

DAFTAR PUSTAKA

- A.A. Anwar Prabu Mangkunegara. (2009). *Manajemen Sumber Daya Manusia*. Bandung: PT. Remaja Rosdakarya.
- Adams, J. S. (1963) Toward an understanding of inequity. *Journal of Abnormal and Social Psychology*. 67, 422-436.
- Allen, N.J.dan J.P. Meyer. (1991). The Measurement and Antecedents of Affective, Continuance and Normative Commitment to the Organizational. *Journal of Occupational Psychology*. 63 (1): 1-18.
- Arikunto, S. (2002). Metodologi Penelitian Suatu Pendekatan Proposal. Jakarta: PT. Rineka Cipta.
- Ari Warokka, Cristina G. Gallato dan Thamendren. (2012). Organizational Justice in Performance Appraisal System and Work Performance: Evidence from an Emerging Market. *Journal of Human Resources Management Research*. Vol. 2012.
- Bernardin, H. J., & Beatty, R. W. (1984). Performance appraisal: Assessing human behavior at work. Boston: Kent.
- Bies, R.J., & Moag, J.S (1986). Interactional Justice: Communication criteria of fairness. In R.J Lewicki, B.H. Sheppard, & M.H. Bazerman (Eds), *Research on negotiation in organizations* (pp.43-55). Greenwich, CT: JAI Press.
- Bies, R.J. and Shapiro, D.L. (1987). Interactional Fairness Judgments: *The Influence of Causal Accounts. Social Justice Research*, 1, 199-218.
- Bies, R.J., Shapiro, D.L. and Cummings, L.L (1988). Casual Accounts and Managing Organizational Conflicts. Is it Enough to Say It's Not My Fault? *Communications Research*, 15, 381-399.
- Cascio Weyne F. (2013), Managing Human Resorce Management Productivity, *Quality of Work Life, Profits, 9th edition*, McGraw-Hill Irwin, New York America.
- Cawley, B. D., Keeping, L. M., & Levy, P. E., (1998). Participation in the performance appraisal process and employee reactions: A meta-analytic

- review of field investigations. *Journal of Applied Psychology*, 83, 615–633.
- Cheng, S.Y. (2014). The mediating role of organizational justice on the relationship between administrative performance appraisal practices and organizational commitment. *The International Journal of Human Resource Management*, 25(8):1131-1148.
- Cohen-Charash, Y., & Spector, P. E. (2001) . The role of justice in organizations: A meta-analysis. *Organizational Behavior and Human Decision Processes.*, 86, 278–321.
- Colquitt, J.A. (2001). On The Dimensionality Of Organizational Justice : A Construct Validation Of Measure. *Journal Of Applied Psychology*, Vol. 86, No. 3, pp. 386 – 400.
- Cropanzano,R , Bowen,D.E, & Gilliland. S.W. (2007) . The Management of Organizational Justice. *The Academy of Management Perspectives*, 21(4), 34-48.
- Cropanzano, R., Prehar, C. A., & Chen, P. Y. (2002). Using social exchange theory to distinguish procedural from interactional justice. *Group and Organizational Management*, 27, 324–351.
- Damayanti, Komi & Suhariadi, Fendy. (2003). Hubungan Antara Persepsi Terhadap Keadilan Organisasi Dengan Komitmen Karyawan Pada Organisasi Di PT. Haji Ali Sejahtera Surabaya. *Jurnal Psikologi*, 5 (4). 1-8. Retrieved: Universitas Airlangga.
- Darmawan. 2013.Metode Penelitian Kuantitatif. Bandung: Remaja Rosdakarya.
- Echols, John M. dan Hassan Shadily. (2005). *Kamus Inggris Indonesia : An English – Indonesian Dictionary*. Jakarta: PT Gramedia
- Elmiza, Fauziati dan Yunilma. (2014). “Pengaruh Keadilan, Sistem Perpjakan, dan Diskriminasi terhadap Persepsi Wajib Pajak Mengenai Etika Penggelapan Pajak (Tax Evasion)”.*e-jurnal bunghatta vol 4 No 1*. Universitas Bung Hatta.
- Erdogan, B. (2002). Antecedents and consequences of justice perceptions in performance appraisals.*Human resource management review*,12(4), 555-578.

- Esfahani, Nasr, A., Abzari, M. & Dezianian, S. (2014). Analyzing the Effect of Performance Appraisal Errors on Perceived Organizational Justice. International. *International Journal of Academic Research in Accounting, Finance and Management Sciences*, Vol. 4 No.1, pp. 36-40.
- Folger, R., Konovsky, M. A. & Cropanzano, R. (1992). A due process metaphor for performance appraisal. *Research in Organizational Behavior*, 14, 129-177.
- Folger, R., & Cropanzano, R. (1998). *Organizational justice and human resource management*. Thousand Oaks, CA: Sage
- Gomes, F.C. (2003). Manajemen Sumber Daya Manusia. Yogyakarta : ANDI
- Greenberg, J. (1986), Determinants of perceived fairness of performance evaluations. *Journal of applied psychology*. 71(2): p. 340-342.
- Greenberg, J. (1990). Employee theft as a reaction to underpayment inequity: The hidden cost of pay cuts. *Journal of Applied Psychology*, 75(5), 561–568.
- Greenberg, J. (1993) The Social Side of Fairness: Interpersonal and Informational Classes of Organizational Justice. In: Cropanzano, R., Ed., Justice in the Workplace: Approaching Fairness in Human Resource Management, Lawrence Erlbaum Associates, Hillsdale, 79-103.
- Greenberg, J. & Baron, R. A. , (2008). Behaviour in Organization (9th Ed). Upper Saddle River, NJ: *Prentice Hall*.
- Greenberg, Jerald dan Robert A. Baron. (2008). *Behavior In Organization. Eighth Edition*. Prentice Hall, New Jersey.
- Griffin, W, Ricky dan Ronald J Ebert.(2002). *Management*, Erlangga, Jakarta.
- Hair, Jr et.al. (2010). *Multivariate Data Analysis* (7th ed). United States : Pearson
- Homans, George C. (1961). Social Behaviour: Its Elementary Forms. *New York: Harcourt, Brace & World, Inc.*
- Handi, Suminar & Suhariadi, Fendy. (2003). Pengaruh Persepsi Karyawan tentang Keadilan Organisasi terhadap Intensi Turnover di PT. ENG Gresik. *Jurnal Psikologi*, 5 (4). 1-14. Retrieved: Universitas Airlangga.

Iqbal, Z., Iqbal, G. & Quibta, M, (2015). Perceived Fairness of Performance Appraisal System and Its Impact on Job Satisfaction and Organizational Commitment; a Case Study of MCB Bank in Pakistan. *International Journal of Management and Commerce Innovation*, ISSN 2348-7585 (Online).

Jawahar (2007). The Influence of Perceptions of Fairness on Performance Appraisal Reactions. *Journal of Labor Research*, Vol. 28, pp 735-754.

Kaplan Metin, Kaplan Asli. (2018). The Relationship between Organizational Commitment and Work Performance: a Case of Industrial Enterprises. *Journal of Economic and Social Development (JESD)*. Vol.5 No.1.

Khan, Ismail, Yusoff, Hussain, Yunus, (2018). The Impact of Performance Appraisal on Employee Job Performance in Public Sector Universities of Khyber Pakhtunkhwa, Pakistan. *International Journal of Engineering & Technology*, 7 (3.25) (2018) 544-548.

Kumari, N, (2013). Impact of Perceived Fairness of Performance Appraisal on Employee Performance. *International Review of Basic and Applied Sciences*. Vol. 1 Issue.4.

Latham, Gary P dan Kenneth N Wexley. (1994). Increasing Productivity Through Performance Appraisal. *Addison Wesley Publishing Company. Second edition.*

Leventhal, G.S. (1980). What should be done with equity theory? In K.J. Gergen, M.S. Greenberg & R.H. Willis (Eds.), *Social Exchanges: Advances in theory and research*: 27-55. New York: Plenum.

Landy, E J., Barnes, J. L., & Murphy, K. R. (1978). Correlates of perceived fairness and accuracy of performance evaluation. *Journal of Applied Psychology*, 63, 751-754.

Landy, E J., Barnes-Farrell, J. L., & Cleveland, J. N. (1980). Perceived fairness and accuracy of performance evaluation: A follow-up. *Journal of Applied Psychology*, 65, 355-356.

Mondy, R. W. , (2008). *Manajemen Sumber Daya Manusia*: Jilid 1 (Ed. 10). Jakarta: Erlangga.

Mohammad Jehad., Habib, Farzana Quoquab., Alias, Mohmad Adnan (2011). Job Satisfaction and Organizational Citizenship Behavior: An Empirical

- Study St Higher Learning Institutions – *Asian Academy of Management Journal*, 16(2), 149-165.
- Morrow, P. C. (2011). Managing organizational commitment: Insights from longitudinal research. *Journal of Vocational Behavior*, 79, 18-35.
- PT Semen Indonesia(persero)Tbk, 2017. *Annual Report*.
- Puspopranoto, Sawaldo. (2006). *Manajemen Bisnis*. Jakarta : Penerbit PPM. HLM.99.
- Ramzan, M., & Khan, F. (2010). Depression, Anxiety, and Their Associated Factors Among Medical Students. *Journal of The College oh Physicians and Surgeons Pakistan*, 20, 122-6.
- Ramesh Krishnan, Nur Azreen Fariyah binti Ahmad and Hazliza Haron, (2018). The Effect of Employees' Perceived Fairness of Performance Appraisal Systems on Employees' Organizational Commitment. *International Journal of Academic Research in Business and Social Sciences*. vol. 8, issue 3, 448-465.
- Robbins SP, dan Judge. (2008). *Perilaku Organisasi* Hal 249.
- Roch, S. G., & Shanock, L. R. (2006). Organizational justice in an exchange framework: *Clarifying organizational justice dimensions*. *Journal of Management*, 32, 299-322.
- Riduwan, (2005). *Rumus dan Data dalam Aplikasi Statistik*, Bandung: Alfabeta.
- Sugiyono. (2010). *Metode Penelitian Pendidikan Pendekatan Kuantitatif, kualitatif, dan R&D*. Bandung: Alfabeta.
- Sugiyono. (2004). *Metode Penelitian*.Bandung: Alfabeta.
- Sugiyono. (2011). *Metode Penelitian Kuantitatif, Kualitatif dan R&D*. Bandung: Afabeta.
- Taylor, M. S., Tracy, K. B., Renard, M. K., Harrison, J. K., & Carroll, S. J. (1995). Due process in performance appraisal: *A quasi-experiment in procedural justice*. *Administrative Science Quarterly*, 40(3), 495-523.
- Tang, T.L.-P. and Sarsfield-Baldwin, L.J. (1996). Distributive and Procedural Justice as Related to Satisfaction and Commitment. *SAM Advanced Management Journal*, 61, 25-31.

Walsh, M.B. (2003). Perceived fairness of and satisfaction with employee performance appraisal. Louisiana State University.