

## DAFTAR PUSTAKA

- Achim, N., Nur Idayu Badrolhisam, & Nurfitriah Zulkipli. (2019). *Employee career decision making: the influence of salary and benefits, work environment and job security*. 7(101).
- Adelia, A., Daud, I., Azazi, A., Christiana, M., & Hendri, M. I. (2024). Exploring turnover intentions in Indonesian generation z: Emotional exhaustion, employee engagement, and job satisfaction. *Journal of Management Science (JMAS)*, 7(1), 250–256. <https://doi.org/10.35335/jmas.v7i1.385>
- Amaliana, L., Solimun, S., Fernandes, A. A. R., & Nurjannah, N. (2020). Efficiency of Parameter Estimator of Various Resampling Methods on WarpPLS Analysis. *Mathematics and Statistics*, 8(5), 481–492. <https://doi.org/10.13189/ms.2020.080501>
- Anastasi, A., & Urbina, S. (2009). *Psychological testing*. Pearson College Division.
- Anggraini, F., Abdul-Hamid, M. A., & Kassim Aza Azlina, M. D. (2018). Competitive advantage as mediating role of intellectual capital and university performance: An empirical study in Indonesia. *International Journal of economics and Management*, 12(2), 351-363.
- Bakker, A. (2020). Retention and Employee Engagement of Generation Z in the Dutch Hospitality Industry. <https://www.theseus.fi/bitstream/handle/10024/341843/Thesis%20Amber%20Dominique%20Bakker.pdf?sequence=2>
- Bakker, A. B., & Demerouti, E. (2007). The Job Demands-Resources model: State of the Art. *Journal of Managerial Psychology*, 22(3), 309–328. <https://doi.org/10.1108/02683940710733115>
- Barhate, B., & Dirani, K. M. (2021). Career aspirations of generation Z: a systematic literature review. *European Journal of Training and*

*Development, ahead-of-print*(ahead-of-print). <https://doi.org/10.1108/ejtd-07-2020-0124>

Bhatti, M. M., & Alvi, M. (2022). Impact of Career Growth on Employee Job Hopping with Moderating Role of Job Security. *International Journal of Social Science & Entrepreneurship*, 2(2), 218–226.

<https://doi.org/10.58661/ijssse.v2i2.50>

Bjaalid, G., Olsen, E., Melberg, K., & Mikkelsen, A. (2019). Institutional stress and job performance among hospital employees. *International Journal of Organizational Analysis*, ahead-of-print(ahead-of-print).

<https://doi.org/10.1108/ijoa-10-2018-1560>

Balc, A., & Bozkurt, S. (2013). Job Expectations of Generation X and Y Teachers in Turkey. *World Applied Sciences Journal*, 21(4).

<https://doi.org/10.5829/idosi.wasj.2013.21.4.1405>

Cennamo, L., & Gardner, D. (2008). Generational differences in work values, outcomes and person-organisation values fit. *Journal of Managerial Psychology*, 23(8), 891–906. <https://doi.org/10.1108/02683940810904385>

Chen, J.-Q., Hou, Z.-J., Li, X., Lovelace, K. J., Liu, Y.-L., & Wang, Z.-L. (2015). The Role of Career Growth in Chinese New Employee's Turnover Process.

*Journal of Career Development*, 43(1), 11–25.

<https://doi.org/10.1177/0894845315571412>

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>

- Christensen, S. S., Wilson, B. L., & Edelman, L. S. (2018). Can I relate? A review and guide for nurse managers in leading generations. *Journal of Nursing Management*, 26(6), 689–695. <https://doi.org/10.1111/jonm.12601>
- Clinton, M., Bernhard-Oettel, C., Rigotti, T., & de Jong, J. (2011). Expanding the temporal context of research on non-permanent work. *Career Development International*, 16(2), 114–139. <https://doi.org/10.1108/13620431111115596>
- Cohen, J. (1988). *Statistical power analysis for the behavioral sciences* (2nd ed., p. 134). Lawrence Erlbaum Associates.
- Chavadi, C. A., Sirothiya, M., & MR, V. (2021). Mediating Role of Job Satisfaction on Turnover Intentions and Job Mismatch Among Millennial Employees in Bengaluru. *Business Perspectives and Research*, 227853372199471. <https://doi.org/10.1177/2278533721994712>
- Chillakuri, B. (2020). Understanding Generation Z expectations for effective onboarding. *Journal of Organizational Change Management*, 33(7), 1277–1296. <https://doi.org/10.1108/jocm-02-2020-0058>
- Chin, Wynne & Marcoulides, G.. (1998). The Partial Least Squares Approach to Structural Equation Modeling. *Modern Methods for Business Research*. 8.
- Cotterman, R. L. (1991). How Recent Graduates View Their Jobs. *Research-Technology Management*, 34(3), 35–39. <https://doi.org/10.1080/08956308.1991.11670741>
- Dawson, J. F. (2014). Moderation in Management Research: What, Why, When, and How. *Journal of Business and Psychology*, 29(1), 1–19. <https://doi.org/10.1007/s10869-013-9308-7>
- Decembrele. (2018, July 11). Your Workplace Guide to Summer Vacation. [Www.linkedin.com. https://www.linkedin.com/blog/member/career/your-workplace-guide-to-summer-vacation](https://www.linkedin.com/blog/member/career/your-workplace-guide-to-summer-vacation)

- Delery, J. E., & Doty, D. H. (1996). Modes of theorizing in strategic human resource management: tests of universalistic, contingency, and configurations. *Performance predictions. Academy of Management Journal*, 39(4), 802–835. <https://doi.org/10.2307/256713>
- Deloitte. (2023). *Generasi Milenial dalam Industri 4.0: Berkah Bagi Sumber Daya Manusia Indonesia atau Ancaman?* <https://www2.deloitte.com/content/dam/Deloitte/id/Documents/about-deloitte/id-about-dip-edition-1-chapter-2-id-sep2019.pdf>
- Dixon, S. J. (2022). Number of social media users 2025. Statista. <https://www.statista.com/statistics/278414/number-of-worldwide-social-network-users/#:~:text=Social%20networking%20is%20one%20of>
- Doerner, N. (2012). *Innovative Work Behavior: The Roles of Employee Expectations and Effects on Job Performance.*
- Dwivedula, R., Singh, P., Str Ac T K E, A., & Wor, Y. (2019). Gen Z: Where are we now, and future pathways. *Journal of HUMAN RESOURCE MANAGEMENT*, XXII(22). <https://www.jhrm.eu/wp-content/uploads/2019/12/HRM-02-2019-03-clanok.pdf>
- El Baroudi, S., Fleisher, C., Khapova, S. N., Jansen, P., & Richardson, J. (2017). Ambition at work and career satisfaction. *Career Development International*, 22(1), 87–102. <https://doi.org/10.1108/cdi-07-2016-0124>
- Francis, T., & Hoefel, F. (2018, November 12). *True Gen: Generation Z and Its Implications for Companies.* McKinsey & Company. <https://www.mckinsey.com/industries/consumer-packaged-goods/our-insights/true-gen-generation-z-and-its-implications-for-companies>
- French, J. R., & Caplan, R. D. (1972). Organizational stress and individual strain. *The failure of success*, 30(66), 61-77.

- Friedrich, R., Peterson, M., & Koster, A. (2011). The Rise of Generation C.
- Gabrielova, K., & Buchko, A. (2021). Here comes Generation Z: Millennials as managers. *Business Horizons*, 64(4), 489–499. <https://doi.org/10.1016/j.bushor.2021.02.013>
- Ghazali, H., Hashim, Z. H., & Ishak, M. (2021). Job-hopping Behavior among Coffee Shops Employees in Malaysia. *International Journal of Human Resource Studies*, 11(3), 118. <https://doi.org/10.5296/ijhrs.v11i3.18818>
- Ghiselli, E. E. (1974). Some perspectives for industrial psychology. *American Psychologist*, 29(2), 80–87. <https://doi.org/10.1037/h0036077>
- Ghozali, I. (2009). *Analisis multivariate lanjutan dengan program SPSS*. Badan Penerbit Universitas Diponegoro.
- Ghozali, I., & Latan, H. (2015). *Partial Least Squares : Konsep, Teknik dan Aplikasi Menggunakan Program SmartPLS 3.0*. Badan Penerbit Undip.
- Griffith, T. L., Sawyer, J. E., & Neale, M. A. (2003). Virtualness and Knowledge in Teams: Managing the Love Triangle of Organizations, Individuals, and Information Technology. *MIS Quarterly*, 27(2), 265. <https://doi.org/10.2307/3003653>
- Gupta, A. K., & Singhal, A. (1993). Managing Human Resources for Innovation and Creativity. *Research-Technology Management*, 36(3), 41–48. <https://doi.org/10.1080/08956308.1993.11670902>
- Haider, N., Anwar, S., & Iqbal, N. (2015). Effect of Leadership Style on Employee Performance. *Semantic Scholar*, 5(5). <https://doi.org/10.4172/2223-5833.1000146>
- Haider, S., & Carmen. (2024). Buffering effect of psychosocial mentoring on the relationship between career mentoring and employee turnover intentions

- through attitude toward leaving. *Intangiblecapital/Intangible Capital*, 20(2), 343–343. <https://doi.org/10.3926/ic.2635>
- Haidir, S., Hassan, Z., Kasa, M., & Sabil, S. (2023). Job Hopping among Millennial Journalists: Sharing Malaysian Experiences. *International Journal of Academic Research in Business and Social Sciences*, 13(3). <https://doi.org/10.6007/ijarbss/v13-i3/16341>
- Hair, J. F., Black, W. C., & Babin, B. J. (2019). *Multivariate Data Analysis*. Cengage Learning Emea. Copyright.
- Hair, J. F., Hult, G. T. M., Ringle, C. M., Sarstedt, M., Danks, N. P., & Ray, S. (2021). Partial Least Squares Structural Equation Modeling (PLS-SEM) Using R. In *Classroom Companion: Business*. Springer International Publishing. <https://doi.org/10.1007/978-3-030-80519-7>
- Hair, J. F., Hult, T. M., Ringle, C. M., & Sarstedt, M. (2014). A primer on partial least squares structural equation modeling (PLS-SEM) (p. 247). Sage.
- Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2019). When to use and how to report the results of PLS-SEM. *European Business Review*, 31(1), 2–24. <https://doi.org/10.1108/EBR-11-2018-0203>
- Happell, B., & Koehn, S. (2011). Seclusion as a necessary intervention: the relationship between burnout, job satisfaction and therapeutic optimism and justification for the use of seclusion. *Journal of Advanced Nursing*, 67(6), 1222–1231. <https://doi.org/10.1111/j.1365-2648.2010.05570.x>
- Hofstede, G. (1980). Culture and Organizations. *International Studies of Management & Organization*, 10(4), 15–41. <https://www.jstor.org/stable/40396875>

- Hurst, J. L., & Good, L. K. (2009). Generation Y and career choice. *Career Development International*, 14(6), 570–593.  
<https://doi.org/10.1108/13620430910997303>
- Ilyas, Z., Sheikh Basharul Islam, & Siddiqi, M. A. (2023). Impact of COVID-induced Stressors on Job Performance of Medical Representatives: Evaluation of Mediating Role of Job Stress. *Jindal Journal of Business Research*, 12(2), 227868212311667-227868212311667.  
<https://doi.org/10.1177/22786821231166755>
- Ivancevich, J. M., & Matteson, M. T. (1980). Optimizing human resources: A case for preventive health and stress management. *Organizational Dynamics*, 9(2), 5–25. [https://doi.org/10.1016/0090-2616\(80\)90037-6](https://doi.org/10.1016/0090-2616(80)90037-6)
- Jackson, L. T. B., & Fransman, E. I. (2018). Flexi work, Financial well-being, Work–life Balance and Their Effects on Subjective Experiences of Productivity and Job Satisfaction of Females in an Institution of Higher Learning. *South African Journal of Economic and Management Sciences*, 21(1).
- Jadhav, V., Seetharaman, A., & Rai, S. (2017). Employee Expectation to Demonstrate Innovative Work Behaviour in Asia. *The Journal of Asian Finance, Economics and Business*, 4(1), 67–78.  
<https://doi.org/10.13106/jafeb.2017.vol4.no1.67>
- Jalagat, R. (2017). Determinants of Job Stress and Its Relationship on Employee Job Performance. *American Journal of Management Science and Engineering*, 2(1), 1. <https://doi.org/10.11648/j.ajmse.20170201.11>
- Janssen, D., & Carradini, S. (2021). Generation Z Workplace Communication Habits and Expectations. *IEEE Transactions on Professional*

*Communication*, 64(2), 137–153.

<https://doi.org/10.1109/TPC.2021.3069288>

Janssen, O. (2000). Job demands, perceptions of effort-reward fairness and innovative work behaviour. *Journal of Occupational and Organizational Psychology*, 73(3), 287–302.

Johari, N., Akmar, M., & Rasli, M. (2018). Intrinsic and Extrinsic Factors of Job Hopping: A Perspective from Final Year Business Student. *World Applied Sciences Journal*, 35(11).

<https://doi.org/10.5829/idosi.wasj.2017.2308.2314>

Jusoh, M., Simun, M., & Choy Chong, S. (2011). Expectation gaps, job satisfaction, and organizational commitment of fresh graduates: Roles of graduates, higher learning institutions and employers. *Education+ Training*, 53(6), 515-530.

Kerckhofs, L., Vandenhaute, M.-L., & Hardies, K. (2022). Changing jobs like changing clothes: the hobo syndrome among career starters. *Discover Psychology*, 2(1). <https://doi.org/10.1007/s44202-022-00036-4>

Khatri, N., Fern, C. T., & Budhwar, P. (2001). Explaining employee turnover in an Asian context. *Human Resource Management Journal*, 11(1), 54–74. <https://doi.org/10.1111/j.1748-8583.2001.tb00032.x>

Kim, J. H. (2019). Multicollinearity and misleading statistical results. *Korean Journal of Anesthesiology*, 72(6), 558–569. <https://doi.org/10.4097/kja.19087>

Kimberlin, C. L., & Winterstein, A. G. (2008). Validity and reliability of measurement instruments used in research. *American Journal of Health-System Pharmacy*, 65(23), 2276–2284.

- Kirchmayer, Z., & Fratričová, J. (2018). What Motivates Generation Z at Work? Insights into Motivation Drivers of Business Students in Slovakia. *Ovation Management and Education Excellence through Vision 2020*. [https://www.researchgate.net/publication/324797364\\_What\\_Motivates\\_Generation\\_Z\\_at\\_Work\\_Insights\\_into\\_Motivation\\_Drivers\\_of\\_Business\\_Students\\_in\\_Slovakia](https://www.researchgate.net/publication/324797364_What_Motivates_Generation_Z_at_Work_Insights_into_Motivation_Drivers_of_Business_Students_in_Slovakia)
- Lait, J., & Wallace, J. (2002). Stress at Work : A Study of Organizational-Professional Conflict and Unmet Expectations Le stress au travail : une étude du conflit profession-organisation et des attentes ignorées El estrés debido al trabajo : un estudio del conflicto organizacional-profesional y las expectativas insatisfechas. *2002Relations Industrielles / Industrial Relations*, *57*(3). <https://doi.org/10.7202/006886ar>
- Lake, C. J., Highhouse, S., & Shrift, A. G. (2017). Validation of the Job-Hopping Motives Scale. *Journal of Career Assessment*, *26*(3), 531–548. <https://doi.org/10.1177/1069072717722765>
- Lamontagne, A. D., Keegel, T., Louie, A. M., Ostry, A., & Landsbergis, P. A. (2007). A Systematic Review of the Job-stress Intervention Evaluation Literature, 1990–2005. *International Journal of Occupational and Environmental Health*, *13*(3), 268–280. <https://doi.org/10.1179/oeh.2007.13.3.268>
- Lanier, K. (2017). 5 things HR professionals need to know about Generation Z. *Strategic HR Review*, *16*(6), 288–290. <https://doi.org/10.1108/shr-08-2017-0051>
- Nurkhamidah, N. (2020). EXPLORING FACTORS CAUSING LISTENING ANXIETY ON GENERATION Z STUDENTS. *ACITYA Journal of*

- Teaching & Education, 2(2), 141–151.  
<https://doi.org/10.30650/ajte.v2i2.1386>
- Macey, W. H., & Schneider, B. (2008). The Meaning of Employee Engagement. *Industrial and Organizational Psychology*, 1(01), 3–30.
- Maden, C., Ozcelik, H., & Karacay, G. (2016). Exploring employees' responses to unmet job expectations. *Personnel Review*, 45(1), 4–28.  
<https://doi.org/10.1108/pr-07-2014-0156>
- Majeed, H., Shahid, M., Sulaiti, K. I. A. -, & Sulaiti, I. A. -. (2023). Emotional Exhaustion, Organizational Commitment, and Job Hopping in the Banking Sector: A Mediation Analysis Approach. *Journal of Excellence in Management Sciences*, 2(2), 44–60.  
<https://journals.smarcons.com/index.php/jems/article/view/110>
- Malik, M. A. R., Butt, A. N., & Choi, J. N. (2014). Rewards and employee creative performance: Moderating effects of creative self-efficacy, reward importance, and locus of control. *Journal of Organizational Behavior*, 36(1), 59–74. <https://doi.org/10.1002/job.1943>
- Mărginean, A. E. (2021). Gen Z Perceptions and Expectations upon Entering the Workforce. *European Review of Applied Sociology*, 14(22), 20–30.  
<https://doi.org/10.1515/eras-2021-0003>
- Martin, C. A., & Tulgan, B. (2003). Managing the Generation Mix™ - From Collision to Collaboration. *Proceedings of the Water Environment Federation*, 2003(12), 975–983.  
<https://doi.org/10.2175/193864703784755210>
- Mccrindle, M., & Wolfinger, E. (2014). The ABC of XYZ : understanding the global generations. Mccrindle Research Pty Ltd.

Mind the Gap: Gen Z will stick around if given more internal opportunities. (2022).

Mckinsey.com.

<https://www.mckinsey.com/~media/mckinsey/email/genz/2022/10/04/2022-10-04b.html>

Montgomery, D. C., Blodgett, J. G., & Barnes, J. H. (1996). A model of financial securities salespersons' job stress. *Journal of Services Marketing*, 10(3), 21–38. <https://doi.org/10.1108/08876049610119776>

Naresh, B., & Rathnam, B. V. (2015). Job Hopping In Software Industry With Reference To Select Software Companies: A Study. *International Journal of Recent Research Aspects*, 2(1), 38–45. <https://www.ijrra.net/Vol2issue1/IJRR-02-01-09.pdf>

Nguyen Ngoc, T., Viet Dung, M., Rowley, C., & Pejić Bach, M. (2022). Generation Z job seekers' expectations and their job pursuit intention: Evidence from transition and emerging economy. *International Journal of Engineering Business Management*, 14(1), 184797902211125. <https://doi.org/10.1177/18479790221112548>

Nurina Putri, H., & Aldrin, H. (2019). Linking job expectation, career perception, intention to stay: Evidence from generation Y. *HOLISTICA – Journal of Business and Public Administration*, 10(2), 105–114. <https://doi.org/10.2478/hjbpa-2019-0019>

O'Boyle, C., Atack, J., & Monahan, K. (2019). 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>

- Opriş, I., & Cenuşă, V.-E. (2017). Subject-Spotting Experimental Method for Gen Z. *DOAJ (DOAJ: Directory of Open Access Journals)*, 6(4).  
<https://doi.org/10.18421/tem64-06>
- Oliver, R. (1974). "Expectancy Theory Predictions of Salesmen's Performance". *Journal of Marketing Research*. 11 (3): 243–253.  
doi:10.1177/002224377401100302. S2CID 58892147.
- 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(26), 476–483.  
[https://doi.org/10.1016/s2212-5671\(15\)00876-x](https://doi.org/10.1016/s2212-5671(15)00876-x)
- Pandita, D., & Kumar, A. (2021). Transforming people practices by re-structuring job engagement practices for generation z: An empirical study. *International Journal of Organizational Analysis*, ahead-of-print(ahead-of-print).  
<https://doi.org/10.1108/ijoa-07-2020-2294>
- Parker, D. F., & DeCotis, T. A. (1983). Organizational determinants of job stress. *Organizational Behavior and Human Performance*, 32(2), 160–177.  
[https://doi.org/10.1016/0030-5073\(83\)90145-9](https://doi.org/10.1016/0030-5073(83)90145-9)
- Pambudi, C. S., & Djastuti, I. (2021). PENGARUH STRES KERJA DAN LINGKUNGAN KERJA TERHADAP TURNOVER INTENTION KARYAWAN DENGAN KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING (Studi pada Karyawan PT Dankos Farma). *JURNAL STUDI MANAJEMEN ORGANISASI*, 16(2), 45–54.  
<https://doi.org/10.14710/jsmo.v16i2.39388>
- Philip, J., & Kosmidou, V. (2022). How proactive personality and ICT-enabled technostress creators configure as drivers of job crafting. *Journal of*

Management & Organization, 4(29), 1–21.

<https://doi.org/10.1017/jmo.2022.56>

Philip, N. (2017). Master Thesis Human Resource Studies Job-Hopping: Does it benefit or detriment careers? <https://arno.uvt.nl/show.cgi?fid=145778>

Porter, L. W., & Steers, R. M. (1973). Organizational, work, and personal factors in employee turnover and absenteeism. *Psychological Bulletin*, 80(2), 151–176. <https://doi.org/10.1037/h0034829>

Preacher, K. J., Rucker, D. D., & Hayes, A. F. (2007). Addressing Moderated Mediation Hypotheses: Theory, Methods, and Prescriptions. *Multivariate Behavioral Research*, 42(1), 185–227.

<https://doi.org/10.1080/00273170701341316>

Putro, S., & Wening, N. (2022). THE EFFECT OF WORK STRESS ON EMPLOYEE PERFORMANCE WITH EMOTIONAL INTELLIGENCE AS A MODERATING VARIABLE. *International Journal of Innovative Technologies in Social Science*, 35(3(35)).

[https://doi.org/10.31435/rsglobal\\_ijitss/30092022/7851](https://doi.org/10.31435/rsglobal_ijitss/30092022/7851)

Ramlah, S., Sudiro, A., & Juwita, H. A. J. (2021). The influence of compensation and job stress on berpindah intention through mediation of job satisfaction. *International Journal of Research in Business and Social Science* (2147-4478), 10(4), 117–127.

<https://doi.org/10.20525/ijrbs.v10i4.1206>

Ramlawati, R., Trisnawati, E., Yasin, N. A., & Kurniawaty, K. (2021). External alternatives, job stress on job satisfaction and employee turnover intention. *Management Science Letters*, 11(2), 511–518.

<https://doi.org/10.5267/j.msl.2020.9.016>

- Rangrez, S. N., Amin, F., & Dixit, S. (2022). Influence of Role Stressors and Job Insecurity on Turnover Intentions in Start-ups: Mediating Role of Job Stress. *Management and Labour Studies*, 0258042X2210747. <https://doi.org/10.1177/0258042x221074757>
- Rani, I. H., Jalih, J. H., & Widyowati, L. A. (2022). Indonesian Generation Z Work Expectation and Intention to Apply for Job: Role of Social Media. *Quantitative Economics and Management Studies*, 3(2), 193–206. <https://doi.org/10.35877/454RI.qems831>
- Robertson, S. (2018). Generation Z Characteristics & Traits That Explain the Way They Learn. Jkcp.com. <https://info.jkcp.com/blog/generation-z-characteristics>
- Roscoe, J. T. (1975). *Fundamental research statistics for the behavioral sciences* (Second ed.). New York: Holt Rinehart and Winston.
- Rönkkö, M., McIntosh, C. N., Antonakis, J., & Edwards, J. R. (2016). Partial least squares path modeling: Time for some serious second thoughts. *Journal of Operations Management*, 47-48(1), 9–27. <https://doi.org/10.1016/j.jom.2016.05.002>
- Rosenman, R. H., Brand, R. J., Jenkins, D., Friedman, M., Straus, R., & Wurm, M. (1975). Coronary heart disease in Western Collaborative Group Study. Final follow-up experience of 8 1/2 years. *JAMA*, 233(8), 872–877.
- Rosenthal, R. A., Quinn, R. P., Kahn, R. L., & Al, E. (1964). *Organizational stress : studies in role conflict and ambiguity* (p. 110). John Wiley & Sons.
- Salancik, G. R., & Pfeffer, J. (1978). A Social Information Processing Approach to Job Attitudes and Task Design. *Administrative Science Quarterly*, 23(2), 224–253.

- 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>
- Sariwulan, T., Agung, I., Sudrajat, U., & Atmadiredja, G. (2019). THE INFLUENCE OF JOB EXPECTATION, JOB SATISFACTION, AND GOVERNMENT POLICY TOWARDS THE WORK STRESS, JOB ENTHUSIASM AND CONTINUANCE COMMITMENT OF THE HONORARIUM TEACHER. *Jurnal Cakrawala Pendidikan*, 38(2), 305–319. <https://doi.org/10.21831/cp.v38i2.24380>
- Sarstedt, M., Ringle, C. M., & Hair, J. F. (2017). Partial Least Squares Structural Equation Modeling. *Handbook of Market Research*, 1–40. [https://doi.org/10.1007/978-3-319-05542-8\\_15-1](https://doi.org/10.1007/978-3-319-05542-8_15-1)
- Sawitri, D. R. (2020). MONOGRAF KONGRUENSI KARIR REMAJA-ORANGTUA: KONSEP, INSTRUMEN PSIKOLOGI, DAN NOMOLOGICAL NETWORK (p. 54).
- Schaufeli, W. B., Taris, T. W., & van Rhenen, W. (2008). Workaholism, Burnout, and Work Engagement: Three of a Kind or Three Different Kinds of Employee Well-being? *Applied Psychology*, 57(2), 173–203. <https://doi.org/10.1111/j.1464-0597.2007.00285.x>
- 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>
- Scott, S. G., & Bruce, R. A. (1994). Determinants of Innovative Behavior: A Path Model of Individual Innovation in the Workplace. *Academy of Management Journal*, 37(3), 580–607. <https://doi.org/10.2307/256701>

- Sekaran, U., & Bougie, R. (2016). *Research Methods for Business: A Skill-building Approach* (7th ed.). John Wiley & Sons.
- Settersten Jr., R. A., & Ray, B. (2010). What's Going on with Young People Today? The Long and Twisting Path to Adulthood. *The Future of Children*, 20(1), 19–41. <https://doi.org/10.1353/foc.0.0044>
- Sharif, R. (2015). A Model of Creativity in Organizations: John Holland's Theory of Vocational Choice (1973) at Multiple Levels of Analysis. *The Journal of Creative Behavior*, 51(2), 140–152. <https://doi.org/10.1002/jocb.91>
- Sholihin, Prof. M., & Ratmono, Dr. D. (2013). Analisis SEM-PLS dengan WarpPLS 7.0. Penerbit Andi.
- Shukla, S. (2020). CONCEPT OF POPULATION AND SAMPLE. In [https://www.researchgate.net/publication/346426707\\_CONCEPT\\_OF\\_POPULATION\\_AND\\_SAMPLE/link/5fc12c78299bf104cf86b73c/download?tp=eyJjb250ZXh0Ijp7ImZpcnN0UGFnZSI6InB1YmxpY2F0aW9uIiwicGFnZSI6InB1YmxpY2F0aW9uIn19](https://www.researchgate.net/publication/346426707_CONCEPT_OF_POPULATION_AND_SAMPLE/link/5fc12c78299bf104cf86b73c/download?tp=eyJjb250ZXh0Ijp7ImZpcnN0UGFnZSI6InB1YmxpY2F0aW9uIiwicGFnZSI6InB1YmxpY2F0aW9uIn19).
- Sidorcuka, I., & Chesnovicka, A. (2017). METHODS OF ATTRACTION AND RETENTION OF GENERATION Z STAFF. *CBU International Conference Proceedings*, 5(5), 807–814. <https://doi.org/10.12955/cbup.v5.1030>
- Slocum, J. W., & Hellriegel, D. (2007). *Fundamentals of organizational behavior*. (p. 440). London: Thomson Learning.
- Stenackers, K., & Guerry, M.-A. (2016). Determinants of job-hopping: an empirical study in Belgium. *International Journal of Manpower*, 37(3), 494–510. <https://doi.org/10.1108/ijm-09-2014-0184>
- Sugiyono. (2017). *Metode Penelitian Pendidikan : (pendekatan kuantitatif, Kualitatif Dan R & D)*. Alfabeta.

- Surucu, L., & Maslakci, A. (2020). Validity and Reliability in Quantitative Research. *Business & Management Studies: An International Journal*, 8(3), 694–726. <https://doi.org/10.15295/bmij.v8i3.1540>
- Trang, N. M., McKenna, B., Cai, W., & Morrison, A. M. (2023). I do not want to be perfect: investigating generation Z students' personal brands on social media for job seeking. *Information Technology & People*, 37(2). <https://doi.org/10.1108/itp-08-2022-0602>
- Trivedi, R., & Pattusamy, M. (2022). Performance pressure and innovative work behaviour: The role of problem-oriented daydreams. *IIMB Management Review*. <https://doi.org/10.1016/j.iimb.2022.12.005>
- Viakarina, D., & Pertiwi, K. (2022). Millennial's Perspective of Job-Hopping Phenomenon and The Impact of Covid-19 Pandemic. *Proceedings of the 4th International Conference on Economics, Business and Economic Education Science, ICE-BEES 2021, 27-28 July 2021, Semarang, Indonesia*. <https://doi.org/10.4108/eai.27-7-2021.2316832>
- Vroom, V. H. (1964). *Work and Motivation* (p. 230). John Wiley & Sons.
- Wan, W., & Duffy, R. D. (2022). Decent Work and Turnover Intention Among New Generation Employees: The Mediating Role of Job Satisfaction and the Moderating Role of Job Autonomy. *SAGE Open*, 12(2), 215824402210945. <https://doi.org/10.1177/21582440221094591>
- Wang, D., Niu, Z., Sun, C., Yu, P., Wang, X., Xue, Q., & Hu, Y. (2022). The relationship between positive workplace gossip and job satisfaction: The mediating role of job insecurity and organizational identity. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.989380>
- Wanous, J. P., Poland, T. D., Premack, S. L., & Davis, K. S. (1992). The effects of met expectations on newcomer attitudes and behaviors: A review and meta-

- analysis. *Journal of Applied Psychology*, 77(3), 288–297.  
<https://doi.org/10.1037/0021-9010.77.3.288>
- Weick, K. E., Sutcliffe, K. M., & Obstfeld, D. (2005). Organizing and the Process of Sensemaking. *Organization Science*, 16(4), 409–421.  
<https://doi.org/10.1287/orsc.1050.0133>
- West, M., & Farr, J. L. (1990). Innovation at work. In M. A. West, & J. L. Farr (Eds.), *Innovation and creativity at work: psychological and organizational strategies* (pp. 3-13). John Wiley & Sons, Ltd.
- Wibowo, F., Sosilowati, E., & Setiyawan, A. A. (2024). Fenomena turnover intention pada Generasi Z dalam revolusi industri 5.0. *Journal of Management and Digital Business*, 4(2), 313–325.  
<https://doi.org/10.53088/jmdb.v4i2.1120>
- Wiedmer, T. (2015). Generations do differ: Best practices in leading traditionalists, boomers, and generations X, Y, and Z. *Delta Kappa Gamma Bulletin*, 82(1).
- Wong, S. C., & Rasdi, R. M. (2019). Influences of career establishment strategies on generation Y's self-directedness career. *European Journal of Training and Development*, 43(5/6), 435–455. <https://doi.org/10.1108/ejtd-08-2018-0082>
- Woods, R. C. (1993). Managing to Meet Employee Expectations: Quality Improvement Tools Narrow the Gap Between Employee Expectations and Company Resources. *Human Resource Planning*, 16 (4), 13 - 28.
- Wooldridge, J. M. (2018). *Introductory Econometrics: a modern approach*. Cengage Learning.
- Yeşilkaya, M., & Yıldız, T. (2022). What do expectations change? Optimistic expectations, job crafting, job satisfaction and a new theoretical model.

International Journal of Organizational Analysis, 31(6).

<https://doi.org/10.1108/ijoa-01-2022-3111>

Yuen, S. (2016). Examining the generation effects on job-hopping intention by Examining the generation effects on job-hopping intention by applying the Theory of Planned Behavior (TPB) applying the Theory of Planned Behavior (TPB).

[https://commons.ln.edu.hk/cgi/viewcontent.cgi?article=1006&context=psy\\_etd](https://commons.ln.edu.hk/cgi/viewcontent.cgi?article=1006&context=psy_etd)

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).

<https://doi.org/10.6007/ijarbss/v13-i1/15540>