

REFERENCES

- Akram, A., Kamran, M., Iqbal, M. S., Habibah, U., & Atif Ishaq, M. (2018). The impact of supervisory justice and perceived Supervisor support on organizational citizenship behavior and commitment to supervisor: the mediating role of trust. *Cogent Business and Management*, 5(1), 1–17. <https://doi.org/10.1080/23311975.2018.1493902>
- Alam, I., Kartar Singh, J. S., & Islam, M. U. (2021). Does supportive supervisor complements the effect of ethical leadership on employee engagement? *Cogent Business and Management*, 8(1). <https://doi.org/10.1080/23311975.2021.1978371>
- Albattah, M. A., Goodrum, P. M., & Taylor, T. R. B. (2015). DEMOGRAPHIC INFLUENCES ON CONSTRUCTION CRAFT SHORTAGES IN THE U.S. AND CANADA. *5th International/11th Construction Specialty Conference*.
- Allen, T. D. (2001). Family-Supportive Work Environments: The Role of Organizational Perceptions. *Journal of Vocational Behavior*, 58(3), 414–435. <https://doi.org/10.1006/jvbe.2000.1774>
- Andrea, B., Gabriella, H. C., & Tímea, J. (2016). Y and Z generations at workplaces. *Journal of Competitiveness*, 8(3), 90–106. <https://doi.org/10.7441/joc.2016.03.06>
- Antonakis, J., & Day, D. V. (2018). Leadership: Past, present, and future. In M. Stanley, A. Nance, B. C. Allen, & T. Greenberg (Eds.), *The nature of leadership* (Third Edition, pp. 3–19). SAGE Publications, Inc. .
- Ayodele, O. A., Chang-Richards, A., & González, V. (2020). Factors Affecting Workforce Turnover in the Construction Sector: A Systematic Review. *Journal of Construction Engineering and Management*, 146(2). [https://doi.org/10.1061/\(asce\)co.1943-7862.0001725](https://doi.org/10.1061/(asce)co.1943-7862.0001725)
- Bass, B. M. (2014). *Theory X and Y*.
- Baugh, S. G., & Roberts, R. M. (1994). Professional and Organizational Commitment Among Engineers: Conflicting or Complementing? *IEEE Transactions on Engineering Management*, 41(2), 108–114. <https://doi.org/10.1109/17.293377>
- Bechler, C., & Johnson, S. D. (1995). Leadership and Listening: A Study of Member Perceptions. *Small Group Research*, 26(1), 77–85. <https://doi.org/10.1177/1046496495261004>
- Belassi, W., & Tukel, O. I. (1996). A new framework for determining critical success/failure factors in projects. *International Journal of Project Management*, 14(3), 141–151.
- Benítez-Márquez, M. D., Sánchez-Teba, E. M., Bermúdez-González, G., & Núñez-Rydman, E. S. (2022). Generation Z Within the Workforce and in the Workplace: A Bibliometric Analysis. In *Frontiers in Psychology* (Vol. 12). Frontiers Media S.A. <https://doi.org/10.3389/fpsyg.2021.736820>
- Bester, J., Stander, M. W., & van Zyl, L. E. (2015). Leadership empowering behaviour, psychological empowerment, organisational citizenship behaviours and turnover intention in a Manufacturing Division. *SA Journal of Industrial Psychology*, 41(1). <https://doi.org/10.4102/sajip.v41i1.1215>

- BLAU, G. J. (1985). The measurement and prediction of career commitment. *Journal of Occupational Psychology*, 58(4), 277–288. <https://doi.org/10.1111/j.2044-8325.1985.tb00201.x>
- Blau, G. J. (1985). The measurement and prediction of career commitment. *Journal of Occupational Psychology*, 58(4), 277–288.
- Bloom, N., Kretschmer, T., & Reenen, J. Van. (2006). *Work-Life Balance, Management Practices, and Productivity*. www.telegraph.co.uk/
- Borg, J., & Scott-Young, C. M. (2022). Contributing factors to turnover intentions of early career project management professionals in construction. *Construction Management and Economics*, 40(10), 835–853. <https://doi.org/10.1080/01446193.2022.2110602>
- BPS. (2021). *Potret Sensus Penduduk 2020 Menuju Satu Data Kependudukan Indonesia*. Badan Pusat Statistik .
- BPS. (2023). *Pertumbuhan Ekonomi Indonesia Triwulan I-2023*.
- Bradley, L., Brown, K., Lingard, H., Townsend, K., & Bailey, C. (2010). Talking the talk and walking the walk: How managers can influence the quality of work-life balance in a construction project. *International Journal of Managing Projects in Business*, 3(4), 589–603. <https://doi.org/10.1108/17538371011076064>
- Cesário, F., & Chambel, M. J. (2017). Linking Organizational Commitment and Work Engagement to Employee Performance. *Knowledge and Process Management*, 24(2), 152–158. <https://doi.org/10.1002/kpm.1542>
- Chan, A. P. C., Chiang, Y.-H., Wong, F. K.-W., Liang, S., & Abidoye, F. A. (2020). Work–Life Balance for Construction Manual Workers. *Journal of Construction Engineering and Management*, 146(5). [https://doi.org/10.1061/\(asce\)co.1943-7862.0001800](https://doi.org/10.1061/(asce)co.1943-7862.0001800)
- Chang, E. (1999). Career Commitment as a Complex Moderator of Organization Commitment and Turnover Intention. *Human Relations*, 52(10).
- Chen, T. J., & Wu, C. M. (2020). Can newcomers perform better at hotels? Examining the roles of transformational leadership, supervisor-triggered positive affect, and perceived supervisor support. *Tourism Management Perspectives*, 33. <https://doi.org/10.1016/j.tmp.2019.100587>
- Cheung, C. M., Bowen, P., Cattell, K., & Davis, J. (2022). How the Well-Being of Construction Professionals Mediates the Effect of Work–Life Balance on Their Commitment to the Organization. *Journal of Management in Engineering*, 38(4). [https://doi.org/10.1061/\(asce\)me.1943-5479.0001053](https://doi.org/10.1061/(asce)me.1943-5479.0001053)
- Chih, Y.-Y., Kiazad, K., Cheng, D., Emamirad, E., & Restubog, S. L. (2018). Interactive Effects of Supportive Leadership and Top Management Team’s Charismatic Vision in Predicting Worker Retention in the Philippines. *Journal of Construction Engineering and Management*, 144(10). [https://doi.org/10.1061/\(ASCE\)CO.1943-7862.0001553](https://doi.org/10.1061/(ASCE)CO.1943-7862.0001553)
- Chih, Y.-Y., Kiazad, K., Zhou, L., Capezio, A., Li, M., & D. Restubog, S. L. (2016). Investigating Employee Turnover in the Construction Industry: A Psychological Contract Perspective. *Journal of Construction Engineering and Management*, 142(6). [https://doi.org/10.1061/\(asce\)co.1943-7862.0001101](https://doi.org/10.1061/(asce)co.1943-7862.0001101)

- Chin, W., Cheah, J. H., Liu, Y., Ting, H., Lim, X. J., & Cham, T. H. (2020). Demystifying the role of causal-predictive modeling using partial least squares structural equation modeling in information systems research. *Industrial Management and Data Systems*, 120(12), 2161–2209. <https://doi.org/10.1108/IMDS-10-2019-0529>
- Cogin, J. (2012). Are generational differences in work values fact or fiction? Multi-country evidence and implications. *International Journal of Human Resource Management*, 23(11), 2268–2294. <https://doi.org/10.1080/09585192.2011.610967>
- Colarelli, S. M., & Bishop, R. C. (1990). Career Commitment: Functions, correlates, and management. *Group & Organization Management*, 15(2), 158–176. <https://doi.org/10.1177/105960119001500203>
- Cooper, D. R., & Schindler, P. S. (2013). *Business Research Methods* (C. Kouvelis & J. Ducham, Eds.; Twelfth Edition). McGraw-Hill .
- Cortese, C. G., Colombo, L., & Ghislieri, C. (2010). Determinants of nurses' job satisfaction: The role of work-family conflict, job demand, emotional charge and social support. *Journal of Nursing Management*, 18(1), 35–43. <https://doi.org/10.1111/j.1365-2834.2009.01064.x>
- De Cieri, H., Holmes, B., Abbott, J., & Pettit, T. (2005). Achievements and challenges for work/life balance strategies in Australian organizations. *International Journal of Human Resource Management*, 16(1), 90–103. <https://doi.org/10.1080/0958519042000295966>
- de Vries, R. E., Bakker-Pieper, A., & Oostenveld, W. (2010). Leadership = communication? The relations of leaders' communication styles with leadership styles, knowledge sharing and leadership outcomes. *Journal of Business and Psychology*, 25(3), 367–380. <https://doi.org/10.1007/s10869-009-9140-2>
- De Vries, R. E., Van Den Hooff, B., & De Ridder, J. A. (2006). Explaining knowledge sharing: The role of team communication styles, job satisfaction, and performance beliefs. *Communication Research*, 33(2), 115–135. <https://doi.org/10.1177/0093650205285366>
- DeConinck, J. B. (2010). The effect of organizational justice, perceived organizational support, and perceived supervisor support on marketing employees' level of trust. *Journal of Business Research*, 63(12), 1349–1355. <https://doi.org/10.1016/j.jbusres.2010.01.003>
- Dodanwala, T. C., Santoso, D. S., & Yukongdi, V. (2023). Examining work role stressors, job satisfaction, job stress, and turnover intention of Sri Lanka's construction industry. *International Journal of Construction Management*, 23(15), 2583–2592. <https://doi.org/10.1080/15623599.2022.2080931>
- Eisenberger, R., Stinglhamber, F., Vandenberghe, C., Sucharski, I. L., & Rhoades, L. (2002). Perceived supervisor support: Contributions to perceived organizational support and employee retention. *Journal of Applied Psychology*, 87(3), 565–573. <https://doi.org/10.1037/0021-9010.87.3.565>
- Ennis, M. C., Gong, T., & Okpozo, A. Z. (2018). Examining the Mediating Roles of Affective and Normative Commitment in the Relationship between Transformational Leadership Practices and Turnover Intention of Government

- Employees. *International Journal of Public Administration*, 41(3), 203–215. <https://doi.org/10.1080/01900692.2016.1256894>
- Exline, J. J., & Geyer, A. L. (2004). Perceptions of Humility: A Preliminary Study. *Self and Identity*, 3(2), 95–114. <https://doi.org/10.1080/13576500342000077>
- Fazio, J., Gong, B., Sims, R., & Yurova, Y. (2017). The role of affective commitment in the relationship between social support and turnover intention. *Management Decision*, 55(3), 512–525. <https://doi.org/10.1108/MD-05-2016-0338>
- Firth, L., Mellor, D. J., Moore, K. A., & Loquet, C. (2004). How can managers reduce employee intention to quit? *Journal of Managerial Psychology*, 19(2), 170–187. <https://doi.org/10.1108/02683940410526127>
- Fisher, C. D. (2000). Mood and Emotions While Working: Missing Pieces of Job Satisfaction? *Journal of Organizational Behavior*, 185–202.
- Forsyth, S., & Polzer-Debruyne, A. (2007). The organisational pay-offs for perceived work-life balance support. *Asia Pacific Journal of Human Resources*, 45(1), 113–123. <https://doi.org/10.1177/1038411107073610>
- Freeman, R. B. (1980). The Exit-Voice Tradeoff in the Labor Market: Unionism, Job Tenure, Quits, and Separations. In *Source: The Quarterly Journal of Economics* (Vol. 94, Issue 4). <https://about.jstor.org/terms>
- Fritz, C. O., Morris, P. E., & Richler, J. J. (2012). Effect size estimates: Current use, calculations, and interpretation. *Journal of Experimental Psychology: General*, 141(1), 2–18. <https://doi.org/10.1037/a0024338>
- Galletta, M., Portoghese, I., Penna, M. P., Battistelli, A., & Saiani, L. (2011). Turnover intention among Italian nurses: The moderating roles of supervisor support and organizational support. *Nursing and Health Sciences*, 13(2), 184–191. <https://doi.org/10.1111/j.1442-2018.2011.00596.x>
- Gillaspie, M., Nobe, M. C., & Valdes-Vasquez, R. (2016). *52 nd ASC Annual International Conference Proceedings Leadership Skills Valued by Project Engineers*.
- Gonzalez-Morales, M. G., Kernan, M. C., Becker, T. E., & Eisenberger, R. (2018). Defeating abusive supervision: Training supervisors to support subordinates. *Journal of Occupational Health Psychology*, 23(2), 151–162. <https://doi.org/10.1037/ocp0000061>
- Good, D. J., Lyddy, C. J., Glomb, T. M., Bono, J. E., Brown, K. W., Duffy, M. K., Baer, R. A., Brewer, J. A., & Lazar, S. W. (2016). Contemplating Mindfulness at Work: An Integrative Review. *Journal of Management*, 42(1), 114–142. <https://doi.org/10.1177/0149206315617003>
- Griffeth, R. W., Hom, P. W., & Gaertner, S. (2000). A Meta-Analysis of Antecedents and Correlates of Employee Turnover: Update, Moderator Tests and Research Implications for the Next Millennium. *Journal of Management*, 26(3), 463–488.
- Gull, N., Asghar, M., Bashir, M., Liu, X., & Xiong, Z. (2023). Does a family-supportive supervisor reduce the effect of work-family conflict on emotional exhaustion and turnover intentions? A moderated mediation model. *International Journal of Conflict Management*, 34(2), 253–272. <https://doi.org/10.1108/IJCMA-03-2022-0046>

- Haar, J. M., Sune, A., Russo, M., & Ollier-Malaterre, A. (2019). A Cross-National Study on the Antecedents of Work–Life Balance from the Fit and Balance Perspective. *Social Indicators Research*, 142(1), 261–282. <https://doi.org/10.1007/s11205-018-1875-6>
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2019a). *MULTIVARIATE DATA ANALYSIS EIGHTH EDITION*. www.cengage.com/highered
- 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. In *European Business Review* (Vol. 26, Issue 2, pp. 106–121). Emerald Group Publishing Ltd. <https://doi.org/10.1108/EBR-10-2013-0128>
- Hair Jr., J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2022). *A Primer on Partial Least Square Structural Equation Modeling (PLS-SEM)* (L. Fargotstein, K. Offley, N. Tiwari, G. Mahindra, & T. L. Paulsen, Eds.; Third Edition). SAGE Publications, Inc. .
- Hair Jr., J. F., Hult, G. T. M., Ringle, C. M., Sarstedt, M., Danks, N. P., & Ray, S. (2021). *Business Partial Least Squares Structural Equation Modeling (PLS-SEM) Using R*. <https://doi.org/https://doi.org/10.1007/978-3-030-80519-7>
- Hamstra, M. R. W., Van Yperen, N. W., Wisse, B., & Sassenberg, K. (2014). Transformational and Transactional Leadership and Followers' Achievement Goals. *Journal of Business and Psychology*, 29(3), 413–425. <https://doi.org/10.1007/s10869-013-9322-9>
- Hobfoll, S. E. (2011). Conservation of resource caravans and engaged settings. *Journal of Occupational and Organizational Psychology*, 84(1), 116–122. <https://doi.org/10.1111/j.2044-8325.2010.02016.x>
- Hom, P. W., Lee, T. W., Shaw, J. D., & Hausknecht, J. P. (2017). One hundred years of employee turnover theory and research. *Journal of Applied Psychology*, 102(3), 530–545. <https://doi.org/10.1037/apl0000103>
- Huning, T. M., Hurt, K. J., & Frieder, R. E. (2020). The effect of servant leadership, perceived organizational support, job satisfaction and job embeddedness on turnover intentions: An empirical investigation. *Evidence-Based HRM*, 8(2), 177–194. <https://doi.org/10.1108/EBHRM-06-2019-0049>
- Hussain, K., Abbas, Z., Gulzar, S., Jibril, A. B., & Hussain, A. (2020). Examining the impact of abusive supervision on employees' psychological wellbeing and turnover intention: The mediating role of intrinsic motivation. *Cogent Business and Management*, 7(1). <https://doi.org/10.1080/23311975.2020.1818998>
- K H Chua, B. D., Kog, Y. C., & Loh, P. K. (1999). Critical Success Factors For Different Project Objectives. *Journal Of Construction Engineering And Management*, 142–150.
- Kashyap, V., & Rangnekar, S. (2016). Servant leadership, employer brand perception, trust in leaders and turnover intentions: a sequential mediation model. *Review of Managerial Science*, 10(3), 437–461. <https://doi.org/10.1007/s11846-014-0152-6>

- Kazmier, L. J. (2009). *Schaum's Outline of Theory and Problems of Business Statistic* (Fourth Edition). Mc-Graw Hill Companies. <https://doi.org/10.1036/0071430997>
- Kenny, D. A. (2018, September 15). *Moderation*. <http://davidakenny.net/cm/moderation.htm>
- Killien, M. G. (2004). Nurses' health: Work and family influences. In *Nursing Clinics of North America* (Vol. 39, Issue 1, pp. 19–35). W.B. Saunders. <https://doi.org/10.1016/j.cnur.2003.11.002>
- Kim, M., & Beehr, T. A. (2017). Directing our own careers, but getting help from empowering leaders. *Career Development International*, 22(3), 300–317. <https://doi.org/10.1108/CDI-11-2016-0202>
- Klein, H. J., Molloy, J. C., & Brinsfield, C. T. (2012). Reconceptualizing workplace commitment to redress a stretched construct: Revisiting assumptions and removing confounds. *Academy of Management Review*, 37(1), 130–151. <https://doi.org/10.5465/amr.2010.0018>
- Konovsky, M. A., & Pugh, S. D. (1994). Citizenship Behavior and Social Exchange. In *Source: The Academy of Management Journal* (Vol. 37, Issue 3).
- Kottke, J. L., & Sharafinski, C. E. (1988). Measuring Perceived Supervisory and Organizational Support. *Educational and Psychological Measurement*, 48(4), 1075–1079. <https://doi.org/10.1177/0013164488484024>
- Kuvaas, B., & Dysvik, A. (2010). Exploring alternative relationships between perceived investment in employee development, perceived supervisor support and employee outcomes. *Human Resource Management Journal*, 20(2), 138–156. <https://doi.org/10.1111/j.1748-8583.2009.00120.x>
- Lai, F., Lu, S., Lin, C., & Lee, Y. (2019). The Doctrine of the Mean: Workplace Relationships and Turnover Intention. *Canadian Journal of Administrative Sciences / Revue Canadienne Des Sciences de l'Administration*, 36(1), 84–96. <https://doi.org/10.1002/cjas.1481>
- Larsson, J., Eriksson, P. E., Olofsson, T., & Simonsson, P. (2015). Leadership in Civil Engineering: Effects of Project Managers' Leadership Styles on Project Performance. *Journal of Management in Engineering*, 31(6). [https://doi.org/10.1061/\(asce\)me.1943-5479.0000367](https://doi.org/10.1061/(asce)me.1943-5479.0000367)
- Lingard, H., & Francis, V. (2009). *Managing Work-Life Balance in Construction*. Taylor & Francis.
- Lingard, H., & Sublet, A. (2002). The impact of job and organizational demands on marital or relationship satisfaction and conflict among Australian civil engineers. *Construction Management and Economics*, 20(6), 507–521. <https://doi.org/10.1080/01446190210156073>
- Liu, B., Wang, Q., Wu, G., Zheng, J., & Li, L. (2020). How family-supportive supervisor affect Chinese construction workers' work-family conflict and turnover intention: investigating the moderating role of work and family identity salience. *Construction Management and Economics*, 38(9), 807–823. <https://doi.org/10.1080/01446193.2020.1748892>
- Lockwood, N. R. (2003). Work-Life Balance Challenges and Solutions. *Research Quarterly*. <http://www.wordspy.com/words/work-lifebalance.asp>

- Lok, P., & Crawford, J. (2004). The effect of organisational culture and leadership style on job satisfaction and organisational commitment: A cross-national comparison. *Journal of Management Development*, 23(4), 321–338. <https://doi.org/10.1108/02621710410529785>
- London, M. (1983). Toward a Theory of Career Motivation. In *Source: The Academy of Management Review* (Vol. 8, Issue 4). <https://about.jstor.org/terms>
- Malone, E. K., & Issa, R. R. A. (2013). Work-life balance and organizational commitment of women in the U.S. construction industry. *Journal of Professional Issues in Engineering Education and Practice*, 139(2), 87–98. [https://doi.org/10.1061/\(ASCE\)EI.1943-5541.0000140](https://doi.org/10.1061/(ASCE)EI.1943-5541.0000140)
- McCarthy, A., Cleveland, J. N., Hunter, S., Darcy, C., & Grady, G. (2013). Employee work-life balance outcomes in Ireland: A multilevel investigation of supervisory support and perceived organizational support. *International Journal of Human Resource Management*, 24(6), 1257–1276. <https://doi.org/10.1080/09585192.2012.709189>
- Memon, M. A., Cheah, J. H., Ramayah, T., Ting, H., Chuah, F., & Cham, T. H. (2019). Moderation analysis: Issues and guidelines. *Journal of Applied Structural Equation Modeling*, 3(1), i–xi. [https://doi.org/10.47263/jasem.3\(1\)01](https://doi.org/10.47263/jasem.3(1)01)
- Memon, M. A., Ting, H., Cheah, J.-H., 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)
- Mendes, F., & Stander, M. W. (2011). Positive organisation: The role of leader behaviour in work engagement and retention. *SA Journal of Industrial Psychology*, 37(1). <https://doi.org/10.4102/sajip.v37i1.900>
- Meyer, J. P., Stanley, D. J., Herscovitch, L., & Topolnytsky, L. (2002). Affective, continuance, and normative commitment to the organization: A meta-analysis of antecedents, correlates, and consequences. *Journal of Vocational Behavior*, 61(1), 20–52. <https://doi.org/10.1006/jvbe.2001.1842>
- Minooei, F., Goodrum, P. M., & Taylor, T. R. B. (2020). Young Talent Motivations to Pursue Craft Careers in Construction: The Theory of Planned Behavior. *Journal of Construction Engineering and Management*, 146(7). [https://doi.org/10.1061/\(asce\)co.1943-7862.0001867](https://doi.org/10.1061/(asce)co.1943-7862.0001867)
- Morand, D. A. (2001). The Emotional Intelligence Of Managers: Assessing The Construct Validity Of A Nonverbal Measure Of “People Skills.” In *Journal Of Business And Psychology* (Vol. 16, Issue 1).
- Morello, A., Issa, R. R. A., & Franz, B. (2018). Exploratory Study of Recruitment and Retention of Women in the Construction Industry. *Journal of Professional Issues in Engineering Education and Practice*, 144(2). [https://doi.org/10.1061/\(ASCE\)EI.1943-5541.0000359](https://doi.org/10.1061/(ASCE)EI.1943-5541.0000359)
- Morse, J. J., & Lorsch, J. W. (1970). *Beyond Theory Y*. Harvard Business Review. <https://hbr.org/1970/05/beyond-theory-y#>

- Mrayyan, M. T., & Al-Faouri, I. (2008). Career commitment and job performance of Jordanian nurses. *Nursing Forum*, 43(1), 24–37. <https://doi.org/10.1111/j.1744-6198.2008.00092.x>
- Mukanzi, C. M., Gachunga, H., Karanja Ngugi, P., & Kihoro, J. M. (2014). Leadership and work-life balance: Perceived Managerial Support as a Moderator between Burnout, Stress, Absenteeism and Employee Commitment. *Journal of Leadership and Management*, 1, 85–92. <https://doi.org/10.13140/RG.2.1.2307.5442>
- Munir, F., Nielsen, K., Garde, A. H., Albertsen, K., & Carneiro, I. G. (2012). Mediating the effects of work-life conflict between transformational leadership and health-care workers' job satisfaction and psychological wellbeing. *Journal of Nursing Management*, 20(4), 512–521. <https://doi.org/10.1111/j.1365-2834.2011.01308.x>
- Nabawanuka, H., & Ekmekcioglu, E. B. (2021). Millennials in the workplace: perceived supervisor support, work-life balance and employee well-being. *Industrial and Commercial Training*, 54(1), 123–144. <https://doi.org/10.1108/ICT-05-2021-0041>
- Nawaz Khan, A., Khan, N. A., & Soomro, M. A. (2020). Influence of Ethical Leadership in Managing Human Resources in Construction Companies. *Journal of Construction Engineering and Management*, 146(11). [https://doi.org/10.1061/\(asce\)co.1943-7862.0001919](https://doi.org/10.1061/(asce)co.1943-7862.0001919)
- Neuman, W. L. (William L. (2014a). *Social research methods : qualitative and quantitative approaches* (Seventh Edition). Pearson Education Limited.
- Nielsen, R., & Marrone, J. A. (2018). Humility: Our Current Understanding of the Construct and its Role in Organizations. *International Journal of Management Reviews*, 20(4), 805–824. <https://doi.org/10.1111/ijmr.12160>
- Nkomo, W., & Thwala. (2009). Problems Facing Construction Companies In Retention Of Employees In South Africa: A Case Study Of Gauteng Province. *Construction Industry Development Board Paper 22*.
- Northouse, P. G. (2016). *Leadership: Theory and Practice* (M. Stanley, A. Rickard, N. Mangona, L. Larson, & M. Masson, Eds.; Seventh). SAGE Publications, Inc.
- Okurame, D. E. (2012). Linking Work-Family Conflict to Career Commitment: The Moderating Effects of Gender and Mentoring Among Nigerian Civil Servants. In *Journal of Career Development* (Vol. 39, Issue 5, pp. 423–442). <https://doi.org/10.1177/0894845310391903>
- Owens, B. P., Johnson, M. D., & Mitchell, T. R. (2013). Expressed humility in organizations: Implications for performance, teams, and leadership. *Organization Science*, 24(5), 1517–1538. <https://doi.org/10.1287/orsc.1120.0795>
- Park, S., & Park, S. (2018). Exploring the generation gap in the workplace in South Korea. *Human Resource Development International*, 21(3), 276–283. <https://doi.org/10.1080/13678868.2017.1306769>
- Phungsoonthorn, T., & Charoensukmongkol, P. (2020). Antecedents and outcomes associated with a sense of place toward the organization of Myanmar migrant

- workers in Thailand. *Equality, Diversity and Inclusion*, 39(2), 195–218. <https://doi.org/10.1108/EDI-06-2019-0177>
- Rauch, C. F., & Behling, O. (1984). Functionalism: Basis for an Alternate Approach to the Study of Leadership. In *Leaders and Managers* (pp. 45–62). Elsevier. <https://doi.org/10.1016/b978-0-08-030943-9.50012-7>
- Rego, A., Cunha, M. P. e., & Simpson, A. V. (2016). The Perceived Impact of Leaders' Humility on Team Effectiveness: an Empirical Study. *Journal of Business Ethics*, 148(1), 205–218. <https://doi.org/10.1007/s10551-015-3008-3>
- Rehman, S. U., Shahzad, M., Farooq, M. S., & Javaid, M. U. (2020). Impact of leadership behavior of a project manager on his/her subordinate's job-attitudes and job-outcomes. *Asia Pacific Management Review*, 25(1), 38–47. <https://doi.org/10.1016/j.apmr.2019.06.004>
- Rojas, E. M. (2013). Identifying, Recruiting, and Retaining Quality Field Supervisors and Project Managers in the Electrical Construction Industry. *JOURNAL OF MANAGEMENT IN ENGINEERING*, 29(4). [https://doi.org/10.1061/\(ASCE\)](https://doi.org/10.1061/(ASCE))
- Rojas, E. M., & Asce, M. (2013). *Identifying, Recruiting, and Retaining Quality Field Supervisors and Project Managers in the Electrical Construction Industry*. [https://doi.org/10.1061/\(ASCE\)](https://doi.org/10.1061/(ASCE))
- Sankar, Y. (2003). Character Not Charisma is the Critical Measure of Leadership Excellence. *The Journal of Leadership and Organizational Studies*, 9(4).
- Schindler, P. S. (2019). *Business Research Methods* (Thirteen Edition). McGraw-Hill.
- Seijts, G., Gandz, J., Crossan, M., & Reno, M. (2015). Character matters: Character dimensions' impact on leader performance and outcomes. *Organizational Dynamics*, 44(1), 65–74. <https://doi.org/10.1016/j.orgdyn.2014.11.008>
- Shamir, B. (2011). Leadership takes time: Some implications of (not) taking time seriously in leadership research. *Leadership Quarterly*, 22(2), 307–315. <https://doi.org/10.1016/j.leaqua.2011.02.006>
- Sheikh, A. M. (2023). Impact of perceived organizational support on organizational commitment of banking employees: role of work-life balance. *Journal of Asia Business Studies*, 17(1), 79–99. <https://doi.org/10.1108/JABS-02-2021-0071>
- Shuck, B., & Herd, A. M. (2012). Employee Engagement and Leadership. *Human Resource Development Review*, 11(2), 156–181. <https://doi.org/10.1177/1534484312438211>
- Singh, J., Verbeke, W., & Rhoads, G. K. (1996). Do Organizational Practices Matter in Role Stress Processes? A Study of Direct and Moderating Effects for Marketing-Oriented Boundary Spanners. In *Source: Journal of Marketing* (Vol. 60, Issue 3). <http://www.jstor.orgURL:http://www.jstor.org/stable/1251842>
- Siong, Z. M. B., Mellor, D., Moore, K. A., & Firth, L. (2006). Predicting intention to quit in the call centre industry: Does the retail model fit? *Journal of Managerial Psychology*, 21(3), 231–243. <https://doi.org/10.1108/02683940610659579>

- Son, S. J., & Kim, D. Y. (2021a). Organizational career growth and career commitment: Moderated mediation model of work engagement and role modeling. *International Journal of Human Resource Management*, 32(20), 4287–4310. <https://doi.org/10.1080/09585192.2019.1657165>
- Son, S. J., & Kim, D. Y. (2021b). Organizational career growth and career commitment: Moderated mediation model of work engagement and role modeling. *International Journal of Human Resource Management*, 32(20), 4287–4310. <https://doi.org/10.1080/09585192.2019.1657165>
- Summerfield, M. R. (2014). Leadership: a simple definition. *American Journal of Health-System Pharmacy : AJHP : Official Journal of the American Society of Health-System Pharmacists*, 71(3), 251–253. <https://doi.org/10.2146/ajhp130435>
- Sun, R., & Wang, W. (2017). Transformational leadership, employee turnover intention, and actual voluntary turnover in public organizations. *Public Management Review*, 19(8), 1124–1141. <https://doi.org/10.1080/14719037.2016.1257063>
- Tangney, J. P. (2000). Humility: Theoretical Perspectives, Empirical Findings and Directions for Future Research. *Journal of Social and Clinical Psychology*, 19(1), 70–82.
- Tao, L., Wu, C., Chiang, Y.-H., Wong, F. K.-W., & Liang, S. (2017a). Generational Perceptions of Freedom-Related Work Values: Hong Kong's Implementation of a No-Saturday-Site-Work Policy in Construction. *Journal of Construction Engineering and Management*, 143(7). [https://doi.org/10.1061/\(asce\)co.1943-7862.0001319](https://doi.org/10.1061/(asce)co.1943-7862.0001319)
- Tao, L., Wu, C., Chiang, Y.-H., Wong, F. K.-W., & Liang, S. (2017b). Generational Perceptions of Freedom-Related Work Values: Hong Kong's Implementation of a No-Saturday-Site-Work Policy in Construction. *Journal of Construction Engineering and Management*, 143(7). [https://doi.org/10.1061/\(asce\)co.1943-7862.0001319](https://doi.org/10.1061/(asce)co.1943-7862.0001319)
- Taris, T. W., Feij, J. A., & Capel, S. (2006). Great expectations - And what comes of it: The effects of unmet expectations on work motivation and outcomes among newcomers. In *International Journal of Selection and Assessment* (Vol. 14, Issue 3, pp. 256–268). <https://doi.org/10.1111/j.1468-2389.2006.00350.x>
- Taylor, M. D. (2010). A definition and valuation of the UK offsite construction sector. *Construction Management and Economics*, 28(8), 885–896. <https://doi.org/10.1080/01446193.2010.480976>
- Tse, H. H. M., Huang, X., & Lam, W. (2013). Why does transformational leadership matter for employee turnover? A multi-foci social exchange perspective. *Leadership Quarterly*, 24(5), 763–776. <https://doi.org/10.1016/j.leaqua.2013.07.005>
- Valdes-Vasquez, R., Nobe, M. C., Gillaspie, ; Mark, & Akalp, D. (2016a). Work-Life Balance Perceptions of Young Project Engineers in the U.S.: Linking Their Career Intentions with Their Supervisor's Role. *Journal of Construction Management* .

- Valdes-Vasquez, R., Nobe, M. C., Gillaspie, ; Mark, & Akalp, D. (2016b). *Work-Life Balance Perceptions of Young Project Engineers in the U.S.: Linking Their Career Intentions with Their Supervisor's Role*.
- Van der Heijden, B. I. J. M., Veld, M., & Heres, L. (2022). Does age matter? Examining career commitment as a moderator in the relationship between age-related HR/D practices and subjective career success for younger versus older academic staff. *Human Resource Development Quarterly*, 33(4), 405–425. <https://doi.org/10.1002/hrdq.21463>
- Wagstaff, M. F., Flores, G. L., Ahmed, R., & Villanueva, S. (2021). Measures of curiosity: A literature review. *Human Resource Development Quarterly*, 32(3), 363–389. <https://doi.org/10.1002/hrdq.21417>
- Wang, P., Sang, J., Li, P., & Zhao, J. (2016). How to Make a Newcomer Happy? The Mediating Role of Career Commitment on the Relationship Between Unmet Expectations and Job Satisfaction. *Social Indicators Research*, 127(1), 401–412. <https://doi.org/10.1007/s11205-015-0952-3>
- Wang, P., & Walumbwa, F. O. (2007). Family-Friendly Programs, Organizational Commitment and Work Withdrawal: The Moderating Role of Transformational Leadership. *Personnel Psychology*, 60(2), 397–427. <https://doi.org/10.1111/j.1744-6570.2007.00078.x>
- Wang, X., & Cheng, Z. (2020). Cross-Sectional Studies: Strengths, Weaknesses, and Recommendations. In *Chest* (Vol. 158, Issue 1, pp. S65–S71). Elsevier Inc. <https://doi.org/10.1016/j.chest.2020.03.012>
- Wells, J. E., & Peachey, J. W. (2011). Turnover intentions: Do leadership behaviors and satisfaction with the leader matter? *Team Performance Management*, 17(1), 23–40. <https://doi.org/10.1108/13527591111114693>
- Whiteoak, J. W. (2007). The Relationship among Group Process Perceptions, Goal Commitment and Turnover Intention in Small Committee Groups. *Journal of Business and Psychology*, 22(1), 11–20. <https://doi.org/10.1007/s10869-007-9047-8>
- Wickramasinghe, V. (2012a). Supervisor support as a moderator between work schedule flexibility and job stress. Some empirical evidence from Sri Lanka. *International Journal of Workplace Health Management*, 5(1), 44–55. <https://doi.org/10.1108/17538351211215384>
- Wickramasinghe, V. (2012b). Supervisor support as a moderator between work schedule flexibility and job stress. Some empirical evidence from Sri Lanka. *International Journal of Workplace Health Management*, 5(1), 44–55. <https://doi.org/10.1108/17538351211215384>
- Wu, G., Wu, Y., Li, H., & Dan, C. (2018). Job burnout, work-family conflict and project performance for construction professionals: The moderating role of organizational support. *International Journal of Environmental Research and Public Health*, 15(12). <https://doi.org/10.3390/ijerph15122869>
- Yukl, G. (2012). Effective leadership behavior: What we know and what questions need more attention. *Academy of Management Perspectives*, 26(4), 66–85. <https://doi.org/10.5465/amp.2012.0088>

Zhu, D., Kim, P. B., Milne, S., & Park, I. J. (2021). A Meta-Analysis of the Antecedents of Career Commitment. *Journal of Career Assessment*, 29(3), 502–524. <https://doi.org/10.1177/1069072720956983>