

Daftar Pustaka

- Aiman-Smith, L., Bauer, T. N., & Cable, D. M. (2001). Are You Attracted? Do You Intend to Pursue? a Recruiting Policy-Capturing Study. *Journal of Business and Psychology*, 16(2), 219–237. <https://doi.org/10.1023/a:1011157116322>
- Allen, E. R. (2016). Analysis of Trends and Challenges in the Indonesian Labor Market. In www.adb.org. Asian Development Bank. <https://www.adb.org/publications/analysis-trends-and-challenges-indonesian-labor-market>
- Alwi, S. (2001). *Manajemen Sumber Daya Manusia: Strategi Keunggulan Kompetitif*. Yogyakarta: BPFE UGM.
- Anjum, S. (2020). Impact of Internship Programs on Professional and Personal Development of Business Students: A Case Study from Pakistan. *Future Business Journal*, 6(1). <https://doi.org/10.1186/s43093-019-0007-3>
- Avkiran, N. K., & Ringle, C. M. (2018). Partial Least Squares Structural Equation Modeling: Recent Advances in Banking and Finance. In *Google Books*. Springer.
- Baron, R. M., & Kenny, D. A. (1986). The Moderator-Mediator Variable Distinction in Social Psychological Research. *Journal of Personality and Social Psychology*, 51(6), 1173–1182. <https://doi.org/10.1037//0022-3514.51.6.1173>
- Beenen, G., & Pichler, S. (2014). Do I Really Want to Work Here? Testing a Model of Job Pursuit for MBA Interns. *Human Resource Management*, 53(5), 661–682. <https://doi.org/10.1002/hrm.21584>
- Berthon, P., Ewing, M., & Hah, L. L. (2005). Captivating Company: Dimensions of Attractiveness in Employer Branding. *International Journal of Advertising*, 24(2), 151–172. <https://doi.org/10.1080/02650487.2005.11072912>
- Bretz, R. D., Ash, R. A., & Dreher, G. F. (1989). Do People Make the Place?: An Examination of the Attraction-Selection-Attrition Hypothesis. *Personnel Psychology*, 42(1), 561–581. <https://doi.org/10.1111/J.1744-6570.1989.TB00669.X>
- Bretz, R. D., & Judge, T. A. (1994). Person-Organization Fit and the Theory of Work Adjustment Implications for Satisfaction, Tenure, and Career Success. *Journal of Vocational Behavior*, 44(1), 32–54. <https://doi.org/10.1006/jvbe.1994.1003>

- Cable, D. M., & DeRue, D. S. (2002). The Convergent and Discriminant Validity of Subjective Fit Perceptions. *Journal of Applied Psychology*, 87(5), 875–884. <https://doi.org/10.1037/0021-9010.87.5.875>
- Cable, D. M., & Judge, T. A. (1996). Person–Organization Fit, Job Choice Decisions, and Organizational Entry. *Organizational Behavior and Human Decision Processes*, 67(3), 294–311. <https://doi.org/10.1006/obhd.1996.0081>
- Cable, D. M., & Judge, T. A. (1997). Interviewers' Perceptions of Person–Organization Fit and Organizational Selection Decisions. *Journal of Applied Psychology*, 82(4), 546–561. <https://doi.org/10.1037/0021-9010.82.4.546>
- Cable, D. M., & Turban, D. B. (2001). Establishing the Dimensions, Sources and Value of Job Seekers' Employer Knowledge During Recruitment. *Research Personal and Human Resources Management, Emerald Group Publishing Limited*, 20(1), 115–163. [https://doi.org/10.1016/S0742-7301\(01\)20002-4](https://doi.org/10.1016/S0742-7301(01)20002-4)
- Cannaby, B. W. I. (2018). *Pengaruh Reputasi Perusahaan Dan Kompensasi Terhadap Minat Melamar Pekerjaan Mahasiswa Freshgraduate Ke Bank Syariah Dengan Lingkungan Keluarga Sebagai Variabel Intervening*. [Skripsi]. <http://e-repository.perpus.iainsalatiga.ac.id/5120/>
- Carballo-Penela, A., Ruza-Sanmartín, E., & Sousa, C. M. P. (2020). Influence of Business Commitment to Sustainability, Perceived Value Fit, and Gender in Job Seekers' Pursuit Intentions: A Cross-Country Moderated Mediation Analysis. *Sustainability*, 12(11), 4395. <https://doi.org/10.3390/su12114395>
- Cha, J., Chang, Y. K., & Kim, T. (2014). Person-Organization Fit on Prosocial Identity: Implications on Employee Outcomes. *Journal of Business Ethics*, 123(1), 57–69. <https://doi.org/10.1007/s10551-013-1799-7>
- Chapman, D. S., Uggerslev, K. L., Carroll, S. A., Piasentin, K. A., & Jones, D. A. (2005). Applicant Attraction to Organizations and Job Choice: A Meta-Analytic Review of the Correlates of Recruiting Outcomes. *Journal of Applied Psychology*, 90(5), 928–944. <https://doi.org/10.1037/0021-9010.90.5.928>
- Chin, W. W. (1998). The Partial Least Squares Approach to Structural Equation Modeling. Modern methods for business research . In *psycnet.apa.org* (pp. 295–336.). Lawrence Erlbaum Associates.
- Christen, M., Iyer, G., & Soberman, D. (2006). Job Satisfaction, Job Performance, and Effort: A Reexamination Using Agency Theory. *Journal of Marketing*, 70(1), 137–150. <https://doi.org/10.1509/jmkg.70.1.137.qxd>

- Collins, A. B. (2002). Gateway to the Real World, Industrial Training: Dilemmas and Problems. *Tourism Management*, 23(1), 93–96. [https://doi.org/10.1016/s0261-5177\(01\)00058-9](https://doi.org/10.1016/s0261-5177(01)00058-9)
- Comyn, P., & Brewer, L. (2018). Does Work-Based Learning Facilitate Transitions to Decent Work? *Employment Working Paper*, 242(1). https://www.ilo.org/employment/Whatwedo/Publications/working-papers/WCMS_635797/lang--en/index.htm
- Cooper, D. R., & Schindler, P. S. (2004). *Métodos de pesquisa em Administração* (7th ed., Vol. 1). Bookman.
- Dineen, B. R., Ash, S. R., & Noe, R. A. (2002). A Web of Applicant Attraction: Person-Organization Fit in the Context of Web-Based Recruitment. *Journal of Applied Psychology*, 87(4), 723–734. <https://doi.org/10.1037/0021-9010.87.4.723>
- Dutta, D., & Mishra, S. K. (2021). Are Women From Venus? A Mixed-Method Study Determining Important Predictors of Job Pursuit Intention across Gender Groups. *Equality, Diversity and Inclusion: An International Journal*, 40(6), 708–736. <https://doi.org/10.1108/edi-03-2020-0059>
- Ehrhart, K. H., & Ziegert, J. C. (2005). Why Are Individuals Attracted to Organizations? *Journal of Management*, 31(6), 901–919. <https://doi.org/10.1177/0149206305279759>
- Fugate, M., Kinicki, A. J., & Ashforth, B. E. (2004). Employability: A Psycho-Social Construct, Its Dimensions, and Applications. *Journal of Vocational Behavior*, 65(1), 14–38. <https://doi.org/10.1016/j.jvb.2003.10.005>
- Gomes, D., & Neves, J. (2011). Organizational Attractiveness and Prospective Applicants' Intentions to Apply. *Personnel Review*, 40(6), 684–699. <https://doi.org/10.1108/00483481111169634>
- Gully, S. M., Phillips, J. M., Castellano, W. G., Han, K., & Kim, A. (2013). A Mediated Moderation Model of Recruiting Socially and Environmentally Responsible Job Applicants. *Personnel Psychology*, 66(4), 935–973. <https://doi.org/10.1111/peps.12033>
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2021). A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM). In *SAGE Publications Inc* (3rd ed., Vol. 1). Sage.
- Hair, J. F., Sarstedt, M., Hopkins, L., & Kuppelwieser, V. G. (2014). Partial Least Squares Structural Equation Modeling (PLS-SEM): An Emerging Tool in

- Business Research. *European Business Review*, 26(1), 106–121.
<https://doi.org/10.1108/EBR-10-2013-0128>
- Hair, J., Black, W., Babin, B., Anderson, R., & Tatham, R. (2006). *Multivariate Data Analysis* Pearson Prentice Hall. In *Scirp.org* (6th ed., Vol. 1). Pearson Prentice Hall.
- Helm, S., Eggert, A., & Garnefeld, I. (2009). Modeling the Impact of Corporate Reputation on Customer Satisfaction and Loyalty Using Partial Least Squares. *SpringerLink*, 515–534. https://doi.org/10.1007/978-3-540-32827-8_23
- Highhouse, S., Lievens, F., & Sinar, E. F. (2003). Measuring Attraction to Organizations. *Educational and Psychological Measurement*, 63(6), 986–1001. <https://doi.org/10.1177/0013164403258403>
- Holford, A. (2017). Access to and Returns from Unpaid Graduate Internships. *SSRN Electronic Journal*, 7(1).
<https://doi.org/10.2139/ssrn.2998954>
- Judge, T. A., & Cable, D. M. (1997). Applicant Personality, Organizational Culture, and Organization Attraction. *Personnel Psychology*, 50(2), 359–394.
<https://doi.org/10.1111/j.1744-6570.1997.tb00912.x>
- Kampus Merdeka Kemendikbud. (2021). *Kampus Merdeka*.
Kampusmerdeka.kemdikbud.go.id.
<https://kampusmerdeka.kemdikbud.go.id/program/magang/detail>
- Knouse, S. B., Tanner, J. R., & Harris, E. W. (1999). The Relation of College Internships, College Performance, and Subsequent Job Opportunity. *Journal of Employment Counseling*, 36(1), 35–43.
<https://doi.org/10.1002/j.2161-1920.1999.tb01007.x>
- Kristof, A. L. (1996). Person-Organization Fit: An integrative Review of Its Conceptualizations, Measurement, and Implications. *Personnel Psychology*, 49(1), 1–49. <https://doi.org/10.1111/j.1744-6570.1996.tb01790.x>
- Kristof-Brown, A. L., Zimmerman, R. D., & Johnson, E. C. (2005). Consequences of Individuals' Fit At Work: A Meta-Analysis of Person-Job, Person-Organisation, Person-Group, And Person-Supervisor Fit. *Personnel Psychology*, 58(2), 281–342. <https://doi.org/10.1111/j.1744-6570.2005.00672.x>
- Lievens, F., Decaesteker, C., Coetsier, P., & Geirnaert, J. (2001). Organizational Attractiveness for Prospective Applicants: A Person-Organisation Fit

Perspective. *Applied Psychology*, 50(1), 30–51.
<https://doi.org/10.1111/1464-0597.00047>

Lievens, F., & Highhouse, S. (2003). The Relation of Instrumental and Symbolic Attributes to a Company's Attractiveness as an Employer. *Personnel Psychology*, 56(1), 75–102. <https://doi.org/10.1111/j.1744-6570.2003.tb00144.x>

Nasution, M. (2020). *Ketenagakerjaan Indonesia: Menghadapi Pandemi, Menjelang Bonus Demografi*. Pusat Kajian Anggaran; Badan Keahlian DPR RI.
<http://repositori.dpr.go.id/473/1/Analisis%20RUU%202020%20Ketenagakerjaan%20Indonesia%20Menghadapi%20Pandemi%20Menjelang%20Bonus%20Demografi.pdf>

O'Reilly, C. A., Chatman, J. A., & Caldwell, D. F. (1991). People and Organizational Culture: A Profile Comparison Approach to Assessing Person–Organization Fit. *Academy of Management Journal*, 34(3), 487–516. <https://doi.org/10.2307/256404>

Porter, C. O. L. H., & Conlon, D. E. (2004). The Dynamics of Salary Negotiations: Effects on Applicant's Justice Perceptions and Recruitment Decisions. *International Journal of Conflict Management*, 15(3), 273–303. <https://doi.org/10.1108/eb022915>

Preacher, K. J., & Hayes, A. F. (2008). Asymptotic and Resampling Strategies for Assessing and Comparing Indirect Effects in Multiple Mediator Models. *Behavior Research Methods*, 40(3), 879–891. <https://doi.org/10.3758/brm.40.3.879>

Saks, A. M., Leck, J. D., & Saunders, D. M. (1995). Effects of Application Blanks and Employment Equity on Applicant Reactions and Job Pursuit Intentions. *Journal of Organizational Behavior*, 16(5), 415–430. <https://doi.org/10.1002/job.4030160504>

Schindler, P. (2021). Business Research Methods. In *www.mheducation.com*. McGraw Hill eBook.
<https://www.mheducation.com/highered/product/business-research-methods-schindler/M9781260733723.html>

Schneider, B. (1987). The People Make the Place. *Personnel Psychology*, 40(3), 437–453. <https://doi.org/10.1111/j.1744-6570.1987.tb00609.x>

Schneider, B., Goldstein, H. W., & Smith, D. B. (1995). The ASA Framework: An Update. *Personnel Psychology*, 48(4), 747–773. <https://doi.org/10.1111/j.1744-6570.1995.tb01780.x>

- Sekaran, U. (2013). *Metodologi Penelitian Untuk Bisnis*. Salemba Empat.
- Sekaran, U., & Bougie, R. (2016). Research Methods for Business: A Skill-Building Approach. In *www.scirp.org* (7th ed., Vol. 1). Wiley & Sons.
- Sivertzen, A.-M., Nilsen, E. R., & Olafsen, A. H. (2013). Employer Branding: Employer Attractiveness and The Use of Social Media. *Journal of Product & Brand Management*, 22(7), 473–483. <https://doi.org/10.1108/JPBM-09-2013-0393>
- Tsai, M.-C., Lai, K.-H., & Hsu, W.-C. (2013). A Study of the Institutional Forces Influencing the Adoption Intention of RFID by Suppliers. *Information & Management*, 50(1), 59–65. <https://doi.org/10.1016/j.im.2012.05.006>
- Tsai, W.-C., & Yang, I. W.-F. (2010). Does Image Matter to Different Job Applicants? The influences of corporate image and applicant individual differences on organizational attractiveness. *International Journal of Selection and Assessment*, 18(1), 48–63. <https://doi.org/10.1111/j.1468-2389.2010.00488.x>
- Tsai, Y. H., Lin, C. P., Chiu, C. K., & Joe, S. W. (2009). Understanding Learning Behavior Using Location and Prior Performance as Moderators. *The Social Science Journal*, 46(4), 787–799. <https://doi.org/10.1016/j.soscij.2009.06.007>
- Verquer, M. L., Beehr, T. A., & Wagner, S. H. (2003). A Meta-Analysis of Relations Between Person–Organization Fit and Work Attitudes. *Journal of Vocational Behavior*, 63(3), 473–489. [https://doi.org/10.1016/s0001-8791\(02\)00036-2](https://doi.org/10.1016/s0001-8791(02)00036-2)
- Wang, D., Zong, Z., Mao, W., Wang, L., Maguire, P., & Hu, Y. (2021). Investigating the relationship between person–environment fit and safety behavior: A social cognition perspective. *Journal of Safety Research*, 79(1). <https://doi.org/10.1016/j.jsr.2021.08.010>
- Warshaw, P. R., & Davis, F. D. (1985). Disentangling Behavioral Intention and Behavioral Expectation. *Journal of Experimental Social Psychology*, 21(3), 213–228. [https://doi.org/10.1016/0022-1031\(85\)90017-4](https://doi.org/10.1016/0022-1031(85)90017-4)
- Yen, C.-L. (Alan), Murrmann, S. K., & Murrmann, K. F. (2011). The Influence of Context Orientation on Job Seeker Perceptions of Recruitment, Person–Organization Fit, and Job Application Intention in the Hospitality Industry. *Journal of Human Resources in Hospitality & Tourism*, 10(3), 315–330. <https://doi.org/10.1080/15332845.2011.555882>

- Yorke, M., & Knight, P. (2004). *Embedding Employability into the Curriculum Learning & Employability* 3.
<https://www.qualityresearchinternational.com/esecttools/esectpubs/Embedding%20employability%20into%20the%20curriculum.pdf>
- Yu, K. Y. T. (2014). Person–Organization Fit Effects on Organizational Attraction: A Test of an Expectations-Based Model. *Organizational Behavior and Human Decision Processes*, 124(1), 75–94.
<https://ideas.repec.org/a/eee/jobhdp/v124y2014i1p75-94.html>