

DAFTAR PUSTAKA

- Aburdene, P. (2006). *Megatrends 2010: Bangkitnya Kesadaran Kapitalisme*. Transmedia.
- Agarwal, H., & Vaghela, P. (2018). *Work values of Gen Z: Bridging the gap to the next generation*. 1, 26.
- Ahsani, R. F. (2016). *PENGARUH KEPEMIMPINAN SPIRITAL PADA KONSEP DIRI, KEBERMAKNAAN KERJA, KEANGGOTAAN DAN PERILAKU KEWARGAAN ORGANISASIONAL* [Universitas Gadjah Mada]. <https://etd.repository.ugm.ac.id/penelitian/detail/103532>
- Armon, G., Shirom, A., & Melamed, S. (2012). The Big Five Personality Factors as Predictors of Changes Across Time in Burnout and Its Facets. *Journal of Personality*, 80(2), 403–427. <https://doi.org/10.1111/j.1467-6494.2011.00731.x>
- Babin, B. J., & Babin, L. (2001). Seeking something different? A model of schema typicality, consumer affect, purchase intentions and perceived shopping value. *Journal of Business Research*, 54(2), 89–96. [https://doi.org/10.1016/S0148-2963\(99\)00095-8](https://doi.org/10.1016/S0148-2963(99)00095-8)
- Badan Pusat Statistik. (2020a). *Hasil Sensus Penduduk 2020*. <https://demakkab.bps.go.id/news/2021/01/21/67/hasil-sensus-penduduk-2020.html>
- Badan Pusat Statistik. (2020b). *Jumlah Penduduk menurut Wilayah, Klasifikasi Generasi, dan Jenis Kelamin, di INDONESIA - Dataset—Sensus Penduduk 2020*. <http://sensus.bps.go.id/topik/tabular/sp2020/2>
- Badan Pusat Statistik. (2022). *Keadaan Pekerja di Indonesia Agustus 2022*. <https://www.bps.go.id/id/publication/2022/12/07/2b8168cecb67a77ab7a6857d/keadaan-pekerja-di-indonesia-agustus-2022.html>
- Badan Pusat Statistik. (2023). *Keadaan Angkatan Kerja di Indonesia Februari 2023*. <https://www.bps.go.id/id/publication/2023/06/09/5ce5c75f3ffabce2d6423c4a/keadaan-angkatan-kerja-di-indonesia-februari-2023.html>
- Bobbio, A., Bellan, M., & Manganelli, A. M. (2012). Empowering leadership, perceived organizational support, trust, and job burnout for nurses. *Health Care Management Review*, 37(1), 77–87. <https://doi.org/10.1097/HMR.0b013e31822242b2>
- Bulut, S., & Maraba, D. (2021). Generation Z and its Perception of Work through Habits, Motivations, Expectations Preferences, and Work Ethics. *Psychology and Psychotherapy Research Study*. <https://api.semanticscholar.org/CorpusID:238032387>
- Bunderson, J. S., & Thompson, J. A. (2009). The Call of the Wild: Zookeepers, Callings, and the Double-edged Sword of Deeply Meaningful Work.

- Administrative Science Quarterly*, 54(1), 32–57.
<https://doi.org/10.2189/asqu.2009.54.1.32>
- Bundesanstalt für Arbeitsschutz und Arbeitsmedizin (BAuA). (2022). Arbeitszeitreport Deutschland: Ergebnisse der BAuA-Arbeitszeitbefragung 2021. <https://doi.org/10.21934/BAUA:BERICHT20221103>
- Chen, C.-Y., & Li, C.-I. (2013). Assessing the spiritual leadership effectiveness: The contribution of follower's self-concept and preliminary tests for moderation of culture and managerial position. *The Leadership Quarterly*, 24(1), 240–255. <https://doi.org/10.1016/j.lequa.2012.11.004>
- Chen, C.-Y., & Yang, C.-F. (2012). The impact of spiritual leadership on organizational citizenship behavior: A multi-sample analysis. *Journal of Business Ethics*, 105, 107–114.
- Cherniss, C. (2001). Emotional intelligence and organizational effectiveness. *The Emotionally Intelligent Workplace: How to Select for, Measure, and Improve Emotional Intelligence in Individuals, Groups, and Organizations*, 27, 44.
- Cigna. (2022). BURNED OUT OVERSEAS – THE STATE OF EXPAT LIFE 2022. In *Cigna 360 Global Global Well-Being-Survey*. <https://www.cigna.com.sg/static/docs/pdf/Cigna%20360%20Global%20Wellbeing%20Survey%202022.pdf>
- Cooper, D. R., & Schindler, P. (2014). *Business research methods*. McGraw-Hill. <https://thuvienso.hoasen.edu.vn/handle/123456789/10310>
- Copeland, M. K. (2014). The emerging significance of values based leadership: A literature review. *International Journal of Leadership Studies*, 8(2), 105.
- Csiszárík-Kocsír, Á., & Garia-Fodor, M. (2018). Motivation Analysing and Preference System of Choosing A Workplace as Segmentation Criteria Based on a Country Wide Research Result Focus on Generation of Z. *On-Line Journal Modelling the New Europe*, 27, 67–85. <https://doi.org/10.24193/OJMNE.2018.27.03>
- Data, G. (2023). *Sensus BPS: Saat Ini Indonesia Didominasi Oleh Gen Z*. GoodStats Data. <https://data.goodstats.id/statistic/pierrainer/sensus-bps-saat-ini-indonesia-didominasi-oleh-gen-z-n9kqv>
- Databoks. (2023). *Daftar UMP 2023, Jawa Tengah Terendah dan DKI Jakarta Tertinggi*. <https://databoks.katadata.co.id/datapublish/2022/11/29/daftar-ump-2023-jawa-tengah-terendah-dan-dki-jakarta-tertinggi>
- Deloitte. (2022). *Deloitte's Gen Z and Millennial Survey Reveals Two Generations Striving for Balance and Advocating for Change*. Deloitte China. <https://www2.deloitte.com/cn/en/pages/about-deloitte/articles/deloittes-gen-z-and-millennial-survey-reveals-two-generations-striving-for-balance-and-advocating-for-change.html>

- Devendhiran, S., & Wesley, J. R. (2017). Spirituality at work: Enhancing levels of employee engagement. *Development and Learning in Organizations: An International Journal*, 31(5), 9–13. <https://doi.org/10.1108/DLO-08-2016-0070>
- Duchon, D., & Plowman, D. A. (2005). Nurturing the spirit at work: Impact on work unit performance. *The Leadership Quarterly*, 16(5), 807–833. <https://doi.org/10.1016/j.lequa.2005.07.008>
- Egel, E., & Fry, L. W. (2017). Spiritual Leadership as a Model for Islamic Leadership. *Public Integrity*, 19(1), 77–95. <https://doi.org/10.1080/10999922.2016.1200411>
- European Foundation for the Improvement of Living and Working Conditions. & International Labour Office. (2017). Working anytime, anywhere: The effects on the world of work. Publications Office. <https://data.europa.eu/doi/10.2806/372726>
- European Foundation for the Improvement of Living and Working Conditions. (2022a). The rise in telework: Impact on working conditions and regulations. Publications Office. <https://data.europa.eu/doi/10.2806/069206>
- European Foundation for the Improvement of Living and Working Conditions. (2022b). Working conditions in telework during the pandemic and future challenges. <https://www.eurofound.europa.eu/en/publications/eurofound-paper/2022/working-conditions-telework-during-pandemic-and-future-challenges>
- Fachrunnisa, O., & Adhiatma, A. (2014). The role of work place spirituality and employee engagement to enhance job satisfaction and performance. *International Journal of Organizational Innovation (Online)*, 7(1), 15.
- Fairholm, G. W. (1996). Spiritual leadership: Fulfilling whole-self needs at work. *Leadership & Organization Development Journal*, 17(5), 11–17. <https://doi.org/10.1108/01437739610127469>
- Fernando, M., & Chowdhury, R. M. M. I. (2010). The Relationship Between Spiritual Well-Being and Ethical Orientations in Decision Making: An Empirical Study with Business Executives in Australia. *Journal of Business Ethics*, 95(2), 211–225. <https://doi.org/10.1007/s10551-009-0355-y>
- Francis, T., & Hoefel, F. (2018). ‘True Gen’: Generation Z and its implications for companies. <https://www.mckinsey.com/industries/consumer-packaged-goods/our-insights/true-gen-generation-z-and-its-implications-for-companies>
- Fratrièová, J., & Kirchmayer, Z. (2018). Barriers to work motivation of generation Z. *Journal of Human Resource Management*, 21(2), 28–39.
- Freudenberger, H. J. (1975). The staff burn-out syndrome in alternative institutions. *Psychotherapy: Theory, Research & Practice*, 12(1), 73.

- Fry, L. W. (2003). Toward a theory of spiritual leadership. *The Leadership Quarterly*, 14(6), 693–727. <https://doi.org/10.1016/j.lequa.2003.09.001>
- Fry, L. W. (2005). Introduction to The Leadership Quarterly special issue: Toward a paradigm of spiritual leadership. *The Leadership Quarterly*, 16(5), 619–622. <https://doi.org/10.1016/j.lequa.2005.07.001>
- Fry, L. W. (2016). Spiritual leadership. *Global Encyclopedia of Public Administration, Public Policy, and Governance*, 1–6.
- Ghozali, I. (2018). *Aplikasi analisis multivariete SPSS 25*.
- Gill, A., Flaschner, A. B., & Bhutani, S. (2010). The Impact of Transformational Leadership and Empowerment on Employee Job Stress. *Business and Economics Journal*, 1, 0.
- Gill, A. S., Flaschner, A. B., & Shachar, M. (2006). Mitigating stress and burnout by implementing transformational-leadership. *International Journal of Contemporary Hospitality Management*, 18(6), 469–481. <https://doi.org/10.1108/09596110610681511>
- Gilmartin, M. J., & D'Aunno, T. A. (2007). 8 Leadership Research in Healthcare. *The Academy of Management Annals*, 1(1), 387–438. <https://doi.org/10.1080/078559813>
- Guillory, W. A. (2000). *Spirituality in the workplace*. Innovations International Salt Lake City, UT.
- Hair, J. F. (2010). *Multivariate Data Analysis*. Prentice Hall.
- Hawkins, D. M. (1980). *Identification of Outliers*. Springer Netherlands. <https://doi.org/10.1007/978-94-015-3994-4>
- Hunsaker, W. D. (2019). Spiritual leadership and job burnout: Mediating effects of employee well-being and life satisfaction. *Management Science Letters*, 1257–1268. <https://doi.org/10.5267/j.msl.2019.4.016>
- IFES (Institut für empirische Sozialforschung). (2020). Zeit- und ortsbundenes Arbeiten, Chamber of Labour, Vienna.
- jateng.bps.go.id. (2023). *Produk Domestik Regional Bruto Provinsi Jawa Tengah menurut Lapangan Usaha 2018-2022*. BPS Provinsi Jawa Tengah. <https://jateng.bps.go.id/publication/2023/04/05/970dc60a0d90217cf56d927/produk-domestik-regional-bruto-provinsi-jawa-tengah-menurut-lapangan-usaha-2018-2022.html>
- Jones, E. E., & Lambertus, J. D. (2014). Expecting less from groups: A new perspective on shortcomings in idea generation groups. *Group Dynamics: Theory, Research, and Practice*, 18(3), 237–250. <https://doi.org/10.1037/gdn0000010>
- Jones, S., Chauhan, P., & Torabian, A. (2019). Working with Different Generations at the Workplace: Challenges for Leaders. *Effective Executive*, 22(4), 64–70. ABI/INFORM Collection.

- Keyriläinen, K. (2021). Työolobarometri 2020. <http://urn.fi/URN:ISBN:978-952-327-804-2>
- Khan, F., & Vuopala, E. (2019). Digital Competence Assessment Across Generations. *International Journal of Digital Literacy and Digital Competence*, 10(2), 15–28. <https://doi.org/10.4018/IJDLDC.2019040102>
- Kotter, J. P. (1996). Leadership change. *Harvard Business School Press: Boston, MA, USA*.
- Kronos Incorporated. (2019). *Full Report: Generation Z in the Workplace*. The Workforce Institute. <https://workforceinstitute.org/wp-content/uploads/2019/11/Full-Report-Generation-Z-in-the-Workplace.pdf>
- Lee, R. T., Seo, B., Hladkyj, S., Lovell, B. L., & Schwartzmann, L. (2013). Correlates of physician burnout across regions and specialties: A meta-analysis. *Human Resources for Health*, 11(1), 1–16.
- Leiter, M. P., Harvie, P., & Frizzell, C. (1998). The correspondence of patient satisfaction and nurse burnout. *Social Science & Medicine*, 47(10), 1611–1617. [https://doi.org/10.1016/S0277-9536\(98\)00207-X](https://doi.org/10.1016/S0277-9536(98)00207-X)
- Lewis, R. G., & Smith, D. H. (1994). *Total Quality in Higher Education. Total Quality Series*. ERIC.
- Lian, L., Guo, S., Wang, Q., Hu, L., Yang, X., & Li, X. (2021). Calling, character strengths, career identity, and job burnout in young Chinese university teachers: A chain-mediating model. *Children and Youth Services Review*, 120, 105776. <https://doi.org/10.1016/j.childyouth.2020.105776>
- Maslach, C., & Jackson, S. E. (1981). The measurement of experienced burnout. *Journal of Organizational Behavior*, 2(2), 99–113. <https://doi.org/10.1002/job.4030020205>
- Maslach, C., Jackson, S. E., & Leiter, M. P. (1997). *Maslach burnout inventory*. Scarecrow Education.
- Maslach, C., & Leiter, M. P. (2021). How to measure burnout accurately and ethically. *Harvard Business Review*, 7.
- Maslach, C., Schaufeli, W. B., & Leiter, M. P. (2001). Job Burnout. *Annual Review of Psychology*, 52(1), 397–422. <https://doi.org/10.1146/annurev.psych.52.1.397>
- Mobarakeh, A. A., & Karimi, F. (2016). The Relationship Between Spiritual Leadership, Perceived Organizational Support and Job Burnout in Nurses Working at the Medical University of Isfahan. *Iranian Journal of Nursing Research*, 11(5). <https://doi.org/10.21859/ijnr-11057>
- Nikos Poulantzas Institute. (2021). Έρευνα “Συνθήκες εργασίας στην Ελλάδα: Εμπειρίες και στάσεις γύρω από την αγορά εργασίας” – Ινστιτούτο Νίκος Πουλαντζάς. <https://poulantzas.gr/yliko/erevna-synthikes-ergasias-stin-ellada-ebeiries-kai-staseis-gyro-apo-tin-agora-ergasias/>

- O'boyle, C., Atack, J., & Monahan, K. (2017). *Generation Z enters the workforce.* Deloitte Insights. <https://www2.deloitte.com/us/en/insights/focus/technology-and-the-future-of-work/generation-z-enters-workforce.html>
- Oh, J., & Wang, J. (2020). Spiritual leadership: Current status and Agenda for future research and practice. *Journal of Management, Spirituality & Religion*, 17(3), 223–248. <https://doi.org/10.1080/14766086.2020.1728568>
- Okezone. (2012, September 17). *Waspada, Stres Intai 64 Persen Pekerja di Indonesia: Okezone Lifestyle.* <https://lifestyle.okezone.com/read/2012/09/17/198/691019/waspada-stres-intai-64-persen-pekerja-di-indonesia>
- Pataki-Bittó, F., & Kapsy, K. (2021). Work environment transformation in the post COVID-19 based on work values of the future workforce. *Journal of Corporate Real Estate*, 23(3), 151–169. <https://doi.org/10.1108/JCRE-08-2020-0031>
- Petchsawang, P., & Duchon, D. (2012). Workplace spirituality, meditation, and work performance. *Journal of Management, Spirituality & Religion*, 9(2), 189–208. <https://doi.org/10.1080/14766086.2012.688623>
- Pineda, K. (2020). *Generation Create? Gen Z might be the most creative generation yet, poll says.* USA TODAY. <https://www.usatoday.com/story/news/nation/2020/08/18/generation-z-may-most-creative-yet-study-says/5589601002/>
- Pines, A., & Aronson, E. (1988). *Career burnout: Causes and cures* (pp. xiv, 257). Free Press.
- Puspita, R. (2019). *Bagaimana rasanya bekerja di perusahaan rintisan (startup)?* Quora. <https://id.quora.com/Bagaimana-rasanya-bekerja-di-perusahaan-rintisan-startup/answer/Renny-Puspita>
- Reave, L. (2005). Spiritual values and practices related to leadership effectiveness. *The Leadership Quarterly*, 16(5), 655–687. <https://doi.org/10.1016/j.lequa.2005.07.003>
- Rethinking the Concept of Wellbeing: Approaches to Labor in Indonesia. (2021). Indonesia News Center. <https://news.microsoft.com/id/id/2021/12/17/memikirkan-ulang-konsep-wellbeing-perubahan-pendekatan-terhadap-karyawan-di-indonesia/>
- Santoso, G. (2004). Ergonomi manusia, peralatan dan lingkungan. Jakarta: Prestasi Pustaka.
- Saripudin, W., & Rosari, R. (2019). DOES SPIRITUAL LEADERSHIP MODEL ENHANCE WORK ENGAGEMENT? EMPIRICAL EVIDENCE FROM AN ISLAMIC HOSPITAL IN YOGYAKARTA. *Journal of Leadership in Organizations*, 1(2). <https://doi.org/10.22146/jlo.45520>

- Schutte, N., Toppinen, S., Kalimo, R., & Schaufeli, W. (2000). The factorial validity of the Maslach Burnout Inventory-General Survey (MBI-GS) across occupational groups and nations. *Journal of Occupational and Organizational Psychology*, 73(1), 53–66. <https://doi.org/10.1348/096317900166877>
- Sekaran, U., & Bougie, R. (2016). *Research Methods For Business: A Skill Building Approach*. John Wiley & Sons.
- Steger, M. F., & Dik, B. J. (2009). *Work as meaning: Individual and organizational benefits of engaging in meaningful work*.
- Steger, M. F., Dik, B. J., & Duffy, R. D. (2012). Measuring Meaningful Work. *Journal of Career Assessment*, 20(3), 322–337. <https://doi.org/10.1177/1069072711436160>
- Stieg, C. (2019). *Half of millennials and 75% of Gen-Zers have left jobs for mental health reasons*. CNBC. <https://www.cnbc.com/2019/10/08/millennials-gen-z-have-quit-jobs-due-to-mental-health-issues-survey.html>
- Sweeney, P. J., & Fry, L. W. (2012). Character development through spiritual leadership. *Consulting Psychology Journal: Practice and Research*, 64(2), 89–107. <https://doi.org/10.1037/a0028966>
- Team, Y. (2020). Research: Here's What Generation Z Candidates Want at Work. *Yello*. <https://yello.co/blog/research-what-generation-z-candidates-want-at-work/>
- Tengah, D. P. J. (2022). *Disnakertrans Provinsi Jawa Tengah*. Disnakertrans Provinsi Jawa Tengah. <https://disnakertrans.jatengprov.go.id/publik/data/regulasi/Mzg5MzdjZTc1NTFmNTU3YzQwNjkxMjE1N2JhZmZjOTRiMjE2ZWI1ZjE0NmZkMG15ODgyYmRlNzhmMDBiNWNh>
- Tjendera, M. (2018). *HUBUNGAN KELELAHAN KERJA DENGAN KEJADIAN KECELAKAAN KERJA PADA PEKERJA GALANGAN KAPAL. 1*.
- UC Advanced. (2023). Disconnect to Reconnect: The Urgent Need for a ‘Right to Switch Off’ in the UK. <https://ucadvanced.com/disconnect-to-reconnect-the-urgent-need-for-a-right-to-switch-off-in-the-uk/>
- Ugict-CGT. (2021). Le travail en confinement. <https://www.fnte.cgt.fr/sites/default/files/2020-07/2020%2006%2019%20PRESENTATION%20ENQUETE%20TELETRAVAIL%20SB%5B19302%5D.pdf>
- Von Bergen, C., Bressler, M., & Proctor, T. (2019). On the Grid 24/7/365 and the Right to Disconnect. *Employee Relations Law Journal*, 45, 3–20.
- Westlake, S. (2021). *Gen Z Expectations for Future of Work*. ServiceNow Blog. <https://www.servicenow.com/blogs/2021/gen-z-expectations-for-future-of-work.html>



- Wrzesniewski, A., McCauley, C., Rozin, P., & Schwartz, B. (1997). Jobs, Careers, and Callings: People's Relations to Their Work. *Journal of Research in Personality*, 31(1), 21–33. <https://doi.org/10.1006/jrpe.1997.2162>
- Yang, M., & Fry, L. W. (2018a). The role of spiritual leadership in reducing healthcare worker burnout. *Journal of Management, Spirituality and Religion*, 15(4), 305–324. <https://doi.org/10.1080/14766086.2018.1482562>
- Yang, M., & Fry, L. W. (2018b). The role of spiritual leadership in reducing healthcare worker burnout. *Journal of Management, Spirituality and Religion*, 15(4), 305–324. <https://doi.org/10.1080/14766086.2018.1482562>
- Young, A., & Fry, J. D. (2008). Metacognitive awareness and academic achievement in college students. In *Journal of the Scholarship of Teaching and Learning* (Vol. 8, Issue 2, pp. 1–10).
- Zagladi, A. L. (2005). Pengaruh kelelahan emosional terhadap kepuasan kerja dan kinerja dalam pencapaian komitmen organisasional. *Jurnal Delegasi*, 1.