

## References

- Alias, N. E., Zailan, N. A., Jahya, A., Othman, R., & Sahiq, A. N. M. (2019). The effect of supportive work environment on employee retention at Malaysia Information, Communication, and Technology (ICT) industry. *International Journal of Academic Research in Business and Social Sciences*, 9(8). <https://doi.org/10.6007/ijarbss/v9-i8/6210>
- Alkasim, M. A., & Prahara, S. A. (2020). Perceived organizational support dengan employee engagement pada karyawan. *Psikoislamedia: Jurnal Psikologi*, 4(2), 185-194.
- Babamiri, M., Abdi, Z., & Noori, N. (2021). Investigating the factors that influence Iranian nurses' workplace happiness. *Nursing Management*, 28(2), 21–28. <https://doi.org/10.7748/nm.2021.e1972>
- Bartels, A. L., Peterson, S. J., & Reina, C. S. (2019). Understanding well-being at work: Development and validation of the eudaimonic workplace well-being scale. *PLoS ONE*, 14(4), e0215957. <https://doi.org/10.1371/journal.pone.0215957>
- Berberoglu, A. (2018). Impact of organizational climate on organizational commitment and perceived organizational performance: empirical evidence from public hospitals. *BMC Health Services Research*, 18(1). <https://doi.org/10.1186/s12913-018-3149-z>
- Bernhardt, A., Kresge, L., & Suleiman, R. (2022). The Data-Driven Workplace and the case for Worker Technology Rights. *ILR Review*, 76(1), 3–29. <https://doi.org/10.1177/00197939221131558>
- Bisnis E-Commerce semakin gurih (2021, Februari). *Kementerian Komunikasi dan Digital*. Retrieved from: <https://www.komdigi.go.id/berita/artikel/detail/bisnis-e-commerce-semakin-gurih>
- Caesens, G., Stinglhamber, F., Demoulin, S., & De Wilde, M. (2017). Perceived organizational support and employees' well-being: the mediating role of organizational dehumanization. *European Journal of Work and Organizational Psychology*, 26(4), 527–540. <https://doi.org/10.1080/1359432x.2017.1319817>
- Chen, Y., Zhang, Y., & Wang, H. (2023). How does empowering leadership relate to work engagement? The roles of organizational identification and workplace well-being. *Psychological Reports*, 126(4), 1593–1612. <https://doi.org/10.1177/00332941241259370>
- Da Silva Resende, A. I. (2024). E-Commerce Usage Impact on Individual Well-Being: Exploring Effects and Mechanisms (Master's thesis, Universidade NOVA de Lisboa (Portugal)).
- 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(4), 227–268.
- Deci, E. L., & Ryan, R. M. (2008). Hedonia, eudaimonia, and well-being: An introduction. *Journal of Happiness Studies*, 9, 1–11.
- De Neve, J. E., Kaats, M., & Ward, G. (2023). Workplace wellbeing and firm performance.

- Diego-Rosell, P., Tortora, R., & Bird, J. (2016). International Determinants of Subjective Well-Being: Living in a subjectively material world. *Journal of Happiness Studies*, 19(1), 123–143. <https://doi.org/10.1007/s10902-016-9812-3>
- Diener, E., Lucas, R. E., & Oishi, S. (2018). Advances and open questions in the science of subjective Well-Being. *Collabra Psychology*, 4(1). <https://doi.org/10.1525/collabra.115>
- Diener, E., Oishi, S., & Tay, L. (2018). Advances in subjective well-being research. *Nature Human Behaviour*, 2(4), 253–260. <https://doi.org/10.1038/s41562-018-0307-6>
- E-Conomy SEA 2023. (2023, October 31). Bain. <https://www.bain.com/insights/e-conomy-sea-2023/>
- Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Perceived organizational support. *Journal of Applied Psychology*, 71(3), 500.
- Fadhilla, I., Rahmi, T., & Febriani, U. (2023). Perceived Organizational Support & Employee Well-being Pada Karyawan Bank. *Edu Sociata: Jurnal Pendidikan Sosiologi*, 6(1), 386-394.
- Goedereis, E. A., Mehta, C. M., Jones, J., & Ayotte, B. J. (2023). “I want to focus on something that I feel really good about every day”: Career development in established adulthood. *Acta Psychologica*, 234, 103863. <https://doi.org/10.1016/j.actpsy.2023.103863>
- Gumilang, N. A., & Indrayanti, I. (2022). Work engagement among millennial employees: The role of psychological capital and perceived organizational support. *Humanitas Indonesian Psychological Journal*, 87–100. <https://doi.org/10.26555/humanitas.v19i2.45>
- Guo, M., Liu, S., Chu, F., Ye, L., & Zhang, Q. (2019). Supervisory and coworker support for safety: Buffers between job insecurity and safety performance of high-speed railway drivers in China. *Safety Science*, 117, 290–298. <https://doi.org/10.1016/j.ssci.2019.04.017>
- Hayat, A., & Afshari, L. (2020). Supportive organizational climate: a moderated mediation model of workplace bullying and employee well-being. *Personnel Review*, 50(7/8), 1685–1704. <https://doi.org/10.1108/pr-06-2020-0407>
- Hobfoll, S. E., Halbesleben, J., Neveu, J., & Westman, M. (2017). Conservation of Resources in the Organizational context: The reality of resources and their consequences. *Annual Review of Organizational Psychology and Organizational Behavior*, 5(1), 103–128. <https://doi.org/10.1146/annurev-orgpsych-032117-104640>
- Hobfoll, S. E. (1989). Conservation of resources: A new attempt at conceptualizing stress. *American Psychologist*, 44(3), 513–524. <https://doi.org/10.1037/0003-066x.44.3.513>
- Hocine, Z., & Zhang, J. (2014). Autonomy supportive leadership: A new framework for understanding effective leadership through self-determination theory. *International Journal of Information Systems and Change Management*, 7(2), 135. <https://doi.org/10.1504/ijiscm.2014.069397>
- Imtiaz, K. (2018). Impact of Perceived Organizational Support on Job Satisfaction with Mediating Role of Employee Motivation: Evidence from Pharmaceutical Sector

- of Lahore, Pakistan. *IBT Journal of Business Studies*, 14(2), 13–26.  
<https://doi.org/10.46745/ilma.jbs.2018.14.02.02>
- Isabeles, C. J. O., & Avitia, C. a. G. (2021). Apoyo organizacional percibido en trabajadores mexicanos del sector de servicios. *Interdisciplinaria Revista De Psicología Y Ciencias Afines*, 39(1). <https://doi.org/10.16888/interd.2022.39.1.18>
- Jin, H., Li, L., Qian, X., & Zeng, Y. (2020). Can rural e-commerce service centers improve farmers' subject well-being? A new practice of 'internet plus rural public services' from China. *The International Food and Agribusiness Management Review*, 23(5), 681–696. <https://doi.org/10.22434/ifamr2019.0217>
- Keyes, C. L. M. (1998). Social Well-Being. *Social Psychology Quarterly*, 61(2), 121. <https://doi.org/10.2307/2787065>
- Koen van Gelder (2024, December). *Statista*. Retrieved from: <https://www.statista.com/topics/871/online-shopping/#topicOverview>
- Kristian, I. (2024). Implementation of Human Resource Management and The Harmony of Organizational Culture. *The International Journal of Education Management and Sociology*, 3(1), 38-45.
- Kunte, M., Bhattacharya, S., & Sharma, P. (2022). HR practices in E-Commerce industry. In *WORLD SCIENTIFIC eBooks* (pp. 153–168). [https://doi.org/10.1142/9789811245992\\_0008](https://doi.org/10.1142/9789811245992_0008)
- Kurtessis, J. N., Eisenberger, R., Ford, M. T., Buffardi, L. C., Stewart, K. A., & Adis, C. S. (2015). Perceived Organizational Support: A Meta-Analytic Evaluation of Organizational Support Theory. *Journal of Management*, 43(6), 1854–1884. <https://doi.org/10.1177/0149206315575554>
- Kurtessis, J. N., Eisenberger, R., Ford, M. T., Buffardi, L. C., Stewart, K. A., & Adis, C. S. (2015). Perceived Organizational Support: A Meta-Analytic Evaluation of Organizational Support Theory. *Journal of Management*, 43(6), 1854–1884. <https://doi.org/10.1177/0149206315575554>
- Levinson, D. J. (1986). A conception of adult development. *American Psychologist*, 41(1), 3–13. <https://doi.org/10.1037/0003-066x.41.1.3>
- Li, M., Jameel, A., Ma, Z., Sun, H., Hussain, A., & Mubeen, S. (2022). Prism of Employee performance through the means of Internal Support: A study of Perceived Organizational support. *Psychology Research and Behavior Management, Volume 15*, 965–976. <https://doi.org/10.2147/prbm.s346697>
- Mahmood, N. A., Saad, A., & Ishak, S. (2024). Perceived organizational support and work engagement in Malaysian banking industry. *Journal of Ecohumanism*, 3(7). <https://doi.org/10.62754/joe.v3i7.4585>
- Martela, F., & Sheldon, K. M. (2019). Clarifying the concept of Well-Being: psychological need satisfaction as the common core connecting eudaimonic and subjective Well-Being. *Review of General Psychology*, 23(4), 458–474. <https://doi.org/10.1177/1089268019880886>
- Nandini, D., & Afiatno, B. E. (2020). Determinants of Subjective Well-Being: Evidence of Urban Indonesia. *Jurnal Ekonomi Pembangunan*, 18(1), 1.
- Nurhayati-Wolff, H. (2024, September). E-commerce in Indonesia. *Statista*. <https://www.statista.com/topics/5742/e-commerce-in-indonesia/>

- Peluang dan tantangan ekonomi digital dan E-Commerce tahun 2024. (2024, February) *Kompas Cyber Media*. Retrieved from: <https://activity.kompas.com/baca-cepat/xplore/money/read/2024/02/26/090000926/peluang-dan-tantangan-ekonomi-digital-dan-e-commerce-tahun-2024>
- Petrillo, J., Cano, S. J., McLeod, L. D., & Coon, C. D. (2015). Using Classical test Theory, item response theory, and Rasch Measurement Theory to evaluate Patient-Reported Outcome Measures: A comparison of worked Examples. *Value in Health*, 18(1), 25–34. <https://doi.org/10.1016/j.jval.2014.10.005>
- Pratiwi, A. R., & Muzakki, M. (2021). Perceived organizational support terhadap komitmen organisasi dan kinerja karyawan. *Jurnal Ilmiah Manajemen Dan Bisnis*, 22(1), 111–120. <https://doi.org/10.30596/jimb.v22i1.5282>
- Puce, L., Okwen, P. M., Yuh, M. N., Okwen, G. a. N., Miong, R. H. P., Kong, J. D., & Bragazzi, N. L. (2023). Well-being and quality of life in people with disabilities practicing sports, athletes with disabilities, and para-athletes: Insights from a critical review of the literature. *Frontiers in Psychology*, 14. <https://doi.org/10.3389/fpsyg.2023.1071656>
- Purwaningrum, E. K., Suhariadi, F., & Fajrianti, N. (2020). Participation and commitment to change on middle managers in Indonesia: The role of perceived organizational support as mediator. *Global Business Review*, 23(5), 1218–1235. <https://doi.org/10.1177/0972150919892371>
- Rafsanjani, A. F., & Rahmi, T. (2024). Hubungan perceived organizational support dengan Eudaimonic Workplace Well-Being pada karyawan hotel. *Edu Sociata (Jurnal Pendidikan Sosiologi)*, 7(1), 346–350. <https://doi.org/10.33627/es.v7i1.2050>
- Rahmi, T., & Mubarak, A. (2023). Adaptasi eudaimonic workplace well-being scale (EWW) versi indonesia. *Jurnal RAP (Riset Aktual Psikologi Universitas Negeri Padang)*, 13(2), 115. <https://doi.org/10.24036/rapun.v13i2.11709>
- Raqeeb, A. (2024). Retention and Retention strategies in technology driven work context.
- Rhoades, L., & Eisenberger, R. (2002). Perceived organizational support: A review of the literature. *Journal of Applied Psychology*, 87(4), 698–714.
- Riggle, R. J., Edmondson, D. R., & Hansen, J. D. (2008). A meta-analysis of the relationship between perceived organizational support and job outcomes: 20 years of research. *Journal of Business Research*, 62(10), 1027–1030. <https://doi.org/10.1016/j.jbusres.2008.05.003>
- Ritchie, L. A., & Gill, D. A. (2024). Conservation of resources theory. In *Edward Elgar Publishing eBooks* (pp. 159–165). <https://doi.org/10.4337/9781800882201.ch25>
- Rockstuhl, T., Eisenberger, R., Shore, L. M., Kurtessis, J. N., Ford, M. T., Buffardi, L. C., & Mesdaghinia, S. (2020). Perceived organizational support (POS) across 54 nations: A cross-cultural meta-analysis of POS effects. *Journal of International Business Studies*, 51(6), 933–962. <https://doi.org/10.1057/s41267-020-00311-3>
- Ryff, C. D. (1989). Happiness is everything, or is it? Explorations on the meaning of psychological well-being. *Journal of Personality and Social Psychology*, 57(6), 1069–1081. <https://doi.org/10.1037/0022-3514.57.6.1069>

- Saragih, R., & Prasetyo, A. P. (2020). Effective human resources practice and employee engagement: the mediating roles of organizational support. *SSRN Electronic Journal*. <https://doi.org/10.2139/ssrn.3551058>
- Sarhan, M. B. A., Shannon, H. S., Fujiya, R., Jimba, M., & Giacaman, R. (2020). Psychometric properties of an Arabic-language health literacy assessment scale for adolescents (HAS-A-AR) in Palestine. *BMJ Open*, 10(6), e034943. <https://doi.org/10.1136/bmjopen-2019-034943>
- Sarmah, B., Vandenberg, S., & Van den Broeck, A. (2021). Autonomy supportive and controlling leadership as antecedents of work design and employee well-being. *Journal of Personnel Psychology*, 20(3), 123–134. <https://doi.org/10.1027/1866-5888/a000278>
- Sears, L. E., Shi, Y., Coberly, C. R., & Pope, J. E. (2013). Overall Well-Being as a predictor of health care, productivity, and retention outcomes in a large employer. *Population Health Management*, 16(6), 397–405. <https://doi.org/10.1089/pop.2012.0114>
- Seema, A., & Sujatha, S. (2017). Perceived organisational support on career success: an employee perspective - an empirical study from an Indian context. *Middle East J of Management*, 4(1), 22. <https://doi.org/10.1504/mejm.2017.083707>
- Shen, P., Wan, D., & Li, J. (2023). How human–computer interaction perception affects consumer well-being in the context of online retail: From the perspective of autonomy. *Nankai business review international*, 14(1), 102-127.
- Shi, L., Van Veldhoven, M., Kooij, D., Van De Voorde, K., & Karanika-Murray, M. (2024). High-performance work systems and individual performance: a longitudinal study of the differential roles of happiness and health well-being. *Frontiers in Psychology*, 14. <https://doi.org/10.3389/fpsyg.2023.1261564>
- Sujarwoto, S. (2021). Development as happiness: A multidimensional analysis of subjective well-being in Indonesia. *Economics and Sociology*, 14(2), 274-293.
- Van Den Broeck, A., Ferris, D. L., Chang, C., & Rosen, C. C. (2016). A review of Self-Determination Theory's basic psychological needs at work. *Journal of Management*, 42(5), 1195–1229. <https://doi.org/10.1177/0149206316632058>