

## DAFTAR PUSTAKA

- Abdullah, N. N., & Othman, M. (2016). The contribution of human capital investment in the growth of East Asian economy—A literature review. *Journal of Economic and Business Research*, 22(1), 190-203.
- Anderson, C. Willer, R. (2014). Do status hierarchies benefit groups? A bounded functionalist account of status, *The Psychology of Social Status*, Springer, NY, NY, pp. 47-70.
- Alibhai, S., Laure, A., Hardjasaputra, C. (2024). *How the World Bank is supporting Indonesia's newest world heritage site, and why it matters*. World Bank Blogs. <https://blogs.worldbank.org/en/eastasiapacific/how-world-bank-supporting-indonesias-newest-world-heritage-site-and-why-it-matters> Diakses pada 1 April 2024
- Allan, B.A.; Duffy, R.D. Collisson, B. (2018). Task significance and performance: Meaningfulness as a mediator. *J. Career Assess*, 26, 172–182.
- Anwar, G., Abdullah, N. N., (2021). The impact of Human resource management practice on Organizational performance. *International journal of Engineering, Business and Management (IJEEM)*. Vol-5, Issue-1.
- Ashby, J.S. Schoon, I. (2010). Career success: the role of teenage career aspirations, ambition value and gender in predicting adult social status and earnings, *Journal of Vocational Behavior*, Vol. 77 No. 3, pp. 350-360.
- Baoyu, B., Runsong, S., Qiao, H., Yanjun, Z. (2017). Psychological entitlement: Concept, measurements and related research, *advances in Psychological Science*, 25(6): 1025-1035.
- Badan Pusat Statistik (BPS). (2021). *Sensus Penduduk Indonesia 2020*. Badan Pusat Statistik
- Badan Pusat Statistik (BPS). (2023). *Proyeksi Penduduk Indonesia 2020-2050 Hasil Sensus Penduduk 2020*. Badan Pusat Statistik. 04100.2304
- Badan Pusat Statistik (BPS). (2024). *Penduduk Berumur 15 Tahun Ke Atas yang Bekerja Selama Seminggu yang Lalu Menurut Golongan Umur dan Jumlah Jam Kerja Seluruhnya (Orang)*. <https://www.bps.go.id/id/statistics-table/2/MTAwNiMy/penduduk-berumur-15-tahun-ke-atas-yang-bekerja-selama-seminggu-yang-lalu-menurut-golongan-umur-dan-jumlah-jam-kerja-seluruhnya.html>

- Badan Pusat Statistik (BPS). (2024). Statistik Indonesia 2024, Badan Pusat Statistik.
- Barrick, Murray., Mount, Michael., Li, Ning. (2012). The Theory of Purposeful Work Behavior: The Role of Personality, Higher-Order Goals, and Job Characteristics, *Academy of Management Review*
- Bascha. (2011). Z: The open source generation. <https://opensource.com/business/11/9/z-open-source-generation> Diakses pada 1 April 2024
- Brewer AM (2018) Encountering, Experiencing and Shaping Careers. Sydney, New South Wales: Springer.
- Bruhn, J.G. Lowrey, J. (2012). The good and bad about greed: how the manifestations of greed can be used to improve organizational and individual behavior and performance, *Consulting Psychology Journal: Practice and Research*, Vol. 64 No. 2, pp. 136-150.
- Brown, S.P. (1996), A meta-analysis and review of organizational research on job involvement, *Psychological Bulletin*, Vol. 120 No. 2, pp. 235-255.
- Bufardi, L., Campbell, K. 2008. Narcissism and social networking ties on the internet'. *Pers Soc Psychol Bull.* 34(10):1303–14.
- Campbell, W.K., Bonacci, A.M., Shelton, J., Exline, J.J. and Bushman, B.J. 2004. Psychological entitlement: interpersonal consequences and validation of a self-report measure, *Journal of Personality Assessment*, Vol. 83 No. 1, pp. 29-45
- Carvalho, V.S. Chambel, M.J. (2013). Work-to-family enrichment and employees' well-being: high performance work system and job characteristics, *Social Indicators Research*, Vol. 119 No. 1, pp. 373-387.
- Collins, F. Lowensohn, S. Shaub, M.K. (2007). Career ambition vs concern for others: the relationship of personal values to egregious accounting and financial decisions, *Research on Professional Responsibility and Ethics in Accounting*, Vol. 12, pp. 71-100.
- Cooper, D.R. Schindler, P.S. (2014). Business Research Methods, 12th Edition. NY: McGraw-Hill/Irwin.
- Cote, C. (2024). How to Build a Psychologically Safe Workplace. Harvard Business School Online. <https://online.hbs.edu/blog/post/psychological-safety-in-the-workplace> Diakses pada 14 Agustus 2024
- Deloitte. (2023). *2023 Gen Z and Millennial Survey Waves of change: acknowledging progress, confronting setbacks*. Deloitte Touche Tohmatsu L

- Deloitte. (2024). *2024 Gen Z and Millennial Survey Living and working with purpose in a transforming world*. Deloitte Touche Tohmatsu L
- Eissa, G., and Lester, S. W. (2022). A moral disengagement investigation of how and when supervisor psychological entitlement instigates abusive supervision. *J. Bus. Ethic.* 180, 675–694.
- Fisk, G.M. (2010). I want it all and I want it now!’ an examination of the etiology, expression, and escalation of excessive employee entitlement, *Human Resource Management Review*, Vol. 20 No. 2, pp. 102-114
- Gheorghe A., Fodor O. C., Cureu P. L., Trif S., Cirebea L. (2022). The effect of humor and perceived social interdependence on teamwork engagement in student groups. *Current Psychology*. Volume 42, pages 23830–23841.
- Ghozali, I. (2017). *Structural Equation Modeling Konsep dan Aplikasi dengan Program Amos 24*. Semarang: Badan Penerbit Universitas Diponegoro.
- Gresse, W., Linde, B. and Schalk, R. (2013). Sense of deservingness: what are the entitlement beliefs of students in their anticipatory psychological contract?, *Management Revue*, Vol. 24 No. 4, pp. 270-288
- Harvey, P., Martinko, M.J. (2009). An empirical examination of the role of attributions in psychological entitlement and its outcomes, *Journal of Organizational Behavior*, Vol. 30 No. 4, pp. 459-476
- Harvey, P. and Harris, K.J. (2010), “Frustration-based outcomes of entitlement and the influence of supervisor communication”, *Human Relations*, Vol. 36 No. 11, pp. 1639-1660
- Hair, Jr. J. F, Black, W.C., Babin, B. J., & Anderson, R. E. (2019). *Multivariate data analysis* (8th ed.). Cengage Learning.
- Highhouse, S., Brooks, M.E., Wang, Y. 2016. Status Seeking and manipulative self presentation, *International Journal of Selection and Assessment*, Vol. 24 No. 4, pp. 352-361.
- Hussein, A. (2017). Examination of Personality Traits as Predictors of Career Success, *International Journal of Academic Research in Business and Social Sciences*, *Human Resource Management Academic Research Society*, *International Journal of Academic Research in Business and Social Sciences*, vol. 7(10).
- Jayathilake, H. D., Daud, D., Eaw, H. C., Annuar, N. (2021). Employee development and retention of Generation-Z employees in the post-COVID-19 workplace: a conceptual framework. *Benchmarking*, 28(7).

- Jiang, W., & Gu, Q. (2017). Leader creativity expectations motivate employee creativity: A moderated mediation examination. *The International Journal of Human Resource Management*, 28(5), 724–749.
- Judge, T.A. and Kammeyer-Mueller, J.D. (2012). On the value of aiming high: the causes and consequences of ambition, *Journal of Applied Psychology*, Vol. 97 No. 4, pp. 758-775.
- Judge, T.A., Van Vianen, A.E. De Pater, I.E. (2004). Emotional stability, core self-evaluations, and job outcomes: a review of the evidence and an agenda for future research, *Human Performance*, Vol. 17 No. 3, pp. 325-346.
- Kanungo, R.N. (1982). Measurement of job and work involvement, *Journal of Applied Psychology*, Vol. 67 No. 3, pp. 341-349.
- Kemenko PMK. (2021). *Hasil Survei Penduduk 2020 Peluang Indonesia Maksimalkan Bonus Demografi*. <https://www.kemenkopmk.go.id/hasil-survei-penduduk-2020-peluang-indonesia-maksimalkan-bonus-demografi>  
Diakses pada 1 April 2024
- Kim, Jeong-Sik. (2023). Effect of Psychological Meaningfulness on Job Involvement, Proactive Behavior, and Performance: Focusing on the Mediating Effect of Self-Efficacy. *Sustainability*. 2023; 15(13):10208.
- Kline R. (2005). *Principles and practice of structural equation modeling* (2nd ed.). Guilford Press.
- Lange, J., Redford, L., Crusius, J.A. 2019. Status-seeking account of psychological entitlement. *Pers Soc Psychol Bull*. 45(7):1113–28
- Lawler, E. E., & Hall, D. T. (1970). Relationship of job characteristics to job involvement, satisfaction, and intrinsic motivation. *Journal of Applied Psychology*, 54, 305–312
- Lin, S. Y., Chen, H. C., Chen, I. H. (2022). The bright side of entitlement: exploring the positive effects of psychological entitlement on job involvement. *Evidence-Based HRM*, 11(1), 19–34.
- Lind, D., Marchal, W., & Wathen, S. (2018). *Statistical Techniques in Business and Economics* (17th Edition). In *Journal of the Operational Research Society* (Vol.45, Issue 9).
- Lind, D., Marchal, W., & Wathen, S. (2024). *Statistical techniques in business and economics* (19<sup>th</sup> ed.). Mc Graw Hill.

- Liu, J. Lee, C. Hui, C. Kwan, H.K. Wu, L.Z. (2013). Idiosyncratic deals and employee outcomes: The mediating roles of social exchange and self-enhancement and the moderating role of individualism. *Journal of Applied Psychology*, 98, 832–840.
- Lodahl, T.M. Kejner, M. (1965). The definition and measurement of job involvement, *Journal of Applied Psychology*, Vol. 49 No. 1, pp. 24-33.
- McKinsey & Company. (2023). What is talent management?. <https://www.mckinsey.com/featured-insights/mckinsey-explainers/what-is-talent-management#/> Diakses pada 30 Juli 2024
- Moynihan, D.P. and Pandey, S.K. (2007), “Finding workable levers over work motivation: comparing job satisfaction, job involvement, and organizational commitment”, *Administration and Society*, Vol. 39 No. 7, pp. 803-832.
- Presiden Republik Indonesia. (2023). *Presiden Jokowi: Manfaatkan Peluang Bonus Demografi dan Kepercayaan Internasional*. <https://www.presidentri.go.id/siaran-pers/presiden-jokowi-manfaatkan-peluang-bonus-demografi-dan-kepercayaan-internasional/> Diakses pada 1 April 2024
- Racolța-Paina, N.D., Irini, R.D. (2021). Generation Z in the Workplace through the Lenses of Human Resource Professionals – A Qualitative Study. *Quality - Access to Success*, 2021, Vol 22, Issue 183, p78
- Raz, K., Behfar, K.J., Cowen, A.P., Thomas-Hunt, M. (2021). In pursuit of status: disentangling status-seeking goals, motives, and behavior, *Academy of Management Discoveries*, Vol. 7 No. 2, pp. 266-293.
- Schawbel, D. (2014). *Gen Z Employees: The 5 Attributes You Need to Know* <https://www.entrepreneur.com/growing-a-business/gen-z-employees-the-5-attributes-you-need-to-know/236560> Diakses pada 2 April 2024
- Schindler, P.S. 2022. *Business Research Methods*, 14th Edition. NY: McGraw-Hill/Irwin.
- Sovey, S., Osman, K., & Mohd-Matore, M. E. E. (2022). Exploratory and Confirmatory Factor Analysis for Disposition Levels of Computational Thinking Instrument Among Secondary School Students. *European Journal of Educational Research*, volume-11-2022(volume-11-issue-2-april-2022), 639–652
- Zell, AL., Moeller, L. (2017). Narcissism and likes: Entitlement/Exploitativeness predicts both desire for and dissatisfaction with responses on Facebook. *Pers Individ Differ*. 110:70–3.

Zhang, S. (2014). Impact of job involvement on organizational citizenship behaviors in China, *Journal of Business Ethics*, Vol. 120 No. 2, pp. 165-174.