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The Effect of Supervision and Task Planning on the Performance of the Depok Metro Resort Police Personnel, Polda Metro Jaya

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Abstract: This study aims to analyze the influence of supervision and task planning on the performance of Depok Metro Police personnel, Polda Metro Jaya, both partially and simultaneously. Personnel performance is a key factor in supporting the effectiveness of police duties, so an optimal supervision system and structured and directed task planning are needed. The research approach used is quantitative research, namely research that emphasizes the processing of numerical data obtained from respondents, supported by qualitative data in the form of statements in questionnaires and the results of limited consultations and interviews as analytical reinforcement. The population in this study amounted to 133 Depok Metro Police personnel, with a sample of 100 respondents determined using a proportional sampling technique. Data collection was carried out by distributing questionnaires with a Likert scale arranged based on the indicators of each research variable. Data analysis and hypothesis testing techniques were carried out using Structural Equation Modeling–Partial Least Square (SEM-PLS) version 4.0, which was chosen because it is able to analyze relationships between variables simultaneously and complexly. The results of the study indicate that supervision (X1) has a positive and significant effect on personnel performance (Y), as well as task planning (X2) has a positive and significant effect on personnel performance (Y) partially. In addition, simultaneous supervision and task planning were proven to have a significant effect on the performance of Depok Metro Police personnel. The coefficient of determination (R-Square) value of 0.441 indicates that 44.1% of the variation in personnel performance can be explained by the supervision and task planning variables, while the remaining 55.9% is influenced by other factors outside the research model.

Keyword: Supervision, Task Planning, Personnel Performance, Depok Metro Police.

INTRODUCTION

Police personnel performance is a strategic element in ensuring public security and order, as well as the quality of public services. In the context of the Depok Metro Police Resort, Polda Metro Jaya, personnel performance is not only measured by the quantity of tasks or the number of cases handled, but also includes discipline, effectiveness of task implementation, compliance with standard operating procedures, and the ability to optimally achieve operational targets. Robbins and Judge (2019) state that performance is the result of the interaction between ability, motivation, and organizational management systems. Therefore, improving police personnel performance is highly dependent on the effectiveness of internal management, particularly in the aspects of supervision and task planning.

Empirical findings at the Depok Metropolitan Police Department indicate that efforts to improve personnel performance still face several challenges, such as inefficient task execution, an imbalance in workload, and unclear assignments across several work units. A lack of consistent oversight and poorly structured task planning have the potential to lead to duplication of work, low discipline, and decreased effectiveness of public service. This situation aligns with the findings of Gibson et al. (2021), who stated that weak oversight and work planning systems can directly impact performance and public satisfaction with public sector organizations.

Supervision is a managerial function that plays a crucial role in ensuring that tasks are carried out according to established plans and standards. According to Handoko (2020), supervision aims to control work implementation, prevent deviations, and correct errors. In police organizations, supervision is not only administrative but also operational, encompassing patrol control, fieldwork, and the use of monitoring technology. Effective supervision can improve personnel discipline, responsibility, and work motivation, thus positively impacting performance (Hidayat & Rachman, 2021).

Besides supervision, task planning is a fundamental aspect of police management. Task planning includes setting goals, assigning roles, scheduling activities, and systematically allocating resources. Siagian (2020) emphasized that good planning provides clarity of direction, reduces internal conflict, and increases work efficiency and effectiveness. In the context of the Depok Metro Police, task planning includes preparing patrol schedules, securing community activities, and cross-unit coordination. Suboptimal planning has the potential to lead to task confusion and unfair workloads, ultimately reducing personnel performance.

The performance of police personnel has direct implications for the image and public trust of the Indonesian National Police (Polri). High-performing personnel are able to provide fast, accurate, and professional services, while low performance has the potential to generate public complaints and undermine the institution's legitimacy. Wibowo (2019) states that the performance of public sector employees is significantly influenced by the organization's work control and planning systems. Therefore, supervision and task planning are strategic factors that need to be empirically studied to ensure sustainable improvements in personnel performance.

Based on the above description, this study aims to analyze the influence of supervision and task planning on the performance of personnel of the Depok Metro Police Resort, Polda Metro Jaya. This research is important to fill the gap in empirical research within the police environment, particularly those using a quantitative approach based on structural analysis. The results of this study are expected to provide theoretical contributions in the development of police performance management as well as practical contributions as a basis for formulating more effective, accountable, and quality-oriented supervision and task planning policies.

Supervision

Supervision is a key function in management, aimed at ensuring that work is carried out in accordance with plans, standards, and organizational goals. According to Handoko (2020), supervision is a systematic process for establishing work standards, measuring activity implementation, and taking corrective action if deviations occur. This view aligns with Robbins

and Coulter (2021), who assert that supervision functions as a control mechanism to ensure the effective and efficient use of organizational resources. In the context of police organizations, supervision plays a strategic role because it is directly related to discipline, adherence to procedures, and accountability for the implementation of personnel duties.

Furthermore, supervision is not only administrative but also encompasses operational and behavioral aspects of work. Terry (2019) states that supervision is a continuous effort to compare actual results with established plans. Meanwhile, Siagian (2020) emphasizes that effective supervision must be able to encourage employee discipline and responsibility without causing undue pressure. In a hierarchical organization like the police, supervision also serves as a means of fostering, controlling behavior, and enforcing professional standards in carrying out police duties.

From a human resource management perspective, good supervision positively impacts personnel performance. According to Mangkunegara (2020), consistent and objective supervision can increase work motivation because personnel feel their performance is noticed and appreciated. Gibson et al. (2021) also stated that a clear supervision system will minimize work errors, improve coordination, and strengthen organizational commitment. Therefore, effective supervision is a crucial instrument for improving police personnel performance, particularly in facing the complex and dynamic demands of public service.

Task Planning

Task planning is a managerial process that determines what needs to be done, who will do it, when, and how to do it to achieve organizational goals. According to Robbins and Judge (2019), work planning provides clear direction for employees, thereby reducing uncertainty in task execution. Handoko (2020) echoed this sentiment, stating that planning is the foundation of all management functions. Without proper planning, implementation and oversight will not run optimally.

In the context of public organizations, particularly the police, task planning plays a strategic role in managing personnel allocation, workload distribution, and inter-unit coordination. Siagian (2020) emphasized that systematic task planning will improve work efficiency and prevent overlapping tasks. Terry (2019) also emphasized that good planning allows organizations to anticipate obstacles and align resources with operational needs. Therefore, task planning is a crucial element in supporting the smooth implementation of police functions.

Effective task planning directly contributes to improved personnel performance. According to Wibowo (2019), clarity of tasks and work targets will increase employee focus, responsibility, and productivity. Furthermore, Dessler (2020) states that structured work planning can increase job satisfaction because employees clearly understand their roles. In police organizations, good task planning also serves to create fairness in the division of labor and improve operational coordination, thereby sustainably improving personnel performance.

Personnel Performance

Personnel performance is the work results achieved by individuals in carrying out their duties and responsibilities in accordance with established standards. According to Mangkunegara (2020), performance is the quality and quantity of work results achieved by an employee in carrying out their duties. Robbins and Judge (2019) define performance as the level of work achievement influenced by ability, motivation, and job opportunities. In a police organization, personnel performance reflects the effectiveness of operational task implementation, discipline, and professionalism in serving the public.

Personnel performance does not stand alone but is influenced by various organizational and managerial factors. Gibson et al. (2021) state that performance is influenced by individual, psychological, and organizational factors, including supervisory systems and work planning.

Meanwhile, Wibowo (2019) emphasized that public sector employee performance is significantly influenced by task clarity, leadership, and internal control systems. Thus, police personnel performance is the result of the interaction between individual abilities and the effectiveness of organizational management.

From a performance management perspective, improving personnel performance aims to enhance overall organizational effectiveness. Armstrong and Taylor (2020) state that high performance will drive organizational goals, improve service quality, and strengthen public trust. Siagian (2020) also emphasizes that optimal employee performance is an indicator of successful human resource management. Therefore, police personnel performance is a strategic variable that needs to be improved through effective supervision and structured task planning.

METHOD

Types of research

This study uses a quantitative approach with an explanatory research method, which aims to explain the causal relationship between supervision and task planning variables on personnel performance. The quantitative approach was chosen because this study focuses on testing hypotheses and measuring the influence between variables objectively through numerical data (Sugiyono, 2022). Explanatory research is used to test the extent to which independent variables are able to explain variations in the dependent variable based on a previously formulated theoretical model (Creswell, 2018). According to Sekaran and Bougie (2020), explanatory research is very appropriate when researchers want to identify causal relationships that can be tested empirically. Therefore, this approach is considered appropriate for studying the influence of supervision and task planning on personnel performance at the Depok Metro Police Resort, Polda Metro Jaya.

Population and Sample

The population in this study was all 133 personnel of the Depok Metro Police Resort, Polda Metro Jaya. Considering the relatively limited population size and the possibility of reaching it, the sampling technique used was saturated sampling. From the total population, the sample size used in this study was 100 personnel who met the criteria as research respondents. According to Sugiyono (2022), saturated sampling is used when all or nearly all members of the population are used as research samples to obtain a more representative picture. Arikunto (2020) also stated that using samples that are close to the population size can increase the level of accuracy and reduce errors in generalization of research results.

Method of collecting data

The data collection method in this study used a questionnaire as the primary instrument. The questionnaire was structured as a closed-ended statement using a Likert scale to measure respondents' perceptions of the variables of supervision, task planning, and personnel performance. According to Sugiyono (2022), questionnaires are an efficient data collection technique for obtaining large amounts of data in a relatively short time. Sekaran and Bougie (2020) emphasized that questionnaires are highly effective in quantitative research because they produce standardized data that is easy to analyze statistically. Questionnaires were distributed directly to respondents while adhering to the principles of confidentiality and research ethics.

Research Instruments

The research instrument used in this study was a questionnaire compiled based on the indicators of each research variable. The supervision variable was measured through indicators of direct supervision, indirect supervision, performance evaluation, and corrective action. The task planning variable was measured through indicators of clarity of task division, work goal setting, activity scheduling, and work coordination. The personnel performance variable was

measured through indicators of work quality, work quantity, punctuality, responsibility, and cooperation. The preparation of the research instrument referred to the theories and concepts of human resource management and organizational performance as proposed by Mangkunegara (2020), Wibowo (2019), and Robbins and Judge (2019), so that the instrument used was expected to be able to measure the research variables validly and reliably.

Data Analysis Methods

The data analysis method in this study used the Partial Least Squares–Structural Equation Modeling (PLS-SEM) approach with the assistance of SmartPLS software version 4.0. PLS-SEM was used because it can analyze relationships between latent variables simultaneously and does not require strict data distribution assumptions (Hair et al., 2022). According to Ghozali and Latan (2020), PLS-SEM is very suitable for use in research aimed at developing and testing predictive models with relatively moderate sample sizes. The data analysis stages include evaluating the measurement model to test the validity and reliability of the instrument, as well as evaluating the structural model to test the relationships between variables and research hypotheses. The use of SmartPLS version 4.0 is expected to produce accurate analyses and support valid conclusions regarding the influence of supervision and task planning on personnel performance.

RESULTS AND DISCUSSION

Inner Model Evaluation

After assessing the model and finding that each construct meets the criteria of Convergent Validity, Discriminant Validity, and Composite Reliability, the next step is to evaluate the structural model, which includes testing model fit, Path Coefficient, and R². Model fit testing is used to determine whether a model fits the existing data.

Fit Model

	Saturated model	Estimated model
NFI	0.677	0.677

Source: Processed Data, 2025

Based on Table 5.10, the NFI value is at 0.677 or 67.7%, which means that the model fit can be stated as good.

Path Coefficient

	Path Coefficient
MON -> KP	0.532
PLAN -> KP	0.245

Source: Processed Data, 2025

Based on the table, the Supervision variable has an influence on the Personnel Performance variable and the Task Planning variable has an influence on the Personnel Performance variable.

R² (R-Square)

Based on the data processing that has been carried out using smartPLS 4.0, the R-Square value is obtained as follows:

R-Square Table

Variables	R-Square
Personnel Performance	0.441

Source: Processed Data, 2025

Based on the R-Square value table of 0.441 or 44.1% of the Personnel Performance variable is influenced by Supervision and Task Planning, so that the R-Square of the Personnel Performance variable is stated as moderate, while the remaining 55.9% can be explained or influenced by other variables outside of Supervision and Task Planning.

Calculate GoF (Goodness of fit)

$$GoF = \sqrt{AVE_{mean} \times R^2}$$

$$GoF = \sqrt{(0,576 \times 0,441)}$$

$$= \sqrt{0,254016}$$

$$= 0.504$$

In this study, the Mean AVE value is 0.576 and the R² value of the endogenous variable is 0.441, so the GoF value is: 0.504. According to Wetzels et al. (2009), the GoF value is classified as small GoF = 0.10, medium GoF = 0.25, large GoF = 0.36. With a GoF value of 0.720, the model in this study is included in the high fit category (good fit). This means that the model used is able to explain the data as a whole very well and is worthy of being used as a basis for drawing research conclusions.

F Square Test

F Square Table

Personnel Performance (Y)	
Supervision (X1)	0.436
Task Planning (X ₂)	0.092

Source: Processed Data, 2025

Based on the table above, the following conclusions can be drawn:

- 1) Supervision of Personnel Performance with an F-Square Value of 0.436 (strong)
- 2) Task Planning for Personnel Performance with an F-Square value of 0.092 (moderate)

Hypothesis Testing

The data processing results can be used to answer the hypothesis in this study by examining t-Statistics and P-Values. The hypothesis is accepted if the P-Value is <0.05. In the smartPLS program, the results of the hypothesis test can be seen through the Path Coefficient Bootstrapping Technique as follows:

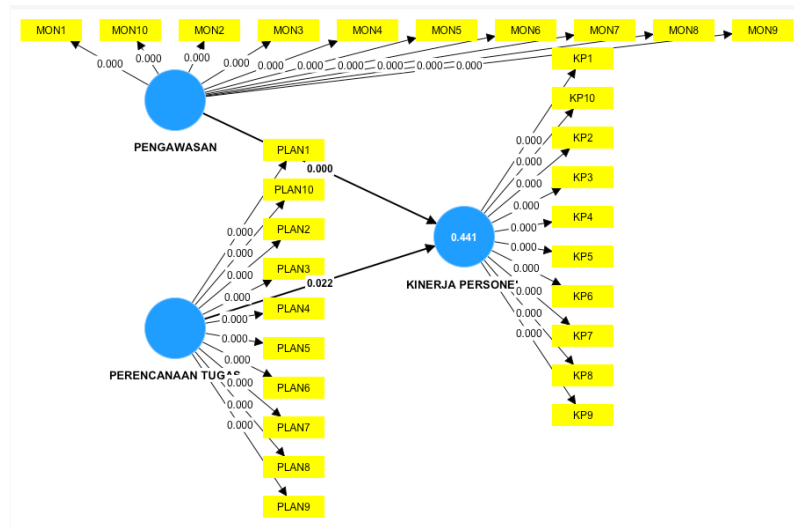


Table of Hypothesis Test Results using the Path Coefficient Bootstrapping Technique

	Original sample (O)	Sample Mean (M)	Standard deviation (STDEV)	T statistics	P value	Information
Supervision -> Personnel Performance	0.532	0.530	0.093	5,718	0.000	Positive and significant
Task Planning -> Personnel Performance	0.245	0.264	0.107	2,290	0.022	Positive and significant

Source: Processed data, 2025

Based on the results of the path analysis, supervision and task planning were proven to have a positive and significant influence on personnel performance. The supervision variable showed a very strong influence with a path coefficient value of 0.532, a T-statistic of 5.718, and a P value of 0.000, which confirms that improving the quality of supervision can significantly improve personnel performance. Meanwhile, the task planning variable also had a positive influence with a coefficient value of 0.245, a T-statistic of 2.290, and a P value of 0.022, which indicates that clear, structured, and systematic task planning also contributed to encouraging increased personnel performance. These findings indicate that effective supervision balanced with good task planning is an important factor in producing optimal personnel performance.

Hypothesis Results Table

Hypothesis	Hypothesis	Conclusion
Hypothesis 1	There is a positive influence of supervision on Personnel Performance	Accepted
Hypothesis 2	There is a positive influence of task planning On Personnel Performance	Accepted
Hypothesis 3	There is a simultaneous influence between Supervision and Task Planning of Personnel Performance	Accepted

Based on the results of the hypothesis testing, all hypotheses in this study were declared accepted. The first hypothesis proves that supervision has a positive effect on personnel performance, which indicates that the more effective and consistent supervision carried out by leaders, the higher the level of personnel performance produced. The second hypothesis states that task planning has a positive effect on personnel performance, so that clear division of tasks, target setting, and work time management can increase the effectiveness and productivity of personnel. Furthermore, the third hypothesis confirms that supervision and task planning simultaneously affect personnel performance, which means that the synergy between good work control and structured task planning is a key factor in encouraging the achievement of optimal personnel performance.

The Influence of Supervision on Personnel Performance

The results of the study indicate that supervision has a positive and significant effect on the performance of Depok Metro Police personnel. This is evidenced by the t-statistic value of 5.718, which is greater than the t-table (1.967), with an influence coefficient of 0.532 and a P-value of 0.000 (<0.05). This finding indicates that the more effective the supervision implemented by the leadership, the higher the level of personnel performance produced. Supervision carried out systematically, consistently, and continuously can ensure that the implementation of tasks runs in accordance with standard operating procedures, organizational rules, and established performance targets.

The results of this study align with the supervision theory proposed by Handoko (2017), which states that supervision is a process to ensure that organizational goals are achieved through monitoring, assessment, and corrective action on work implementation. Furthermore, Hasibuan (2019) emphasized that effective supervision can improve employee discipline, responsibility, and work quality. Continuous monitoring and evaluation will motivate personnel to perform optimally due to clear performance standards and accountability.

This finding also aligns with previous research conducted by Rahmawati and Madiistriyatno (2020), which concluded that supervision has a positive and significant impact on police officer performance. Another study by Santoso (2021) further corroborates this finding, stating that effective supervision directly contributes to improved individual and organizational performance. Therefore, this study confirms that supervision is a key factor in improving police officer performance.

The Influence of Task Planning on Personnel Performance

The research results also prove that task planning has a positive and significant effect on personnel performance. This is indicated by the t-statistic value of 2.290, which is greater than the t-table (1.967), with an influence coefficient of 0.245 and a P-value of 0.022 (<0.05). These findings indicate that good, clear, and structured task planning can provide a definite work direction for personnel, thereby minimizing errors, overlapping work, and increasing the efficiency and effectiveness of task implementation.

The results of this study align with the management theory proposed by Terry (2018), who states that planning is the initial management function that plays a crucial role in determining what needs to be done, how it should be done, and when and by whom. Siagian (2016) also emphasized that thorough task planning will make it easier for employees to understand their work responsibilities and the targets to be achieved, thus positively impacting performance.

Furthermore, the results of this study align with previous research conducted by Kemal Taufik and Santoso (2019), which found that work planning significantly impacts the performance of public sector employees. Another study by Madiistriyatno and Imam Santoso (2021) also found that clarity in task planning contributes to improved personnel performance by enhancing focus, coordination, and work effectiveness. Therefore, these research findings

further strengthen the empirical evidence that task planning is a crucial factor in improving personnel performance.

The Effect of Supervision and Task Planning on Personnel Performance Simultaneously

Furthermore, the research results show that supervision and task planning simultaneously influence personnel performance. The R-Square value of 0.441 or 44.1% indicates that variations in personnel performance can be explained by these two variables, while the remaining 55.9% is influenced by other factors outside the research model, such as work motivation, competence, leadership style, and work environment. This finding confirms that personnel performance is not only influenced by a single factor, but is the result of the interaction of various managerial factors within the organization.

These results align with the performance management system theory proposed by Wibowo (2020), which states that employee performance is influenced by the integration of clear planning, targeted implementation, and effective supervision. Supervision without proper planning will lead to unfocused work execution, while planning without supervision has the potential to lead to deviations in task execution. Therefore, synergy between supervision and task planning is a key prerequisite for achieving optimal performance.

The findings of this study are also consistent with previous research conducted by Rahmawati, Madiistriyatno, and Taufik (2020), which concluded that the combination of supervisory and work planning functions significantly impacts the performance of police personnel and the organization. Similar research by Santoso (2021) also confirmed that the integrated implementation of management functions can sustainably improve organizational performance. Therefore, the results of this study reinforce the conclusion that supervision and task planning are strategic factors that must be managed simultaneously to improve the performance of Depok Metro Police personnel.

CONCLUSION

Based on the research results, it can be concluded that supervision has a positive and significant influence on the performance of Depok Metro Police personnel. This finding indicates that supervision carried out systematically, consistently, and continuously can ensure that the implementation of tasks is in accordance with operational standards, organizational regulations, and established performance targets. Supervision functions not only as a control tool, but also as a means of coaching and improving personnel accountability. This conclusion is in line with the views of Handoko (2017) who stated that supervision is an important mechanism for ensuring the achievement of organizational goals, and Hasibuan (2019) who emphasized that effective supervision can improve employee discipline, responsibility, and work quality. Thus, supervision has proven to be a strategic factor in improving the performance of police personnel.

Furthermore, this study concluded that task planning has a positive and significant impact on personnel performance. Clear, structured, and realistic task planning provides a definite work direction, improves coordination, and reduces the potential for errors and overlapping work. Personnel who understand their goals, schedules, and task responsibilities tend to work more focused, efficiently, and effectively. This finding aligns with the management theory proposed by Terry (2018), which positions planning as a fundamental management function in determining organizational work steps. It is also supported by Siagian (2016), who states that thorough task planning will make it easier for employees to achieve performance targets. Therefore, task planning is a crucial element in supporting the improvement of police personnel performance.

Simultaneously, this study concludes that supervision and task planning together significantly influence the performance of Depok Metro Police personnel. This indicates that personnel performance cannot be optimally improved by relying solely on a single management

function; instead, it requires synergy between clear planning and effective supervision. This finding reinforces the performance management system theory proposed by Wibowo (2020), which states that performance is the result of the integration of planning, implementation, and work control. This conclusion also aligns with research by Rahmawati, Madiistriyatno, and Taufik (2020) and Santoso (2021), which emphasizes that the implementation of integrated management functions can sustainably improve organizational performance. Therefore, supervision and task planning are key factors that must be managed simultaneously and continuously to improve police personnel performance.

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