

REFERENCES

- Agbozo, G K., Owusu, I S., Hoedoafia, M & Atakorah, Y. (2017). The Effect of Work Environment on Job Satisfaction: Evidence from the Banking Sector in Ghana. *Journal of Human Resource Management*, 5(1), 12.
- Akbar, F.H.,Hamid,D.&Djudi,M.(2007),Pengaruh Kepuasan Kerja Terhadap Komitmen Organisasional dan Kinerja Karyawan (Studi pada Karyawan Tetap PG Kebon Agung Malang).
- Amrullah, A.(2012).Pengaruh Kompensasi Finansial dan NonFinansial Terhadap Kinerja Karyawan PT. Bank Rakyat Indonesia (Persero) TBK. Wilayah Makassar
- Armstrong, M. (1995). *A handbook of personnel Management Practices*. London: Kogan Page Limited.
- Armstrong, M. (2005). *Manajemen Sumber Daya Manusia*. Jakarta: PT Elexmedia Komputindo.
- Armstrong, M. (2006). *A Handbook of Human Resource Management Practice* (10th ed.). London: Kogan Page Publishing,.
- Ashraf, Muhammad Shakoor,et.al.(2013). The Impact of Working Environment on Organization Performance : A Mediating Role Employee's Job Satisfaction. *GMJACS*, 3(1).
- Awan, Abdul G. & Asghar, Iffat (2014), Impact of Employee Job Satisfaction on Their Performance: A Case Study of Banking Sector in Muzaffargarh, Pakistan. *Global Journal of Human Research Management*, 2(4), 71-94.
- Bakan, I., & Buyukbese, T. (2013). The Relationship between Employees' Income Level and Employee Job Satisfaction: An Empirical Study. *International Journal of Business and Social Science*.
- Baledi, M.,& Saeed, R.,(2017). The Impact Of Compensation On Improving Employees Performance Through Job Satisfaction In Jordanian Newspaper.
- Bernardin, H.(2007). *Human Resource Management: an experiential approach*. Boston: McGraw-Hill.
- Bohlander, & Snell. (2012). *Human Resource Management* (16th ed.). Cengage Learning.
- Cascio, W. F. (2003). *Managing human resources: productivity, quality of work, life, profits*. (6th ed). New-York: McGraw Hill Higher Education.

- Cenzo, D. A. & Robbins S. P. (1996). *Human Resource Management* (5th ed.). New York: John Wiley&Sons Inc.
- Changgriawan,G.S (2017),Pengaruh Kepurasan Kerja dan Motivasi Kerja Terhadap Kinerja Karyawan di One Way Production. *AGORA*, 5(3).
- Chaudhry,M.S., Sabir,H.M., Rafi,N.,&Kalyar,N.M.(2011). Exploring The Relationship Between Salary Satisfaction and Job Satisfaction : A Comparison of Public and Private Sector Organizations. *The Journal of Commerce*, 3(4).
- Creswell, J. W. (2009). *Research Design* (3rd ed.). London: Sage.
- Darma, P.,& Supriyanto, A.(2017). The Effect Of Compensation On Satisfaction And Employee Performance. *Management and Economics Journal*.
- Dessler, G. (2015). *Human Resource Management* (15th ed.). Pearson.
- Dessler, G. (2002). *A Framework for Human Resource Management*. Pretince Hall
- Dessler, G. (2013). *Fundamentals of Human Resource Management*. Pearson Education
- Dessler, G. (2015). *Human Resource Management* (15th ed.). Pearson.
- Flippo, E.(2002). *Personnel Management* (7th ed.). New Delhi: Tata McGraw Hill.
- Ghozali, I. (2007). *Aplikasi Analisis Multivariate Dengan Program SPSS Semarang*. Semarang: Badan Penerbit Universitas Diponegoro.
- Ghozali, I. (2013). *Aplikasi Analisis Multivariate dengan Program IBM SPSS* (3rd ed.). Semarang: Badan Penerbit UNDIP Semarang.
- Ghofur, M., Amboningtyas,D.,Warso, M.M.,& Haryono, A.T. (2017). Effect of Compensation, Organization Commitment and Carreer Developing On Employee Performance With Job Satisfaction As Intervening Variable (Empirical Study at PT. TRI SINAR PURNAMA Di Semarang).
- Halima dan Lukiyana.(2016). Pengaruh Kompensasi dan Lingkungan Kerja terhadap Kinerja dengan Kepuasan Kerja sebagai Variabel Intervening pada PT. Paciefic Metro International Jakarta. *Media Studi Ekonomi*,19(2),56-66.
- Handoko, T. Hani. (2001). *Manajemen Personalia dan Sumber Daya Manusia*. Yogyakarta: BPEE

- Handoko, T. Hani. (2009). *Manajemen*. Yogyakarta: BPEE.
- Handoko, T. Hani. (2013). *Manajemen*. Yogyakarta: BPEE.
- Inuwa, M.(2016). Job Satisfaction and Employee Performance: An Empirical Approach. *The Millennium University Journal*.
- Jain, R.,& Kaur,S.(2014). Impact of Work Environment on Job Satisfaction. *International Journal of Scientific and Research Publications*.
- Juliarti,P.A.D., Agung,A.P.A., & Sudja,I.N. (2018). Effect of Compensation and Work Environment on Employee Performance with Employee Job Satisfaction as an Intervening Variable. *International Journal of Contemporary Research and Review*, 9(3).
- Kisanti, Ika.W.(2013).Pengaruh Lingkungan Kerja dan Stres Kerja terhadap Kinerja Karyawan PT. Coca-Cola Amatil Indonesia Distributor Yogyakarta.
- Lankeshwara.(2016). A study on the impact of workplace environment on employee's performance: with reference to the Brandix Intimate Apparel Awissawella. *International Journal of Multidisciplinary Studies (IJMS)*.
- Luthans, F. (2007). Positive organizational behavior in the workplace: The impact of hope, optimism, and resilience. *Journal of Management*.
- Mabaso,C.M & Dlamini,B.I.(2017). Impact of Compensation and Benefits on Job Satisfaction. *Research Journal of Bussiness Management*.
- Mangkunegara, Anwar. Prabu. (2000). *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: PT Remaja Rosda Karya.
- Mangkunegara, Anwar Prabu.(2009). *Manajemen Sumber Daya Manusia*. Bandung: PT.Remaja Rosda Karya.
- Masea, I.N.(2016).Influence of Compensation Practices On Performance Of Employees In The Saving And Credit Institutions In Nairobi City Country.
- Mathis, R. L., & Jackson, J. H. (2004). *Human Resource Management*. Jakarta: Salemba Empat.
- Mathis, R.L., & Jackson, J. H. (2006). *Human Resource Management*. Jakarta: Salemba Empat.
- McCoy, J.M., & Evans, G. (2005). Physical work environment In J. Barling, E.K. Kelloway & M. Frone Eds. *Handbook of work stress* (pp.219-245). CA: Sage Publication.

- Mensah, J., Adjei, L., & Agyei A.(2017). Effect of Compensation on Basic School Teachers' Job Satisfaction in the Northern Zone: The Case of Ghana. *Global Journal of Management and Business Research: G Interdisciplinary*.
- Muguongo, M., Muguna, A., & Muriithi, D.(2017). Effects of Compensation on Job Satisfaction Among Secondary School Teachers in Maara Sub County of Tharaka Nithi County, Kenya. *Journal of Human Resource Management*.
- Nadeem, K. & Ahmad,A.(2017).Impact of Work Environment Factors on Employee Performance; Empirical Evidence from Manufacturing Industry of Lahore. *Journal of Managerial Sciences*, 11(3), 421-436.
- Nanzushi, Cynthia.(2015).The Effect of Workplace Environment on Employee Performance in The Mobile Telecommunication Firms in Nairobi City County
- Nugrahaningsih, Hartanti dan Julaela.(2017). Pengaruh Disiplin Kerja dan Lingkungan Kerja terhadap Kinerja Karyawan dengan Kepuasan Kerja Sebagai Variabel Intervening pada PT. Tempuran Mas. *Media Manajemen Jasa*, 4(1), 61-76.
- Pratama, S.A., Hakam, M.S.,& Nurtjahjono,G.E.(2015).Pengaruh Kompensasi Terhadap Kinerja Karyawan(Studi pada karyawan PT. Asuransi Jiwasraya persero regional office Malang). *Jurnal Administrasi Bisnis*, 25(1).
- Pushpakumari, M.D.(2008).The Impact of Job Satisfaction on Job Performance : An Empirical Analysis
- Rahmawati, N.P.,Swasto, Bambang & Prasetya, Arik.(2014).Pengaruh Lingkungan Kerja Terhadap Kinerja Karyawan (Studi pada Karyawan Kantor Pelayanan Pajak Pratama Malang Utara). *Jurnal Administrasi Bisnis*, 8(2).
- Ramzan, M.,Zubair, H.M.K.,Ali, G., & Arslan, M. (2014).Impact of Compensation on Employee Performance (Empirical Evidence from Banking Sector of Pakistan). *International Journal of Business and Social Science*, 5(2).
- Rashid, M.A., Othman, M.N.A., Othman, M.Z., & Abdullah, N.F.(2014). The Influence Of Compensation On Job Performance Among Employees In Malaysia
- Raziq, A & Maulabakhsh, R. (2015). Impact of Working Environment on Job Satisfaction. *Procedia Economics and Finance*, 23, 717 – 725.

- Renwarin, J., & Abadi, F. (2017). Analysis on the Influence of Compensation and Leadership on Job Satisfaction and its Effect on Job Performance. *International Conference of Organizational Innovation*
- Rivai, Veithzal. (2006). *Manajemen Sumber Daya Manusia untuk Perusahaan : dari Teori Ke Praktik*. Jakarta: PT. Raja Grafindo Persada.
- Robbins, S.P. (2003). *Perilaku Organisasi*. Jakarta: PT Indeks, Kelompok Gramedia.
- Robbins, S.P. (2006). *Perilaku Organisasi*. Jakarta: PT Indeks, Kelompok Gramedia.
- Robbins, S.P. (2002). *Organizational Behavior* (10th ed.). Prentice Hall.
- Saeed, M.S. (2016). The Impact of Job Satisfaction and Knowledge Sharing on Employee Performance. *Journal of Resources Development and Management*, 21(16).
- Salisu, Jamilu B. (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).
- Salunke, G. (2015). Work Environment and Its Effect On Job Satisfaction In Cooperative Sugar Factories In Maharashtra India. *Abhinav International Monthly Refereed Journal of Research in Management & Technology*.
- Sari, E. (2009). Pengaruh Kompensasi dan Iklim Organisasi terhadap Kepuasan Kerja. *Bisnis & Birokrasi. Jurnal Ilmu Administrasi dan Organisasi*.
- Schultz, D. & Schultz, E. S. (2010). *Psychology and work today* (10th ed.). New York: Pearson.
- Sedarmayanti. (2009). *Sumber Daya Manusia dan Produktivitas Kerja*. Bandung: CV Mandar Maju
- Sedarmayanti. (2011). *Manajemen Sumber Daya Manusia. Reformasi Birokrasi dan Manajemen Pegawai Negeri Sipil*. Bandung: PT Refika Aditama.
- Setyorini, RR., Yuesti, A., & Landra, N. (2018). The Effect of Situational Leadership Style and Compensation to Employee Performance with Job Satisfaction as Intervening Variable at PT Bank Rakyat Indonesia (Persero), Tbk Denpasar Branch. *International Journal of Contemporary Research and Review*

- Shaju, M & Suhhashini, D. (2017). A study on the impact of Job Satisfaction on Job Performance of Employees working in Automobile Industry, Punjab,India. *Journal of Management Research*, 9(1), 117-130.
- Siddiqi, T. & Tangem, S.(2018).IMPACT OF WORK ENVIRONMENT, COMPENSATION AND MOTIVATION ON THE PERFORMANCE OF EMPLOYEES IN THE INSURANCE COMPANIES OF \ BANGLADESH. *South East Asia Journal of Contemporary Business,Economics and Law*, 15(5).
- Sopiah.(2013). The Effect of Compensation toward Job Satisfaction and Job Performance of Outsourcing Employees of Syariah Banks in Malang Indonesia. *International Journal of Learning & Development*
- Sukdeo,Nita.(2014), The effect of the working environment on employee satisfaction and productivity: a case study in a clothing manufacturing factory.
- Tio, E.(2014). The Impact Of Working Environment Towards Employee Job Satisfaction: A Case Study In PT. X. *iBuss Management*, 2(1), 1-5.
- Widagdo,A., Widodo, D.S.,& Samosir, P.S.(2018). Effect of Compensation and Motivation to Employee Performance through Commitment. *Scholars Journal of Economics, Business and Management (SJEEM)*.
- Widyawati,S.R.& Verawati,Y. (2016). Pengaruh Kompensasi Terhadap Kepuasan Kerja dan Kinerja Karyawan (Studi Pada PT. Kencana Arta Raya Denpasar). *Jurnal Pertanian Berbasis Keseimbangan Ekosistem*.
- Wilson, Kasule G.(2015). Impact of Work Environment on Academic Staff Job Performance: Case of a Uganda University. *International Journal of Advances in Management and Economics*.
- Yunanda, M.A.(2012). Pengaruh Lingkungan Kerja Terhadap Kepuasan Kerja dan Kinerja Karyawan (Studi Pada Perum Jasa Tirta I Malang Bagian Laboratorium Kualitas Air) explanatory research.