

REFERENCES

- Akhmedova, A., Cavallotti, R., Marimon, F., & Campopiano, G. (2020). *Daughters' careers in family business: Motivation types and family-specific barriers*.
- Armstrong, M., & Taylor, S. (2014). Motivation. In *ARMSTRONG'S HANDBOOK OF HUMAN RESOURCE MANAGEMENT PRACTICE*.
- Baard, P. P., Deci, E. L., & Ryan, R. M. (2004). Intrinsic Need Satisfaction: A Motivational Basis of Performance and Well-Being in Two Work Settings. *Journal of Applied Social Psychology*. <https://doi.org/10.1111/j.1559-1816.2004.tb02690.x>
- Barnett, T., & Kellermanns, F. W. (2006). Are We Family and Are We Treated as Family? Nonfamily Employees' Perceptions of Justice in the Family Firm. *Baylor University*.
- Ben-Hur, S., & Kinley, N. (2016). *INTRINSIC MOTIVATION: THE MISSING PIECE IN CHANGING EMPLOYEE BEHAVIOR*. www.imd.org/pfm
- Björnberg, Å., Dias, A. K., & Elstrodt, H.-P. (2016, October 26). *Fine-tuning family businesses for a new era* / McKinsey. <https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/fine-tuning-family-businesses-for-a-new-era>
- Braun, V., & Clarke, V. (2006). *Using thematic analysis in psychology*. <https://doi.org/10.1191/1478088706qp0630a>
- Cassell, C., Cunliffe, A. L., & Grandy, G. (2018). *The SAGE Handbook of Qualitative Business and Management Research Methods*. SAGE publication.
- Chrisman, J. J., Chua, J. H., & Litz, R. (2003). A unified systems perspective of family firm performance: An extension and integration. *Journal of Business Venturing*, 18, 467–472.
- Chrisman, J. J., Chua, J. H., & Sharma, P. (2005). Trends and Directions in the Development of a Strategic Management Theory of the Family Firm. In *ENTREPRENEURSHIP THEORY and PRACTICE*.
- Connell, J. P., & Wellborn, J. G. (1991). Competence, autonomy, and relatedness: A motivational analysis of self-system processes. *Self Processes and Development*, 43–77.

- Creswell, J. W. (2007). *Qualitative Inquiry and Research Design: Choosing Among Five Approaches* (2nd ed.). SAGE publication.
- Creswell, J. W., & Creswell, J. D. (2018). *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches* (5th ed.). SAGE publication.
- Cypress, B. S. (2017). *Rigor or Reliability and Validity in Qualitative Research: Perspectives, Strategies, Reconceptualization, and Recommendations*. 36(4).
- Dalpiaz, E., Tracey, P., & Phillips, N. (2014). *Succession Narratives in Family Business: The Case of Alessi*. <https://doi.org/10.1111/etap.12129>
- Deci, E. L. (1971). EFFECTS OF EXTERNALLY MEDIATED REWARDS ON INTRINSIC MOTIVATION1. *Journal Of Personality and Social Psychology*, 18(1).
- Deci, E. L., & Ryan, R. M. (2000a). *The “What” and “Why” of Goal Pursuits: Human Needs and the Self-Determination of Behavior*. 11(4). https://doi.org/10.1207/S15327965PLI1104_01
- Deci, E. L., & Ryan, R. M. (2000b). The “What” and “Why” of Goal Pursuits: Human Needs and the Self-Determination of Behavior. *Lawrence Erlbaum Associates, Inc.*, 11(4), 227–268.
- Deci, E. L., & Ryan, R. M. (2008). Self-determination theory: A macrotheory of human motivation, development, and health. *Canadian Psychology / Psychologie Canadienne*, 49(3), 182–185.
- Denzin, N. K., & Lincoln, Y. S. (2018). *The SAGE Handbook of Qualitative Research* (5th ed.). SAGE publication.
- Descartes, Rene: Mind-Body Distinction / Internet Encyclopedia of Philosophy*. (n.d.). Retrieved June 13, 2023, from <https://iep.utm.edu/rene-descartes-mind-body-distinction-dualism/>
- DeTienne, D. R., Shepherd, D. A., & Castro, J. O. D. (2008). The fallacy of “only the strong survive”: The effects of extrinsic motivation on the persistence decisions for underperforming firms. *Journal of Business Venturing*, 23, 528–546.
- DiCicco-Bloom, B., & Crabtree, B. F. (2006). The qualitative research interview. *Blackwell Publishing*, 314–321.
- Donnelley, R. G. (1964). The Family Business. *Harvard Business Review*.

Duncan, G. (2000). Mind-Body Dualism and the Biopsychosocial Model of Pain: What Did Descartes Really Say? *Journal of Medicine and Philosophy*, 25(4), 485–513.

Family-Owned Businesses in Indonesia / GBG. (n.d.). Retrieved March 24, 2023, from http://www.gbgindonesia.com/en/main/why_indonesia/2016/family_matters_a_guide_to_family_owned_businesses_in_indonesia_11459.php

Feltman, R., & Elliot, A. J. (2012). Approach and Avoidance Motivation. *Encyclopedia of the Sciences of Learning*.

Froiland, J. M., & Worrell, F. C. (2016). *INTRINSIC MOTIVATION, LEARNING GOALS, ENGAGEMENT, AND ACHIEVEMENT IN A DIVERSE HIGH SCHOOL*. <https://doi.org/10.1002/pits.21901>

Gagné, M., Marwick, C., Pontet, S. B. de, & Wrosch, C. (2021). Family Business Succession: What's Motivation Got to Do With It? *Family Business Review*, 34(2), 154–167.

General Guidelines for Conducting Research Interviews. (2022, January 18). <https://management.org/businessresearch/interviews.htm>

Gherardi, S., & Perrotta, M. (2016). *Daughters taking over the family business: Their justification work within a dual regime of engagement*. 8(1). <http://dx.doi.org/10.1108/IJGE-11-2014-0044>

Given, L. M. (2008). *The Sage Encyclopedia of QUALITATIVE RESEARCH METHODS* (Vols. 1 & 2). SAGE publication.

Gottschalck, N., Guenther, C., & Kellermanns, F. (2020). *For whom are family-owned firms good employers? An exploratory study of the turnover intentions of blue- and white-collar workers in family-owned and non-family-owned firms* ☆.

Graef, R., Csikszentmihalyi, M., & Gianinno, S. M. (1983). Measuring intrinsic motivation in everyday life. *Leisure Studies*, 2(2), 155–168.

Habbershon, T. G., Williams, M., & MacMillan, I. C. (2006). A unified systems perspective of family firm performance. In *HANDBOOK OF RESEARCH ON FAMILY BUSINESS*.

Hanqing “chevy” Fang, Esra Memili, James J. Chrisman, & Christopher Penney. (2017). Industry and Information Asymmetry: The Case of the Employment of Non-Family Managers in Small and Medium-Sized Family Firms. *Journal of*

Small Business Management, 55(4), 632–648.
<https://doi.org/10.1111/jsbm.12267>

Harms, H. (2014). Review of Family Business Definitions: Cluster Approach and Implications of Heterogeneous Application for Family Business Research. *International Journal of Financial Studies*. <https://doi.org/10.3390/ijfs2030280>

Harter, S. (1978). Effectance Motivation Reconsidered. Toward a Developmental Model. *Human Development*, 21(1), 34–64. <https://doi.org/10.1159/000271574>

History. (n.d.). Corporate - US. Retrieved June 22, 2023, from <https://corporate.walmart.com/about/history>

Khanin, D. (2013). How to reduce turnover intentions in the family business: Managing centripetal and centrifugal forces. *Business Horizon*, 63–73.

Kirk, J., & Miller, M. L. (1986). *RELIABILITY AND VALIDITY IN QUALITATIVE RESEARCH* (Vol. 1). SAGE publication.

Köhn, P., Ruf, P. J., & Moog, P. (2020). Why are non-family employees intrapreneurially active in family firms? A multiple case study. *Journal of Family Business Strategy*. <https://doi.org/10.1016/j.jfbs.2022.100532>

Lee, D.-C., Hung, L.-M., & Chen, M.-L. (2012). Empirical Study on the Influence among Corporate Sponsorship, Organizational Commitment, Organizational Cohesiveness and Turnover Intention. *Journal of Management and Sustainability*, 2. <https://doi.org/10.5539/jms.v2n2p43>

Lepper, M. K., & Greene, D. (1973). UNDERMINING CHILDREN'S INTRINSIC INTEREST WITH EXTRINSIC REWARD: A TEST OF THE "OVERJUSTIFICATION" HYPOTHESIS. *Journal Of Personality and Social Psychology*, 28(1).

Menges, J. I., Tussing, D. V., Wihler, A., & Grant, A. M. (2017). When Job Performance is All Relative: How Family Motivation Energizes Effort and Compensates for Intrinsic Motivation. *Academy of Management Journal*, 60(2), 695–719.

Mikkelsen, M. F., Jacobsen, C. B., & Andersen, L. B. (2017). MANAGING EMPLOYEE MOTIVATION: EXPLORING THE CONNECTIONS BETWEEN MANAGERS' ENFORCEMENT ACTIONS, EMPLOYEE PERCEPTIONS, AND EMPLOYEE INTRINSIC MOTIVATION. *International Public Management Journal*, 20(2), 183–205. <https://doi.org/10.1080/10967494.2015.1043166>

- Miles, M. B., Huberman, A. M., & Saldana, J. (2014). *Qualitative Data Analysis: A Methods Sourcebook* (3rd ed.). SAGE publication.
- Miserandino, M. (1996). Children who do well in school: Individual differences in perceived competence and autonomy in above-average children. *Journal of Educational Psychology*, 88(2), 203–214.
- Mishra, S., & Mishra, S. (2017). IMPACT OF INTRINSIC MOTIVATIONAL FACTORS ON EMPLOYEE RETENTION AMONG GEN Y: A QUALITATIVE PERSPECTIVE. *KIIT Journal of Management*, 13(1). <https://doi.org/10.23862/kiit-parikalpana/2017/v13/i1/151269>
- Mitchell, R. K., Morse, E. A., & Sharma, P. (2003). *The transacting cognitions of nonfamily employees in the family businesses setting*. 533–551.
- Mitroff, I. I., & Kilmann, R. H. (1978). *Methodological Approaches to Social Science*.
- Mura, L., Hajduova, Z., Smorada, M., & Jakubova, Z. (2021). Employee Motivation and Job Satisfaction in Family-Owned Business. *Problems and Perspectives in Management*, 19(4), 495–507. [http://dx.doi.org/10.21511/ppm.19\(4\).2021.40](http://dx.doi.org/10.21511/ppm.19(4).2021.40)
- Osunde, C. (2017). Family Businesses and Its Impact on the Economy. *Journal of Business & Financial Affairs*. <https://doi.org/10.4172/2167-0234.1000251>
- Perusahaan / Andamas Group Official Website. (n.d.). Retrieved July 28, 2023, from <https://andamas.id/#tentang>
- P&G History. (n.d.). Retrieved June 22, 2023, from <https://us.pg.com/pg-history/>
- Pieper, T. M. (2010). Non solus: Toward a psychology of family business. *Journal of Family Business Strategy*.
- Pink, D. H. (2009). *Drive: The Surprising Truth about What Motivates Us*. Riverhead Books.
- Procter & Gamble. (n.d.). Fortune. Retrieved June 22, 2023, from <https://fortune.com/company/procter-gamble/fortune500/>
- Ramos, H. M., Man, T. W. Y., Mustafa, M., & Ng, Z. Z. (2014). Psychological ownership in small family firms: Family and non-family employees' work attitudes and behaviours. *Journal of Family Business Strategy* 5, 300–311.
- Reiss, S. (2012). Intrinsic and Extrinsic Motivation. *Teaching of Psychology*, 39(2). <https://doi.org/10.1177/0098628312437704>

- Robertsson, H. (2023, January). *2023 Family Business Index*. https://www.ey.com/en_gl/family-enterprise/family-business-index
- Ronald, B., & Dominguez, L. M. (2018). A Qualitative Investigation on Key Drivers of Intrinsic Motivation – The Case of Engineers in Germany. *Advances in Management*, 11(4).
- Ryan, R. M., & Connell, J. P. (1989). Perceived Locus of Causality and Internalization: Examining Reasons for Acting in Two Domains. *Journal of Personality and Social Psychology*, 57(5).
- Ryan, R. M., & Deci, E. L. (2000). Self-Determination Theory and the Facilitation of Intrinsic Motivation, Social Development, and Well-Being. *American Psychological Association, Inc*, 55(1), 68–78. <https://doi.org/10.1037110003-066X.55.1.68>
- Ryan, R. M., & Deci, E. L. (2020). Intrinsic and extrinsic motivation from a self-determination theory perspective: Definitions, theory, practices, and future directions. *Contemporary Educational Psychology*, 61.
- Sharma, P., & Irving, P. G. (2005). *Four Bases of Family Business Successor Commitment: Antecedents and Consequences*.
- Swindells, K. (2023, January 24). Analysing the world's most powerful family-run businesses. *Spear's*. <https://spearswms.com/wealth/analysing-the-worlds-most-powerful-family-run-businesses/>
- Waterman, A. S. (2004). Finding Someone to Be: Studies on the Role of Intrinsic Motivation in Identity Formation. *International Journal of Theory and Research*, 4(3), 209–228.
- Yin, R. K. (2014). *Case Study Research: Design and Methods*. SAGE publication.
- Yin, R. K. (2016). *Qualitative Research from Start to Finish* (2nd ed.). THE GUILFORD PRESS.
- Yusuf, M. (2021). Effects of the Intrinsic Motivation and Extrinsic Motivation on Employee Performance with Job Satisfaction as an Intervening Variable at PT. Alwi Assegaf Palembang. *Journal Management, Business, and Accounting*.