Journal of Economics, Management, Entreprenuer, and Business

Determinant Motivation and Path Career: Analysis Competence, Job Satisfaction and Leadership

Supardi[1]
[1]Universitas Bhayangkara Jakarta Raya, Indonesia, Email: supardi.tahir@gmail.com

Corresponding Author: supardi.tahir@gmail.com

Abstract: The purpose of this study is to provide a result of reviewing twenty-five articles selected based on the variables used as topics. The results of this study have several variables related and the use of one variable with the variables in this study, it's just that it can be used as a reference and continued by other researchers with the same variables as the updated results.

Keyword: Motivation, Path Career, Competence, Job Satisfaction, Leadership

INTRODUCTION

In running an organization or company cannot be separated from the role of a leader who has been appointed with elements to run the organization, currently there is a statement stating that we want to make leadership including being a foundation so that business value is created, we share the answer to the question, "what is leadership" by reporting during our leadership duties (Ulrich & Smallwood, 2012) , leadership is a "process of social influence, which enhances the efforts of others, towards the achievement of goals" page.2 (*Kruse13*, n.d.) , in line with the opinion on existing leadership from the results of research in many and varied scholarly articles such as the following statement 'leadership' is limited only to the point of personal influence that results in an enthusiastic follower commitment: "Proponents of this view argue that a person who uses local power and control over rewards, punishments, and information to manipulate or coerce followers is not really 'leading' them (Frese & Zapf, 1994), leadership is concerned with justified performance according to (Zheng et al., 2019), and the results of other research on leadership such as from (Vaitkevičius, 2016) Leadership is implemented seeking influence for others to achieve goals in meeting targets or goals.

(Susanto et al., 2023) Job satisfaction can be measured by the latest methods, usually by assessment, leadership is concerned with motivation (Batlle Rois-Méndez & Inciarte Osorio, 2009), in line with the statement that employees or employees are at the forefront of providing motivation to participate in innovative behaviors must start from within themselves to facilitate their success and the success of their organization rather than being driven by their supervisors

and/or organizations   (Kim et al., 2021) , the motivation in this article to look at the literature review side is the same as with leadership, in line with the statement that an employee's contextual motivation towards technology and work can influence his situational motivation in innovation to adapt technology and apply it in work after performing a given task (Fernet et al., 2017, (Lombas & Esteban, 2018), aligns with the following statement from (Ozkeser, 2019) Personally stating motivation to work is part of an important factor in the success of the company.

Employee careers come from work results that result in productivity, performance, and contribution to the organization. Career stages according to (Oplatka, 2004) career order include induction, establishment, maintenance vs. renewal, and disappointment in the principal's leadership perspective, noting, for example, that the focus on instructional leadership is appropriate for the middle stage but not induction. or stages of disappointment. Along with the opinion of (Hall, 2002) states Career global scope is defined as a lifelong process of starting work-related activities as well as statements related to the above statement stating that its development is a continuous set of stages characterized by unique attention, themes, and tasks (Greenhaus et al., 2000). (Susanto, 2022) career can be planned from the moment the employee enters work with the matrix path career program. According to (Dickmann et al., 2008) Career capital as energy, values, skills, and networks of expatriates created during their working life, thus acquiring competencies that can be used in, as well as throughout, the company. Further opinions according to ((Baruch et al., 2013) professional employees pursuing careers on an international basis represent an emerging and potentially critical component of the overall multinational enterprise form (MNE) talent pool and global staffing strategy. Careers are created by one of them employees having the competencies they have.

Competencies are used in the field of human resource management – individual selection, development, performance management and also strategic planning, competency-based recruitment is more effective in a rapidly changing business environment within the company recognizing the value of interpersonal relationships, effective communication, teamwork, willingness to support change or the ability to learn quickly(Skorková, 2016) , Management as the basis of competence is adopted by some governments as a system for determining and explaining specific abilities – knowledge, skills and behavioral needs for a particular job, and ensuring successful delivery of work(Skorková, 2016). Competencies are fulfilled by the company, so job satisfaction can be felt by two parties of the company and employees. Ways to monitor employees working through electronic monitoring may not only affect employee performance but also perceptions of job satisfaction and stress ((Siegel et al., 2022) along with opinions according to(Neuberger & Allerbeck, 1978) Job satisfaction reveals a person's satisfaction with their job or certain aspects of their work. (Susanto et al., 2020) competence is needed to improve work performance. The purpose of this study is to see from the literature review side whether motivation and career path are related to competence, job satisfaction and leadership. The author will provide a recommendation or perspective from the results of the literature review selected from the variables above.

METHOD

Qualitative research in this article uses a mini-review approach in achieving research objectives. A mini-review of human resources variables was conducted by reading and analyzing 25 peer-reviewed journal articles. These articles are summarized in the table below.

Table 1. Journal and Publisher Distribution

No.	Article Name	Author(s)	Journal	Publisher	Year
1	Analysis of factors motivating human resources in public sector	(Raudeliūnienė & Meidutė-Kavaliauskienė, 2014)	Procedia – Social Behavioral Sciences 110 (2014) 719-726	Elsevier Ltd	2014
2.	Professor or Manager? A Model of Motivational Orientations Applied to Preferred Career Paths	(Burk & Wiese, 2018)	Journal of Research in Personality (2018), doi: https://doi.org/10.1016/j.jrp. 2018.06.002	Elsevier/science direct	2018
3.	Impact of training on employee motivation in human resources management human resources management	(Ozkeser, 2019)	Procedia Computer Science 158 (2019) 802–810	Elsevier B.V	2019
4.	What drives the active involvement in business angel groups? The role of angels' decision-making style, investment-specific human capital and motivations	(Bonnet et al., 2021)	Journal of Corporate Finance xxx (xxxx) xxx	Elsevier B.V	2021
5.	Innovative behavior motivations among frontline employees: The mediating role of knowledge management	(Kim et al., 2021)	International Journal of Hospitality Management 99 (2021) 103062	Elsevier Ltd	2021
6.	When Career Paths Cease to Exist:A Qualitative Study of Career Behavior in a Crisis Economy	(Simosi et al., 2015)	Journal of Vocational Behavior	Elsevier/science direct	2015
7.	Administrator career paths and decision processes	(Farley-Ripple et al., 2012)	Journal of Educational AdministrationVol. 50 No. 6, 2012pp. 788-816	Emerald Group Publisihng	2012

8.	My career path to investment banking	(Sudarov, 2020)	Developmental Biology 459 (2020) 55–56	Elsevier Inc.	2020
9.	Dynamic global careers: a new conceptualization of expatriate career paths	(McNulty & Vance, 2017)	Personnel Review Vol. 46 No. 2, 2017 pp. 205-221	Emerald Group Publisihng	2017
10.	Career paths and workforce diversity in hematology: A cross-sectional study of a 35-year alumni cohort from an academic residency program in Brazil	(Barbosa et al., 2022)	hematol transfus cell ther. 2022;xxx(xx):1−9	Elsevier España, S.L.U	2022
11.	TOWARD A THEORY OF ENTREPRENEURIAL COMPETENCY	(Bird, 2019)	Advances in Entrepreneurship, Firm Emergence and Growth, Volume 21, 115–131	JAI Press Inc.	2019
12.	Competency models in public sector	(Skorková, 2016)	Procedia - Social and Behavioral Sciences 230 (2016) 226 – 234	Elsevier Ltd	2016
13.	Priorities of training of digital personnel for industry 4.0: social competencies vs technical competencies	(Popkova & Zmiyak, 2019)	ON THE HORIZON, VOL. 27 NO. 3/4 2019, pp. 138-144	Emerald Publishing Limited	2019
14.	The effect of leader competencies on knowledge sharing and job performance: Social capital theory	(Swanson et al., 2020)	Journal of Hospitality and Tourism Management 42 (2020) 88–96	Elsevier Ltd	2020
15.	A Maturity Model To Asses Digital Employee Competencies In Industrial Enterprises	(Steinlechner et al., 2021)	54th CIRP Conference on Manufacturing Systems	Elsevier B.V	2021
16.	Job satisfaction research in the field of hospitality and tourism	(Kong et al., 2018)	International Journal of Contemporary Hospitality ManagementVol. 30 No. 5, 2018 pp. 2178-2194	Emerald Publishing Limited	2018

17.	It's worth it! High performance work systems for employee job satisfaction: The mediational role of burnout	(Dorta-Afonso et al., 2023)	International Journal of Hospitality Management 108 (2023) 103364	Elsevier Ltd	2023
18.	The impact of electronic monitoring on employees' job satisfaction, stress, performance, and counterproductive work behavior: A meta-analysis	(Siegel et al., 2022)	Computers in Human Behavior Reports 8 (2022) 100227	Elsevier Ltd	2022
19.	I can't get no (job) satisfaction? Differences in teachers' job satisfaction from a career pathways perspective	(Fütterer et al., 2023)	Teaching and Teacher Education 121 (2023) 103942	Elsevier Ltd	2023
20.	The relationship between delay of gratification and work engagement: The mediating role of job satisfaction	(Ren et al., 2022)	Heliyon 8 (2022) e10111	Elsevier Ltd	2022
21.	The Full - Range Leadership Theory : The Way Forward	(Antonakis & House, 2013)	Transformational and Charismatic Leadership Volume 2 Pages 3- 33 2013	Emerald Publishing Limited	2013
22.	A systematic review of studies on leadership modelsin educational researchfrom 1980 to 2014	(Gumus et al., 2018)	Educational Management Administration & Leadership1–24	Sagepub	2018
23.	An Overview of the Leadership Competency Framework	(Ruben, 2019)	Education, and Research, 19-28	Emerald Publishing Limited	2019
24.	The influence of leaders' characteristics on the relationship between leadership and knowledge management	(Archanjo de Souza et al., 2020)	KNOWLEDGE MANAGEMENT RESEARCH & PRACTICE	Taylor and francis	2020

| 25. | Learning and growing: trust, leadership, and response to crisis | (Sutherland, 2017) | Journal of Educational AdministrationVol. 55 No. 1, 2017pp. 2-17 | Emerald Publishing Limited | 2017 |

Table 2. Articles Category Based on the Subject

No.	Article Name	Objectives	Findings	Recommendations
1.	Analysis of factors motivating human resources in public sector	to conduct a factor analysis of the motivation of human resources to improve the effectiveness of existing administrative functions and procedures	The most ineffective means of motivation in the private sector are one-time payments determined by the government, state awards, bonuses, nominal prizes.	For the future this motivation variable can be juxtaposed with other variables such as variables in this qualitative research
2.	Professor or Manager? A Model of Motivational Orientations Applied to Preferred Career Paths	We (a) investigate the possible coexistence of global and specific motivational factors based on new instruments and (b) use them to predict the goals of becoming a professor or manager	The motivational factors that predict the purpose of professorships are a strong need for competence, autonomy, and creativity, as well as low interest in income	Motivation with variables of competence, creativity, and income interest
3.	Impact of training on employee motivation in human resources management human resources management	to recognize the impact level of training, depending on its relationship with motivation. Therefore, the study is divided into three main phases. In the first step, The study was conducted on large-scale enterprises in the field of services for the domestic market. The goal is to recognize the impact of the specified literature gap and the literature search summarized. Second, the case study comes with level of training, depending on its relationship with motivation. Therefore, the study is divided into three main phases.	Training can be thought of as a key player to increase motivation.	motivational training
4.	What drives the active involvement in business angel groups?	highlights the internal operations and structure of business angel groups	shows that business angels with a control-oriented decision-	Motivation with decision making,

	The role of angels' decision-making style, investment-specific human capital and motivations	(BAGs), leading actors in the informal venture capital industry, for their ability to build shared cognitive resources and competencies ultimately reserved for equity capital co-funded ventures	making style tend to be more actively involved in the activities of key angel groups	human capital, and investment
5.	Innovative behavior motivations among frontline employees: The mediating role of knowledge management	testing whether motivational factors can improve knowledge management capabilities and further stimulate innovative behavior, which is critical to the successful implementation of service improvement among frontline employees	contribute to the motivational literature in human resource management by adapting and considering marketing approaches based on three motivational aspects: global, contextual, and situational.	Motivation with a marketing approach
6.	When Career Paths Cease to Exist:A Qualitative Study of Career Behavior in a Crisis Economy	Qualitative Career Paths in economic crises	suggests that a prolonged economic crisis can make the idea of career paths and conventional job search approaches irrelevant	In the future , the career path (Path Career) can be juxtaposed with the variables in this study
7.	Administrator career paths and decision processes	presents qualitative evidence on the processes and strengths that shape a school administrator's career path	Career decisions begin on their own, largely influenced in part or in whole by other actors in the system, who are described as hiring/tapping, solicitation, reassignment, submission, and dismissal.	In the future, this varriabel can be used with current and other variables.
8.	My career path to investment banking	Careers outside the traditional academic path are becoming increasingly common, as well as increasingly in demand	telling my story and the impact it has on my life	Personal experience relating to the author's career
9.	Dynamic global careers: a new conceptualization of expatriate career paths	to conceptualize that expatriate career development is facilitated by frequent movements between domains, with increasing overlap between assigned expatriate (AE) and	individuals pursuing a global career in the international labor market include up to eight types of expatriates who maintain varying degrees of AE vs SIE characteristics depending on the point	The contribution of thought and results to the future of career variables.

		self-initiated expatriate (SIE) contexts	they choose along the continuum	
10.	Career paths and workforce diversity in hematology: A cross-sectional study of a 35-year alumni cohort from an academic residency program in Brazil	development of the hematological workforce, several studies have discussed its characteristics and impact on society.	Our results provide potentially useful data for policymakers and curricular development in strategic planning regarding future hematologists.	Research on career paths in Brazil
11.	TOWARD A THEORY OF ENTREPRENEURIAL COMPETENCY	Entrepreneurial competence is clearly brought by individuals - entrepreneurs who start or change organizations and who add value through the organization of their resources and opportunities.	The competence of the entrepreneur has a causal relationship with the initiation of the business and "success" and that the business process will provide feedback to improve the competence of the entrepreneur	In the future, the competency variable can be made one with the variables in this study
12.	Competency models in public sector	The competency model is the main tool in the system and practice of human resources	Assessing competency theory, competency models, holistic managerial competency concepts and the need for holistic managerial competency assessment in the public sector	Competency model in the public sector
13.	Priorities of training of digital personnel for industry 4.0: social competencies vs technical competencies	to determine the priorities of competency formation during digital personnel training for industry 4.0.	Industry 4.0 will develop according to moderate automation and robotization scenarios by maintaining the dominance of human labor in most business processes and economic fields. Communication with people will be the basis of digital personnel activity, and social competence (with a clear significance of technical competence) will be a top priority for them	Social competence and technical competence
14.	The effect of leader competencies on knowledge sharing and job performance: Social capital theory	Leadership from a competency perspective allows scholars to understand the different dimensions of leader quality and capacity	Demonstrating leader competence is essential to promote knowledge sharing and improve employee performance	Competence with job performance variables and other variables.
15.	A Maturity Model To Asses Digital	Group	visible and measurable competencies and build	Competency model in the digital world

	Employee Competencies In Industrial Enterprises	linking strategic human resource planning with the competence of operational employees at the individual level.	the basis for the derivation of competency development	
16.	Job satisfaction research in the field of hospitality and tourism	to review previous research on job satisfaction, in particular its determinants and outcomes, as well as research objectives, main themes and years of publication of previous studies. The study also seeks to analyze research trends on job satisfaction in the field of hospitality and tourism	A total of 143 reference journal papers were collected, 128 papers explored the factors affecting job satisfaction, and 53 papers were aimed at investigating the results. Predictors of job satisfaction are further classified into four groups, namely, organizational, individual, social and family and psychological factors.	Reference for job satisfaction in the field of hospitality
17.	It's worth it! High performance work systems for employee job satisfaction: The mediational role of burnout	to analyze the mechanisms through which the high-performance work system (HPWS) affects employee job satisfaction in hospitality companies	provides the first evidence of burnout as a mediation mechanism in the so-called black box linking HPWS to employee outcomes in the context of tourism and hospitality, and contributing on the ground with important theoretical contributions, as well as managerial recommendations	Job satisfaction with performance variables and others
18.	The impact of electronic monitoring on employees' job satisfaction, stress, performance, and counterproductive work behavior: A meta-analysis	investigating the effects of electronic monitoring on employee job satisfaction, stress, performance, and counterproductive work behavior (CWB), we collected data from 70 independent samples and 233 effect measures for this meta-analysis.	Electronic monitoring slightly decreases job satisfaction, $r = -0.10$, and slightly increases stress, $r = 0.11$, supporting the notion that electronic monitoring negatively affects employee well-being and work attitudes	Job satisfaction with stress, performance, and counterproductive work behavior
19.	I can't get no (job) satisfaction? Differences in teachers' job satisfaction from a career pathways perspective	Teacher job satisfaction, a key predictor of teacher retention, often differs between those initially trained as teachers and those from different career paths	We recommend improving alternative certification programs, working conditions, and professional development opportunities for people who did not originally plan to become teachers	Job satisfaction and career pathways perspective

			to improve overall teacher job satisfaction	
20.	The relationship between delay of gratification and work engagement: The mediating role of job satisfaction	found that teachers in rural areas often face more difficulties and fewer opportunities in their jobs	found a positive correlation between delays in satisfaction, job satisfaction, and job engagement between health care teachers in rural areas (P <0.01), with job satisfaction playing a partial mediating role and intervening variables in the relationship between satisfaction delay and work engagement (P <0.01)	Job satisfaction as a mediating variable in this study
21.	The Full - Range Leadership Theory : The Way Forward	To show Full Range Leadership Theory by using reviews	Emergency over the discovery of this variable	
22.	A systematic review of studies on leadership modelsin educational researchfrom 1980 to 2014	to uncover the extent to which different leadership models in education are studied, including changes in research trends on each model over time, the most reputable scientists working on each model, and the country in which the article was published	there has been an increase in interest in leadership models in educational research over time	Leadership with Education research model
23.	An Overview of the Leadership Competency Framework	Whatever perspective one approaches the study of leadership, early discoveries relate to the breadth and diversity of available writings on the subject.	Amazon, for example, lists more than 57,000 books with the word "leadership" in their titles (Iarocci, 2015). About 1,500 paperback titles were published in 2015 alone, roughly four new books per day (Iarocci, 2015). In addition to the influx of new books on this topic are thousands of popular and academic articles in print and electronic formats	Leadership with competence
24.	The influence of leaders' characteristics on the relationship between leadership and knowledge management	To identify the relationship between leadership and knowledge management (KM) reported in academic publications, a systematic review of	contribute as a practical guide in the management of human resources, providing benefits to organizations working with KM.	Leadership with management knowledge

25.	Learning and growing: trust, leadership, and response to crisis	to explore the nature of the school community's beliefs related to the leadership's response to the crisis.	The findings reveal the nature of how leadership influences and is influenced by context and society

(continued) articles published on the Web of Science platform from 1996 to 2019 was conducted

RESULTS AND DISCUSSION

The results of the study are drawn from the exposure in two tables selected from twenty-five articles and presented in the second table with the results of the recommendations that have been described and given recommendations or perspectives by the author, the discussion in this study has not found the variables in this study together used in one research result or produced a complete research result.

CONCLUSION

This research is a reference for other researchers with a researcher perspective using qualitative research by reviewing twenty-five articles. This research can be developed for the future by other researchers.

REFERENCE

Afsar, B., & Umrani, W. A. (2020). Transformational leadership and innovative work behavior: The role of motivation to learn, task complexity and innovation climate. *European Journal of Innovation Management*, *23*(3), 402–428. https://doi.org/10.1108/EJIM-12-2018-0257

Antonakis, J., & House, R. J. (2013). The Full-Range Leadership Theory: The Way Forward. In *Monographs in Leadership and Management* (Vol. 5). Emerald Group Publishing Limited. https://doi.org/10.1108/s1479-357120130000005006

Archanjo de Souza, D. S. de O., Pedro Salgado, A. M., Marins, F. A. S., & Muniz, J. (2020). The influence of leaders' characteristics on the relationship between leadership and knowledge management. *Knowledge Management Research and Practice*, *18*(4), 462–473. https://doi.org/10.1080/14778238.2020.1730716

Barbosa, A. C. N., Duarte, B. K. L., & De Paula, E. V. (2022). Career paths and workforce diversity in hematology: A cross-sectional study of a 35-year alumni cohort from an academic residency program in Brazil. *Hematology, Transfusion and Cell Therapy*, *xx*, 1–9. https://doi.org/10.1016/j.htct.2022.02.003

Baruch, Y., Dickmann, M., Altman, Y., & Bournois, F. (2013). Exploring international work: Types and dimensions of global careers. *International Journal of Human Resource Management*, *24*(12), 2369–2393. https://doi.org/10.1080/09585192.2013.781435

Batlle Rois-Méndez, F., & Inciarte Osorio, B. (2009). Knowledge management in beer companies: A case study. *Revista Venezolana de Gerencia*, *14*(45), 42–54.

Bird, B. (2019). Toward a theory of entrepreneurial competency. *Advances in Entrepreneurship, Firm Emergence and Growth*, *21*, 115–131. https://doi.org/10.1108/S1074-754020190000021011

Bonnet, C., Capizzi, V., Cohen, L., Petit, A., & Wirtz, P. (2021). What drives the active involvement in business angel groups? The role of angels' decision-making style,

investment-specific human capital and motivations. *Journal of Corporate Finance*, *October 2019*, 101944. https://doi.org/10.1016/j.jcorpfin.2021.101944

Burk, C. L., & Wiese, B. S. (2018). Professor or manager? A model of motivational orientations applied to preferred career paths. In *Journal of Research in Personality* (Vol. 75). https://doi.org/10.1016/j.jrp.2018.06.002

Dickmann, M., Doherty, N., Mills, T., & Brewster, C. (2008). Why do they go? Individual and corporate perspectives on the factors influencing the decision to accept an international assignment. *International Journal of Human Resource Management*, *19*(4), 731–751. https://doi.org/10.1080/09585190801953749

Dorta-Afonso, D., Romero-Domínguez, L., & Benítez-Núñez, C. (2023). It's worth it! High performance work systems for employee job satisfaction: The mediational role of burnout. *International Journal of Hospitality Management*, *108*. https://doi.org/10.1016/j.ijhm.2022.103364

Farley-Ripple, E. N., Raffel, J. A., & Welch, J. C. (2012). Administrator career paths and decision processes. *Journal of Educational Administration*, *50*(6), 788–816. https://doi.org/10.1108/09578231211264694

Fernet, C., Chanal, J., & Guay, F. (2017). What fuels the fire: Job- or task-specific motivation (or both)? On the hierarchical and multidimensional nature of teacher motivation in relation to job burnout. *Work and Stress*, *31*(2), 145–163. https://doi.org/10.1080/02678373.2017.1303758

Frese, M., & Zapf, D. (1994). *Handbook of industrial and organizational psychology*. Consulting Psychologists Press, Palo Alto, CA.

Fütterer, T., van Waveren, L., Hübner, N., Fischer, C., & Sälzer, C. (2023). I can't get no (job) satisfaction? Differences in teachers' job satisfaction from a career pathways perspective. *Teaching and Teacher Education*, *121*, 103942. https://doi.org/10.1016/j.tate.2022.103942

Greenhaus, J. H., Callanan, G. A., & Godshalk, V. M. (2000). *Career Management.(3rd edn) Forth Worth*. Harcourt College Publishers.

Gubler, M., Arnold, J., & Coombs, C. (2014). Organizational boundaries and beyond: A new look at the components of a boundaryless career orientation. *Career Development International*, *19*(6), 641–667. https://doi.org/10.1108/CDI-11-2013-0143

Gumus, S., Bellibas, M. S., Esen, M., & Gumus, E. (2018). A systematic review of studies on leadership models in educational research from 1980 to 2014. *Educational Management Administration and Leadership*, *46*(1), 25–48. https://doi.org/10.1177/1741143216659296

Hall, D. T. (2002). *Careers in and out of organizations*. Sage.

Herzberg, F. (1968). *One more time: How do you motivate employees* (Vol. 65). Harvard Business Review Boston, MA.

Herzberg, F. (2005). The motivation-hygiene theory. *Organizational Behavior One: Essential Theories of Motivation and Leadership, Eds JB Miner, ME Sharpe Inc, New York*, *2*(4), 61–74.

Kim, M., Koo, D. W., & Han, H. S. (2021). Innovative behavior motivations among frontline employees: The mediating role of knowledge management. *International Journal of Hospitality Management*, *99*(February), 103062. https://doi.org/10.1016/j.ijhm.2021.103062

Kong, H., Jiang, X., Chan, W., & Zhou, X. (2018). Job satisfaction research in the field of hospitality and tourism. *International Journal of Contemporary Hospitality Management*, *30*(5), 2178–2194. https://doi.org/10.1108/IJCHM-09-2016-0525

kruse13. (n.d.).

Lombas, A. S., & Esteban, M. Á. (2018). The Confounding Role of Basic Needs Satisfaction Between Self-Determined Motivation and Well-Being. *Journal of Happiness Studies*, *19*(5), 1305–1327. https://doi.org/10.1007/s10902-017-9874-x

McNulty, Y., & Vance, C. M. (2017). Dynamic global careers: a new conceptualization of expatriate career paths. *Personnel Review*, *46*(2), 205–221. https://doi.org/10.1108/PR-06-2015-0175

Neuberger, O., & Allerbeck, M. (1978). *Messung und Analyse von Arbeitszufriedenheit: Erfahrungen mit dem" Arbeitsbeschreibungsbogen (ABB)"*. Huber.

Oplatka, I. (2004). The principal's career stage: An absent element in leadership perspectives. *International Journal of Leadership in Education*, *7*(1), 43–55. https://doi.org/10.1080/1360312032000154540

Ozkeser, B. (2019). Impact of training on employee motivation in human resources management. *Procedia Computer Science*, *158*, 802–810. https://doi.org/10.1016/j.procs.2019.09.117

Popkova, E. G., & Zmiyak, K. V. (2019). Priorities of training of digital personnel for industry 4.0: social competencies vs technical competencies. *On the Horizon*, *27*(3–4), 138–144. https://doi.org/10.1108/OTH-08-2019-0058

Raudeliūnienė, J., & Meidutė-Kavaliauskienė, I. (2014). Analysis of Factors Motivating Human Resources in Public Sector. *Procedia - Social and Behavioral Sciences*, *110*, 719–726. https://doi.org/10.1016/j.sbspro.2013.12.916

Ren, Y., Tang, R., & Li, M. (2022). The relationship between delay of gratification and work engagement: The mediating role of job satisfaction. *Heliyon*, *8*(8), e10111. https://doi.org/10.1016/j.heliyon.2022.e10111

Ruben, B. D. (2019). An overview of the leadership competency framework. *Competencies for Effective Leadership: A Framework for Assessment, Education, and Research*, 19–28. https://doi.org/10.1108/978-1-78973-255-920191001

Siegel, R., König, C. J., & Lazar, V. (2022). The impact of electronic monitoring on employees' job satisfaction, stress, performance, and counterproductive work behavior: A meta-analysis. *Computers in Human Behavior Reports*, *8*(July). https://doi.org/10.1016/j.chbr.2022.100227

Simosi, M., Rousseau, D. M., & Daskalaki, M. (2015). When career paths cease to exist: A qualitative study of career behavior in a crisis economy. *Journal of Vocational Behavior*, *91*, 134–146. https://doi.org/10.1016/j.jvb.2015.09.009

Skorková, Z. (2016). Competency Models in Public Sector. *Procedia - Social and Behavioral Sciences*, *230*(May), 226–234. https://doi.org/10.1016/j.sbspro.2016.09.029

Steinlechner, M., Schumacher, A., Fuchs, B., Reichsthaler, L., & Schlund, S. (2021). A maturity model to assess digital employee competencies in industrial enterprises. *Procedia CIRP*, *104*, 1185–1190. https://doi.org/10.1016/j.procir.2021.11.199

Sudarov, A. (2020). My career path to investment banking. *Developmental Biology*, *459*(1), 55–56. https://doi.org/10.1016/j.ydbio.2019.11.005

Susanto, P. C. (2022). Employee Engagement Strategy : Analysis Of Organizational Commitment , Compensation , Career Development. *International Conference Of Humanities And Social Science (ICHSS)*, *1*(1), 96–103.

Susanto, P. C., Pahala, Y., & Saribanon, E. (2020). Kompetensi Ahli Kepabeanan pada Perusahaan Kargo International. *Jurnal Manajemen Transportasi & Logistik (JMTRANSLOG)*, *7*(2), 141. https://doi.org/10.54324/j.mtl.v7i2.420

Susanto, P. C., Parmenas, N. H., & Suryawan, R. F. (2023). Determinant Attitude and Employee Recruitment : Analysis Psikotest , Assessment , Behavioral Event Interview and Experience (Study Literarture). *International Journal of Psychology and Health Science*, *1*(1), 1–8.

Sutherland, I. E. (2017). Learning and growing: trust, leadership, and response to crisis. *Journal of Educational Administration*, *55*(1), 2–17. https://doi.org/10.1108/JEA-10-2015-0097

Swanson, E., Kim, S., Lee, S. M., Yang, J. J., & Lee, Y. K. (2020). The effect of leader competencies on knowledge sharing and job performance: Social capital theory. *Journal of Hospitality and Tourism Management*, *42*(September 2019), 88–96. https://doi.org/10.1016/j.jhtm.2019.11.004

Ulrich, D., & Smallwood, N. (2012). Advances in Global Leadership Article information : In *Advances in Global Leadership*.

Vaitkevičius, V. (2016). Lyderystės vaidmuo formuojant žinių valdymui palankią organizacijos kultūrą: atvejo analizė. *Informacijos Mokslai*, *76*, 123–138.

Zheng, Y., Graham, L., Epitropaki, O., & Snape, E. (2019). Service Leadership, Work Engagement, and Service Performance: The Moderating Role of Leader Skills. *Group & Organization Management*, *45*(1), 43–74. https://doi.org/10.1177/1059601119851978