

DAFTAR PUSTAKA

- Abidin, Z. (2007). Psikologi dalam pemerintahan. *Manusia Sebagai Animal Symbolicum*. <https://medium.com/@arifwicaksanaa/pengertian-use-case-a7e576e1b6bf>
- Ager, K., Albrecht, N. J., & Cohen, P. M. (2015). Mindfulness in Schools Research Project: Exploring Students' Perspectives of Mindfulness—What are students' perspectives of learning mindfulness practices at school? *Psychology, 06*(07), 896–914. <https://doi.org/10.4236/psych.2015.67088>
- Akan, O. H., Allen, R. S., & White, C. S. (2009). Equity sensitivity and organizational citizenship behavior in a team environment. *Small Group Research*. <https://doi.org/10.1177/1046496408326575>
- Aksel, I., Serinkan, C., Kiziloglu, M., & Aksoy, B. (2013). Assessment of Teachers' Perceptions of Organizational Citizenship Behaviors and Psychological Empowerment: An Empirical Analysis in Turkey. *Procedia - Social and Behavioral Sciences, 89*, 69–73. <https://doi.org/10.1016/j.sbspro.2013.08.811>
- Altinkurt, Y., Anasiz, B. T., & Ekinci, C. E. (2016). The relationships between structural and psychological empowerment of teachers and their organizational citizenship behaviors. *Eduication and Science, 41*(187), 79–96. <https://doi.org/10.15390/EB.2016.6437>
- Aponno, E. H., Brasit, N., Taba, M. I., & Muhammad Yunus Amar. (2017). Factors That Influence Organizational Citizenship Behavior and Employees Performance "Pela Gandong". *Scientific Research Journal (SCIRJ), V(Vi)*, 10–26.
- Ariani, D. W. (2012). Linking the Self-Esteem to Organizational Citizenship Behavior. *Business and Management Research*, 1(2). <https://doi.org/10.5430/bmr.v1n2p26>
- Avolio, B. J., Zhu, W., Koh, W., & Bhatia, P. (2004). Transformational leadership

- and organizational commitment: Mediating role of psychological empowerment and moderating role of structure
- Avolio, B. J., Zhu, W., Koh, W., & Bhatia, P. (2004). Transformational leadership and organizational commitment: Mediation. *Journal of Organizational Behavior*, 25(8), 951–968.
- Bakotić, D., & Babić, T. (2013). *Relationship between Working Conditions and Job Satisfaction : The Case of Croatian Shipbuilding Company*. 4(2), 206–213.
- Balqis, P., Usman, N., & Ibrahim, S. (2014). Kompetensi Pedagogik Guru dalam Meningkatkan Motivasi Belajar siswa pada SMPN 3 Ingin Jaya Kabupaten Aceh Besar. *Jurnal Administrasi Pendidikan*, 14(1), 25–38.
- Bambale, A. J. A. S., & Shamsudin, F. M. (2011). Stimulating Organizational Citizenship Behavior (Ocb) Research for Theory Development : Exploration of Leadership Paradigms. *International Journal Of Academic Research in Business and Social Sciences*, 1, 48–69.
- Bashir, A., Amir, A., Jawaad, M., & Hasan, T. (2020). Work conditions and job performance: An indirect conditional effect of motivation. *Cogent Business and Management*, 7(1). <https://doi.org/10.1080/23311975.2020.1801961>
- Bateman, T. S., & Organ, D. W. (1983). Job Satisfaction and the Good Soldier: The Relationship Between Affect and Employee “Citizenship”. *Academy of Management Journal*, 26(4), 587–595. <https://doi.org/10.2307/255908>
- Battaglia, A. J. (2017). Legislators as leaders: investigating and elucidating the influence of gender, religious beliefs, and mindfulness on legislative decision making. In *Case Western Reserve University* (Vol. 1, Issue 1). <https://doi.org/10.1111/j.1469-7610.2010.02280.x>
- Bauernfeind, U., & Tominz, P. (2012). *The Development of Organizational Culture and Organizational Citizenship Behaviour during the Preopening of a Hotel – The Case of Kempinski*.
- Bernadetha Nadeak, G. (2016). The effect of the cultural organization, leadership, job satisfaction, and organizational citizenship behavior lecturer in the

- christian university of indonesia. *Jurnal Ilmiah Educational Management*, 7.
- Bogler, R., & Somech, A. (2005). Organizational citizenship behavior in school. *Journal of Educational Administration*, 43(5), 420–438. <https://doi.org/10.1108/09578230510615215>
- Bolino, M. C. (2016). Citizenship and Impression Management: Good Soldiers or Good Actors? *Organizational Influence Processes, Second Edition*, 24(1), 480–503. <https://doi.org/10.4324/9781315290614-39>
- Bukhari, Z. ullah, Ali, U., Shahzad, K., & Bashir, S. (2009). Determinants of organizational citizenship behavior in Pakistan. *International Review of Business Research Papers*, 5(2), 132–150.
- Costa, P. L., Graça, A. M., Marques-Quintiero, P., Santos, C. M., Caetano, A., & Passos, A. M. (2013). Multilevel research in the field of organizational behavior: An empirical look at 10 years of theory and research. In *SAGE Open*. <https://doi.org/10.1177/2158244013498244>
- Crossan, M. M., Vieira da Cunha, J., Cunha, M. P. E., & Vera, D. (2011). Time and Organizational Improvisation. *SSRN Electronic Journal*, 7(519). <https://doi.org/10.2139/ssrn.881839>
- Daly, P. S., DuBose, P. B., Owyar-Hosseini, M. M., Baik, K., & Stark, E. M. (2015). Antecedents of organizational citizenship behavior in a sample of Korean manufacturing employees. *International Journal of Cross Cultural Management*. <https://doi.org/10.1177/1470595814552740>
- Daly, P. S., Owyar-Hosseini, M., & Alloughani, M. E. (2014). Antecedents of citizenship behavior in Arab employees in Kuwait. *International Journal of Cross Cultural Management*, 14(2), 239–260. <https://doi.org/10.1177/1470595814522772>
- Dane, E. (2011). Paying attention to mindfulness and its effects on task performance in the workplace. *Journal of Management*, 37(4), 997–1018. <https://doi.org/10.1177/0149206310367948>

- Dewi, D. A., Senen, S. H., & Masharyono, M. (2018). Gambaran Kemampuan, Lingkungan Kerja Sosial Dan Kinerja Karyawan. *Journal of Business Management Education (JBME)*, 3(3), 145–154. <https://doi.org/10.17509/jbme.v3i3.14318>
- DiPaola, M. F., & Hoy, W. K. (2005). Organizational Citizenship of Faculty and Achievement of High School Students. *The High School Journal*, 88(3), 35–44. <https://doi.org/10.1353/hsj.2005.0002>
- DiPaola, M. F., & Mendes da Costa Neves, P. M. (2009). Organizational citizenship behaviors in American and Portuguese public schools. *Journal of Educational Administration*, 47(4), 490–507. <https://doi.org/10.1108/09578230910967464>
- Dipaola, M., & Tschannen-Moran, M. (2001). Organizational Citizenship Behavior in Schools and Its Relationship to School Climate. *Journal of School Leadership*, 11(5), 424–447. <https://doi.org/10.1177/105268460101100503>
- Dyne, L. Van, & Wrobel, K. (2004). The circumplex model and the future of OCB research. In *Nova science publishers, IN* (pp. 1–22). Nova.
- Ehtiyar, V. R., Aktas Alan, A., & Oemueris, E. (2010). The role of organizational citizenship behavior on university students' academic success. *Tourism and Hospitality Management*, 16(1), 47–61. <https://doi.org/10.20867/thm.16.1.4>
- Elstad, E., Christophersen, K. A., & Turmo, A. (2012). Exploring antecedents of organizational citizenship behaviour among teachers at Norwegian folk high schools. *Studies in Continuing Education*, 34(2), 175–189. <https://doi.org/10.1080/0158037X.2011.611798>
- Elstad, E., Christophersen, K. A., & Turmo, A. (2013a). Antecedents of Organizational Citizenship Behavior Among Educators in Language Education for Adult Immigrants in Norway. *Adult Education Quarterly*, 63(1), 78–96. <https://doi.org/10.1177/0741713611429386>
- Elstad, E., Christophersen, K. A., & Turmo, A. (2013b). Antecedents of Organizational Citizenship Behavior Among Educators in Language

- Education for Adult Immigrants in Norway. *Adult Education Quarterly*, 63(1), 78–96. <https://doi.org/10.1177/0741713611429386>
- Ertürk, A. (2007). Increasing organizational citizenship behaviors of Turkish academicians: Mediating role of trust in supervisor on the relationship between organizational justice and citizenship behaviors. *Journal of Managerial Psychology*, 22(3), 257–270. <https://doi.org/10.1108/02683940710733089>
- Evans, K., & Vasquez, E. (2017). Mindfulness based stress reduction and citizenship education: A systemic review of the empirical literature. *Mindfulness & Compassion*, 2(2), 159–169. <https://doi.org/10.1016/j.mincom.2017.09.005>
- Fiftyana, B. S., & Sawitri, D. R. (2020). Hubungan Antara Kecerdasan Emosional Dengan Organizational Citizenship Behavior (Ocb) Pada Guru Sekolah Dasar (Sd) Negeri Di Kecamatan Banyumanik Kota Semarang. *Jurnal EMPATI*, 7(1), 397–405. <https://doi.org/10.14710/empati.2018.20256>
- Gautam, T., Van Dick, R., Wagner, U., Upadhyay, N., & Davis, A. J. (2005). Organizational citizenship behavior and organizational commitment in Nepal. *Asian Journal of Social Psychology*, 8(3), 305–314. <https://doi.org/10.1111/j.1467-839X.2005.00172.x>
- Hanges, P. J., & Dickson, M. W. (2004). The development and validation of the GLOBE culture and leadership scales. *Culture, Leadership, and Organizations: The GLOBE Study of 62 Societies*, January, 122–151. https://www.researchgate.net/profile/Paul_Hanges/publication/305397723_The_Development_and_Validation_of_the_GLOBE_Culture_and_Leadership_Scales/links/590b581aa6fdcc49617ab23c/The-Development-and-Validation-of-the-GLOBE-Culture-and-Leadership-Scales.pdf%252
- Hanson, J. L., Niqab, M., & Arif, T. (2022). Organizational Citizenship Behaviour (OCB) In Educational Settings: A Narrative Review. *JISR Management and Social Sciences & Economics*, 20(1), 21–42. <https://doi.org/10.31384/jisrmsse/2022.20.1.2>

- Herman, S. (2008). Professor Delight : *Journal of Management Education*, 32(5), 563–579. <https://doi.org/10.1177/1052562907307642>
- Hoesny, M. U., & Darmayanti, R. (2021). Permasalahan dan Solusi Untuk Meningkatkan Kompetensi dan Kualitas Guru: Sebuah Kajian Pustaka. *Scholaria: Jurnal Pendidikan Dan Kebudayaan*, 11(2), 123–132.
- Holtgraves, T. (2004). Social Desirability and Self-Reports: Testing Models of Socially Desirable Responding. *Personality and Social Psychology Bulletin*, 30(2), 161–172. <https://doi.org/10.1177/0146167203259930>
- Iftikhar, M., Shahid, M. U., Shahab, M. H., Mobeen, M., & Qureshi, M. I. (2016). Exploring the relationship among organizational citizenship behavior, psychological empowerment and turnover intentions with the mediating role of affective commitment. *International Review of Management and Marketing*, 6(4).
- Jackson, C. L., Colquitt, J. A., Wesson, M. J., & Zapata-Phelan, C. P. (2006). Psychological collectivism: A measurement validation and linkage to group member performance. *Journal of Applied Psychology*, 91(4), 884–899. <https://doi.org/10.1037/0021-9010.91.4.884>
- Jackson, J. C. (2009). Organizational citizenship behaviors, collective teacher efficacy, and student achievement in elementary schools. [College of William and Mary W&M ScholarWorks]. In *The College of William and Mary in Virginia*. <https://doi.org/https://dx.doi.org/doi:10.25774/w4-e34v-hv77>
- Jalismen, M. (2015). Pengaruh Budaya Organisasi Dan Etika Terhadap Organizational Citizenship Behavior (Ocb) Guru Sma Negeri Di Sipora Kabupaten Kepulauan Mentawai. *Jurnal Manajemen Pendidikan*, 6(2), 1160–1167. <https://doi.org/10.21009/jmp.v6i2.1865>
- Jaya, E. ., Hartana, G. T. ., & Mangunjaya, W. . (2011). Menyidik keberadaan social desirability (SD) pada variabel penelitian perilaku. *Jurnal Psikologi Indonesia*, VIII(1), 54–62.

- Jena, R. K., & Goswami, R. (2014). Measuring the Determinants of Organizational Citizenship Behaviour. *Global Business Review*, 15(2), 381–396. <https://doi.org/10.1177/0972150914523587>
- Jimmieson, N. L., Hannam, R. L., & Yeo, G. B. (2010). Teacher organizational citizenship behaviours and job efficacy: Implications for student quality of school life. *British Journal of Psychology*, 101(3), 453–479. <https://doi.org/10.1348/000712609X470572>
- Kapoor, S. (2016). Organizational Behavior. *J.Adv.Res.HR Organ.Mgmt*, 3 (4)(April), 46–50. <https://doi.org/10.4324/9780203385418>
- Kizilos, M. A., Cummings, C., & Cummings, T. G. (2013). How High-Involvement Work Processes Increase Organization Performance: The Role of Organizational Citizenship Behavior. *Journal of Applied Behavioral Science*. <https://doi.org/10.1177/0021886313479998>
- Konovsky, M. A., & Organ, D. W. (1996). *Dispositional and Contextual Determinants of Organizational Citizenship Behavior*. 17(September 1993), 253–266.
- Kumar, K., Bakhshi, A., & Rani, E. (2009). Linking the Big Five personality domains to Organizational citizenship behavior. *International Journal of Psychological Studies*, 1(2), 73. <https://doi.org/10.5539/ijps.v1n2p73>
- Lambert, E. G., & Hogan, N. L. (2013). The Association of Distributive and Procedural Justice With Organizational Citizenship Behavior. *The Prison Journal*. <https://doi.org/10.1177/0032885513490491>
- Langer, E. J., & Moldoveanu, M. (2000). The construct of mindfulness. *Journal of Social Issues*, 56(1), 1–9. <https://doi.org/10.1111/0022-4537.00148>
- Laschinger, H. K. (2012). CWEQ - Conditions for work effectiveness questionnaire I and II. In *Lashinger Research*. <http://publish.uwo.ca/~hkl/tools/cweq/index.html>
- Lase, A. (2016). Hubungan Antara Motivasi Belajar Dengan Disiplin Belajar.

- Jurnal Warta*, 48(2), 1–16.
- Lauermann, F., & König, J. (2016). Teachers' professional competence and wellbeing: Understanding the links between general pedagogical knowledge, self-efficacy and burnout. *Learning and Instruction*, 45, 9–19. <https://doi.org/10.1016/j.learninstruc.2016.06.006>
- Lee, Y. H., Woo, B., & Kim, Y. (2017). Transformational leadership and organizational citizenship behavior: Mediating role of affective commitment. *International Journal of Sports Science & Coaching*. <https://doi.org/10.1177/1747954117725286>
- Lei Wang, Howell, J. P., Hinrichs, K. T., & Prieto, L. (2011). Organizational Citizenship Behavior: The Role of Value/Identity-Based Motivation. *Journal of Leadership & Organizational Studies*. <https://doi.org/10.1177/1548051810382011>
- Lestari, Y. A., & Purwanti, M. (2018). Hubungan Kompetensi Pedadodik, Profesional, Sosial, dan Kepribadian pada Guru Sekolah Informal X. *Jurnal Kependidikan*, 2(1), 197–208.
- Li, N., Chiaburu, D. S., & Kirkman, B. L. (2017). Cross-Level Influences of Empowering Leadership on Citizenship Behavior: Organizational Support Climate as a Double-Edged Sword. *Journal of Management*, 43(4), 1076–1102. <https://doi.org/10.1177/0149206314546193>
- Li, X. (2013). Chinese school teachers' organizational citizenship behavior (OCB): Predictors and outcomes. *PsyCh Journal*, 2(2), 146–159. <https://doi.org/10.1002/pchj.28>
- Li, Y. Y., Hsu, A. C., & Liu, Y. C. A. (2013). Earnings shortfalls, earnings management, and corporate performance. *Banking and Finance Review*, 5(1), 41–60. <https://doi.org/10.1002/jclf>
- Lo, M. C., & Ramayah, T. (2009). Dimensionality of Organizational Citizenship Behavior (OCB) in a Multicultural Society: The Case of Malaysia.

- International Business Research*, 2(1). <https://doi.org/10.5539/ibr.v2n1p48>
- Ma, E., Qu, H., & Wilson, M. (2013). The Affective and Dispositional Consequences of Organizational Citizenship Behavior: A Cross-Cultural Study. *Journal of Hospitality and Tourism Research*. <https://doi.org/10.1177/1096348013503991>
- MacKenzie, S. B., Podsakoff, P. M., & Rich, G. A. (2001). Transformational and transactional leadership and salesperson performance. *Journal of the Academy of Marketing Science*, 29(2), 115–134. <https://doi.org/10.1177/03079459994506>
- Matsumoto, D., & Juang, L. (2013). *Culture and Psychology. Fifth Edition. International Edition.*
- Memon, M. A., Ting, H., Cheah, J.-H., Thurasamy, R., Chuah, F., & Cham, T. H. (2020). Sample Size for Survey Research: Review and Recommendations. *Journal of Applied Structural Equation Modeling*, 4(2), i–xx. [https://doi.org/10.47263/jasem.4\(2\)01](https://doi.org/10.47263/jasem.4(2)01)
- Moorman, C., & Miner, A. S. (1998). The convergence of planning and execution: Improvisation in new product development. *Journal of Marketing*, 62(3), 1–20. <https://doi.org/10.2307/1251740>
- Mulligan, R. (2018). *MINDFULNESS MATTERS: The Effects of Mindfulness on Organizational Citizenship Behavior* [CLAREMONT McKENNA COLLEGE]. http://scholarship.claremont.edu/cmc_theses/1992
- Nahum-Shani, I., & Somech, A. (2011). Leadership, OCB and individual differences: Idiocentrism and allocentrism as moderators of the relationship between transformational and transactional leadership and OCB. *Leadership Quarterly*, 22(2), 353–366. <https://doi.org/10.1016/j.lequa.2011.02.010>
- Nasra, M. A., & Heilbrunn, S. (2016). Transformational leadership and organizational citizenship behavior in the Arab educational system in Israel: The impact of trust and job satisfaction. *Educational Management*

- Administration & Leadership.* <https://doi.org/10.1177/1741143214549975>
- Neves, P. C., Paixão, R., Alarcão, M., & Gomes, A. D. (2014a). Organizational citizenship behavior in schools: Validation of a Questionnaire. *The Spanish Journal of Psychology, 17*(e17), 1–8. <https://doi.org/10.1017/sjp.2014.20>
- Neves, P. C., Paixão, R., Alarcão, M., & Gomes, A. D. (2014b). Organizational citizenship behavior in schools: Validation of a questionnaire. *Spanish Journal of Psychology, 17*(2). <https://doi.org/10.1017/sjp.2014.20>
- Nguyen, B., Chang, K., Rowley, C., & Japutra, A. (2016). Organizational citizenship behavior, identification, psychological contract and leadership frames. *Asia-Pacific Journal of Business Administration, 8*(3), 260–280. <https://doi.org/10.1108/APJBA-01-2016-0010>
- Niqab, M., McClelland, R. J., Sharma, S., & Kannan, S. (2015). Promoting organisational citizenship behaviour in schools through Principal's Leadership Skills . In *ResearchGate Research Project* (Issue December). <https://www.researchgate.net/publication/285577694>
- Nurhayati, I., & Kartika, A. (2020). Pengaruh Struktur Modal Dan Profitabilitas Terhadap Nilai Perusahaan Dengan Kebijakan Dividen Sebagai Variabel Moderasi Pada Perusahaan Manufaktur Tahun 2016-2018. *Journal of Chemical Information and Modeling, 9*(2), 133–144.
- Ocampo, L. A., Tan, T. A. G., & Sia, L. A. (2018). Using fuzzy DEMATEL in modeling the causal relationships of the antecedents of organizational citizenship behavior (OCB) in the hospitality industry: A case study in the Philippines. *Journal of Hospitality and Tourism Management, 34*. <https://doi.org/10.1016/j.jhtm.2017.11.002>
- Ocampo, L., Acedillo, V., Bacunador, A. M., Balo, C. C., Lagdameo, Y. J., & Tupa, N. S. (2018). A historical review of the development of organizational citizenship behavior (OCB) and its implications for the twenty-first century. In *Personnel Review* (Vol. 47, Issue 4). <https://doi.org/10.1108/PR-04-2017-0136>

- OECD. (2019). PISA 2018 Results COMBINED EXECUTIVE SUMMARIES. In *OECD: Vol. I.* <https://doi.org/10.1787/g222d18af-en>
- OECD, & ADB. (2015). Education in Indonesia: Rising to the Challenge. In *Far Eastern Survey* (Vol. 20, Issue 15). <http://www.adb.org/sites/default/files/publication/156821/education-indonesia-rising-challenge.pdf>
- Onn, C. Y., Yunus, J. @ N. bin, & Yusof, H. binti. (2016). The Importance of Organisational Citizenship Behaviour in Malaysian Education. *International Journal of Academic Research in Business and Social Sciences*, 6(11), 740–746. <https://doi.org/10.6007/IJARBSS/v6-i11/2475>
- Oplatka, I. (2006). Going beyond role expectations: Toward an understanding of the determinants and components of teacher organizational citizenship behavior. *Educational Administration Quarterly*, 42(3), 385–423. <https://doi.org/10.1177/0013161X05285987>
- Oplatka, I. (2009). Organizational citizenship behavior in teaching. *International Journal of Educational Management*, 23(5), 375–389. <https://doi.org/10.1108/09513540910970476>
- Oplatka, I. (2017). The Qualitative Report. *The Qualitative Report*, 22(10), 2544–2547. <http://nsuworks.nova.edu/tqr%0Ahttp://nsuworks.nova.edu/tqr/vol22/iss10/2>
- Oplatka, I., & Stundi, M. (2011). The components and determinants of preschool teacher organisational citizenship behaviour. *International Journal of Educational Management*, 25(3), 223–236. <https://doi.org/10.1108/09513541111120079>
- Organ, D. W. (2015). Organizational Citizenship Behavior. In *International Encyclopedia of the Social & Behavioral Sciences: Second Edition*. <https://doi.org/10.1016/B978-0-08-097086-8.22031-X>
- Patel, T. G. (2017). *Benefits of Mindfulness in the Workplace: The Effects of*

- Mindful Practices on Counterproductive Workplace Behaviors and Organizational Citizenship Behaviors* [Auburn University]. <http://etd.auburn.edu/handle/10415/6049>
- Pirson, M. A., & Langer, E. (2015). Developing the Langer Mindfulness Scale. *Academy of Management Proceedings*, 2015(1), 11308. <https://doi.org/10.5465/ambpp.2015.11308abstract>
- Podsakoff, P. M., MacKenzie, S. B., Paine, J. B., & Bachrach, D. G. (2000). Organizational Citizenship Behaviors: A Critical Review. *Journal of Management*, 26(3), 513–563.
- Putri, D. P. (2018). Pendidikan Karakter Pada Anak Sekolah Dasar di Era Digital [Character Education in Primary School Children in the Digital Age]. *Ar-Riayah : Jurnal Pendidikan Dasar*, 2(1), 37.
- Robbin, S., & Judge, T. (2015). *Organizational Behaviour : Organizational Contexts*. In S. (editor in chief) Wall (Ed.), *Pearson* (16th ed.). Pearson Education Limited 2015.
- Robbins, S. P., & Judge, T. A. (2013). *Organizational Behavior*. Pearson.
- Saragih, N. M., Sinulingga, S., & Siahaan, E. (2019). *The Influence of Individual and Work Characteristics on Organizational Citizenship Behavior with Work Culture as Moderating Variable at PT . Jasa Marga (Persero) Tbk Balmera*. 21(1), 47–52. <https://doi.org/10.9790/487X-2101024752>
- Saravanakumar, A. (Alagappa U. (2014). What Is Organizational Behaviour? PART 1 UNDERSTANDING THE WORKPLACE. In *Organizational Behavior* (p. 53). University Aligappa.
- Schleicher, A. (2011). Building a high-quality teaching profession: Lessons from around the world. In *OECD*. <https://doi.org/10.1787/9789264113046-en>
- Scott, W. R., Smith, K. G., & Hitt, M. A. (2005). Institutional theory : contributing to a theoretical research program chapter prepared for great minds in management : the process of theory. *Great Minds in Management: The*

- Process of Theory Development*, February, 460–485.
- Sesen, H., & Basim, N. H. (2012). Impact of satisfaction and commitment on teachers' organizational citizenship. *Educational Psychology*, 32(4), 475–491. <https://doi.org/10.1080/01443410.2012.670900>
- Shaheen, M., Gupta, R., & Kumar, Y. L. N. (2016). Exploring Dimensions of Teachers' OCB from Stakeholder's Perspective: A Study in India. *The Qualitative Report*.
- Silverthorne, C. P. (2005). Organizational psychology in cross-cultural perspective. *Organizational Psychology in Cross-Cultural Perspective*. <http://ovidsp.ovid.com/ovidweb.cgi?T=JS&PAGE=reference&D=psyc4&NE WS=N&AN=2004-22281-000>
- Sofia, I. P. (2014). *The Affect of Work Environment, Job Satisfaction, Organization Commitment on OCB*. 5(February 2015), 10–18.
- Somech, A. (2016). The cost of going the extra mile: The relationship between teachers' organizational citizenship behavior, role stressors, and strain with the buffering effect of job autonomy. *Teachers and Teaching: Theory and Practice*. <https://doi.org/10.1080/13540602.2015.1082734>
- Somech, A., & Bogler, R. (2002). Antecedents and consequences of teacher organizational and professional commitment. *Educational Administration Quarterly*. <https://doi.org/10.1177/001316102237672>
- Somech, A., & Khotaba, S. (2017). An integrative model for understanding team organizational citizenship behavior: Its antecedents and consequences for educational teams". *Journal of Educational Administration*, 55(6), 671–685. [https://doi.org/https://doi.org/10.1108/JEA-09-2016-0104 Permanent](https://doi.org/https://doi.org/10.1108/JEA-09-2016-0104)
- Somech, A., & Ron, I. (2007a). Promoting organizational citizenship behavior in schools: The impact of individual and organizational characteristics. *Educational Administration Quarterly*, 43(1), 38–66. <https://doi.org/10.1177/0013161X06291254>

- Somech, A., & Ron, I. (2007b). Promoting organizational citizenship behavior in schools: The impact of individual and organizational characteristics. *Educational Administration Quarterly*, 43(1), 38–66. <https://doi.org/10.1177/0013161X06291254>
- Subramaniam, M. M., & Panchanatham, N. (2015). Impact of Spiritual Intelligence and Mindfulness on Organizational Citizenship Behavior. *IJSR-INTERNATIONAL JOURNAL OF SCIENTIFIC RESEARCH*, 1.
- Teixeira, A., Nogueira, M., & Alves, P. (2016). Structural empowerment in nursing: translation, adaptation and validation of the Conditions of Work Effectiveness Questionnaire II. *Revista de Enfermagem Referência*, IV Série(10), 39–48. <https://doi.org/10.12707/RIV16014>
- Triandis, H. C. (1996). The Psychological Measurement of Cultural Syndromes. *American Psychologist*, 51(4), 407–415. <https://doi.org/10.1037/0003-066X.51.4.407>
- Turan, S., & Sny, C. L. (1996). *An Exploration of Transformational Leadership and its role in Strategic Planning* (Issue October).
- Ullah Bukhari, Z. (2001). Key Antecedents of Organizational Citizenship Behavior (OCB) in the Banking Sector of Pakistan. *International Journal of Business and Management*, 3(12), 106–115. <http://journal.ccsenet.org/index.php/ijbm/article/view/712>
- UNESCO. (2017). GEM Report: Accountability in Education, Meeting our commitments. In UNESCO. <https://doi.org/10.4324/9781315021348>
- Vigoda-Gadot, E., Beeri, I., Birman-Shemesh, T., & Somech, A. (2007). Group-level organizational citizenship behavior in the education system: A scale reconstruction and validation. *Educational Administration Quarterly*. <https://doi.org/10.1177/0013161X07299435>
- Wawire, L. K., & Namusonge, M. (2019). Work Environment and Employee Performance in Public Secondary Schools in Juja Sub Work Environment and

- Employee Performance in Public Secondary Schools in Juja Sub. *The Strategic Journal of Business and Management Change*, 6(4), 1325–1334.
- Wegman, L. A., Hoffman, B. J., Carter, N. T., Twenge, J. M., & Guenole, N. (2018). Placing Job Characteristics in Context: Cross-Temporal Meta-Analysis of Changes in Job Characteristics Since 1975. *Journal of Management*, 44(1), 352–386. <https://doi.org/10.1177/0149206316654545>
- WorldBank. (2020). *Indonesia Public Expenditure Review: Spending for Better Results*.
- Yucel, C. (2008). TEACHER BURNOUT AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR IN TURKISH ELEMENTARY SCHOOLS. *Educational Planning*, 17(1).
- Zhang, Z., Wang, M., & Shi, J. (2012). Leader-follower congruence in proactive personality and work outcomes: The mediating role of leader-member exchange. *Academy of Management Journal*, 55(1), 111–130. <https://doi.org/10.5465/amj.2009.0865>
- Zheng, M. M. (2019). Empowerment across Cultures: How National Culture Affects Structural and Psychological Empowerment and Employee Engagement. *Journal of Marketing Development and Competitiveness*, 13(3), 144–156. <https://doi.org/10.33423/jmdc.v13i3.2245>