

DAFTAR PUSTAKA

- Afdi, Z., & Purwanggono, B. (2018). Perancangan strategi berbasis metodologi lean startup untuk mendorong pertumbuhan perusahaan rintisan berbasis teknologi di Indonesia. *Industrial Engineering Online Journal*, 6(4).
- Albrecht, S.L. (2012). The influence of job, team and organizational level resources on employee well-being, engagement, commitment and extra-role performance: Test of a model. *International Journal of Manpower*, 33(7), 840-853.
- Allam, Z. (2017). Employee disengagement : A fatal consequence to organization and its ameliorative measures. *International Review of Management and Marketing*, 7(2), 49–52.
- Amalia, R.S., & Cholicul, H. (2019). Pengaruh Work Design Characteristics, Career Growth, dan Psychological Capital Terhadap Work Engagement Karyawan Generasi Milenial di PT. XYZ. *Jurnal Psikologi*, 15, 10–24.
- Anderson, J. C., & Gerbing, D. W. (1988). Two-step approach to SEM. *Psychological Bulletin*, 103(3), 411-423.
- Astari, K., Kadiyono, A.L., & Batubara, M. (2022). Adaptasi alat ukur the employee engagement scale (EES). *Jurnal Ekonomi Bisnis*, 11(1), 511-520.
- Autin, K. L., Herdt, M. E., Garcia, R. G., & Ezema, G. N. (2021). Basic Psychological Need Satisfaction, Autonomous Motivation, and Meaningful Work: A Self-Determination Theory Perspective. *Journal of Career Assessment*, 30(1), 78-93. <https://doi.org/10.1177/10690727211018647>
- A'yuninnisa, R. N & Saptoto, R. (2015). The Effect of Pay Satisfaction and Effective Commitment On Turnover Intention. *International Journal of Research Studies In Psychology*, 4(2), 57-70.
- Bai, J., & Liu, J.P. (2018). A study on the influence of career growth on work engagement among new generation employees. *Open Journal of Business and Management*, 6, 300-317. <https://doi.org/10.4236/ojbm.2018.62022>.
- Bakker, A. B. (2011). An evidence-based model of work engagement. *Current Directions in Psychological Science*, 20(4), 265-269.
- Bagozzi, R. P., & Edwards, J. R. (1998). A general approach for representing constructs in organizational research. *Organizational Research Methods*, 1(1), 45–87. <https://doi.org/10.1177/109442819800100104>

- Banerjee, P. (2017). Relationship of Political Skills and Emotional Intelligence with Emotions at Work. *Prestige International Journal of Management & IT-Sanchayan*, 6(2).
- Balalimbu, N., Malinda, A., Natasyah, L., Wintoro, F., & Khaerana, K. (2023). Pengaruh employee engagement terhadap kinerja karyawan pada PT Asera Tirta Posidonia Kota Palopo. *KONTAN: Jurnal Ekonomi, Manajemen Dan Bisnis*, 2(3).
- Bawazir, A.A., Munap, R.B., Rajan, S.S., & Munusamy, K. (2024). The role of work community, career growth and employee well-being on employee engagement in Malaysian SMEs. *Business Management and Strategy*, 15(2), 197-218.
- Beckstead, J. W. (2012). Isolating and examining sources of suppression and multicollinearity in multiple linear regression. *Multivariate Behavioral Research*, 47(2), 224-246. <https://doi.org/10.1080/00273171.2012.658331>
- Billings, R. S., & Wroten, S. P. (1978). Use of path analysis in industrial/organizational psychology: Criticisms and suggestions. *Journal of Applied Psychology*, 63(6), 677-688. <https://doi.org/10.1037/0021-9010.63.6.677>
- Byrne, B. M. (2016). *Structural equation modeling with EQS: Basic concepts, applications, and programming (3rd ed.)*. Routledge.
- Blank, S., & Dorf, B. (2012). *The Startup Owner's Manual™ The Step-by-Step Guide for Building a Great Company*. California : K and S Ranch Inc., K&S Ranch Publishing Division
- Cheung, G. W., & Lau, R. S. (2008). Testing mediation and suppression effects of latent variables: Bootstrapping with structural equation models. *Organizational Research Methods*, 11(2), 296-325. <https://doi.org/10.1177/1094428107300343>
- Craig, C.A., Allen, M. W., Reid, M. F., Riemenschneider, C. K., & Armstrong, D. J. (2013). The impact of career mentoring and psychosocial mentoring on affective organizational commitment, job involvement, and turnover intention. *Administration & Society*, 45(8), 949-973. <https://doi.org/10.1177/0095399712451885>.
- Curall, S. C., Judge, T. A., Zimmerman, R. D., Maerz, D. P., & Kristof-Brown, A. L. (2005). What job satisfaction results in: accounting for individual differences and managerial power. *Journal of Applied Psychology*, 90(2), 337-350.

- Deci, E. L & Ryan R.M. (2000). *The What and Why of Goal Pursuit: Human Needs and the Self-Determination of Behavior*. U.S: Lawrence Erlbaum Associates, Inc.
- Finney, J. M. (1972). Indirect effects in path analysis. *Sociological Methods & Research*, 1(2), 175-186. <https://doi.org/10.1177/004912417200100202>
- Fuller, C.M., Simmering, M.J., Atinc, G., Atinc, Y., & Babin, B.J. (2015). Common methods variance detection in business research. *Journal of Business Research*, 1–7. <http://dx.doi.org/10.1016/j.jbusres.2015.12.008>
- Ganesan, J., Zainal Ali, M., & Fageeh, M. A. (2017). Determinants of employee engagement in the Malaysian Health Care Industry. *World applied sciences journal*, 35(10), 2180–2186. <https://doi.org/10.5829/idosi.wasj.2017.2180.2186>.
- Gostautaitė, B., Buciuėnienė, I., & Milasauskienė, Z. (2019). HRM and work outcomes: the role of basic need satisfaction and age. *International Journal of Human Resource Management*, 1–34. <https://doi.org/10.1080/09585192.2019.1683049>.
- Greenberg, J. (1990). Organizational Justice: Yesterday, Today, and Tomorrow. *Journal of Management*, 16(2), 399-432.
- Haivas, S., Hofmans, J., & Pepermans, R. (2013). Volunteer engagement and intention to quit from a self-determination theory perspective. *Journal of Applied Social Psychology*, 43(9), 1869-1880.
- Hair, J. F., Black, W.C., Babin, B.J., & Anderson, R.E. (2009). *Multivariate Data Analysis 7th ed.* New Jersey : Prentice-Hall.
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2017). *A primer on partial least squares structural equation modeling (PLS-SEM) (2nd ed.)*. Sage Publications.
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2021). *A primer on partial least squares structural equation modeling (PLS-SEM) (3rd ed.)*. Thousand Oaks, CA: Sage Publications
- Haliansyah, A., Saluy, A. B. A., Kasmir., & Nurhayati, M. (2024). Career development strategies in maintaining turnover intention through organizational commitment. *Organizacija*, 57(3), 238–25.
- Harter, J. 2022. Is Quiet Quitting Real? Workplace: Gallup. <https://www.gallup.com/workplace/398306/quiet-quitting-real.aspx>.

- Hayes, A. F., Montoya, A. K., & Rockwood, N. J. (2017). The analysis of mechanisms and their contingencies: PROCESS versus structural equation modeling. *Australasian Marketing Journal*, 25(1), 76-81. <https://doi.org/10.1016/J.AUSMJ.2017.02.001>
- Heneman III, H. G., & Schwab, D. P. (1985). Pay satisfaction: Its multidimensional nature and measurement. *International Journal of Psychology*, 20(1), 129-141. <https://doi.org/10.1080/00207598508247727>
- Hulin, C.L., & Hanisch, K.A. (1991). General Attitudes and Organizational Withdrawal: An Evaluation of a Causal Model. *Journal Of Vocational Behavior* 39(1), 110–128.
- Hungerford, C., Jackson, D., & Cleary, M. (2024). Quiet quitting, presenteeism and other forms of disengagement : What are the answers for nurses?. *Journal of advanced nursing*, 0, 1-3.
- Iacobucci, D., Saldanha, N., & Deng, X. (2007). A meditation on mediation: Evidence that structural equations models perform better than regressions. *Journal of Consumer Psychology*, 17(2), 139-153. [https://doi.org/10.1016/S1057-7408\(07\)70020-7](https://doi.org/10.1016/S1057-7408(07)70020-7)
- Kanter, R. M. (2006). *Confidence: How winning and losing streaks begin and end*. New York, NY: Crown Publishing.
- Kapica, L., Baka, L., & Stachura-Krzyształowicz, A. (2022). Job resources and work engagement: the mediating role of basic need satisfaction. *Medycyna pracy*, 73(5), 407–416. <https://doi.org/10.13075/mp.5893.01257>.
- Karkkola, P., Kuittinen, M., Hintsala, T., Ryyanen, J., & Simonen, A. (2018). Each one counts: Basic needs mediating the association between social support and vitality at work. *Scandinavian Journal of Work and Organizational Psychology*, 3(1). <https://doi.org/10.16993/sjwop.54>
- Kennedy, E., & Daim, T.U. (2010). A strategy to assist management in workforce engagement and employee retention in the high tech engineering environment. *Evaluation and Program Planning*, 33 (4) 468-476.
- Kerlinger, F.N. (1995). *Asas-asas penelitian behavioral*. Jogjakarta : Gajah Mada University Press.
- Knevelsrud, H. C., Sorlie, H. O., & Valaker, S. (2024). Mission command: A self-determination theory perspective. *Military psychology : the official journal of the Division of Military Psychology. American Psychological Association*, 36(6), 672–688. <https://doi.org/10.1080/08995605.2023.2252718>

- Komala, I. P. C. (2023). Pengaruh career growth terhadap work engagement karyawan generasi milenial di Kota Bandung. *Jurnal Psikologi Insight*, 7(1), 1–10. <https://doi.org/10.17509/insight.v7i1.64744>
- Koser, M., Rasool, S., & Samma, M. (2018). High performance work system is the accelerator of the best fit and integrated HR-Practices to achieve the goal of productivity: A Case of textile sector in Pakistan. *Glob Manag J Acad Corp Stud*, 8(1), 10–21.
- Kumara, W., & Nagaraj, N. (2019). Employee engagement and relationship practices in start-up organizations. *International research journal of multidisciplinary studies*, 5(3), 1-14.
- Kuvaas, B., Shore, L., Buch, R., & Dysvik, A. (2020). Social and economic exchange relationships and performance: The moderating role of attribution of intent. *The International Journal of Human Resource Management*.
- Laguerre, R.A., & Barnes-Farrell, J.L. (2024). Bringing Self-Determination Theory to the Forefront: Examining How Human Resource Practices Motivate Employees of All Ages to Succeed. *Journal of Business and Psychology*, 40, 1-37. <https://doi.org/10.1007/s10869-024-09951-w>.
- Lussa, M., & Sudiro, A., & Hapsari, R. (2023). The effect of work motivation and work environment on employee performance through work engagement. *International Journal of Research in Business and Social Science*, 12, 134-143. [10.20525/ijrbs.v12i9.3063](https://doi.org/10.20525/ijrbs.v12i9.3063).
- Maassen, G. H., & Bakker, A. B. (2001). Suppressor variables in path models: Definitions and interpretations. *Sociological Methods & Research*, 30(2), 241-270. <https://doi.org/10.1177/0049124101030002004>
- Meyer, J., & Smith, C. (2000). HRM Practices and Organizational Commitment: Test of a Mediation Model. *Canadian Journal of Administrative Sciences*, 17(4). [10.1111/j.1936-4490.2000.tb00231.x](https://doi.org/10.1111/j.1936-4490.2000.tb00231.x).
- Miceli, M. P., & Lane, M. C. (1991). Antecedents of pay satisfaction: A review and extension. *Research in Personnel and Human Resources Management*, 9, 235-309.
- Miceli, M. P., & Mulvey, P. W. (2000). Consequences of satisfaction with pay systems: Two field studies. *Industrial Relations*, 39(1), 62-87.
- Mokhtarian, P. L., & Ory, D. T. (2009). Structural equations models. *International encyclopedia of human geograph*, 543-551. <https://doi.org/10.1016/B978-008044910-4.00541-1>.

- Mone, E., Eisinger, C., Guggenheim, K., Price, B., & Stine, C. (2011). Performance management at the wheel: Driving employee engagement in organizations. *Journal of Business and Psychology*, 26(2), 205–212. <https://doi.org/10.1007/s10869-011-9222-9>
- Moon, J. S., & Choi, S. B. (2016). The impact of career management on organizational commitment and the mediating role of subjective career success. *Journal of Career Development*, 44(3), 191–208. <https://doi.org/10.1177/0894845316643829>.
- Neuman, W. L. (2000). *Social Research Methods: Qualitative and Quantitative Approaches (4th ed.)*. Boston: Allyn & Bacon / Pearson.
- Ni, Y-x., Wen, Y., Xu, Y., He, L., & You, G-y. (2023) The relationship between work practice environment and work engagement among nurses: The multiple mediation of basic psychological needs and organizational commitment a cross-sectional survey. *Front Public Health*, 11. <https://doi.org/10.3389/fpubh.2023.1123580>
- Olafsen, A. H., Halvari, H., Forest, J., & Deci, E. L. (2015). Show them the money? The role of pay, managerial need support, and justice in a self-determination theory model of intrinsic work motivation. *Scandinavian Journal of Psychology*, 56(4), 447–457.
- Olafsen, A. H. (2024). *Encyclopedia of Organizational Psychology : Self-determination theory in work organizations*. United Kingdom : Edward Elgar.
- O'Neill, T. A., McLarnon, M. J. W., Schneider, T. J., & Gardner, R. C. (2014). Current misuses of multiple regression for investigating bivariate hypotheses: An example from the organizational domain. *Behavior Research Methods*, 47(3), 685-695. <https://doi.org/10.3758/S13428-013-0407-1>
- Othman, R., Rapi, R., & Alias, N. E., Jahya, A & Koe, W.L. (2019). Factors affecting employee engagement: A study among employees in the Malaysian construction industry. *International journal of academic research in business and social sciences*. 9(7), 784-797.
- Ployhart, R. E. (2021). Resources for What? Understanding Performance in the Resource-Based View and Strategic Human Capital Resource Literatures. *Journal of Management*, 47(7), 1771-1786. <https://doi.org/10.1177/01492063211003137>.

- Pickles, A. (2005). *Direct and indirect effects*. In P. Armitage & T. Colton (Eds.), *Encyclopedia of biostatistics (2nd ed.)*. Wiley.
<https://doi.org/10.1002/0470011815.b2a12020>.
- Podsakoff, P.M., MacKenzie, S.B., & Podsakoff, N.P. (2012). Sources of method bias in social science research and recommendations on how to control it. *The Annual Review of Psychology*, 63, 539-569.
<https://doi.org/10.1146/annurev-psych-120710-100452>.
- Prajapati, N. (2022). Factors Influencing Employee Engagement and its Impact on Organizational Performance. *Bagiswori Journal*, 2(1).
- Rahmadani, V. G., Schaufeli, W.B., Ivanova, T., & Osin, E. (2019). Basic Psychological Need Satisfaction Mediates The Relationship Between Engaging Leadership and Work Engagement: a Cross-National Study. *Human Resource Development Quarterly*, 30(4), 453–471. <https://doi.org/10.1002/HRDQ.21366>.
- Raza, S., Azeem, M., Humayon, A.A., & Ansari, N.U.A. (2017). The impact of pay satisfaction, job stress, and abusive supervision on turnover intention among banking employees. *Sarhad Journal of Management Sciences*. 3(2), 272-84.
- Ries, E. (2011). *The lean startup : How today's entrepreneurs use continuous innovation to create radically successful business*. New York : Crown Publishing.
- Ringle, C. M., Sarstedt, M., Mitchell, R., & Gudergan, S. P. (2020). Partial least squares structural equation modeling in HRM research. *The International Journal of Human Resource Management*, 31(12), 1617-1643.
- Rosnani, T., Christiana, M., Kalis, I., Paulus, A., & Nababan, L. (2021). Pengaruh Pay Satisfaction Terhadap Work Engagement Dan Turnover Intention. 173–186.
- Rochmawati, S., Utaminingsih, A., Widhiastuti, H. (2025). Pengaruh career development dan work-life balance terhadap turnover intention dengan employee engagement sebagai variabel intervening pada PT. Millennium Elektrik Indonesia. *Jurnal Magisma*, 13(1), 85-97.
- Schaufeli, W.B., & Bakker, A.B. (2004). Job demands, job resources, and their relationship with burnout and engagement: A multi-sample study. *Journal of Organizational Behavior*, 25, 293-315.

- Schoen, J. L., DeSimone, J. A., & James, L. R. (2011). Exploring joint variance between independent variables and a criterion: Meaning, effect, and size. *Organizational Research Methods*, 14(4), 674-695. <https://doi.org/10.1177/1094428110381787>
- Shuck, B., Adelson, J. L., & Reio, T. G. (2016). The employee engagement scale : Initial evidence for construct validity and implications for theory and practice : The employee engagement scale. *Human Resource Management*, 56(6), 953-977. <https://doi.org/10.1002/hrm>.
- Silahooy, D.J. (2019). Pengaruh pay satisfaction terhadap employee engagement (Studi Pada Karyawan PT Semen Indonesia (Persero) Tbk.). Skripsi, Universitas Airlangga.
- Storey, J., Wright, P., & Ulrich, D. (2008). *The routledge companion to strategic human resources management* (1st ed.). London : Routledge.
- Sturges, P., Guest, D., & Han, J. (2005). Perceptions of the psychological contract: international comparisons. *Journal of World Business*, 40(4), 389-399
- Subhaktiyasa, P. G. (2024). Menentukan Populasi dan Sampel: Pendekatan Metodologi Penelitian Kuantitatif dan Kualitatif. *Jurnal Ilmiah Profesi Pendidikan*, 9(4), 2721–2731. <https://doi.org/10.29303/jipp.v9i4.2657>.
- Tanuwijaya, J., Gunawan, A., & Puraswati, M. (2022). Factors Affecting Work Engagement. *Business and Entrepreneurial Review*, 22, 35-46. <https://doi.org/10.25105/ber.v22i1.12834>.
- Trepanier, S. G., Fernet, C., & Austin, S. (2013). Workplace bullying and psychological health at work: The mediating role of satisfaction of needs for autonomy, competence and relatedness. *Work & Stress*, 27(2), 123–140.
- Trepanier, S.-G., Forest, J., Fernet, C., & Austin, S. (2015). On the psychological and motivational processes linking job characteristics to employee functioning: Insights from self-determination theory. *Work & Stress*, 29(3), 286–305.
- Triebel, C., & Wandke, H. (2018). *Failure in startup companies: Why failure is a part of founding. Strategies in Failure Management*. Jerman : Springer.
- Udasi, D. (2023). Impact of pay satisfaction on employee engagement and employee intention to turnover. *Journal of Advanced Zoology*, 44, 375-380. <https://doi.org/10.17762/jaz.v44iS7.2729>.

- Ugwu, C. C., & Okojie, J. O. (2016). Human resource management (HRM) practices and work engagement in Nigeria: The mediating role of psychological capital (psycap). *International Journal of Social Sciences and Humanities Reviews*, 6(4), 73-89.
- Van den Broeck, A., Carpini, J. A., Diefendorff, J. M., & Ryan, R. M. (2021). Beyond intrinsic and extrinsic motivation: A meta-analysis on self-determination theory's multidimensional conceptualization of work motivation. *Organizational Psychology Review*, 11(3), 241-274.
- Vansteenkiste, M., Neyrinck, B., Niemiec, C. P., Soenens, B., De Witte, H., & Van den Broeck, A. (2007). On the relations among work value orientations, psychological need satisfaction and job outcomes: A self-determination theory approach. *Journal of Occupational and Organizational Psychology*, 80(2), 251-277.
- Van De Voorde, K., & Beijer, S. (2015). The role of employee HR attributions in the relationship between high-performance work systems and employee outcomes. *Human Resource Management Journal*, 25(1), 62-78. <https://doi.org/10.1111/1748-8583.12062>.
- Van Wingerden, J., Bakker, A. B., & Derks, D. (2018). Facilitating interns' performance: The role of job resources and basic need satisfaction in work engagement. *Journal of Vocational Behavior*, 109, 77-87. <https://doi.org/10.1016/j.jvb.2018.03.008>
- Wen, D., Yan, D., & Sun, X. (2021). Employee satisfaction, employee engagement and turnover intention: The moderating role of position level. *Human Systems Management*. 41(3), 407-422. <https://doi.org:10.3233/HSM-211505>.
- Weng, Q., McElroy, J. C., Morrow, P. C., & Liu, R. (2010). The relationship between career growth and organizational commitment. *Journal of Vocational Behavior*, 77(3), 391-400. <https://doi.org/10.1016/j.jvb.2010.05.003>.
- Wingerden, J.V., Derks, D., & Bakker, A.B. (2018). Facilitating interns' performance. *Career Development International*, 23(4), 382-396. <https://doi.org/10.1108/CDI-12-2017-0237>.
- Winton, A., & Palmer, S. (2018). Employee engagement and well-being: A psychological perspective. *International Journal of Coaching Psychology*, 3(1), 4-16.
- Wood, R. E., Goodman, J. S., Beckmann, N., & Cook, A. (2008). Mediation testing in management research: A review and proposals. *Organizational Research Methods*, 11(2), 270-295. <https://doi.org/10.1177/1094428106297811>



- Yao, T., & Methavasaraphak, P. (2023). The Factors Influencing Employee Engagement in Recruitment Companies in Thailand. *International Journal of Social Science and Human Research* (6). <https://doi.org/10.47191/ijsshr/v6-i10-27>.
- Zyphur, M. J., Bonner, C. V., & Tay, L. (2022). Structural equation modeling in organizational research: The state of our science and some proposals for its future. *Annual Review of Organizational Psychology and Organizational Behavior*, 9, 495-517. <https://doi.org/10.1146/annurev-orgpsych-041621-031401>.