

## DAFTAR PUSTAKA

- A'yuninnisa, R. N., & Saptoto, R. (2015). The effects of pay satisfaction and affective commitment on turnover intention. *International Journal of Research Studies in Psychology*, 4(2), 57–70.
- Ahmed, N. O. A. (2017). Career commitment: the role of self-efficacy, career satisfaction and organizational commitment. *World Journal of Entrepreneurship, Management and Sustainable Development*, 00–00.
- Anasi, S. N. (2020). Perceived influence of work relationship, work load and physical work environment on job satisfaction of librarians in South-West, Nigeria. *Global Knowledge, Memory and Communication*, 69(6–7), 377–398.
- Arora, R., & Rangnekar, S. (2016). The Interactive Effects of Conscientiousness and Agreeableness on Career Commitment. *Journal of Employment Counseling*, 53(1), 14–29.
- Azeez, R. O., Shonaike, A. F., & Adenuga, R. A. (2021). *Add-on Effects of Organisational Identity on Career Commitment Beyond Job Satisfaction*. 2(2), 83–96.
- Azwar, S. (2017). *Metode Penelitian Psikologi* (ed. 2). Yogyakarta: Pustaka Belajar
- Azwar, S. (2018). *Penyusunan Skala Psikologi* (ed. 2). Yogyakarta: Pustaka Belajar
- Ballout, H. I. (2009). Career commitment and career success: Moderating role of self-efficacy. *Career Development International*, 14(7), 655–670.
- Carson, K. D., & Bedeian, A. G. (1994). Carson - Career commitment construction of measure. *Journal of Vocational Behavior*, 44, 237–262.
- Chen, M., Gao, X., Zheng, H., & Ran, B. (2015). A Review on Psychological Safety: Concepts, measurements, antecedents and Consequences variables. *International Conference on Social Science and Technology Education*
- Ching, S. L., & Kee, D. M. H. (2012). Work Values-Career Commitment Relationship of Generation Y Teachers in Malaysia. *International Conference on Economics Marketing and Management*, 28, 242-246
- Creswell, J. W. (2012). *Educational Research: Planning, Conducting, and Evaluating Quantitative and Qualitative Research* (4th ed.). Pearson Education, Inc.
- Edmondson, A. C. (2019). *The Fearless Organization: Creating Psychology Safety in the Workplace for Learning, Innovation, and Growth*. John Wiley & Sons, Inc.

- Edmondson, A. C., & Lei, Z. (2014). Psychological Safety: The History, Renaissance, and Future of an Interpersonal Construct. *Annual Review of Organizational Psychology and Organizational Behavior*, 1, 23–43.
- Elias, S. M., & Mittal, R. (2011). The importance of supervisor support for a change initiative: An analysis of job satisfaction and involvement. *International Journal of Organizational Analysis*, 19(4), 305–316.
- Emiroğlu, B. D., Akova, O., & Tanrıverdi, H. (2015). The Relationship Between Turnover Intention and Demographic Factors in Hotel Businesses: A Study at Five Star Hotels in Istanbul. *Procedia - Social and Behavioral Sciences*, 207, 385–397.
- Ferdian, A., Lutarlean, B. S., Suchita, N. B., & Samsudin, A. (2020). Employees Turnover Intention in Indonesia: Do Intrinsic Motivation and Affective Commitment Can Overcome The Problem? *The Mattingley Publishing*, 83(24456), 24456–24470.
- Fulmer, I. S., & Ployhart, R. E. (2014). “Our Most Important Asset”: A Multidisciplinary/Multilevel Review of Human Capital Valuation for Research and Practice. In *Journal of Management*, 40(1).
- Goulet, L. R., & Singh, P. (2002). Career commitment: A reexamination and an extension. *Journal of Vocational Behavior*, 61(1), 73–91.
- Groh, E. (2019). *Psychological Safety as a Potential Predictor of Turnover Intention*. Tesis. Swedia: Department of Psychology Lunds Universitet
- Herachwati, N., & Rachma, A. (2018). Organizational Commitment Versus Career Commitment. *KnE Social Sciences*, 3(10), 371–383.
- Hidayah, F., & Ardiansyah, F. (2019). If you can survive, then you will stay: Resilience and Turnover Intention on Employees. *Advances in Social Science, Education and Humanities Research (ASSEHR)*. 304, 76-80
- Ingarianti, T. M., Fajrianthi, & Purwono, U. (2019). Adaptasi Instrumen Komitmen Karier. *Jurnal Psikologi*, 18(2), 199–217.
- Islam, T., Chaudhary, A., Jamil, S., & Ali, H. F. (2021). Unleashing the mechanism between affect-based trust and employee creativity: a knowledge sharing perspective. *Global Knowledge, Memory and Communication*.
- Jacobs, E., & Roodt, G. (2007). The development of a knowledge sharing construct to predict turnover intentions. *Aslib Proceedings: New Information Perspectives*, 59(3), 229–248.
- Jiang, H., Wang, Y., Chui, E., & Xu, Y. (2019). Professional identity and turnover intentions of social workers in Beijing, China: The roles of job satisfaction and

- agency type. *International Social Work*, 62(1), 146–160.
- Jyoti, J., Sharma, P., Kour, S., & Kour, H. (2021). The role of job involvement and career commitment between person–job fit and organizational commitment: a study of higher education sector. *International Journal of Educational Management*, 35(1), 109–130.
- Karimah, R. P., Abdullah, S., & Setiadi, R. (2021). Analysis of factors affecting employee loyalty of PT X in Jakarta region. *Journal of Physics: Conference Series*, 1725(1).
- Kruzich, J. M., Mienko, J. A., & Courtney, M. E. (2014). Individual and work group influences on turnover intention among public child welfare workers: The effects of work group psychological safety. *Children and Youth Services Review*, 42, 20–27.
- Liang, H. L., & Yeh, T. K. (2020). The effects of employee voice on workplace bullying and job satisfaction: The mediating role of leader–member exchange. *Management Decision*, 58(3), 569–582.
- Mamun, C. A. Al, & Hasan, M. N. (2017). Factors affecting employee turnover and sound retention strategies in business organization: A conceptual view. *Problems and Perspectives in Management*, 15(1), 63–71.
- May, D. R., Gilson, R. L., & Harter, L. M. (2004). The psychological conditions of meaningfulness, safety and availability and the engagement of the human spirit at work. *Journal of Occupational and Organizational Psychology*, 77(1), 11–37.
- Mayangdarastri, S., & Khusna, K. (2020). Retaining Millennials Engagement and Wellbeing Through Career Path and Development. *Journal of Leadership in Organizations*, 2(1), 42–48.
- Mohajan, H. K. (2019). Knowledge Sharing among Employees in Organizations. *Journal of Economic Development, Environment and People*, 8(1), 52.
- Mrayyan, M. T., & Al-Faouri, I. (2008). Career commitment and job performance of Jordanian nurses. *Nursing Forum*, 43(1), 24–37.
- Nazish, A., Amjad, R., Ali Abdullah Mehboob, S., & Rizwan, M. (2013). "Job & Career Influences on Career Commitment Among Employees Of Banking Sector: The Mediating Effect Of Job Satisfaction & Organizational Commitment". In *International Journal of Business and Management Invention ISSN*, 2(11), 47-54.
- Ngotngamwong, R. (2019). Why Do Millennials Leave? *Human Behavior Development & Society*, 20(4), 7–17.

- Niu, H. J. (2010). Investigating the effects of self-efficacy on foodservice industry employees' career commitment. In *International Journal of Hospitality Management*, 29(4), 743–750.
- Pasha, A. T., Hamid, K. A., & Shahzad, A. (2017). Mediating Role of Career Commitment in the Relationship of Promotional Opportunities, Rewards and Career Success. In *Pak.j.stat.oper.res.* 13(1)
- Putra, R. E. (2019). *Pengaruh Kepemimpinan Berorientasi Perubahan terhadap Pembelajaran: Peran Pemediasi Keamanan Psikologis dan Pemoderasi Keterbukaan pada Pengalaman*. Tesis (Tidak diterbitkan). Yogyakarta: Fakultas Ekonomika dan Bisnis Universitas Gadjah Mada.
- Saeed, I., Waseem, M., Sikander, S., & Rizwan, M. (2014). The relationship of Turnover intention with job satisfaction, job performance, Leader member exchange, Emotional intelligence and organizational commitment. *International Journal of Learning and Development*, 4(2).
- Salleh, A. M. M., Omar, K., Aburumman, O. J., Mat, N. H. N., & Almhairat, M. A. (2020). The impact of career planning and career satisfaction on employees' turnover intention. *Entrepreneurship and Sustainability Issues*, 8(1), 218–232.
- Sharon, Al. (2015). Understanding the Millennial Generation. *Journal of Financial Service Professionals*, 69(6), 11–14.
- Smith, T. J., & Nichols, T. (2015). Understanding the Millennial Generation. *Journal of Business Diversity*, 15(1), 39–47.
- Srikanth, A. P. B., & Israel, D. (2012). Career Commitment & Career Success: Mediating Role of Career Satisfaction. *Indian Journal of Industrial Relations*, 48(1), 137–149.
- Srivastava, S., & Madan, P. (2020). The relationship between resilience and career satisfaction: Trust, political skills and organizational identification as moderators. *Australian Journal of Career Development*, 29(1), 44–53.
- Stewart, S. M., Bing, M. N., Gruys, M. L., & Helford, M. C. (2007). Men, Women, and Perceptions of Work Environments, Organizational Commitment, and Turnover Intentions. *Journal of Business and Public Affairs*
- Utami, N. P. (2018). *Intensi Turnover Ditinjau Dari Komitmen Karir dan Persepsi Kepemimpinan Transformasional pada Youth Urban Workers*. Tesis (Tidak diterbitkan). Yogyakarta: Fakultas Psikologi Universitas Gadjah Mada.
- Vosloban, R. I. (2012). The Influence of the Employee's Performance on the Company's Growth - A Managerial Perspective. *Procedia Economics and Finance*, 3(12), 660–665.

- Wang, D. (2011). Research on the influence of working pressure on turnover intention of new employees. *International Conference on Management and Service Science, MASS 2011, 1984*, 7–10.
- Wen, Y., Zhu, F., & Liu, L. (2016). Person–organization fit and turnover intention: Professional identity as a moderator. *Social Behavior and Personality*, 44(8), 1233–1242.
- White, P. (2018). Do Millennials prefer to be shown appreciation differently? *Human Resource Management International Digest*, 26(5), 22–26.
- Widharti, M. Y. (2010). *Hubungan Kualitas Kehidupan Kerja dan Komitmen Karir dengan Intensi Turnover pada Karyawan TB. Gramedia. Tesis (Tidak diterbitkan)*. Yogyakarta: Fakultas Psikologi Universitas Gadjah Mada
- Yuan, Y. (2021). *Does cultural distance energize employees? The moderating role of psychological safety*. 16(6).
- Yuniasanti, R., Binti Abas, N. A. H., & Hamzah, H. (2019). Employee turnover intention among Millennials: The role of psychological well-being and experienced workplace incivility. *HUMANITAS: Indonesian Psychological Journal*, 16(2), 74.
- Zhang, Y., Fang, Y., Wei, K. K., & Chen, H. (2010). Exploring the role of psychological safety in promoting the intention to continue sharing knowledge in virtual communities. *International Journal of Information Management*, 30(5), 425–436.