

Mini Review: Organization Commitment, Organization Sustainability, Resilience, Community Social Behavior, Transformational Leadership

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ABSTRACT

The aim of study is to present the findings of variables of organizational commitment, individual or employee resilience, social behavior of society, transformational leadership and organizational sustainability. Method used is qualitative with a review of the literature review. The results of the literature review from the perspective and findings of the review article relate to variables with positive and significant results such as resilience variables with organizational commitment, customer behavior variables not found directly with organizational commitment variables, organizational sustainability with organizational commitment there are articles that state positively and significantly from exposure to review articles in above. Furthermore, resilience and transformational leadership there are several articles found by researchers that state positive and significant. It's just that from this article there are no research results where the five independent variables above with dependent variables have been studied and there are results. Also, dependent variables with intervening variables of existing research results that state positive and significant.

INTRODUCTION

Current organizations that exist by paying attention to external and internal parties, the internals in the organization can vary from top leaders, to existing organizational commitments. In accordance with the statement stating the skills and characteristics of transformational leaders (Yahaya & Ebrahim, 2016), In organizational research requires mentoring sessions for employees or members to achieve organizational goals (Susanto, 2021) there is also (Yahaya & Ebrahim, 2016) statement stating that transformational leaders are related to employee committees (Shim et al., 2015) in the organization directly there is an influence from the results of research from (Atmojo, 2012), likewise that the commitment of organizations with transformational leadership has an influence (Reio & Ghosh, 2009), In this era of openness, management must be able to provide opportunities for qualified employees to develop and develop their organization in a better direction (Susanto & Sawitri, 2023). That from some of the descriptions above states that the organization is committed to transformational leadership is related from several scientific articles. The organization is also related to the resilience of employees in the organization, directly seen from the following references.

Resilience relates to the individual in the organization, where the individual is integrated with the organization and its theme in the organization. Resilience in the form of reasons in individuals as in the following statement Considering resilience at the individual level is justified for several reasons. The results of the organizations considered in the study were first presented at the individual level. Second, aspects of behavior and attitudes (individuals) in measuring organizational resilience are considered in predicting overall resilience. Third, the company's collective resilience comes from the actions and interactions of each member of its organization, making the understanding of resilient individuals the right starting point for defining a sustainable organization (Lengnick-Hall et al., 2011) line with the statement Resilience is a desirable personality trait and a key qualification for employees, especially in today's dynamic and ever-changing work environment. (Meng et al., 2019) The individual is a society, a society in behaving according to its character.

Organizational commitment is also influenced by a sense of community because it has a positive effect on morale, productivity and efficiency. (Susanto, 2022) The central role of the leadership is needed to realize organizational commitment so that the organization can sustain. It also makes the workplace more enjoyable (Mendelson et al., 2010) The organization has a commitment to sustainability in running a business. Seiiring with a statement stating organizational practices and sustainability in response to problems caused by environmental degradation, social and economic inequality, and changes in public opinion about the role of organizations as guardians of sustainability. Durability means longevity, consistency and maintenance (Florea et al., 2013) Sustainability is usually seen as a key goal of organisations (Wales, 2013).

This scientific article aims to present the findings of the variables of organizational commitment, individual or employee resilience, community social behavior, transformational leadership and sustainability. organization.

Literature review relates to the above variables from various journals in the world and from various publishers.

THEORETICAL REVIEW

Organization Commitment

Organizational commitment is a commitment to the organization in which he works. Commitment to organization is one of the most important aspects of maintaining organizational sustainability (Wales, 2013). There are some researchers associating organization commitment with other variables of resilience variables from researchers (Paul et al., 2020), as well as (Paul et al., 2020) researchers (Meng et al., 2019). (Meng et al., 2019)

Resilience

According to (Bonanno, 2004) resilience is the ability of a person to respond to circumstances that put them at significant risk while maintaining their normal ability to function. The resilient leadership variable with the organizational commitment variable has a positive influence as a moderator variable (Azmi & Sulastri, 2020). In addition, there are also researchers from (Paul et al., 2016), there are (Paul et al., 2016) from researchers (Meng et al., 2019). (Meng et al., 2019)

Community Social Behavior

Social behavior is a personal act that has meaning for the individual and is directed to other personalities (Zamroni 1992 in Ropingi, 2004). Society is a collection of many people who have the same domicile as each other (Campbell 1994 in Ropingi, 2004).

Transformational Leadership

The leadership style known as transformational leadership is one in which "leaders and followers elevate each other to a higher level of morals and motivation (Burns & Leadership, 1978), (Burns & Leadership, 1978) there is also the notion of (Avolio, 1999) stating (Avolio, 1999), (Nuraeni et al., 2022) that transformational leadership with transactional leadership, which includes exceptional leadership, conditional rewards, and barrier leadership.

Organization Sustainability

The ability of an organization to grow and maintain growth over time while successfully meeting the needs of various stakeholders is referred to as (Neubaum & Zahra, 2006) Neubaum & Zahra, 2006), there are research results related to organizational commitment and organizational sustainability from (Koç, 2019). (Koç, 2019)

METHODOLOGY

Scientific articles use qualitative methods with a literature review model of dozens of scientific articles derived from scientific articles from existing international and national reputation journals from variables in this article. The hope of researchers getting perspective results and recommendations is

given by the author from the results of the elaboration of the review of articles related to variables. Presented in two tables as below.

Table 1. Distribution of Journals and Publishers

Number	Article Name	Writer	Journal	Publisher	Year
1.	Leadership styles and organizational commitment: Literature Review	(Yahaya & Ebrahim, 2016)	Journal of Management Development Vol. 35 No. 2, 2016 pp. 190-216	Emerald Group Publishing Limited	2016
2.	The effect of OCB in relationship between personality, organizational commitment and job satisfaction on performance	(Indarti et al., 2017)	Journal of Management Development Vol. 36 No. 10, 2017 pp. 1283-1293	Emerald Group Publishing Limited	2017
3.	Factors Affecting Organizational Commitment	(ASKARANY, 2011)	JMI Vol 9 (1) (2018): 26 - 34 Journal of Management and Innovation	JMI	2018
4.	Organizational commitment: exploring the role of identity	(Afshari et al., 2020)	Personnel Review Vol. 49 No. 3, 2020 pp. 774-790	Emerald Group Publishing Limited	2020
5.	Guest Editorial Elements Of Organizational Sustainability	(Smith, 2011)	The Learning Organization Vol. 18 No. 1, 2011 pp. 5-9	Emerald Group Publishing Limited	2011
6.	For All Good Reasons: Role of Values in Organizational Sustainability	(Florea et al., 2013)	J Bus Ethics (2013) 114:393–408	Springer	2013
7.	Organizational Sustainability: What Is It, And Why Does It Matter	(Wales, 2013)	Review of Enterprise and Management Studies Vol. 1, No.1, November 2013	Review of Enterprise and Management Studies	2013
8.	Organization Sustainability through Human Resource Capital: The Impacts of Supervisor Incivility and Self-Efficacy	(Alola et al., 2018)	<i>Sustainability</i> 2018, 10, 2610; doi:10.3390/SU10082610	MDPI Publisher	2018
9.	Organizational Sustainability Practices: A Study of the Firms Listed by the Corporate Sustainability Index	(Batista & de Francisco, 2018)	<i>Sustainability</i> 2018, 10, 226; doi:10.3390/SU10010226	MDPI Publisher	2018
10.	The Evaluation of the Project School Model in Terms of Organizational Sustainability and Its Effect on Teachers'	(Koç, 2019)	<i>Sustainability</i> 2019, 11, 3549; doi:10.3390/SU11133549	MDPI Publisher	2019

	Organizational Commitment				
11.	Exploring Organizational Sustainability: Themes, Functional Areas, and Best Practices	(Nawaz & Koç, 2019)	<i>Sustainability</i> 2019, 11, 4307; doi:10.3390/SU11164307	MDPI Publisher	2019
12.	Organizational sustainability: a redefinition?	(Mohd Zawawi & Abd Wahab, 2019)	Journal of Strategy and Management Vol. 12 No. 3, 2019 pp. 397-408	Emerald Group Publishing Limited	2019
13.	Organizational Commitment and Lean Sustainability: Literature Review and Directions for Future Research	(Benkarim & Imbeau, 2021)	<i>Sustainability</i> 2021, 13, 3357. https://doi.org/10.3390/su13063357	MDPI Publisher	2021
14.	Loss, Trauma, and Human Resilience	(Bonanno, 2004)	American Psychologist Vol. 59, No. 1, 20–28 DOI: 10.1037/0003-066X.59.1.20	American Psychological Association, Inc.	2004
15.	Developing a capacity for organizational resilience through strategic human resource management	(Lengnick-Hall et al., 2011)	Human Resource Management Review 21 (2011) 243–255	Elsevier Inc.	2011
16.	Strategic human resource management practices and organizational resilience	(Bouaziz & Smaoui Hachicha, 2018)	Journal of Management Development Vol. 37 No. 7, 2018 pp. 537-551	Emerald Group Publishing Limited	2018
17.	On the relationships of resilience with organizational commitment and burnout: a social exchange perspective	(Meng et al., 2019)	The International Journal of human resource management, 2017 https://doi.org/10.1080/09585192.2017.1381136	Taylor and Francis Group, Routledge	2019
18.	The Effect of Resilient Leadership, Organizational Justice and Organizational Culture on Organizational Commitments at Employees of PT-PN VI Kayu Aro	(Azmi & Sulastri, 2020)	Proceedings of the 5th Padang International Conference On Economics Education, Economics, Business and Management, Accounting and Entrepreneurship (PICEEBA-5 2020)	Atlantis Press	2020
19.	The building blocks of organizational resilience: a review of the empirical literature	(Vakilzadeh & Haase, 2021)	Continuity & Resilience Review Vol. 3 No. 1, 2021 pp. 1-21	Emerald Group Publishing Limited	2021
20.	Expatriates' adjustment and Performance in risky environments: the role of organizational support and rewards, risk propensity and resilience	(Sarfranz et al., 2022)	Personnel Review, DOI 10.1108/PR-05-2021-0309	Emerald Group Publishing Limited	2022

21.	The Influence of Transformational Leadership on Job Satisfaction, Organizational Commitment, and Employee Performance	(Atmojo, 2012)	International Research Journal of Business Studies vol. V no. 02 (2012)	2012 IRJBS, All rights reserved	2012
22.	Factors influencing the community behavioral intention for adoption of Islamic banking Evidence from Pakistan	(Maryam et al., 2019)	International Journal of Islamic and Middle Eastern Finance and Management Vol. 12 No. 4, 2019 pp. 586-600	Emerald Group Publishing Limited	2019
23.	Transformational leadership, pride in being a follower of the leader and organizational commitment	(Chan & Mak, 2014)	Leadership & Organization Development Journal Vol. 35 No. 8, 2014pp. 674-690	Emerald Group Publishing Limited	2014
24.	Rekindle Teacher's Organizational Commitment: The Effect of Transformational Leadership Behavior	(Selamat et al., 2013)	Procedia - Social and Behavioral Sciences 90 (2013) 566 - 574	Elsevier Ltd	2013
25.	The effects of transformational leadership and organizational commitment on hotel departmental performance	(Patiar & Wang, 2016)	International Journal of Contemporary Hospitality Management Vol. 28 No. 3, 2016 Pp. 586-608	Emerald Group Publishing Limited	2016
26.	An Empirical Investigation of Relationship among Transformational Leadership, Affective Organizational Commitment and Contextual Performance	(Pradhan & Pradhan, 2015)	Vision 19(3) 227-235	Sage Publications	2015

Table 2. Article Categories by Subject

Number	Article Name	Purpose	Findings	Recommendations
1.	Leadership styles and organizational commitment: Literature Review	to investigate the relationship between bass (1985) leadership dimensions (transformational, transactional, and laissez-faire) and some outcome variables (employee extra effort, employee satisfaction with managers, leadership effectiveness) and organizational commitment test	discusses the conceptual framework and model of full-range leadership (Bass, 1985), which includes transformational leadership, transactional leadership, and laissez-faire leadership. This section also discusses the skills and characteristics of transformational leaders. At the end of the leadership section, it discusses the	Leader Styles (transformational leadership, Transactional leadership, laissez-faire leadership) with Organizational Commitment

			previous study of transformational leadership. The review also includes a literature review of the topic of organizational commitment	
2.	The effect of OCB in relationship between personality, organizational commitment and job satisfaction on performance	to find out if organizational citizenship behavior mediates the influence of personality, organizational commitment and job satisfaction	The mediating effect (indirect effect) of the behavior of members of the organization that differs between personalities, organizational commitment and job satisfaction on performance is observed, indicating that the higher the personality, organizational commitment and job satisfaction, the higher it is. . activity , and by way of mediation, the behavior of organizational citizenship is also higher	organizational commitment and job satisfaction to performance
3.	Factors Affecting Organizational Commitment	to find out what factors affect organizational commitment using literature research methods	employer perspective, it has been postulated that role ambiguity, job management, job insecurity, career development, performance appraisal, and positive team experience have a significant impact on organizational commitment	Positive organizational commitment with role ambiguity, job management, job insecurity, career development, performance appraisal, and team experience
4.	Organizational commitment: exploring the role of identity	to improve understanding of how the identification process relates to the development of organizational commitments	Organizational identity and work/professional identity are positively related to the development of organizational commitment. In-depth analysis of qualitative data shows that personal/individual self-involvement in the identification process contributes to the development of organizational commitment	Organizational identity and work/professional identity are positively related to the development of organizational commitment
5.	Guest Editorial Elements Of Organizational Sustainability	to help organizations remove cultural and structural barriers to promoting sustainability by providing stakeholder perspectives in promoting organizational learning related to sustainability and opportunities to change the mindset of the industrial era being examined	includes a better understanding of how economic interests and political dynamics can hinder effective sustainable development decision-making, although many sustainable development experiences around the world have provided practical ways for companies to drive their economic growth without impacting the environment and society. The effects of	Organization Sustainability with positive and negative environment

			two different leadership styles in creating a positive and negative environment that allows sustainability are discussed, and it is suggested that a better understanding of an organization's ability to adapt and self-regulate in key sustainability issues can help. to develop a path through the ongoing socio-ecological crisis. It also shows how important it is for organizations to have a broader view of their corporate and business ethics efforts. An action research study was also presented that revealed how organizations currently see and implement sustainability and identified which critical systemic components are still being overlooked	
6.	For All Good Reasons: Role of Values in Organizational Sustainability	to integrate organizational sustainability science, human practice, and values to determine how four specific values—altruism, empathy, reciprocal positive norms, and personal restraint—support effective performance	demonstrate the relationship between these values, human practice and organizational sustainability, and the influence of resource-based perspectives to strengthen these relationships	Organizational sustainability with values, human practices
7.	Organizational Sustainability: What Is It, And Why Does It Matter	examine the definition of organizational sustainability, examine how it relates to concepts such as corporate social responsibility, and seek to understand why this concept is so important.	reviewed the literature to determine whether the Association of Engagement and Participation (2011) is correct in its claim that "we are entering an era of sustainable development	Association of engagement with the era of sustainable development (literature review)
8	Organization Sustainability through Human Resource Capital: The Impacts of Supervisor Incivility and Self-Efficacy	Human resources have also been highlighted as one of the key variables of organizational sustainability	Self-efficacy mediates the relationship between managerial indifference, intention to exit, and job satisfaction. Results show that showing managerial indifference negatively affects hotel workers	Negative influence between Organization Sustainability variables (as mediation)
9.	Organizational Sustainability Practices: A Study of the Firms Listed by the Corporate Sustainability Index	to identify ongoing practices implemented by large companies when implementing operating systems	Strategic planning of infrastructure, environment, human resources, product innovation, organizational management and planning serves as a starting point for implementing the practices found. The results guide managers' decisions in developing strategic	Organization sustainability practices with studies in companies using the corporate sustainability index

			planning based on practical and objective results	
10.	The Evaluation of the Project School Model in Terms of Organizational Sustainability and Its Effect on Teachers' Organizational Commitment	to determine the impact of the characteristics of the structure and administration of the school project on the commitment of the teacher organization and the sustainability of the school organization	The structural and management characteristics of the project school have a positive effect on the organizational commitment of teachers and this school model seems to be sustainable as all the positive aspects are collected	Organization sustainability with organization sustainability (school model object in turkey)
11.	Exploring Organizational Sustainability: Themes, Functional Areas, and Best Practices	to identify organizational sustainability issues, functional areas and best practices appropriate to the most sustainable organizations	The audit results show that the most sustainable organizations rely on the following nine themes to drive their sustainability performance: i) resource optimization and minimization of waste and emissions; ii) business and operational excellence; iii) corporate citizenship and social development; iv) research and innovation; (v) supply, supply chain and logistics; (vi) management; (vii) management tools for sustainable development; (viii) employee relations; and (ix) health, welfare, safety and security. In addition, about 38 functional areas that are very important for sustainability managers from an applied perspective and for researchers in building management models for sustainability	Proving organizational Sustainability from aspects, themes fuctional area and best practices
12.	Organizational sustainability: a redefinition?	to redefine the concept of organizational sustainability by combining corporate spirituality with the concept of Triple Bottom Line (TBL)	offers new insights in redefining organizational sustainability by adopting the Quadruple Bottom Line (QBL), a strong combination of leadership and psychological discipline. This article also proposes measures of corporate spirituality, adapted from mainstream mental health research and also used in the Diagnostic and Statistical Manual of Mental Disorders	Model organizational sustainability by adopting the Quadruple Bottom Line (QBL), a combination of leadership and strong psychological discipline.
13.	Organizational Commitment and Lean Sustainability: Literature	(1) to identify and analyze a large amount of literature related to lean manufacturing approaches and their relationship to	to provide a comprehensive review that can help researchers and practitioners interested in Lean better understand the	Organizational Commitment with lean sustainability in literature review

	Review and Directions for Future Research	employee commitments, emphasizing affective commitment as the most important organizational commitment positively related to Lean . and (2) highlight management practices necessary to drive such engagement and promote Lean success and sustainability	importance of employee engagement in this type of approach and identify related research questions	
14.	Loss, Trauma, and Human Resilience	Loss and trauma theorists often view this type of resilience as rare or pathological	challenge this assumption by examining evidence that resilience is a developmental trajectory separate from the recovery process, that resilience in the face of loss or potential trauma is more common than is often thought, and that there are several pathways to resilience that are sometimes unexpected	Assumptions about resilience from researchers
15.	Developing a capacity for organizational resilience through strategic human resource management	proposes that organizational resilience be strategically developed through human resource management among core workers to create competencies that, when gathered at the organizational level, allow organizations to respond flexibly in the face of severe shocks	ITGA elements that are important for the development of organizational resilience (specific cognitive skills, behavioral characteristics, and contextual conditions). Next, we identify the contributions of individual-level employees necessary to achieve each of these elements	organizational resilience with individual-level employee contributions
16.	Strategic human resource management practices and organizational resilience	to examine the relationship between Strategic Human Resource Management (SHRM) practices and organizational sustainability in Tunisia's democratic transition. The five practices of SHRM are believed to affect the three dimensions of organizational flexibility	SHRM practices improve corporate sustainability, especially in the second period, and significantly affect skills and integrity	corporate sustainability improves SHRM and skills and integrity
17.	On the relationships of resilience with organizational commitment and burnout: a social exchange perspective	testing whether social exchange will affect the relationship of resilience to organizational commitment and burnout	structural equation models show that (a) resilience predicts LMX and TMX positively, and (b) LMX, but not TMX, partially mediates the relationship of employee resilience to organizational commitment and burnout	Resilience with mediation of organizational commitments positively
18.	The Effect of Resilient Leadership, Organizational Justice and Organizational Culture on Organizational	to test the influence of resilient leadership on organizational commitment and the influence of organizational culture mediation and organizational justice in PT-PN VI Kayu Aro	Flexible leadership, organizational culture and organizational equity have a positive and significant effect on organizational commitment. Resistive leadership has a positive and significant effect on	Resilient leadership has a positive effect on organizational commitment, as well as with the variables of organizational culture, organizational fairness,

	Commitments at Employees of PT-PN VI Kayu Aro		organizational culture. and restraining Flexible leadership has a positive and significant effect on the fairness of the organization. Organizational culture positively influences and significantly mediates the influence of resistance leadership on organizational commitment. Organizational equity exerts a positive and significant mediating influence on the influence of flexible leadership on organizational commitment	
19.	The building blocks of organizational resilience: a review of the empirical literature	Resilience is essential for organizations in today's turbulent business environment, but some will survive (and even thrive) in the face of adversity, while others will perish	affirms the importance of certain resources, skills and structures in adversity. But empirical research on organizational resilience is still very diverse and the existing results have not been presented succinctly	organizational resilience in literature review
20.	Expatriates' adjustment and Performance in risky environments: the role of organizational support and rewards, risk propensity and resilience	Applying a multilevel perspective to examine how personal and organizational factors affect the adaptation and performance of expatriates in high-risk terrorism-induced environments	The perceived organization and willingness to take expatriate risks affects their performance through better adaptation. The moderate effect states that the satisfaction of individuals with the organizational rewards they receive increases risk-taking in the adjustment relationship; Flexibility improves performance ratio adjustments	Literature review resilience
21.	The Influence of Transformational Leadership on Job Satisfaction, Organizational Commitment, and Employee Performance	four main goals; first, to demonstrate and analyze the effect of transformational leadership on employee job satisfaction; Second, demonstrate and analyze the impact of transformational leadership on organizational commitment; Third, to demonstrate and analyze the effect of transformational leadership on employee performance; Fourth: Demonstrate and analyze the impact of organizational commitment on employee performance	Transformational leadership has a significant effect on job satisfaction, transformational leadership has a significant effect on organizational commitment. Job satisfaction has proven to have a significant effect on employee performance, and organizational commitment has a significant effect	Transformational leadership with organizational commitment, job satisfaction, positive and significant work performance
22.	Factors influencing the community behavioral	to demonstrate the characteristics affecting the adoption of Islamic Banking (IBA) in the case of Pakistan.	that Rep, CB, RO and SI had a very significant and positive effect on IBA. On the other hand, K, GS and	CB with other variables significant with Islamic Banking (IBA) objects in Pakistan.

	intention for adoption of Islamic banking Evidence from Pakistan		BS have an insignificant influence on the IBA. The final results of this study show that the more RO adopted by Islamic banks, the more bank customers adopt it in the case of Pakistan	
23.	Transformational leadership, pride in being a follower of the leader and organizational commitment	testing the relationship between transformational leadership, pride in being a member of the leader, and organizational commitment represented by affective and normative commitment	helping leaders better understand the importance of getting support from their followers. When followers pride themselves on being followers of their leaders, they become more committed to the organization	transformational leadership, pride in being a member of the leader, and organizational commitment represented by affective and normative, significant commitments
24.	Rekindle Teacher's Organizational Commitment: The Effect of Transformational Leadership Behavior	to test the relationship between perceptions of transformational leadership and organizational commitment	demonstrates that there is a positive and strong linear relationship between transformational leadership and organizational commitment	transformational leadership and organizational commitment positive and strong linear relationships
25.	The effects of transformational leadership and organizational commitment on hotel departmental performance	to test the impact of Hotel Manager Transformational Leadership (TLS) and Department Manager (DM) Organisational Commitment on department performance in high-end hotels in Australia	that TLS affects the non-financial and social dimensions and environment of the hotel department directly and indirectly through the OC. However, OC has no mediating effect on financial performance	TLS with Organization commitment, OC has no mediating effect on financial performance
26.	An Empirical Investigation of Relationship among Transformational Leadership, Affective Organizational Commitment and Contextual Performance	The relationship between transformational leadership and employee affective organizational commitment and their contextual performance	demonstrate the significant positive influence of transformational leadership on followers' affective organizational commitment and their contextual performance. It was also found that affective organizational commitment has a positive relationship with contextual follower performance. The results are consistent with previous findings, which also confirm a positive and significant relationship between transformational leadership, affective organizational commitment and contextual performance	Transformational leadership and affective organizational commitment of employees contextual performance has a positive relationship.

RESULTS

From the results of the presentation of the article review as many as 26 articles related to five variables, there are several positive and significant articles between independent and dependent variables and dependents with

intervening, from the results of the study (Yahaya & Ebrahim, 2016) (Yahaya & Ebrahim, 2016) Leader Styles (transformational leadership, Transactional leadership, laissez-faire leadership) with Organizational Commitment, then from researchers (Indarti et al., 2017) stated (Indarti et al., 2017), furthermore, the results of research from (ASKARANY, 2011) (ASKARANY, 2011) the results of organizational commitment and job satisfaction to performance.

Furthermore, the results of research from (Afshari et al., 2020), organizational identity and work / professional identity are positively related to the development of organizational commitment, followed by (Afshari et al., 2020) (Florea et al., 2013) with the results of (Florea et al., 2013). Some of the things that researchers take from the results of the article review are not all related between independent variables and dependent variables, there is resilience with organization commitment results from researchers (Azmi & Sulastri, 2020) with (Azmi & Sulastri, 2020) resilient leadership have a positive effect on organizational commitment, as well as with variables of organizational culture, organizational justice, and resilience leadership.

Customer behavioral other variables are significant with the object of Islamic Banking (IBA) in Pakistan from the results of the study (Maryam et al., 2019), then the results of research (Maryam et al., 2019) (Batista & de Francisco, 2018) with the results of Organization sustainability practices with studies in companies using the corporate sustainability index, as well as there is transformational leadership with organizational commitment from researchers (Pradhan & Pradhan, 2015) with transformational leadership results and affective organizational commitment employees contextual performance has a positive relationship.

DISCUSSION

From the results of the discussion, it is in accordance with the desire of this article that this review literature can be supported by scientific articles that are in accordance with the needs of the author in compiling articles this scientific. The above variables clearly provide an elaboration of result.

CONCLUSIONS AND RECOMMENDATIONS

That of the five variables above there are only a few variables found from scientific articles from the author that are positive and significant such as the resilience variable with organization commitment Q. Customer Behavior Variability Not Found Directly with Organization Commitment Variable, Organization Sustainability with Organization Commitment There are articles that state positive and significant exposure review of the above article. Furthermore, resilience and transformational leadership there are several articles found by researchers that state positive and significant. It's just that from this article, there are no research results where the five independent variables above with dependent variables have been studied and there are results. Also, dependent variables with intervening variables there are research results that state positive and significant.

FURTHER STUDY

In this scientific article, it can be developed, researched with the same variables as quantitative research methods and the existence of research objects

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My limitation as a researcher is humane, just want to contribute to the development of science and knowledge, especially in the field of Human resources management.

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