



References

- Anoraga Panji, 2009, Psikologi Kerja, Jakarta : Rineka Cipta.
- Arnett, J. J. (2000). High hopes in a grim world. *Youth & Society*, 31, 267–286.
- Arsenault, Paul M. 2004. "Validating Generational Differences", *Leadership & Organization Development Journal* 25(2): 124-41.
<http://www.emeraldinsight.com/doi/10.1108/01437730410521813>.
- Artley, J.B. and Macon, M. (2009), "Can't we all just get along? A review of the challenges and opportunities in a multigenerational workforce", *International Journal of Business Research*, Vol. 9 No. 6, pp. 90-4.
- Badan Pusat Statistik. (2020). Survei Angkatan Kerja Nasional.
- Banister, Christina, "Work Ethic, Turnover, and Performance: An Examination of Predictive Validity for Entry-level Employees" (2017). Dissertations. 705.
<https://irl.umsl.edu/dissertation/705>
- Bennett, J., Pitt, M., & Price, S. (2012). Understanding the impact of generational issues in the workplace. *Facilities*, 30, 278-288. doi:10.1108/02632771211220086.
- Bova, Breda & Kroth, Michael. (2001). Workplace learning and Generation X. *Journal of Workplace Learning*. 13. 57-65. 10.1108/13665620110383645.
- Blader, S.L., & Tyler, T.R. (2009). Testing and extending the group engagement model: Linkages between social identity, procedural justice, economic outcomes, and extra role behavior. *Journal of Applied Psychology*, 94(2), 445-464.
- Burke, R. J. (1994). Generation X: Measures, sex and age differences. *Psychological Reports*, 74, 555–562.
- Bowie, Norman & Cherrington, David. (1982). The Work Ethic: Working Values and Values That Work.. *Industrial and Labor Relations Review*. 35. 627. 10.2307/2522687.
https://www.researchgate.net/publication/270247521_The_Work_Ethic_Working_Va_lues_and_Values_That_Work
- Clark L. (2008). Key is stop turnover and keep great employees. *Good Business*, 13.
- Chao, L. (2005). For Gen Xers, it's work to live: Allowing employees to strike balance between job and life can lead to better retention rates. *Wall Street Journal*, Eastern edition, November 29, B6.
- Cennamo, Lucy & Gardner, Dianne. (2008). Generational Differences in Work Values, Outcomes and Person-Organization Values Fit. *Journal of Managerial Psychology*. 23. 891-906. 10.1108/02683940810904385.
- Chen, Po-Ju & Choi, Youngsoo. (2008). Generational differences in work values: A study of hospitality management. *International Journal of Contemporary Hospitality Management*. 20. 595-615. 10.1108/09596110810892182.
- Costello, E. (2020). A Comparison of the Work Ethic Between Generation X and Generation Y.
- Dahlan, M.S. (2009). Statistik untuk Kedokteran dan Kesehatan, Edisi 4 (Deskriptif, Bivariat dan Multivariat, dilengkapi Aplikasi dengan menggunakan SPSS). Jakarta: Salemba Medika.
- Deal, Jennifer J. & Levenson, Alec. (2016). *What Millennials Want From Work?* McGraw-Hill Education, Europe.
- Deloitte (2019): Millennials in Industry 4.0: A Gift or a Threat to Indonesian Human Resources?.
- De Meuse, Kenneth & Mlodzik, K.J.. (2010). A second look at generational differences in the workforce: Implications for HR and talent management. *People & Strategy*. 33. 50-58.



- Dones, V., Flecha, J., Santos Corrada, M., & López, E. (2018). Millennial Consumers: Gratifications through the use of Snapchat and its impact on impulsive motivations of purchase. *ESIC Market Economics And Business Journal*, 49(3), 501-532. doi: 10.7200/esicm.161.0493.2
- Dwyer, R., & Azevedo, A. (2016). Preparing leaders for the multi-generational workforce. *Journal Of Enterprising Communities: People And Places In The Global Economy*, 10(3), 281-305. doi: 10.1108/jec-08-2013-0025
- Eisner, S. P. (2005). Managing generation Y. *SAM Advanced Management Journal*, 70, 4–15.
- Eskilson, A., & Wiley, M. G. (1999). Solving for X: Aspirations and expectations of college students. *Journal of Youth & Adolescence*, 28, 51–70.
- Febrinasti, F., 2021. Kemnaker : Persaingan Kerja Tinggi, Pekerja harus Mampu Kuasai Teknologi. [Blog] *suara.com*, Available at: <<https://www.suara.com/bisnis/2021/02/26/181851/kemnaker-persaingan-kerja-tinggi-pekerja-harus-mampu-kuasai-teknologi?page=all>>
- Flynn, G. (1994). HR in Mexico: What You Should Know. *Personnel Journal*, 73 (7). 34.
- Frian, A. & Mulyani, F. (2018). MILLENIALS EMPLOYEE TURNOVER INTENTION IN INDONESIA. *IIASS*, 11(3) 90 - 128 .doi:<http://dx.doi.org/10.12959/issn.1855-0541.IIASS-2018-no3-art5>
- Gajendran, R.S., Harrison, D., & Delaney-Klinger, K. (2014). Are telecommuters remotely good citizens? unpacking telecommuting's effects on performance via i-deals and job Resources. *Personnel Psychology*. 68, 353-395.
- Gutmann, P. (2016). *Workforce Turnover around the World*. Mercer Global Edition Report.
- Glass, A. (2007), "Understanding generational differences for competitive success", *Industrial and Commercial Training*, Vol. 39 No. 2, pp. 98-103. <https://doi.org/10.1108/00197850710732424>
- Govitvatana, W.V. (2001). Generation gap in the workplace between Baby Boomers and Generation X.
- Hennes, K., Leone, A., & Miller, B. P. (2008). The importance of distinguishing errors from irregularities in restatement research: The case of restatements and CEO/CFO turnover. *The Accounting Review*, 83, 1487-1519.
- Hanks, Roma Stovall, and Marjorie Icenogle. 2001. "Preparing for an Age-Diverse Workforce: Intergenerational Service-Learning in Social Gerontology and Business Curricula." *Educational Gerontology* 27(1): 49-70.
- Hammill, G. (2005). Mixing and managing four generations of employees FDU Magazine. Retrieved from <http://www.fdu.edu/newspubs/magazine/05ws/generations.htm>
- Helyer, R., & Lee, D. (2012). The twenty-first century multiple generation workforce. *Education + Training*, 54(7), 565-578. doi: 10.1108/00400911211265611
- Jaw, B., Ling, Y., Yu-Ping Wang, C., & Chang, W. (2007). The impact of culture on Chinese employees' work values. *Personnel Review*, 36(1), 128-144. doi: 10.1108/00483480710716759
- Kerslake, P. (2005) Words from the Ys. *New Zealand Management*, 52, 44-46.
- Klopotan, I., Aleksić, A., & Vinković, N. (2020). Do Business Ethics and Ethical Decision Making Still Matter: Perspective of Different Generational Cohorts. *Business Systems Research Journal*, 11(1), 31-43. doi: 10.2478/bsrj-2020-0003
- Kutlák, J. (2021). Individualism and self-reliance of Generations Y and Z and their impact on working environment: An empirical study across 5 European countries. *Problems And Perspectives In Management*, 19(1), 39-52. doi: 10.21511/ppm.19(1).2021.04
- Kuron, L., Lyons, S., Schweitzer, L. & Ng, E. (2015). Millennials work values: differences across the school to work transition. *Personnel Review*. 44 (6). pp. 991-1009.
- Lester, Scott & Standifer, Rhetta & Schultz, Nicole & Windsor, James. (2012). Actual Versus



- Perceived Generational Differences at Work: An Empirical Examination. *Journal of Leadership & Organizational Studies* - J Leader Organ Stud. 19. 341-354. doi: 10.1177/1548051812442747.
- Logan, G. (2008). Anatomy of a Gen Y-er. *Personnel Today*, 24-25.
- Lyons, S., Duxbury, L. & Higgins, C. (2005). An empirical assessment of generational differences in work-related values. *Human Resources Management Resources Humaines*, 26, 62-71.
- Miller, M. J., Woehr, D. J., & Hudspeth, N. (2002). *The Meaning and Measurement of Work Ethic: Construction and Initial Validation of a Multidimensional Inventory*. *Journal of Vocational Behavior*, 60(3), 451–489. doi:10.1006/jvbe.2001.1838
- Mann, M. J. (2010). *A quantitative and qualitative analysis identifying antecedents of work ethic beliefs and the relationship between work ethics beliefs and in-role and extra-role work behavior: new york ethics dimensions and scale introduced*.
- Meriac, John & Woehr, David & Banister, Christina. (2010). Generational Differences in Work Ethic: An Examination of Measurement Equivalence Across Three Cohorts. *Journal of Business and Psychology*. 25. 315-324. doi:10.1007/s10869-010-9164-7.
- O'Reiley, T. (2008). It's the little things. *Business Life*.
- Parboteeah, D., Valacich, J., & Wells, J. (2009). The Influence of Website Characteristics on a Consumer's Urge to Buy Impulsively. *Information Systems Research*, 20(1), 60-78. doi: 10.1287/isre.1070.0157
- Perry, V. (2011). Charging Ahead: An Exploratory Study of Financial Decision-Making among Millennial Consumers. *Consumer Knowledge And Financial Decisions*, 129-144. doi: 10.1007/978-1-4614-0475-0_9
- Pew Research Center. (2007). *How young people view their lives, futures, and politics: A portrait of "Generation Next."* Retrieved from <http://people-press.org/report/3000/a-portrait-of-generation-next>
- Putra, D. (2021). Survei Kemnaker: 72.983 Pekerja Terkena PHK di 4.156 Perusahaan Imbas Pandemi. Retrieved 13 July 2022, from <https://www.merdeka.com/uang/survei-kemnaker-72983-pekerja-terkena-phk-di-4156-perusahaan-imbas-pandemi.html>
- Queiri, Abdelbaset & Wan Yusoff, Wan Fadzilah & Dwaikatt, Nizar. (2015). Explaining Generation-Y Employees' Turnover in Malaysian Context. *Asian Social Science*. 11. 10.5539/ass.v11n10p126.
- Radjasa, S. (2013, Juli 30). How to develop a plan for keeping your people. <http://haygroup.com>
- Ruebusch, P. (2003). Going from "good to great". *Candadian Transpotation & Logistics*, 106, 14.
- Ryan, John. (2002). Work Values and Organizational Citizenship Behaviors: Values That Work for Employees and Organizations. *Journal of Business and Psychology*. 17. 123-132. doi: 10.1023/A:1016246103190. https://www.researchgate.net/publication/225611051_Work_Values_and_Organizational_Citizenship_Behaviors_Values_That_Work_for_Employees_and_Organizations
- Schieman, S., & Young, M. (2013). Are communications about work outside regular working hours associated with work-to-family conflict, psychological distress and sleep problems?. *Work & Stress*, 27(3), 244-261. doi: 10.1080/02678373.2013.817090
- Sekretariat Kabinet Republik Indonesia. (2022). *Presiden Jokowi: Potensi Ekonomi Digital Indonesia Sangat Prospektif*. Humas.
- Sharma, S., S. Singh, et al. (2012). "Performance Appraisal and Career Development." *International Journal of Business and Management Research* 2(1): 8-16.



- Shimko, B. W. (1990). The mcpygmalion effect. *Training and Development Journal*, 64-70.
- Silva, R., Dutra, J., Veloso, E., Fischer, A. & Trevisan, L. (2015). Generational perceptions and their influences on organizational commitment. *Management Research: Journal of the Iberoamerican Academy of Management*. 13 (1) Pp. 5-30.
- Simons, N. (2010). Leveraging Generational Work Styles to Meet Business Objectives. *Information Management Journal*, 44(1).
- Smola, K., & Sutton, C. (2002). Generational differences: Revisiting generational work values for the new millennium. *Journal of Organizational Behavior*, 23, 363–382.
- Swanzen, R. (2018). FACING THE GENERATION CHASM: THE PARENTING AND TEACHING OF GENERATIONS Y AND Z. *International Journal Of Child, Youth And Family Studies*, 9(2), 125. doi: 10.18357/ijcyfs92201818216
- Twenge, J., Campbell, S., Hoffman, B., & Lance, C. (2010). Generational Differences in Work Values: Leisure and Extrinsic Values Increasing, Social and Intrinsic Values Decreasing. *Journal Of Management*, 36(5), 1117-1142. doi: 10.1177/0149206309352246
- Twenge, J. M. (2010). A review of the empirical evidence on generational differences in work attitudes. *Journal of Business and Psychology*, 25, 201– 210.
- Utomo, H. (2020). [Interviewed by Lokadata].
- Verschoor, C.C. (2013), „Ethical behaviour differs among generations“, Strategic Finance, August, pp. 11-14. 11-13. available at <https://sfmagazine.com/wp-content/uploads/sfarchive/2013/08/ETHICS-Ethical-Behavior-Differs-Among-Generations.pdf>
- Warsono (2017). PENGARUH GLOBALISASI TERHADAP MANAJEMEN SUMBER DAYA MANUSIA. *Jurnal STIE Ganesha (Manajemen Dan Bisnis)*, Vol 1 No 1 (2017): Vol.1 No.1.
- Yu, H. C., & Miller, P. (2003). The generation gap and cultural influence— A Taiwan empirical investigation.
- Zúñiga, D., Aguado Garcia, D., Rodriguez Barroso, J., & De Miguel Calvo, J. (2022). Work Ethic: analysis of differences between four generational cohorts.