

DAFTAR PUSTAKA

- Abdo, M., Feghali, K., & Zgheib, M. A. (2022). *The role of emotional intelligence and personality on the overall internal control effectiveness : applied on internal audit team member ' s behavior in Lebanese companies*. 7(2), 195–207. <https://doi.org/10.1108/AJAR-04-2021-0048>
- Agustine, F. H., Yusnita, N., & Irawan, T. T. (2023). Pengaruh Kecerdasan Emosional terhadap Kinerja Karyawan melalui Organizational Citizenship Behavior. *JIMFE (Jurnal Ilmiah Manajemen Fakultas Ekonomi)*, 9(2), 39–52. <https://doi.org/10.34203/jimfe.v9i2.9035>
- Ahakwa, I., Yang, J., Agba Tackie, E., & Atingabili, S. (2021). The Influence of Employee Engagement, Work Environment and Job Satisfaction on Organizational Commitment and Performance of Employees: A Sampling Weights in PLS path Modelling. *SEISENSE Journal of Management*, 4(3), 34–62. <https://doi.org/10.33215/sjom.v4i3.641>
- Aliyya, A., Frima, R., & Oliyan, F. (2022). Pengaruh Kompensasi Finansial dan Non Finansial Terhadap Kinerja Karyawan Dengan Motivasi Kerja Sebagai Variabel Intervening (Studi Empiris Pada BPR Di Kota Payakumbuh). *Jurnal Akuntansi, Bisnis Dan Ekonomi Indonesia (JABEL)*, 1(1), 50–57. <https://doi.org/10.30630/jabei.v1i1.10>
- Anshari, S. S. Al, Elfiswandi, Putra, R. B., & Fitri, H. (2022). Pengaruh Motivasi Kerja dan Kompensasi Kerja Terhadap Kinerja Karyawan Dengan Pandemi Covid-19 Sebagai Variabel Moderating pada Kantor Camat X Koto. *Journal of Law and Economics*, 1(1), 42–50. <https://doi.org/10.56347/jle.v1i1.39>
- Astuti, D., & Suwandi. (2022). Pengaruh Employee Engagement terhadap Kinerja Karyawan yang di mediasi kepuasan kerja. *E-QIEN Jurnal Ekonomi Dan Bisnis*, 11(4), 615 – 623.
- Baomar, S. M., Islam, M. K., & Jaaffar, A. H. (2024). The influence of emotional intelligence and employee motivation on employee performance in telecommunication companies in the sultanate of Oman. *Journal of Infrastructure, Policy and Development*, 8(12), 1–26. <https://doi.org/10.24294/jipd.v8i12.8648>
- Bos-Nehles, A., Townsend, K., Cafferkey, K., & Trullen, J. (2023). Examining the

- Ability, Motivation and Opportunity (AMO) framework in HRM research: Conceptualization, measurement and interactions. *International Journal of Management Reviews*, 25(4), 725–739. <https://doi.org/10.1111/ijmr.12332>
- Chasanah, S., Indarto, I., & Santoso, D. (2022). Pengaruh Employee Engagement Dan Kepemimpinan Transformasional Terhadap Peningkatan Kinerja Pegawai Dengan Organizational Citizenship Behaviour Sebagai Variabel Intervening (Studi Pada Pegawai Di Kecamatan Semarang Tengah Kota Semarang). *Sustainable Business Journal*, 1(2), 93. <https://doi.org/10.26623/sbj.v1i2.5815>
- Coronado-Maldonado, I., & Benítez-Márquez, M.-D. (2023). Emotional intelligence, leadership, and work teams: A hybrid literature review. *Heliyon*, 9(10), e20356. <https://doi.org/https://doi.org/10.1016/j.heliyon.2023.e20356>
- Dami, W. D., FoEh, J. E., & Manafe, H. A. (2022). Pengaruh Employee Engagement, Komitmen Organisasi, dan Budaya Organisasi Terhadap Kinerja Karyawan Melalui Kepuasan Kerja Sebagai Variabel Mediasi (Suatu Kajian Studi Literatur Manajemen Sumberdaya Manusia). *Jurnal Ilmu Multidisiplin*, 1(2), 514–526. <https://doi.org/10.38035/jim.v1i2.59>
- Dewi, V. K. et al. (2021). Manajemen Sumber Daya Manusia Sebuah Pengantar. In *INSAN CENDEKIA MANDIRI*.
- Dewi, H. K. (2024). *Terus Turun, Jumlah BPR Tercatat Sebanyak 1.402 hingga Desember 2023*. KONTAN.CO.ID.
- Djuli, F. A., Abdussamad, Z., & Sulila, I. (2023). The Influence of Job Satisfaction on Employee Performance. *Public Policy Journal*, 4(03), 186–194. <https://doi.org/10.37905/ppj.v4i3.2394>
- Edward, Y. R., & Purba, K. (2020). The Effect Analysis of Emotional Intelligence and Work Environment on Employee Performance with Organizational Commitment as Intervening Variables in PT Berkas Bima Sentana. *Budapest International Research and Critics Institute (BIRCI-Journal): Humanities and Social Sciences*, 3(3), 1552–1563. <https://doi.org/10.33258/birci.v3i3.1084>
- Elkhori, N. E. M., & Budianto, E. W. H. (2024). Pengaruh kecerdasan emosional, self efficacy, dan kompetensi terhadap kinerja karyawan dengan kepuasan kerja sebagai variabel mediasi (Studi pada Bank BTN KCS Malang).

DIMENSI, 13(2), 468–478.

- Elmario, R. D. (2024). Pengaruh digital leadership, management information system, dan emotional intelligence terhadap employee performance. *Jurnal Ilmu Manajemen*, 12(1), 59–70. <https://doi.org/10.26740/jim.v12n1.p59-70>
- Endhah Anggraeny, R., Subiyanto, D., & Septyarini, E. (2022). The Effect of Compensation and Work Environment on Employee Performance Mediated By Motivation: Study at the Culture Office of Bantul Regency. *Al-Kharaj : Jurnal Ekonomi, Keuangan & Bisnis Syariah*, 5(3), 1299–1317. <https://doi.org/10.47467/alkharaj.v5i3.1626>
- Fachrurazi, H., Rinaldi, K., Jenita, Purnomo, Y. J., Budi, H., & Dwijayanti, A. (2021). Teori dan konsep Manajemen Sumber Daya Manusia. In *Yayasan Cendikia Mulia Mandiri*.
- Hakim, L. (2021). MANAJEMEN SUMBER DAYA MANUSIA. In *Sanabil*.
- Halim, A. (2020). Pengaruh Kecerdasan Emosional, Kepuasan Kerja Dan Komitmen Organisasi Terhadap Kinerja Karyawan Pada Pt. Supra Matra Abadi Aek Nabara Kabupaten Labuhanbatu. *Ecobisma (Jurnal Ekonomi, Bisnis Dan Manajemen)*, 7(1), 76–88. <https://doi.org/10.36987/ecobi.v7i1.1539>
- Hartono, S. (2023). Pengaruh Kompensasi, Beban Kerja, dan Pengembangan Karir terhadap Loyalitas Karyawan di Rumah Sakit Paru Manguharjo Madiun. *Jurnal Cakrawala Ilmiah*, 3(1), 137–150.
- Hartono, S., Bahriyah, E. N., Sovianti, R., & Kadeni, K. (2023). Organizational Culture and Commitment's Influence on OCB and Employee Performance. *Jurnal Ekonomi*, 12(02), 397–401. <https://ejournal.seaninstitute.or.id/index.php/Ekonomi/article/view/1675>
- Hermawan, S., & Amirullah. (2021). *METODE PENELITIAN BISNIS: Pendekatan Kuantitatif & Kualitatif*. Media Nusa Creative.
- Herminingsih, A., & Mahardiana, L. (2024). The Impact of Organizational Communication and Compensation on Employee Performance, with Employee Engagement as a Mediating Variable (Evidence from an Indonesian Stated-Owned Company). *International Journal of Religion*, 5(11), 4490–4499. <https://doi.org/10.61707/bp2jpn23>

- Inez Aprilianti, & Dedy Dewanto. (2023). The Effect Of Emotional Intelligence And Work Experience On Job Satisfaction. *Journal of Management and Energy Business*, 3(1). <https://doi.org/10.54595/jmheb.v3i1.36>
- Irfania, Y., & Rini, H. P. (2025). Analisis Employee Engagement, Komitmen Organisasi, dan Rotasi Kerja terhadap Kinerja. 14(1), 295–303. <https://doi.org/10.34127/jrlab.v14i1.1351>
- Jindain, C., & Gilitwala, B. (2024). The factors impacting the intermediating variable of employee engagement toward employee performance in a hybrid working model. 18(2), 167–179. <https://doi.org/10.1108/RAMJ-08-2023-0237>
- Johar, E. R., Rosli, N., Juhari, N. F., Mat Khairi, S. M., & Mat Nor, N. (2024). Driving Employee Engagement: Examining the Synergy of Ability, Motivation, and Opportunity-Enhancing Practices. *European Journal of Sustainable Development*, 13(2), 182. <https://doi.org/10.14207/ejsd.2024.v13n2p182>
- Kadarisman, M. (2019). The influence of compensation , development , and supervision towards the performance of civil servants in depok city government , Indonesia The influence of compensation , development , and supervision towards the performance of civil servants in depok c. *Cogent Psychology*, 0(0). <https://doi.org/10.1080/23311908.2019.1620402>
- Katabalo, C. V., & Mwita, K. M. (2024). The Role of Compensation on Job Satisfaction, Employee Performance and Organisational Performance. *Science Mundi*, 4(1), 137–148. <https://doi.org/10.51867/scimundi.4.1.12>
- Katili, P. B., Wibowo, W., & Akbar, M. (2021). The Effects of Leaderships Styles, Work-Life Balance, and Employee Engagement on Employee Performance. *Quantitative Economics and Management Studies*, 2(3), 199–205. <https://doi.org/10.35877/454ri.qems319>
- Kosali, A. Y. (2023). Pengaruh Pelatihan Dan Pengembangan Karir Terhadap Kinerja Karyawan Dengan Employee Engagement Sebagai Variabel Intervening. *Ekonomika*, 18(2), 114–147.
- Machali, I. (2018). METODE PENELITIAN KUANTITATIF, Panduan Praktis Merencanakan, Melaksanakan dan Analisis dalam Penelitian Kuantitatif. In *Sustainability (Switzerland)* (Vol. 11, Issue 1).

- Maftukhah, N. A. (2018). Analisis Kecerdasan Emosional Siswa terhadap Kemampuan Problem Solving Matematika. *Al-Hikmah: Jurnal Pendidikan Dan Studi Islam*, 6(2), 1–10.
- Mahmud, & Fajar, D. A. (2024). MANAJEMEN SUMBER DAYA MANUSIA. In *Yayasan Darul Falah*.
- Maria, A., & Pujiyanto, J. F. C. (2024). The Effect of Compensation, Organizational Commitment on Employee Performance Through Organizational Behaviour as Intervening. *International Journal of Business, Law, and Education*, 5(2), 2740–2753. <https://doi.org/10.56442/ijble.v5i2.958>
- Mokhtar, N., & Krishnan, R. (2023). A Proposed Framework for the Relationship between Emotional Intelligence and Employee's Performance: Mediating Role of Job Demand. *Information Management and Business Review*, 15(4(SI)I), 200–207. [https://doi.org/10.22610/imbr.v15i4\(si\)i.3593](https://doi.org/10.22610/imbr.v15i4(si)i.3593)
- Nahdiyya Sinta Alifia, N. S. A., & Endang Iryanti, E. I. (2023). The Effect of Work Life Balance and Employee Engagement on Employee Performance of PT Duta Jaya Teknik Surabaya. *International Journal of Social Science and Education Research Studies*, 03(09), 1808–1813. <https://doi.org/10.55677/ijssers/v03i9y2023-04>
- Naningsih, N., Handayani, S., Suriadi, Yuniningsih, T., & Sangkala, M. (2023). MSDM (SDM ERA DIGITAL). In *Media Sains Indonesia*.
- Nordianto, A. F., & Irbayuni, S. (2024). Pengaruh employee engagement terhadap kinerja karyawan bagian service melalui kepuasan kerja di PT Astra International Tbk Auto2000 Basuki Rachmat Surabaya. *COSTING: Journal of Economic, Business and Accounting*, 7(6), 5918–5926.
- Novindra, A., & Sary, F. P. (2023). The Effect of Employee Engagement and Physical Work Environment on Employee Performance at PT PLN (Persero) Sulselrabar Main Distribution Unit. *International Journal of Social Science and Human Research*, 06(07), 4106–4115. <https://doi.org/10.47191/ijsshr/v6-i7-30>
- Obaid, S., Ahmad, S. F., & Mumtaz, F. (2022). Ability-Motivation-Opportunity Framework : An Analysis of Interrelated Effects of HRM Practice and Leadership Style on Organizational Outcomes. *International Journal of Asian*

- Business and Information Management*, 13(1), 1–26.
<https://doi.org/10.4018/ijabim.309105>
- Opolot, J. S., Maket, L., Opolot, J. S., & Maket, L. (2020). *Psychological Contract , Employee Engagement and Employee Performance Psychological Contract , Employee Engagement and Employee Performance*. 1(11), 886–903.
<https://doi.org/10.6007/IJARBSS/v10-i11/7998>
- Poluakan, A. K., Runtuwene, R. F., & Sambul, S. A. . (2019). Pengaruh Kompensasi Terhadap Kinerja Pegawai PT. PLN (Persero) UP3 Manado. *Jurnal Administrasi Bisnis (JAB)*, 9(2), 70–77.
- Pratama, T. P., Nurjamanuddin, M., & As'ad, A. (2025). *Pengaruh Employee Engagement dan Budaya Organisasi Terhadap Kinerja Pegawai pada Pengadilan Tinggi Agama Makassar*. 6(2), 1166–1177.
- Purnomo, R. A., Hartono, S., & Amperawati, Endang Dwi Sasana, H. (2024). *Ilmu Ekonomi Sumber Daya Manusia: Pendekatan Manajerial dan Ketenagakerjaan*.
- Rahman, M. A., & Yasin, J. (2020). PENGARUH KECERDASAN EMOSIONAL TERHADAP KINERJA PEGAWAI YANG DIMODERASI KEPEMIMPINAN TRANSFORMASIONAL PADA KANTOR DINAS PENDIDIKAN KABUPATEN BONE. *Jurnal Study of Scientific and Behavioral Management (SSBM)*, 1(4), 45–62.
- Ratnasari, S. L., Supardi, S., & Nasrul, H. W. (2020). Kecerdasan Intelektual, Kecerdasan Emosional, Kecerdasan Spiritual, Dan Kecerdasan Linguistik Terhadap Kinerja Karyawan. *Journal of Applied Business Administration*, 4(2), 98–107. <https://doi.org/10.30871/jaba.v4i2.1981>
- Retnoningtyas, dwi indah. (2014). Analisis Pengaruh Remunisi dan Employee Engagement terhadap Kinerja Pegawai lembaga Sandi negara. *Jurnal MIX*, IV(1), 100–113.
- Sabarofek, M. S. (2022). MANAJEMEN SUMBER DAYA MANUSIA. CV. Penerbit Qiara Media, 210.
- Sahir, S. hafni. (2022). *Metode Penelitian*. KBM Indonesia.
- Satterfield, J. M. (2017). *Boosting Your Emotional Intelligence*. The Great Courses.
- Silaen, N. R., Syamsuriansyah, Chairunnisah, R., Sari, M. R., Mahriani, E.,

- Tanjung, R., & Triwardhani, D. (2021). *Kinerja Karyawan*. Widina Bhakti Persada Bandung.
- Sitopu, Y. B., Sitinjak, K. A., & Marpaung, F. K. (2021). The Influence of Motivation, Work Discipline, and Compensation on Employee Performance. *Golden Ratio of Human Resource Management*, 1(2), 72–83. <https://doi.org/10.61397/mfc.v1i2.48>
- Subakti, M., Ariza, F., & Rofik, D. A. (2022). Faktor-faltor yang Mempengaruhi Kompensasi Karyawan Bank. *Dar El-Falah: Jurnal Ilmu-Ilmu Sosial, Keagamaan, Dan Humaniora*, 1(1), 1–7.
- Sudiartini, N. W. A., Mukaromah, S., Martoatmodjo, G. W., Luhgiatno, Hamidah, T., & Zahraa, F. El. (2024). Kecerdasan Emosional. In *Eureka Media Aksara*.
- Sugiyono. (2017). *Metode Penelitian Kuantitatif, Kualitatif dan R&D*. Alfabeta.
- Umihastanti, D., & Frianto, A. (2022). Pengaruh dukungan organisasi dan employee engagement terhadap kinerja pegawai badan kepegawaian daerah. *Jurnal Ilmu Manajemen*, 10(1), 219–232.
- Vasani, P. J., & Pillai, V. V. (2019). *To study on employee engagement and their impact on employee performance*. 5(4), 490–493.
- Vuong, T. D. N., & Nguyen, L. T. (2022). The Key Strategies for Measuring Employee Performance in Companies : A Systematic Review. *Sustainability*, 14(14017). <https://doi.org/10.3390/su142114017>
- Wijoyo, S., & Mashuri, M. A. (2021). Peningkatan Kinerja BUMD Provinsi Jawa Timur dalam Perspektif Ability, Motivation, Oportunity. *Inovasi*, 17(1), 10–18.
- yuliani, S.E., M.Si., I. (2023). *MANAJEMEN SUMBER DAYA MANUSIA* (Vol. 11, Issue 1). PT RAJAGRAFINDO PERSADA.
- Yuliani, I. (2023). *MANAJEMEN SUMBER DAYA MANUSIA* (Vol. 11, Issue 1). PT RAJAGRAFINDO PERSADA.