

DAFTAR KEPUSTAKAAN

- Ahdiyana, Marita. (2009). Dimensi *Organizational Citizenship Behavior* (OCB) dalam Kinerja Organisasi. Jurnal Fakultas Ilmu Sosial dan Ekonomi, Universitas Negeri Yogyakarta Retrieved March 03,2015, from <http://staff.uny.ac.id/system/files/penelitian/Marita%20Ahdiyana,%20S.I.P.,%20M.Si./Dimensi%20OCB%20dalam%20Kinerja%20Organisasi.pdf>
- Andriani, Gita., Djalali, M. As'ad., Sopiah, Diah. (2012). *Organizational Citizenship Behavior* dan Kepuasan Kerja pada Karyawan. Jurnal Penelitian Psikologi, Vol.03, No.01, pp. 341-354.
- Andriyani, Fety (2013). Abstract : Pengaruh Komitmen Organisasional Dan *Organizational Citizenship Behavior* (OCB) Terhadap Kinerja Pada Pegawai Rumah Sakit Umum Daerah (Rsud) Kraton Pekalongan. Skripsi thesis, Universitas Muhammadiyah Surakarta. Retrieved April 28, 2015, from <http://eprints.ums.ac.id/25624/>.
- Angle, H.L., & Perry, J.L. (1981). *An Empirical Assessment of Organizational Commitment and Organizational Effectiveness*. *Administrative Science Quarterly*, 27,pp.1-14.
- Arbai.(2013) Pengaruh *Servant Leadership* Pada Komitmen Organisasional Guru di SMKN 2 Sewon Bantul. Tesis: S2 Magister Manajemen UGM. Retrieved April 28, 2015., from http://etd.repository.ugm.ac.id/index.php?mod=penelitian_detail&sub=PenelitianDetail&act=view&typ=html&buku_id=65707.
- Asmaningrum, Nurfika. (2009). Pengaruh Penerapan *Spiritual Leadership* Terhadap Komitmen Organisasi Pada Perawat di Rumah Sakit Islam Surabaya. Tesis Universitas Indonesia Fakultas Ilmu Keperawatan Kekhususan Kepemimpinan dan Manajemen Keperawatan: Depok.
- Astuti, Sih Darmi. (2010). Model *Person-Organization Fit* (P-O Fit Model) Terhadap Kepuasan Kerja, Komitmen Organisasional dan Kinerja Karyawan. Jurnal Bisnis dan Ekonomi (JBE), Maret 2010, Hal. 43 - 60 Vol. 17, No. 1 ISSN: 1412-3126
- Bakumawa, O Darma Suriawati. (2012). Kajian Pusaka: Kecerdasan Emosional dan Kecerdasan Spiritual. Sebagai Prediktor *Servant Leadership* Pendeta. Di Gereja Kristen Sulawesi Tenggara. Retrieved April 1, 2015, from repository.uksw.edu/bitstream/handle/.../T2_832009005_BAB%20II.pdf?

- Bambale, Abdu Ja'afaru. (2014). *Relationship between Servant Leadership and Organizational Citizenship Behaviors: Review of Literature and Future Research Directions*. Journal of Marketing and Management, 5 (1), 1-16, May 2014
- Barbuto, John E. and Wheeler, Daniel W., "Scale Development and Construct Clarification of Servant Leadership" (2006). *Faculty Publications: Agricultural Leadership, Education & Communication Department*. Paper 51. Retrieved March 01, 2015 from <http://digitalcommons.unl.edu/aglecfacpub/51>.
- Bienstock, CC., Dc Moranvile, C.W. and Smith R. K., (2003), *Organizational Citizenship Behavior and Service Quality*, Journal of Service Marketing, 17/4-5: 357-378.
- Blanchard, Ken and Miller, Mark. (2015). *Great Leaders Grow: Seni Menjadi Pemimpin Sejati*. Jakarta: Libri PT BPK Gunung Mulia.
- Bolino, M.C., Turnley, W.H., dan Bloodgood, J.M. (2002). *Citizenship Behavior and the Creation of Social Capital in Organization*. Academy of Management Journal, Vol. 7, No. 4, 2002 pp. 502 – 522
- Buchanan, B. (1974). *Building Organizational Commitment: The Socialization of Managers In Work Organizations*. Administrative Science Quarterly, 19, pp.533-546.
- Chairy, Liche Seniati. (2002). SEPUTAR KOMITMEN ORGANISASI. Disampaikan dalam Acara Arisan Angkatan '86 F.Psi.UI. Jakarta, 8 September 2002. Retrieved March 11, 2015 from <http://staff.ui.ac.id/system/files/users/liche/materail/arisan86-komitmenorganisasi-liche.pdf>.
- Cooper, Donald R., Emory, C.William. (1998). Metode Penelitian Bisnis ed.5. Jakarta: Penerbit Erlangga.
- Darmawati, Arum. et.al. (2013). Pengaruh Kepuasan Kerja dan Komitmen Organisasi Terhadap *Organizational Citizenship Behavior*. Jurnal Economia, Volume 9, Nomor 1, April 2013. p.10-17
- Dewi, Rosita. (2008). Pengaruh Komitmen Organisasi terhadap Kepuasan Kerja Akuntan Publik dengan Role Stress sebagai Variabel Moderating. JAAI Volume 12 No. 1, p.13-24.

- Djati, S. Pantja.(2009). *Variabel Anteseden Organizational Citizenship Behavior (OCB) dan Pengaruhnya Terhadap Service Quality pada Perguruan Tinggi Swasta di Surabaya*. Jurnal Aplikasi Manajemen (JAM), Vol.7, No.3, Agustus 2009.,
- Fauziyah, Makhtumatul. (2010). *PENGARUH KEPUASAN KERJA DAN KOMITMEN ORGANISASI TERHADAP ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) PEGAWAI PADA KOMPLEK PENDIDIKAN MUHAMMADIYAH GADUNG SURABAYA*. Undergraduate thesis, UIN Sunan Ampel Surabaya
- Graham, J.W. (1991). *Servant leadership in Organizations: Inspirational and moral*. Leadership Quarterly, 2, pp.105-119.
- Greenberg, Jerald dan Baron, Robert A. 2003. Perilaku Organisasi. Jakarta :Prentice Hall
- Grusky, D. (1966). *Career Mobility and Organizational Commitment*. Administrative Science Quarterly, 10, pp.488-503.
- Gultom, M., Teresia, & Irvianti, S.D. (2013). Analisis Pengaruh Gaya Kepemimpinan Transformasional dan Komitmen Organisasi terhadap Organizational Citizenship Behavior Pada PT. Graha TunasMekar. Universitas Bina Nusantara. Retrieved March 12, 2015, from <http://thesis.binus.ac.id/Doc/Bab1/2012-1-00216-MN%20Bab1001.pdf>.
- Gunawan, Hendra., Masruroh. (2013). Pengaruh Kepuasan Kerja dan Komitmen Organisasi terhadap *Organizational Citizenship Behavior* (OCB) di Ramayana Department Store Pasar Kopro. Retrieved July 06, 2015, from <http://thesis.binus.ac.id/Doc/Lain-lain/2013-1-00324-MN%20WorkingPaper001.pdf>.
- Handoyo, Seger. (2010). Pengukuran *Servant Leadership* Sebagai Alternative Kepemimpinan di Institusi Pendidikan Tinggi Pada Masa Perubahan Organisasi. Makara, Sosial Humaniora, Volume 14, No. 2, Desember 2010. pp.130-140.
- Hikmah, Faikhrotul. (2014). Pengaruh *Servant Leadership* dan Kepribadian Terhadap *Organizational Citizenship Behavior* (OCB) Pada PT PLN (Persero) Area Jember. Retrieved March 24, 2015, from http://repository.unej.ac.id/bitstream/handle/123456789/59499/Faikhrotul%20Hikmah%20-%20100810201212_1.pdf?sequence=1.

Hogan, Robert., Curphy,Gordon J., and Hogan, Joyce. (1994). *What We Know about Leadership: Effectiveness and Personality*. the American Psychological Association. Inc. 0003-066X/94/S2.00 Vol. 49. No.6. 493-504.

Hrebeniak, L.G. (1974). *Effects of job level and participation on employee attitudes and perception of influence*. Academy of management journal, 17, pp. 649-662.

Iskandar, Eddy Dwinanto. (2015, 26 Mei – 7 Juni). Membedah Ledakan Pasar Bisnis Healthcare Berebut Pasar Senilai Rp. 390 T. Majalah SWA II XXXI.

Istiqomah, Inuk Wahyuni. (2008). Pengaruh Kepuasan Kerja, Komitmen Organisasional dan Komitmen Profesional Terhadap Keinginan Berpindah Auditor Pada Kantor Akuntan Publik (Kap) di Jawa Timur. Jurnal Penelitian Staf Pengajar STIE Al-Anwar Mojokerto. Retrieved April 29, 2015, from <http://download.portalgaruda.org/article.php?article=9597&val=621>

Jayadi. (2012). Kompetensi Guru, *Spiritual Intelligence, Self Determination Theory* dan *Organization Citizenship Behavior*. Jurnal STKIP Muhammadiyah Sampit. Humanitas, Vol. IX No.2 Agustus 2012.pp. 169-184.

Jogiyanto. (2007). Metodologi Penelitian Bisnis: Salah Kaprah dan Pengalaman-pengalaman. Cetakan pertama. Yogyakarta: BPFE

Kartikarini, Mustikadewi,. Indartono, Setyabudi. (2015). Pengaruh *Servant Leadership* dan Kepuasan Kerja Terhadap *Organizational Citizenship Behaviour* Karyawan Hotel Bintang-2 Di Yogyakarta. Retrieved March 24, 2015, from journal.student.uny.ac.id/jurnal/artikel/10605/50/1116.

Kolade, Obamiro John., Oluseye, Ogunnaike Olaleke., Omotayo A, Osibanjo. (2014). *Organizational Citizenship Behaviour, Hospital Corporate Image and Performance*. Journal of Competitiveness Vol. 6, Issue 1, pp. 36 - 49, March 2014 ISSN 1804-171X (Print), ISSN 1804-1728 (On-line), DOI: 10.7441/joc.2014.01.03.

Kuntjoro, Z.S. (2002). Komitmen Organisasi. Retrieved April 1, 2015, from <http://www.e-psikologi.com>.

Kusumaningrum, Siska. (2011). Variabel Anteseden dan Konsekuensi Komitmen Organisasional Auditor (Studi Empiris Pada Auditor Di Kantor AkuntanPublik Wilayah Semarang, Solo, dan Yogyakarta). SKRIPSI Program Sarjana (S1) pada Program Sarjana Fakultas Ekonomi Universitas Diponegoro, Semarang. Retrieved April 28, 2015, from <http://eprints.undip.ac.id/29471/1/Skripsi011.pdf>.

Lamond, David., Spector, Paul E., (2015). *Taking Stock Of The Job Satisfaction Survey: Its Validity And Reliability In A Different Time And Place.* Retrieved May 12, 2015, from http://www.researchgate.net/profile/David_Lamond/publication/236111545_Taking_Stock_of_the_Job_Satisfaction_Survey_Its_Validity_and_Relability_in_a_Different_Time_and_Place/links/004635160f7f6c8708000000

Lantu, Donald., Erich Pesiwarissa., dan Augusman Rumahorbo. (2007). Servant Leadership The Ultimate Calling to Fulfill Your Life's Greatness. Yogyakarta : Gradien Books.

Luthans, Fred. (2011). *Organizational Behavior.* New York: McGraw-Hill Companies, Inc., 12th edition.

Mathieu, J.E. & Zajac, D.M. (1990). *A Review And Meta-Analysis Of The Antecedents, Correlates, And Consequences Of Organizational Commitment.* *Psychological Bulletin, 108*, pp.171-188.

Maxwell, John C. (1995). Mengembangkan Kepemimpinan di dalam Diri Anda. Jakarta: Binarupa Aksara.

Mohammad, Jehad., Habib, Farzana Quoquab., Alias, Mohmad Adnan. (2011). *Job Satisfaction And Organisational Citizenship Behaviour: An Empirical Study At Higher Learning Institutions.* Asian Academy of Management Journal, Vol. 16, No. 2, 149–165, July 2011.

Mowday, Richard T., Steers, Richard M. Porter, Lyman W (1979). *The Measurement of Organizational Commitment.* Journal of Vocational Behavior 14, 224-247.

Mira, Wike Santa., Margaretha, Meily. (2012). Pengaruh *Servant Leadership* Terhadap Komitmen Organisasi dan *Organization Citizenship Behavior.* Jurnal Manajemen, Vol.11, No.2, Mei 2012; Universitas Kristen Maranatha, ISSN 1411-9293.

Nugraha, Ubaidillah. (2011, May 02). Perbankan dan *Public Performance Pressure*. Infobanknews.com. Retrieved April 01, 2015, from <http://www.infobanknews.com/2011/05/perbankan-dan-public-performance-pressure/>

Organ, Dennis W., et.al. (2006) *Organizational Citizenship Behavior. Its Nature, Antecedents, and Consequences*. California: Sage Publications, Inc.

Paramita, Patricia Dhiana. (2012). *Orgatizational Citizenship Behavior* (OCB) : Aspek Dari Aktivitas Individual Dalam Bekerja. Jurnal Jurusan Manajemen Fakultas Ekonomi Universitas Pandanaran. Retrieved April 30, 2015, from <http://jurnal.unpand.ac.id/index.php/dinsain/article/download/88/85>.

Podsakoff, P.M., MacKenzie, S.B., Paine, J.B., and Bachrach, D.G. (2000). *Organizational citizenship behaviors: A Critical Review Of The Theoretical And Empirical Literature and Suggestions For Future Research, Journal of Management*, vol. 26, no. 3, pp. 513-563.

Prabowo, Adhityo. (2014). Skripsi: Analisis Pengaruh Kepemimpinan Transformasional Dan Kepuasan Kerja Terhadap *Organizational Citizenship Behavior* (OCB) dengan Komitmen Organisasi Sebagai Variabel Intervening (Studi Pada Perawat Rsup Dr.Kariadi, Semarang). Retrieved April 28, 2015, from http://eprints.undip.ac.id/43831/1/02_PRABOWO.pdf.

Prabowo, Vania Claresta., Setiawan, Roy. (2013). Pengaruh *Servant Leadership* dan Komitmen Organisasional Karyawan terhadap *Organizational Citizenship Behavior* (OCB) Pada Blue Bird Group Surabaya. AGORA Vol. 1, No.3, (2013).

Pramadani, Ayu Bianda., Fajrianti. (2012). Hubungan antara Komitmen Organisasi dengan Kesiapan untuk Berubah pada Karyawan Divisi Enterprise Service (DES) Telkom Ketintang Surabaya. Jurnal Psikologi Industri dan Organisasi Vol. 1 No. 02, Juni 2012.

Pramitasari, Riska Eriyana. (2013). *Organizational Citizenship Behavior* (OCB) Pada Perawat. Jurnal Ilmiah Psikologi Terapan (JIPT). Fakultas Psikologi, Universitas Muhammadiyah Malang. Vol.01, No.02, Agustus 2013. ISSN: 2301-8267. pp 430-436.

Putrantoro, Syahfarnas Adi. (2014). Pengaruh Kepemimpinan, Komitmen Organisasi dan Komunikasi Interpersonal Terhadap *Organizational*

Citizenship Behavior Anggota Rotaract Club Semarang. Skripsi: Fakultas Ekonomika dan Bisnis Universitas Diponegoro Semarang.

- Rini, Gita Setya., Rahardjo, Mudji. (2014). Abstract: Analisis Pengaruh Komitmen Organisasional Terhadap *Organizational Citizenship Behavior* (OCB) (Studi Pada Karyawan Bank Indonesia Kantor Perwakilan Purwokerto). Undergraduate Thesis, Fakultas Ekonomika Dan Bisnis. Retrieved March 24, 2015, from <http://eprints.undip.ac.id/43821/>.
- Robbins, Stephen P., Judge, Timothy A. (2013). *Organizational Behavior*. New Jersey:Pearson Education, Inc., 15th edition.
- Robbin, Stephen P., Coulter, Mary. (2012). *Management*. Ed.11th. New Jersey: Pearson Education, Inc., publishing as Prentice Hall.
- Robbin, Stephen P., Judge, Timothy. (2008). Perilaku Organisasi Edisi Kedua Belas. Jakarta: Salemba Empat: Jakarta
- Robbins, Stephen P. (2006). Perilaku Organisasi. Edisi Lengkap. Jakarta: PT INDEKS Kelompok GRAMEDIA.
- Saal & Knight. (1995). *Industrial Organizational Psychology*. California:Pasivix Grove.
- Sahrah, Alimatus. (2012). *Organizational Citizenship Behavior* Ditinjau dari Kepuasan Kerja dan Jenis Kelamin Para Perawat Rumah Sakit Studi Pada RS PB Yogyakarta. Retrieved April 28, 2015 from http://fpsi.mercubuana-yogya.ac.id/wp-content/uploads/2012/06/alin_kepuasan-kerja.pdf
- Sandra, Devi. (2011). Kontribusi Komitmen Organisasional dan Kepemimpinan Transformasional Terhadap *Organizational Citizenship Behavior* Pada PT. Carrefour Indonesia. Retrieved March 24, 2015, from <http://papers.gunadarma.ac.id/index.php/mpsi/article/view/15780/15004>.
- Sarwono, Jonathan. (2006). Metode Penelitian Kuantitatif dan Kualitatif. Yogyakarta : Graha Ilmu.
- Sedarmayanti. (2011). Membangun dan Mengembangkan Kepemimpinan serta Meningkatkan Kinerja untuk Meraih Keberhasilan. Bandung: Refika Aditama.
- Sedarmayanti. (2009). Reformasi Administrasi Publik, Reformasi Birokrasi, dan Kepemimpinan Masa Depan (Mewujudkan Pelayanan Prima dan Kepemerintahan yang Baik). Bandung: Refika Aditama.

Sekaran, Uma. (2006). *Research Methods For Business*: Metode Penelitian untuk Bisnis. Jakarta: Salemba Empat.

Sendjaya, S., Sarros, J. C., & Santora, J. C. (2008). *Defining and Measuring Servant Leadership Behaviour in Organizations*. Journal of Management Studies, 45, pp 402-424.

Setiawan, Roy. (2013). Analisis Pengaruh Servant Leadership Terhadap *Organizational Citizenship Behavior* Dengan Komitmen Organisasional Sebagai Variabel Intervening. Abstrak: Post Graduate University Airlangga. Retrieved May 07, 2015, from <http://adln.lib.unair.ac.id/go.php?id=gdlhub-gdl-s2-2013-setiawanro-27978&PHPSESSID=61e3443569175cd06483097281c6f87d>.

Sihombing, Dedy Fredy. (2011). Pengaruh Gaya *Servant Leadership* Terhadap Komitmen Organisasi serta Dampaknya Pada Kinerja Karyawan Administrasi Tata Usaha (Survei pada Perguruan Tinggi di Kotamadya Bandung). Tesis Program Magister Manajemen, Universitas Kristen Maranatha. Tidak dipublikasi.

Sinuraya, Candra., Wirayanti, Triratri Talenta. (2013). Survei *Servant Leadership* dalam Organisasi Kemahasiswaan dan Unit Kegiatan Mahasiswa. Zenit Volume 2 Nomor 2 Agustus 2013. pp.144-160.

Spector, P. 1997. *Job Satisfaction: Application, Assessment, Causes and Consequences*. California: Sage.

Spector, Paul E. (1994). *Job Satisfaction Scale*. Department of Psychology University of South Florida. Copyright Paul E. Spector 1994, All rights reserved. Retrieved May 12, 2015, from <http://shell.cas.usf.edu/~pspector/scales/JssEnglish.doc>.

Steers, R.M. (1977). *Antecedents and outcomes of organizational commitment*. *Administrative Science Quarterly*, 22, 46-56

Sugiyono. (2010). Metode Penelitian Kuantitatif Kualitatif & RND. Bandung: Alfabeta.

Sugiyono. (2004). Statistika untuk Penelitian. Bandung:Alfabeta.

Suherli, Denalia Tri Arini. (2011). Pengaruh *Big Five Personality* dan Komitmen Organisasional Afektif terhadap *Organizational Citizenship Behavior* Tenaga Administrasi Tetap: Sebuah Penelitian Kasus Pada Universitas Kristen Maranatha Bandung. Skripsi Program Sarjana Jurusan Manajemen Fakultas Ekonomi Maranatha Bandung. Tidak dipublikasi.

Suherli, Denalia Tri Arini & Sunjoyo. (2011). Pengaruh *Big Five Personality* dan Komitmen Organisasional Afektif terhadap *Organizational Citizenship Behavior* Tenaga Administrasi Tetap: Sebuah Penelitian Kasus Pada Universitas Kristen Maranatha Bandung. Jurnal Manajemen, 1 (11). ISSN 1411-9293, pp. 25-34.

Suliyanto. (2005). Metode Riset Bisnis. Bandung : Alfabeta.

Sumantri, Suryana., Pareke, Fahrudin Js. (2011). Studi Tentang *Organizational Citizenship Behavior* dan Kepuasan Kerja Dosen Pada PTN dan PTS Provinsi Bengkulu. Fakultas Psikologi Universitas Padjadjaran,Fakultas Ekonomi Universitas Bengkulu. Retrieved March 01, 2015, from http://pustaka.unpad.ac.id/wp-content/uploads/2011/04/studi_tentang_organizational_citizenship_behavior.pdf.

Sunjoyo,et al.,(2013). Aplikasi SPSS untuk SMART Riset (Program IBM SPSS 21,0). Bandung: Alfabeta.

Sunjoyo.(2009). Modul Metoda Riset Bisnis. Bandung: Jurusan Manajemen Fakultas Ekonomi Universitas Kristen Maranatha.

Supranto, J. (2001). Statistik Teori dan Aplikasi, Cetakan Kedua, Jakarta: Penerbit Erlangga.

Susanto, Yemina Vani.(2015). Analisis Pengaruh Kepemimpinan dan Kepuasan Kerja Karyawan Terhadap Terjadinya *Organizational Citizenship Behavior* (OCB) Di Restoran Hachi-Hachi Tunjungan Plaza Surabaya. Jurnal Hospitality dan Manajemen Jasa, Universitas Kristen Petra, Surabaya, Indonesia. Retrieved May 07, 2015, from <http://studentjournal.petra.ac.id/index.php/manajemen-perhotelan/article/view/2838/2545>.

Tjiharjadi, Semuil.,et al. (2007). *To Be A Great Leader*.Yogyakarta: ANDI.

Umar, Husein. (2003). Metode Riset Perilaku Organisasi. Jakarta: Penerbit Gramedia.

Vigoda, E., dan Goliembiewski, R.T. (2001). *Citizenship Behavior and the Spirit of New Managerialism. A Theoretical Framework and Challenge for Governance*. American Review of Public Administration.Vol. 31 No. 3. September 2001 273-295.

Watson, A. M., Thompson, L. F., & Meade, A. W. (2007). *Measurement Invariance of the Job Satisfaction Survey Across Work Contexts*. Retrieved May 14, 2015, from http://www4.ncsu.edu/~awmeade/Links/Papers/JSS_MI%28SIOP07%29.pdf

Widyanto, Ribke., Lau, Jennie Suhandono., Kartika, Endo Wijaya. (2013). Pengaruh Kepuasan Kerja Terhadap *Organizational Citizenship Behavior* (OCB) Melalui Komitmen Organisasional Karyawan Cleaning Service Di Iss Surabaya. Jurnal Hospitality dan Manajemen Jasa. Retrieved May 01, 2015 from <http://studentjournal.petra.ac.id/index.php/manajemen-perhotelan/article/view/199>

Yuliawan, Adhi Krisna & Supartha, I Wayan Gede (2012). Pengaruh Kepemimpinan terhadap Komitmen Organisasi, Kepuasan Kerja dan Kinerja (Studi Pada Pegawai di Lingkungan Sekretariat Daerah Kota Denpasar). E-Jurnal Ekonomi dan Bisnis Universitas Udayana : Volume 01.No.02.Tahun 2012 Retrieved March 24, 2015, from <http://ojs.unud.ac.id/index.php/EEB/article/view/4293/3279>.

Zehir, Cemal., Akyuz, Bulent M., Eren, Şule., Turhan, Gulden. (2013). *The Indirect Effects of Servant Leadership Behavior on Organizational Citizenship Behavior and Job Performance: Organizational Justice as a Mediator*. International Journal of Research in Business and Social Science.Vol.2 No.3, 2013 ISSN: 2147-4478.

İşletme Bölümü Öğr.Gör. Dr., et.all. *The Role Of Trust On Leadership's Effect On Organizational Citizenship Behavior And Intent To Quit* Retrieved April 15, 2015 from <http://www.ikatolyesi.com/m/c/detay.asp?id=7047#.VUEWxtWUeVZ>.

www.rsimmanuel.com