

DAFTAR PUSTAKA

A, A., I, D., A, A., Kalis, I., & M, H. (2024). Exploring turnover intentions in Indonesian generation z: Emotional exhaustion, employee engagement, and job satisfaction. *Journal of Management Science*, 7(1), 250-256. <https://doi.org/10.35335/jmas.v7i1.385>.

Akbar, M. I. (2022, February). FAKTOR-FAKTOR YANG MEMENGARUHI PEMILIHAN KARIR DI STARTUP PADA GENERAS. *JURNAL MANAJEMEN USNI*, 6(2). <https://doi.org/10.54964/manajemen/>

Anandita, S., Gunawan, A., & Febriyansyah, H. (2025). Exploring Gen Z Engagement: Work–Life Balance and Flexibility in Creative Programming Work. *Journal of Education Management Research*, 4(5), 1494-1503. <https://doi.org/10.61987/jemr.v4i5.1128>

Anderson, D., & Kelliher, C. (2009, February). Flexible working and engagement: the importance of choice. *Strategic HR Review*, 8(2), 13-18. <http://dx.doi.org/10.1108/14754390910937530>

Anderson, N. (Ed.). (2001). *Handbook of Industrial, Work & Organizational Psychology: Volume 1: Personnel Psychology*. SAGE Publications.

Andrea, B., Gabriella, H.-C., & Tímea, J. (2016, September). Y and Z Generations at Workplaces. *Journal of Competitiveness*, 8(3), 90-106. 10.7441/joc.2016.03.06

Anggraini, N., Kusnandar, D., Nessyana, N., & Debataraja. (2019). METODE GENERALIZED RIDGE REGRESSION DALAM MENGATASI MULTIKOLINEARITAS. *Bimaster : Buletin Ilmiah Matematika, Statistika dan Terapannya*, 8(4). <https://doi.org/10.26418/bbimst.v8i4.35879>

Aysila, A.F., & Kusmaryani, R.E. (2025). Quality of Work Life as a Predictor of Work Engagement in Generation Z Employees. *Research Horizon*, 5(3), 1039-1048. <https://doi.org/10.54518/rh.5.3.2025.1039-1048>

Aziz, R., Parwoto, P., & Iqbal, M. A. (2022, October 20). The Influence of Flexible Working Arrangements on Turnover Intention and Productivity Through Job Satisfaction on The Millennial Generation of Private Companies in Jakarta in 2022. *International Journal of Social Service and Research (ISSR)*, 2(10). <https://doi.org/10.46799/ijssr.v2i10.169>

BADAN PUSAT STATISTIK. (2025). *Statistical Yearbook of Indonesia 2025* (Vol. 53). Badan Pusat Statistik. 1101001

Badan Pusat Statistik Indonesia. (2024). *Keadaan Angkatan Kerja di Indonesia Agustus 2024* (2nd ed., Vol. 46). Badan Pusat Statistik Indonesia. 2303004

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>

Bakti, C. P., & Safitri, N. E. (2017, June). PERAN BIMBINGAN DAN KONSELING UNTUK MENGHADAPI GENERASI Z DALAM PERSPEKTIF BIMBINGAN DAN KONSELING PERKEMBANGAN. *Jurnal Konseling*, 3(1). <https://doi.org/10.24176/jkg.v3i1.1602>

Baron, R. M., & Kenny, D. A. (1986). The Moderator-Mediator Variable Distinction in Social Psychological Research: Conceptual, Strategic, and Statistical Considerations. *Journal of Personality and Social Psychology*, 51(6), 1173-1182.

Bedarkar, M., & Pandita, D. (2014). A Study on the Drivers of Employee Engagement Impacting Employee Performance. *Procedia-Social and Behavioral Sciences*, 133, 106-115. <https://doi.org/10.1016/j.sbspro.2014.04.174>

Bekele, A. L., & Mohammed, A. (2020). Effects of Flexible Working Arrangement on Job Satisfaction. *Business, Management, and Economics Research*, 6(10), 135-145.

Bekker, A. B., & Demerouti, E. (2014, February). Job Demands–Resources Theory. 3(2). <https://doi.org/10.1002/9781118539415.wbwell019>

Berapa Persen Gen Z yang Berencana untuk Resign? (2024, April 3). Jakpat. Retrieved August 17, 2025, from https://jakpat.net/info/berapa-persen-gen-z-yang-berencana-untuk-resign/?utm_source=chatgpt.com

Boswell, W. R., Boudreau, J.W., & Tichy, J. (2005). The Relationship Between Employee Job Change and Job Satisfaction: The Honeymoon-Hangover Effect. *Journal of Applied Psychology*, 90(5), 882-892. <https://doi.org/10.1037/0021-9010.90.5.882>

Brentani, U. d., & Ragot, E. (1996, November). Developing new business-to-business professional services: What factors impact performance? *Industrial Marketing Management*, 25(6), 517-530. [https://doi.org/10.1016/S0019-8501\(96\)00066-1](https://doi.org/10.1016/S0019-8501(96)00066-1)

Brown, A. (2020, September 23). *Everything You've Wanted To Know About Gen Z But Were Afraid To Ask*. Forbes. Retrieved November 14, 2024, from <https://www.forbes.com/sites/abrambrown/2020/09/23/everything-youve-wanted-to-know-about-gen-z-but-were-afraid-to-ask/>

Budiastuti, D., & Bandur, A. (2018). *VALIDITAS DAN RELIABILITAS VALIDITAS DAN RELIABILITAS PENELITIAN PENELITIAN Dilengkapi Analisis dengan NVIVO, SPSS dan AMOS*. Mitra Wacana Media.

Bulut, S., & Maraba, D. (2021). Crimson Publishers. *Generation Z and its Perception of Work through Habits, Motivations, Expectations, Preferences, and Work Ethics*, 7(4), 1-5. Retrieved Oktober 4, 2024, from <https://pdfs.semanticscholar.org/e775/7b0e16b880296263193ceb3f15af0eddc459.pdf>

Cahyana, K. S., & Prahara, S. A. (2020, November 29). Work Engagement dengan Intensi Turnover pada Karyawan. *Intuisi Jurnal Psikologi Ilmiah*, 12(3). <https://doi.org/10.15294/intuisi.v12i3.24073>

Cohen, J. (2013). *Statistical Power Analysis for the Behavioral Sciences*. Taylor & Francis Group.

Crawford, E.R., LePine, J.A., & Rich, B.L. (2010). Linking job demands and resources to employee engagement and burnout: A theoretical extension and meta-analytic test. *Journal of Applied Psychology*, 95(5), 834-848. <https://doi.org/10.1037/a0019364>

Csiszárík-Kocsír, A., & Garia-Fodor, M. (2018, September). Motivation Analysing and Preference System of Choosing A Workplace as Segmentation Criteria Based on a Country Wide Research Result Focus on Generation of Z. *On-line Journal Modelling the New Europe*. 10.24193/OJMNE.2018.27.03

Davies, A., & Hobday, M. (2005). The Business of Projects: Managing Innovation in Complex Products and Systems. *Cambridge University Press*.

Deloitte Touche Tohmatsu Limited. (2022, January). Striving for Balance, Advocating for Change. *The Deloitte Global 2022 Gen Z & Millennial Survey*. <https://www.deloitte.com/global/en/issues/work/genzmillennialsurvey-2022.html>.

Dimock, M. (2019, January 17). *Defining generations: Where Millennials end and Generation Z begins*. Pew Research Center. Retrieved October 11, 2024, from <https://www.pewresearch.org/short-reads/2019/01/17/where-millennials-end-and-generation-z-begins/>

Edgina, J., & Rachmawati, R. (2022). Pengaruh Flexible Work Arrangement Terhadap Turnover Intention Dimediasi Oleh Job Satisfaction Dan Work Life Balance Karyawan Advertising Agency. *Tesis Fakultas Ekonomi dan Bisnis Universitas Indonesia*, 62. <https://lontar.ui.ac.id/detail?id=9999920519003&lokasi=lokal>

Eldridge, A., & Eldridge, S. (2022, September 21). *Gen Z | Years, Age Range, Meaning, & Characteristics*. Britannica. Retrieved November 12, 2024, from <https://www.britannica.com/topic/Generation-Z>

Etikan, I. (2016). Comparison of Convenience Sampling and Purposive Sampling. *American Journal of Theoretical and Applied Statistics*, 5(1). 10.11648/j.ajtas.20160501.11

Febriana, A., & Mujib, M. (2024, April 24). Increasing Productivity of Gen Z Employees: The Role of Flexible Work Arrangements and Participative Style. *SA Journal of Human Resource Management*, 22(1), 1-6. <https://sajhrm.co.za/index.php/sajhrm/article/view/2489/3794>

Fikri, M. A. R., Santoso, B., & Handaru, A. W. (2024, July). Analisa Preferensi Kerja Bagi Generasi Z dengan Menggunakan Metode Conjoint Analysis. *Jurnal Pajak dan Analisis Ekonomi Syariah*, 1(3). <https://doi.org/10.61132/jpaes.v1i3.203>

Fodor, M., & Jaeckel, K. (2018). What Does It Take to Have a Successful Career Through the Eyes of Generation Z - Based on the Results of a Primary Qualitative Research. *International Journal on Lifelong Education and Leadership*, 4(1).

Fox, M. (2022, May 18). *Here's what Gen Z and millennials want from their employers amid the Great Resignation*. CNBC. Retrieved November 14, 2024, from <https://www.cnbc.com/2022/05/18/what-gen-z-and-millennials-want-from-employers-amid-great-resignation.html>

Francis, T., & Hoefel, F. (2018, November). True Gen: Generation Z and Its Implications for Companies. *McKinsey Media*, 1-3.

Fratíčová, J., & Kirchmayer, Z. (2018, November 23). Barriers to work motivation of generation Z. *Journal of HUMAN RESOURCE MANAGEMENT*, 21(2).

The Future of Time. (2021, August). *A Global Study by Adobe Document Cloud*. <https://www.adobe.com/content/dam/dx-dc/us/en/pdfs/the-future-of-time.pdf>

Gabrielova, K., & Buchko, A. A. (2021, August). Here comes Generation Z: Millennials as managers. *Business Horizons*, 64(4), 489-499. <https://doi.org/10.1016/j.bushor.2021.02.013>

Georgetown University Law Center. (2006). Flexible Work Arrangements: A Definition And Examples. *WORKPLACE FLEXIBILITY 2010*, 1(1), 1-5.

Ghasemi, A., & Zahediasl, S. (2012, April 20). Normality Tests for Statistical Analysis: A Guide for Non-Statisticians. *National Center for Biotechnology Information*, 10(2), 486-489. <https://pmc.ncbi.nlm.nih.gov/articles/PMC3693611/>. 10.5812/ijem.3505

Ghozali, I. (2016). *Aplikasi Analisis Multivariate dengan Program IBM SPSS 23* (8th ed., Vol. 8). Univ. Diponegoro Press. <http://kin.perpusnas.go.id/DisplayData.aspx?pId=218217&pRegionCode=UN11MAR&pClientId=112>

Gillespie, L. (2023, April 3). *Survey: 56% of workers plan to look for a job in the next 12 months*. Bankrate. Retrieved November 15, 2024, from <https://www.bankrate.com/personal-finance/job-seekers-survey/>

Global Workplace Analytics: Workplace Strategies from the Leading Authority. (2019). Retrieved January, 2025, from <https://globalworkplaceanalytics.com/>

Gujarati, D. N., & Porter, D. C. (2009). *Basic Econometrics*. McGraw-Hill Education.

Gunawan, I. (2016). Pengantar Statistika Inferensial. *Rajawali Press*.

Hahs-Vaughn, D. L. (2016). *Applied Multivariate Statistical Concepts*. Taylor & Francis Group.

Hair, J., Black, J. F., Babin, W. C., B. J., & Anderson, R. E. (2010). *Multivariate Data Analysis (7th Edition.)*.

Hair, J. F., Black, W. C., Anderson, R. E., & Tatham, R. L. (1998). *Multivariate Data Analysis Fifth Edition (5th ed.)*. New Jersey: Prentice Hall , Inc.

Hancock, J. I., Allen, D. G., Bosco, F. A., McDaniel, K. R., & Pierce, C. A. (2013, March). Meta-Analytic Review of Employee Turnover as a Predictor of Firm Performance. *Journal of Management*, 39(3), 583-603. 10.1177/0149206311424943

Helm, R., & Mark, A. (307-332). Analysis and evaluation of moderator effects in regression models: State of art, alternatives, and empirical examples. *Review of Managerial Science*, 6(4).

Heriyanto, D., Utomo, W. P., & Pasaman, K. A. (2024, October). Understanding and Uncovering the Behavior, Challenges, and Opportunities. *Indonesia Gen Z Report 2024*, 21-25. Retrieved November 12, 2024, from <https://cdn.idntimes.com/content-documents/indonesia-gen-z-report-2024.pdf>

Higgins, C., Duxbury, L., & Julien, M. (2023). The relationship between work arrangements and work-family conflict. *National Library of Medicine*, 48(1), 69-81. 10.3233/WOR-141859

Hom, P.W., Mitchell, T.R., Lee, T.W., & Griffeth, R.W. (2012). Reviewing employee turnover: Focusing on proximal withdrawal states and an expanded criterion. *Psychological Bulletin*, 138(5), 831-858. <https://psycnet.apa.org/doi/10.1037/a0027983>

Howe, N., & Strauss, W. (1991). Generations: the history of America's future, 1584 to 2069.

Issa, D.A.R.M., Ahmad, F., & Gelaidan, H. Job satisfaction and turnover intention based on sales person standpoint. *Middle East Journal of Scientific Research*, 14(4), 525-531. <http://dx.doi.org/10.5829/idosi.mejsr.2013.14.4.11172>

Jayalath, K., Ng, H. K. T., & Riggs, K. (2016, September). Improved Tests for Homogeneity of Variances. *Communication in Statistics- Simulation and Computation*, 46(9). Communication in Statistics- Simulation and Computation

Jubilee Scholars. (2023, October 5). *What is a Project - Based Company?* Jubilee Scholars. <https://www.jubileescholars.org/post/what-is-a-project-based-company>

Kahn, W. A. (1990, December). PSYCHOLOGICAL CONDITIONS OF PERSONAL ENGAGEMENT AND DISENGAGEMENT AT WORK. *Academy of Management Journal*, 33(4), 692-724.

Kaiser, H. F. (1958, September). THE VARIMAX CRITERION FOR ANALYTIC ROTATION IN FACTOR ANALYSIS. *PSYCHOMETmKA*, 23(3).

Kiderlin, S. (2023, April). An overwhelming majority of Gen Z workers would quit their jobs over company values. <https://www.cnn.com/2023/04/20/majority-of-gen-z-would-quit-their-jobs-over-company-values-linked-in.html>

Kim, W., Jeoung, S., Han, C., & Park, J. (2019, February). Is the Role of Work Engagement Essential to Employee Performance or 'Nice to Have'? *Sustainability*, 11(4), 1050. <http://dx.doi.org/10.3390/su11041050>

Kocsir, A. C., & Fodor, M. G.-. (2018, September). Motivation Analysing and Preference System of Choosing A Workplace as Segmentation Criteria Based on a Country Wide Research Result Focus on Generation of Z. *On-line Journal Modelling the New Europe*, 12. <http://dx.doi.org/10.24193/OJMNE.2018.27.03>

Kucharska, M. G., & Erickson, G. S. (2020). A person-organization fit Model of Generation Z: Preliminary studies. *Journal of Entrepreneurship, Management, and Innovation*, 16(4).

Kusuma, G. W., Salman, A., & Prima Firmansyah, J. (2024). Flexible working arrangement sebagai strategi efisiensi anggaran dalam pemerintahan. *YUDHISTIRA: Jurnal Yurisprudensi, Hukum dan Peradilan*, 2(4), 53-59. <https://doi.org/10.59966/yudhistira.v2i4.1609>

Kusumawati, E., Sofiah, D., & Prasetyo, Y. (2021, December). Keterikatan kerja dan tingkat Turnover Intention pada karyawan generasi milenial dan generasi Z. *Jurnal Penelitian Psikologi*, 2(2), 100-111.

Kuzior, A., Kettler, K., & Raba, L. (2022). Great Resignation—Ethical, Cultural, Relational, and Personal Dimensions of Generation Y and Z Employees' Engagement. *Sustainability (Switzerland)*, 14(11), 1-9.

Lee, T., & Mitchell, T. (1994, January). An Alternative Approach: The Unfolding Model of Voluntary Employee Turnover. *Academy of Management Review*, 19(1), 51-89. [10.2307/258835](https://doi.org/10.2307/258835)

Lestari, A., & Dewi, M. S. (2015, October 2). Pengaruh Job Embeddedness Dan Work Engagement Terhadap Intensi Turnover. *TAZKIA Journal of Psychology*, 3(2). <http://dx.doi.org/10.15408/tazkiya.v20i2.9171>

Liana, L. (2009, July). Penggunaan MRA dengan Spss untuk Menguji Pengaruh Variabel Moderating terhadap Hubungan antara Variabel Independen dan Variabel Dependen. *Jurnal Teknologi Informasi DINAMIK*, 14(2), 90-97.

LinkedIn. (2020). Global Talent Trends. *Talent Solutions*, 71. <https://englishbulletin.adapt.it/wp-content/uploads/2020/01/linkedin-2020-global-talent-trends-report.pdf>

Lubis, I. R., & Ishak, S. A. (2024, Februari). The Effect of Flexible Working Arrangement on Employee Engagement in Early Adult Workers. *Jurnal Psikogenesis*, 11(2), 182-192. <https://doi.org/10.24854/jps.v11i2.3494>

Madyaratri, M. M., & Izzati, U. A. (2021, July 5). PERBEDAAN WORK ENGAGEMENT DITINJAU DARI MASA KERJA PADA KARYAWAN BAGIAN PRODUKSI. *Character Jurnal Penelitian Psikologi*, 8(3), 24-35. <https://doi.org/10.26740/cjpp.v8i3.41162>

Magano, J. (2020). *Generation Z: Fitting Project Management Soft Skills Competencies—A Mixed-Method Approach*. MDPI. Retrieved October 11, 2024, from <https://www.mdpi.com/2227-7102/10/7/187>

Maslach, C., & Leiter, M. P. (2016). Understanding the burnout experience: recent research and its implications for psychiatry. *World Psychiatry*, 15(2), 103-111. 10.1002/wps.20311

Mesa, J. M., Gonzales-Chica, D. A., Duguia, R. P., Bonamigo, R. R., & Bastos, J. L. (2016). Sampling: how to select participants in my research study? *PubMed Central*, 91(3), 326-330. <https://pmc.ncbi.nlm.nih.gov/articles/PMC4938277/>. 10.1590/abd1806-4841.20165254

Meyer, J. P., & Allen, N. J. (1991). A three-component conceptualization of organizational commitment. *I(1)*, 61-89. [https://doi.org/10.1016/1053-4822\(91\)90011-Z](https://doi.org/10.1016/1053-4822(91)90011-Z)

Mitchell, T., Holtom, B. C., Lee, T., & Sablinski, C. J. (2001, December). Why People Stay: Using Job Embeddedness to Predict Voluntary Turnover. *Academy of Management Journal*, 44(6), 1102-1121. 10.2307/3069391

Mobley, W. H., Griffeth, R. W., & Meglino, B. M. (1979). Review and conceptual analysis of the employee turnover process. *Psychological Bulletin*, 86(3), 493-522. <https://psycnet.apa.org/doi/10.1037/0033-2909.86.3.493>.

Mobley, W. H., Horner, S. O., & Hollingsworth, A.T. (1978). An Evaluation of Precursors of Hospital Employee Turnover. *Journal of Applied Psychology*, 63(4), 408-414. <https://psycnet.apa.org/doi/10.1037/0021-9010.63.4.408>

Muchtadin, M. (2022, October). The Relationship between Work Engagement and Turnover Intention for Millennial Generation Workers in Jabodetabek. *Jurnal Psikologi Teori dan Terapan*, 13(3), 377-391.

Musthofa S, A. M., & Suaedi, F. (2024, March). The Role of Job Engagement in Mediating Work Life Balance in Turnover Intention. *Journal of Economics and Business*, 8(1), 799-807. 10.33087

Neuman, W. L. (2013). *Social Research Methods: Qualitative and Quantitative Approaches*. Pearson.

Norman, G. (2010, December). Likert scales, levels of measurement and the "laws" of statistics. *National Center for Biotechnology Information*, 15(5), 625. 10.1007/s10459-010-9222-y

Nurqamar, I. F., Hafizhah, I., Sarniati, Ulfa, S., Nurfadillah, & Rahmi, N. (2022, February 24). THE INTENTION OF GENERATION Z TO APPLY FOR A JOB. *JURNAL BISNIS, MANAJEMEN, DAN INFORMATIKA (JBMI)*, 18(3), 82-89. 10.26487/jbmi.v18i3.16493

Oxford Economics. (2014, February). Understanding the Financial Impact of Staff Turnover. *The Cost of Brain Drain*, 13-29. <https://www.oxfordeconomics.com/resource/the-cost-of-brain-drain/>

Parker, S. K., & Skitmore, M. (2005, April). <https://doi.org/10.3390/su12030954>. *International Journal of Project Management*, 23(3), 205-24. 10.1016/j.ijproman.2004.10.004

Peran Empowering Leadership terhadap Intensi Turnover Karyawan Generasi Z di Indonesia. (2022, October). *Gadjah Mada Journal of Professional Psychology*, 8(2), 278-298. 10.22146/gamajpp.76719

Pohlan, L., & Steffes, S. (2024, October 10). Performance evaluations and employee turnover intentions: Empirical evidence from linked employer–employee data. *Industrial Relations: A Journal of Economy and Society*, 64(3), 395-433. <https://doi.org/10.1111/irel.12379>

Prencipe, A., & Tell, F. (2001, February). Inter-Project Learning: Processes and Outcomes of Knowledge Codification in Project-Based Firms. *Research Policy*, 30(9), 1373-1394. [http://dx.doi.org/10.1016/S0048-7333\(01\)00157-3](http://dx.doi.org/10.1016/S0048-7333(01)00157-3)

Project Management Institute. (2017). *A Guide to the Project Management Body of Knowledge* (7th ed.). Project Management Institute.

Putra, Z. I. T. (2024). KAJIAN PENGARUH WORK ENGAGEMENT DAN KINERJA KARYAWAN DENGAN MEMPERTIMBANGKAN TIPE GENERASI DAN TIPE KEPEMIMPINAN PADA PERUSAHAAN BERBASIS PROYEK. *Skripsi Teknik Industri Universitas Gadjah Mada*, 1(1), 27-32.

- Qurnia Sari, A., Sukestiyarno, Y., & Agoestanto, A. (2017). Batasan Prasyarat Uji Normalitas dan Uji Homogenitas pada Model Regresi Linear. *Unnes Journal of Mathematics*, 6(1), 168-177. <http://journal.unnes.ac.id/sju/index.php/ujm>.
- Rainer, P. (2023, August 29). *Sensus BPS: Saat Ini Indonesia Didominasi Oleh Gen Z*. Good Stats Data. Retrieved December 8, 2024, from <https://data.goodstats.id/statistic/sensus-bps-saat-ini-indonesia-didominasi-oleh-gen-z-n9kqv>
- Razali, N. M., & Wa, Y. B. (2011). Power comparisons of Shapiro-Wilk, Kolmogorov-Smirnov, Lilliefors and Anderson-Darling tests. *Journal of Statistical Modeling and Analytics Vol.2 No.1*, 21-33, 2011, 2(1), 221-33. <https://www.nrc.gov/docs/ml1714/ml17143a100.pdf>.
- Ridho, A. (2023, June 27). Work Engagement: A Conceptual Review. *Buletin Psikologi*, 31(1), 56-79.
- Robbins, S. P., & Judge, T. A. (2013). *Organisational Behavior*. (15th edition).
- Roseman, E. (1981). *Managing Employee Turnover: A Positive Approach*. AMACOM.
- Rosita, R., Suryani, E., & Sari, D. (2024). The Role of Flexible Work Arrangement, Job Embeddedness, and Work-Life Balance in Reducing Turnover Intention: Study on Millennials and Generation Z Employees. *Journal of Contemporary Development and Administration*, 5(1), 1-15. <https://doi.org/10.1234/jcda.v5i1.2987>
- Rumawas, W. (2021). Employees' Turnover Intention in the Construction Industry in Indonesia. *Journal of Construction in Developing Countries*, 27(2), 1-41. <http://dx.doi.org/10.21315/jcdc-03-21-0050>.
- Sakitri, G. (2021, July 23). Selamat Datang Gen Z, Sang Penggerak Inovasi! *Bertahan dan Berjalan dalam Pandemi*, 35(2), 1-10. <https://journal.prasetiyamulya.ac.id/journal/index.php/FM/article/view/596>
- Sarwono, J. (2018). *Metode Penelitian Kuantitatif dan Kualitatif*. Yogyakarta: Graha Ilmu.
- Schaufeli, W., & Bakker, A. (2004). UTRECHT WORK ENGAGEMENT SCALE. *UWES Manual*, 1(1), 37-41.
- Schaufeli, W. B., & Bakker, A. B. (2010). Defining and measuring work engagement: Bringing clarity to the concept. In A. B. Bakker (Ed.) & M. P. Leiter, *Work engagement: A handbook of essential theory and research*, 10-24.
- Schroth, H. (2019). California Management Review. *Are You Ready for Gen Z in the Workplace?*, 66(3), 5-18.

Setya Budi, A. D. A., Septiana, L., & Mahendra, B. E. P. (2024, Januari). Memahami Asumsi Klasik dalam Analisis Statistik: Sebuah Kajian Mendalam tentang Multikolinearitas, Heteroskedastisitas, dan Autokorelasi dalam Penelitian. *Jurnal Multidisiplin West Science*, 03(01), 01-11. <https://wnj.westscience-press.com/index.php/jmws/article/download/878/798/5406>.

Shenyang, H., & Park, I.-J. (2023, December). How do employees' strengths used for tasks and strengths used for relationships interact to influence their job performance? *Chinese Management Studies*, 18(1), 7. <http://dx.doi.org/10.1108/CMS-03-2023-0104>

Sidorcuka, I., & Chesnovicka, A. (2017, March). METHODS OF ATTRACTION AND RETENTION OF GENERATION Z STAFF. *CBU International Conference Proceedings*, 807-814. 10.12955/cbup.v5.1030

Slepian, R. C., Vincent, A. C., Patterson, H., & Furman, H. (2024). Social media, wearables, telemedicine and digital health—A Gen Y and Z perspective. *Reference Module in Biomedical Sciences*, 524-526. <https://doi.org/10.1016/B978-0-12-824010-6.00072-1>

Suhaini, & Yuniasanti, R. (2025, April). The level of work engagement at generation z. *Jurnal Psikologi Tabularasa*, 19(2), 253-263. <http://doi.org/10.26905/jpt.v19.i2.14111>

Sukoco, I., Fu'adah, D. N., & Muttaqin, Z. (2020). WORK ENGAGEMENT OF MILLENNIAL GENERATION EMPLOYEES AT PT. X BANDUNG. *Jurnal Pemikiran dan Penelitian Administrasi Bisnis dan Kewirausahaan*, 5(3), 253-281. <https://doi.org/10.24198/adbispreneur.v5i3.29953>

Suryaningtyas, D. O., & Fauzi, A. (2024). STUDI LITERATUR FAKTOR DETERMINAN YANG MEMPENGARUHI TURNOVER INTENTION PADA GEN Z DI BEBERAPA SEKTOR PERUSAHAAN DI INDONESIA. *Jurnal Akuntansi dan Manajemen Bisnis*, 4(2), 44-53. <https://doi.org/10.56127/jaman.v4i2.1598>

Syara, & Syah, T. Y. R. (2022, April 30). The Effect of Proactive Personality, Work-Life Balance and Work Engagement on Turnover Intention. *Asia-Pacific Management and Business Application*, 10(3), 331-344. 10.21776/ub.apmba.2022.010.03.7

Teijlingen, E. v., & Hundley, V. (2002, June). The Importance of Pilot Studies. *National Library of Medicine*, 16(40). <https://doi.org/10.7748/ns2002.06.16.40.33.c3214>

Thirapatsakun, T., Kuntonbutr, C., & Mechinda, P. (2014). The Relationships among Job Demands, Work Engagement, and Turnover Intentions in the Multiple

Groups of Different Levels of Perceived Organizational Supports. *Universal Journal of Management*, 2(7), 272-285. 10.13189/ujm.2014.020703

Timms, C., Brough, P., & O'Driscoll, M. P. Flexible work arrangements, work engagement, turnover intentions and psychological health. *Asia Pacific Journal of Human Resources*, 51(2), 175-193. <https://doi.org/10.1111/1744-7941.12030>

Tsa, S., Roy, C. F., & Terkawi, A. S. (2017). Guidelines for developing, translating, and validating a questionnaire in perioperative and pain medicine. *Saudi Journal of Anaesthesia*, 11(1), S80.

Tsen, M. K., Gu, M., & Tan, C. M. (2021). Effect of Flexible Work Arrangements on Turnover Intention: Does Job Independence Matter? *International Journal of Sociology*, 51(6), 451-472. <https://doi.org/10.1080/00207659.2021.1925409>

Uğural, M. N., Giritli, H., & Urbański, M. (2020, January). Determinants of the Turnover Intention of Construction Professionals: A Mediation Analysis. *Sustainability (Switzerland)*, 12(3), 954. <https://doi.org/10.3390/su12030954>

Understanding Employee Wants and Needs. (2025, August 01). 2024 Global Benefits Attitudes Survey. <https://www.wtwco.com/-/media/wtw/insights/2024/09/understanding-the-employee-voice-the-2024-global-benefits-attitude-survey.pdf?modified=20240904053301>

Watkins, M.W. (2018). Exploratory Factor Analysis: A Guide to Best Practice. *Journal of Black Psychology*, 44, 219-246. <https://doi.org/10.1177/0095798418771807>

Waworuntu, E. C., Kainde, S. J.R., & Mandagi, D. W. (2022, December). Work-Life Balance, Job Satisfaction and Performance Among Millennial and Gen Z Employees: A Systematic Review. 10(2), 286-300. 10.33019/society.v10i2.464

Wibowo, F., Susilowati, 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://journal.nurscienceinstitute.id/index.php/jmdb>

Wicaksono, R. S. (2020). Work Engagement sebagai Prediktor Turnover Intention pada Karyawan Generasi Millennial di PT Tri-Wall Indonesia. *Jurusan Psikologi*, 2(1), 55-62. <http://dx.doi.org/10.21831/ap.v1i1.34119>

Widhiarso, W. (2010). *Berkenalan dengan Variabel Laten*. Manuskrip Tidak Dipublikasikan, Fakultas Psikologi, UGM.

Widhiarso, W. (2011). *Berkenalan dengan Variabel Moderator*. Manuskrip Tidak Dipublikasikan, Fakultas Psikologi, UGM.

Wild, H. F., & Wald, A. (2016). Antecedents of team turnover intentions in temporary organizations. *International Journal of Managing Projects in Business*, 9(1), 194-213. <http://dx.doi.org/10.1108/IJMPB-10-2014-0067>

Youker, R. (2017). The Difference between Different Types of Projects. *PM World Journal*, 13(4), 1-8.

Zeffane, R. M. (1994, December). Understanding Employee Turnover: The Need for a Contingency Approach. *International Journal of Manpower, Emerald Group Publishing Limited*, 15(9), 22-37. 10.1108/01437729410074182