

DAFTAR PUSTAKA

- Abdullah, R. B., Karim, N. B., Patah, M. O., Zahari, H., Nair, G. K., & Jusoff, K. (2009). The linkage of employee satisfaction and loyalty in hotel industry in Klang Valley, Malaysia. *International Journal of Business and Management*, 4(10). <https://doi.org/10.5539/ijbm.v4n10p152>.
- Allen, N. J., & Meyer, J. P. (1990). The measurement and antecedents of affective, continuance and normative commitment to the organization. *Journal of Occupational Psychology*, 63(1), 1–18. <https://doi.org/10.1111/j.2044-8325.1990.tb00506.x>.
- Anasi, S. N. (2020). Perceived influence of work relationship, work load and physical work environment on job satisfaction of librarians in south-west, Nigeria. *Global Knowledge, Memory and Communication*, 69(6/7), 377–398. <https://doi.org/10.1108/gkmc-11-2019-0135>.
- Ang, S., & Slaughter, S. (2000). The missing context of information technology personnel: a review and future directions for research. Framing the domains of IT management: Projecting the future through the past, 305-327.
- Azwar, S. (2017). Metode Penelitian Psikologi. Yogyakarta: Pustaka Pelajar.
- Badan Pusat Statistik. (2023). *Statistik Indonesia 2023*. Badan Pusat Statistik.
- Baer, M., & Frese, M. (2002). Innovation is not enough: Climates for initiative and psychological safety, Process Innovations, and firm performance. *Journal of Organizational Behavior*, 24(1), 45–68. <https://doi.org/10.1002/job.179>.
- Bassellier., & Benbasat. (2004). Business Competence of Information Technology Professionals: Conceptual Development and influence on IT-business partnerships. *MIS Quarterly*, 28(4), 673. <https://doi.org/10.2307/25148659>.
- Bosomtwe, T. E., & Obeng, B. (2018). The link between organizational culture and turnover intention among employees in Ghana. *International Journal of Contemporary Research and Review*, 9(08), 20951–20958. <https://doi.org/10.15520/ijcrr/2018/9/08/566>.

- Brown, B. (2003). Employees' perception towards leadership style and organizational commitment in public organizations. *International Journal of Scientific and Research Publications*, 8(6), 354–365. <https://doi.org/10.29322/IJSRP.8.6.2018.p7845>
- Creswell, J. W., & Guetterman, T. C. (2021). *Educational research: Planning, conducting and evaluating quantitative and qualitative research*. Pearson.
- Edmondson, A. (1999). Psychological safety and learning behavior in work teams. *Administrative Science Quarterly*, 44(2), 350–383. <https://doi.org/10.2307/2666999>.
- Edmondson, A. (2019). *The Fearless Organization: Creating Psychological Safety in the workplace for learning, Innovation, and growth*. John Wiley & Sons, Inc.
- Edmondson, A. C., & Lei, Z. (2014). Psychological safety: The history, Renaissance, and future of an interpersonal construct. *Annual Review of Organizational Psychology and Organizational Behavior*, 1(1), 23–43. <https://doi.org/10.1146/annurev-orgpsych-031413-091305>.
- Enns, H. G., Ferratt, T. W., & Prasad, J. (2006). Beyond stereotypes of IT professionals. *Communications of the ACM*, 49(4), 105–109. <https://doi.org/10.1145/1121949.1121956>.
- Ertas, N. (2015). Turnover intentions and work motivations of millennial employees in Federal Service. *Public Personnel Management*, 44(3), 401–423. <https://doi.org/10.1177/0091026015588193>.
- Fatmawati, E. (2020). Gaya Hidup Pemustaka Milenial dalam Mengakses E-Journal.
- Felps, W., Mitchell, T. R., Hekman, D. R., Lee, T. W., Holtom, B. C., & Harman, W. S. (2009a). Turnover contagion: How coworkers' job embeddedness and job search behaviors influence quitting. *Academy of Management Journal*, 52(3), 545–561. <https://doi.org/10.5465/amj.2009.41331075>.
- Ferdian, A., Luturlean, B. S., Suchita, N. B., & Samsudin, A. (2020). Employees Turnover Intention in Indonesia: Do Intrinsic Motivation and Affective Commitment Can Over-come The Problem. *The Mattingley Publishing*, 83(24456), 24456-24470.

- Fulmer, I. S., & Ployhart, R. E. (2013). "Our Most Important Asset." *Journal of Management*, 40(1), 161–192. <https://doi.org/10.1177/0149206313511271>.
- Hebles, M., Trincado-Munoz, F., & Ortega, K. (2022). Stress and turnover intentions within healthcare teams: The mediating role of Psychological Safety, and the moderating effect of covid-19 worry and supervisor support. *Frontiers in Psychology*, 12. <https://doi.org/10.3389/fpsyg.2021.758438>.
- Howcroft, D., & Light, B. (2010). The social shaping of packaged software selection. *Journal of the Association for Information Systems*, 11(3), 122–148. <https://doi.org/10.17705/1jais.00224>.
- Immanuel. (2021). Kebutuhan Rekrutmen Tenaga IT meningkat 5x lipat sepanjang tahun 2018. <https://www.ekrut.com/media/kebutuhan-rekrutmen-tenaga-it-naik-380-37-di-tahun-2018.%20Diakses%2027%20September%202021>.
- Jyoti, J., Sharma, P., Kour, S., & Kour, H. (2021). The role of job involvement and career commitment between person–job fit and organizational commitment: A Study of Higher Education Sector. *International Journal of Educational Management*, 35(1), 109–130. <https://doi.org/10.1108/ijem-06-2019-0205>.
- Kaifi, B. A., Nafei, W. A., Khanfar, N. M., & Kaifi, M. M. (2012). A multi-generational workforce: Managing and understanding millennials. *International Journal of Business and Management*, 7(24). <https://doi.org/10.5539/ijbm.v7n24p88>.
- Lum, L., Kervin, J., Clark, K., Reid, F., & Sirola, W. (1998). Explaining nursing turnover intent: Job satisfaction, pay satisfaction, or organizational commitment? *Journal of Organizational Behavior*, 19(3), 305–320. [https://doi.org/10.1002/\(sici\)1099-1379\(199805\)19:3<305::aid-job843>3.0.co;2-n](https://doi.org/10.1002/(sici)1099-1379(199805)19:3<305::aid-job843>3.0.co;2-n).
- Marescaux, E., De Winne, S., & Sels, L. (2013). HR practices and HRM outcomes: The role of Basic Need Satisfaction. *Personnel Review*, 42(1), 4–27. <https://doi.org/10.1108/00483481311285200>.
- Mathis, R. L., & Jackson, J. H. (2006). *Human Resource Management*. Cengage Learning.

- Meyer, J. P., & Allen, N. J. (1991). A three-component conceptualization of organizational commitment. *Human Resource Management Review*, 1(1), 61–89. [https://doi.org/10.1016/1053-4822\(91\)90011-z](https://doi.org/10.1016/1053-4822(91)90011-z).
- Meyer, J. P., Allen, N. J., & Smith, C. A. (1993). Commitment to organizations and occupations: Extension and test of a three-component conceptualization. *Journal of Applied Psychology*, 78(4), 538–551. <https://doi.org/10.1037/0021-9010.78.4.538>.
- Ming, C., Xiaoying, G., Huizhen, Z., & Bin, R. (2015). A review on Psychological Safety: Concepts, measurements, antecedents and consequences variables. *Proceedings of the 2015 International Conference on Social Science and Technology Education*. <https://doi.org/10.2991/icsste-15.2015.118>.
- Mobley, W. H., Horner, S. O., & Hollingsworth, A. T. (1978). An evaluation of precursors of hospital employee turnover. *Journal of Applied Psychology*, 63(4), 408–414. <https://doi.org/10.1037/0021-9010.63.4.408>.
- Mowday, R.T., Porter L. W & Steers, R. M. (1982). Employee Organization Linkages: The Psychology of Commitment Absenteism and Turnover. *New York: Academic Press*.
- Napitupulu, E. L. (2022). *Generasi Milenial dan Gen-Z Utamakan Lingkungan Kerja Positif*. [kompas.id. https://www.kompas.id/baca/humaniora/2022/11/18/generasi-milenial-dan-gen-z-mementingkan-lingkungan-kerja-yang-positif](https://www.kompas.id/baca/humaniora/2022/11/18/generasi-milenial-dan-gen-z-mementingkan-lingkungan-kerja-yang-positif).
- Ngotngamwong, R. (2019). Why Do Millennials Leave? *Human Behavior, Development and Society*, 2(4), 7–17.
- Oosthuizen, R. M., Coetzee, M., & Munro, Z. (2019). Work-life balance, job satisfaction and turnover intention amongst information technology employees. *Southern African Business Review*, 20, 446–467. <https://doi.org/10.25159/1998-8125/6059>.
- Putra, R. E. (2019). Pengaruh Kepemimpinan Berorientasi Perubahan Terhadap Perilaku Pembelajaran: Peran Pemediasi Keamanan Psikologis dan Pemoderasi Keterbukaan Pada Pengalaman (Doctoral dissertation, Universitas Gadjah Mada).

Rahman, D. F. (2021). *Tech industry to lead growth in Indonesia until 2022 - Business*. The

Jakarta Post. <https://www.thejakartapost.com/news/2021/06/07/ict-sector-to-lead-growth-in-2021-2022-fiscal-policy-agency.html>.

Salkowitz, R. (2008). *Generation blend managing across the technology age gap*. John Wiley & Sons.

Samuel, O. M., & Engelbrecht, A. S. (2021). How transformational leadership, psychological contract violation, empowerment and affective commitment influence employee's intention to quit an organisation. *South African Journal of Business Management*, 52(1). <https://doi.org/10.4102/sajbm.v52i1.2278>.

Sanchez, J. I., & Levine, E. L. (2009). What is (or should be) the difference between competency modeling and traditional job analysis?. *Human Resource Management Review*, 19(2), 53–63. <https://doi.org/10.1016/j.hrmr.2008.10.002>.

Saragih, E. H., Widodo, A., & Prasetyo, B. (2016). Big city millennial workers in Indonesia and factors affecting their commitment to the organisation. *Pertanika Journal of Social Science and Humanities*, 24, 47-58.

Setyawati, I. (2013). Pengaruh antara Kualitas Kehidupan Kerja, Hardiness, dan Persepsi Mengenai Peluang Alternatif Pekerjaan terhadap Intensi Turnover. (Doctoral dissertation, Universitas Gadjah Mada).

Shahzad, K., Hussain, S., Bashir, S., Chishti, A. F., & Nasir, Z.M. (2011). Organizational environment, job satisfaction, and career growth opportunities: A link to employee turnover intentions in public sector of Pakistan. *Interdisciplinary Journal of Contemporary Research in Business*, 2(9), 45-56.

Shao, H., Fu, H., Ge, Y., Jia, W., Li, Z., & Wang, J. (2022). Moderating effects of transformational leadership, affective commitment, job performance, and job insecurity. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.847147>.

Smith, T.J., & Nichols, T. (2015). Understanding the Millennial Generation. *Journal of Business Diversity*, 15(1), 39–47.

Sobaih, A. E., Gharbi, H., & Abu Elnasr, A. E. (2022). Do you feel safe here? the role of psychological safety in the relationship between transformational leadership

- and turnover intention amid covid-19 pandemic. *Journal of Risk and Financial Management*, 15(8), 340. <https://doi.org/10.3390/jrfm15080340>.
- Stafford, D. E., & Griffis, H. S. (2008). *A review of millennial generation characteristics and military workforce implications*. Center for Naval Analysis.
- Staw, B. M. (1980). The consequences of turnover. *Journal of Occupational Behaviour*, 1, 253-273.
- Sugiyono. (2016). *Pendekatan Kuantitatif, Kualitatif, dan R&D*. Bandung; Alfabeta.
- Survei Angkatan Kerja Nasional. (2023). *Booklet Survei Angkatan Kerja Nasional Februari 2023*. Badan Pusat Statistik.
- Ugboro, I. O. (2006). Organizational Commitment, job redesign, employee empowerment and intent to quit among survivors of restructuring and downsizing. *Journal of Behavioral and Applied Management*, 7(3). <https://doi.org/10.21818/001c.16669>.
- Utami, N. P. (2018). *Intensi Turnover Ditinjau dari Persepsi Kepemimpinan Transformasional dan Komitmen Karir pada Youth Urban Worker* (Doctoral dissertation, Universitas Gadjah Mada).
- Wang, D. (2011). Research on the influence of working pressure on turnover intention of new employees. *2011 International Conference on Management and Service Science*, 20. <https://doi.org/10.1109/icmss.2011.5998109>.
- Widana, I. W., & Muliani, N. P. L. (2020). Uji persyaratan analisis. Klik Media.
- Xerri, M. J., & Brunetto, Y. (2013). Fostering innovative behaviour: The importance of employee commitment and organisational citizenship behaviour. *The International Journal of Human Resource Management*, 24(16), 3163–3177. <https://doi.org/10.1080/09585192.2013.775033>.
- Yang, T., Guo, Y., Ma, M., Li, Y., Tian, H., & Deng, J. (2017). Job stress and presenteeism among Chinese Healthcare Workers: The mediating effects of affective commitment. *International Journal of Environmental Research and Public Health*, 14(9), 978. <https://doi.org/10.3390/ijerph14090978>.



UNIVERSITAS
GADJAH MADA

Yao, X., Lee, T.W., Mitchell, T.R., Burton, J.P., & Sablinski, C.S. (2004). Job embeddedness: Current research and future directions. *Innovative Theory and Empirical Research on Employee Turnover*, 153–187.

Yuniasanti, R., Binti Abas, N. A., & Hamzah, H. (2019). Employee turnover intention among millennials: The role of psychological well-being and experienced workplace incivility. *HUMANITAS: Indonesian Psychological Journal*, 16(2), 74. <https://doi.org/10.26555/humanitas.v16i2.12544>.