

DAFTAR PUSTAKA

- Ahmed, I., & Nawaz M., N. (2015). Antecedents and outcomes of perceived organizational support; a literature survey approach. *Journal of Management Development* Vol. 34, (7), 867 -880.
- Aron, A., & Aron, E. (2000). Self-expansion motivation and including other in the self. In W. Ickes & S. Duck (Eds.), *The social psychology of personal relationships* (pp. 109-128). Chichester, England: Wiley.
- Aselage, J., & Eisenberger, R. (2003). Perceived organizational support and psychological contracts: a theoretical integration. *Journal of Organizational Behavior*, 24, 491-509
- Ashforth, B. E. 2001. Role transitions in organizational life: An identity-based perspective. Mahwah, NJ: Lawrence Erlbaum Associates.
- Ashforth, B., & Mael, F. (1989). Social identity theory and the organization. *Academy of Management Review*, 14, 20-39
- Batson, C. D. (1987). Prosocial motivation: Is it ever truly altruistic? In L. Berkowitz (Ed.), *Advances in experimental social psychology* (Vol. 20, pp. 65-122). San Diego, CA: Academic Press. doi:10.1016/S0065-2601(08)60412-8
- Batson, C. D. (1998). Altruism and prosocial behavior. In D. T. Gilbert, S. T. Fiske, & G. Lindzey (Eds.), *The handbook of social psychology* (pp. 282-316). New York, NY: Oxford University Press. doi:10.1002/0471264385.wei0519
- Batson, C. D., Eklund, J. H., Chermok, V. L., Hoyt, J. L., & Ortiz, B. G. (2007). An additional antecedent of empathic concern: Valuing the welfare of the person in need. *Journal of Personality and Social Psychology*, 93, 65-74. doi:10.1037/0022-3514.93.1.65
- Blau, P. (1964). *Exchange and power in social life*. New York, NY: Wiley
- Bolino, M. C. (1999). Citizenship and impression management: Good soldiers or good actors? *Academy of Management Review*, 24, 82-98. doi:10.1037/0033-2909.88.3.588
- Borman, W. C., White, L. A., & Dorsey, D. W. (1995). Effects of rate task performance and interpersonal factors on supervisors and peer performance ratings. *Journal of Applied Psychology*, 80, 168-177. DOI:10.1037/0021-9010.80.1.168
- Cable, D. M., & DeRue, S. D. (2002). The convergent and discriminant validity of subjective fit perceptions. *Journal of Applied Psychology*, 87, 875-884. doi:10.1037/0021-9010.87.5.875
- Chao, G. T., O'Leary-Kelly, A. M., Wolf, S., Klein, H. J., & Gardner, P. D. (1994). Organizational socialization: Its content and consequences. *Journal of Applied Psychology*, 79, 730-743. doi:10.1037/0021-9010.79.5.730

- Chang, K., Kuo, C.-C., Su, M., & Taylor, J. (2013). Disidentification in Organizations and Its Role in the Workplace. *Industrial Relations*, pp. 479 - 506.
- Chatman, J. (1991). Matching people and organizations: Selection and socialization in public accounting firms. *Administrative Science Quarterly*, 36, 459-484. doi:10.2307/2393204
- Cialdini, R. B., Brown, S. L., Lewis, B. P., Luce, C., & Neuberg, S. L. (1997). Reinterpreting the empathy-altruism relationship: When one into one equals oneness. *Journal of Personality and Social Psychology*, 73, 481-494. doi:10.1037/0022-3514.73.3.481
- Coke, J. S., Batson, C. D., & McDavis, K. (1978). Empathic mediation of helping: A two-stage model. *Journal of Personality and Social Psychology*, 36, 752-766. doi:10.1037/0022-3514.36.7.752
- Coyle-Shapiro, J. A.-M., & Conway, N. (2005). Exchange relationships: Examining psychological contract and perceived organizational support. *Journal of Applied Psychology*, 90, 774-781
- Cropanzano, R., Chrobot-Mason, D., Rupp, D. E., & Prehar, C. (2004). Accounting for corporate injustice. *Human Resource Management Review*, 14, 107-133. doi:10.1016/j.hrmr.2004.02.006
- Dansereau, F., Alutto, J., & Yammarino, F. (1984). *Theory testing in organizational behavior: The variant approach*. Englewood Cliffs, NY: Prentice Hal
- Turban, D., B., & Jones, A., P., (1988). Supervisor-subordinate similarity: types, effects, and mechanism. *Journal of Applied Psychology*. Vol. 73. (2), 228 – 234.
- Davis, M. H. (1983a). The effects of dispositional empathy on emotional reactions and helping: A multidimensional approach. *Journal of Personality* 51, 167-184.
- Davis, M. H. (1983b). Measuring individual differences in empathy: Evidence for a multidimensional approach. *Journal of Personality and Social Psychology*, 44, 113-126.
- Davis, M. H. (1994). *Empathy: A social psychological approach*. Madison, WI: Brown & Benchmark.
- De Dreu, C., & Nauta, A. (2009). Self-interest and other orientation in organizational behavior: Implications for job performance, prosocial behavior, and personal initiative. *Journal of Applied Psychology*, 94, 913-926. doi:10.1037/a0014494
- Eisenberg, N., & Miller, P. A. (1987). The relation of empathy to prosocial and related behaviors. *Psychological Bulletin*, 101, 91-119. doi:10.1037/0033-2909.101.1.91
- Eisenberger, R., Armeli, S., Rexwinkel, B., Lynch, P. D., & Rhoades, L. (2001). Reciprocation of perceived organizational support. *Journal of Applied Psychology*, 86, 42-51. doi:10.1037/0021-9010.86.1.42

- Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Perceived organizational support. *Journal of Applied Psychology*, 71, 500-507. doi:10.1037/0021-9010.71.3.500
- Ensher, E.A., Grant-Vallone, E.J. & Marelich, W.D. (2002), “Effects of perceived attitudinal and demographic similarity on prote'ge's' support and satisfaction gained from their mentoring relationships”, *Journal of Applied Social Psychology*, Vol. 32 No. 7, pp. 1407-1430.
- Farzaneh, J., Farashah, A. D., & Kazemi, M. (2008). Should faith and hope be included in the employees' agenda?: Linking P-O fit and citizenship behavior. *Journal of Managerial Psychology*, pp. 73 - 88.
- French, J. R. P., Jr., & Raven, B. (1959). The bases of social power. In D. Cartwright (Ed.), *Studies in social power* (pp. 150-167). Ann Arbor: University of Michigan Press.
- George, J. M., Reed, T. F., Ballard, K. A., Colin, J., & Fielding, J. (1993). Contact with AIDS patients as a source of work-related distress: Effects of organizational and social support. *Academy of Management Journal*, 36, 157–171.
- George, J. M., & Jones, G. R. 2001. Towards a process model of individual change in organizations. *Human Relations*, 54: 419–444.
- Ghozali, I., & Latan, H. (2015). *Partial Least Squares: Konsep, Teknik, dan Aplikasi Menggunakan Smart PLS 3.0 untuk penelitian Empiris*. Semarang: Universitas Diponegoro.
- Gouldner, A. W. (1960). The norm of reciprocity: A preliminary statement. *American Sociological Review*, 25, 161-178. doi:10.2307/2092623
- Graen, G. B., & Uhl-Bien, M. (1995). Relationship-based approach to leadership: Development of leader-member exchange (LMX) theory of leadership over 25 years. *Leadership Quarterly*, 6, 219-247. doi:10.1016/1048-9843(95)90036-5
- Lemmon G., J. & Wayne, S., J. (2015). Underlying Motives of Organizational Citizenship Behavior: Comparing Egoistic and Altruistic Motivations. *Journal of Leadership & Organization Studies* 22(2) 129 (Methot, 2017)-148
- Hair, J. F., Hult, G. T., Ringle, C. M., & Sarstedt, M. (2017). *A Primer On Partial Least Squares Structural Equation Modelling (PLS-SEM)*. United States of America: Sage Publications.
- Harris, T. B. Li, N., Bradley L., & Kirkman (2014). Leader-member Exchange (LMX) in context: How LMX differentiation and LMX relational separation attenuate LMX's influence on OCB and turnover intention. *The Leadership Quarterly* 25, 314 – 328
- Hu, J., & Liden, R. C. (2012). Relative leader-member exchange within team contexts: How and when social comparison impacts individual effectiveness. *Personnel Psychology*, 1-26. doi.org/10.1111/peps.12008

- Ibarra, H., & Barbulescu, R. 2010. Identity as narrative: Prevalence, effectiveness, and consequences of narrative identity work in macro work role transitions. *Academy of Management Review*, 35: 135–154.
- Ibarra, H. (1993). Network centrality, power, and innovation involvement: Determinants of technical and administrative roles. *Academy of Management Journal*, 36, 471-501. doi:10.2307/256589
- Ilies, R., Nahrgang, J. D., & Morgeson, F. P. (2007). Leader-member exchange and citizenship behaviors: A meta-analysis. *Journal of Applied Psychology*, 92, 269-277.
- Joseph, D., L., Newman, D., A., & Hock-Peng, S. (2015). Leader-member Exchange Measurement: Evidence for Consensus, Construct Breadth, and Discriminant Validity. *Building Methodological Bridges* 89 – 135
- Kirkman. (2019). *Teamwork Works Best When Top Performer are Rewarded*. Retrieved from Harvard Business Review: <https://hbr.org/2016/03/teamwork-works-best-when-top-performers-are-rewarded>
- Kristof, A. L. (1996). Person-organization fit: An integrative review of its conceptualizations, measurement, and implications. *Personnel Psychology*, 49, 1-49. doi:10.1111/j.1744-6570.1996.tb01790.
- Lavelle, J., Rupp, D. E., & Brockner, J. (2007). Taking a multi-foci approach to the study of justice, social exchange, and citizenship behavior: The target similarity model. *Journal of Management*, 33, 841-866. doi:10.1177/0149206307307635
- Lerner, M. J., & Meindl, J. R. (1981). Justice and altruism. In J. P. Rushton & R. M. Sorrentino (Eds.), *Altruism and helping behavior: Social, personality, and developmental perspectives* (pp. 213-232). Hillsdale, NJ: Erlbaum
- Levinson, H. (1965). Reciprocation: The relationship between man and organization. *Administrative Science Quarterly*, 9, 370-390. doi:10.2307/2391032
- Liden, R. C., & Maslyn, J. M. (1998). Multidimensionality of leader-member exchange: An empirical assessment through scale development. *Journal of Management*, 24, 43-72. doi:10.1016/S0149-2063(99)80053-1
- Lankau, M.J., Riordan, C.M. & Thomas, C.H. (2005), “The effects of similarity and liking in formal mentoring relationships between mentors and prote’ge’s”, *Journal of Vocational Behavior*, Vol. 67 No. 2, pp. 252-265.
- Luthans, F. (2010). *Organizational Behavior*. New York: McGraw-Hill. Vol. 12
- MacKenzie, S. B., Podsakoff, P. M., & Ahearne, M. (1997). Some possible antecedents and consequences of in-role and extra-role salesperson performance. *Journal of Marketing*, 61, 87-98. doi:10.2307/1251745

- Methot J. R., Lepak D., Shipp A. J., & Boswell W. R (2017). Good Citizen Interrupted: Calibrating a Temporal Theory of Citizenship Behavior. *The Academy of Management Review*, 10 - 31.
- Organ, D. W. (1988). *Organizational citizenship behavior: The good soldier syndrome*. Lexington, MA: Lexington Books.
- Organ, D. W., & Ryan, K. (1995). A meta-analytic review of attitudinal and dispositional predictors of organizational citizenship behavior. *Personnel Psychology*, 48, 775-802. doi:10.1111/j.1744-6570.1995.tb01781.x
- Organ, D., W. (1994). Personality and Organizational Citizenship Behavior. *Journal of Management* (2) 465 – 478
- Organ, D., W. (2015). Organizational Citizenship Behavior. *International Encyclopedia of the Social & Behavioral Science*, 2nd edition (17) 317 – 321
- Paine, J., B., & Organ, D., W. (2000). The Cultural Matrix of Organizational Citizenship Behavior: Some Preliminary Conceptual and Empirical Observation. *Human Resource Management Review* Vol. 10 (1) 45 – 59
- Petriglieri, J. L. (2011). Under threat: Responses to and the consequences of threats to individuals' identities. *Academy of Management Review*, 36: 641–662.
- Podsakoff, P. M., Ahearne, M., & MacKenzie, S. B. (1997). Organizational citizenship behavior and the quantity and quality of work group performance. *Journal of Applied Psychology*, 82, 262-270. doi:10.1037/0021-9010.82.2.262
- Rioux, S. M., & Penner, L. A. (2001). The causes of organizational citizenship behavior: A motivational analysis. *Journal of Applied Psychology*, 86, 1306-1314. doi:10.1037/0021-9010.86.6.1306
- Rupp, D. E., & Cropanzano, R. (2002). The mediating effects of social exchange relationships in predicting workplace outcomes from multifoci organizational justice. *Organizational Behavior and Human Decision Processes*, 89, 925-946. doi:10.1016/S0749-5978(02)00036-5
- Schneider, B. (1987). The people make the place. *Personnel Psychology*, 40, 437-453. doi:10.1111/j.1744-6570.1987.tb-00609.x
- Smith, C. A., Organ, D. W., & Near, J. P. (1983). Organizational citizenship behavior: Its nature and antecedents. *Journal of Applied Psychology*, 68, 653-663. doi:10.1037/0021-9010.68.4.653
- Tsui, A.S. & Farh, J.L.L. (1997), "Where Guanxi matters relational demography and Guanxi in the Chinese context", *Work and Occupations*, Vol. 24 No. 1, pp. 56-79.
- Turban, D. B., & Jones, A. P. (1988). Supervisor-subordinate similarity: Types, effects, and mechanisms. *Journal of Applied Psychology*, 73, 228-234. doi:10.1037/0021-9010.73.2.228

- Wiebe, E. (2010). Temporal sensemaking: Managers' use of time to frame organizational change. In T. Hernes & S. Maitlis (Eds.), *Process, sensemaking, & organizing*: 213–241. Oxford: Oxford University Press.
- Williams, L. J., & Anderson, S. E. (1991). Job satisfaction and organizational commitment as predictors of organizational citizenship and in-role behaviors. *Journal of Management*, 17, 601-617. doi:10.1177/014920639101700305
- Wynne W., C. (1998). *Issues and Opinion on Structural Equation Modeling*. Management Information Research Center. Vol. 22, (1) 7 – 16.