

DAFTAR PUSTAKA

- Bakker, A. B., Tims, M., & Derks, D. (2012). Proactive personality and job performance: The role of job crafting and work engagement. *Human Relations*, 65(10), 1359–1378. <https://doi.org/10.1177/0018726712453471>.
- Berg, J. M., Dutton, J. E., & Wrzesniewski, A. (2013). Job Crafting and Meaningful Work. In *American Psychological Association eBooks* (pp. 81–104). <https://doi.org/10.1037/14183-005>.
- Berg, J. M., Grant, A. M., & Johnson, V. (2010). When Callings Are Calling: Crafting Work and Leisure in Pursuit of Unanswered Occupational Callings. *Organization Science*, 21(5), 973–994. <https://doi.org/10.1287/orsc.1090.0497>.
- BeritaSatu. (2023, July 10). *Dialog: WNI Ramai-Ramai Jadi Warga Singapura* [Video]. YouTube. <https://www.youtube.com/watch?v=1ySRTEu0Y58>.
- Boone, H., & Boone, D. (2012). Analyzing Likert data. *Journal of Extension*, 50(2). <https://doi.org/10.34068/joe.50.02.48>.
- Cable, D. M., Gino, F., & Staats, B. R. (2013). Breaking Them in or Eliciting Their Best? Reframing Socialization Around Newcomers' Authentic Self-expression. *Administrative Science Quarterly*, 58(1), 1–36. <https://doi.org/10.1177/0001839213477098>.
- 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>.
- Cohen, J. (1988). *Statistical power analysis for the behavioral sciences* (2nd ed.). Routledge.
- Dutton, J. E., Debebe, G., & Wrzesniewski, A. (2016). Being valued and devalued at work: A social valuing perspective. *Qualitative Organizational Research: Best Papers From the Davis Conference on Qualitative Research: 9-51*. <https://psycnet.apa.org/record/2016-25892-002>.
- Dwivedula, R. (2024). Why Is Generation Z Motivated at Work? A Qualitative Exploration. *Global Business and Organizational Excellence*. <https://doi.org/10.1002/joe.22273>.
- 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>.

- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2022). *A primer on Partial Least squares Structural Equation Modeling (PLS-SEM)*. Sage.
- Henseler, J., Hubona, G., & Ray, P. A. (2016). Using PLS path modeling in new technology research: updated guidelines. *Industrial Management & Data Systems*, 116(1), 2-20. <https://doi.org/10.1108/IMDS-09-2015-0382>.
- Highhouse, S., Lievens, F., & Sinar, E. F. (2003). Measuring Attraction to Organizations. *Educational and Psychological Measurement*, 63(6), 986–1001. <https://doi.org/10.1177/0013164403258403>.
- Ho, V. T., & Kong, D. T. (2015). Exploring the Signaling Function of Idiosyncratic Deals and Their Interaction. *Organizational Behavior and Human Decision Processes*, 131, 149–161. <https://doi.org/10.1016/j.obhdp.2015.08.002>.
- Indonesia, B. P. S. (2024, November 5). *Tingkat Pengangguran Terbuka (TPT) sebesar 4,91 persen*. Badan Pusat Statistik Indonesia. <https://www.bps.go.id/id/pressrelease/2024/11/05/2373/tingkat-pengangguran-terbuka--tpt--sebesar-4-91-persen-.html>.
- Jayathilake, H. D. (2019). Retention of Generation-Z in Information Communication Technology Sector of Sri Lanka: A Conceptual paper. *Kelaniya Journal of Human Resource Management*, 14(1), 17. <https://doi.org/10.4038/kjhrm.v14i1.64>.
- Kock, N., & Hadaya, P. (2018). Minimum sample size estimation in PLS-SEM: The inverse square root and gamma-exponential methods. *Information Systems Journal*, 28(1), 227–261. <https://doi.org/10.1111/isj.12131>.
- Mahapatra, G. P., Bhullar, N., & Gupta, P. (2022). Gen Z: An emerging phenomenon. *NHRD Network Journal*, 15(2), 246–256. <https://doi.org/10.1177/26314541221077137>.
- METRO TV. (2023, July 13). *Ribuan Mahasiswa RI Pindah jadi WN Singapura, Ada Apa?* [Video]. YouTube. <https://www.youtube.com/watch?v=vYFNEHo4iew>.
- Ngoc, T. N., Dung, M. V., Rowley, C., & Bach, M. P. (2022). Generation Z Job Seekers' Expectations and Their Job Pursuit Intention: Evidence From Transition and Emerging Economy. *International Journal of Engineering Business Management*, 14. <https://doi.org/10.1177/18479790221112548>.
- Petrou, P., Demerouti, E., Peeters, M. C. W., Schaufeli, W. B., & Hetland, J. (2012). Crafting a Job on a Daily Basis: Contextual Correlates and the Link to Work

- Engagement. *Journal of Organizational Behavior*, 33(8), 1120–1141. <https://doi.org/10.1002/job.1783>.
- Petry, T., Treisch, C., & Peters, M. (2021). Designing job ads to stimulate the decision to apply: a discrete choice experiment with business students. *The International Journal of Human Resource Management*, 33(15), 3019–3055. <https://doi.org/10.1080/09585192.2021.1891112>.
- Preacher, K. J., & Hayes, A. F. (2008). Asymptotic and resampling strategies for assessing and comparing indirect effects in multiple mediator models. *Behavior Research Methods*, 40(3), 879–891. <https://doi.org/10.3758/brm.40.3.879>.
- Schindler, P. S. (2021). *Business Research Methods*.
- Schüler, J., Franzke, S., Boehnlein, P., & Baum, M. (2023). Do Job Crafting Opportunities Help to Win Talent? Disentangling and Contextualizing the Effects of Job Crafting Opportunities on Applicant Attraction. *Journal of Organizational Behavior*, 44(5), 776–801. <https://doi.org/10.1002/job.2704>.
- Spence, M. (1973). Job market signaling. *The Quarterly Journal of Economics*, 87(3), 355. <https://doi.org/10.2307/1882010>.
- Talent Trends 2024 | The Expectation Gap | Michael Page Indonesia*. (n.d.). Michael Page Indonesia. <https://www.michaelpage.co.id/talent-trends#:~:text=Talent%20Trends%202024.%20Uncover%20how%20workers%20really%20feel%20about%20salaries,>
- Tims, M., Bakker, A. B., & Derks, D. (2011). Development and validation of the job crafting scale. *Journal of Vocational Behavior*, 80(1), 173–186. <https://doi.org/10.1016/j.jvb.2011.05.009>.
- Tims, M., & Bakker, A. B. (2010). Job crafting: Towards a new model of individual job redesign. *SA Journal of Industrial Psychology*, 36(2). <https://doi.org/10.4102/sajip.v36i2.841>.
- Tims, M., Derks, D., & Bakker, A. B. (2015). Job Crafting and Its Relationships With Person–job Fit and Meaningfulness: A Three-wave Study. *Journal of Vocational Behavior*, 92, 44–53. <https://doi.org/10.1016/j.jvb.2015.11.007>.
- Tumasjan, A., Kunze, F., Bruch, H., & Welpel, I. M. (2019). Linking employer branding orientation and firm performance: Testing a dual mediation route of recruitment efficiency and positive affective climate. *Human Resource Management*, 59(1), 83–99. <https://doi.org/10.1002/hrm.21980>.

- Waterman, A. S. (2005). When effort is enjoyed: Two studies of intrinsic motivation for personally salient activities. *Motivation and Emotion*, 29(3), 165–188. <https://doi.org/10.1007/s11031-005-9440-4>.
- Wayne, J. H., & Casper, W. J. (2012). Why does firm reputation in human resource policies influence college students? The mechanisms underlying job pursuit intentions. *Human Resource Management*, 51(1), 121–142. <https://doi.org/10.1002/hrm.21461>.
- Wennqvist, K. (2022). *What Motivates Gen Z Employees at Work? Insights Into How Leaders Can Create a Workplace Environment Where the Motivational Needs of Gen Z Are Met*. Theseus. <https://urn.fi/URN:NBN:fi:amk-2022122231373>.
- What Is Gen Z?* (2024, August 28). McKinsey & Company. <https://www.mckinsey.com/featured-insights/mckinsey-explainers/what-is-gen-z>.
- Wrzesniewski, A., & Dutton, J. E. (2001). Crafting a Job: Revisioning Employees as Active Crafters of Their Work. *Academy of Management Review*, 26(2), 179. <https://doi.org/10.2307/259118>.
- Yu, K. Y. T., & Davis, H. M. (2017). Integrating Job Search Behavior Into the Study of Job Seekers' Employer Knowledge and Organizational Attraction. *The International Journal of Human Resource Management*, 30(9), 1448–1476. <https://doi.org/10.1080/09585192.2017.1288152>.
- Zhang, F., & Parker, S. K. (2018). Reorienting job crafting research: A hierarchical structure of job crafting concepts and integrative review. *Journal of Organizational Behavior*, 40(2), 126–146. <https://doi.org/10.1002/job.2332>.
- Zhao, X., Lynch, J. G., & Chen, Q. (2010). Reconsidering Baron and Kenny: Myths and Truths about Mediation Analysis. *Journal of Consumer Research*, 37(2), 197–206. <https://doi.org/10.1086/651257>.