UNIVERSITAS
GADJAH MADA
**Pengaruh Kontekstual Dan Individual Terhadap Pekerjaan Berkelanjutan Dengan Job Crafting Sebagai
Pemediasi Studi Pada Generasi Milenial Pt KAI**
Ahmad Fadli, Sari Sitalaksmi, M.Mgt., PhD.
Universitas Gadjah Mada, 2026 | Diunduh dari http://etd.repository.ugm.ac.id/

DAFTAR PUSTAKA

Adkins, A. (2016). Millennials: The job-hopping generation. https://www.gallup.com/work-place/236474/millennials-job-hopping-generation.aspx

Alan M. Saks. (2006). Antecedents and consequences of employee engagement. *Journal of Managerial Psychology*, 21(7), 600–619.

Al Mansoori, S., Salloum, S. A., & Shaalan, K. (2021). The impact of artificial intelligence and information technologies on the efficiency of knowledge management at modern organizations: a systematic review. *Recent Advances in Intelligent Systems and Smart Applications*, 163-182.

Arnold B. Bakker, Evangelia Demerouti, & Sanz-Vergel, A. I. (2023). Job demands–resources theory: Ten years later. *Annual Review of Organizational Psychology and Organizational Behavior*, 10, 25–53

Badan Pusat Statistik. (2024). *Keadaan Ketenagakerjaan Indonesia Agustus 2024 (Hasil Survei Angkatan Kerja Nasional/Sakernas)*. Jakarta: BPS

Badan Pusat Statistik. (2023). *Perkembangan transportasi nasional Desember 2023*. Jakarta: BPS.

Badan Pusat Statistik. (2024). *Perkembangan transportasi nasional Agustus 2024*. Jakarta: BPS.

Badan Pusat Statistik. (2025). *Perkembangan transportasi nasional Desember 2025*. Jakarta: BPS.

Badan Pusat Statistik. (2023). *Produk Domestik Bruto Indonesia Triwulanan 2019–2023*. Jakarta: BPS.

Bai, J., Tang, Q., Yang, Y., & Li, Y. (2021). Examining job complexity on job crafting within conservation of resources theory: A dual-path mediation model. *Frontiers in Psychology*, 12, 737108.

Bakker, A. B., & Demerouti, E. (2017). Job demands–resources theory: Taking stock and looking forward. *Journal of Occupational Health Psychology*, 22(3), 273–285.

Barkema, H.G., Coyle-Shapiro, J.A.-M. and le Grand, E.M. (2024), "How do fieldworkers in poverty craft meaningful roles to achieve social impact? Female teachers in Slums in India", *Academy of Management Journal*, Vol. 67 No. 1, pp. 232-261, doi: 10.5465/amj.2021.1244.

Berntson, E., Sverke, M., & Marklund, S. (2006). Predicting perceived employability: Human capital or labour market opportunities? *Economic and Industrial Democracy*, 27(2), 223–244.

UNIVERSITAS
GADJAH MADA
**Pengaruh Kontekstual Dan Individual Terhadap Pekerjaan Berkelanjutan Dengan Job Crafting Sebagai
Pemediasi Studi Pada Generasi Milenial Pt KAI**
Ahmad Fadli, Sari Sitalaksmi, M.Mgt., PhD.
Universitas Gadjah Mada, 2026 | Diunduh dari http://etd.repository.ugm.ac.id/

Weijters, B., & Baumgartner, H. (2012). *Misresponse to reversed and negated items in surveys: A review*. *Journal of Marketing Research, 49*(5), 737–747

Bipp, T., & Demerouti, E. (2015). Which employees craft their jobs and how? Basic dimensions of personality and employees' job crafting behaviour. *Journal of Occupational and Organizational Psychology*, 88(4), 631–655.

Blau, P. M. (1964). *Exchange and power in social life*. New York: John Wiley & Sons.

Fleuren, B. P. I., de Grip, A., Jansen, N. W. H., Kant, I., & Zijlstra, F. R. H. (2020). Unshrouding the sphere from the clouds: Towards a comprehensive conceptual framework for sustainable employability. *Sustainability, 12*(16), Article 6366.

Chu, X., Zhang, L., & Li, M. (2022). Nurses strengths use and turnover intention: The roles of job crafting and self-efficacy. *Journal of Advanced Nursing, 78*(7), 2075–2084.

Guest, D. E. (1997). Human resource management and performance: A review and research agenda. *The International Journal of Human Resource Management, 8*(3), 263–276.

De Vos, A., Buyens, D., & Schalk, R. (2020). Making sense of psychological contracts in careers: Psychological contract dynamics and the psychological contract in a career context. *Career Development International, 25*(2), 130–147.

Xanthopoulou, D., Bakker, A. B., Demerouti, E., & Schaufeli, W. B. (2007). The role of personal resources in the job demands-resources model. *International Journal of Stress Management, 14*(2), 121–141.

Docherty, P., Kira, M., & Shani, A. B. (2002). Creating sustainable work systems: Emerging perspectives and practice. *Routledge*.

Dong, X., Jiang, L., Li, W., Chen, C., Gan, Y., Xia, J. and Qin, X. (2024), "Let's talk about AI: talking about AI is positively associated with AI crafting", *Asia Pacific Journal of Management*, doi: 10.1007/s10490-024-09975-z.

Elliot, A. J., & Thrash, T. M. (2002). Approach–avoidance motivation in personality: Approach and avoidance temperaments and goals. *Journal of Personality and Social Psychology*, 82(5), 804–818.

Elliot, A. J., & Thrash, T. M. (2010). Approach and avoidance temperament as basic dimensions of personality. *Journal of Personality, 78*(5), 865–906.

Eurofound. (2015). Sustainable work over the life course: Concept paper. *Publications Office of the European Union*.

Demerouti, E., & Bakker, A. B. (2023). Job demands-resources theory in times of crises:New propositions. *Organizational Psychology Review, 13*(3), 209–236.

UNIVERSITAS
GADJAH MADA
**Pengaruh Kontekstual Dan Individual Terhadap Pekerjaan Berkelanjutan Dengan Job Crafting Sebagai
Pemediasi Studi Pada Generasi Milenial Pt KAI**
Ahmad Fadli, Sari Sitalaksmi, M.Mgt., PhD.
Universitas Gadjah Mada, 2026 | Diunduh dari http://etd.repository.ugm.ac.id/

George B. Graen, G. B., & Robert C. Liden, R. C. (1980). Generalizability of the vertical dyad linkage model of leadership. *Academy of Management Journal*, 23(3), 451–465.

Graen, G. B., & Uhl-Bien, M. (1995). Relationship-based approach to leadership: Development of leader–member exchange (LMX) theory of leadership over 25 years: Applying a multi-level multi-domain perspective. *The Leadership Quarterly, 6*(2), 219–247.

Hackman, J. R., & Oldham, G. R. (1976). Motivation through the design of work: Test of a theory. *Organizational Behavior and Human Performance*, 16(2), 250–279.

Hackman, J. R., & Oldham, G. R. (1980). *Work redesign*. Addison-Wesley.

Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2019). When to use and how to report the results of PLS-SEM. *European Business Review*, 31(1), 2–24.

Hair, J. F., Jr., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2022). A primer on partial least squares structural equation modeling (PLS-SEM) (3rd ed.). *Sage Publications*

Holtschlag, C., Masuda, A. D., Reiche, B. S., & Morales, C. (2020). Why do millennials stay in their jobs? The roles of protean career orientation, goal progress and organizational career management. *Journal of Vocational Behavior*, 118, 103366. https://doi.org/10.1016/j.jvb.2019.103366

Hossain, M.I., Kumar, J., Islam, M.T. and Valeri, M. (2024), The interplay among paradoxical leadership, industry 4.0 technologies, organizational ambidexterity, strategic flexibility and corporate sustainable performance in manufacturing SMEs of Malaysia, *European Business Review*, Vol. 36 No. 5, pp. 639-669, doi: 10.1108/ebr-04-2023-0109.

Irfan, S.M., Qadeer, F., Abdullah, M.I. and Sarfraz, M. (2023), "Employer's investments in job crafting to promote knowledge worker's sustainable employability: a moderated mediation model", *Personnel Review*, Vol. 52 No. 8, pp. 2025-2047, doi: 10.1108/PR-10-2021-0704

Ilmarinen, J. (2005). Towards a longer worklife: Ageing and the quality of worklife in the European Union. *Helsinki: Finnish Institute of Occupational Health*.

Infopublik. (2024, September 30). Pembangunan infrastruktur jalan tol alami pertumbuhan signifikan sejak 2015.http://infopublik.id/kategori/infografis/874190/Pembangunan-infrastruktur-jalan-tol-alami-pertumbuhan-signifikan-sejak-2025

Jacqueline J. L. van der Klink, J. J. L., Bültmann, U., Burdorf, A., Schaufeli, W. B., Zijlstra, F. R. H., Abma, F. I., Brouwer, S., & Van der Wilt, G. J. (2016). Sustainable employability—Definition, conceptualization, and implications: A

UNIVERSITAS
GADJAH MADA
**Pengaruh Kontekstual Dan Individual Terhadap Pekerjaan Berkelanjutan Dengan Job Crafting Sebagai
Pemediasi Studi Pada Generasi Milenial Pt KAI**
Ahmad Fadli, Sari Sitalaksmi, M.Mgt., PhD.
Universitas Gadjah Mada, 2026 | Diunduh dari http://etd.repository.ugm.ac.id/

perspective based on the capability approach. *Scandinavian Journal of Work, Environment & Health*, 42(1), 71–79.

James K. Harter, Schmidt, F. L., & Hayes, T. L. (2002). Business-unit-level relationship between employee satisfaction, employee engagement, and business outcomes: A meta-analysis. *Journal of Applied Psychology*, 87(2), 268–279.

Paauwe, J., & Boselie, P. (2005). HRM and performance: What next? *Human Resource Management Journal, 15*(4), 68–83.

Ji, H., Zhao, X., & Dang, J. (2023). Relationship between leadership-member exchange (LMX) and flow at work among medical workers during the COVID-19: The mediating role of job crafting. *BMC Psychology*, 11, 162.

Mathis, R. L., Jackson, J. H., & Valentine, S. R. (2014). *Human resource management* (14th ed.). Cengage Learning

Karakhan, A.A., Nnaji, C.A., Gambatese, J.A. and Simmons, D.R. (2023). Best practice strategies for workforce development and sustainability in construction. *Practice Periodical on Structural Design and Construction*, Vol. 28 No. 1, 04022058, doi: 10.1061/(asce)sc.1943-5576.0000746.

Kementerian Komunikasi dan Informatika Republik Indonesia. (2023). *Pembangunan jalan tol dorong konektivitas dan pertumbuhan ekonomi nasional.*http://infopublik.id

Kementerian Perhubungan Republik Indonesia. (2023). *Laporan Kinerja Kementerian Perhubungan Tahun 2023*. Jakarta: Kementerian Perhubungan Republik Indonesia.

Kementerian Perhubungan Republik Indonesia. (2024). *Rencana strategis Kementerian Perhubungan tahun 2020–2024*. Jakarta: Kementerian Perhubungan RI.

Kementerian Perhubungan Republik Indonesia. (2024). *Laporan Kinerja Kementerian Perhubungan Tahun 2024*. Direktorat Jenderal Perhubungan Darat / PPID Kementerian Perhubungan.

Kohli, M. K., & Priyadarshi, P. (2025). Attaining sustainable employment within organizations: Uncovering the impact of job crafting amid contextual and individual influences. *South Asian Journal of Business Studies*, 14(2), 206–220

Leana, C., Appelbaum, E. and Shevchuk, I. (2009). Work process and quality of care in early childhood education: the role of job crafting, *Academy of Management Journal*, Vol.52 No. 6, pp. 1169-1192, doi: 10.5465/ amj.2009.47084651.

UNIVERSITAS
GADJAH MADA
**Pengaruh Kontekstual Dan Individual Terhadap Pekerjaan Berkelanjutan Dengan Job Crafting Sebagai
Pemediasi Studi Pada Generasi Milenial Pt KAI**
Ahmad Fadli, Sari Sitalaksmi, M.Mgt., PhD.
Universitas Gadjah Mada, 2026 | Diunduh dari http://etd.repository.ugm.ac.id/

Liao, P.-Y. (2022). Proactive personality, job crafting, and person-environment fit: does job autonomy matter?. *Current Psychology*, Vol. 42 No. 22, pp. 18959-18970, doi: 10.1007/s12144-022-03065-3.

Liu, G., Peng, H., & Wang, H. (2023). How self-leadership promotes job crafting: Based on the perspective of self-determination theory. *Frontiers in Psychology*, 14, 1079196.

Liu, X., & Lin, Y. (2022). Environmental and efficiency advantages of railway transportation: Evidence from sustainable transport systems. *Transportation Research Part D: Transport and Environment*, 103, 103178

Luo, S., Petrilli, S., & Giunchi, M. (2023). Leader–member exchange (LMX) and adjustment to the work mode as protective factors to counteract exhaustion and turnover intention: A chain mediation model. *Sustainability, 16*(23), 10254.

Mayangdarastri, S., & Khusna, K. (2020). Retaining millennials engagement and well-being through career path and development. *Journal of Leadership in Organizations*, 2(1), 42-48.

Meyer, J. P., & Allen, N. J. (2001). A three-component conceptualization of organizational commitment. *Human Resource Management Review*, 1(1), 61–89

Mousa, M., & Chaouali, W. (2022). Job crafting, meaningfulness and affective commitment by gig workers towards crowdsourcing platforms. *Personnel Review, 52*(8), 2070–2084.

Nielsen, K., & Miraglia, M. (2017). What works for whom in which circumstances? On the need to move beyond the "what works" question in organizational intervention research. *Human Relations*, 70(1), 40–62.

Petrou, P., Demerouti, E. and Schaufeli, W.B. (2018). Crafting the change: the role of employee job crafting behaviors for successful organizational change. *Journal of Management*, Vol. 44 No. 5, pp. 1766-1792, doi: 10.1177/0149206315624961.

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.

Lichtenthaler, P. W., & Fischbach, A. (2019). A meta-analysis on promotion-focused and prevention-focused job crafting. *European Journal of Work and Organizational Psychology, 28*(1), 30–50.

PT Kereta Api Indonesia (Persero). (2024). Data komposisi pekerja organik PT Kereta Api Indonesia berdasarkan generasi [Data internal SAP HR]. PT KAI.

PT Kereta Api Indonesia (Persero). (2024). Laporan tahunan 2024. Bandung: PT KAI.

UNIVERSITAS
GADJAH MADA
**Pengaruh Kontekstual Dan Individual Terhadap Pekerjaan Berkelanjutan Dengan Job Crafting Sebagai
Pemediasi Studi Pada Generasi Milenial Pt KAI**
Ahmad Fadli, Sari Sitalaksmi, M.Mgt., PhD.
Universitas Gadjah Mada, 2026 | Diunduh dari http://etd.repository.ugm.ac.id/

PT Kereta Api Indonesia (Persero). (2025). Rencana jangka panjang perusahaan (RJPP) PT KAI 2025–2029. PT KAI.

Afnek, R., & Khadem, A. (2026). Crafting your employability: How job crafting relates to sustainable employability under the self-determination theory and role theory. *Sustainability, 18*(2), (979).

Robert C. Liden, R. C., & John M. Maslyn, J. M. (1998). Multidimensionality of leader–member exchange: An empirical assessment through scale development. *Journal of Management*, 24(1), 43–72.

Rudolph, C. W., Katz, I. M., Lavigne, K. N., & Zacher, H. (2017). Job crafting: A meta-analysis of relationships with individual differences, job characteristics, and work outcomes. *Journal of Vocational Behavior*, 102, 112–138.

Cropanzano, R., & Mitchell, M. S. (2005). Social exchange theory: An interdisciplinary review. *Journal of Management, 31*(6), 874–900.

Schaufeli, W. B. (2019). Work engagement in Europe: Relations with national economy, governance and culture. *Organizational Dynamics*, 48(2), 99–106.

Schindler, P. S. (2022). *Business research methods* (14th ed.). New York, NY: McGraw-Hill

Sen, C. and Dulara, S. (2017), "Job characteristics and performance: the mediating role of job crafting", *International Journal of Indian Psychology*, Vol. 5 No. 1, doi: 10.25215/0501.068.

Sethi, A., Noor, L. R. R., & Rahmawati, R. (2023). Fostering work engagement through the quality of social exchange: The mediating role of job satisfaction. *Asian Journal of Management Analytics, 4*(4), 15599.

Setiawati, Nugroho, A., & Prabowo, H. (2022). The effect of negatively worded items on questionnaire validity and reliability in behavioral research. *Jurnal Psikologi Indonesia*, 19(2), 145–158.

Parker, S. K., Tims, M., & Sonnentag, S. (2026). Top-down and bottom-up work design: A multilevel perspective on how job crafting and work characteristics interrelate. *Journal of Business and Psychology, 41*(3), 697–714.

Signore, Romano, A., & Cortese, C. G. (2024). The active role of job crafting in promoting well-being and employability: An empirical investigation. *Sustainability*, 16(1), 201.

Soedira, V. N., Husniati, R., & Rialmi, Z. (2021). Pengaruh pengembangan karir dan lingkungan kerja terhadap turnover intention karyawan milenial di RW 10, Kel. Depok, Kota Depok. *Jurnal Ilmiah Manajemen Kesatuan*, 9(2), 247-256. https://doi.org/10.37641/jimkes.v9i2.457

Van de Walle, S. (2018). Explaining citizen satisfaction and dissatisfaction with public services. In E. Ongaro & S. Van Thiel (Eds.), The Palgrave handbook of

UNIVERSITAS
GADJAH MADA
**Pengaruh Kontekstual Dan Individual Terhadap Pekerjaan Berkelanjutan Dengan Job Crafting Sebagai
Pemediasi Studi Pada Generasi Milenial Pt KAI**
Ahmad Fadli, Sari Sitalaksmi, M.Mgt., PhD.
Universitas Gadjah Mada, 2026 | Diunduh dari http://etd.repository.ugm.ac.id/

public administration and management in Europe (pp. 227–241). *Palgrave Macmillan*.

Stokes, Y., et al. (2023). Generational shifts in work values: Implications for flexibility, meaningful work, and work–life balance. *Human Resource Management Review*, 33(1)

Tanja Beekman, De Jong, J., & Van Vuuren, T. (2025). Balancing job demands and resources for sustainable employability in the digital era. *Human Resource Development International*, 28(1), 45–62.

The Jakarta Consulting Group. (2024). Laporan kepuasan pekerja, keterikatan pekerja, layanan SDM, dan layanan kesehatan PT Kereta Api Indonesia (Persero) tahun 2024. PT Kereta Api Indonesia (Persero)

Tims, M., Bakker, A. B., & Derks, D. (2012). Development and validation of the job crafting scale. *Journal of Vocational Behavior*, 80(1), 173–186.

Tims, M., Bakker, A. B., & Derks, D. (2010). Job crafting: Towards a new model of individual job redesign. *SA Journal of Industrial Psychology*, 36(2), 1–9.

Tolentino, L. R., Garcia, P. R. J. M., Lu, V. N., Restubog, S. L. D., & Bordia, P. (2014). Career adaptation: The relation of adaptability to goal orientation, proactive personality, and career optimism. *Journal of Vocational Behavior*, 84(1), 39–48.

United Nations. (2021). *The Sustainable Development Goals Report 2021*. New York: United Nations.

Veeneman, W., & van de Velde, D. (2014). Governance and performance of urban public transport systems. *Transport Reviews*, 34(5), 593–615.

Veld, M., Van der Heijden, B. I. J. M., & Semeijn, J. H. (2023). Sustainable careers and employability: The role of adaptability and resilience in a changing work environment. *Journal of Vocational Behavior*, 141,

Wang, H., Demerouti, E., & Le Blanc, P. (2020). Transformational leadership, adaptability, and job crafting: The moderating role of organizational identification. *Journal of Vocational Behavior*, 118, 103343.

Wang, Y., & Lau, D. C. (2022). How and why job crafting influences creative performance? A resource allocation explanation of the curvilinear moderated relations. *Asia Pacific Journal of Management, 39*(4), 1561–1587.

World Bank. (2022). *World Development Report 2022: Finance for an equitable recovery*. Washington, DC: World Bank.

World Bank. (2022). *Railways: A key to sustainable and green transport systems*. Washington, DC: World Bank.

UNIVERSITAS
GADJAH MADA
**Pengaruh Kontekstual Dan Individual Terhadap Pekerjaan Berkelanjutan Dengan Job Crafting Sebagai
Pemediasi Studi Pada Generasi Milenial Pt KAI**
Ahmad Fadli, Sari Sitalaksmi, M.Mgt., PhD.
Universitas Gadjah Mada, 2026 | Diunduh dari http://etd.repository.ugm.ac.id/

World Bank. (2022). *Transport and climate change: Sustainable transport for a greener future*. Washington, DC: World Bank.

World Health Organization. (2025). *Guidance on policy and strategic actions to protect and promote decent and sustainable employment*. Geneva: WHO.

Wrzesniewski, A. and Dutton, J.E. (2001), "Crafting a job: revisioning employees as active crafters of their work", *Academy of Management Review*, Vol. 26 No. 2, pp. 179-201, doi: 10.5465/AMR.2001.4378011.

Yang, H., Zhao, X., & Dang, J. (2023). Relationship between leadership–member exchange (LMX) and flow at work among medical workers during COVID-19: The mediating role of job crafting. *BMC Psychology, 11*, 162.

Zhang, H., et al. (2023). The role of railway systems in sustainable transportation: Capacity, efficiency, and environmental impacts. *Sustainable Cities and Society*, 89, 104327.