DAFTAR PUSTAKA

- Robert Lloyd, W. A. (2020). The Four Functions of Management An essential guide to Management Principles . Fort Hays State University FHSU Scholars Repository Management Open Educational Resources, 4.
- Shermerhorn, J. (2013). Management (12th Ed). Wiley and Sons: Hoboken, NJ
- Lussier, R. (2021). Management Fundamentals: Concepts, Applications, Skill Development. (9th Ed). Sage Publications: Thousand Oaks, CA.
- Ndirangu, G. M. (2018). The Effect of Management Functions as a Strategy for Organizational Effectiveness: A Case of Small and Medium Enterprise in Nairobi Country, Kenya. *The Strategic Business and Change*, 698-699.
- Burchielli, R. & Bartram, T. (2009). 'What helps organizing work? The indicators and the facilitators of organizing', Journal of Industrial Relations, Vol. 51, no. 5, pp. 687-707, retrieved 5 June 2016, Business Source Complete Database.
- Bateman, S. (2002). Management: Leading and Collaborating in a Competitive World 5th ed, McGraw Hill Companies, Boston.
- N. Gökhan Torlak, C. K. (2018). "Human resource management, commitment and performance links in Iran and Turkey". International Journal of Productivity and Performance Management, 2
- Guest, D.E. (2011), "Human resource management and performance: Still searching for some answers", Human Resource Management Journal, Vol. 21, pp. 3-13.

- ROJAS Martínez, C. P. (2020). Human resource administration as a factor of business productivity for continuous improvement. *Revista Espacios*, 10.
- López Puig, P., Díaz Bernal, Z., Segredo Pérez, A. M., & Pomares Pérez, Y. (2017). Human talent management evaluation in Cuban hospital environment. Cuban Magazine of Public health, 43(1), 3-15.
- Pérez, J. P., & Torres, E. M. (2017). Strategy of attraction of human resources for competitiveness in innovative companies. International net of investigators in Competitiveness, 4(1).
- Hasbun, D. P., Pelayo, R. F., & Pérez, L. A. (2016). Promotion of intellectual capital in SMEs. Science of Human Action, 1(2), 211-221.
- Hernández Palma H., Sierra, D. M., & Arbeláez, D. C. (2016). Approach based on processes as direction strategy for companies of transformation. Knowledge Science and Liberty, 11(1), 141-150.
- Fernández, D. M., Juvinao, D. L., & Solano, E. S. (2016). Strategic planning of human resources: effective way to identify staff necessities. ECONOMIC MAGAZINES CUC, 37(1), 63-80.
- Salazar, A. M. B., & Coronado, R. A. S. M. (2016). Human resource as a strategic element and competitive advantage source for organization and application to offices State Bank. Business horizons, 14(1), 54-68.
- Riofrio, A. S., & Silva, M. C. A. (2016). Human talent management in the economy of knowledge: Analysis of South Korea Case and Equator in the 2001-2015 period. Scientific and technological Magazine UPSE, 3(3), 59-70.
- Malasquez, P. M. C. (2017). Development in human resources in little Mexican companies. Economy and Society, (11), 213-230.
- León, M., Morillo, A., & Rangel, Y. (2016). Human resources management and leading strategies to control the work process of the admission

- are in a company of the health sector located in Valencia, Carabobo State (Bachelor's thesis).
- Adibah Abdul Kadir, A. A. (2019). The Effect of Compensation and Benefits Towards Employee Performance. Faculty of Technology Management and Business, Universiti Tun Hussein Onn Malaysia, Malaysia, 4-5.
- Salisu, J. B., Chinyio, E., & Suresh, S. (2015). The impact of compensation on the job satisfaction of public sector construction workers of jigawa state of Nigeria. The Business and Management Review, 6(4), 10–11.
- Berber, N., Morley, M. J., Slavić, A., & Poór, J. (2017). Management compensation systems in Central and Eastern Europe: a comparative analysis. The InTernaTIonal Journal of human resource managemenT, 28(12), 1661-1689.
- Soon, C. S., Brass, M., Heinze, H. J., & Haynes, J. D. (2008). Unconscious determinants of free decisions in the human brain. Nature neuroscience, 11(5), 543.
- Nyangi, P. A. (2011). Perceived effects of employee benefits on employee retention at Kenya Forest Service (Doctoral dissertation).
- Boselie P, Dietz G, Boon C (2005) Commonalities and contradictions in HRM and performance research. Hum Resour Manage J 15(3):67–94
- Salisu, J. B., Chinyio, E., & Suresh, S. (2015). The impact of compensation on the job satisfaction of public sector construction workers of Jigawa state of Nigeria. The Business and Management Review, 6(4), 10–11.
- Gathungu, E. W. M., Iravo, M. A., & Namusonge, G. S. (2015). Effect of Promotion Strategies on the Organizational Commitment of Banking Sector Employees in Kenya. IOSR Journal Of Humanities And Social Science Ver. I, 20(10), 36–45. https://doi.org/10.9790/0837-201013645.

- Mathis, R. L., & Jackson, J. H. (2011). Human resource management: Essential perspectives. Cengage Learning.
- Andrew Ologbo C, Saudah Sofian bP. Individual factors and work outcomes of employee engagement. Social and Behavioural Sciences. 2012; 40:498–508.
- Bhatnagar J. Talent management strategy of employee engagement in Indian ITES employees: key to retention. Employee Relations.2007; 29(6):640–63.
- Sumit J. Analysis of factors affecting employee engagement and job satisfaction: a case of Indian IT Organization. International Conference on Technology and Business Management.2013 Mar. p. 18–20.
- Robert P,NiruK. Engagement and innovation: the Honda case.VINE: The Journal of Information and Knowledge Management Systems. 2009; 39(4):280–97.
- Arti Chandani, M. M. (2016). Employee Engagement: A Review Paper on Factors Affecting Employee Engagement. *Indian Journal of Science and Technology*, 2-4.
- Hanasya, J. (2016). Testing the Effects of Employee Empowerment, Teamwork, and Employee Training on Employee Productivity in the Higher Education Sector. *International Journal of Learning & Development*, 167.
- Chukwudi, D. (2014). The impact of teamwork on organizational productivity. Retrieved on 6 October, 2014 from: http://nairaproject.com/projects/522.html.
- Sorensen, A.-K. L. (2020). Top Management Turnover and Its Effect on Employee Absenteeism: Understanding the Process of Change. *Top Management Turnover and Its Effect on Employee Absenteeism: Understanding the Process of Change*, 5-6.

- Johns, G. (2008). Absenteeism and presenteeism: Not at work or not working well. In: Barling, J. & Cooper, C. L. (Eds.), The SAGE handbook of organizational behavior. London: SAGE.
- Chadwick-Jones, J. K., Brown, C. A., & Nicholson, N. (1973). A-type and b-type absence: Empirical trends for women employees.

 Occupational Psychology, 47, 75–80.
- Joel Rodriguez, K. W. (2017). The Importance of Training and Development in Employee Performance and Evaluation. *World Wide Journal of Multidisciplinary Research and Development*, 208.
- Nassazi, N. (2013). Effects of training on employee performance: Evidence from Uganda (Unpublished doctoral dissertation). University of Applied Sciences, Vassa, Finland.