

## Daftar Pustaka

- Azwar, S. (2012). *Penyusunan Skala Psikologi Edisi 2*. Pustaka Pelajar.
- Bakker, A. B., & Demerouti, E. (2008). Towards a model of work engagement. *Career Development International*, 13(3), 209–223. <https://doi.org/10.1108/13620430810870476>
- Bakker, A.B., Demerouti, E., & Verbeke, W. (2004). Using The Job Demands-Resources Model to Predict Burnout and Performance. *Human Resource Management*, 43(1), 83–104. <https://doi.org/10.1002/hrm.20004>
- Breevaart, K., Bakker, A.B., Demerouti, E., & van den Heuvel, M. (2015). Leader-member exchange, work engagement, and job performance. (2015). *Journal of Managerial Psychology*, 30(7), 754–770. . <https://doi.org/10.1108/JMP-03-2013-0088>
- Caesens, G., & Stinglhamber, F. (2014). The relationship between perceived organizational support and work engagement: The role of self-efficacy and its outcomes. *European Review of Applied Psychology*, 64(5), 259–267. <https://doi.org/10.1016/j.erap.2014.08.002>
- Cesário, F., & Chambel, M. J. (2017). Linking Organizational Commitment and Work Engagement to Employee Performance: Linking Organizational Commitment and Work Engagement to Employee Performance. *Knowledge and Process Management*, 24(2), 152–158. <https://doi.org/10.1002/kpm.1542>
- Cropanzano, R., & Mitchell, M. S. (2005). Social Exchange Theory: An Interdisciplinary Review. *Journal of Management*, 31(6), 874–900. <https://doi.org/10.1177/0149206305279602>
- Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Perceived organizational support. *Journal of Applied Psychology*, 71(3), 500–507. <https://doi.org/10.1037/0021-9010.71.3.500>
- Field, A. (2013). *Discovering Statistics Using IBM SPSS* (4th ed.). Sage.
- Gallup. (2022, April 25). *U.S. Employee Engagement Slump Continues*. <https://www.gallup.com/workplace/391922/employee-engagement-slump-continues.aspx>
- Gierveld, J.H. & Bakker, A.B. (2005). *De invloed van de secretaresse (The Influence of the Secretary)*. Manpower.
- Hanaysha, J. (2016). Improving employee productivity through work engagement: Evidence from higher education sector. *Management Science Letters*, 61–70. <https://doi.org/10.5267/j.msl.2015.11.006>
- Hendarti, D.R. (2010). *Analisis Hubungan Antara Komitmen Organisasional dengan Kesiapan Berubah: Studi pada Direktorat Jendral Anggaran, Departemen Keuangan Jakarta*. Universitas Gadjah Mada.
- Hobfoll, S. E., Johnson, R. J., Ennis, N., & Jackson, A. P. (2003). Resource loss, resource gain, and emotional outcomes among inner city women. *Journal of Personality and Social Psychology*, 84(3), 632–643. <https://doi.org/10.1037/0022-3514.84.3.632>

- Holt, D. T., Armenakis, A. A., Feild, H. S., & Harris, S. G. (2007). Readiness for Organizational Change: The Systematic Development of a Scale. *The Journal of Applied Behavioral Science*, 43(2), 232–255. <https://doi.org/10.1177/0021886306295295>
- Kahn, W. A. (1990). PSYCHOLOGICAL CONDITIONS OF PERSONAL ENGAGEMENT AND DISENGAGEMENT AT WORK. *Academy of Management Journal*, 33(4), 692–724. <https://doi.org/10.2307/256287>
- Khoreva, V., & van Zalk, M. (2016). Antecedents of work engagement among high potential employees. *Career Development International*, 21(5), 459–476. <https://doi.org/10.1108/CDI-10-2015-0131>
- Koyuncu, M., Burke, R.J. & Fiksenbaum, L. (2006). Work engagement among women managers and professionals in a Turkish bank: potential antecedents and consequences. *Equal Opportunities International*, 25(4), 299-310. <https://doi.org/10.1108/02610150610706276>
- Kristiana, I. F., Fajrianti, F., & Purwono, U. (2019). ANALISIS RASCH DALAM UTRECHT WORK ENGAGEMENT SCALE-9 (UWES-9) VERSI BAHASA INDONESIA. *Jurnal Psikologi*, 17(2), 204. <https://doi.org/10.14710/jp.17.2.204-217>
- Mangundjaya, W. L. H. (2012). ARE ORGANIZATIONAL COMMITMENT AND EMPLOYEE ENGAGEMENT IMPORTANT IN ACHIEVING INDIVIDUAL READINESS FOR CHANGE? *HUMANITAS: Indonesian Psychological Journal*, 9(2), 185. <https://doi.org/10.26555/humanitas.v9i2.344>
- Matthysen, M., & Harris, C. (2018). The relationship between readiness to change and work engagement: A case study in an accounting firm undergoing change. *SA Journal of Human Resource Management*, 16. <https://doi.org/10.4102/sajhrm.v16i0.855>
- Mathumbu, D., & Dodd, N. (2013). Perceived Organisational Support, Work Engagement and Organisational Citizenship Behaviour of Nurses at Victoria Hospital. *Journal of Psychology*, 4(2), 87–93. <https://doi.org/10.1080/09764224.2013.11885497>
- Memon, M. A., Salleh, R., Mirza, M. Z., Cheah, J.-H., Ting, H., Ahmad, M. S., & Tariq, A. (2021). Satisfaction matters: The relationships between HRM practices, work engagement and turnover intention. *International Journal of Manpower*, 42(1), 21–50. <https://doi.org/10.1108/IJM-04-2018-0127>
- Mercer (2022). *Indonesia Employee Engagement Insights*. <https://www.asean.mercer.com/id/our-thinking/indonesia-employee-engagement-Insights.html>
- Mulyati, R., Himam, F., Riyono, B., & Suhariadi, F. (2019). Model Work Engagement Angkatan Kerja Generasi Millennial dengan Meaningful Work sebagai Mediator. *Gadjah Mada Journal of Psychology (GamaJoP)*, 5(1), 34. <https://doi.org/10.22146/gamajop.47964>
- Oliveira, L. B., & Rocha, J. da C. (2017). Work engagement: Individual and situational antecedents and its relationship with turnover intention. *Review of Business Management*, 19(65), 415–431. <https://doi.org/10.7819/rbgn.v19i64.3373>
- Organ, D. W., Podsakoff, P. M., & MacKenzie, S. B. (2006). *Organizational citizenship behavior: Its nature, antecedents, and consequences*. Sage.
- Park, M. J. (2015). *The Relationship of Change Readiness and Work Engagement in Manufacturing Organizations in South-Central Pennsylvania*. Dissertation in Workforce Education and Development Pennsylvania State University.

- Park, S., Johnson, K. R., & Chaudhuri, S. (2019). Promoting work engagement in the hotel sector: Review and analysis. *Management Research Review*, 42(8), 971–990. <https://doi.org/10.1108/MRR-03-2018-0126>
- Prasad, D. P. (2014). *Factors Influencing Employee centric performance in Industries: Lessons in Human Resource Management*. 4(3), 6.
- Radstaak, M. & Hennes, A. (2017). Leader-member exchange fosters work engagement: The mediating role of job crafting. *SA Journal of Industrial Psychology*, 43(1), 1-11. <http://dx.doi.org/10.4102/sajip.v43.i0.1458>
- Rai, A., Ghosh, P., Chauhan, R., & Mehta, N. K. (2017). Influence of job characteristics on engagement: Does support at work act as moderator? *International Journal of Sociology and Social Policy*, 37(1/2), 86–105. <https://doi.org/10.1108/IJSSP-10-2015-0106>
- Rhoades, L., Eisenberger, R., & Armeli, S. (2001) Affective Commitment to the Organization: The Contribution of Perceived Organizational Support. *Journal of Applied Psychology*, 86(5), 825-836. <https://doi.org/10.1027//0021-9010.86.5.825>
- Rhoades, L., & Eisenberger, R. (2002). Perceived organizational support: A review of the literature. *Journal of Applied Psychology*, 87(2), 698-714. <https://doi.org/10.1037/0021-9010.87.4.698>
- Robbins, S. P. & Judge, T. A. (2013). *Organizational Behavior* (15th ed.). Pearson Education Inc.
- Santoso, R.M.W. (2019). *Peran Job Crafting dan Perceived Organizational Support terhadap Work Engagement Generasi Milenial*. Universitas Gadjah Mada
- Schaufeli, W. B. (2017). Applying the Job Demands-Resources model. *Organizational Dynamics*, 46(2), 120–132. <https://doi.org/10.1016/j.orgdyn.2017.04.008>
- Schaufeli, W. B., & Bakker, A. B. (2004a). Job demands, job resources, and their relationship with burnout and engagement: A multi-sample study. *Journal of Organizational Behavior*, 25(3), 293–315. <https://doi.org/10.1002/job.248>
- Schaufeli, W. B., & Bakker, A. B. (2004b). *UWES – Utrecht Work Engagement Scale: Test manual*. Utrecht. Department of Psychology, Utrecht University.
- Schaufeli, W., Salanova, M., González-romá, V., & Bakker, A. (2002). The Measurement of Engagement and Burnout: A Two Sample Confirmatory Factor Analytic Approach. *Journal of Happiness Studies*, 3(1), 71–92. <https://doi.org/10.1023/A:1015630930326>
- Sugiyono. (2016). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Alfabeta.
- Sulea, C., Virga, D., Maricutoiu, L. P., Schaufeli, W., Zaborila Dumitru, C., & Sava, F. A. (2012). Work engagement as mediator between job characteristics and positive and negative extra-role behaviors. *Career Development International*, 17(3), 188–207. <https://doi.org/10.1108/13620431211241054>
- Stajkovic A.D., & Luthans, F. (1998). Social cognitive theory and self-efficacy: Going beyond traditional motivational and behavioral approaches. *Organizational Dynamics*, 26, 62-74. [https://doi.org/10.1016/S0090-2616\(98\)90006-7](https://doi.org/10.1016/S0090-2616(98)90006-7)

- Teerikangas, S., & Välikangas, L. (2013). Engaged employees! An actor perspective on innovation. In *Handbook of organizational and managerial innovation*. Edward Elgar Publishing.
- Torrente, P., Salanova, M., Llorens, S., & Schaufeli, W. B. (t.t.). *Teams make it work: How team work engagement mediates between social resources and performance in teams*. 7.
- Utami, V. P., & Zakiy, M. (2020). *LINKING LEADER MEMBER EXCHANGE AND PERSON SUPERVISOR FIT WITH EMPLOYEE PERFORMANCE: THE MEDIATING ROLE OF EMPLOYEE WORK ENGAGEMENT*. 2, 17
- Wildermuth, C. & Wildermuth, M. (2008). 10 Ms of Employee Enggaegment. *Training and Development*, 62, 50-53.
- Wolter, C., Santa Maria, A., Gusy, B., Lesener, T., Kleiber, D., & Renneberg, B. (2019). Social support and work engagement in police work: The mediating role of work–privacy conflict and self-efficacy. *Policing: An International Journal*, 42(6), 1022–1037. <https://doi.org/10.1108/PIJPSM-10-2018-0154>
- Xanthopoulou, D., Bakker, A. B., Demerouti, E., & Schaufeli, W. B. (2007). The role of personal resources in the job demands-resources model. *International Journal of Stress Management*, 14(2), 121–141. <https://doi.org/10.1037/1072-5245.14.2.121>
- Zhang, W., Meng, H., Yang, S., & Liu, D. (2018). The Influence of Professional Identity, Job Satisfaction, and Work Engagement on Turnover Intention among Township Health Inspectors in China. *International Journal of Environmental Research and Public Health*, 15(5), 988. <https://doi.org/10.3390/ijerph15050988>

