

DAFTAR PUSTAKA

- Ahmad Ibn Husain Al-Baihaqi. Syu'ab Al-Iman. Juz 6. Beirut: Dar Al-Kutub Al-Ilmiyyah, t.t. Hlm. 323.
- Abu Hamid Al-Ghazali. Ihya' Ulum Al-Din. Juz I, III. Beirut: Dar Al-Ma'rifah, t.t.
- Abu Hamid Al-Ghazali. Al-Mustasfa Min 'Ilm Al-Usul. Tahqiq Muhammad 'Abd Al-Salam 'Abd Al-Syafi. Beirut: Dar Al-Kutub Al-Ilmiyyah, 1993.
- Al-Abrasyi, Muhammad Athiyah. Al-Tarbiyah Al-Islamiyyah Wa Falasifatuha. Kairo: Dar Al-Fikr Al-'Arabi, 1975.
- Al-Ajluni, Isma'il. Kasyf Al-Khafa'. Juz I. Beirut: Dar Al-Kutub Al-'Ilmiyyah, 2000.
- Al-Attas, Syed Muhammad Naquib. The Concept of Education in Islam: A Framework for an Islamic Philosophy of Education. Kuala Lumpur: ISTAC, 1999.
- Al-Baghawi, Al-Husain Ibn Mas'ud. Ma'alim Al-Tanzil Fi Tafsir Al-Qur'an. Juz 3. Beirut: Dar Ihya' Al-Turats Al-'Arabi, 1420 H.
- Al-Baihaqi, Ahmad Ibn Al-Husain. Shu'ab Al-Iman. Tahqiq 'Abd Al-'Ali 'Abd Al-Hamid Hamid. Riyadh: Maktabah Al-Rusyd, 2003.
- Alfuhailah, Ibrahim Z., dan Maryam A. Alkrood. "Developing Human Resources Management In Saudi Private Schools To Achieve Competitive Advantage." Journal of Scientific Research in Education, Vol. 25, No. 3 (2024), hlm. 1–32.
- Alqahtani, M., D.T. Ayentimi, dan K. Dayaram. "HRM Practices and Academic Research Output: Evidence from Universities in Saudi Arabia." 2023.
- Al-Qurthubi, Muhammad Ibn Ahmad. Al-Jami' Li Ahkam Al-Qur'an. Beirut: Mu'assasat Al-Risalah, 2006.
- Al-Sa'di, Abd Al-Rahman Ibn Nasir. Taysir Al-Karim Al-Rahman Fi Tafsir Kalam Al-Mannan. Muassasah Risalah, 2000.
- Al-Thabari, Muhammad Ibn Jarir. Jami' Al-Bayan Fi Ta'wil Al-Qur'an. Tahqiq Ahmad Muhammad Shakir. Beirut: Mu'assasah Al-Risalah, 2000.

- Al-Zarnuji. Ta'lim Al-Muta'allim Tariqat Al-Ta'allum. Beirut: Al-Maktabah Al-Islamiyyah, t.t.
- Amaludin, Asep. "Transformasi Manajemen SDM Di Pondok Pesantren: Antara Tradisi Dan Inovasi." *TADBIR: Jurnal Manajemen Dakwah*, Vol. 7, No. 2 (2025), hlm. 243–256.
- An-Nahlawi, Abdurrahman. *Ushul Al-Tarbiyah Al-Islamiyyah Wa Asalibuha Fi Al-Baiti Wa Al-Madrasati Wa Al-Mujtama'*. Damaskus: Dar Al-Fikr, 1979.
- Anarki, L., A. Fadli, dan S.A.J. Al-Idrus. "Analisis Manajemen Sumber Daya Manusia dalam Peningkatan Mutu Pendidikan." *Jurnal Pendidikan: Riset Dan Konseptual*, Vol. 9, No. 1 (2025), hlm. 16–27.
- Arikunto, Suharsimi. *Prosedur Penelitian: Suatu Pendekatan Praktik*. Edisi Revisi. Jakarta: Rineka Cipta, 2019.
- Arifin, Zainal. *Kepemimpinan Kiai dalam Ideologisasi Pemikiran Santri Di Pesantren-Pesantren Salafiyah Mlangi Yogyakarta*. Yogyakarta: Pustaka Ilmu, 2017.
- Armstrong, Michael. *Armstrong's Handbook of Human Resource Management Practice*. 15th Ed. London: Kogan Page, 2020.
- Armstrong, Michael, dan Stephen Taylor. *Armstrong's Handbook of Human Resource Management Practice*. 15th Ed. London: Kogan Page Publishers, 2020.
- Asyraf, Muhammad Mualvi Rafiuddin. "Pengembangan Sumber Daya Manusia di Pesantren." *Proceedings of International Conference on Educational Management*, Vol. 2, No. 1 (2024), hlm. 362–379.
- Azra, Azyumardi. *Pendidikan Islam: Tradisi dan Modernisasi Di Tengah Tantangan Milenium III*. Jakarta: Kencana Prenada Media Group, 2012.
- Bahri, Syamsul. "Islamic Boarding School-Based School Human Resource Management in Shaping Student Character." *Jurnal Riset dan Inovasi Pembelajaran*, Vol. 4, No. 1 (2024), hlm. 367–378.
- Basalamah, Anifah S., dan Junaidah Hasyim. "Islamic Human Resource Management Practices and Organizational Commitment." *Journal of Islamic Accounting and Business Research*, Vol. 15, No. 3 (2024), hlm. 485–504.

- Basari, Dery Jamaludin, dkk. "Human Resource Management Model in Islamic Boarding School-Based Private Madrasah Tsanawiyah." 2023, hlm. 14–30.
- Baumrind, Diana. "Current Patterns of Parental Authority." *Developmental Psychology Monographs*, Vol. 4, No. 1 (1971), hlm. 1–103.
- Becker, Brian E., dan Mark A. Huselid. "Strategic Human Resources Management: Where Do We Go from Here?" *Journal of Management*, Vol. 32, No. 6 (2006), hlm. 898–925. <https://doi.org/10.1177/0149206306293668>.
- Becker, Gary S. *Human Capital: A Theoretical and Empirical Analysis, with Special Reference to Education*. 3rd Ed. Chicago: The University of Chicago Press, 1993. (Edisi Pertama Terbit 1964).
- Borko, Hilda. "Professional Development and Teacher Learning: Mapping the Terrain." *Educational Researcher*, Vol. 33, No. 8 (2004), hlm. 3–15. <https://doi.org/10.3102/0013189X033008003>.
- Bowen, D.E., dan C. Ostroff. "Understanding HRM-Firm Performance Linkages: The Role of the Strength of the HRM System." *Academy of Management Review*, Vol. 29, No. 2 (2004), hlm. 203–221. <https://doi.org/10.5465/AMR.2004.12736076>.
- Braun, Virginia, dan Victoria Clarke. "Using Thematic Analysis in Psychology." *Qualitative Research in Psychology*, Vol. 3, No. 2 (2006), hlm. 77–101. <https://doi.org/10.1191/1478088706qp063oa>.
- Bruinessen, Martin van. *Kitab Kuning, Pesantren, dan Tarekat: Tradisi-Tradisi Islam di Indonesia*. Bandung: Mizan, 1995.
- Bush, Tony, dan Derek Glover. "School Leadership Models: What Do We Know?" *School Leadership & Management*, Vol. 34, No. 5 (2014), hlm. 553–571. <https://doi.org/10.1080/13632434.2014.928680>.
- Cascio, Wayne F., dan John W. Boudreau. *Investing in People: Financial Impact of Human Resource Initiatives*. 3rd Ed. New Jersey: FT Press, 2019.
- Castetter, William B., dan I. Phillip Young. *The Human Resource Function in Educational Administration*. 7th Ed. Upper Saddle River, NJ: Merrill Prentice Hall, 2000.
- Cohen, Louis, Lawrence Manion, dan Keith Morrison. *Research Methods in Education*. 8th Ed. London: Routledge, 2018.

- Creswell, John W. *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches*. 4th Ed. Thousand Oaks, CA: SAGE Publications, 2014.
- Creswell, John W., dan J. David Creswell. *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches*. 5th Ed. Los Angeles: SAGE Publications, 2018.
- Creswell, John W., dan Vicki L. Plano Clark. *Designing and Conducting Mixed Methods Research*. 3rd Ed. Thousand Oaks, CA: SAGE Publications, 2018.
- Darling-Hammond, Linda. "Teacher Quality and Student Achievement: A Review of State Policy Evidence." *Education Policy Analysis Archives*, Vol. 8, No. 1 (2000), hlm. 1–44.
- Desimone, Laura M. "Improving Impact Studies of Teachers' Professional Development: Toward Better Conceptualizations and Measures." *Educational Researcher*, Vol. 38, No. 3 (2009), hlm. 181–199. <https://doi.org/10.3102/0013189X08331140>.
- Dessler, Gary. *Human Resource Management*. 16th Ed. Boston: Pearson, 2020.
- Dewey, John. *Democracy and Education: An Introduction to the Philosophy of Education*. New York: Macmillan, 1916.
- Dhofier, Zamakhsyari. *Tradisi Pesantren: Studi Tentang Pandangan Hidup Kiai dan Visinya Mengenai Masa Depan Indonesia*. Edisi Revisi. Jakarta: LP3ES, 2011.
- Durkheim, Emile. *The Division of Labor in Society*. Terj. W.D. Halls. New York: Free Press, 1997. (Edisi Asli: *De La Division Du Travail Social*, Paris: Alcan, 1893).
- Fauzan, Ahmad. "Manajemen Sumber Daya Manusia Pondok Pesantren Shuffah Hizbullah Natar Lampung Selatan." *Al-Fikrah: Jurnal Manajemen Pendidikan*, Vol. 6, No. 1 (2018), hlm. 1–12.
- Fayol, Henri. *General and Industrial Management*. Terj. Constance Storrs. London: Pitman, 1949. (Edisi Asli: *Administration Industrielle Et Generale*, Paris: Dunod, 1916).
- Field, Andy. *Discovering Statistics Using IBM SPSS Statistics*. 5th Ed. London: SAGE Publications, 2018.
- Fitri, dkk. *Dasar-Dasar Statistika untuk Penelitian*. Ngawi: Kita Menulis, 2023. <https://repository.unugiri.ac.id:8443/id/eprint/4882/>.

- Forbes, Scott H. *Holistic Education: An Analysis of Its Ideas and Nature*. Brandon, VT: Foundation for Educational Renewal, 2003.
- Fuadi, A., M. Muntholib, K.A. Us, dan A. Mardayanti. "Human Resources Management, Islamic Boarding Schools in Empowering Teachers in Jambi Province." 2024.
- Garet, M.S., A.C. Porter, L. Desimone, B.F. Birman, dan K.S. Yoon. "What Makes Professional Development Effective? Results from a National Sample of Teachers." *American Educational Research Journal*, Vol. 38, No. 4 (2001), hlm. 915–945. <https://doi.org/10.3102/00028312038004915>.
- Gibson, James L., John M. Ivancevich, dan James H. Donnelly. *Organizations: Behavior, Structure, Processes*. 14th Ed. New York: McGraw-Hill, 2012.
- Gituma, Muriithi, dan Tadesse Beyene. "Strategic Human Resource Management Practices and Organizational Performance: A Case of National Insurance Corporation of Eritrea (NICE)." Vol. 18, No. 1 (2018).
- Guilford, J.P. *Psychometric Methods*. 2nd Ed. New York: McGraw-Hill, 1954.
- Haddade, H., A. Nur, A. Achruh, M.N.A. Rasyid, dan A. Ibrahim. "Madrasah Management Strategies through Madrasah Reform Program: An Evidence from Indonesia." *International Journal of Educational Management*, Vol. 38, No. 5 (2024), hlm. 1289–1304.
- Haedari, Amin, dan Ishom El-Saha. *Peningkatan Mutu Terpadu Pesantren Dan Madrasah Diniyah*. Jakarta: Diva Pustaka, 2006.
- Haedari, Amin, dkk. *Masa Depan Pesantren: Dalam Tantangan Modernitas dan Tantangan Kompleksitas Global*. Jakarta: IRD Press, 2004.
- Hallinger, P., dan R.H. Heck. "Reassessing the Principal's Role in School Effectiveness." *Educational Administration Quarterly*, Vol. 32, No. 1 (1996), hlm. 5–44. <https://doi.org/10.1177/0013161X96032001002>.
- Handoko, T. Hani. *Manajemen Personalia dan Sumber Daya Manusia*. Edisi 2. Yogyakarta: BPFE, 2014.
- Haningsih, Sri. "Peran Strategis Pesantren, Madrasah dan Sekolah Islam di Indonesia." *Jurnal Pendidikan Islam*, Vol. 1, No. 1 (2008), hlm. 27–39.
- Hasbullah. *Kebijakan Pendidikan dalam Perspektif Teori, Aplikasi dan Kondisi Objektif dalam Pendidikan di Indonesia*. Jakarta: Rajagrafindo Persada, 2015.

- Herzberg, Frederick, Bernard Mausner, dan Barbara Bloch Snyderman. *The Motivation to Work*. 2nd Ed. New York: John Wiley & Sons, 1959.
- Hidayat, Tatang. "Manajemen Pendidikan Pesantren: Pengembangan Santri Secara Holistik." *Jurnal Pendidikan Islam*, Vol. 10, No. 2 (2021), hlm. 185–201.
- Hidayat, Tatang. "Konsep Insan Kamil dalam Pendidikan Islam." *Jurnal Studi Islam*, Vol. 12, No. 1 (2022), hlm. 45–60.
- Horikoshi, Hiroko. *Kiai dan Perubahan Sosial*. Terj. Umar Basalim dan Andi Muarly Sunrawa. Jakarta: P3M, 1987.
- Huselid, Mark A. "The Impact of Human Resource Management Practices on Turnover, Productivity, and Corporate Financial Performance." *Academy of Management Journal*, Vol. 38, No. 3 (1995), hlm. 635–672.
- Ibn 'Arabi, Muhyiddin. *Al-Futuh al-Makkiyyah*. Juz II. Ed. Osman Yahia. Kairo: Al-Hai'ah al-Misriyyah, 1972.
- Ibn Jama'ah, Badr al-Din Muhammad. *Tadzkiyat al-Sami' wal-Mutakallim fi Adab al-'Alim wal-Muta'allim*. Beirut: Dar al-Basyar al-Islamiyyah, 2012.
- Ibn Katsir, Ismail Ibn Umar. *Tafsir al-Qur'an al-'Azhim*. 8 Juz. Damaskus: Dar al-Thayyibah, 1999.
- Ibn Khaldun, Abd al-Rahman. *Muqaddimah Ibn Khaldun*. Terj. Franz Rosenthal. Princeton: Princeton University Press, 2005.
- Ibn Majah, Muhammad. *Sunan Ibn Majah*. Ed. Muhammad Fu'ad Abdul Baqi. Kairo: Dar Ihya' al-Kutub al-'Arabiyyah, t.t.
- Indarsih, Fajar. "Integrasi Pengembangan Kemampuan Kognitif, Afektif, dan Psikomotorik di Pesantren." *Momentum: Jurnal Sosial Dan Keagamaan*, Vol. 11, No. 1 (2022), hlm. 83–93.
- Jackson, Philip W. *Life in Classrooms*. New York: Teachers College Press, 1990.
- Jalal, Abdul Fattah. *Min al-Ushul al-Tarbawiyyah fi al-Islam*. Kairo: Dar al-Kutub al-Misriyyah, 1977.
- Jazuli, Sulaiman, dkk. "Manajemen Sumber Daya Manusia di Pesantren: Antara Tradisi dan Modernitas." *Jurnal Studi Islam*, Vol. 10, No. 1 (2025), hlm. 78–94.

- Jiang, K., D.P. Lepak, J. Hu, dan J.C. Baer. "How Does Human Resource Management Influence Organizational Outcomes? A Meta-Analytic Investigation." *Academy of Management Journal*, Vol. 55, No. 6 (2012), hlm. 1264–1294.
- Johnson, R. Burke, dan Anthony J. Onwuegbuzie. "Mixed Methods Research: A Research Paradigm Whose Time Has Come." *Educational Researcher*, Vol. 33, No. 7 (2004), hlm. 14–26.
- Johnson, R. Burke, Anthony J. Onwuegbuzie, dan Lisa A. Turner. "Toward a Definition of Mixed Methods Research." *Journal of Mixed Methods Research*, Vol. 1, No. 2 (2007), hlm. 112–133. <https://doi.org/10.1177/1558689806298224>.
- Kandiri, Kandiri, dan Arfandi Arfandi. "Building Students' Moral Through Uswatun Hasanah Principles: A Systematic Literature Review." *Nadwa: Jurnal Pendidikan Islam*, Vol. 15, No. 1 (2021), hlm. 109–128.
- Kementerian Agama Republik Indonesia. *Al-Qur'an dan Terjemahannya*. Jakarta: Kemenag RI, 2019.
- Kotter, John P. *Leading Change*. Boston: Harvard Business Review Press, 2012.
- Lewin, Kurt, Ronald Lippitt, dan Ralph K. White. "Patterns of Aggressive Behavior in Experimentally Created Social Climates." *The Journal of Social Psychology*, Vol. 10, No. 2 (1939), hlm. 271–299.
- Likert, Rensis. "A Technique for the Measurement of Attitudes." *Archives of Psychology*, Vol. 22, No. 140 (1932), hlm. 1–55.
- Lincoln, Yvonna S., dan Egon G. Guba. *Naturalistic Inquiry*. Beverly Hills, CA: SAGE Publications, 1985.
- Lukens-Bull, Ronald A. "Teaching Morality: Javanese Islamic Education in a Globalizing Era." *Journal of Arabic and Islamic Studies*, Vol. 3 (2000), hlm. 26–47.
- Lukens-Bull, Ronald A. "Two Sides of the Same Coin: Modernity and Tradition in Islamic Education in Indonesia." *Anthropology & Education Quarterly*, Vol. 32, No. 3 (2001), hlm. 350–372. <https://doi.org/10.1525/aeq.2001.32.3.350>.
- Lunenburg, Fred C., dan Allan C. Ornstein. *Educational Administration: Concepts and Practices*. 6th Ed. Belmont, CA: Wadsworth, 2012.

- Malliongi, Muhammad Takbir. "Negosiasi Antara Tradisi dan Modernitas di Pesantren As'adiyah Sengkang Sulawesi Selatan." Vol. 4, No. 2, hlm. 220–233.
- Marín, Gonzalo Sánchez. "Family Dynamics, Human Resource Practices and the Performance of Family Firms." *Canadian Journal of Administrative Sciences*, Vol. 43, No. 1 (2025), hlm. 1–15.
- Marzuki, M., M. Miftahuddin, dan M. Murdiono. "Multicultural Education in Salaf Pesantren and Prevention of Religious Radicalism in Indonesia." *Jurnal Cakrawala Pendidikan*, Vol. 39, No. 1 (2020), hlm. 12–25. <https://doi.org/10.21831/cp.v39i1.22900>.
- Maslow, Abraham H. "A Theory of Human Motivation." *Psychological Review*, Vol. 50, No. 4 (1943), hlm. 370–396.
- Mastuhu. *Dinamika Sistem Pendidikan Pesantren: Suatu Kajian Tentang Unsur dan Nilai Sistem Pendidikan Pesantren*. Jakarta: INIS, 1994.
- Masyhud, M. Sulthon, dan Moh. Khusnurdilo. *Manajemen Pondok Pesantren*. Jakarta: Diva Pustaka, 2003.
- Mathis, Robert L., dan John H. Jackson. *Human Resource Management: Essential Perspectives*. 7th Ed. Boston: Cengage Learning, 2019.
- Mathis, Robert L., John H. Jackson, dan Sean R. Valentine. *Human Resource Management*. 15th Ed. Mason, OH: Cengage Learning, 2016.
- Mayo, Elton. *The Human Problems of an Industrial Civilization*. New York: Macmillan, 1933.
- Miller, John P. *Whole Child Education*. Toronto: University of Toronto Press, 2010.
- Miranti. "Manajemen Sumber Daya Manusia dalam Meningkatkan Mutu Pendidikan di Pondok Pesantren Ibnul Amin Pamangkih Puteri." *Jurnal Pendidikan Dan Riset Pembelajaran Universal*, Vol. 3, No. 3 (2025), hlm. 2223–2233.
- Moslimany, R., A. Otaibi, dan F. Shaikh. "Designing a Holistic Curriculum: Challenges and Opportunities in Islamic Education." 2024.
- Muslihat, M., dan M.H. Ginanjar. "Pengelolaan Sumber Daya Manusia di SMP Hasmi Islamic Boarding School." *Islamic Management*, Vol. 2, No. 1 (2019), hlm. 103–118.

- Nasir, M. Ridlwan. Mencari Tipologi Format Pendidikan Ideal: Pondok Pesantren di Tengah Arus Perubahan. Yogyakarta: Pustaka Pelajar, 2005.
- Nata, Abuddin. Ilmu Pendidikan Islam. Jakarta: Kencana Prenada Media, 2018.
- Ni'mah, Uswatun. "Manajemen Madrasah Berbasis Nilai Pesantren di Mts Al-Islam Joresan." *Muslim Heritage*, Vol. 1, No. 2 (2016), hlm. 243–262.
- Noe, Raymond A., dkk. *Fundamentals of Human Resource Management*. 8th Ed. New York: McGraw-Hill Education, 2021.
- Noddings, Nel. *The Challenge to Care in Schools: An Alternative Approach to Education*. 2nd Ed. New York: Teachers College Press, 2005.
- Padilah, Noviatun, dkk. "The Role of Human Resource Management in Increasing the Professionalism of Islamic Teachers." *Jurnal Penelitian Pendidikan Islam*, Vol. 8, No. 2 (2024), hlm. 156–174.
- Patton, Michael Quinn. *Qualitative Research & Evaluation Methods: Integrating Theory and Practice*. 4th Ed. Thousand Oaks, CA: SAGE Publications, 2015.
- Podolsky, A., T. Kini, dan L. Darling-Hammond. "Does Teaching Experience Increase Teacher Effectiveness? A Review of US Research." *Journal of Professional Capital and Community*, Vol. 4, No. 4 (2019), hlm. 286–308. <https://doi.org/10.1108/JPCC-12-2018-0032>.
- Pohl, F. "Islamic Education and Civil Society: Reflections on the Pesantren Tradition in Contemporary Indonesia." *Comparative Education Review*, Vol. 50, No. 3 (2006), hlm. 389–409. <https://doi.org/10.1086/503882>.
- Pramita, Aldila Winda, dkk. "Hakikat Pendidikan Islam: Tarbiyah, Ta'lim dan Ta'dib." Vol. 1 (2023), hlm. 83–89.
- Pribadi, Yanwar. "Religious Networks in Madura: Pesantren, Nahdlatul Ulama and Kiai as the Core of Santri." *Al-Jami'ah: Journal of Islamic Studies*, Vol. 51, No. 1 (2013), hlm. 1–32.
- Qomar, Mujamil. *Manajemen Pendidikan Islam: Strategi Baru Pengelolaan Lembaga Pendidikan Islam*. Jakarta: Erlangga, 2019.
- Qomar, Mujamil. *Pesantren: Dari Transformasi Metodologi Menuju Demokratisasi Institusi*. Jakarta: Erlangga, 2005.

- Raihani. "Report on Multicultural Education in Pesantren." *Compare: A Journal of Comparative and International Education*, Vol. 42, No. 4 (2012), hlm. 585–605.
- Al-Rasyidin, dan Samsul Nizar. *Filsafat Pendidikan Islam: Pendekatan Historis, Teoritis dan Praktis*. Jakarta: Ciputat Press, 2005.
- Rebore, Ronald W. *Human Resources Administration in Education: A Management Approach*. 10th Ed. Boston: Pearson, 2014.
- Republik Indonesia. *Undang-Undang Nomor 14 Tahun 2005 tentang Guru dan Dosen*. Jakarta: Sekretariat Negara, 2005.
- Republik Indonesia. *Undang-Undang Nomor 16 Tahun 2001 tentang Yayasan, sebagaimana telah diubah dengan Undang-Undang Nomor 28 Tahun 2004*. Jakarta: Sekretariat Negara.
- Republik Indonesia. *Undang-Undang Nomor 18 Tahun 2019 tentang Pesantren*. Jakarta: Sekretariat Negara, 2019.
- Republik Indonesia. *Undang-Undang Nomor 20 Tahun 2003 tentang Sistem Pendidikan Nasional*. Jakarta: Sekretariat Negara, 2003.
- Republik Indonesia. *Undang-Undang Nomor 24 Tahun 2011 tentang Badan Penyelenggara Jaminan Sosial*. Jakarta: Sekretariat Negara, 2011.
- Rivkin, S.G., E.A. Hanushek, dan J.F. Kain. "Teachers, Schools, and Academic Achievement." *Econometrica*, Vol. 73, No. 2 (2005), hlm. 417–458. <https://doi.org/10.1111/j.1468-0262.2005.00584.x>.
- Robbins, Stephen P., dan Mary Coulter. *Management*. 14th Ed. Boston: Pearson, 2018.
- Robinson, V.M.J., C.A. Lloyd, dan K.J. Rowe. "The Impact of Leadership on Student Outcomes: An Analysis of the Differential Effects of Leadership Types." *Educational Administration Quarterly*, Vol. 44, No. 5 (2008), hlm. 635–674. <https://doi.org/10.1177/0013161X08321509>.
- Runhaar, P. "How Can Schools and Teachers Benefit from Human Resources Management? Conceptualising HRM from Content and Process Perspectives." *Educational Management Administration & Leadership*, Vol. 45, No. 4 (2017), hlm. 639–656. <https://doi.org/10.1177/1741143215623786>.

- Saini, Mukhamat. "Pesantren Dalam Era Digital: Antara Tradisi dan Transformasi." Vol. 16 (2024), hlm. 342–356. <https://doi.org/10.25124/cosecant.v2i2.18657.2>.
- Salem, Amanda Christensen, dkk. "Family Firms Are Indeed Better Places to Work Than Non-Family Firms." *Journal of Family Business Strategy*, Vol. 12, No. 1 (2021), hlm. 100–115.
- Saputri, Sindi, Sri Wet Susanti, dan Milya Sari. "Manpower Planning dalam Pendidikan Islam: Integrasi Nilai Tauhid, Amanah, dan Maslahah." Vol. 5, No. 3 (2025), hlm. 553–569.
- Sawaluddin, F.R., dan R. Rustandi. "Manajemen Sumber Daya Manusia Lembaga Pendidikan Islam di Mts Persis 3 Pameungpeuk." *AL-FAHIM: Jurnal Manajemen Pendidikan Islam*, Vol. 3, No. 2 (2021), hlm. 131–146.
- Schein, Edgar H. *Organizational Culture and Leadership*. 5th Ed. New Jersey: John Wiley & Sons, 2017.
- Schultz, Theodore W. "Investment in Human Capital." *The American Economic Review*, Vol. 51, No. 1 (1961), hlm. 1–17.
- Sekaran, Uma, dan Roger Bougie. *Research Methods for Business: A Skill-Building Approach*. 7th Ed. Chichester: John Wiley & Sons, 2016.
- Shihab, M. Quraish. *Tafsir Al-Misbah: Pesan, Kesan dan Keserasian Al-Qur'an*. Vol. 1. Jakarta: Lentera Hati, 2002.
- Soebahar, Abd. Halim. *Modernisasi Pesantren: Studi Transformasi Kepemimpinan Kiai dan Sistem Pendidikan Pesantren*. Yogyakarta: LKiS, 2013.
- Srimulyani, E. "Muslim Women and Education in Indonesia: The Pondok Pesantren Experience." *Asia Pacific Journal of Education*, Vol. 27, No. 1 (2007), hlm. 85–99.
- Steenbrink, Karel A. *Pesantren, Madrasah, Sekolah: Pendidikan Islam dalam Kurun Modern*. Jakarta: LP3ES, 2018.
- Sugiyono. *Metode Penelitian Kombinasi (Mixed Methods)*. Bandung: Alfabeta, 2019.
- Sugiyono. *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Cetakan ke-28. Bandung: Alfabeta, 2019.

- Sumarno, dkk. "Implementasi Manajemen Sumber Daya Tenaga Pendidik dan Kependidikan dalam Meningkatkan Mutu Pendidikan di Pondok Pesantren Al-Kautsar Al-Akbar Laetoras." *MUMTAZ: Education Management and Islamic Studies*, Vol. 5, No. 2 (2025), hlm. 79–84.
- Supovitz, J., P. Sirinides, dan H. May. "How Principals and Peers Influence Teaching and Learning." *Educational Administration Quarterly*, Vol. 46, No. 1 (2010), hlm. 31–56. <https://doi.org/10.1177/1094670509353043>.
- Suryana, Dian. "Implementation of Islamic Human Resource Management in Modern Islamic Boarding Schools." *Jurnal Manajemen Pendidikan*, Vol. 12, No. 1 (2024), hlm. 27–40.
- Suryana, Aep Tata. "Implementation of Islamic Human Resource Management in Islamic Boarding Schools: Case Study in Modern Islamic Boarding Schools." 2024.
- Syadiyah, Cholifatus, dan Ida Rindaningsih. "Effective Human Resource Management Strategies in Islamic Boarding Schools." *Edunesia: Jurnal Ilmiah Pendidikan*, Vol. 1, No. 4 (2024), hlm. 94–100.
- Tafsir, Ahmad. *Ilmu Pendidikan dalam Perspektif Islam*. Bandung: Remaja Rosdakarya, 2017.
- Tashakkori, Abbas, dan Charles Teddlie. *Mixed Methodology: Combining Qualitative and Quantitative Approaches*. Thousand Oaks, CA: SAGE Publications, 1998.
- Taylor, Frederick W. *The Principles of Scientific Management*. New York: Harper & Brothers, 1911.
- Teddlie, Charles, dan Abbas Tashakkori. *Foundations of Mixed Methods Research: Integrating Quantitative and Qualitative Approaches*. *Educational Researcher*, Vol. 38, No. 1 (2009), hlm. 7–16.
- Trilling, Bernie, dan Charles Fadel. *21st Century Skills: Learning for Life in Our Times*. San Francisco: Jossey-Bass, 2009.
- Wahid, Abdurrahman. *Menggerakkan Tradisi: Esai-Esai Pesantren*. Yogyakarta: LKiS, 2010.
- Weber, Max. *Economy and Society: An Outline of Interpretive Sociology*. Ed. Guenther Roth dan Claus Wittich. Berkeley: University of California Press, 1978. (Edisi Asli: *Wirtschaft und Gesellschaft*, Tübingen: J.C.B. Mohr, 1922).

- Wisuda, Ani Himah, dan Siti Fatimah. "Towards the Era of Society 5.0: Human Resources Management in Integrated Islamic Schools." *Tafkir: Interdisciplinary Journal of Islamic Education*, Vol. 7, No. 2 (2023), hlm. 521–536.
- Wright, Patrick M., dan Gary C. McMahan. "Theoretical Perspectives for Strategic Human Resource Management." *Journal of Management*, Vol. 18, No. 2 (1992), hlm. 295–320.
- Yin, Robert K. *Case Study Research and Applications: Design and Methods*. 6th Ed. Los Angeles: SAGE Publications, 2018.
- Yukl, Gary. *Leadership in Organizations*. 9th Ed. London: Pearson Education, 2020.
- Ziemek, Manfred. *Pesantren dalam Perubahan Sosial*. Terj. Butche B. Soendjojo. Jakarta: P3M, 1986.