

Daftar Pustaka

- Adams, W. (2022, October 24). *Meaningful work: Why your people are quiet quitting and what to do about it.* Forbes.
<https://www.forbes.com/sites/forbesbusinesscouncil/2022/10/24/meaningful-work-why-your-people-are-quiet-quitting-and-what-to-do-about-it/?sh=6b2e89bc9280>
- Aggarwal, A., Sadhna, P., Gupta, S., Mittal, A., & Rastogi, S. (2020). Gen Z entering the workforce: Restructuring HR policies and practices for fostering the task performance and organizational commitment. *Journal of Public Affairs*, 22(3). <https://doi.org/10.1002/pa.2535>
- Allan, B. A., Batz-Barbarich, C., Sterling, H. M., & Tay, L. (2018). Outcomes of meaningful work: A meta-analysis. *Journal of Management Studies*, 56(3), 500–528. <https://doi.org/10.1111/joms.12406>
- 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>
- Anders, G. (2022, February 9). Is Gen Z the boldest generation? Its job-hunt priorities are off the charts. *Linkedin*. <https://www.linkedin.com/pulse/gen-z-boldest-generation-its-job-hunt-priorities-off-charts-anders/?trackingId=pwWrCQQ1SiG9Yds3hH8gUg%3D%3D>

Arnold, J. (2018, May 18). Creating an optimal employee experience. *SHRM*.

<https://www.shrm.org/topics-tools/news/hr-magazine/creating-optimal-employee-experience>

Badan Pusat Statistik. (2021). *Potret Sensus Penduduk 2020: Menuju Satu Data Kependudukan* Indonesia.

<https://www.bps.go.id/id/publication/2021/01/21/213995c881428fef20a18226/potret-sensus-penduduk-2020-menuju-satu-data-kependudukan-indonesia.html>

Bailey, A. A., Albassami, F., & Al-Meshal, S. (2016). The roles of employee job satisfaction and organizational commitment in the internal marketing-employee bank identification relationship. *International Journal of Bank Marketing*, 34(6), 821–840. <https://doi.org/10.1108/ijbm-06-2015-0097>

Berger, C. (2022, May 27). Gen Z workers will be 30% of the workforce by 2030—here's what they want from their employers. *Fortune*. <https://fortune.com/2022/05/27/gen-z-workers-want-flexibility-at-work/>

Bodjrenou, K., Xu, M., & Bomboma, K. (2019). Antecedents of Organizational Commitment: A Review of Personal and Organizational Factors. *Open Journal of Social Sciences*, 07(05), 276–289. <https://doi.org/10.4236/jss.2019.75024>

Bromley, T., Lauricella, T., & Schaninger, B. (2021, June 28). Making work meaningful from the C-suite to the frontline. *McKinsey & Company*. <https://www.mckinsey.com/capabilities/people-and-organizational->

performance/our-insights/the-organization-blog/making-work-
meaningful-from-the-c-suite-to-the-frontline

Budiman, Y., & Tan, P. H. P. (2022). The influence of job stress, job satisfaction, and organisational commitment towards turnover intention for millennials and generation Z employees in internet companies in Indonesia. *Jurnal Mantik*, 5(4), 2438–2443.
<https://iocscience.org/ejournal/index.php/mantik/article/view/1997>

Bytyqi, Q. (2020). The impact of motivation on organizational commitment: An empirical study with Kosovar employees. *Prizren Social Science Journal*, 4(3), 24–32. <https://doi.org/10.32936/pssj.v4i3.187>

Chalofsky, N., & Cavallaro, L. (2013). A good living versus a good life. *Advances in Developing Human Resources*, 15(4), 331–340.
<https://doi.org/10.1177/1523422313498560>

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/hrmid-01-2018-0006>

Christian, A. (2022). The case for job hopping. *BBC*.
<https://www.bbc.com/worklife/article/20220720-the-case-for-job-hopping>

Deloitte. (2019). Welcome to Generation Z. *Deloitte*.
<https://www2.deloitte.com/content/dam/Deloitte/us/Documents/consumer-business/welcome-to-gen-z.pdf>

Deloitte. (2020). Striving for balance, advocating for change. *Deloitte*.

<https://www2.deloitte.com/content/dam/Deloitte/cn/Documents/about-deloitte/deloitte-2022-genz-millennial-survey-en-220601.pdf>

Deloitte. (2022). Gen Z is not Millennial Plus Why they may not want to work for you. *Deloitte*.

<https://www2.deloitte.com/content/dam/Deloitte/sg/Documents/human-capital/sea-cons-gen-z-is-not-millennial-plus.pdf>

Dimock, M. (2019, January 17). Defining generations: Where Millennials End and Generation Z Begins. *Pew Research Center*.

<https://www.pewresearch.org/fact-tank/2019/01/17/where-millennials-end-and-generation-z-begins/>

Fadilah, I. (2024, August 13). Korban PHK Melesat Jadi 44.000, Paling Banyak

Buruh Tekstil cs. Detikfinance; detikcom. <https://finance.detik.com/berita-ekonomi-bisnis/d-7488129/korban-phk-melesat-jadi-44-000-paling-banyak-buruh-tekstil->

[cs?utm_term=echoboxauto&utm_campaign=detikcomsocmed&utm_medium=oa&utm_content=detikfinance&utm_source=Twitter#Echobox=1723547317](https://finance.detik.com/berita-ekonomi-bisnis/d-7488129/korban-phk-melesat-jadi-44-000-paling-banyak-buruh-tekstil-cs?utm_term=echoboxauto&utm_campaign=detikcomsocmed&utm_medium=oa&utm_content=detikfinance&utm_source=Twitter#Echobox=1723547317)

Farid, M. L. (2017). *Hubungan antara Makna Kerja dengan Komitmen Organisasi pada Karyawan* [Unpublished undergraduate thesis]. Universitas Muhammadiyah Malang.

- Faisaluddin, F., Fitriana, E., Nugraha, Y., & Hinduan, Z. R. (2024). Does meaningful work affect affective commitment to change? Work engagement contribution. *SA Journal of Industrial Psychology*, 50. <https://doi.org/10.4102/sajip.v50i0.2143>
- Febryan. (2022, January 12). Menaker: Gen Z tak punya komitmen bekerja jangka panjang. *Republika*. *Online*. <https://news.republika.co.id/berita/r5lb8m457/menaker-gen-z-tak-punya-komitmen-bekerja-jangka-panjang>
- Firdausi, L., & Mulyana, O. P. (2024). An exploration of meaningful work: Examining its correlational effect on affective commitment level of port service industry employee. *Jurnal Manajemen Dan Organisasi*, 15(2), 132–147. <https://doi.org/10.29244/jmo.v15i2.55876>
- Goh, E., & Lee, C. (2018). A workforce to be reckoned with: The emerging pivotal generation Z hospitality workforce. *International Journal of Hospitality Management*, 73, 20–28. <https://doi.org/10.1016/j.ijhm.2018.01.016>
- Hartmann, N. N., Rutherford, B. N., Hamwi, G. A., & Friend, S. B. (2013). The effects of mentoring on salesperson commitment. *Journal of Business Research*, 66(11), 2294–2300. <https://doi.org/10.1016/j.jbusres.2012.03.001>
- Imran, R., Allil, K., & Mahmoud, A. B. (2017). Teacher's turnover intentions: Examining the impact of motivation and organizational commitment. *International Journal of Educational Management*, 31(6), 828–842. <https://doi.org/10.1108/IJEM-05-2016-0131>

- Jehanzeb, K., & Mohanty, J. (2018). Impact of employee development on job satisfaction and organizational commitment: person–organization fit as moderator. *International Journal of Training and Development*, 22(3), 171–191. <https://doi.org/10.1111/ijtd.12127>
- Jung, H. S., & Yoon, H. H. (2016). What does work meaning to hospitality employees? The effects of meaningful work on employees' organizational commitment: The mediating role of job engagement. *International Journal of Hospitality Management*, 53, 59–68. <https://doi.org/10.1016/j.ijhm.2015.12.004>
- Kaur, P., & Mittal, A. (2020). Meaningfulness of work and employee engagement: The role of affective commitment. *The Open Psychology Journal*, 13(1), 115–122. <https://doi.org/10.2174/1874350102013010115>
- Kim, B. J., Nurunnabi, M., Kim, T. H., & Jung, S. Y. (2018). The influence of corporate social responsibility on organizational commitment: The sequential mediating effect of meaningfulness of work and perceived organizational support. *Sustainability*, 10(7). <https://doi.org/10.3390/su10072208>
- Kirchmayer, Z., & Fratričová, J. (2018, April 25-26). *What motivates Generation Z at work? Insights into motivation drivers of business students in Slovakia* [Conference Session]. 31st IBIMA Conference, Milan, Italy. https://www.researchgate.net/publication/324797364_What_Motivates_G

eneration_Z_at_Work_Insights_into_Motivation_Drivers_of_Business_St
udents_in_Slovakia

Landy, F. J., & Conte, J. M. (Eds.). (2019). *Work in the 21st Century: An introduction to industrial and Organization Psychology*. Wiley.

Leiter, M. P., & Harvie, P. (1997). Correspondence of supervisor and subordinate perspectives during major organizational change. *Journal of Occupational Health Psychology*, 2(4), 343–352. <https://doi.org/10.1037/1076-8998.2.4.343>

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(Part B), 374–389. <https://doi.org/10.1016/j.jvb.2018.07.004>

Mahand, T., & Caldwell, C. (2023). Quiet quitting – causes and opportunities. *Business and Management Research*, 12(1), 9. <https://doi.org/10.5430/bmr.v12n1p9>

Mahmoud, A. B., Fuxman, L., Mohr, I., Reisel, W. D., & Grigoriou, N. (2020). “We aren’t your reincarnation!” workplace motivation across X, Y and Z generations. *International Journal of Manpower*, 42(1), 193–209. <https://doi.org/10.1108/ijm-09-2019-0448>

Mercurio, Z. A. (2015). Affective commitment as a core essence of organizational commitment. *Human Resource Development Review*, 14(4), 389–414. <https://doi.org/10.1177/1534484315603612>

Merriman, M. (2015). What if the next big disruptor isn't a what but a who?. *EY*.

https://assets.ey.com/content/dam/ey-sites/ey-com/en_gl/topics/digital/ey-rise-of-gen-z-new-challenge-for-retailers.pdf

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. (Eds.). (1997). *Commitment in the Workplace*. SAGE Publications.

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>

Miedaner, F., Kuntz, L., Enke, C., Roth, B., & Nitzsche, A. (2018). Exploring the differential impact of individual and organizational factors on organizational commitment of physicians and nurses. *BMC Health Services Research*, 18(1). <https://doi.org/10.1186/s12913-018-2977-1>

Mikko, M. (2012). *Hubungan antara psychological capital dan komitmen organisasi pada perawat* [Unpublished undergraduate thesis]. Universitas Indonesia.

Miller, S. (2019, September 12). *Generation Z and Millennials Seek Recognition at Work*. SHRM. <https://www.shrm.org/resourcesandtools/hr-topics/benefits/pages/generation-z-and-millennials-seek-recognition-at-work.aspx>

- Nabahani, P. R., & Riyanto, S. (2020). Job satisfaction and work motivation in enhancing Generation Z's organizational commitment. *Journal of Sosial Science*, 1(5), 234–240. <https://doi.org/10.46799/jsss.v1i5.39>
- Nhi, B. T., Trang, T. V., Nam, T. T., Uyen, V. H. K., & Anh, N. H. D. (2023). Influences of person-environment fit, self-efficacy, working meaningfulness on work engagement and organizational commitment of lecturers at public universities in Ho Chi Minh City. *Tạp Chí Nghiên Cứu Tài Chính-Marketing*, 14(3), 76–88. <https://doi.org/10.52932/jfm.vi3.364>
- Parker, K., Graf, N., & Igielnik, R. (2019, January 17). Generation Z Looks a Lot Like Millennials on Key Social and Political Issues. *Pew Research Center*. <https://www.pewresearch.org/social-trends/2019/01/17/generation-z-looks-a-lot-like-millennials-on-key-social-and-political-issues/>
- 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. <https://doi.org/10.1108/jcre-08-2020-0031>
- Paychex Inc. (2022, July 28). Paychex research reveals job stability and meaningful work are what makes employees stay. *Paychex*. <https://www.prnewswire.com/news-releases/paychex-research-reveals-job-stability-and-meaningful-work-are-what-makes-employees-stay-301595388.html>

- Pichler, S., Kohli, C., & Granitz, N. (2021). DITTO for Gen Z: A framework for leveraging the uniqueness of the new generation. *Business Horizons*, 64(5), 599–610. <https://doi.org/10.1016/j.bushor.2021.02.021>
- Pinandito, I. S., & Savira, A. W. (2022). Peran empowering leadership terhadap intensi turnover karyawan Generasi Z di Indonesia. *Gadjah Mada Journal of Professional Psychology (GamaJPP)*, 8(2), 278. <https://doi.org/10.22146/gamajpp.76719>
- Popaitoon, P. (2022). Fostering work meaningfulness for sustainable human resources: A study of Generation Z. *Sustainability*, 14(6), 3626. <https://doi.org/10.3390/su14063626>
- Porter, L. W., Steers, R. M., Mowday, R. T., & Boulian, P. V. (1974). Organizational commitment, job satisfaction, and turnover among psychiatric technicians. *Journal of Applied Psychology*, 59(5), 603–609. <https://doi.org/10.1037/h0037335>
- PWC. (2023). Asia Pacific workforce hopes and fears survey 2023 [Data set]. <https://www.pwc.com/gx/en/asia-pacific/hope-and-fears/2023/asia-pacific-hopes-and-fears-survey.pdf>
- Rachman, M. M. (2022). The impact of motivation on performance: The role of organizational commitment. *Journal of Theoretical and Applied Management (Jurnal Manajemen Teori Dan Terapan)*, 15(3), 376–393. <https://doi.org/10.20473/jmtt.v15i3.37848>

- Rahayu, M. (2020). The role of motivation on organizational commitment of Management program S1 lecturers at private Universities in the city of Bandung. *Dinasti International Journal of Management Science (DIJMS)*, 1(5), 668–675. <https://doi.org/10.31933/DIJMS>
- Riggio, R. E. (Ed.). (2017). *Introduction to industrial/organizational psychology*. Milton Routledge Ann Arbor, Michigan Proquest.
- Rosso, B. D., Dekas, K. H., & Wrzesniewski, A. (2010). On the meaning of work: A theoretical integration and review. *Research in Organizational Behavior*, 30(30), 91–127. <https://doi.org/10.1016/j.riob.2010.09.001>
- Saleem, S., & Qamar, B. (2017). An investigation of the antecedents of turnover intentions and job-hopping behavior. *South Asian Journal of Business Studies*, 6(2), 161–176. <https://doi.org/10.1108/sajbs-05-2016-0046>
- Schroth, H. (2019). Are you ready for Gen Z in the workplace? *California Management Review*, 61(3), 5–18. <https://doi.org/10.1177/0008125619841006>
- Seemiller, C., & Grace, M. (Eds.). (2019). *Generation Z: A century in the making*. Routledge.
- Setiawan, A. R., Sudiarditha, I. K. R., & Parimita, W. (2023). The influence of job characteristics and coworker support on organizational commitment in startup employees with work meaningfulness as an intervening variable. *International Journal of Science and Management Studies*, 6(3), 131–145. <https://doi.org/10.51386/25815946/ijsms-v6i3p112>

- Siswanto. (2018, September 22). The antecedent of organizational commitment of sharia banking employees [Conference Session]. *2018 International Conference on Islamic Economics and Business (ICONIES 2018)*, Malang, Indonesia. <https://doi.org/10.2991/iconies-18.2019.13>
- Slack, F. J., Orife, J. N., & Anderson, F. P. (2010). Effects of commitment to corporate vision on employee satisfaction with their organization: An empirical study in the United States. *International Journal of management*, 27(3), 421-436. <https://www.proquest.com/scholarly-journals/effects-commitment-corporate-vision-on-employee/docview/763168811/se-2>
- 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>
- Steger, M. F., Littman-Ovadia, H., Miller, M., Menger, L., & Rothmann, S. (2013). Engaging in work even when it is meaningless. *Journal of Career Assessment*, 21(2), 348–361. <https://doi.org/10.1177/1069072712471517>
- Subbaiah, R. P. (2023). *Retention policies to be applied to Generation Z at Siemens mobility, Portugal*. <https://repositorio.iscte-iul.pt/handle/10071/28734>
- Supriyanto, A. S. (2013). Role of procedural justice, organizational commitment, and job performance: The mediating effects of organizational citizenship behavior. *International Journal of Business and Management*, 8(15). <https://doi.org/10.5539/ijbm.v8n15p57>

- Tjandra, M. S., & Erdiansyah, R. (2024). Peran stres kerja dan komitmen organisasi terhadap turnover intention karyawan Gen Z di Jakarta dengan kepuasan kerja sebagai variabel mediasi. *Jurnal Manajemen Bisnis Dan Kewirausahaan*, 8(3), 592–606. <https://doi.org/10.24912/jmbk.v8i3.30220>
- Tong, G. C. (2022, September 22). Microsoft says these 2 things will stop Gen Z and millennials from saying: “I quit.” *CNBC*. <https://www.cnbc.com/2022/09/22/whatll-stop-gen-z-millennials-from-quitting-according-to-microsoft-.html>
- Twenge, J. M. (2017). *IGen : why today’s super-connected kids are growing up less rebellious, more tolerant, less happy-- and completely unprepared for adulthood (and what this means for the rest of us)*. Atria Books.
- Van der Voet, J., Kuipers, B. S., & Groeneveld, S. (2015). Implementing change in public organizations: The relationship between leadership and affective commitment to change in a public sector context. *Public Management Review*, 18(6), 842–865. <https://doi.org/10.1080/14719037.2015.1045020>
- Veronica, C., & Moerkardjono, S. R. (2018). Meaningful work dan komitmen terhadap organisasi pada dosen. *Jurnal Ilmu Perilaku*, 3(2), 82–94. <https://doi.org/10.25077/jip.3.2.82-94.2019>
- Vroom, V. H. (Ed.). (1964). *Work and motivation*. Wiley.
- Weeks, K. P., & Schaffert, C. (2017). Generational differences in definitions of meaningful work: A mixed methods study. *Journal of Business Ethics*, 156(4), 1045–1061. <https://doi.org/10.1007/s10551-017-3621-4>

Wolowska, A. (2014). Determinant of organizational commitment. *Human Resources Management & Ergonomics*, 8(1), 126–146.

https://frcatel.fri.uniza.sk/hrme/files/2014/2014_1_10.pdf

Yin, S., Guan, X., Zhang, Y., Li, Y., Jobe, M. C., & Md Zahir Ahmed. (2023). The impact of Chinese primary school teachers' sense of work meaningfulness on organizational commitment: A chain mediation model. *Psychology Research and Behavior Management*, Volume 16, 3477–3488. <https://doi.org/10.2147/prbm.s425043>