

DAFTAR PUSTAKA

- Allen, T. D., Eby, L. T., Poteet, M. L., Lentz, E, dan Lima, L. (2004). Career Benefits Associated with Mentoring for Proteges: A Meta-Analysis. *Journal of Applied Psychology*, 89(1), 127–136.
- Andrade, C. (2020). Understanding the Difference Between Standard Deviation and Standard Error of the Mean, and Knowing When to Use Which. *Indian Journal of Psychological Medicine*, 409-410.
- Badan Pusat Statistik. (2021). Hasil Sensus Penduduk 2020. Tersedia di <https://demakkab.bps.go.id/news/2021/01/21/67/hasil-sensus-penduduk-2020.html>, diakses pada 1 Januari 2023.
- Badan Pusat Statistik. (2022). Tenaga Kerja. Tersedia di <https://www.bps.go.id/subject/6/tenaga-kerja>, diakses pada 26 April 2022.
- Bari, M. W., Qurrah-tul-ain, Abrar, M., dan Fanchen, M. (2020). Employees' responses to psychological contract breach: The mediating role of organizational cynicism. *Economic and Industrial Democracy*, 1-20.
- Baron, R. M. dan Kenny, D. A. (1986). The Moderator-Mediator Variable Distinction in Social Psychological Research: Conceptual, Strategic, and Statistical Considerations . *Journal of Personality and Social Psychology*, 1173-1182.
- Bencsik, A., Horváth-Csikós, G., dan Juhász, T. (2016). Y and Z Generations at Workplaces. *Journal of competitiveness*, 8(3).
- Brodeur, P., Larose, S., Tarabulsy, G.M. dan Feng, B. (2017). Mentors' behavioral profiles and college adjustment in young adults participating in an academic mentoring program. *International Journal of Mentoring and Coaching in Education*, 2-18.
- Cohen, J. (1988). *Statistical Power Analysis for the Behavioral Sciences*. 2nd edition. Lawrence Erlbaum Associates, New York.
- Cooper, D. R. dan Schindler, P. S. (2014). *Business Research Methods*, 12th edition. McGraw Hill, NewYork.
- Creswell, J. W. (2009). *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches*. SAGE Publications, Inc. Thousand Oaks.
- Deepika. dan Chitranshi, J. (2021), "Leader readiness of Gen Z in VUCA business environment", *Foresight*, 154-171.
- Deichler, A. (2021). Organizational & Employee Development. Tersedia di <https://www.shrm.org/resourcesandtools/hr-topics/organizational-and-employee-development/pages/generation-z-seeks-guidance-in-the-workplace.aspx>, diakses pada 28 Juni 2021.

- Dreher, G. E. dan Ash, R. A. (1990). A Comparative Study of Mentoring Among Men and Women in Managerial, Professional, and Technical Positions. *Journal of Applied Psychology*, 539-546.
- Gabrielova, K. dan Buchko, A. A. (2021). Here comes Generation Z: Millennials as managers. *Business Horizons*, 489-499.
- Hackl, C. (2020). Forbes. Tersedia di <https://www.forbes.com/sites/cathyhackl/2020/09/07/gen-z—the-future-work—play/?sh=5f528de6142e>, diakses pada 7 September 2020.
- Hackmann, Donald G. dan Malin, Joel R. (2018). Mentoring for the Educational Leadership Professoriate: Perspectives from Jay D. Scribner Mentoring Award Recipients and Mentees. *Journal of Research on Leadership Education*, 1-25.
- Hair, J. F., Black, W. C., Babin, B. J., dan Anderson, R. E. (2014a). *Multivariate Data Analysis*, 7th edition. Pearson, London.
- Hair, J. F., Hult, G. T., Ringle, C. M., dan Sarstedt, M. (2014b). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)*. SAGE Publication, Los Angeles.
- Hair, J. F., Hult, G. T., Ringle, C. M., dan Sarstedt, M. (2017). *A Primer On Partial Least Squares Structural Equation Modeling (PLS-SEM)*, 2nd edition. SAGE Publications, Inc, Los Angeles.
- Irfan, M., Deshmukh, R., dan Subrahmanyam, K. (2021). Mentoring approaches for various Learning behaviors of the future engineers in professional education: Competency and Commitment Development. *Journal of Engineering Education Transformations*, 433-439.
- James, G., Witten, D., Hastie, T., & Tibshirani, R. (2013). *An Introduction to Statistical Learning with Applications in R*, 3rd edition. Springer, New York.
- Jayathilake, H. D., Daud, D., Eaw, H. C., dan Annuar, N. (2021). Employee development and retention of Generation-Z employees in the post-Covid-19 workplace: a conceptual framework. *Benchmarking: An International Journal*, 1463-5771.
- Kock, N. (2019). *WarpPLS User Manual: Version 6.0*. ScriptWarp Systems, Texas.
- Lankau, M. J. dan Scandura, T. A. (2002). An investigation of personal learning in mentoring relationships: content, antecedents and consequences. *Academy of Management Journal*, 779-790.
- Lleó, A., Agholor, D., Serrano, N., dan Prieto-Sandoval, V. (2017). A mentoring programme based on competency development at a Spanish university: an action research study. *European Journal of Engineering Education*, 1-19.

- Marshall, G. dan Jonker, L. (2010). An introduction to descriptive statistics: A review and practical guide. *Radiography*, e1-e7.
- Mayfield, D. J. dan Mayfield, M. (2007). The Effects of Leader Communication on a Worker's Intent to Stay: An Investigation Using Structural Equation Modeling. *Human Performance*, 85-102.
- Naim, M. F. dan Lenka, U. (2018). Development and retention of Generation Y employees: a conceptual framework. *Employee Relations*, 433-455.
- Narayanan, A., Rajithakumar, S., dan Menon, M (2018). Talent Management and Employee Retention: An Integrative Research Framework. *Human Resource Development Review*.
- Neuman, W. L. (2014). *Social Research Methods: Qualitative and Quantitative Approaches*, 7th edition. Pearson Education, London.
- Rikleen, L. S. (2020). Harvard Business Review. Tersedia di <https://hbr.org/2020/06/what-your-youngest-employees-need-most-right-now>, diakses pada 8 September 2022.
- Salgado, K., Flegl, M., dan Fejfarová, M. (2020). Factor Affecting Talent Retention in Tech Start-Ups. *Scientific Papers of the University of Pardubice*. 138-149.
- Schroth, H. (2019). Are You Ready for Gen Z in the Workplace? *California Management Review*, 5-18.
- Sekaran, U. dan Bougie. R. (2016). *Research Methods for Business: A Skill Building Approach*. John Wiley & Sons Ltd, New Jersey.
- Sholihin, M. dan Ratmono, D. (2013). Analisis SEM-PLS dengan WarpPLS 3.0 untuk Hubungan Nonlinear dalam Penelitian Sosial dan Bisnis. ANDI, Yogyakarta.
- SHRM. (2018). Tersedia di <https://www.shrm.org/hr-today/trends-and-forecasting/research-and-surveys/pages/employee-recognition2018.aspx>, diakses pada 19 Februari 2022.
- Smith, M. (2021). CNBC Make It. Tersedia di <https://www.cnbc.com/2021/09/03/gen-z-and-millennial-workers-are-leading-the-latest-quitting-spree-.html>, diakses pada 3 September 2021.
- Startup Ranking. (2021). Startups per Country. Tersedia di <https://www.startupranking.com/countries>, diakses pada 12 Februari 2021.
- Tsai, P. H., Chen, C. J., dan Tang, J. W. (2021). Key Factors Influencing Talent Retention and Turnover in Convenience Stores: A Comparison of Managers' and Employees' Perspectives. *SAGE Open*.
- Vos, A. D., Hauw, S. D., dan Heijden, B. I. (2011). Competency development and career success: The mediating role of employability. *Journal of Vocational Behavior*, 438-447.

Younas, M. dan Bari, M. W. (2020). The relationship between talent management practices and retention of generation ‘Y’ employees: mediating role of competency development. *Economic Research-Ekonomska Istraživanja*, 1330-1353.

Zainol, J. dan Salam, A. An Audit on Mentor-Mentee Program: Mentees Perceptions on Mentors. *Bangladesh Journal of Medical Science*, 840-847.