

THE INFLUENCE OF ORGANIZATIONAL CULTURE AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) ON ORGANIZATIONAL COMMITMENT (OC) IN JOINT WOMEN ORGANIZATIONS (GOW) IN THE KEBUMEN DISTRICT

SUBARJO

Department of Management
Mercu Buana Yogyakarta University

SRI HANDAYANI

Department of Management
Mercu Buana Yogyakarta University

<https://doi.org/10.37602/IJSSMR.2022.6105>

ABSTRACT

The Association of Women's Organizations (AWO) is an organization that has a role as a government partner in coordinating and consolidating various women's / women's organizations in an effort to increase capacity in community empowerment. Through activities needed by the community that is packaged in an innovative, creative, adaptive and measurable manner in achieving its goals. The Association of Women's Organizations (AWO) of Kebumen Regency has a strategic role in empowering women in various development fields such as overcoming poverty, unemployment, education, and violence against women and children. This was stated by the Chairman of AWO Kebumen Dede Siswoyo at the 60th anniversary of AWO. As a local government partner organization that is obliged to reduce poverty and be more pro-active in advancing women to become more efficient in realizing their welfare. Thus, the existence of AWO is felt to provide many benefits in overcoming problems that exist in the midst of the community and the region. For example, the Synergy of the Joint Women's Organizations and OPD in dealing with the impact of Covid-19, holding HIV/Aids outreach, drug and TB socialization for high school/vocational school children, sharing with disadvantaged residents every Friday, including compensation for orphans, this proves that AWO was able to create Tough Women. There are 30 women's organizations joined in AWO.

The purpose of this research is to develop knowledge of human resource management related to organizational culture and Organizational Citizenship (OCB), and Organizational Commitment (OC). The sample used in this study was 67 members of the Joint Women's Organization (AWO) in Kebumen Regency using a saturated sampling technique, namely a sampling technique using all members of the population as a sample. The analytical tool used in this study is multiple linear regression analysis. The results of this study indicate that organizational culture has no effect on Organizational Commitment (OC), while Organizational Citizenship Behavior (OCB) has an effect on Organizational Commitment (OC)..

Keywords: Organizational Culture, Organizational Citizenship Behavior (OCB), Organizational Commitment (OC)

1.0 INTRODUCTION

The Association of Women's Organizations (AWO) is an organization that has a role as a government partner in coordinating and consolidating various women's / women's organizations in an effort to increase capacity in community empowerment. Through activities needed by the community that are packaged in an innovative, creative, adaptive and measurable manner in achieving its goals. The Association of Women's Organizations (AWO) of Kebumen Regency has a strategic role in empowering women in various development fields such as overcoming poverty, unemployment, education and violence against women and children. This was stated by the Chairman of AWO Kebumen Dede Siswoyo at the 60th anniversary of AWO. As a local government partner organization that is obliged to reduce poverty and be more pro-active in advancing women to become more efficient in realizing their welfare. Thus, the existence of AWO is felt to provide many benefits in overcoming problems that exist in the midst of the community and the region. For example, the Synergy of the Joint Women's Organizations and OPD in dealing with the impact of Covid-19, holding HIV/Aids outreach, drug and TB socialization for high school/vocational school children, sharing with disadvantaged residents every Friday, including compensation for orphans, this proves that AWO was able to create Tough Women. There are 30 women's organizations joined in AWO.

However, so far in carrying out the organizational wheels within AWO itself there is still a lack of desire by some administrators or members to advance AWO, where managers or members who should always contribute to activities properly, but do not do so optimally. So that the weakness is seen in building organizational commitment or (Organizational Commitment). Meanwhile, Organizational Commitment is needed in realizing organizational goals, especially in organizations that are engaged in the social world like AWO. Another thing that influences is the culture of each organization, because organizational culture is the personality of an organization that grows by a value system that creates norms regarding behavior that is reflected in the perceptions, attitudes and behavior of people in the organization or company thus Culture influences most aspects of organizational or corporate life. Another factor that also gives influence is OCB, because OCB is a behavior that always puts the interests of others first, this is expressed in actions that lead to things that are not to fulfill personal interests, but to achieve the welfare of others. Through the variables Organizational Culture, Organizational Citizenship Behavior (OCB), Organizational Commitment (OC) the researcher intends to identify what factors make the problem of the lack of Organizational Commitment (OC) in AWO Kebumen district will be discussed in this study. While the objects in this study focus on the Management or Members of AWO in Kab. Kebumen. The methodology used is a quantitative research method. The quantitative method is expected to provide measurable and accurate results which can then be used as a source of discussion, source of learning, source of literature, and making conclusions related to the variables that influence commitment building. This research is also expected to be used as a reference for other organizations that have so far experienced difficulties in building commitment in their organizations.

1.1 Objectives of the Study

The purpose of this research is to develop knowledge of human resource management related to organizational culture and Organizational Citizenship (OCB), and Organizational Commitment (OC). The sample used in this study was 67 members of the Joint Women's Organization (AWO) in Kebumen Regency using a saturated sampling technique, namely a sampling technique using all members of the population as a sample. The analytical tool used in this study is multiple linear regression analysis. The results of this study indicate that organizational culture has no effect on Organizational Commitment (OC), while Organizational Citizenship Behavior (OCB) has an effect on Organizational Commitment (OC).

2.0 METHODOLOGY

2.1 Research Approach

This research was conducted using a quantitative approach. Quantitative research is a type of research based on the philosophy of positivism, a quantitative approach method is used to examine certain populations or samples, data collection uses research instruments, quantitative / statistical data analysis which aims to test hypotheses using accurate statistical data tests (Sugiyono, 2012) .

The sample used in this study was 67 members of the Joint Women's Organization (AWO) in Kebumen Regency using a saturated sampling technique, namely a sampling technique using all members of the population as a sample. The analytical tool used in this study is multiple linear regression analysis. The results of this study indicate that organizational culture has no effect on Organizational Commitment (OC), while Organizational Citizenship Behavior (OCB) has an effect on Organizational Commitment (OC).

2.2 Instruments

Organizational culture is measured using seven question items adapted from research conducted by Asih (2012). Organizational Citizenship Behavior (OCB) is measured using twenty items adapted from Megawati and Muslim's research (2013), and Organizational Commitment (OC) is measured using twelve question items adapted from Rubani's research (2011). All instruments use a Likert scale (1-5), namely: (1) strongly disagree, (2) disagree, (3) neutral, (4) agree, and (5) strongly agree.

2.3 Data Analysis Techniques

Testing the hypothesis in this study used multiple linear regression analysis with the t test to test the hypothesis of the effect of the independent variables on the dependent variable partially and the F test to test the hypothesis of the effect of the independent variables on the dependent variable simultaneously or together. Besides that, a descriptive test was also carried out to find out the percentage of research respondents, a coefficient of determination test to see how much influence the independent variables had on the dependent variable.

4.1 RESULT

4.1 Instrument Test

1. Validity Test

Table 1. Validity Test Result

Questions	Sig.	Description
Organizational Culture (X1)		
OC.1	0.000	Valid
OC.2	0.000	Valid
OC.3	0.000	Valid
OC.4	0.000	Valid
OC.5	0.000	Valid
OC.6	0.000	Valid
OC.7	0.000	Valid
Organizational Citizenship Behavior(X2)		
OCB.1	0.000	Valid
OCB.2	0.002	Valid
OCB.3	0.000	Valid
OCB.4	0.000	Valid
OCB.5	0.000	Valid
OCB.6	0.001	Valid
OCB.7	0.000	Valid
OCB.8	0.001	Valid
OCB.9	0.000	Valid
OCB.10	0.000	Valid
OCB.11	0.000	Valid
OCB.12	0.000	Valid
OCB.13	0.000	Valid
OCB.14	0.000	Valid
OCB.15	0.000	Valid
OCB.16	0.000	Valid
OCB.17	0.000	Valid
OCB.18	0.000	Valid
OCB.19	0.001	Valid
OCB.20	0.000	Valid
Organizational Comitment (Y)		
OC.1	0.000	Valid
OC.2	0.000	Valid
OC.3	0.000	Valid
OC.4	0.003	Valid
OC.5	0.001	Valid
OC.6	0.001	Valid

The determination of the valid test results of each statement instrument can be seen from its significance value. If the calculated significance value is smaller than the significance value determined in the study, namely 0.05, the statement items are considered valid and vice versa. So based on Table 1 it shows that all statement instruments of employee loyalty variables are valid because the significance value is less than 0.05.5.

4.2 Reliability Test

Table 2. Reliability Test Results

Variables	Cronbach's Alpha	Critical Value	Description
Budaya Organisasi	0.747	0.6	Reliable
Organizational Citizenship Behavior	0.840	0.6	Reliable
Organizational Comitment	0.722	0.6	Reliable

Based on the reliability test results shown in table 2 above, Cronbach's Alpha values were obtained for all variables, namely Organizational Culture, Organizational Citizenship Behavior and Organizational Commitment. The criterion for determining the reliability of the instrument used in this study is by comparing the value of the Cronbach's Alpha coefficient, if Cronbach's Alpha > 0.6 , the statement items in the instrument tested are declared reliable. From the results of the reliability test in the table above, all research variables have a Cronbach's Alpha value > 0.6 . So that all statement items in research or instruments are declared reliable.

4.3 Classical Assumption Test

The classic assumption test is carried out as a requirement for data linearity and data normality which consists of a normality test, multicollinearity test, heteroscedasticity test, and autocorrelation test. A regression model is declared normal if the significant value is greater than 0.05 at the 5% alpha significance level (Ghozali, 2011)

4.4 Normality Test

The normality test aims to test a research sample whether in the regression model the confounding or residual variables have a normal distribution. To detect the normality of the data, the Kolmogorov Smirnov (K-S) non-parametric statistical test method was used. The research data is normally distributed if the significance value is Asymp. Sig (2-tailed) > 0.05 .

Table 3. Normality Test Results

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		62
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.54346167
	Absolute	.148
Most Extreme Differences	Positive	.148
	Negative	-.110
Test Statistic		.148
Asymp. Sig. (2-tailed)		.002 ^c
Exact Sig. (2-tailed)		.120
Point Probability		.000

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Source: Processed Primary Data (2022)

We can see from the table that the significance value of 0.065 is greater than the significance level of 0.05 so it can be concluded that the residual data values are normally distributed.

5.0 MULTICOLLINEARITY TEST

The multicollinearity test aims to test whether the regression model found a correlation between the independent variables.

Table 4. Multicollinearity Test Results

Variabel	Collinearity Statistics	
	Tolerance	VIF
Budaya Organisasi (X1)	0,724	1,381
Organizational Citizenship Behavior (X2)	0,724	1,381

Source: Processed Primary Data (2022)

Based on table 4.12, the results of the multicollinearity test show that the Tolerance value of all variables (organizational culture, Organizational Citizenship Behavior, and Organizational Commitment) > 0.10 and the VIF value for each independent variable < 10. So it can be concluded that there is no multicollinearity in the model regression between independent variables.

5.1 Heteroscedasticity Test

The heteroscedasticity test was carried out to test whether in the regression model there is an inequality of variance from the residuals from another observation.

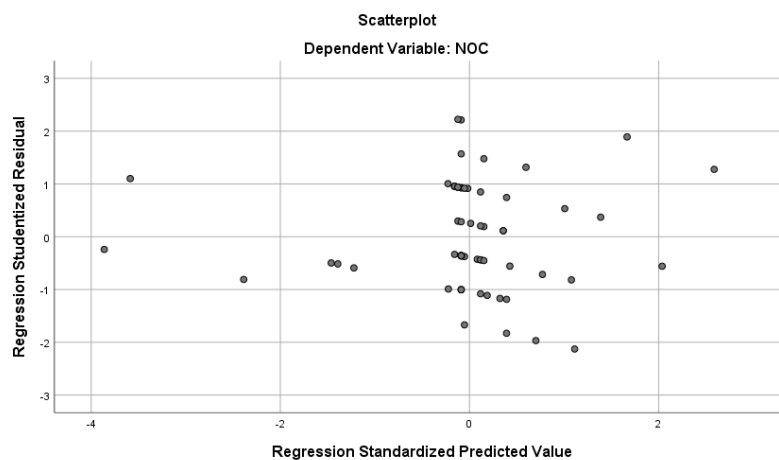


Figure 1. Heteroscedasticity Test Results

From the scatterplot graph in Figure 2, it can be seen that there is no heteroscedasticity. It is evident from the points on the graph that do not form a specific pattern or mean that they spread randomly either above or below the number 0 on the Y axis. Therefore the existing regression model is feasible to use because it is not disturbed by heteroscedasticity.

5.2 Multiple Linear Regression Test

In this study, the data analysis technique used was multiple linear regression techniques. Multiple regression analysis is used to test the hypothesis regarding the effect of the independent variables on the dependent variable simultaneously and partially. Multiple linear regression calculations obtained the following results:

Table 5. Multiple Linear Regression Analysis Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig
		B	Std. Error	Beta		
1	(Constant)	38.507	4.055		9.497	.000
	ORGANIZATIONAL_CULTURE	0.021	.107	-.027	-.192	.848

	ORG_CITIZENSHIP_BEHAVIOR	-.142	.059	-.343	-2.401	.020
--	--------------------------	-------	------	-------	--------	------

Based on the results of the multiple linear regression test shown in Table 4.15, a constant value (a) of 38.507 is obtained, as well as a standardized regression coefficient value for the Organizational Culture variable (β_1) of 0.021 and Organizational Citizenship Behavior (β_2) variable of -0.142. So that the multiple linear regression equation in this study can be stated as follows:

$$Y = 38.507 + -0,027 X_1 + -0,343 X_2 + e$$

Description:

Y = Organizational Commitment

a = Constant

$\beta_1, \beta_2,$ = Regression Coefficient

X1= Organizational Culture

X2= Organizational Citizenship Behavior

e = Error, 5%

1. Berdasarkan persamaan regresi yang diperoleh, maka dapat dijelaskan sebagai berikut: Konstanta (a) sebesar 37,556 menyatakan bahwa jika variabel independen Budaya Organisasi (X1) dan Organizational Citizenship Behavior (X2), maka Organizational Commitment (Y) memiliki nilai sebesar 37,556.
2. Budaya Organisasi mempunyai nilai koefisien regresi (β_1) dengan arah positif sebesar 0,061, artinya jika Budaya Organisasi naik satu satuan maka Organizational Commitment akan meningkat sebesar 0,061.
3. Organizational Citizenship Behavior mempunyai nilai koefisien regresi (β_2) dengan arah positif sebesar 0,087, artinya jika Organizational Citizenship Behavior naik satu satuan maka Organizational Commitment akan meningkat sebesar 0,087.

5.3 Test of the Coefficient of Determination

The coefficient of determination is a way to find out the size of the model's ability to explain the variation of the dependent variable.

Table 6. Determination Coefficient Test Results

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.358 ^a	.128	.099	1.56940

Based on the test results of the coefficient of determination in table 4 or Adjusted R Square of 0.128, it means that organizational culture and organizational citizenship behavior simultaneously affect organizational commitment by 12.8%, while the remaining 87.2% are influenced by other variables outside this study.

5.4 Test t

The t test is used to determine the level of significance or whether there is influence of organizational culture (X1), organizational citizenship behavior (X2) and organizational commitment (Y). The following is the result of the partial test calculation (t test) in table 5.

Table 7. Test Results t

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig
		B	Std. Error	Beta		
1	(Constant)	38.507	4.055		9.497	.000
	BUDAYA_ORGANISASI	0.021	.107	-.027	-.192	.848
	ORG_CITIZENSHIP_BEHAVIOR	-.142	.059	-.343	-2.401	.020

Based on the results of the t test in Table 4.16, the hypothesis decision making in this study is as follows:

1. The Influence of Organizational Culture (X1) on Organizational Commitment (Y)

The organizational culture variable obtained a significance value of 0.848. The significance value is > 0.05, then H01 is accepted and Ha1 is rejected which means partially organizational culture has no effect on organizational commitment in Women's Organizations (AWO) in Kebumen Regency.

2. The Influence of Organizational Citizenship Behavior on Organizational Commitment (Y)

In the organizational citizenship behavior variable, a significance value of 0.020 is obtained. The significance value is <0.05, then H02 is rejected and Ha2 is accepted which means that partially organizational citizenship behavior has a positive and significant effect on organizational commitment to Women's Organizations (AWO) in Kebumen Regency.

Based on the description above, it can be concluded that partially organizational citizenship behavior (X2) has a positive effect on organizational commitment (Y). Meanwhile, the organizational culture variable (X1) partially has no positive and significant effect on organizational commitment (Y).

5.5 F Test

The F test aims to determine whether all independent variables such as organizational culture (X1) and organizational citizenship behavior (X2) together have a significant effect or not on the dependent variable, namely organizational commitment (Y).

Table 8. F test results

Model	F	Sig.
Regression	4.342	.017 ^b
Residual		
Total		

In Table 4.17, the Fcount value is 4.342 and a significance value is 0.000. This test shows that H03 is rejected and Ha4 is accepted with an Fcount value of 4.342 > Ftable value of 2.74 and a significance value of 0.000 < 0.05. Testing the hypothesis explains that organizational culture and organizational citizenship behavior simultaneously have a positive and significant effect on organizational commitment.

5.6 Descriptive Test

Respondents in this study were entrepreneurs from the Women's Organization (AWO) in Kebumen Regency who had been actively operating in the last 1 year. In this study, to clearly describe the respondents as research objects, a classification was made according to the characteristics of the respondents as follows:

Table 9. Description of Respondents

Respondent	Age	Education
Respondent 1	>40 yo	Senior High School
Respondent 2	31 - 40 yo	Senior High School
Respondent 3	> 40 yo	Senior High School
Respondent 4	> 40 yo	Senior High School
Respondent 5	31 - 40 yo	Senior High School
Respondent 6	> 40 yo	Senior High School
Respondent 7	31 - 40 yo	Senior High School
Respondent 8	31 - 40 yo	Senior High School
Respondent 9	> 40 yo	Bachelor
Respondent 10	31 - 40 yo	Senior High School
Respondent 11	31 - 40 yo	Senior High School
Respondent 12	> 40 yo	Senior High School
Respondent 13	> 40 yo	Senior High School
Respondent 14	> 40 yo	Senior High School
Respondent 15	> 40 yo	Senior High School
Respondent 16	> 40 yo	Senior High School
Respondent 17	> 40 yo	Senior High School

Respondent 18	> 40 yo	Senior High School
Respondent 19	31 - 40 yo	Senior High School
Respondent 20	21 - 30 yo	Senior High School
Respondent 21	31 - 40 yo	Senior High School
Respondent 22	21 - 30 yo	Senior High School
Respondent 23	21 - 30 yo	Senior High School
Respondent 24	31 - 40 yo	Senior High School
Respondent 25	> 40 yo	Senior High School
Respondent 26	> 40 yo	Senior High School
Respondent 27	> 40 yo	Senior High School
Respondent 28	> 40 yo	Senior High School
Respondent 29	> 40 yo	Senior High School
Respondent 30	> 40 yo	Senior High School
Respondent 31	> 40 yo	Bachelor
Respondent 32	> 40 yo	Bachelor
Respondent 33	> 40 yo	Senior High School
Respondent 34	> 40 yo	Senior High School
Respondent 35	> 40 yo	Senior High School
Respondent 36	> 40 yo	Senior High School
Respondent 37	> 40 yo	Senior High School
Respondent 38	> 40 yo	Senior High School
Respondent 39	> 40 yo	Senior High School
Respondent 40	31 - 40 yo	Senior High School
Respondent 41	31 - 40 yo	Senior High School
Respondent 42	> 40 yo	Senior High School
Respondent 43	> 40 yo	Senior High School
Respondent 44	> 40 yo	Senior High School
Respondent 45	> 40 yo	Senior High School
Respondent 46	> 40 yo	Senior High School
Respondent 47	> 40 yo	Senior High School
Respondent 48	31 - 40 yo	Senior High School
Respondent 49	31 - 40 yo	Senior High School
Respondent 50	31 - 40 yo	Senior High School
Respondent 51	31 - 40 yo	Senior High School
Respondent 52	> 40 yo	Senior High School
Respondent 53	> 40 yo	Senior High School
Respondent 54	21 - 30 yo	Senior High School
Respondent 55	> 40 yo	Senior High School
Respondent 56	> 40 yo	Bachelor
Respondent 57	> 40 yo	Master
Respondent 58	> 40 yo	Bachelor
Respondent 59	21 - 30 yo	Senior High School
Respondent 60	> 40 yo	Senior High School

Respondent 61	> 40 yo	Senior High School
Respondent 62	31 - 40 yo	Senior High School
Respondent 63	> 40 yo	Bachelor
Respondent 64	> 40 yo	Master
Respondent 65	21 - 30 yo	Bachelor
Respondent 66	21 - 30 yo	Bachelor
Respondent 67	> 40 yo	Senior High School

Characteristics of Respondents Based on Respondent's Age

Based on the results of data processing and research questionnaires, an overview of the ages of the respondents can be obtained as follows:

Table 10. Profile of Respondents by Age

Age	Total	%
21 - 30 yo	7	10,4
31 - 40 yo	16	23,8
> 40 yo	44	65,8

Based on the table it can be seen that the number of respondents based on the age range of 21-30 years in this study were 7 respondents or 10.4%, ages 31-40 years were 16 respondents or 23.8%, and ages > 40 years were 44 people or 65.8%. Thus the respondents in this study were dominated by respondents aged > 40 years..

Characteristics of Respondents Based on Last Education

Based on the results of data processing and research questionnaires, an overview of the last education of the respondents can be obtained as follows:

Table 11. Profile of Respondents by Education

Education	Total	%
Senior High School	57	85,7
Bachelor	8	11,9
Master	2	3

Based on the table it can be seen that the number of respondents based on high school education was 57 respondents or 85.7%, undergraduate education was 8 respondents or 11.9%, and postgraduate education was 2 respondents or 2.4%. Thus the respondents in this study were dominated by users with high school education.

6.0 DISCUSSION

The Influence of Organizational Culture on Organizational Commitment

The results of testing hypothesis 1 (H1) show a significance value of 0.848. This significance value indicates that H01 is accepted and Ha1 is rejected, which means that organizational culture has no significant effect on organizational commitment in the Combined Women's Organizations (AWO) in Kebumen Regency. This shows that in this study organizational culture is not a factor that influences organizational commitment. The higher the level of organizational culture or the lower the level of organizational culture in the Women's Organization (AWO) in Kebumen Regency will not affect organizational commitment.

Effect of Organizational Citizenship Behavior on Organizational Commitment.

The results of testing hypothesis 2 (H2) show a significance value of 0.020. This significance value indicates that H02 is rejected and Ha2 is accepted, which means organizational citizenship behavior has a positive and significant effect on organizational commitment to Women's Organizations (AWO) in Kebumen Regency. The higher the level of organizational citizenship behavior, the better the organizational commitment.

The Influence of Organizational Culture and Organizational Citizenship Behavior on Organizational Commitment.

Based on the test results on hypothesis 3, it is proven that organizational culture and organizational citizenship behavior simultaneously have a positive and significant effect on organizational commitment. This statement proves that the better the organizational culture in an organization, the higher the organizational citizenship behavior of an organization will have an impact on increasing organizational commitment.

7.0 CONSLUSION

Based on the results of the research that has been done, the conclusions in this study are stated as follows:

1. Organizational culture has no significant effect on organizational commitment in Women's Organizations (AWO) in Kebumen Regency. This is indicated by a significance value of 0.848 which is greater than 0.05, so that H01 is accepted and Ha1 is rejected.
2. Organizational citizenship behavior has a positive and significant effect on organizational commitment to the Women's Organization (AWO) in Kebumen Regency. This is indicated by a significance value of 0.020 which is smaller than 0.05, so that H02 is rejected and Ha2 is accepted.
3. Organizational culture and organizational citizenship behavior simultaneously have a positive and significant effect on organizational commitment in Women's Organizations (AWO) in Kebumen Regency. This is indicated by a significance value of 0.000 which is less than 0.05, so H03 is rejected and Ha3 is accepted..

REFERENCES

- Agustina dkk. (2020). Peran Gabungan Organisasi Wanita Dalam Meningkatkan keterampilan Menenun Di Desa Kariango, *Journal Pegguruang: Conference Series/Volume 2, Nomor 2, November (2020)* | eISSN: 2686–3472
- Muis. M.R. dkk, (2018), Pengaruh Budaya Organisasi Dan Komitmen Organisasi Terhadap Kinerja Karyawan, *Jurnal Ekonomi & Ekonomi Syariah Vol 1 No 1 Januari 2018 E-ISSN 2599-3410 | P-ISSN : 2614-3259*
- Kusumajati, Dia A. (2014) *Organizational Citizenship Behavior (OCB) Karyawan Pada Perusahaan, HUMANIORA Vol.5 No.1 April 2014: 62-70*
- Dewi, GAKR. dkk, (2017) (Pengaruh Budaya Organisasi Terhadap Komitmen Organisasional Dan Organizational Silence Pada Pt. Pln (Persero) Rayon Denpasar , *E-Jurnal Manajemen Unud, Vol. 6, No. 1, 2017: 289-316*
- Wibawa, IWS. dkk, (2018) Pengaruh Budaya Organisasi Terhadap Komitmen Organisasional dimediasi Kepuasan Kerja (Studi Pada Pt. Bening Badung-Bali), *E-Jurnal Manajemen Unud, Vol. 7, No. 6, 2018: 3027-3058*
- Robbins, S.P., and Judge, T.A. 2008. *Perilaku Organisasi, Edisi Kedua belas, Jakarta: Salemba Empat.*
- Robbins, Stephen P, 2003. *Perilaku Organisasi, Jilid 2, PT. Indeks Kelompok Robbins, Stephen P. & Timothy A. Judge. 2009. Organizational Behavior. 13 Three Edition, USA: Pearson International Edition, Prentice -Hall.*
- Robbins, Stephen P. 2001. *Perilaku Organisasi, Edisi 8. Prentice Hall, Jakarta.*
- Robbins, Stephen P., & Judge, Timothy A. 2008a. *Perilaku Organisasi buku 1 edisi ke-12. Jakarta: Salemba Empat.*
- Schuler, Randal S. dan Jackson, Susan E, 1996, *Manajemen Sumber Daya Manusia Menghadapi Abad ke 21, Jilid 2, Edisi Keenam, Penerbit Erlangga, Jakarta.*
- Robbins, Stephen P. (2013). *Perilaku Organisasi, Konsep, Kontroversi, Aplikasi, Jilid II, Alih Bahasa Hadyana Pujaatmaka dan Benyamin Molan, Jakarta: Prenhallindo.*
- Wening, N. 2005. Pengaruh Ketidakamanan Kerja Sebagai Dampak Restrukturisasi Terhadap Kepuasan Kerja, Komitmen Organisasi, dan Intensi Keluar Survivor. *Jurnal Bisnis dan Ekonomi. Vol. 9 No. 2 Hal. 136*
- Sopiah. 2008. *Perilaku Organisasi. Edisi 1. Yogyakarta: ANDI.*
- Edy, Sutrisno. (2010). “Budaya Organisasi “. Jakarta: Penerbit Kencana
- Martins, E.C & Terblance, F. (2003), *Building organizational culture that’s stimulates creativity and innovation”, European Journal of Innovation Management, vol. 6. No. 1, pp.64-74.*

Edy, Sutrisno. 2011. Manajemen Sumber Daya Manusia. Penerbit: Jakarta, Kencana.
Greenberg, Jerald dan Robert A. Baron. 2003. Behavior in Organization. Prentice Hall. New Jersey.