

Daftar Pustaka

- Ajzen, I. 2002. "Perceived Behavioral Control, Self-Efficacy, Locus of Control, and the Theory of Planned Behavior." *Journal of Applied Social Psychology* 32: 665–683.
- Andela, M., and M. van Der Doef. 2019. "A Comprehensive Assessment of the Person–Environment Fit Dimensions and Their Relationships with Work-Related Outcomes." *Journal of Career Development* 46 (5): 567–582.
- Astakhova, M. N. 2016. "Explaining the Effects of Perceived Person-Supervisor Fit and Person-Organization Fit on Organizational Commitment in the US and Japan." *Journal of Business Research* 69 (2): 956–963. <https://doi.org/10.1016/j.jbusres.2015.08.039>.
- Autry, C. W., and P. J. Daugherty. 2003. "Warehouse Operations Employees: Linking Person-Organization Fit, Job Satisfaction, and Coping Responses." *Journal of Business Logistics* 24 (1): 171–197.
- Badan Pusat Statistik. 2020. *Hasil Sensus Penduduk 2020*.
- Begley, T., and J. Czajka. 1993. "Panel Analysis of the Moderating Effects of Commitment on Satisfaction, Intent to Quit, and Health Following Organisational Change." *Journal of Applied Psychology* 78 (3): 552–556.
- Berkup, S. B. 2014. "Working with Generations X and Y in Generation Z Period: Management of Different Generations in Business Life." *Mediterranean Journal of Social Sciences* 5 (19): 218–229.
- Boon, C., and M. Biron. 2016. "Temporal Issues in Person–Organization Fit, Person–Job Fit and Turnover: The Role of Leader–Member Exchange." *Human Relations* 69 (12): 2177–2200. <https://doi.org/10.1177/0018726716636945>.
- Cable, D. M., and S. D. DeRue. 2002. "The Convergent and Discriminant Validity of Subjective Fit Perceptions." *Journal of Applied Psychology* 87 (5): 875–884.
- Cable, D. M., and T. A. Judge. 1994. "Pay Preferences and Job Search Decisions: A Person-Organization Fit Perspective." *Personnel Psychology* 47 (2): 317–348.
- Caldwell, D. F., J. A. Chatman, and C. A. O'Reilly. 1990. "Building Organizational Commitment: A Multifirm Study." *Journal of Occupational Psychology* 63 (3): 245–261.
- Chillakuri, B., and R. Mahanandia. 2018. "Generation Z Entering the Workforce: The Need for Sustainable Strategies in Maximizing Their Talent." *Human Resource Management International Digest* 26 (4): 34–38.
- Coetzee, M., and D. Pauw. 2013. "Staff Perception of Leader Emotional Competency as a Predictor of Satisfaction with Retention Factors." *Journal of Psychology in Africa* 23 (2): 177–185. <https://doi.org/10.1080/14330237.2013.10820613>.
- Dari, D. U. 2019. *Pengaruh Person-Job Fit & Person-Organization Fit terhadap Job Satisfaction Dimediasi oleh Emotional Labor pada Perawat (Tesis Magister, Universitas Airlangga)*. Universitas Airlangga Repository.

- Deloitte. 2024. *Deloitte 2024 Gen Z and Millennial Survey*. Deloitte.
- Dusmezkalender, E., C. Secilmis, and V. Yilmaz. 2020. "The Effect of Islamic Work Ethic on Person-Organization Fit and Workplace Deviance in Hotels." *International Journal of Islamic and Middle Eastern Finance and Management* 14 (1): 164–182. <https://doi.org/10.1108/IMEFM-05-2019-0198>.
- Dwidienawati, D., and D. Gandasari. 2018. "Understanding Indonesia's Generation Z." *International Journal of Engineering & Technology* 7 (3): 245–252.
- Edwards, J. R. 1991. "Person-Job Fit: A Conceptual Integration, Literature Review, and Methodological Critique." *International Review of Industrial and Organizational Psychology* 6: 283–357.
- EP Business in Hospitality. 2024. "Gen Z: The Lazy, Job-Hopping Generation or a Cohort in Search of Opportunities and the Alignment of Values?" *LinkedIn*, October 30, 2024.
- Fabino, A. 2024. "Gen Z Prefers Time Off from Work to Student Loan Repayment." *Newsweek*, March 20, 2024.
- Farzaneh, A., F. Dehghanpour, and M. Kazemi. 2014. "The Impact of Person-Job Fit and Person-Organization Fit on OCB." *Personnel Review* 43 (5): 672–691.
- Forbes Business Council. 2023. "Attracting and Retaining Gen Z through Diversity and Inclusion." *Forbes*, June 9, 2023.
- Francis, T., and F. Hoefel. 2018. "'True Gen': Generation Z and Its Implications for Companies." *McKinsey & Company*, 12 (2).
- French Chamber of Great Britain. 2023. "HR Club: Gen Z and Millennials Redefining Relationships in the Workplace." *French Chamber of Great Britain*, January 24, 2023.
- Furnham, A. 2003. *Personality at Work: The Role of Individual Differences in the Workplace*. London and New York: Routledge Taylor & Francis Group.
- Gallup. 2024. *State of the Global Workplace 2024: Employee Engagement Insights for Business Leaders Worldwide*. Gallup.
- Gardner, W., B. Reithel, C. Cogliser, F. Walumbwa, and T. Foley. 2012. "Matching Personality and Organizational Culture: Effects of Recruitment Strategy and the Five-Factor Model on Subjective Person-Organization Fit." *Management Communication Quarterly* 26 (4): 585–622. <https://doi.org/10.1177/0893318912450663>.
- Gesthuizen, M. 2009. "Job Characteristics and Voluntary Mobility in the Netherlands: Differential Education and Gender Patterns?" *International Journal of Manpower* 30 (6): 549–566.
- Ghiselli, E. E. (1974). Some perspectives for industrial psychology. *American Psychologist*, 29(2), 80–87.
- Griffeth, R. W., P. W. Hom, and S. Gaertner. 2000. "A Meta-Analysis of Antecedents and Correlates of Employee Turnover: Update, Moderator Tests, and Research Implications for the Next Millennium." *Journal of Management* 26 (3): 463–488.

- Gomez, K., T. Mawhinney, and K. Betts. 2019. *Welcome to Generation Z*. Deloitte LLP, New York, NY.
- Hair, J. F., Jr., G. T. M. Hult, C. M. Ringle, and M. Sarstedt. 2022. *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)*. 3rd ed. SAGE Publications.
- Hu, L., and P. M. Bentler. 1999. "Cutoff Criteria for Fit Indexes in Covariance Structure Analysis: Conventional Criteria versus New Alternatives." *Structural Equation Modeling: A Multidisciplinary Journal* 6 (1): 1–55. <https://doi.org/10.1080/10705519909540118>.
- Huang, W., C. Yuan, and M. Li. 2019. "Person-Job Fit and Innovative Behavior: Roles of Job Involvement and Career Commitment." *Frontiers in Psychology* 10: 1134. <https://doi.org/10.3389/fpsyg.2019.01134>.
- Jakpat. 2024. "Berapa Persen Gen Z yang Berencana untuk Resign?" *Jakpat*, April 3, 2024.
- Johari, J., T. F. Yean, Z. Adnan, K. K. Yahya, and M. N. Ahmad. 2012. "Promoting Employee Intention to Stay: Do Human Resource Management Practices Matter." *International Journal of Economics and Management* 6 (2): 396–416.
- Jules, N. J., H. Ghazali, and M. Othman. 2017. "Job Satisfaction and Job-Hopping Behaviour among Employees of Casual Dining Restaurant." *Journal of Tourism, Hospitality & Culinary Arts (JTHCA)* 9 (2): 1–12.
- Kakar, A. S., N. M. Khan, and A. Haider. 2023. "The Turnover Intention Among IT Professionals: A Person-Organisation Fit, Person-Job Fit, and HRM Perspective." *Human Systems Management* 42 (3): 325–335. <https://doi.org/10.3233/HSM-220072>.
- Kakar, A. S., R. A. Saufi, and H. Singh. 2018. "Understanding Linkage Between Human Resource Management Practices and Intention to Leave: A Moderated-Mediation Conceptual Model." In *Proceedings of the 1st International Conference on Information Management and Management Science*, 114–118.
- Khatri, N., C. T. Fern, and P. Budhwar. 2001. "Explaining Employee Turnover in an Asian Context." *Human Resource Management Journal* 11 (1): 54–74.
- Kim, T. Y., S. C. Schuh, and Y. Cai. 2020. "Person or Job? Change in Person-Job Fit and Its Impact on Employee Work Attitudes over Time." *Journal of Management Studies* 57 (2): 287–313. <https://doi.org/10.1111/joms.12433>.
- Kouloopoulos, T., and D. Keldsen. 2014. *The Gen Z Effect: The Six Forces Shaping the Future of Business*. Bibliomotion.
- Kristof, A. L. 1996. "Person-Organization Fit: An Integrative Review of Its Conceptualizations, Measurement, and Implications." *Personnel Psychology* 49 (1): 1–49.
- Kristof-Brown, A. L., R. D. Zimmerman, and E. C. Johnson. 2005. "Consequences of Individuals' Fit at Work: A Meta-Analysis of Person-Job, Person-Organization, Person-Group, and Person-Supervisor Fit." *Personnel Psychology* 58: 281–342. <https://doi.org/10.1111/j.1744-6570.2005.00672.x>.

- Lanke, P., and P. Nath. 2021. "Job Switching and Communities of Practice: Mapping Facilitators and Dampeners to Life Cycle." *VINE Journal of Information and Knowledge Management Systems*. Forthcoming.
- Lam, W., Y. Huo, and Z. Chen. 2018. "Who Is Fit to Serve? Person-Job/Organization Fit, Emotional Labor, and Customer Service Performance." *Human Resource Management* 57 (2): 483–497. <https://doi.org/10.1002/hrm.21871>.
- Lauver, K. J., and A. Kristof-Brown. 2001. "Distinguishing Between Employees' Perceptions of Person-Job and Person-Organization Fit." *Journal of Vocational Behavior* 59 (3): 454–470. <https://doi.org/10.1006/jvbe.2001.1807>.
- Lee, B. Y., T. Y. Kim, Y. Gong, X. Zheng, and X. Liu. 2019. "Employee Well-Being Attribution and Job Change Intentions: The Moderating Effect of Task Idiosyncratic Deals." *Human Resource Management* 59 (4): 327–338.
- Liu, X., and R. Batt. 2010. "How Supervisors Influence Performance: A Multilevel Study of Coaching and Group Management in Technology-Mediated Services." *Personnel Psychology* 63 (2): 265–298.
- Mahdi, A. F., M. Z. Zin, M. R. Nor, A. A. Sakat, and A. S. Naim. 2012. "The Relationship Between Job Satisfaction and Turnover Intention." *American Journal of Applied Science* 9 (9): 1518–1526.
- Martocchio, J. J. 2019. *Human Resource Management*. 15th ed. Pearson.
- McKinsey & Company. 2022. "How Does Gen Z See Its Place in the Working World? With Trepidation." *McKinsey & Company*, October 19.
- McKinsey & Company. 2024. "What Is Gen Z?" *McKinsey & Company*, August 28.
- Memon, I. N., S. Noonari, M. Asif, S. T. Shah, M. B. Peerzado, G. M. Panhwar, et al. 2015. "Economic Analysis of Poultry Egg Production in Quetta District Balochistan." *Journal of Fisheries & Livestock Production* 3 (3): 2332–2608.
- Nabahani, P. R., and S. Riyanto. 2020. "Job Satisfaction and Work Motivation in Enhancing Generation Z's Organizational Commitment." *Journal of Social Science* 1 (5): 234–240.
- Niki, P. 2017. "Job-Hopping: Does It Benefit or Detriment Career? A Study of Careers of HRS Alumni." *Human Resource Management Journal* 7 (4): 71–82.
- Ningrum, I. L. 2020. "Pengaruh Career Growth dan Work-Life Balance Terhadap Intensi Job Hopping Pada Karyawan Generasi Y." *Skripsi*, Universitas Airlangga. Universitas Airlangga Repository.
- Nitisemito, A. S. 1991. *Manajemen Personalialia: Manajemen Sumber Daya Manusia*. Ghalia Indonesia.
- Ostroff, C., and Y. Zhan. 2012. "Person–Environment Fit in the Selection Process." In *The Oxford Handbook of Personnel Assessment and Selection*, edited by N. Schmitt. Oxford University Press. <https://doi.org/10.1093/oxfordhb/9780199732579.013.0012>.

- Ozkan, M., and B. Solmaz. 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: 476–483.
- Pandey, D. 2019. "Job Hopping Tendency in Millennials." *NCC Journal* 4 (1): 41–46.
- Phillips, J. M., and S. M. Gully. 2015. *Organizational Behavior: Tools for Success*. 2nd ed. Cengage Learning.
- Pranaya, D. 2014. "Job-Hopping–An Analytical Review." *International Journal of Research in Business Management* 2 (4): 67–72.
- PwC. 2024. "Hopes and Fears 2024: A Global Workforce Survey." PwC.
- Robbins, S. P., and T. A. Judge. 2008. *Perilaku Organisasi*. Edisi ke-12. Salemba Empat.
- Ryan, J. F., R. Healy, and J. Sullivan. 2012. "Oh, Won't You Stay? Predictors of Faculty Intent to Leave a Public Research University." *Higher Education* 63: 421–437. <https://doi.org/10.1007/s10734-011-9448-5>.
- Saks, A. M., and B. E. Ashforth. 2002. "Is Job Search Related to Employment Quality? It All Depends on the Fit." *Journal of Applied Psychology* 87 (4): 646–654.
- Saks, A. M., and B. E. Ashforth. 2006. "A Longitudinal Investigation of the Relationships Between Job Information Sources, Applicant Perceptions of Fit, and Work Outcomes." *Personnel Psychology* 59 (2): 395–432.
- Schawbel, D. 2014. "Gen Y and Gen Z Global Workplace Expectations Study." <http://workplaceintelligence.com/geny-genz-global-workplace-expectation-s-study/>.
- Schroth, H. 2019. "Are You Ready for Gen Z in the Workplace?" *California Management Review* 61 (3): 5–18. <https://doi-org.ezproxy.ugm.ac.id/10.1177/0008125619841006>.
- Sekaran, U., and R. Bougie. 2016. *Research Methods for Business*. 7th ed. New York: Wiley.
- Sekiguchi, T. 2004. "Person-Organization Fit and Person-Job Fit in Employee Selection: A Review of the Literature." *Osaka Keidai Ronshu*.
- Siew, J. F., S. C. Wong, and C. S. Lim. 2023. "Should I Go or Should I Stay: Job Hopping in Malaysia Small Medium Enterprise (SME) Service Sectors." *European Journal of Training and Development* 47 (1/2): 105–122. <https://doi.org/10.1108/EJTD-05-2021-0054>.
- Singh Ghura, A. 2017. "A Qualitative Exploration of the Challenges Organizations Face While Working with Generation Z Intrapreneurs." *Journal of Entrepreneurship and Innovation in Emerging Economies* 3 (2): 105–114. <https://doi-org.ezproxy.ugm.ac.id/10.1177/2393957517711306>.
- Suharyadi, A. N., S. K. Purwanto, and M. Faturohman. 2012. *Kewirausahaan: Membangun Usaha Sukses Sejak Usia Muda*. Jakarta: Salemba Empat.
- Suma, S., and J. Lesha. 2013. "Job Satisfaction and Organizational Commitment: The Case of Shkodra Municipality." *European Scientific Journal* 9 (17): 41–51.

- Sullivan, S. E., and Y. Baruch. 2009. "Advances in Career Theory and Research: A Critical Review and Agenda for Future Exploration." *Journal of Management* 35 (6): 1542–1571.
- Tanwar, K., and A. Kumar. 2019. "Employer Brand, Person-Organisation Fit and Employer of Choice: Investigating the Moderating Effect of Social Media." *Personnel Review* 48 (3): 799–823. <https://doi.org/10.1108/PR-10-2017-0293>.
- Tseng, L. M., and T. W. Yu. 2016. "How Can Managers Promote Salespeople's Person-Job Fit? The Effects of Cooperative Learning and Perceived Organizational Support." *The Learning Organization* 23 (1): 61–76.
- Vogel, R. M., and D. C. Feldman. 2009. "Integrating the Levels of Person-Environment Fit: The Roles of Vocational Fit and Group Fit." *Journal of Vocational Behavior* 75 (1): 68–81. <https://doi.org/10.1016/j.jvb.2009.03.007>.
- Widyastuti, T. 2022. *Peran Person Job Fit Terhadap Intensi Job Hopping yang Dimediasi Kepuasan Kerja pada Karyawan Generasi Milenial*. Tesis Magister, Universitas Gadjah Mada. Universitas Gadjah Mada Repository.
- Wirawan. 2008. *Budaya dan Iklim Organisasi: Teori, Aplikasi, dan Penelitian*. Salemba Empat.
- WOBB. 2019. "Malaysian Work Culture Report." <https://blog.wobbjobs.com/e-books/malaysian-work-culture-report-2019/>.
- Wong, S. C., and R. Mohd Rasdi. 2019. "Influences of Career Establishment Strategies on Generation Y's Self-Directedness Career." *European Journal of Training and Development* 43 (5/6): 435–455.
- Yuen, K. F., and V. V. Thai. 2015. "Service Quality and Customer Satisfaction in Liner Shipping." *International Journal of Quality and Service Sciences* 7 (2/3): 170–183.
- Yuen, S. H. 2016. *Examining The Generation Effects on Job-Hopping Intention by Applying The Theory of Planned Behavior (TPB)*. Master's thesis, Lingnan University.
- Yuliawan, T. P., and F. Himam. 2007. "The Grasshopper Phenomenon: Studi Kasus terhadap Profesional yang Sering Berpindah-pindah Pekerjaan." *Jurnal Psikologi* 34 (1): 76–88.
- Zhitomirsky-Geffet, M., and M. Blau. 2016. "Cross-Generational Analysis of Predictive Factors of Addictive Behavior in Smartphone Usage." *Computers in Human Behavior* 64: 682–693.
- Zurich Insurance Group. 2024, February 1. "How is Gen Z Changing the Workplace?" *Zurich*.