

**DAFTAR PUSTAKA**

- Aryee, S., Srinivas, E. S., & Tan, H. H. (2005). Rhythms of life: Antecedents and outcomes of work-family balance in employed parents. *Journal of applied psychology*, 90(1), 132-146. doi: 10.1037/0021-9010.90.1.132
- Azwar. (2017). Metode penelitian psikologi. Yogyakarta: Pustaka Pelajar.
- Bakker, A. B., & Demerouti, E. (2008). Towards a model of work engagement. *The Career Development International*, 13(3), 209–223. <https://doi.org/10.1108/13620430810870476>
- Bakker, A. B., & Demerouti, E. (2007). The job demands-resources model: State of the art. *Journal of Managerial Psychology*, 22(3), 309–328
- Bakker, A. B., & Demerouti, E. (2014). JDs-Resources Theory. *Wellbeing*, 3, 1–28. <https://doi.org/10.1002/9781118539415.wbwell019>
- Bakker, A. B. (2011). An evidence-based model of work engagement. *Current Directions in Psychological Science*, 20, 265–269.
- Bakker A. B., & Demerouti E (2017). JDs-Resources theory: Taking stock and looking forward. *Journal of Occupational Health Psychology*, 22, 273–285. doi: 10.1037/ocp0000056
- Bahramirad, F., Heshmatifar, N., & Rad, M. (2020). Students' perception of problems and benefits of night shift nursing internship: A qualitative study. *Journal of Education and Health Promotion*, 9(1). https://doi.org/10.4103/jehp.jehp_227_20
- Brauchli, R., Jenny, G. J., Füllemann, D., & Bauer, G. F. (2015). Towards a JDs-Resources Health Model: Empirical Testing with Generalizable Indicators of JDs, JRs, and Comprehensive Health Outcomes. *BioMed Research International*, 2015, 1–12. <https://doi.org/10.1155/2015/95962>
- Benito-Osario, D., Muñoz-Aguado, L., & Villar, C. (2015). The Impact of Family and Work-Life Balance Policies on the Performance of Spanish Listed Companies. *Journal of Management*, 17, 214-236.
- Breaugh, J. A. (1985). The Measurement of Work Autonomy. *Human Relation*, 38(6), 551-770. doi: 10.17505/jpor.2020.22043
- Bushra, A. (2014). Impact of WLB on job satisfaction and organizational commitment among university teachers. *International Journal of Multidisciplinary Science and Engineering*, 5(9), 443–457
- Campbell, J. P., & Wiernik, B. M. (2015). The modeling and assessment of work performance. *Annual Review of Organizational Psychology and*



Organizational Behavior, 2(1), 47-74. <https://doi.org/10.1146/annurevorgpsych-032414-111427>

Christian M. S., Garza A. S., & Slaughter J. E (2011). Work engagement: A quantitative review and test of its relations with task and contextual performance. *Personnel Psychology*, 64, 89–136. 10.1111/j.1744-6570.2010.01203.x

Che, N.N., Alang, T., & Nguyen, T.B. (2023). Understanding generation Z's job engagement and performance in a generationally diverse workplace. *HCMCOUJS-Economics and Business Administration*, 14(2), 3-18.

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, 227–268.

de Kort, M., Poell, R. F., & Schalk, M. J. D. (2016). The relationship between work-life balance, work engagement and participation in employee development activities: A moderated mediation model (Master Thesis). Tersedia dari Human Resource Studies, Faculty of Social & Behavioral Science, Tilburg University

Demerouti, E., Bakker, A. B., Nachreiner, F., & Schaufeli, W. B. (2001). The JDs-resources model of burnout. *Journal of Applied Psychology*, 86, 499–512

De Lange A. H., De Witte H., & Notelaers G (2008). Should I stay or should I go? Examining longitudinal relations among JRs and work engagement for stayers versus movers. *Work & Stress*, 22, 201–223. 10.1080/02678370802390132

Dimock, M. (2019). Defining Generation: Where Millennials end and Generation Z Begins. Pew Research Center

Fardianto, N. A., & Muzakki, M. (2020). *Support at work and home as a predictor of work life balance*. Jurnal Manajemen dan Bisnis Indonesia, 6(2), 144-153. <https://doi.org/10.32528/jmbi.v6i2.3311>

Fisher, G. G. (2002). Work/personal life balance: A construct development study. Dissertation Abstracts International: Section B. The Sciences and Engineering, 63(1), 575

Fisher, G. G., Bulger, C. A., Smith, C. S. (2009). Beyond work and family: A measure of work/nonwork interference and enhancement. *Journal of Occupational Health Psychology*, 14(4), 441-456. DOI: 10.1037/a0016737

Frame, P., & Hartog, M. (2003). From rhetoric to reality. Into the swamp of ethical practice: implementing WLB. *Business Ethics: A European Review*, 12(4), 358–368. doi.org/10.1111/1467-8608.00337

Golden, C. (2006). Cultivating careers: Professional development for campus IT. Louisville, CO: Educause



Gunawan, G., Nugraha, Y., Sulastiana, M., & Harding, D. (2019). RELIABILITAS DAN

VALIDITAS KONSTRUK WLB DI INDONESIA. *JPPP - Jurnal Penelitian Dan Pengukuran Psikologi*, 8(2), 88–94. <https://doi.org/10.21009/jppp.082.05>

Greenhaus, J. H., Collins, K. M., & Shaw, J. D. (2003). The relation between work-family balance and quality of life. *Journal of vocational behavior*, 63(3), 510-531.

Haar, J. M., Russo, M., Sune, A., & Ollier-Malaterre, A. (2014). Outcomes of WLB on job satisfaction, life satisfaction and mental health: A study across seven cultures. *Journal of Vocational Behavior*, 85(3), 361–373.

Halbesleben J. R. B. (2010). A meta-analysis of work engagement: Relationships with burnout, demands, resources, and consequences. In Bakker A. B & Leiter M. P (Eds.), *Work engagement: A handbook of essential theory and research* (pp. 102–117). New York: Psychology Press

Hakanen, J. J., Schaufeli, W. B., & Ahola, K. (2008). The JDs-Resources model: A three-year cross-lagged study of burnout, depression, commitment, and work engagement. *Work & Stress*, 22(3), 224–241. <https://doi.org/10.1080/02678370802379432>

Hakanen, J. J., & Roodt, G. (2010). Using the job demands-resources model to predict engagement: Analysing a conceptual model. In A. B. Bakker & M. P. Leiter (Eds.), *Work engagement: A handbook of essential theory and research* (pp. 85–101). Psychology Press

Harter, J. K., Schmidt, F. L., & Hayes, T. L. (2002). Business-unit-level relationship between employee satisfaction, employee engagement, and business outcomes: A meta-analysis. *Journal of Applied Psychology*, 87(2), 268–279. <https://doi.org/10.1037/0021-9010.87.2.268>

Jaharuddin, N. S., & Zainol, L. N. (2019). The impact of WLB on job engagement and turnover intention. *The South East Asian Journal of Management*, 13(1). <https://doi.org/10.21002/seam.v13i1.10912>

Jannah, N., & Farizi, R. (2022, June 4). *Eksplorasi Tenaga Kerja di Balik Magang Kampus Merdeka*. BPPM Equilibrium. <https://wartaeq.com/mbkm/>

Johannsen, R., & Zak, P. J. (2020). Autonomy Raises Productivity: An Experiment Measuring Neurophysiology. *Frontiers in Psychology*, 11(963). <https://doi.org/10.3389/fpsyg.2020.00963>

Kahn, W. A. (1990). Psychological Conditions of Personal Engagement and Disengagement at Work. *Academy of Management Journal*, 33(4), 692–724. <https://doi.org/10.2307/256287>



Kapil, Y. & Roy, A. (2014). A Critical Evaluation of Generation Z at Workplaces.

International Journal of Social Relevance & Concern, 2 (1), 10- 14.

Kelliher, C., Richardson, J., & Boiarintseva, G. (2019). All of work? all of life? reconceptualising work-life balance for the 21st century. Human Resource Management Journal, 29(2), 97-112.

Kristiana, I. F., Fajriantji, F., & Purwono, U. (2019). ANALISIS RASCH DALAM UTRECHT WORK ENGAGEMENT SCALE-9 (UWES-9) VERSI BAHASA INDONESIA. *Jurnal Psikologi*, 17(2), 204. <https://doi.org/10.14710/jp.17.2.204-217>

Kementerian Pendidikan, Kebudayaan, Riset & Teknologi [Kemendikbudristek]. (2023, August 19). *Kemendikbudristek Fasilitasi Lebih dari 36 Ribu Mahasiswa Magang di Perusahaan Ternama*. Kementerian Pendidikan, Kebudayaan, Riset, Dan Teknologi. <https://www.kemdikbud.go.id/main/blog/2023/08/kemendikbudristek-fasilitasi-lebih-dari-36-ribu-mahasiswa-magang-di-perusahaan-ternama>

Kementerian Pendidikan, Kebudayaan, Riset & Teknologi [Kemendikbudristek] . (2023, December 13). *Apresiasi Kampus Merdeka, Para Mitra Sebut Peserta Magang Banyak Berkontribusi pada Perusahaan*. Kementerian Pendidikan, Kebudayaan, Riset, Dan Teknologi. <https://www.kemdikbud.go.id/main/blog/2023/12/apresiasi-kampus-merdeka-para-mitra-sebut-peserta-magang-banyak-berkontribusi-pada-perusahaan>

Kim, W., Han, S. J., & Park, J. (2019). Is the role of work engagement essential to employee performance or “nice to have”? Sustainability, 11(4), Article 1050. <https://doi.org/10.3390/su11041050>

Macey, W. H., & Schneider, B. (2008). The meaning of employee engagement. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1(1), 3–30. <https://doi.org/10.1111/j.1754-9434.2007.0002.x>

Mahardika, A.A., Ingarianti, T. M., & Zulfiana, U. (2022). *Work-life balance* pada karyawan generasi Z. *Collabryzk Journal for Scientific Studies*, 1, 1-16

Markos, S. (2010). Employee engagement: The key to improving performance. *International Journal of Business and Management*, 5(12), 89–96.

Marks, S. R., & MacDermid, S. M. (1996). Multiple roles and the self: A theory of role balance. *Journal of marriage and the family*, 417-432. doi: 10.2307/353506



Mauno S., Kinnunen U., & Ruokolainen M (2007). JDs and resources as antecedents of work engagement: A longitudinal study. *Journal of Vocational Behavior*, 70, 149–171. 10.1016/j.jvb.2006.09.002

Mauno S., Kinnunen U., Mäkkikangas A., & Feldt T (2010). JDs and resources as antecedents of work engagement: A qualitative review and directions for future research. In Albrecht S. L. (Ed.), *Handbook of employee engagement: Perspectives, issues, research and practice* (pp. 111–128). Cheltenham: Edward Elgar.

Maslach, C., & Leiter, M. P. (1997). The Truth about Burnout: How Organizations Cause Personal Stress and What to do about It. San Francisco, CA: Jossey-Bass.

McHugh, P. P. (2017). The impact of compensation, supervision and work design on internship efficacy: Implications for educators, employers and prospective interns. *Journal of Education and Work*, 30(4), 367–382. <https://doi.org/10.1080/13639080.2016.1181729>

Muecke, Simeon & Linderman-Hill, Kathleen & Greenwald, Jessica. (2020). Linking Job Autonomy to Work Engagement: The Mediating Role of Challenge Demands. *Academy of Management Proceedings*. 2020. 13553. 10.5465/AMBPP.2020.13553abstract.

Napitipulu, E. L. (2021, November 30). *Magang Kampus Merdeka Diminati, tetapi Pencairan Uang Saku Masih Terkendala*. Kompas.id. <https://www.kompas.id/baca/dikbud/2021/12/01/magang-kampus-merdeka-diminati-tapi-pencairan-uang-saku-sebagian-masih-terkendala>

Nahrgang, J. D., Morgeson, F. P., & Hofmann, D. A. (2011). Safety at work: A meta-analytic investigation of the link between JDs, JRs, burnout, engagement, and safety outcomes. *Journal of Applied Psychology*, 9671–94.

Nhat, N., Alang, T., & Ba, T. N. (2023). Understanding generation Z's job engagement and performance in generationally diverse workplace. *HCMCOUJS – Economics and Business Administration*, 14(2), 1-18. 10.46223/HCMCOUJS.econ.en.14.2.2633.2024.

Niessen, C., Müller, T., Hommelhoff, S., & Westman, M. (2018). The impact of preventive coping on business travellers' work and private life. *Journal of Organizational Behavior*, 39(1), 113–127.

Notoatmodjo, Soekidjo (2005). Metodologi Penelitian Kesehatan. Rineka Cipta. Jakarta

Opie, T., & Henn, C. M. (2013). Work-family conflict and work engagement among mothers: Conscientiousness and neuroticism as moderators. *SA Journal of Industrial Psychology*, 39(1), 1–12.



Parkes, L. P., & Langford, P. H. (2008). WLB or Work Life Alignment? A Test of The Importance of WLB For Employee Engagement and Intention to Stay in Organisations. *Journal of Management & Organization*, 267-284.

Peeters, M. C. W., Wattez, C. J. P., Demerouti, E., & de Regt, W. (2009). Work-family culture, work-family interference and well-being at work: Is it possible to distinguish between a positive and a negative process? *Career Development International*, 14(7), 700–713

Prawitasari, G. (2018). The Influence of Generations on Career Choice (Social Cognitive Career Theory Perspective). *Konselor*, 7(1). <https://doi.org/10.24036/02018718464-0-00>

Purwati, P. D. (2016). Pengaruh keseimbangan kehidupan kerja (WLB) terhadap beban kerja (workload) divisi penjualan di PT. Ulam Tba Halim (Marimas) Cabang Sidoarjo. Doctoral dissertation, Program Pascasarjana Universitas Islam Negeri Maulana Malik Ibrahim, Malang. <http://etheses.uinmalang.ac.id/id/eprint/3693>

Qing, G., & Zhou, E. (2017). Bidirectional work–family enrichment mediates the relationship between family-supportive supervisor behaviors and work engagement. *Social Behaviour and Personality*, 45(2), 299–308.

Richman, A. L., Civian, J. T., Shannon, L. L., Jeffrey Hill, E., & Brennan, R. T. (2008). The relationship of perceived flexibility, supportive work-life policies, and use of formal flexible arrangements and occasional flexibility to employee engagement and expected retention. *Community, work and family*, 11(2), 183-197. Doi: 10.1080/13668800802050350

Racolta-Paina, N. D., & Irini R. D. (2021). Generation Z in the Workplace through the Lenses of Human Resource Professionals – A Qualitative Study. *General Management*, 22(183), 78-85

Rampen, D. C., Pangemanan, A. S., & Mandagi, D. W. (2023). The X-factors behind Gen Z employee performance: A systematic review. *Jurnal Mantik*, 7(2), 668-680

Rebecca., Sarina., & Putra, A. I. D. (2020). Hubungan antara *Work Life Balance* dengan *Employee Engagement* pada Bank Sinarmas KC Medan. *Jurnal Penelitian Pendidikan, Psikologi Dan Kesehatan (J-P3K)*, 1 (1) 44-49

Reindl, C. U., Kaiser, S., & Stolz, M. L. (2011). Integrating professional work and life: Conditions, outcomes and resources. In S. Kaiser, M. Ringlstetter, D. R. Eikhof, & M. P. E. Cunha (Eds.), *Creating a balance? International perspectives on the*



work-life balance integration of professionals. (pp. 3-26). Heidelberg, Germany: Springer Berlin Heidelberg.

Rizzo, Amelia & Yıldırım, Murat & Maggio, Maria & Khabbache, Hicham & Gómez-Salgado, Juan & Bahramizadeh, Mahmood & Ait Ali, Driss & Szarpak, Łukasz & Crescenzo, Pietro & Iuele, Giada & Bragazzi, Nicola & Tarchi, Livio & Chirico, Francesco. (2023). Novel measures to assess work-life balance: A systematic review of last 5 years. *Journal of Health and Social Sciences*. 8. 270-281. 10.19204/2023/NVLM2.

Ruch, W., Bakker, A. B., Tay, L., & Gander, F. (2022). *Handbook of Positive Psychology Assessment*. Hogrefe Publishing

Saks, A. M. (2006). Antecedents and consequences of employee engagement. *Journal of Managerial Psychology*, 21(7), 600–619.
<https://doi.org/10.1108/02683940610690169>

Santrock, J. (2008) Educational Psychology. 3th Edition, McGraw-Hill, New York.

Saeed, R., Hameed, R., Tufail, S., Zameer, H., & Shabir, N. (2013). The impact of HRM practices on employee commitment and turnover intention; A case of service sector in Pakistan. *Journal Basic Applied Scientific Research*, 3(10), 152–157.

Schneider, W. H. (2008). The meaning of employee engagement. *Industrial and Organizational Psychology*, 1(1), 3–30.

Schaufeli, W. B., & Bakker, A. B. (2023). Work Engagement: A Critical Assessment of the Concept and Its Measurement. In W. Ruch, A. B. Bakker, L. Tay, & F. Gander (Eds.), *Handbook of Positive Psychology Assessment* (Psychological Assessment – Science and Practice-Volume 5, Vol. 5, pp. 274–295). Hogrefe Publishing Corp.

Schaufeli, W. B., Bakker, A. B., & Salanova, M. (2006). The measurement of work engagement with a short questionnaire: A cross-national study. *Educational and Psychological Measurement*, 66(4), 701–716.
<https://doi.org/10.1177/0013164405282471>

Schaufeli, W. B., Salanova, M., González-Romá, V., & Bakker, A. B. (2002). The measurement of engagement and burnout: A two sample confirmatory factor analytic approach. *Journal of Happiness Studies: An Interdisciplinary Forum on Subjective Well-Being*, 3(1), 71–92. <https://doi.org/10.1023/A:1015630930326>

Schaufeli, W.B. & Bakker, A.B. (2004). JDs, JRs, and their relationship with burnout and engagement. *Journal of Organizational Behavior*, 25, 293-315



Schaufeli, W. B., & Taris, T. W. (2014). A critical review of the JDs-resources model:

Implications for improving work and health. In G. F. Bauer & O. Hämmig (Eds.), *Bridging occupational, organizational and public health: A transdisciplinary approach* (pp. 43–68). Springer Science + Business Media.
https://doi.org/10.1007/978-94-007-5640-3_4

Seppälä, P., Mäkkikangas, A., Hakanen, J. J., Tolvanen, A., & Feldt, T. (2020). Is Autonomy Always Beneficial for Work Engagement? A Six-year Four-Wave Follow-Up Study. *Journal for Person-Oriented Research*, 6(1), 16–27.
<https://doi.org/10.17505/jpor.2020.22043>

Seyitoğlu, F. (2019). Gastronomy students' internship experience: Benefits, challenges, and future career. *Journal of Teaching in Travel and Tourism*, 19(4), 285–301.
<https://doi.org/10.1080/15313220.2019.1566044>

Shuck, B. (2011). Integrative literature review: Four emerging perspectives of employee engagement: an Intergrative literature review. *Human Resource Development Review*, 10, 304-328

Spector, P. E. (1986). Perceived control by employees: A meta-analysis of studies concerning autonomy and participation at work. *Human Relations*, 39, 1005–1016. DOI: 10.1177/001872678603901104.

Stofer, K. A., Chandler, J. W., Insalaco, S., Matyas, C., Lannon, H. J., Judge, J., Lanman, B., Hom, B., & Norton, H. (2021). Two-year college students report multiple benefits from participation in an integrated geoscience research, coursework, and outreach internship program. *Community College Review*, 49(4), 457–482.
<https://doi.org/10.1177/00915521211026682>

Swasty, R. (2023, November 6). *Kuota MSIB Batch 6 Capai 45.000 Mahasiswa, Yuk Daftar!* Medcom.id.
https://www.medcom.id/pendidikan/news-pendidikan/dN6xprGk-kuota-msib-batch-6-capai-45-000-mahasiswa-yuk-daftar#google_vignette

Tims M., Bakker A. B., & Derks D (2015). Job crafting and job performance: A longitudinal study. *European Journal of Work and Organizational Psychology*, 24, 914–928. 10.1080/1359432X.2014.969245

Van den Broeck, A., Vansteenkiste, M., De Witte, H., & Lens, W., (2008). Explaining the relationships between job characteristics, burnout, and engagement: The role of basic psychological need satisfaction. *Work & Stress*, 22, 277294.

Weigl M., Hornung S., Parker S. K., Petru R., Glaser J., & Angerer P (2010). Work engagement accumulation of task, social, personal resources: A three-wave structural equation model. *Journal of Vocational Behavior*, 77, 140–153.
10.1016/j.jvb.2010.03.002



Whittington, J. L., Maellaro, R., Galpin, T. (2011). Redefining success: The foundation for creating work-life balance. In S. Kaiser, M. Ringlstetter, D. R. Eikhof, & M. P. E. Cunha (Eds.), *Creating a balance? International perspectives on the work-life balance integration of professionals.* (pp. 3-26). Heidelberg, Germany: Springer Berlin

Wijaya, P., & Soeharto, T.N.E.D. 2021. Kontribusi WLB Terhadap Work Engagement Karyawan, Psikostudia Jurnal Psikologi, 10 (3), 266-272. DOI: 10.30872/psikostudia

Wood, S. (2013). Generation Z as Consumers: Trends and Innovation. Institute for Emerging Issues: NC State University, 1-3.

Wood, J., Oh, J., Park, J., & Kim, W. (2020). The Relationship Between Work Engagement and Work-Life Balance in Organizations: A Review of the Empirical Research. *Human Resource Development Review*, 19(3), 240–262.

Zahari, N., & Kaliannan, M. (2022). Antecedents of Work Engagement in the Public Sector: A Systematic Literature Review. *Review of Public Personnel Administration*, 43(3), 0734371X2211067. <https://doi.org/10.1177/0734371x221106792>