

## DAFTAR PUSTAKA

Adiputra, & Trisnadewi. (2021). *Metodologi Penelitian Kesehatan*. Yayasan Kita Menulis.

Alarabiat, & Eyupoglu. (2022). Is Silence Golden? The Influence of Employee Silence on the Transactional Leadership and Job Satisfaction Relationship. *Sustainability*, 14(22), 15205. <https://doi.org/10.3390/su142215205>

Alfuth, & Klemp. (2025). SQUARE-IT: a proposed approach to square the identified research problem in the literature with the objectives, the appropriate clinical research question, and the research hypothesis. *BMC Med Res Methodol*, 25(19). <https://doi.org/10.1186/s12874-025-02468-7>

Alsaqqa, & Akyürek. (2021). Assessment of organizational culture types, leadership styles and their relationships within governmental and non-governmental hospitals in Gaza Strip of Palestine. *BMC Health Serv Res*, 21(356). <https://doi.org/10.1186/s12913-021-06351-1>

Amanatidou, G. (2025). The Role of Organizational Culture and Emotional Intelligence: Enhancing Healthcare Professionals' Job Satisfaction. *Soc. Sci*, 14(5), 286. <https://doi.org/10.3390/socsci14050286>

Ayanian, & Lakkis. (2025). Leading Through Uncertainty: How Transformational and Transactional Leadership Shape Employee Satisfaction and Performance in Lebanese NGOs. *Adm. Sci*, 15(5), 172. <https://doi.org/10.3390/admsci15050172>

Ayodele, & Ekemode. (2020). The nexus between demographic correlates, career and organizational commitment: The case of real estate employees in Nigeria. *J. Facil. Manag*, 18(521–545). <https://www.emerald.com/insight/content/doi/10.1108/jfm-07-2020-0047/full/html>

Bajcar, & Babiak. (2022). Transformational and Transactional Leadership in the Polish Organizational Context: Validation of the Full and Short Forms of the Multifactor Leadership Questionnaire. *Front Psychol*, 12(13:908594). <https://doi.org/10.3389/fpsyg.2022.908594>

Braathu, & Laukvik. (2022). Validation of the Norwegian versions of the Implementation Leadership Scale (ILS) and Multifactor Leadership Questionnaire (MLQ) in a mental health care setting. *BMC Psychol*, 10(25). <https://doi.org/10.1186/s40359-022-00725-8>

Dai, & Tang. (2022). How organizational trust impacts organizational citizenship behavior: Organizational identification and employee loyalty as mediators. *Sec. Organizational Psychology*, 13(2022). <https://doi.org/10.3389/fpsyg.2022.996962>

Digele, & Burgess. (2020). Leadership in healthcare education. *BMC Medical Education Volume*, 20(245). <https://doi.org/10.1186/s12909-020-02288-x>

Domínguez, & Rodríguez. (2024). Organizational culture and leadership style in Spanish Hospitals: Effects on knowledge management and efficiency. *Heliyon*, 10(20), 30 October 2024, e39216. <https://doi.org/10.1016/j.heliyon.2024.e39216>

Eravianti. (2021). *Metodologi Penelitian Kesehatan*. Stikes Syedza Saintika

Fathiizadeh, & Bahmani. (2018). Getting involved with The Job among nurses and its effect on Organizational Citizenship Behavior: the Mediating Role of Job Satisfaction. *Iran J Nursing*, 30, 33–34. <https://doi.org/10.29252/ijn.30.110.33>

Fernandes, & Pereira. (2023). Organizational culture and the individuals' discretionary behaviors at work: a cross-cultural analysis. *Sec. Work, Employment and Organizations*, 18. <https://doi.org/10.3389/fsoc.2023.1190488>

Geus, & Ingrams. (2020). Organizational Citizenship Behavior in the Public Sector: A Systematic Literature Review and Future Research Agenda. *Public Administration Review*, 80(2), 259–270. <https://doi.org/10.1111/puar.13141>

Graham, & Simon. (2020). Study design: A research primer for low- and middle-income countries. *African Journal of Emergency Medicine*, 10(2), Pages S115-S119. <https://doi.org/10.1016/j.afjem.2020.10.007>

Gustavsson, & Diepen. (2023). Healthcare professionals' experiences of job satisfaction when providing person-centred care: a systematic review of qualitative studies. *BMJ Open*, 13(6). <https://doi.org/10.1136/bmjopen-2022-071178>

Hermansson, & Norström. (2024). Job satisfaction, professional competence, and self-efficacy: a multicenter cross-sectional study among registered nurses in Sweden and Norway. *BMC Health Serv Res*, 24(734). <https://doi.org/10.1186/s12913-024-11177-8>

Hoxha, & Simeli. (2024). Sustainable Healthcare Quality and Job Satisfaction through Organizational Culture: Approaches and Outcomes. *Sustainability*, 16(3603). <https://doi.org/10.3390/su16093603>

Idris, & Nanang. (2021). Predicting factors of organizational citizenship behavior in Indonesian nurses. *Heliyon*, 7(12), December 2021, e08652. <https://doi.org/10.1016/j.heliyon.2021.e08652>

Idris, & Setiawan. (2020). Examining the role of political skill in transformational leadership and organizational performance; Empirical study from Indonesia. *SMART J. Bus. Manag. Stud*, 16(2), 124–132.

Ilea, & Daina. (2020). Sustainable management, instable legislation regarding

wages, and employee satisfaction/motivation in two Romanian hospitals. *Sustainability*, 12(909). [https://doi.org/https://doi.org/10.3390/su12030909](https://doi.org/10.3390/su12030909)

Jafarpanah. (2020). Association between organizational citizenship behavior and patient safety culture from nurses' perspectives: a descriptive correlational study. *BMC Nurs*, 19(24). <https://doi.org/10.1186/s12912-020-00416-y>

Jafarpanah, & Rezaei. (2020). Association between organizational citizenship behavior and patient safety culture from nurses' perspectives: a descriptive correlational study. *BMC Nurs*, 19(24). <https://doi.org/10.1186/s12912-020-00416-y>

Jiatong, & Wang. (2022). The Impact of Transformational Leadership on Affective Organizational Commitment and Job Performance: The Mediating Role of Employee Engagement. *Sec. Organizational Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.831060>

Junça-Silva, & Freire. (2022). The role of organizational climate, and work-family conflict in burnout: the case of teachers. *Sustainability*, 14(13871). <https://doi.org/10.3390/su142113871>

Karaferis, & Aletras. (2022). Determining dimensions of job satisfaction in healthcare using factor analysis. *BMC Psychol*, 10(240). <https://doi.org/10.1186/s40359-022-00941-2%0A%0A>

Kent, & Cancelliere. (2020). A conceptual framework for prognostic research. *Res Methodol*, 20(172).

Khajoei, & Jokar. (2024). Nurses' experiences of the attributes of the organizational citizenship behavior: a qualitative content analysis. *BMC Health Serv Res*, 24(538). <https://doi.org/10.1186/s12913-024-10939-8>

Kiptulon, & Elmadi. (2024). Transforming nursing work environments: the impact of organizational culture on work-related stress among nurses: a systematic review. *BMC Health Serv Res*, 24(1526). <https://doi.org/10.1186/s12913-024-12003-x>

Lee, & Ding. (2023). Hierarchical Culture as a Cross-Level Moderator of the Relationship between Transformational Leadership, Performance Feedback, and Employee Job Performance. *Merits*, 3(3).

Lee, & Jang. (2019). Nurses' Fatigue, Job Stress, Organizational Culture, and Turnover Intention: A Culture–Work–Health Model. *Western Journal of Nursing Research*, 42(2). <https://doi.org/10.1177/0193945919839189>

Liu, & Wang. (2025). Sociodemographic characteristics, occupational characteristics, motivational factors, and job satisfaction among primary health service practitioners. *BMC Prim*, 26(24). <https://doi.org/10.1186/s12875-025-02714-3>

Maharani, & Afief. (2019). Primary care physicians' satisfaction after health care reform: a cross-sectional study from two cities in Central Java, Indonesia. *BMC Health Services Research*, 19(290). <https://doi.org/10.1186/s12913-019-4121-2>

Marlon, & Bayot. (2024). *Work Culture*. StatPearls Publishing. <https://www.ncbi.nlm.nih.gov/books/NBK542168>

Mesfin, & Woldie. (2020). Perceived organizational culture and its relationship with job satisfaction in primary hospitals of Jimma zone and Jimma town administration, correlational study. *BMC Health Serv Res*, 20(438). <https://doi.org/10.1186/s12913-020-05319-x>

Mubarak, & Susanty. (2022). *Metode Penelitian Kuantitatif untuk Mahasiswa Kesehatan*. Eureka Media Aksara.

Mutonyi, & Slåtten. (2022). The impact of organizational culture and leadership climate on organizational attractiveness and innovative behavior: a study of Norwegian hospital employees. *BMC Health Serv Res*, 22(637).

Na-Nan, & Kanthong. (2020). Mediating Effects of Job Satisfaction and Organizational Commitment between Problems with Performance Appraisal and Organizational Citizenship Behavior. *J. Open Innov. Technol. Mark. Complex.*, 6(3), 64. <https://doi.org/10.3390/joitmc6030064>

Narzary, & Palo. (2020). Structural empowerment and organizational citizenship behavior: the mediating–moderating effect of job satisfaction. *Person. Rev.*, 49(7), 1435–1449. <https://www.emerald.com/insight/content/doi/10.1108/pr-11-2019-0632/full/html>

Nassani, & Badshah. (2024). Participatory leadership and supportive organisational culture Panacea for job satisfaction regulatory role of work-life balance. *Heliyon*, 10(16), 30 August 2024, e36043. <https://doi.org/10.1016/j.heliyon.2024.e36043>

Ng, & Choong. (2021). Job satisfaction and organizational citizenship behavior amongst health professionals: the mediating role of work engagement. *Int. J. Healthc. Manag.*, 14(3), Pages 797-804. <https://doi.org/10.1080/20479700.2019.1698850>

Notoadmodjo. (2018). *Metodologi Penelitian Kesehatan*. Rineka Cipta.

Poels, & Verschueren. (2020). Leadership styles and leadership outcomes in nursing homes: a cross-sectional analysis. *BMC Health Serv Res*, 20(1009). <https://doi.org/10.1186/s12913-020-05854-7>

Runtu, & Novieastari. (2019). How does organizational culture influence care coordination in hospitals? A systematic review. *Enfermería Clínica*, 29(2), September 2019, Pages 785-802. <https://doi.org/10.1016/j.enfcli.2019.04.119>

Saat, & Mania. (2020). *Pengantar Metodologi Penelitian Panduan Bagi Penelitian Pemula*. Penerbit PUSAKA ALMAIDA.

Santana, & Pérez-Rico. (2023). Dynamics of organizational climate and job satisfaction in healthcare service practice and research: a protocol for a systematic review. *Sec. Organizational Psychology*, 14. <https://doi.org/10.3389/fpsyg.2023.1186567>

Seljemo, & Viksveen. (2020). The role of transformational leadership, job demands and job resources for patient safety culture in Norwegian nursing homes: a cross-sectional study. *BMC Health Serv Res*, 20(799). <https://doi.org/10.1186/s12913-020-05671-y>

Siswanto, Susila, & Suyanto. (2018). *Metodologi Penelitian Kesehatan dan Kedokteran*. Bursa Ilmu.

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

Sugiyono. (2021). *Statistika Untuk Penelitian*. Penerbit Alfabeta.

Supriyanto, & Ekowati. (2020). Leadership styles as a predictor of the voluntary work behaviors of bank employees. *Int. J. Econ. Manag.*, 14(1).

Tomaszewska, & Kowalcuk. (2024). Areas of professional life and job satisfaction of nurses. *Sec. Occupational Health and Safety*, 12(2024). <https://doi.org/10.3389/fpubh.2024.1370052>

Wang, & Cheng. (2020). Cross-Sectional Studies: Strengths, Weaknesses, and Recommendations. *Chest*, 158(1), Pages S65-S71. <https://doi.org/10.1016/j.chest.2020.03.012>

Williamson. (2018). Chapter 15 - Populations and samples. *Research Methods (Second Edition)*, Pages 359-377. <https://doi.org/10.1016/B978-0-08-102220-7.00015-7>

Yaakobi, & Wesberg. (2020). Organizational Citizenship Behavior Predicts Quality, Creativity, and Efficiency Performance: The Roles of Occupational and Collective Efficacies. *Sec. Organizational Psychology*, 11(2020). <https://doi.org/10.3389/fpsyg.2020.00758>

Zhang, & Han. (2025). The relationship between transformational leadership and work engagement among intensive care unit nurses: the mediating function of organizational climate. *BMC Nurs*, 24(398). <https://doi.org/10.1186/s12912-025-03057-1>

Zhao, & Liu. (2024). Leadership support and satisfaction of healthcare professionals in China's leading hospitals: a cross-sectional study. *BMC Health Services Research*, 24(1016). <https://doi.org/10.1186/s12913-024-11449-3>

Zhao, & Lu. (2025). Analysis of nursing staff job satisfaction and its influencing factors: a cross-sectional study of 38 hospitals/nursing homes in China. *Sec. Occupational Health and Safety*, 13(2025). <https://doi.org/10.3389/fpubh.2025.1526324>

Zurahmi. (2019). The Effect of Transformational Leadership, Quality of Work Life (QWL) on Organizational Citizenship Behavior (OCB) at Tapan Regional General Hospital. *Adv. Econ. Bus. Manag. Res.*, 64, 511–516. <https://doi.org/https://doi.org/10.2991/piceeba2-18.2019.30>

