johlke, M. C., & Iyer, R. (2013). A model of retail job characteristics, employee role ambiguity, external customer mind-set, and sales performance. *Journal of Retailing and Consumer Services*, 20(1), 58-67.
- Joo, B. K., & Lim, T. (2009). The effects of organizational learning culture, perceived job complexity, and proactive personality on organizational commitment and intrinsic motivation. *Journal of Leadership & Organizational Studies*, 16(1), 48-60.

- Joo, B. K., & Shim, J. H. (2010). Psychological empowerment and organizational commitment: the moderating effect of organizational learning culture. *Human Resource Development International*, 13(4), 425-441.
- Jung, D. I., & Sosik, J. J. (2002). Transformational leadership in work groups: The role of empowerment, cohesiveness, and collective-efficacy on perceived group performance. *Small group research*, 33(3), 313-336.
- Kanter, R. M. (1997). *Rosabeth Moss Kanter on the frontiers of management*. Harvard: Harvard Business Press.
- Kaplan, R. S., & Norton, D. P. (2016). The balanced scorecard: an excerpt from the CGMA book: Essential Tools for Management Accountants'. *Journal of Accountancy*, 221(5), 39-42.
- Kark, R., Shamir, B., & Chen, G. (2003). The two faces of transformational leadership: Empowerment and dependency. *Journal of applied psychology*, 88(2), 246.
- Kartono, K. (2011). *Pemimpin dan Kepemimpinan*. Jakarta: PT. Rajawaligrafindo Persada.
- Kirkman, B. L., Rosen, B., Tesluk, P. E., & Gibson, C. B. (2004). The impact of team empowerment on virtual team performance: The moderating role of face-to-face interaction. *Academy of Management Journal*, 47(2), 175-192.
- Kolehmainen, K. (2010). Dynamic strategic performance measurement systems: balancing empowerment and alignment. *Long Range Planning*, 43(4), 527-554.
- Kotter, J. P., & Heskett, J. L. (1992). *Corporate Culture and Performance*. New York: The Free Press.
- Kountur, R. (2003). *Metode Penelitian untuk Penulisan Skripsi dan Tesis*. Jakarta: PPM.
- Kreitner, R. & Kinicki, A. (2012). *Organizational Behavior* (10th ed.). McGraw-Hill Education.
- Kuo, T. H., & Ho, L. A. (2010). Individual difference and job performance: The relationships among personal factors, job characteristics, flow experience, and service quality. *Social Behavior and Personality: an international journal*, 38(4), 531-552.
- Kusnendi. (2008). *Model-Model Persamaan Struktural*. Bandung. Alfabeta.
- Lanyon, A. (2007). Talent management: key competitive advantage. *Management Today*, 23(3), 44-45.
- Lee, M., & Koh, J. (2001). Is empowerment really a new concept?. *International journal of human resource management*, 12(4), 684-695.
- Lievens, I., & Vlerick, P. (2014). Transformational leadership and safety performance among nurses: the mediating role of knowledge-related job characteristics. *Journal of Advanced Nursing*, 70(3), 651-661.

- Lunenburg, F. C. (2011). Organizational culture-performance relationships: Views of excellence and theory Z. *National Forum of Educational Administration and Supervision Journal*, 29(4), 1-10.
- Luthans, F. (2010). *Organizational Behavior* (12th ed.). McGraw-Hill.
- Malhotra, N. K. (2009). *Riset Pemasaran Pendekatan Terapan Jilid 1*. Jakarta: PT Index.
- Mangkunegara, A.P (2005). *Perilaku Budaya dan Organisasi*. Bandung: Refika Aditama.
- Mangkuprawira, S. (2009). *Bisnis, Manajemen, dan Sumber Daya Manusia. (Cetakan Kedua)*. Bogor, Indonesia: Horison.
- Manojlovich, M., & Laschinger, H. K. S. (2002). The relationship of empowerment and selected personality characteristics to nursing job satisfaction. *Journal of nursing administration*, 32(11), 586-595.
- Marquardt, M.J. (2002). *Building the Learning Organization: Mastering 5 Elements for Corporate Learning*. California: Davies-Black Publishing.
- Martin, C. A., & Bush, A. J. (2006). Psychological climate, empowerment, leadership style, and customer-oriented selling: An analysis of the sales manager-salesperson dyad. *Journal of the academy of Marketing Science*, 34(3), 419.
- Maryoto, S., (2000). *Manajemen Sumber Daya Manusia*. Yogyakarta: BPFE UGM.
- Men, L.R. (2010). *Measuring the Impact of Leadership Style and Employee Empowerment on Perceived Organizational Reputation*. Miami: School of communication, University of Miami.
- Mondy, R.W. & Noe, R.M. (2005). *Human Resource Management* (9th ed.). Pearson/Prentice Hall.
- Moon, M. J. (2000). Organizational commitment revisited in new public management: Motivation, organizational culture, sector, and managerial level. *Public performance & management review*, 177-194.
- Mulyadi & Setyawan, J. (2001). *Sistem Perencanaan dan Pengendalian Manajemen. Edisi Kedua*. Jakarta: Salemba Empat.
- Mulyadi. (2007). *Sistem Perencanaan dan Pengendalian Manajemen*. Jakarta: Salemba Empat.
- Nam-Nguyen, H., & Mohamed, S. (2011). Leadership behaviors, organizational culture and knowledge management practices: An empirical investigation. *Journal of Management Development*, 30(2), 206-221.
- Naor, M., Linderman, K., & Schroeder, R. (2010). The globalization of operations in Eastern and Western countries: Unpacking the relationship between national and organizational culture and its impact on manufacturing performance. *Journal of operations management*, 28(3), 194-205.

- Nauman, S., Khan, A. M., & Ehsan, N. (2010). Patterns of empowerment and leadership style in project environment. *International Journal of Project Management*, 28(7), 638-649.
- Nguyen, Q. T., & Rugman, A. M. (2015). Multinational subsidiary sales and performance in South East Asia. *International Business Review*, 24(1), 115-123.
- Nohe, C., Michaelis, B., Menges, J. I., Zhang, Z., & Sonntag, K. (2013). Charisma and organizational change: A multilevel study of perceived charisma, commitment to change, and team performance. *The Leadership Quarterly*, 24(2), 378-389.
- Noruzi, A., Dalfard, V. M., Azhdari, B., Nazari-Shirkouhi, S., & Rezazadeh, A. (2013). Relations between transformational leadership, organizational learning, knowledge management, organizational innovation, and organizational performance: an empirical investigation of manufacturing firms. *The International Journal of Advanced Manufacturing Technology*, 64(5-8), 1073-1085.
- O'Reilly III, C. A., Caldwell, D. F., Chatman, J. A., & Doerr, B. (2014). The promise and problems of organizational culture: CEO personality, culture, and firm performance. *Group & Organization Management*, 39(6), 595-625.
- Ogbonna, E., & Harris, L. C. (2000). Leadership style, organizational culture and performance: empirical evidence from UK companies. *International Journal of Human Resource Management*, 11(4), 766-788.
- Oldham, G. R., & Hackman, J. R. (1981). Relationships between organizational structure and employee reactions: Comparing alternative frameworks. *Administrative science quarterly*, 66-83.
- Oloko, M., & Ogutu, M. (2017). Influence of power distance on employee empowerment and MNC performance: A study of multinational corporations in Kenya.
- Paarlberg, L. E., & Lavigna, B. (2010). Transformational leadership and public service motivation: Driving individual and organizational performance. *Public administration review*, 70(5), 710-718.
- Panudju, A. (2003). Pengaruh Kompensasi dan Karakteristik Perkerjaan Terhadap Kepuasan Kerja Karyawan Unit Produksi PT. X. *Jurnal Manajemen & Bisnis*, 1(2).
- Piccolo, R. F., & Colquitt, J. A. (2006). Transformational leadership and job behaviors: The mediating role of core job characteristics. *Academy of Management journal*, 49(2), 327-340.
- Piccolo, R. F., Greenbaum, R., Hartog, D. N. D., & Folger, R. (2010). The relationship between ethical leadership and core job characteristics. *Journal of Organizational Behavior*, 31(2-3), 259-278.

- Pollanen, R., Abdel-Maksoud, A., Elbanna, S., & Mahama, H. (2017). Relationships between strategic performance measures, strategic decision-making, and organizational performance: empirical evidence from Canadian public organizations. *Public Management Review*, 19(5), 725-746.
- Prajogo, D. I., & McDermott, C. M. (2011). The relationship between multidimensional organizational culture and performance. *International Journal of Operations & Production Management*, 31(7), 712-735.
- Prinz, J. J. (2006). Is Emotion a Form of Perception? *Canadian Journal of Philosophy*, Volume 36 (2006) Supplement [vol. 32], 137-160.
- Richard, P. J., Devinney, T. M., Yip, G. S., & Johnson, G. (2009). Measuring organizational performance: Towards methodological best practice. *Journal of management*, 35(3), 718-804.
- Rivai, V. H., & Murni, S. (2009). *Education Management. Analysis Theory and Practice*. Jakarta, Indonesia: Rajawali Pers.
- Robbins, S. & Coulter, M. (2012). *Management* (11th ed.), Upper Saddle River, NJ: Pearson Prentice Hall.
- Robbins, S.P. & Judge, T.A. (2009). *Organizational Behavior*. New York, NY: Prentice Hall.
- Robbins, S.P. (2009). *Organization Theory: Structure, Design, and Applications 3rd Edition*. New Delhi: Pearson India.
- Rofcanin, Y., Las Heras, M., & Bakker, A. B. (2017). Family supportive supervisor behaviors and organizational culture: Effects on work engagement and performance. *Journal of occupational health psychology*, 22(2), 207.
- Rokhman, M. T. N. (2017). Improving Managerial Performance through Participation Role of Budget Preparation: a Theoretical and Empirical Overview. *Journal of Economics and Finance*, 8(1), 39-43.
- Rue, LW & Byars, LL, (2007). *Management: Skills and Application*. 12th Edn., Boston: McGraw Hill Irwin.
- Ruky, S.A. (2002). *Performance Management System*, Jakarta: Scholastic Press.
- Sackman, S. (1991). Uncovering culture in organizations, *Journal of Applied Behavioural Science*, 27(3), 295-317.
- Santoso, S. (2007). *SPSS Versi Mengolah Data Statistik Secara Profesional*. Jakarta: PT Elexmedia Komputindo.
- Saxena, R. (2009). *Marketing Management* (4th ed.). McGraw-Hill Education.
- Schacter D.L., Gilbert, D.T., & Wegner, D.M. (2011). *Introducing psychology*. New York: Worth Publisher.

- Schermerhorn Jr, J. R., Hunt, J. G., & Osborn, R. N. (2000). *Organizational Behavior* (Special Edition Series). Phoenix: University of Phoenix.
- 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(3), 332-349.
- Seibert, S. E., Wang, G., & Courtright, S. H. (2011). Antecedents and consequences of psychological and team empowerment in organizations: a meta-analytic review. *Journal of Applied Psychology*, 96(5), 981.
- Sekaran, Uma. 2000. *Research Methods for business: A Skill Building Approach*. Singapore: John Wiley & Sons, Inc.
- Seo, Y. Y., & Ju, H. O. (2011). Influence of nursing organizational culture on empowerment as perceived by new nurses. *Journal of Korean Academy of Nursing Administration*, 17(1), 88-95.
- Siagian, SP. (2003). *Teori & Praktek Kepemimpinan*. Jakarta: Rineka Cipta.
- Silalahi, U. (2009). *Social Research Methods*. Bandung, Refika Aditama.
- Siregar, C. N. (2010). Peran Sosial, Ekonomi, dan Budaya Masyarakat dalam Meningkatkan Keamanan di Kabupaten Natuna Privinsi Kepulauan Riau. *Jurnal Sosioteknologi*, 9(21), 945-956.
- Solomon, E. E. (1986). Private and public sector managers: An empirical investigation of job characteristics and organizational climate. *Journal of applied psychology*, 71(2), 247.
- Soobaroyen T, Poorundersing B (2008) The Effectiveness of Management Accounting Systems: Evidence from Functional Managers in A Developing Country. *Managerial Auditing Journal* 23(2), 187-219.
- Spreitzer. G.M. (1995). Psychological Empowerment In The Workplace: Dimensions, Measurement, And Validation. *Academy of management Journal*, 38(5), 1442-1465.
- Srivastava, A. P., & Dhar, R. L. (2016). Impact of Leader member exchange, human resource management practices and psychological empowerment on extra role performances: the mediating role of organisational commitment. *International Journal of Productivity and Performance Management*, 65(3), 351-377.
- Sternberg, R. J. (Ed.). (2013). *Thinking and problem solving*(Vol. 2). Academic Press.
- Stewart, M., & Taylor, M. (1995). *Empowerment and estate regeneration: a critical review*. Policy Press.
- Stolovitch, H. D., & Keeps, E. J. (2006). *Handbook of human performance technology: Principles, practices, and potential*. John Wiley & Sons.
- Stoner, J.A.F., Freeman, R.E. & Gilbert, D.R. (2006). *Management (sixth edition)*. Englewood Cliffs: Prentice Hall.

- Sukmana, Y. (2015). "Ekonomi Melambat, Industri Manufaktur Masih Tumbuh".  
Tersedia:  
<https://ekonomi.kompas.com/read/2015/08/03/164300726/Ekonomi.Melambat.Industri.Manufaktur.Masih.Tumbuh>.
- Sun, L. Y., Zhang, Z., Qi, J., & Chen, Z. X. (2012). Empowerment and creativity: A cross-level investigation. *The Leadership Quarterly*, 23(1), 55-65.
- Suryadi, E. (2003). Kepemimpinan Transformasi dan Budaya Organisasi. *Manajerial*, 2(3), 109-116.
- Suryana. (2008). *Kewirausahaan*. Jakarta: Salemba Empat.
- Swastha, B. & Sukotjo, I. (2007). *Pengantar Bisnis Modern. Edisi Ketiga*. Yogyakarta: Liberty.
- Tjiptono, F. (2008). *Strategi Pemasaran, Edisi 3*. Yogyakarta: Andi Offset.
- Triguno. (2004). *Budaya Kerja: Menciptakan Lingkungan yang Kondusif untuk Meningkatkan Produktivitas Kerja*. Jakarta: Golden Terayon.
- Tseng, S. M. (2010). The correlation between organizational culture and knowledge conversion on corporate performance. *Journal of knowledge management*, 14(2), 269-284.
- Ugboro, I. O. (2006). Organizational commitment, job redesign, employee empowerment and intent to quit among survivors of restructuring and downsizing. *Journal of Behavioral and Applied Management*, 7(3), 232.
- Ugboro, I. O., & Obeng, K. (2000). Top management leadership, employee empowerment, job satisfaction, and customer satisfaction in TQM organizations: an empirical study. *Journal of quality management*, 5(2), 247-272.
- Wheelen, T.L. & Hunger, D.J. (2012). *Strategic Management and Business Policy*. Pearson/Prentice Hall.
- Williams, Y. (2016). *Introduction to Psychology: Homework Help Resource*. Study.com.
- Wood, J., Wallace, J., & Zeffane, R. M. (2001). *Organizational Behavior* (2nd). Milton, Qld: Jhon Wiley & Sons Australia.
- Wu, C. Y., Liang, H. M., Chiu, S. M., & Yuan, C. H. (2017, July). A Study of Impact of Instant Messaging on Job Performance through Employee Empowerment. In *Management of Engineering and Technology (PICMET), 2017 Portland International Conference on* (pp. 1-10). IEEE.
- Xenikou, A., & Simosi, M. (2006). Organizational culture and transformational leadership as predictors of business unit performance. *Journal of managerial psychology*, 21(6), 566-579.
- Yukl, G. (2008). How leaders influence organizational effectiveness. *The leadership quarterly*, 19(6), 708-722.

- Yuniarsih, T. & Suwatno. (2008). *Manajemen Sumber Daya Manusia*. Bandung: Alfabeta.
- Yusoff, R. B. M., Imran, A., Qureshi, M. I., & Kazi, A. G. (2016). Investigating the relationship of employee empowerment and sustainable manufacturing performance. *International Review of Management and Marketing*, 6(4S).
- Zhang, X., & Bartol, K. M. (2010). Linking empowering leadership and employee creativity: The influence of psychological empowerment, intrinsic motivation, and creative process engagement. *Academy of management journal*, 53(1), 107-128.
- Zhu, W., May, D. R., & Avolio, B. J. (2004). The impact of ethical leadership behavior on employee outcomes: The roles of psychological empowerment and authenticity. *Journal of Leadership & Organizational Studies*, 11(1), 16-26.

### **Dokumen:**

- Biro APBN. (2015). *Industri Manufaktur Indonesia: Tantangan dan Kebijakannya*. Jakarta: Dokumen Sekjen DPR-RI.
- Biro Pusat Statistik. 2017, tersedia di: <https://bps.go.id/>
- Harian Pikiran Rakyat, 20 Mei 2016, “Awas Gejala Deindustrialisasi”.
- Harian Pikiran Rakyat, 23 Maret 2018. “Peran Industri Sangat Strategis”.
- Harian Republika, 13 Mei 2015, “Industri Manufaktur Pendongkrak Ekspor”.
- Laporan Akuntabilitas Kinerja Institusi Pemerintah Kementerian BUMN, 2017.
- UNIDO (2017). *Industrial Development Report 2018. Demand for Manufacturing: Driving Inclusive and Sustainable Industrial Development*. Vienna: UNIDO.