

DAFTAR PUSTAKA

- Abbas, M., & Raja, U. (2015). Impact of psychological capital on innovative performance and job stress. *Canadian Journal of Administrative Sciences*, 32(2), 128–138. <https://doi.org/10.1002/cjas.1314>
- Al-Mehrzi, N., Singh, S. K. (2016), Competing through employee engagement: A proposed framework. *International Journal of Productivity and Performance Management*, 65(6), 831-843.
- Ali, I., Khan, M. M., Shakeel, S., & Mujtaba, B. G. (2022). Impact of Psychological Capital on Performance of Public Hospital Nurses: the Mediated Role of Job Embeddedness. *Public Organization Review*, 22(1), 135–154. <https://doi.org/10.1007/s11115-021-00521-9>
- Allen, M. W., Armstrong, D. J., Reid, M. F., & Riemenschneider, C. K. (2008). Factors impacting the perceived organizational support of IT employees. *Information and Management*, 45(8), 556–563. <https://doi.org/10.1016/j.im.2008.09.003>
- Armeli, S., Eisenberger, R., Fasolo, P., & Lynch, P. (1998). Perceived organizational support and police performance: the moderating influence of socioemotional needs. *Journal Of Applied Psychology*, 83(2), 288.
- Aselage, J., & Eisenberger, R. (2003). Perceived organizational support and psychological contracts: A theoretical integration. *Journal of Organizational Behavior*, 24(5): 491–509.
- Baig, S. A., Iqbal, S., Abrar, M., Baig, I. A., Amjad, F., Zia-ur-Rehman, M., & Awan, M. U. (2021). Impact of leadership styles on employees performance with moderating role of positive psychological capital. *Total Quality Management and Business Excellence*, 32(9–10), 1085–1105. <https://doi.org/10.1080/14783363.2019.1665011>
- Bakker, A. B., & Bal, P. M. (2010). Weekly work engagement and performance: A study among starting teachers. *Journal of Occupational and Organizational Psychology*, 83, 189–206.
- Bakker, A. B., & Schaufeli, W. B. (2008). Positive organizational behavior: Engaged employees in flourishing organizations. *Journal of Organizational Behavior: The International Journal of Industrial, Occupational and Organizational Psychology and Behavior*, 29(2), 147-154.

- Baldrige, R., Curry, B. (2022, 16 Oktober). *What Is A Startup? The Ultimate Guide*. Forbes. Diakses 1 Maret 2023, dari <https://www.forbes.com/advisor/business/what-is-a-startup/>
- Bandura, A. (1997). Self-efficacy: The exercise of control. *W H Freeman/Times Books/ Henry Holt & Co*.
- Baran, B. E., Shanock, L. R., & Miller, L. R. (2012). Advancing Organizational Support Theory into the Twenty-First Century World of Work. *Journal of Business and Psychology*, 27(2), 123–147. <https://doi.org/10.1007/s10869-011-9236-3>
- Baron, R. M., & Kenny, D. A. (1986). The moderator–mediator variable distinction in social psychological research: Conceptual, strategic, and statistical considerations. *Journal of personality and social psychology*, 51(6), 1173.
- Batarliene, N., Čižiuniene, K., Vaičiute, K., Šapalaite, I., & Jarašuniene, A. (2017). The Impact of Human Resource Management on the Competitiveness of Transport Companies. *Procedia Engineering*, 187, 110–116. <https://doi.org/10.1016/j.proeng.2017.04.356>
- Bouzari, M., & Karatepe, O. M. (2017). Test of a mediation model of psychological capital among hotel salespeople. *International Journal of Contemporary Hospitality Management*.
- Bradley, R. V., Pridmore, J. L., & Byrd, T. A. (2006). Information Systems Success in the Context of Different Corporate Cultural Types: An Empirical Investigation. *Journal of Management Information Systems*, 23(2), 267–294. <https://doi.org/10.2753/MIS0742-1222230211>
- Campbell, J. P., McCloy, R. A., Oppler, S. H., & Sager, C. E. (1993). A theory of performance. *Personnel selection in organizations*, 3570, 35–70.
- Chiang, C. F., & Hsieh, T. S. (2012). The impacts of perceived organizational support and psychological empowerment on job performance: The mediating effects of organizational citizenship behavior. *International Journal of Hospitality Management*, 31(1), 180–190. <https://doi.org/10.1016/j.ijhm.2011.04.011>
- Choi, W., Noe, R., & Cho, Y. (2020). What is responsible for the psychological capital-job performance relationship? An examination of the role of informal learning and person-environment fit. *Journal of Managerial Psychology*, 35(1), 28–41. <https://doi.org/10.1108/JMP-12-2018-0562>

- Chuang, C. H., & Liao, H. U. I. (2010). Strategic human resource management in service context: Taking care of business by taking care of employees and customers. *Personnel psychology*, 63(1), 153–196.
- Darvishmotevali, M., & Ali, F. (2020). Job insecurity, subjective well-being and job performance: The moderating role of psychological capital. *International Journal of Hospitality Management*, 87, 102462. <https://doi.org/10.1016/j.ijhm.2020.102462>
- Dawkins, S., Martin, A., Scott, J. & Sanderson, K. (2013). Building on the positives: a psychometric review and critical analysis of the construct of psychological capital. *Journal of Occupational and Organizational Psychology*, 86(3), 348–370.
- Eisenberger, R., Armeli, S., Rexwinkel, B., Lynch, P. D., & Rhoades, L. (2001). Reciprocation of perceived organizational support. *Journal of Applied Psychology*, 86(1), 42.
- Eisenberger, R., Fasolo, P., & Davis-LaMastro, V. (1990). Perceived organizational support and employee diligence, commitment, and innovation. *Journal of Applied Psychology*, 75(1), 51.
- Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Perceived organizational support. *Journal of Applied Psychology*, 71(3), 500.
- Fadhillah, I. (2022, November 22). *Terkuak! Ini yang Diduga Biang Kerok Startup RI PHK Massal*. Detik Finance. Diakses 1 Maret 2023, dari <https://finance.detik.com/berita-ekonomi-bisnis/d-6419590/terkuak-ini-yang-diduga-biang-kerok-startup-ri-phk-massal>
- Friend, S. B., Johnson, J. S., Luthans, F., & Sohi, R. S. (2016). Positive Psychology in Sales: Integrating Psychological Capital. *Journal of Marketing Theory and Practice*, 24(3), 306–327. <https://doi.org/10.1080/10696679.2016.1170525>
- Griffin, M., Neal, A., & Neale, M. (2000). The contribution of task performance and contextual performance to effectiveness: Investigating the role of situational constraints. *Applied Psychology*, 49(3), 517–533.
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2014). A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM). *Sage Publications*.
- Halbesleben, J. R. B., & Wheeler, A. R. (2008). The relative roles of engagement and embeddedness in predicting job performance and intention to leave. *Work & Stress*, 22, 242–256.

- Harrison, D. A., Newman, D. A., & Roth, P. L. (2006). How important are job attitudes? Meta-analytic comparisons of integrative behavioral outcomes and time sequences. *Academy of Management journal*, 49(2), 305–325.
- Henseler, J., Ringle, C. M., & Sarstedt, M. (2015). A new criterion for assessing discriminant validity in variance-based structural equation modeling. *Journal of the Academy of Marketing Science*, 43(1), 115–135. <https://doi.org/10.1007/s11747-014-0403-8>
- Hui, Q., Cao, X., Lou, L., & He, H. (2014). Empirical research on the influence of organizational support on psychological capital. *American Journal of Industrial and Business Management*, 2014.
- James, L. R., Choi, C. C., Ko, C. H. E., McNeil, P. K., Minton, M. K., Wright, M. A., & Kim, K. I. (2008). Organizational and psychological climate: A review of theory and research. *European Journal of work and organizational psychology*, 17(1), 5–32.
- Kahn, W. A. (1990). Psychological conditions of personal engagement and disengagement at work. *Academy of Management Journal*, 33, 692–724.
- Kahya, E. (2009). The effects of job performance on effectiveness. *International Journal of Industrial Ergonomics*, 39(1), 96–104. <https://doi.org/10.1016/j.ergon.2008.06.006>
- Kassim, S. M., & Mokhberb, M. (2015). Improving employee outcome through human resource management practices and public service motivation: A study of Malaysia public sector. *Journal of Advanced Review on Scientific Research*, 11(1), 1–12.
- Ko, S. H., & Choi, Y. (2019). Compassion and job performance: Dual-paths through positivework-related identity, collective self esteem, and positive psychological capital. *Sustainability (Switzerland)*, 11(23). <https://doi.org/10.3390/su11236766>
- Koopmans, L., Bernaards, C. M., Hildebrandt, V. H., Van Buuren, S., Van der Beek, A. J., & De Vet, H. C. (2014). Improving the individual work performance questionnaire using rasch analysis. *Journal of applied measurement*, 15(2), 160–175.
- Kurtessis, J. N., Eisenberger, R., Ford, M. T., Buffardi, L. C., Stewart, K. A., & Adis, C. S. (2017). Perceived organizational support: A meta-analytic evaluation of organizational support theory. *Journal of Management*, 43(6), 1854–1884. <https://doi.org/10.1177/0149206315575554>

- Larson, M. (2006). Potential Added Value of Psychological Capital in Predicting Work Attitudes. *Journal of Leadership and Organizational Studies*, 13(1).
- Lind, D. A., Marchal, W. G., & Wathen, S. A. (2018). Statistical Techniques in Business & Economics. *New York: McGraw-Hill Education*.
- Luthans, F., Avey, J. B., Avolio, B. J., Norman, S. M., & Combs, G. M. (2006). Psychological capital development: Toward a micro-intervention. *Journal of Organizational Behavior*, 27(3), 387–393. <https://doi.org/10.1002/job.373>
- Luthans, F., Avey, J. B., Clapp-Smith, R., & Li, W. (2008). More evidence on the value of Chinese workers psychological capital: A potentially unlimited competitive resource?. *International Journal of Human Resource Management*, 19, 818–827.
- Luthans, F., Avolio, B. J., & Avey, J. B. (2023). Psychological Capital Questionnaire. *Mind Garden*.
- Luthans, F., Youssef-Morgan, C. M., & Avolio, B. J. (2007). Psychological capital: Developing the human competitive edge. *New York, NY: Oxford*.
- Luthans, F., Youssef-Morgan, C. M., & Avolio, B. J. (2015). Psychological capital and beyond. *Oxford: Oxford University Press*.
- Masten, A. S., & Reed, M. G. J. (2002). Resilience in development. *Handbook of positive psychology*, 74, 88.
- Mathis, R. L., & Jackson, J. H. (2006). Human resource management. *Mason, OH: Thomson/South-Western*.
- Nguyen, H. M., & Ngo, T. T. (2020). Psychological capital, organizational commitment and job performance: A case in Vietnam. *Journal of Asian Finance, Economics and Business*, 7(5), 269–278. <https://doi.org/10.13106/JAFEB.2020.VOL7.NO5.269>
- O'Driscoll, M. P., & Randall, D. M. (1999). Perceived organizational support, satisfaction with rewards, and employee job involvement and organizational commitment. *Applied Psychology*, 48(2), 197–209.
- Ozturk, A., & Karatepe, O. M. (2019). Frontline hotel employees' psychological capital, trust in organization, and their effects on nonattendance intentions, absenteeism, and creative performance. *Journal of Hospitality Marketing and Management*, 28(2), 217–239. <https://doi.org/10.1080/19368623.2018.1509250>

- Pandangan Jogja. (2022, 30 Oktober). *Banyak Startup Besar PHK Karyawan, Bagaimana Kondisi Startup di Yogya*. Kumparan. Diakses 1 Januari 2023, dari <https://kumparan.com/pandangan-jogja/banyak-startup-besar-phk-karyawan-bagaimana-kondisi-startup-di-yogya-1z9QaoSpbSu>
- Patnaik, S., Mishra, U. S., & Mishra, B. B. (2023). Perceived Organizational Support and Performance: Moderated Mediation Model of Psychological Capital and Organizational Justice - Evidence from India. *Management and Organization Review*, 1–28. <https://doi.org/10.1017/mor.2022.27>
- Rhoades, L., & Eisenberger, R. (2002). Perceived organizational support: a review of the literature. *Journal of Applied Psychology*, 87, 698–714.
- Rich, B. L., Jeffrey A. L., & Egan, R. C. (2010). Job engagement: Antecedents and effects on job performance. *Academy of management journal*, 53(3), 617–635.
- Riggle, R. J., Edmondson, D. R., & Hansen, J. D. (2009). A meta-analysis of the relationship between perceived organizational support and job outcomes: 20 years of research. *Journal of Business Research*, 62(10), 1027–1030. <https://doi.org/10.1016/j.jbusres.2008.05.003>
- Schaufeli, W. B., Bakker, A. B., & Salanova, M. (2006). The measurement of work engagement with a short questionnaire: A cross-national study. *Educational and psychological measurement*, 66(4), 701–716.
- Sekaran, U., & Bougie, R. (2016). *Research Methods for Business: A Skill Building Approach*. New Jersey: John Wiley & Sons.
- Seligman, M. E. (1998). Building human strength: Psychology's forgotten mission.
- Sesen, H., & Ertan, S. S. (2022). The effect of the employee perceived training on job satisfaction: the mediating role of workplace stress. *European Journal of Training and Development*, 46(9), 953–973.
- Sharma, J., & Dhar, R. L. (2016). Factors influencing job performance of nursing staff: mediating role of affective commitment. *Personnel Review*. <https://doi.org/10.1108/PR-01-2014-0007>.
- Sihag, P., & Sarikwal, L. (2015). Effect of perceived organizational support on psychological capital - A study of IT industries in Indian framework. *EJBO: Electronic Journal of Business Ethics and Organizational Studies*.
- Snyder, C. R., Simpson, S., Ybasco, F., Borders, T., Babyak, M., & Higgins, R. (1996). Development and validation of the state hope scale. *Journal of Personality and Social Psychology*, 70, 321–335.

- Stajkovic, A. D., & F. Luthans, (1998). Self-efficacy and work-related performance: A meta-analysis. *Psychological Bulletin*, 124, 240–261.
- Start-up Ranking. (2022). *Start-up ranking by countries*. Diakses 1 Maret 2023, dari <https://www.startupranking.com/countries>
- Statista. (2022, September). *Engagement score of employees worldwide from 2012 to 2022, by region*. Diakses 1 Maret 2023, dari <https://www-statista-com.ezproxy.ugm.ac.id/statistics/700031/global-employee-engagement-by-region/?locale=en>
- Sugiyono. (2014). Metode Penelitian Pendidikan Pendekatan Kuantitatif, Kualitatif, dan R&D. *Bandung: Alfabeta*.
- Tosten, R., & Toprak, M. (2017). Positive psychological capital and emotional labor: A study in educational organizations. *Cogent Education*, 4(1), 1301012.
- Viswesvaran, C., & Ones, D. S. (2000). Perspectives on models of job performance. *International Journal of Selection and Assessment*, 8(4), 216–226.
- Yanuarwati, W. (2021, 21 Oktober). *Perusahaan Start-up di Jogja Berkembang Pesat, BI Sebut Omzetnya Bisa Capai Rp 5 Miliar Pertama*. *Harian Merapi*. Diakses 1 Maret 2023, dari <https://www.harianmerapi.com/ekonomi/pr-401511962/perusahaan-start-up-di-jogja-berkembang-pesat-bi-sebut-omzetnya-bisa-capai-rp-5-miliar-pertahun?page=1>