Daftar Pustaka

Adininggar, H., Indrayanti, I., & Himam, F. (2020). Peran Resiliensi Karier sebagai Mediator antara Perceived Supervisor Support dan Employability Generasi Milenial. *Gadjah Mada Journal of Psychology (GamaJoP), 6*(2). https://doi.org/10.22146/gamajop.54652

Al Bastaki, S., Haak-Saheem, W., & Darwish, T. K. (2021). Perceived training opportunities and knowledge sharing: the case of the United Arab Emirates. *Int J Manpower 42*(1), 113–130. https://doi.org/10.1108/IJM-10-2019-0457

Allen, J. A., & Rogelberg, S. G. (2013). Manager-Led Group Meetings: A Context for Promoting Employee Engagement. *Group & Organization Management, 38*(5), 543-569. https://doi.org/10.1177/1059601113503040

Arikunto, S. (2010). *Prosedur Penelitian suatu Pendekatan Praktis*. Rineka Cipta.

Arthur, M., Khapova, S., & Wilderom, C. (2005). Career success in a boundaryless career world. *Journal of Organizational Behavior, 26*(2), 177-202. https://doi.org/10.1002/job.290

Autin, K. L., & Allan, B. A. (2020). Socioeconomic privilege and meaningful work: A psychology of working perspective. *Journal of Career Assessment, 28*(2), 241-256.

Azwar, S. (2011). *Reliabilitas dan validitas*. Pustaka Belajar.

Azwar, S. (2012). *Reliabilitas dan Validitas* (Ed 4). Pustaka Pelajar.

Badan Pusat Statistik. (2023). *Sensus Indonesia 2023 - Statistical Yearbook of Indonesia 2023 - Badan Pusat Statistik Republik Indonesia*. https://www.bps.go.id/id/publication/2023/02/28/18018f9896f09f03580a614b/statistik-indonesia-2023.html

Barhate, B., & Dirani, K. M. (2022). Career aspirations of generation Z: a systematic literature review. *European Journal of Training and Development, 46*(12), 139-157. https://doi.org/10.1108/EJTD-07-2020-0124

Beckman, K. (2018, December 6). Will Gen Z be the Next Generation of Job Hoppers? *Ripple Match*. https://ripplematch.com/journal/article/will-gen-z-be-the-next-generation-of-job-hoppers-b04feb4e/

Bhende, P., Mekoth, N., Ingalhalli, V., & Reddy, Y. V. (2020). Quality of Work Life and Work-Life Balance. *Journal of Human Values, 26*(3), 209-286. https://doiorg.proxy.library.ju.se/10.1177/0971685820939380

Blokker, R., Akkermans, J., Tims, M., Jansen, P., & Khapova, S. (2019). Building a sustainable start: The role of career competencies, career success, and career shocks in young professionals' employability. *Journal of Vocational Behavior, 112*, 172-184.

Campion, E. D., Campion, M. C., & Campion, M. A. (2019). Best practices when using 360 feedback for performance appraisal. In A. H. Church, D. W. Bracken, J. H. Fleenor, & D. S. Rose (Eds.), *The handbook of strategic 360 feedback* (pp. 19–59). Oxford University Press.

Carlson, D. S., & Perrewé, P. L. (1999). The role of social support in the stressor-strain relationship: An examination of work-family conflict. *Journal of Management, 25*(4), 513–540.

Carvajal, M. J., Popovici, I., & Hardigan, P. C. (2021). Gender and Pharmacists' Career Satisfaction in the United States. *Pharmacy (Basel, Switzerland), 9*(4), 173. https://doi.org/10.3390/pharmacy9040173

Chae, H., Park, J., & Choi, J. (2019). Two facets of conscientiousness and the knowledge sharing dilemmas in the workplace: Contrasting moderating functions of supervisor support and coworker support. *Journal of Organizational Behavior, 40*(4), 387–399.

Chang, J., Baek, P., & Kim, T. (2021). Women's Developmental Networks and Career Satisfaction: Developmental Functions as a Mediator. *Journal of Career Development, 48*(5), 733-750. https://doi.org/10.1177/0894845319900005

Chernyak-Hai, L., & Tziner, A. (2014). Relationships between counterproductive work behavior, perceived justice and climate, occupational status, and leader member exchange. *J. Work Organ. Psychol. 30,* 1–12. https://doi.org/10.5093/tr2014a1

Chillakuri, B., & Mahanandia, R. (2018). Generation Z entering the workforce: The need for sustainable strategies in maximizing their talent. *Human Resource Management International Digest, 26*(4), 34–38. https://doi.org/10.1108/HRMID01-2018-0006/full/html

Chillakuri, B. (2020). Understanding Generation Z expectations for effective onboarding. *Journal of Organizational Change Management, 33*(7), 1277-1296.

Church, A. H., Dawson, L. M., Barden, K. L., Fleck, C. R., Rotolo, C. T. & Tuller, M. (2018). Enhancing 360-Degree Feedback for Individual Assessment and Organization Development: Methods and Lessons from the Field. *Research in Organizational Change and Development, 26,* 47-97. https://doi.org/10.1108/S0897-301620180000026002

Csiszárik-Kocsír, Á., & Garia-Fodor, M. (2018). Motivation analyzing 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.

Dacre Pool, L., & Qualter, P. (2013). Emotional self-efficacy, graduate employability, and career satisfaction: Testing the associations. *Australian Journal of Psychology, 65*(4), 214–223. https://doi.org/10.1111/ajpy.12023

Deci, E. L., & Ryan, R. M. (2000). The "what" and "why" of goal pursuits: Human needs and the self-determination of behavior. *Psychological inquiry, 11*(4), 227-268.

Deloitte. (2019). *Deloitte Indonesia perspectives.* https://www2.deloitte.com/content/dam/Deloitte/id/Documents/about-deloitte/id-about-dip-edition-1-full-id-sep2019.pdf

Desai, S. P. & Lele, V. (2017). Correlating internet, social networks and workplace-a case of generation Z students. *Journal of Commerce and Management Thought, 8*(4), 802-815.

Dessler, G. (2017). *Human Resource Management* (Ed. 15). Pearson.

Diener, E., & Tay, L. (2017). A scientific review of the remarkable benefits of happiness for successful and healthy living. *Happiness: Transforming the development landscape,* 90-117.

Do, D. A., Doan, Q. D., Vu, L. K., Le, T. T., Tran, N. M., & Nguyen, G. L. (2023) Antecedents of turnover intention among Gen z in Vietnam: The mediating role of affective commitment. *Cogent Business & Management, 10*(3). https://doi.org/10.1080/23311975.2023.2267811

Dolot, A. (2018). New trends in management The Characteristics of Generation Z. *E-Mentor, 2*(2).

Domínguez-Falcón, C., Martín-Santana, J. D., & de Saá-Pérez, P. (2016). Human resources management and performance in the hotel industry: The role of the commitment and satisfaction of managers versus supervisors. *International Journal of Contemporary Hospitality Management, 28*(3). https://doi.org/10.1108/IJCHM-08-2014-0386

Durham, C. C., Knight, D., & Locke, E. A. (1997). Effects of leader role, team-set goal difficulty, efficacy, and tactics on team effectiveness. *Organizational Behavior and Human Decision Processes, 72,* 203-231.

Dwidienawati, D., & Gandasari, D. (2018). Understanding Indonesia's Generation Z. *International Journal of Engineering And Technology, 7*(3).

Dwidienawati, D., Syahchari, D., & Tjahjana, D. (2022, July 26-28). Effective Leadership style for Generation Z. In *5th European International Conference on Industrial Engineering and Operations Management,* https://doi.org/10.46254/EU05.20220183

Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Perceived organizational support. *Journal of Applied psychology, 71*(3), 500.

Fawnia, A. (2020). *Pengaruh Salary Satisfaction terhadap Career Satisfaction: Peran Mediasi Work-Family Enrichment dan Employee Commitment pada Karyawan Generasi Milenial Indonesia = The Effect of of Salary Satisfaction on Career Satisfaction: The Mediating Role of Work-Family Enrichment and Employee Commitment on Millennial Generation Employees in Indonesia.* [Master's thesis, Universitas Indonesia]. Lib UI. https://lontar.ui.ac.id/detail.jsp?id=20507468#digital#digital

Francis, T., & Hoefel, F. (2018). True Gen: Generation Z and its implications for companies. *McKinsey & Company, 12.*

Fratrièová, J., & Kirchmayer, Z. (2018). Barriers to work motivation of generation Z. *Journal of human resource management, 21*(2), 28-39.

Fridayani, A. Y., Kusuma, S. E., Yuniarto, A. Y. (2022). Building Link-Match of Gen Z and The World Of Work Through Contextual-Adaptive Facilitation. *Jurnal Bisnis Strategi, 31*(2), 117-129.

Gagnon, M. A., & Judd, H. M. (2004). Outcomes of perceived supervisor support for wood production employees. *Forest Products Journal, 54,* 172–77.

Ghura, S. A. (2017). A Qualitative Exploration of the Challenges Organizations Face while Working with Generation Z Intrapreneurs. *Journal of Entrepreneurship and Innovation in Emerging Economies, 3*(2), 105–114. https://doi.org/10.1177/2393957517711306

Goessling, M. (2017). Attraction and Retention of Generations X, Y and Z in the Workplace. *Integrated Studies. 66.* https://digitalcommons.murraystate.edu/bis437/66

Goldstein, E. B. (2019). *Cognitive Psychology: Connecting Mind, Research and Everyday Experience*. Wadsworth.

Greenhaus, J. H., Parasuraman, S., & Wormley, W. M. (1990). Effects of Race on Organizational Experiences, Job Performance Evaluations, and Career Outcomes. *Academy of Management Journal, 33*(1), 64–86. https://doi.org/10.5465/25635210.5465/256352

Guan, Y., Zhou, W., Ye, L., Jiang, P., & Zhou, Y. (2015). Perceived organizational career management and career adaptability of success and turnover

intention among Chinese employees. *Journal of Vocational Behavior, 88,* 230–237.

Hadi, S. (2017). *Statistika* (Edisi Revisi). Pustaka Pelajar

Hall, M. B. (2018). Finding our future workforce: Recruiting from Generation Z is going to require a change in our collective mindset. *Plumbing & Mechanical, 36*(4), 48–52. https://www.pmmag.com/

Hancock, J. I., Allen, D. G., Bosco, F. A., McDaniel, K. R., & Pierce, C. A. (2013). Meta-Analytic Review of Employee Turnover as a Predictor of Firm Performance. *Journal of Management, 39*(3), 573–603. https://doi.org/10.1177/0149206311424943

Handoko H. (2002). *Manajemen Personalia dan Sumberdaya Manusia*. BPFE.

Heifetz, R. A. & Linsky, M. (2002). A survival guide for leader. *Harvard Business Review, 80*(6), 65-73.

Herway, J. (2022, October 24). Need an answer to quiet quitting? start with your culture. *Gallup.com.* https://www.gallup.com/workplace/403598/need-answer-quiet-quitting-start-culture.aspx

Heslin, P. A. (2005). Conceptualizing and evaluating career success. *Journal of Organizational Behavior, 26*(2), 113-136. https://doi.org/10.1002/job.270

Hill, J., Kim, M., Oja, B. D., Kim, H. S., & Lee, H. W. (2023). Innovation is the key: identifying factors to increase career satisfaction and psychological well-being in millennial and generation Z sport employees. *Sport, Business and Management*. https://doi.org/10.1108/SBM-05-2023-0064

Hirschi, A., Abessolo, M., & Froidevaux, A. (2015). Hope as a Resource for Career Exploration: Examining Incremental and Cross-Lagged Effects. *Journal of Vocational Behavior, 86,* 38-47. https://doi.org/10.1016/j.jvb.2014.10.006

Hofmans, J., Dries, N., & Pepermans, R. (2008). The Career Satisfaction Scale: Response bias among men and women. *Journal of Vocational Behavior, 73*, 397–403. https:/doi.org/10.1016/j.jvb.2008.08.001

Hofstetter, H. & Cohen, A. (2014). The mediating role of job content plateau on the relationship between work experience characteristics and early retirement and turnover intention. *Personnel Review, 43*(3), 350-376. https://doi.org/10.1108/PR-03-2012-0054

Hu, C., Wang, S., Yang, C. C., & Wu, T. Y. (2014). When mentors feel supported: Relationships with mentoring functions and protégés' perceived organizational support. *Journal of Organizational Behavior, 35*(1), 22-37.

Huo, M. L., & Jiang, Z. (2021). Trait conscientiousness, thriving at work, career satisfaction and job satisfaction: Can supervisor support make a difference? *Personality and Individual Differences, 183.* https://doi.org/10.1016/j.paid.2021.111116

Ito, J. K., & Brotheridge, C. M. (2005). Does supporting employees' career adaptability lead to commitment, turnover, or both? *Human Resource Management, 44*(1), 5–19.

Jonsdottir, I. J., & Kristinsson, K. (2020). Supervisors' Active-Empathetic Listening as an Important Antecedent of Work Engagement. *International Journal of Environmental Research and Public Health, 17*(21), 7976. https://doi.org/10.3390/ijerph17217976

Joo, B. (2010). Organizational commitment for knowledge workers: The roles of perceived organizational learning culture, leader-member exchange quality and turnover intention. *Human Resource Development Quarterly, 21*(1), 69-85. https://doi.org/10.1002/hrdq.20031

Kang, H. J. (Annette), Gatling, A., & Kim, J. (Sunny). (2015). The Impact of Supervisory Support on Organizational Commitment, Career Satisfaction, and Turnover Intention for Hospitality Frontline Employees. *Journal of Human Resources in Hospitality and Tourism, 14*(1). https://doi.org/10.1080/15332845.2014.904176

Kang, L. S., & Kaur, G. (2021). Contextual Support and Career Aspirations of Working Women. *South Asian Journal of Human Resources Management, 8*(1), 54-78. https://doi.org/10.1177/2322093720967803

Karatepe, O. M., & Kaviti, R. (2016). Test of a mediational model of organization mission fulfillment: evidence from the hotel industry. *International Journal of Contemporary Hospitality Management, 28*(5). https://doi.org/10.1108/IJCHM-09-2014-0464

Karatepe, O. M., & Uludag, O. (2008). Supervisor support, work-family conflict, and satisfaction outcomes: An empirical study in the hotel industry. *Journal of Human Resources in Hospitality and Tourism, 7*(2), 115–134.

Karkoulian, S., Srour, J., & Canaan Messarra, L. (2020). The moderating role of 360-degree appraisal between engagement and innovative behaviors. *International Journal of Productivity and Performance Management, 69*(2), 361-381. https://doi.org/10.1108/IJPPM-09-2018-0321

Kasprzak, K. E. (2024). Career patterns and career satisfaction of women and men in Poland in years 1990-2010, *Journal of Gender Studies, 33*(1), 31-44, https://doi.org/10.1080/09589236.2023.2245337

Konateh, H., Duramany-Lakkoh, E. K., & Udeh, E. (2023). Cost and Administrative Effectiveness of Recruitment and Selection Practices on

Public Service Delivery in Public Sector Institutions. *European Journal of Business and Management Research, 8*(2). https://doi.org/10.24018/ejbmr.2023.8.2.1814

Koop, A. (2021, 26 March). Chart: How gen Z employment levels compare in OECD countries. *World Economic Forum.* https://www.weforum.org/agenda/2021/03/gen-z-unemployment-chart-global-comparisons/

Kottke, J. L., Sharafinski, C. E. (1988). Measuring Perceived Supervisory And Organizational Support. *Educational and Psychological Measurement, 48,* 1075–1079.

Krueger, P., White, D., Meaney, C., Kwong, J., Antao, V., & Kim, F. (2017). Predictors of job satisfaction among academic family medicine faculty: Findings from a faculty work-life and leadership survey. *Canadian Family Physician, 63*(3).

Larkin, C. M., Jancourt, M., & Hendrix, W. H. (2018). The Generation Z world: Shifts in urban design, architecture and the corporate workplace. *Corporate Real Estate Journal, 7,* 230–242. https://www.ingentaconnect.com/content/hsp/crej/2018/00000007/00000003/art00005

Laulie, L., Tekleab, A.G. & Jessie Lee, J. (2021). Why grant I-deals? Supervisors' prior i-deals, exchange ideology, and justice sensitivity. *Journal of Business and Psychology, 36*(1), 17-31.

Lebrón, M., Tabak, F., Shkoler, O., & Rabenu, E. (2018). Counterproductive work behaviors toward organization and leader-member exchange: the mediating roles of emotional exhaustion and work engagement. *Org. Manag. J. 15,* 159–173. https://doi.org/10.1080/15416518.2018.1528857

Lehtonen, E. E., Nokelainen, P., Rintala, H., & Puhakka, I. (2022). Thriving or surviving at work: how workplace learning opportunities and subjective career success are connected with job satisfaction and turnover intention? *Journal of Workplace Learning, 34*(1). https://doi.org/10.1108/JWL-12-2020-0184

Lev, T. A. (2021). Generation Z: Characteristics and Challenges to Entering The World of Work. *Cross-Cultural Management Journal, XXIII*(1)

Liu-Lastres, B., Karatepe, O. M., & Okumus, F. (2024). Combating quiet quitting: implications for future research and practices for talent management. *International Journal of Contemporary Hospitality Management, 36*(1), 13-24. https://doi.org/10.1108/IJCHM-08-2023-1317

Lounsbury, J. W., Steel, R., Gibson, L., & Drost, A. (2008). Personality traits and career satisfaction of human resource professionals. *Human Resource Development International, 11*, 351-66.

Luo, H., Li, F., Agbanyo, G. K., Tachega, M. A., & Chin, T. (2022). Family-supportive supervisor behaviors and career sustainability of e-commerce female workers: A mixed-method approach. *Frontiers in psychology, 13,* 992458. https://doi.org/10.3389/fpsyg.2022.992458

Lysova, E. I., Allan, B. A., Dik, B. J., Duffy, R. D., & Steger, M. F. (2019). Fostering meaningful work in organizations: A multi-level review and integration. *Journal of vocational behavior, 110,* 374-389.

Magano, J., Silva, C., Figueiredo, C., Vitória, A., Nogueira, T., & Pimenta Dinis, M. A. (2020). Generation Z: Fitting Project Management Soft Skills Competencies—A Mixed-Method Approach. *Education Sciences, 10*(7), 187. https://doi.org/10.3390/educsci10070187

Mahand, T., & Caldwell, C. (2023). Quiet Quitting-Causes and Opportunities. *Business and Management Research, 12.* https://doi.org/10.5430/bmr.v12n1p9.92

Maioli, E. (2017). New Generations and Employment An Exploratory Study about Tensions Between the Psycho-social Characteristics of the Generation Z and Expectations and Actions of Organizational Structures Related with Employment (CABA, 2016). *Journal of Business, 2*(1), 01-12.

Maloni, M., Hiatt, M. S., & Campbell, S. (2019). Understanding the work values of Gen Z business students. *International Journal of Management Education, 17*(3). https://doi.org/10.1016/j.ijme.2019.100320

Mandagi, D. W., Pangemanan, A. S., Rampen, D. C. (2023). The X-factors behind Gen Z employee performance: A systematic review. *Jurnal Mantik, 7*(2).

Martin, R., Guillaume, Y., Thomas, G., Lee, A., and Epitropaki, O. (2016). Leader–member exchange. LMX performance: A meta-analytic review. *Pers. Psychol. 69,* 67–121.

Martin, W. & Bridgmon, K. (2012). *Quantitative and Statistical Research Methods: From Hypothesis to Results*. John Wiley & Sons

McCrindle, M., & Fell, A. (2019). Understanding Generation Z: Recruiting, training and leading the next generation. *McCrindle Research Pty Ltd.*

Mehta, S., & Maheshwari, G. C. (2014). Toxic leadership: Tracing the destructive trail. *International journal of management, 5*(10), 18-24.

Miller, S. (2019, September 12). Generation Z and millennials seek recognition at Work. *SHRM website.*

https://www.shrm.org/resourcesandtools/hr-topics/benefits/pages/generation-z-and-millennials-seek-recognition-at-work.aspx

Mossholder, K. W., Settoon, R. P., & Henagan, S. C. (2005). A relational perspective on turnover: Examining structural, attitudinal, and behavioral predictors. *Academy of Management Journal, 48*(4), 607–618.

Myers, K. & Sadaghiani, K. (2010). Millennials in the Workplace: A Communication Perspective on Millennials' Organizational Relationships and Performance. *Journal of Business and Psychology, 25*(2), 225-238.

Myers, M., & Evert, A. (2019). *Rebranding homework: Marketing the learning experience to entrepreneurial Gen Z.*

Nabahani, P. R., & Setyo Riyanto. (2020). Job Satisfaction and Work Motivation in Enhancing Generation Z's Organizational Commitment. *Journal of Sosial Science, 1*(5). https://doi.org/10.46799/jsss.v1i5.39

Naseer, M., Haq, A. ul, & Farooq, M. (2018). Antecedent of Employees' Career Satisfaction: An Empirical Investigation of Pharmaceutical Sector of Pakistan. *International Journal of Academic Research in Business and Social Sciences, 8*(7). https://doi.org/10.6007/ijarbss/v8-i7/4341

Ng, T. W. & Feldman, D. C. (2014). Subjective career success: a meta-analytic review. *Journal of Vocational Behavior, 85*(2), 169-179.

Norling, L. R., & Chopik, W. J. (2020). The Association Between Coworker Support and Work-Family Interference: A Test of Work Environment and Burnout as Mediators. *Frontiers in Psychology, 11.* https://doi.org/10.3389/fpsyg.2020.00819

Ozkan, M., & Solmaz, B. (2015). The Changing Face of the Employees – Generation Z and Their Perceptions of Work (A Study Applied to University Students). *Procedia Economics and Finance, 26.* https://doi.org/10.1016/s2212-5671(15)00876-x

Pataki-Bittó, F., & Kapusy, 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.

Pathman, D. E., Konrad, T. R., Williams, E. S., Scheckler, W. E., Linzer, M., & Douglas, J. (2002). Physician job satisfaction, dissatisfaction, and turnover. *The Journal of family practice, 51*(7).

Pekrun, R. (1992). The impact of emotions on learning and achievement: Towards a theory of cognitive/motivational mediators. *Applied psychology, 41*(4), 359-376.

Pratt, M. G., & Ashforth, B. E. (2003). Fostering meaningfulness in working and at work. In K. S. Cameron, J. E. Dutton, & R. E. Quinn (Eds.), *Positive organizational scholarship: Foundations of a new discipline* (pp. 309–327). Berrett-Koehler.

Ray, K., and Thomas, T. A. (2019). Online outsourcing and the future of work. *Journal of Global Responsibility, 10*(3), 226-238

Rhoades, L. & Eisenberger, R. (2002). Perceived organizational support: a review of the literature. *Journal of applied psychology, 87*(4), 698-714.

Robbins, S. P. & Judge, T. A. (2019). *Organizational behavior*. Pearson.

Rofcanin, Y., Kiefer, T., & Strauss, K. (2017). What seals the I-deal? Exploring the role of employees' behaviors and managers' emotions. *Journal of Occupational and Organizational Psychology, 90*(2), 203-224.

Roseman, E. (1981). *Managing turnover: A positive approach*. Amacom.

Rousseau, D. M. (2001). The idiosyncratic deal: flexibility versus fairness? *Organizational Dynamics, 29*, 260-273.

Saks, A. M., & Gruman, J. A. (2011). Organizational socialization and positive organizational behavior: Implications for theory, research, and practice. *Canadian Journal of Administrative Sciences, 28*(1), 14–26.

Sali, A. H. P. (2023). Indonesian Gen Z Work Values, Preference between Startups and Corporations, and Intention to Apply. *Jurnal Ekonomi dan Kewirausahaan West Science, 1*(3), 236-245.

Sánchez-Hernández, M. I., González- Lopez, Ó. R., Buenadicha-Mateos, M., & Tato-Jiménez, J. L. (2019). Work-Life Balance in Great Companies and Pending Issues for Engaging New Generations at Work. *International Journal of Environmental Research and Public Health, 16*(24), 1-18. https://doi.org/10.3390/ijerph16245122

Schneider, A., Hommel, G., & Blettner, M. (2010). Linear regression analysis: part 14 of a series on evaluation of scientific publications. *Deutsches Arzteblatt international, 107*(44), 776–782. https://doi.org/10.3238/arztebl.2010.0776

Schroth, H. (2019). Are You Ready for Gen Z in the Workplace. *California Management Review, 61*(3), 5-18.

Seli, P., Wammes, J. D., Risko, E. F., & Smilek, D. (2016). On the relation between motivation and retention in educational contexts: The role of intentional and unintentional mind wandering. *Psychonomic bulletin & review, 23,* 1280-1287.

Sellers, T. P., Valentino, A. L., & LeBlanc, L. A. (2016). Recommended practices for individual supervision of aspiring behavior analysts. *Behavior Analysis in Practice, 9*(4), 274-286.

Shala, B., Prebreza, A., & Ramosaj, B. (2021). The Contingency Theory of Management as a Factor of Acknowledging the Leaders-Managers of Our Time Study Case: The Practice of the Contingency Theory in the Company Avrios. *Open Access Library Journal, 8,* 1-20. https://doi.org/10.4236/oalib.1107850

Spurk, D., Abele, A. E., & Volmer, J. (2015). The Career Satisfaction Scale in Context: A Test for Measurement Invariance Across Four Occupational Groups. *Journal of Career Assessment, 23*(2). https://doi.org/10.1177/1069072714535019

Steger, M. F., Dik, B. J., & Duffy, R. D. (2012). Measuring meaningful work: The work and meaning inventory (WAMI). *Journal of Career Assessment, 20,* 322–337. https://doi.org/10.1177/1069072711436160

Stillman, D., & Stillman, J. (2017). *Gen Z @ work: How the next generation is transforming the workplace.* HarperBusiness.

Sukardi, D. K. (1994). *Bimbingan Karir di Sekolah-sekolah*. Ghalia Indonesia.

Sull, D., Sull, C., & Zweig, B. (2022) Toxic Culture Is Driving the Great Resignation. *MIT Sloan Management Review*. https://sloanreview.mit.edu.

Tahiry, M. A., & Ekmekcioglu, E. B. (2023). Supervisor support, career satisfaction, and career adaptability of healthcare sector employees. *Vilakshan - XIMB Journal of Management, 20*(2), 292-301. https://doi.org/10.1108/XJM-09-2021-0247

Talukder, A. K. M., Vickers, M. & Khan, A. (2018). Supervisor support and work-life balance: impacts on job performance in the Australian financial sector. *Personnel Review, 47*(3), 727-744

Tong, C., & Kram, K. E. (2013). The efficacy of mentoring—The benefits for mentees, mentors, and organizations. In J. Passmore, D. B. Peterson, & T. Freire (Eds.), *The Wiley-Blackwell handbook of the psychology of coaching and mentoring* (pp. 217–242). John Wiley and Sons.

Van den Broeck, A., Ferris, D. L., Chang, C. H., & Rosen, C. C. (2016). A review of self-determination theory's basic psychological needs at work. *Journal of management, 42*(5), 1195-1229.

Van Rooij, B., & Fine, A. (2018). Toxic Corporate Culture: Assessing Organizational Processes of Deviancy. *Administrative Sciences, 8*(3). https://doi.org/10.3390/admsci8030023

Verbruggen, M., & van Emmerik, H. (2020). When Staying Is Dissatisfying: Examining When and Why Turnover Cognitions Affect Stayers' Career Satisfaction. *Journal of Management, 46*(4), 530-559. https://doi.org/10.1177/0149206318801998

Vom Brocke, J., Maaß, W., Buxmann, P., Maedche, A., Leimeister, J. M., & Pecht, G. (2018). Future work and enterprise systems. *Business & Information Systems Engineering, 60*(4), 357–366. https://doi.org/10.1007/s12599-018-0544-2

Wang, H. J., Chen, X., & Lu, C. Q. (2020). When career dissatisfaction leads to employee job crafting: The role of job social support and occupational self-efficacy. *Career Development International, 25*(4). https://doi.org/10.1108/CDI-03-2019-0069

Wang, S., and Yi, X. (2011). It's happiness that counts: full mediating effect of job satisfaction on the linkage from LMX to turnover intention in Chinese companies. *Int. J. Leadersh. Stud., 6,* 337–356.

Wardhani, B. K., Qurniawati, R. S., & Putra, Y. S. (2020). Upaya Peningkatan Komitmen Organisasi Generazi Z Melalui Psychological Capital Dan Organizational Citizenship Behaviour (Studi Kasus Pada Karyawan Generasi Z Di Kota Salatiga). *Magisma: Jurnal Ilmiah Ekonomi Dan Bisnis, 8*(1), 9–18.

Waworuntu, E. C., Mandagi, D. W., & Pangemanan, A. S. (2022). Work-Life Balance, Job Satisfaction and Performance Among Millennial and Gen Z Employees: A Systematic Review. *Society, 10*(2), 286-300.

Wei, X., & Yu, G. (2023). How do mentors influence the career satisfaction of protégés: dual processing mechanism of cognition and emotion. *Career Development International, 28*(5), 572-585. https://doi.org/10.1108/CDI-09-2022-0248

Wickramasinghe, V., & Jayaweera, M. (2010). Impact of career plateau and supervisory support on career satisfaction: A study in offshore outsourced IT firms in Sri Lanka. *Career Development International, 15*(6), 544–561. https://doi.org/10.1108/13620431011084402

Wolor, C. W., Ardiansyah, A., Rofaida, R., Nurkhin, A., & Rababah, M. A. (2022). Impact of Toxic Leadership on Employee Performance. *Health psychology research, 10*(4), 57551. https://doi.org/10.52965/001c.57551

Yang, A. A., & Dini, Y. I. F. (2023). Faktor loyalitas karyawan Generasi Z: Kepuasan kerja sebagai mediasi. *Jurnal Manajemen Maranatha, 23*(1). 1411-9293.

Yean, T. F., & Yahya, K. K. (2013). The influence of human resource management practices and career strategy on career satisfaction of insurance agents. *International Journal of Business and Society, 14*(2).

Yuliyanti, Y., Susita, D., Saptono, A., Susono, J., & Rahim, A. (2020). The effect of career development and work environment on employee loyalty with work satisfaction as intervening variables. *The International Journal of Social Sciences World, 2*(2), 20-31. https://doi.org/10.5281/zenodo.3999430

Zahari, S. N. S., & Puteh, F. (2023). Gen Z Workforce and Job-Hopping Intention: A Study among University Students in Malaysia. *International Journal of Academic Research in Business and Social Sciences, 13*(1), 902 – 927.

Zeb, A., Goh, G.G.G., Javaid, M., Khan, M.N., Khan, A.U. and Gul, S. (2023). The interplay between supervisor support and job performance: implications of social exchange and social learning theories. *Journal of Applied Research in Higher Education, 15*(2), 429-448. https://doi.org/10.1108/JARHE-04-2021-0143