



DAFTAR PUSTAKA

- AK, B. (2018). Turnover Intention Influencing Factors of Employees: An Empirical Work Review. *Journal of Entrepreneurship & Organization Management*, 07(03), 3–7. <https://doi.org/10.4172/2169-026x.1000253>
- Albert, M. A. (2022). Exploring Potential Downsides of Job Crafting. August.
- Allen, D., Bryant, P., & Vardaman, J. (2010). Retaining Talent: Replacing misconceptions with evidence-based strategies. *Academy of Management Perspectives*, 24(2), 48–64. <Https://doi.org/10.5465/AMP.2010.51827775>
- Azzizah, R., & Ratnaningsih, I. Z. (2018). Hubungan Antara Job Crafting Dengan Keterikatan Kerja Pada Karyawan Generasi Y Di Kantor Pusat PT. Bank Bukopin, Tbk Jakarta. *Empati*, 7(2), 167–173.
- Babbie, E. (2013). The practice of social research (13th ed.). Wadsworth Cengage Learning.
- Bader M, Jobst LJ, Zettler I, Hilbig BE, Moshagen M. Disentangling the effects of culture and language on measurement noninvariance in cross-cultural research: The culture, comprehension, and translation bias (CCT) procedure. *Psychol Assess*. 2021 May;33(5):375-384. doi: 10.1037/pas0000989. Epub 2021 Mar 18. PMID: 33734754.
- Bakker, A. B., Hakanen, J. J., Demerouti, E., & Xanthopoulou, D. (2007). Job resources boost work engagement, particularly when job demands are high. *Journal of Educational Psychology*, 99(2), 274–284. <https://doi.org/10.1037/0022-0663.99.2.274>
- Bakker, A. B., & Demerouti, E. (2018). Multiple levels in job demands-resources theory: Implications for employee well-being and performance. In E. Diener, S. Oishi, & L. Tay (Eds.), *Handbook of well-being*. Salt Lake City, UT: DEF Publishers. DOI:nobascholar.com
- Berg, J. M., Wrzesniewski, A., & Dutton, J. E. (2010). Perceiving and responding to challenges in job crafting at different ranks: When proactivity requires adaptivity. *Journal of Organizational Behavior*, 31(2-3), 158-186. <https://doi.org/10.1002/job.645>
- Bhojak, Y., & Shakdwipee, P. (2014). A Study on Employee Retention-Why Do Employees Stay with a Company with Special Reference to 30DQXIDFWXULQJ_QGXVWU\\$. *International Journal of Modern Communication Technologies & Research (IJMCTR)*, 8(2), 29–34. [Www.erpulation.org](http://www.erpulation.org)
- Brown, P., Fraser, K., Wong, C. A., Muise, M., & Cummings, G. (2013). Factors influencing intentions to stay and retention of nurse managers: A systematic review. *Journal of Nursing Management*, 21(3), 459–472. <https://doi.org/10.1111/j.1365-2834.2012.01352.x>
- Coetzee, M., Potgieter, I. L., & Ferreira, N. (2018). Psychology of retention: Theory, research and practice. In *Psychology of Retention: Theory, Research and Practice*. Springer International Publishing. <Https://doi.org/10.1007/978-3-319-98920-4>



- Crawford, E. R., LePine, J. A., & Rich, B. L. (2010). Linking job demands and resources to employee engagement and burnout: A theoretical extension and meta-analytic test. *Journal of Applied Psychology*, 95(5), 834–848. <https://doi.org/10.1037/a0019364>
- Das, B. L., & Baruah, M. (2013). Employee Retention: A Review of Literature. *IOSR Journal of Business and Management*, 14(2), 08–16. <Https://doi.org/10.9790/487x-1420816>
- Deloitte Indonesia Perspectives. (2019). Generasi Milenial dalam Industri 4.0: Berkah Bagi Sumber Daya Manusia Indonesia atau Ancaman? (No. 1). <Https://www2.deloitte.com/content/dam/Deloitte/id/Documents/about-deloitte/id-about-dip-edition-1-chapter-2-id-sep2019.pdf>
- Demerouti, E., Bakker, A. B., Nachreiner, F., & Schaufeli, W. B. (2001). The job demands-resources model of burnout. *Journal of Applied Psychology*, 86(3), 499–512. <https://doi.org/10.1037/0021-9010.86.3.499>
- Devina, & Dwikardana, S. (2016). Indonesian Millennial's Needs in The Workplace. *Parahyangan Catholic University*, 1(1), 1–16.
- Dhanpat, N., Modau, F. D., Lugisani, P., Mabojane, R., & Phiri, M. (2018). Exploring employee retention and intention to leave within a call centre. *SA Journal of Human Resource Management*, 16(March), 0–13. <Https://doi.org/10.4102/sajhrm.v16i0.905>
- Dominguez, L. C., Stassen, L., de Grave, W., Sanabria, A., Alfonso, E., & Dolmans, D. (2019). Taking control: Is job crafting related to the intention to leave surgical training? *Plos ONE*, 13(6), 1–17. <Https://doi.org/10.1371/journal.pone.0197276>
- Esteves, T., & Lopes, M. P. (2017). Crafting a Calling: The Mediating Role of Calling Between Challenging Job Demands and Turnover Intention. *Journal of Career Development*, 44(1), 34–48. <Https://doi.org/10.1177/0894845316633789>
- Gallup. (2016). How Millennials Want to Work and Live. 3–4. <Www.gallup.com/contact>.
- George, C. (2015). Retaining professional workers: What makes them stay? *Employee Relations*, 37(1), 102–121. <Https://doi.org/10.1108/ER-10-2013-0151>
- Gorde, S. U. (2019). (PDF) A Study of Employee Retention. *Journal of Emerging Technologies and Innovative Research (JETIR)*, 6(6), 331–337. Https://www.researchgate.net/publication/339253142_A_Study_of_Employee_Retention
- Gunz, H., & Gunz, S. (2007). Hired professional to hired gun: An identity theory approach to understanding the ethical behaviour of professionals in non-professional organizations. In *Human Relations* (Vol. 60, Issue 6). <Https://doi.org/10.1177/0018726707080079>
- Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2019). When to use and how to report the results of PLS-SEM. *European Business Review*, 31(1), 2–24. <Https://doi.org/10.1108/EBR-11-2018-0203>
- Hair, J. F., C. Black, W., J. Babin, B., & E. Anderson, R. (2010). Multivariate Data



- Analysis (7th Edition) (p. 816 pages).
- Hair, J. F., Sarstedt, M., Pieper, T. M., & Ringle, C. M. (2012). The Use of Partial Least Squares Structural Equation Modeling in Strategic Management Research: A Review of Past Practices and Recommendations for Future Applications. *Long Range Planning*, 45(5–6), 320–340. <Https://doi.org/10.1016/j.lrp.2012.09.008>
- Harju, L. K., Kaltainen, J., & Hakanen, J. J. (2021). The double-edged sword of job crafting: The effects of job crafting on changes in job demands and employee well-being. *Human Resource Management*, 60(6), 953–968. <https://doi.org/10.1002/hrm.22054>
- Hassan, M. M., Jambulingam, M., Narayan, E. A., Islam, S. N., & Zaman, A. U. (2021). Retention Approaches of Millennial at Private Sector: Mediating Role of Job Embeddedness: <Https://Doi.Org/10.1177/0972150920932288>. <Https://doi.org/10.1177/0972150920932288>
- Hassan, M., & Jambulingam, M. (2018). Trends of Turnover & Adopting Soft Hrm Strategies for the Retention of Millenials: Requirement of 21St Century. 8th International Conference on Modern Research In, 139–151. <https://doi.org/10.33422/8mea.2018.11.61>
- Huang, I.-C., Lin, H.-C., & Chuang, C.-H. (2006). Constructing factors related to worker retention. 27(5). <Https://doi.org/10.1108/01437720610683976>
- Indriartiningtias, R., Subagyo, & Hartono, B. (2018). Proses translasi rancangan kuesioner kreativitas organisasi dengan metode back-translation. Seminar Nasional IENACO, 1–13. <Http://link.springer.com/10.1007/978-3-319-76887-8%0Ahttp://link.springer.com/10.1007/978-3-319-93594-2%0Ahttp://dx.doi.org/10.1016/B978-0-12-409517-5.00007-3%0Ahttp://dx.doi.org/10.1016/j.jff.2015.06.018%0Ahttp://dx.doi.org/10.1038/s41559-019-0877-3%0Aht>
- Ishak, R. P., & Pratama, Y. (2021). Pengaruh Lingkungan dan Kepuasan Kerja Terhadap Retensi Karyawan di First Love Patisserie Jakarta. *Jurnal Ilmiah Pariwisata*, 26(1). <Http://jurnalpariwisata.stptrisakti.ac.id/index.php/JIP/article/download/1422/224>
- Ismail, H., & Warraq, A. (2019). The Impact of Employee Well-being on Employee Retention. *International Journal of Business and Management Invention (IJBMI)* ISSN, 8(12), 33–37. www.ijbmi.org33%7C
- Kaur, R. (2017). Employee Retention Models and Factors Affecting Employees Retention in IT companiesemployee Retention Models and Factors Affecting Employees Retention in IT Companies. *Ijbam*, 7(1), 161–173. <Http://www.ripulation.com>
- Kossivi, B., Xu, M., & Kalgora, B. (2016). Study on Determining Factors of Employee Retention. *Open Journal of Social Sciences*, 04(05), 261–268. <https://doi.org/10.4236/JSS.2016.45029>
- Kundu, S. C., & Lata, K. (2017). Effects of supportive work environment on



- employee retention: Mediating role of organizational engagement. *International Journal of Organizational Analysis*, 25(4), 703–722. <Https://doi.org/10.1108/IJOA-12-2016-1100>
- Larasati, A., & Aryanto, D. B. (2020). Job-Hopping and the Determinant Factors. 395(Acpch 2019), 54–56. <Https://doi.org/10.2991/assehr.k.200120.011>
- Lenz, A. S., Soler, I. G., Dell'Aquila, J., & Uribe, P. M. (2017). Translation and cross-cultural adaptation of assessments for use in counseling research. *Measurement and Evaluation in Counseling and Development*, 50(4), 224–231. <Https://doi.org/10.1080/07481756.2017.1320947>
- Li, S., Meng, B., & Wang, Q. (2022). The Double-Edged Sword Effect of Relational Crafting on Job Well-Being. *Frontiers in Psychology*, 13(February), 1–13. <https://doi.org/10.3389/fpsyg.2022.713737>
- Lichtenthaler, P. W., & Fischbach, A. (2016). Job crafting and motivation to continue working beyond retirement age. *Career Development International*, 21(5), 477–497. <Https://doi.org/10.1108/CDI-01-2016-0009>
- Mathis, R. L., & Jackson, J. H. (2008). Human resource management. In *Kybernetes* (12th ed., Vol. 29, Issue 3). Thomson South-Western. <https://doi.org/10.1108/k.2000.06729cae.004>
- Mathis, R. L., & Jackson, J. H. (2008). Human resource management. In *Kybernetes* (12th ed., Vol. 29, Issue 3). Thomson South-Western. <Https://doi.org/10.1108/k.2000.06729cae.004>
- Menachery, T. J. (2018). Employees shaping their own jobs: how to enable job crafting? *Human Resource Management International Digest*, 26(5), 27–29. <Https://doi.org/10.1108/HRMID-05-2018-0106>
- Memon, M. A., Ting, H., Cheah, J., Thurasamy, R., Chuah, F., & Cham, T. H. (2020). Sample size for survey research: Review and recommendations. *Journal of Applied Structural Equation Modeling*, 4(2), i–xx. [https://doi.org/10.47263/jasem.4\(2\)01](https://doi.org/10.47263/jasem.4(2)01)
- Microsoft. (2022). Great Expectations: Making Hybrid Work Work. <Https://www.microsoft.com/en-us/worklab/work-trend-index/great-expectations-making-hybrid-work-work>
- Mittal, V., Rosen, J., & Leana, C. (2009). A dual-driver model of retention and turnover in the direct care workforce. *Gerontologist*, 49(5), 623–634. <Https://doi.org/10.1093/geront/gnp054>
- Ngotngamwong, R. (2020). (PDF) A Study of Millennial Job Satisfaction and Retention. *Human Behavior, Development and Society*, 21(3), 47–58. Https://www.researchgate.net/publication/344270585_A_Study_of_Millennial_Job_Satisfaction_and_Retention
- Oprea, B., Pa'duraru, L., & Dragos'iliiescu, D. D. (2022). Job Crafting and Intent to Leave: The Mediating Role of Meaningful Work and Engagement. 49(1), 188–201. <Https://doi.org/10.1177/0894845320918666>
- Olsson M, Gassne J, Hansson K. Do different scales measure the same construct? Three Sense of Coherence scales. *J Epidemiol Community Health*. 2009



- Feb;63(2):166-7. doi: 10.1136/jech.2007.063420. Epub 2008 Oct 31. PMID: 18977807.
- Ozcelik, G. (2015). Engagement and Retention of the Millennial Generation in the Workplace through Internal Branding. *International Journal of Business and Management*, 10(3). <https://doi.org/10.5539/ijbm.v10n3p99>
- Park, S., & Park, S. (2021). Contextual antecedents of job crafting: review and future research agenda. *European Journal of Training and Development*, 47(1), 141–165. <https://doi.org/10.1108/EJTD-06-2021-0071>
- Podsakoff, P. M., MacKenzie, S. B., Lee, J. Y., & Podsakoff, N. P. (2003). Common Method Biases in Behavioral Research: A Critical Review of the Literature and Recommended Remedies. *Journal of Applied Psychology*, 88(5), 879–903. <https://doi.org/10.1037/0021-9010.88.5.879>
- Paramita, R. W. D., Rizal, N., & Sulistyan, R. B. (2021). Metode Penelitian Kuantitatif (3rd ed., Issue April). WidyaGama Press.
- Paul, A. K., & Vincent, T. N. (2018). Employee motivation and retention: Issues and challenges in startup companies. *International Journal of Creative Research Thoughts*, 6(1), 2320–2882. [Www.ijcrt.org](http://www.ijcrt.org)
- Presbitero, A., & Teng-Calleja, M. (2020). Employee Intention to Stay in an Organization: Examining the Role of Calling and Perceived Supervisor Support Through the Theoretical Lens of Work as Calling. *Journal of Career Assessment*, 28(2), 320–336. [Https://doi.org/10.1177/1069072719858389](https://doi.org/10.1177/1069072719858389)
- Putra, W. B. T. S. (2022). Permasalahan, Kepercayaan Umum dan Prosedur Penggunaan Partial leastsquares Structural Equation Modeling Pada Penelitian Bisnis. *South Asian Journal of Social Studies and Economics*, 14(May), 1–20. [Https://doi.org/10.5281/zenodo.6545357](https://doi.org/10.5281/zenodo.6545357)
- Radey, M., & Wilke, D. J. (2021). The Importance of Job Demands and Supports: Promoting Retention Among Child Welfare Workers. *Child and Adolescent Social Work Journal*, 0123456789. [Https://doi.org/10.1007/s10560-021-00762-z](https://doi.org/10.1007/s10560-021-00762-z)
- Riedl, E. M., & Thomas, J. (2019). The moderating role of work pressure on the relationships between emotional demands and tension, exhaustion, and work engagement: an experience sampling study among nurses. *European Journal of Work and Organizational Psychology*, 28(3), 414–429. <https://doi.org/10.1080/1359432X.2019.1588251>
- Rios, J., & Wells, C. (2014). Evidencia de validez basada en la estructura interna. *Psicothema*, 26(1), 108–116. <https://doi.org/10.7334/psicothema2013.260>
- Rodt, G. (2018). A job demands-resources framework for explaining turnover intention dalam Coetzee, M., Potgieter, I. L., & Ferreira, N. (Eds). *Psychology of Retention: Theory, Research and Practice* (hal 5-33). Springer International Publishing. [Https://doi.org/10.1007/978-3-319-98920-4](https://doi.org/10.1007/978-3-319-98920-4)
- Seran, I., Giri, E. E., & Ndoen, L. M. (2018). Pengaruh kepuasan dan lingkungan kerja terhadap retensi karyawan (studi kasus pada pt. Surya bataramahkota kupang | endang giri - academia.edu. *Jurnal Bisnis & Manajemen*, 10(1), 44–57.



Https://www.academia.edu/38118078/pengaruh_kepuasan_dan_lingkungan_kerja_terhadap_retenzi_karyawan_studi_kasus_pada_pt_surya_bataramah_kota_kupang

Supriyadi, E., Ningrum, D. P., & ... (2021). Faktor yang mempengaruhi retensi karyawan milenial pada saat pandemi Covid-19: Kasus pada sebuah perusahaan BUMN di Indonesia. ... of Business and ..., 11(1), 49–71.
<Https://doi.org/10.14414/jbb.v11i1.2572>

Taherdoost, H. (2018). Validity and Reliability of the Research Instrument; How to Test the Validation of a Questionnaire/Survey in a Research. SSRN Electronic Journal, 5(3), 28–36. <Https://doi.org/10.2139/ssrn.3205040>

Tempo.co. (2022, November 19). Ancaman Resesi global 2023, IMF Minta Indonesia BerHati-Hati. Tempo. <https://bisnis.tempo.co/read/1658786/ancaman-resesi-global-2023-imf-minta-indonesia-berhati-hati>

Tims, M., & Bakker, A. B. (2010). Job crafting: Towards a new model of individual job redesign. SA Journal of Industrial Psychology, 36(2), 1–9.
<Https://doi.org/10.4102/sajip.v36i2.841>

Tims, M., Bakker, A. B., & Derks, D. (2012). Development and validation of the job crafting scale. Journal of Vocational Behavior, 80(1), 173–186.
<Https://doi.org/10.1016/j.jvb.2011.05.009>

Tims, M., Bakker, A. B., & Derks, D. (2013). The impact of job crafting on job demands, job resources, and well-being. Journal of Occupational Health Psychology, 18(2), 230–240. <Https://doi.org/10.1037/a0032141>

Wrzesniewski, A., Lobuglio, N., Dutton, J. E., & Berg, J. M. (2013). Job crafting and cultivating positive meaning and identity in work. In Advances in Positive Organizational Psychology (Vol. 1, Issue 2013). Emerald Group Publishing Limited. [Https://doi.org/10.1108/S2046-410X\(2013\)0000001015](Https://doi.org/10.1108/S2046-410X(2013)0000001015)

Zuma, S. K. (2020). The effects of job crafting on employee retention: The mediating role of proactive personality. International Journal of Business and Management Review, 8(6), 24–42.