DAFTAR PUSTAKA

Armstrong, M., & Taylor, S. (2006). *Armstrong Handbook of Human Resource Management Practice*. Kogan Page Publishers.

Badan Karantina Pertanian. (2017). *Pedoman Pengukuran Kegiatan Pegawai Badan Karantina Pertanian*. Jakarta: Badan Karantina Pertanian Kementrian Pertanian

Bharati, P., Zhang, C. and Chaudhury, A. (2014), "Social media assimilation in firms: investigating the roles of absorptive capacity and institutional pressures", Information Systems Frontiers, Vol. 16 No. 2,pp. 257-272.

Bernardin, H. John and Russel, Joyce E.A., (1998). *Human Resource Management: An Experiental Approach*. Boston: McGraw Hill

David, F.R (2011) Manajemen Strategis Konsep (Edisi 12). Jakart: Salemba Empat

Dessler, G. (2015). *Manajemen Sumber Daya Manusia* (14th ed.). Jakarta: Salemba Empat.

Endraswari, R. M. (2006). Faktor-faktor yang mempengaruhi aplikasi teknologi informasi dan pengaruhnya terhadap kinerja perusahaan (studi pada UKM kerajinan tangan Bantul, Yogyakarta) (Doctoral dissertation, Program Pasca Sarjana Universitas Diponegoro).

Fardani, A., & Surendro, K. (2011). Strategi adopsi teknologi informasi berbasis cloud computing untuk usaha kecil dan menengah di Indonesia. Jurnal Inovasi dan Kewirausahaan.

Fu, Weihui & Deshpande,Satish P (2013). The Impact of Caring Climate, Job Satisfaction, and Organizational Commitment on Job Performance of Employees in a China's Insurence Company. *Journal Business Ethics*, (03 September 2013). https://doi.org/10.1007/s10551-013-1876-y

Gelderen, B. R. va., & Bik, L. W. (2016). Affective Organizatinal Commitment, Work Enggagement and Service Performance among Police officers. *International Journal of Police Strategies & Management*, *39(1),* 206–221. https://doi.org/10.1108/PIJPSM-10-2015-0123

Ghozali, I. (2016). *Aplikasi Analisis Multivariete Dengan Program IBM SPSS 23* (8th ed.). Semarang: Badan Penerbit - UNDIP.

Hasibuan, M. S. . (2016). *Manajemen Sumber Daya Manusia* (Revisi). Jakarta: Sinar Grafika offset.

Jogiyanto. (2009) Sistem Teknologi Informasi. Yogyakarta: Andi Offset

Karim, F. J. (2016). Pengaruh Penguasaan Teknologi Informasi, Pendidikan Dan Disiplin Kerja Terhadap Produktivitas Pegawai Bps Provinsi Jawa Timur. Branchmarck, 2(4).

Kietzmann, J.H., Hermkens, K., McCarthy, I.P. and Silvestre, B.S. (2011), "Social media? Get serious! Understanding the functional building blocks of social media", Business Horizons, Vol. 54 No. 3,pp. 241-251.

Kim, W. G., & Brymer, R. A. (2011). The Effect of Ethical Leadership on Manager Job satisfaction, Commitment, behavioral Outcome, and Firm Performance. *International Journal of Hospitality Management*, *30*, 1020–1026. https://doi.org/10.1016/j.ijhm.2013.03.0008

Kohli, R., and Devaraj, S. 2003. Measuring information technology payoff: Ameta-analysis of structural variables in firm-level empirical research. Information Systems Research 14(2):127–145.

Kraemer, K. L., Gibbs, J., & Dedrick, J. (2005). Impacts of globalization on e-commerce use and firm performance: A cross-country investigation. The Information Society, 21(5), 323-340.

Kreitner, R., & Kinicki, A. (2014). *Perilaku Organisasi* (9th ed.). Jakarta: Salemba Empat.

Kuncoro, M. (2013). *Metode Riset untuk Bisnis dan Ekonomi, Bagaimana menulis Tesis?* Jakarta: Erlangga.

Lotunani, A., Idrus, M. ., Afnan, E., & Setiawan, M. (2014). The Effect of Competence on Commitment,Performance, and Satisfaction with Reward as a Moderating Variable (A Study on Designing Work Plans in Kendari City Goverment, Southeast Sulawesi). *International Journal of Business and Management Invention*, *3*(21 February.2014), 18–25.

Mahmood, M. A., and Soon, S. K. 1991. A comprehensive model for measuring the potential impact of information technology on organizational strategic variables. Decision Sciences 22(4):869–897.

Malone, T. W., Yates, J., and Benjamin, R. I. 1987. *Electronic markets and electronic hierarchies. Communications of the ACM* 30(6):484–497.

Mangkunegara, A. P. (2017). *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: PT. Remaja Rosdakarya.

Meyer, J., & Allen, N. . (1991). A Three-Component Conceptualization of organizational commitment. *Human Resource Management Review*, *1*,61–89.

Meyer, J. ., & Herscovitch, L. (2001). Commitment in the Workplace:Toward a General Model. *Human Resource Management Review,Summer*, 301.

Moeheriono. (2009). Pengukuran Kinerja Berbasis Kompetensi. Jakarta: PT. Ghalia Indonesia.

Nelson J (2001) The public health competency handbook: optimizing individual and organizational performance for the public's health. Centre for Public Health Practice of the Rollins School of Public Health, Atlanta

Noe, R. A., Hollenbeck, J. R., Gerhart, B., & Wright, P. M. (2014). *Manajemen Sumber Daya Manusia, Mencapai Keunggulan Bersaing* (6th ed.). Jakarta: Salemba Empat.

O'Reilly, T. (2007), "What is web 2.0: design patterns and business models for the next generation of software", *Communications & Strategies*, Vol. 65 No. 1, pp. 17-37.

Porter, M. E. 1985. Competitive advantage.New York: Free Press.

Robbins, S.P dan Judge,T.A.J (2015). Perilaku Organisasi(16th ed) Jakarta: Salemba Empat

Rogers, E. M. 1983. Diffusion of innovations, 3rd ed. New York: Free Press.

Rummler,G.A., and Brache, A.P (1995). *Improving Performance: How to Manage the White Space on the Organization Chart*, (2nd Edition), Jossey-Bass Publisher, San Fransisco, California

Singarimbun, Masri & Effendi, Sofian, 2006, *Metode Penelitian Survei*, Jakarta:LP3E

Solinger, O. ., Olffen, W. ., & Roe, R. . (2008). Beyond the Three-Component Model of Organizational Commitment. *Journal of Applied Pshicology*, 70–73.

Sugito, S. (2017). Model Peningkatan Kinerja Sumber Daya Manusia (Sdm) Pada Unit Penyelenggara Pelabuhan (Upp) Kelas Iii Jepara, Pati Dan Rembang Melalui Knowledge Sharing, Kualitas Teknologi Informasi Dan Komitmen Sebagai Variabel Intervening (Doctoral Dissertation, Fakultas Ekonomi Unissula).

Sutton, A.S, Watson.S (2013) "Can Competencies at Selection Predict Performance and Developmnent Need?" *Journal of Management Development*, 32 (9), 1023-1035

Tabanick, B. ., & Fidel, L. . (1996). *Using Multivriate Statistics* (3rd ed). New york: Harper Collins College Publishers.

Tachiki, D., Hamaya, S., & Yukawa, K. (2004). Diffusion and Impacts of the Internet and E-Commerce in Japan.

Tallon, P. P., Kraemer, K. L., and Gurbaxani, V. 2000. Executives' perceptions of the business value of information technology: A processoriented approach. Journal of Management Information Systems 16(4):145–173.

Tsai, M.-C., Cheng, C.-C., & Chang, Y.-Y. (2010). Driver of Hospitality Industry Employees' Job Satisfaction, Organizational Commitment and Job Performance. *African Journa of Business Management*, 4118–4134.

Tornatzky, L. G., and Fleischer, M. 1990. The processes of technological innovation.Lexington, MA: Lexington Books.

Voss, C. (2003), ''Rethinking paradigms of service: service in a virtual environment'', *International Journal of Operations & Productions Management*, Vol. 23 No. 1, pp. 88-104.

Vucovic, D., Mikanovic, V. ., Otok, R., Czabanowska, K., Nikolic, Z., & Lasser, U. (2014). Which Level of Competence and Performance is Expected? A Survey among European Employers of Public Health Professionals. *International Journal Publich Health*, *59*, 15–30. https://doi.org/10.1007/s00038-013-0514-x

Wardhana, G. A. S., Rasmini, N. K., & Astika, I. B. P. (2015). Pengaruh Kompetensi Pada Akuntabilitas Kinerja Instansi Pemerintah Dengan Komitmen Organisasi Sebagai Variabel Moderasi. E-Jurnal Ekonomi dan Bisnis Universitas Udayana, 4(09), 571-598.

Yamao, S., & Sekiguchi, T. (2015). Employee commitment to corporate globalization:The role of English language proficiency and human resource practice. *Journal of Wok and Organizational Psychology*, *50(1)*, 168–179.

Yu, W., & Ramanathan, R. (2012). The Effect of Employee Competencies and IT Applications Strategy: an Empirical Study of Retailfirm in China. *Measuring Business Excellence*, *16(1)*, 3–20. https://doi.org/10.1108/13683041211204635

Yuvaraj, R. (2011). Competency Mapping – A Drive For Indian Industries. International Journal of Scientic & Engineering Research. Volume 2, Issue 8 ISSN 22295518. Halaman2.

Zainal, V. R., Ramly, M., Mutis, T., & Arafah, wWlly. (2015). *Manajemen Sumber Daya Manusia Untuk Perusahaan, Dari Teori ke Praktek* (Ketiga). Jakarta: Rajawali Pers.

_____UU Nomor 16 Tahun 1992 Tentang Karantina Ikan, Hewan dan Tumbuhan

_____Peraturan Pemerintah Nomor 82 Tahun 2000 tentang Karantina Hewan

_____Peraturan Pemerintah Nomor 14 Tahun 2002 tentang Karantina Tumbuhan

_____Peraturan Menteri Pertanian R.I. Nomor 61/Permentan/OT.140/10/2010 tentang Organisasi dan Tata Kerja Kementrian Pertanian.

_____Peraturan Menteri Pertanian Republik Indonesia Nomor: 42/Permentan/Sm.200/8/2016 tentang Pedoman Penyelenggaraan Sertifikasi Kompetensi Sumber Daya Manusia Sektor Pertanian