

PalArch's Journal of Archaeology
of Egypt / Egyptology

THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP,
EMPLOYEE ENGAGEMENT, AND WORK STRESS TO
ORGANIZATIONAL COMMITMENT HOUSE OF REPRESENTATIVE OF
INDONESIA REPUBLIC (DPR RI) EXPERTS

Vegalyra Novantini Samodra¹, Dedi Purwana², Rd. Tuty Sariwulan³

^{1,2,3} Universitas Negeri Jakarta

Corresponding Author: Email: samodravega@gmail.com

Vegalyra Novantini Samodra, Dedi Purwana, Rd. Tuty Sariwulan. The Influence of Transformational Leadership, Employee Engagement, And Work Stress to Organizational Commitment House of Representative of Indonesia Republic (DPR RI) Experts -- PalArch's Journal of Archaeology of Egypt/Egyptology 18(9), 1351-1363 ISSN 1567-214x

Keywords: Transformational Leadership, Employee Engagement, Work Stress, Organizational Commitment

ABSTRACT

This study aims to improve the organizational commitment of staff at the DPR RI or known as main parliament in Indonesia, by analyzing (1) the direct effect of transformational leadership on organizational commitment, (2) the direct effect of employee engagement on organizational commitment, (3) the direct effect of work stress on organizational commitment, (4) direct effect of transformational leadership on work stress, (5) the direct effect of employee engagement on work stress, (6) the indirect effect of transformational leadership on organizational commitment through work stress, (7) the indirect effect of employee engagement on organizational commitment through work stress, (8) the indirect effect of transformational leadership to organizational commitment through employee engagement. In this study, the author uses a survey method in a quantitative approach *with a sample of 325 respondents*. The research data was obtained from distributing questionnaires and using Lisrel structural equation modeling (SEM) to analyze it. The results obtained are: (1) the transformational leadership direct effect on organizational commitment is significant, (2) the employee engagement direct effect on organizational commitment is significant, (3) the work stress direct effect on organizational commitment is in significant, (4) the transformational leadership direct effect on work stress is significant, (5) the employee engagement direct effect on work stress is significant, (6) the indirect effect of transformational leadership on organizational commitment through work stress is in significant, (7) the indirect effect of employee engagement on organizational commitment through work stress is in significant, (8) the indirect effect of

leadership transformational on organizational commitment through employee engagement is significant. Findings, researcher suggested to create path, each from social support to organizational commitment and role conflict to organizational commitment. Social support and role conflict used as variables instead of work stress to measure organizational commitment. The work stress with medium level influences the organizational commitment positively. The Final model structure finds that the best model to measure organizational commitment in expert DPR RI was increasing transformational leadership through employee engagement as mediation.

INTRODUCTION

In carrying out the duties and functions of the DPR RI as main parliament in Indonesia, requires a support system that will provide expertise, technical and administrative support. The three supports have been implemented by the Secretariat General of the DPR RI. However, due to the increasing workload and volume of the DPR as an institution and individual DPR members, to maximize this support, under Law no. 27 of 2009 concerning the MPR, DPR, DPD, and DPRD can recruit groups of Experts/Experts tasked with providing expert support for DPR to improve performance. In particular, this group of Experts or Experts can provide expertise or substance support to Council Members, Council equipment, and factions in the DPR in carrying out their duties and functions.

Previous dissertation research has initial findings by Taufiq, Madhakomala, and Supriyati (2020) that there are findings that the attendance rate of Experts is low. The behavior of the low level of attendance, both shown by Members of the DPR RI as leaders and Experts as subordinates, shows the problem of low organizational commitment, both by Members of DPR as leaders and Experts as subordinates. The low level of organizational commitment is not appropriate when it occurs in the DPR. It is not surprising that the mass media often highlight the low level of attendance of DPR Members at the session. Members of the DPR as representatives of the people with all the facilities obtained should also show a high commitment to meeting the expected targets so that they are beneficial to the community. If someone has a high commitment to his organization, that person will do anything to advance his organization because he believes in his organization (Taufiq et al., 2020).

Members of the DPR as leaders should be good examples and not show the low level of organizational commitment as above. Leaders should be able to motivate, direct, and provide vision to their subordinates, in this case, experts, to achieve organizational goals. The low work targets achieved indicate that the Experts have low employee engagement or disengagement, which can also negatively impact the organization and affect the organization's productivity and performance. The result of the law is far from the target, so that the increase in employee engagement is expected to support the achievement of a higher target for work results.

The heavy workload for experts and the lack of support from the DPR as an organization to increase the capacity of experts, and role conflicts in carrying out work tasks cause work stress for experts. These things cause a stressful impact on the Expert Staff of DPR members required to provide quality input

and support for DPR Members. Plus, very complex and varied tasks must produce high quality and quantity; this can trigger stress on Experts. Members of the DPR RI as leaders of Experts need to be aware of the importance of achieving organizational goals and strive to direct Experts in achieving organizational goals. The most effective leadership style can encourage or motivate subordinates, members of the DPR RI who can foster a positive attitude for their subordinates to complete their duties and quickly adapt to all situations. The leadership style that is currently being used and developed is the transformational leadership style.

Based on the background, situation, and conditions, as well as the various results of the studies above, it can be synthesized that the causes of the problems in the organizational commitment of the DPR RI Experts are influenced by transformational leadership, employee engagement, and work stress on the Expert Staff members of the DPR RI.

LITERATURE REVIEW

Organizational Commitment

Luthans (2011) states that Organizational commitment is often defined as

1. a strong desire to remain a member of a particular organization,
2. a willingness to exert a high level of effort on behalf of the organization,
3. a definite belief in and acceptance of the values and goals of the organization.

In other words, this is an attitude reflecting employees' loyalty to their organization and is an ongoing process through which organizational participants express their concern for the organization and its continued success and well-being. Robbins & Judge (2013) stated the definition of organizational commitment: Organizational commitment is the degree to which an employee identifies with a particular organization and its goals and wishes to maintain membership in the organization.

According to Robbins and Judge (2011), the indicators of Organizational Commitment are affective commitment, continuance commitment, and normative commitment. An affective commitment relates to the emotional connection of members to the organization, identification with the organization, and members' involvement with activities in the organization. Continuance commitment is related to the awareness of organizational members who will experience losses if they leave the organization. Then, normative commitment describes a feeling of attachment to continue to be in the organization. However, Meyer (2016) describe that employee initially commitment to their organization but extending to other entities or courses of action.

Transformational Leadership

Leadership can get other people to do something they do not want or do not like (Kolzow, 2014). Leadership is a significant driving force for the sustainability

of an institution. The role of leadership is enormous. It can be said that the quality of leadership determines the success or failure of institutional activity. The ability to inspire and motivate others is the quintessential characteristic that many people associate with transformational leadership which is shown by five women in USA participated in some of the key actions that made their employees happy, loyal, and likely to stay in their jobs: achievement, recognition, understanding that the work itself is part of a larger purpose, responsibility, and advancement (Hurley & Shumway, 2015).

According to Northouse (2016), transformational leadership theory conceptualized to be part of a 'New Leadership' this paradigm focuses much of its attention on the charismatic and inspirational aspects of the leader. According to Rees in Wijaya (2005), transformational leadership is a new leadership style that has several principles and can be used as a guide (indicator) consisting of simplified communication, motivation, innovativeness, and facilitation mobility.

Employee Engagement

Engagement refers to the extent to which employees feel vigorous and enthusiastic, and are involved with, committed to, and passionate about their work (Wilmar B. Schaufeli, 2015). According to Robbins and Judge (2011), Employee Engagement is when a person involves high satisfaction and enthusiasm to do the work done. However, employee engagement can be in the form of someone's sincerity in doing advocacy on behalf of the company, such as promoting the company, buying the company's products, and even investing in the company (Schiemann, 2011). Dedication, enthusiasm, engage, and performance, employee help organization to manage organization changing effectively (Orth & Volmer, 2017).

The indicators of Employee Engagement according to Wilmar B Schaufeli and Bakker (2003). Vigor Aspect, this aspect is characterized by a high level of mental strength and resilience in doing work; 2) Aspect of Dedication is characterized by a feeling of enthusiasm, inspiration, pride, and challenge in work; and 3) Absorption Aspect is characterized by a deep interest and perseverance in doing work. A long time seemed to pass so quickly because of the focus on doing work.

Work Stress

Stress is defined as psychological response to demands that possess certain stakes for the person and the tax or exceed the person's capacity or resources (Colquitt Jason A., Lepine, Jeffery A., & Wesson, 2015). Stress much can threaten a person's ability to deal with the environment. It is a possible source of tension and frustration and can arise through some interrelated influences on behavior, including the individual, group, organizational and environmental. Stress is the body's non-specific response to any request, positive or negative, made for it (Kazmi, Amjad, & Khan, 2008).

The indicators of work stress, according to Robbins and Judge (2011), are

1. Task demands are factors related to a person's work, such as working conditions, the physical layout of work;
2. Role demands, related to the Pressure given to someone as a function of a particular role;
3. Interpersonal demands, Pressure created by other workers;
4. Organizational structure is a picture of an agency that is colored by the organizational structure of the lack of clarity whether it regards positions, roles, authorities, or responsibilities;
5. Organizational leadership gives a management style to the organization.

De Jonge and Dormann (2017) discussed main perspective on job stress including bad and good stress, and of the potential role of individual differences in the job process. An integrative process model of job stress is presented that will pave the way for a profound discussion and by using the model, stressful working situation can be transferred into 'healthy work'.

Hypothesis Development

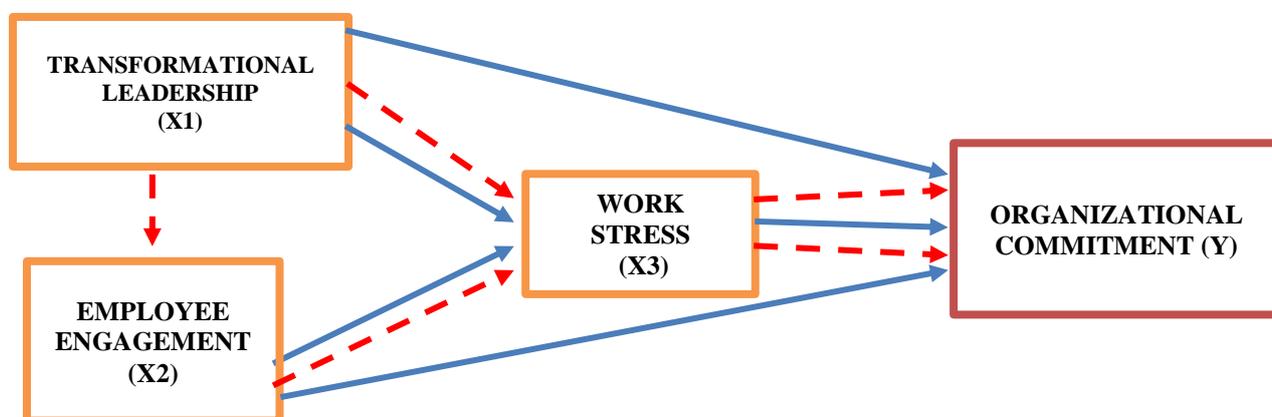


Figure 1. Model Research

Based on the framework and research model described above, the following hypotheses can be made:

H1: Transformational leadership has a direct positive effect on organizational commitment to DPR RI experts

H2: Employee engagement has a direct positive effect on organizational commitment to DPR RI experts

H3: Work Stress has a direct negative effect on organizational commitment to DPR RI experts

H4: Transformational leadership has a direct negative effect on work stress on DPR RI experts

H5: Employee engagement has a direct negative effect on work stress on DPR RI experts

H6: Transformational leadership has a negative indirect effect on organizational commitment to DPR RI experts with work stress as a mediation

- H7:** Employee engagement has a negative indirect effect on organizational commitment to DPR RI experts with work stress as a mediation
- H8:** Transformational leadership positive indirect effects on organizational commitment to DPR RI employees with employee engagement as a mediation.

METHODOLOGY

This research was conducted at the DPR RI office located in the MPR/DPR RI Building, Jakarta, Indonesia. Researchers used quantitative methods and questionnaire survey methods to answer the research formulations and hypotheses in the DPR RI. This study will analyze the effect of exogenous variables on endogenous variables. The population in this study is the Expert Staff Members of The House of Representatives of the Republic of Indonesia (DPR RI) on duty as many as 1,710 people spread into ten factions of the DPR RI. Sampling was done using the Taro Yamane technique. From calculations using the Taro Yamane technique, the number of samples in this study was 325 experts. The researcher used a simple random sampling technique in selecting the sample. Data analysis was performed by SEM (Structural Equation Modeling) program using data processing using the Linear Structural RELation (LISREL) 8.72 for Windows program.

RESULT AND DISCUSSION

Structural Model Hypothesis Testing

The standardized loading factor indicators of the latent variables of organizational commitment, transformational leadership, employee engagement, and work Stress and the path coefficients between these latent variables are presented in the figure below. The direct and indirect influence structure model is explained as follows:

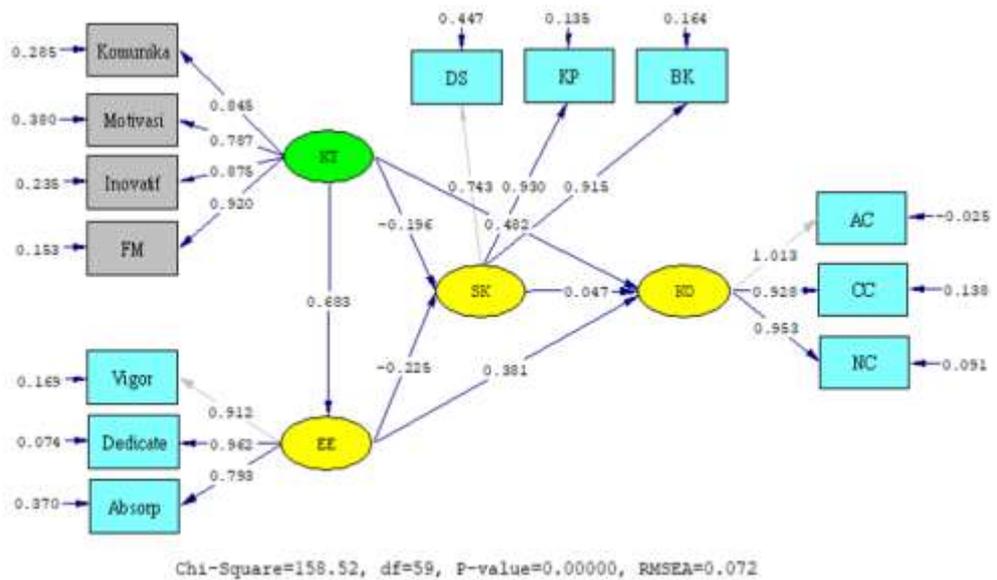


Figure 2. Structural Diagram Estimation Results Diagram with T-Test Statistics

The goodness of fit (GOF) eligibility criteria represents three things: absolute fit indices, incremental fit indices, and parsimony fit indices. For the GOF absolute fit indices criteria, this study includes the recommended suitability value: where the root means square error of approximation (RMSEA) with the condition < 0.08 . The RMSEA value in this model was obtained 0.072, meaning that the model fit was a good or good fit and 90% internal confidence from RMSEA. Then, the GOF criteria for incremental fit indices include: adjusted normal fit index (NFI) $0.978 > 0.95$, comparative fit index (CFI) > 0.90 , incremental fit index (IFI) $0.986 > 0.90$, relative fit index (RFI) $0.971 > 0.90$. Similarly, the GOF criteria parsimony fit indices, parsimonious goodness of fit index (PGFI) $0.603 > 0.60$. The value of the criteria is in accordance with that stated by Kadir and Baso Intang (2019).

Table 1. Table Goodness of Fit Index

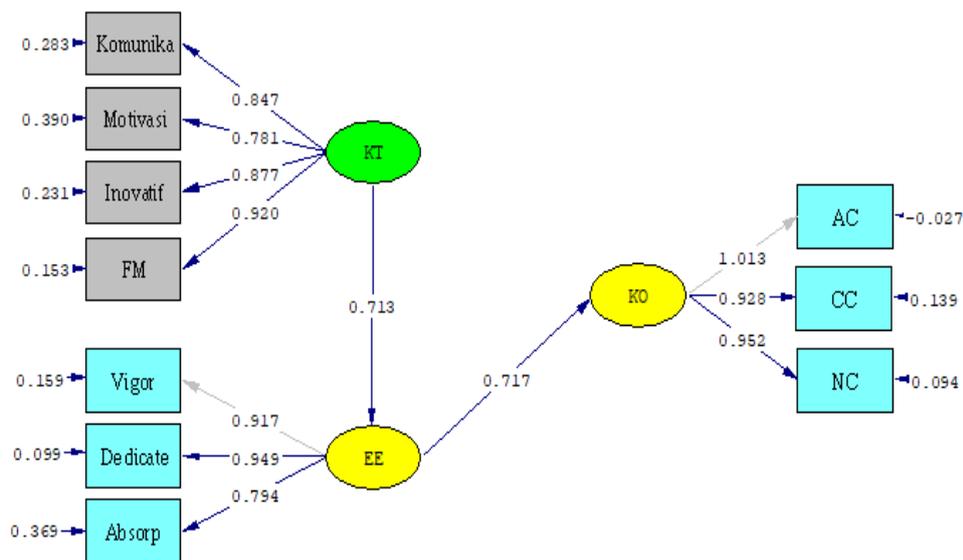
Absolut Fit Measure			
Goodness-of-Fit	Value	Cut-off Value	Kriteria
p-value (Sig.)	0,0	$>0,05$	Fit
RMSEA (Root Mean square Error of Approximation)	0,072	$\leq 0,08$	Fit
Incremental Fit Measure			
Goodness-of-Fit		Cut-off Value	Kriteria
NFI (Normal Fit Index)	0,978	$\geq 0,95$	Fit
CFI (Comparative Fit Index)	0,986	$\geq 0,90$	Fit
Incremental Fit Index (IFI)	0,986	$\geq 0,90$	Fit
Relative Fit Index (RFI)	0,971	$\geq 0,95$	Fit
Parsimonious Fit Measure			
Goodness-of-Fit		Cut-off Value	Kriteria
PGFI (Parsimonious Goodness of Fit Index)	0,63	$> 0,60$	Fit
AIC (Akaike Information Criterion)	222.252	<462.000	Fit
CAIC (Consistent Akaike Information Criterion)	375.607	<1536.725	Fit

Table 2. Estimation Results of Direct and Indirect Path Coefficient Parameters

No.	Variables	Path Coefficient	t-value	t-table	Result
1.	KT (X1) > KO (Y)	0,482	8,754	1,96	Significant
2.	EE (X2) > KO (Y)	0,381	7,268	1,96	Significant
3.	SK (X3) > KO (Y)	0,047	-1,198	1,96	In significant
4.	KT (X1) > SK (X3)	-0,196	-2,419	1,96	Significant
5.	EE (X3) > SK (Y)	-0,225	-2,799	1,96	Significant
6.	KT(X1)>SK(X3)>KO(Y)	-0,009	-1,074	1,96	In significant
7.	EE(X2)>SK(X3)>	-0,178	-1,102	1,96	In significant

	KO(Y)				
8.	KT(X1)>EE(X2)>KO(Y)	0,260	6,286	1,96	Significant

The final structure model below shows the highest path coefficient value of the highest organizational commitment by eliminating the path that is in significant to organizational commitment and the one that influence the model that suggested to increase organizational commitment to expert members of the DPR RI. The model is transformational leadership influence organizational commitment through employee engagement as mediation.



Chi-Square=127.38, df=33, P-value=0.00000, RMSEA=0.094

Figure 3. Final Structural Diagram Estimation

DISCUSSION

Transformational Leadership and Organizational Commitment

The total effect of transformational leadership on organizational commitment is 0.482, which is directly influenced without mediation. The calculation of the coefficient of the relationship between transformational leadership and organizational commitment has a positive value, which means they have a unidirectional relationship. Then the test results with t-count are greater than t-table. This shows that the influence between these variables is positive and significant. This means that if transformational leadership is improved, organizational commitment will also increase significantly, and vice versa. The results showed that transformational leadership positively affects employee organizational commitment. The highest score was affective commitment (AC) indicator which is 3,90 it shows most of expert try their best doing the work. The results of this study are supported by research Luo, Marnburg, and Law

(2017); Khalik, Hardhienata, and Sunaryo (2016); Joo, Yoon, and Jeung (2012); Mesu, Sanders, and van Riemsdijk (2015).

Employee Engagement and Organizational Commitment

Employee engagement on expert staff members of the DPR RI can affect organizational commitment in carrying out their duties. The calculation of the coefficient of the relationship between employee engagement and organizational commitment has a positive value, which means they have a direct relationship. In the test with t-count against t-table, the value of t-count is greater than t-table. This shows the effect of employee engagement and organizational commitment is positive and significant. Employee engagement increases, organizational commitment also increases, and vice versa. The results of this study are supported by Aboramadan, Albashiti, Alharazin, and Dahleez (2020); Hanaysha (2016); Suryanthini, Landra, and Agung (2020).

Work Stress and Organizational Commitment

Work Stress on Expert Staff Members of the DPR RI and its effect on organizational commitment in carrying out their duties were investigated with SEM software. The calculation results obtained that the relationship is positive and in significant. In the test with t-count compared to t-table, the value of t-count is smaller than t-table. The work stress with mean 3,11 that indicates work stress in medium score this might influence the organizational commitment positively. This is different from previous research where Saadeh and Suifan (2020) aim to examine the effect of work stress on perceptions of organizational support (POS) and organizational commitment in hospitals in Indonesia. The results obtained that work stress has a negative effect on organizational commitment. Meanwhile, Chen, Silverthorne, and Hung (2006) conducted a study on the differences between managerial accountants and full-time accountants in Taiwan and America and found that work stress is a better predictor of organizational commitment and job performance.

Transformational Leadership and Work stress

Transformational leadership Members of the DPR RI demand complex work to be done by experts. It can cause work stress for experts. SEM software is used to understand it, and the results of the calculation of the coefficient of the relationship have a negative value. It means that it has an opposite relationship. Then the t-test with t-count has a greater value than the t-table. This indicates that the influence between these variables is negative and in significant. Research that supports this is as follows: First, research conducted by Yao, Fan, Guo, and Li (2014) showed that transformational leadership negatively affects work stress. Second, research in a study entitled "Comparability of leadership constructs from the Malaysian and Pakistani perspective" (Hussain, Ismail, & Javed, 2017). The results obtained that transformational leader have a negative effect on role ambiguity and work-related stress.

Employee Engagement and Work stress

The demands of work that are carried out optimally for experts can cause work stress for DPR RI experts. SEM software is used to understand it and the results of the calculation of the coefficient of the relationship have a negative value, which means they have an opposite relationship. Then, the t-test obtained that the t-count has a greater value than the t-table so that it shows that the influence between these variables is negative and in significant. The supporting research, namely: First, a study entitled "Occupational stress and its outcomes: the role of work-social support in the hospitality industry" (Yousaf, Rasheed, Hameed, & Luqman, 2019). The results of the research stated that work stress was negatively related to work involvement. Second, the research a study entitled "Is occupational stress associated with work engagement?" with research results showing a relationship between work Stress and job involvement (Padula et al., 2012).

Transformational Leadership, Work Stress, and Organizational Commitment

Members of the DPR RI with a transformational leadership style that demands work to be completed can cause work stress which is a mediation of the organizational commitment of DPR RI experts. Analyzing the indirect relationship and a significant influence on these variables can be answered by calculating, analyzing, and testing the hypothesis. After using Lisrel, the indirect effect of transformational leadership on organizational commitment was calculated. The value of the Sobel test was positive and smaller than the t-table value, indicating that the indirect effect between these variables was in significant. The conclusion that the indirect effect of transformational leadership on organizational commitment through work stress is in significant. However, no research supports the effect of transformational leadership on organizational commitment through work stress, especially in research at the DPR RI.

Employee Engagement, Work Stress, and Organizational Commitment

Work Experts are expected to be deeply involved in fulfilling the organizational commitment of experts to the organization through the media without work stress. In order to be able to analyze, there is an indirect relationship and a significant influence on these variables. It can be answered by calculating, analyzing, and testing the hypothesis. After using Lisrel, the indirect effect of employee engagement on organizational commitment was calculated, and the value of the Sobel test was positive and smaller than the t-table value. This indicates that the indirect effect between these variables is in significant. The conclusion was that the indirect effect of employee engagement on organizational commitment through work stress is in significant. However, no research supports employee engagement on organizational commitment through work stress, especially in research in the DPR RI.

Transformational Leadership, Employee Engagement, and Organizational Commitment

After using Lisrel, the indirect effect of transformational leadership on organizational commitment was calculated, and the value of the Sobel test was positive and greater than the Z-table value. This indicates that the indirect effect between these variables is positive and significant. It can be concluded that the indirect effect of transformational leadership on organizational commitment through employee engagement is positive and significant. This means that if transformational leadership is better managed through employee engagement as mediation, as in the Vigor indicator delivered by experts who work wholeheartedly, work with high totality, and have an important meaning, organizational commitment will increase positively and significantly. No research supports the influence of transformational leadership on organizational commitment through employee engagement, especially in research in the DPR RI. So, this is a researcher's novelty.

CONCLUSION

The study result shows that (1) the transformational leadership direct effect on organizational commitment is positive and significant, (2) the employee engagement direct effect on organizational commitment is positive and significant, (3) the work stress direct effect on organizational commitment is positive and in significant, (4) the transformational leadership direct effect on work stress is negative and significant, (5) the employee engagement direct effect on work stress is negative and significant, (6) the indirect effect of transformational leadership on organizational commitment through work stress is negative and in significant, (7) the indirect effect of employee engagement on organizational commitment through work stress is negative and in significant, (8) the indirect effect of leadership transformational on organizational commitment through employee engagement is positive and significant.

IMPLICATION THEORY

The researcher suggested creating a path from social support as a variable to organizational commitment and role conflict as a variable to organizational commitment. The work stress with medium level influences the organizational commitment positively. The Final model structure finds that the best model to measure organizational commitment in expert DPR RI was increasing transformational leadership through employee engagement as mediation. These are the findings and novelty of the researcher.

REFERENCE

- Aboramadan, M., Albashiti, B., Alharazin, H., & Dahleez, K. A. (2020). Human resources management practices and organizational commitment in higher education: The mediating role of work engagement. *International Journal of Educational Management*.
- Chen, J. C., Silverthorne, C., & Hung, J. Y. (2006). Organization communication, job stress, organizational commitment, and job performance of accounting professionals in Taiwan and America. *Leadership & organization development journal*.

- De Jonge, J., & Dormann, C. (2017). Why is my job so stressful? Characteristics, processes, and models of stress at work. *An Introduction to work and organizational psychology: An international perspective*, 80-101.
- Hanaysha, J. (2016). Testing the effects of employee engagement, work environment, and organizational learning on organizational commitment. *Procedia-Social and Behavioral Sciences*, 229, 289-297.
- Hurley, K., & Shumway, P. (2015). *Real women, real leaders: surviving and succeeding in the business world*: John Wiley & Sons.
- Hussain, G., Ismail, W. K. W., & Javed, M. (2017). Comparability of leadership constructs from the Malaysian and Pakistani perspectives. *Cross Cultural & Strategic Management*.
- Joo, B. K. B., Yoon, H. J., & Jeung, C. W. (2012). The effects of core self-evaluations and transformational leadership on organizational commitment. *Leadership & organization development journal*.
- Kazmi, R., Amjad, S., & Khan, D. (2008). Occupational stress and its effect on job performance. A case study of medical house officers of district Abbottabad. *J Ayub Med Coll Abbottabad*, 20(3), 135-139.
- Khalik, A., Hardhienata, S., & Sunaryo, W. (2016). Relationship between Organizational Culture, Transformational Leadership, Working Motivation to Organizational Commitment. *International Journal of Managerial Studies and Research (IJMSR)*, 4(10), 93-98.
- Kolzow, D. R. (2014). Leading from within: Building organizational leadership capacity. In.
- Luo, Z., Marnburg, E., & Law, R. (2017). Linking leadership and justice to organizational commitment: The mediating role of collective identity in the hotel industry. *International Journal of Contemporary Hospitality Management*.
- Luthans, F. (2011). *Organizational Behavior: An Evidence-Based Approach*. McGraw-Hill/Irwin.
- Mesu, J., Sanders, K., & van Riemsdijk, M. (2015). Transformational leadership and organisational commitment in manufacturing and service small to medium-sized enterprises: The moderating effects of directive and participative leadership. *Personnel Review*.
- Meyer, J. P. (2016). *Handbook of Employee Commitment (Research Handbooks in Business and Management series)*: Edward Elgar Pub.
- Northouse, P. G. (2016). *Leadership: Theory and practice (7ed)*: Sage publications.
- Padula, R. S., Chiavegato, L. D., Cabral, C. M. N., Almeida, T., Ortiz, T., & Carregaro, R. L. (2012). Is occupational stress associated with work engagement? *Work*, 41(Supplement 1), 2963-2965.
- Robbins, S., & Judge, T. (2011). *Organizational behavior (14th (Global Edition) ed.)*. Columbus, OH: Pearson.
- Saadeh, I. M., & Suifan, T. S. (2020). Job stress and organizational commitment in hospitals: The mediating role of perceived organizational support. *International Journal of Organizational Analysis*.
- Schaufeli, W. B. (2015). *Employee Engagement Volume 5. Human Resource Management (Vol. 5)*.

- Schaufeli, W. B., & Bakker, A. B. (2003). Utrecht work engagement scale: Preliminary manual. *Occupational Health Psychology Unit, Utrecht University, Utrecht*, 26(1), 64-100.
- Schiemann, W. A. (2011). Alignment, capability, engagement. *Pendekatan Baru Talent Management untuk Mendongkrak Kinerja Organisasi*.
- Suryanthini, P. M., Landra, N., & Agung, A. P. (2020). The Influence of Job Stress and Employee Engagement to Organizational Commitment and Employee Performance (Study on PT. Biseka Denpasar). *International Journal of Contemporary Research and Review*, 11(08), 21836-21845.
- Taufiq, M. A., Madhakomala, R., & Supriyati, Y. (2020). The Effect of Job Responsibility, Emotional Intelligence, and Leadership on the Service Quality of Expert Staff for the People's Representative Council of Indonesia.
- Wijaya, M. (2005). Kepemimpinan transformasional di sekolah dalam meningkatkan outcomes peserta didik. *Jurnal Pendidikan Penabur*, 5(4), 118-127.
- Yao, Y.-H., Fan, Y.-Y., Guo, Y.-X., & Li, Y. (2014). Leadership, work stress and employee behavior. *Chinese management studies*.
- Yousaf, S., Rasheed, M. I., Hameed, Z., & Luqman, A. (2019). Occupational stress and its outcomes: the role of work-social support in the hospitality industry. *Personnel Review*.