

DAFTAR PUSTAKA

- Adler, P. S., & Borys, B. (1996). Two types of bureaucracy: Enabling and coercive. *Administrative Science Quarterly*, 41(1), 61–89. <https://doi.org/10.2307/2393986>
- Ahmad, K. Z. Bin. (2008). Relationship between leader-subordinate personality congruence and performance and satisfaction in the UK. *Leadership & Organization Development Journal*, 29(5), 396–411. <https://doi.org/10.1108/02683941211235391>
- Alston, J. P. (1989). Wa, Guanxi, and Inhwa: managerial principles in Japan, China, and Korea. *Business Horizons*, 32, 26–31. [https://doi.org/10.1016/S0007-6813\(89\)80007-2](https://doi.org/10.1016/S0007-6813(89)80007-2)
- Analisa. (2015). Pegawai Dishub Banda Aceh mundur massal. Retrieved November 17, 2017, from <http://harian.analisadaily.com/aceh/news/pegawai-dishub-banda-aceh-mundur-massal/105618/2015/02/05>
- Angeline, T. (2011). Managing generational diversity at the workplace: expectations and perceptions of different generations of employees. *African Journal of Business Management*, 5(2), 249–255. <https://doi.org/10.5897/AJBM10.335>
- Anisahwati, N. (2016). *Relasi sosial supervisor dan staf: Partner*. Fakultas Psikologi Universitas Gadjah Mada. Retrieved from Yogyakarta
- Astuti, T. (2016). *Eksplorasi relasi sosial manager-supervisor PT. Taman Wisata Candi: Kolegial*. Fakultas Psikologi Universitas Gadjah Mada, Yogyakarta.
- Badan Kepegawaian Daerah DIY. (2018). Pemetaan potensi dan kompetensi pegawai di lingkungan Pemda DIY tahun 2018. Retrieved April 12, 2018, from <http://bkd.jogjaprovo.go.id/detail/pemetaan-potensi-dan-kompetensi-pegawai-di-lingkungan-pemda-diy-tahun-2018/615>
- Badan Kepegawaian Negara Republik Indonesia. (2017). Data umum Pegawai Negeri Sipil Desember 2016. Retrieved October 3, 2017, from <http://www.bkn.go.id/statistik-pns>
- Baumeister, R. F., & Leary, M. R. (1995). The Need to Belong: Desire for Interpersonal Attachments as a Fundamental Human Motivation. *Psychological Bulletin*, 117(3), 497–529. <https://doi.org/10.1037/0033-2909.117.3.497>
- Bogdan, R. C., & Biklen, S. K. (1982). *Qualitative research for education: An introduction to theory and methods* (2nd ed.). Needham Heights: Allyn and Bacon.

- Brito, R., Waldzus, S., Sekerdej, M., & Schubert, T. (2011). The contexts and structures of relating to others: How memberships in different types of groups shape the construction of interpersonal relationships. *Journal of Social and Personal Relationships*, 28(3), 406–431. <https://doi.org/10.1177/0265407510384420>
- Burns, T., & Stalker, G. M. (1964). Mechanistic and organic systems of management. In W. W. Cooper, H. J. Leavitt, & M. W. Shelly (Eds.), *New Perspectives in Organization Research*. New York: Wiley.
- Campbell, W. K., Campbell, S. M., Siedor, L. E., & Twenge, J. M. (2015). Generational differences are real and useful. *Industrial and Organizational Psychology*, 8(3), 324–331. <https://doi.org/10.1017/iop.2015.43>
- Chaudhuri, S., & Ghosh, R. (2012). Reverse mentoring: A social exchange tool for keeping Boomers engaged and Millennials committed. *Human Resource Development Review*, 11(1), 55–76. <https://doi.org/10.1177/1534484311417562>
- Chen, C. C., Chen, X., & Meindl, J. R. (1998). How can cooperation be fostered? The cultural effects of Individualism-Collectivism. *Academy of Management Review*, 23(2), 285–304. <https://doi.org/10.5465/AMR.1998.533227>
- Chih, Y.-Y., Kiazad, K., Cheng, D., Lajom, J. A. L., & Restubog, S. L. D. (2017). Feeling positive and productive: Role of supervisor-worker relationship in predicting construction workers' performance in the Philippines. *Journal of Construction Engineering and Management*, 143(8), 1–10. [https://doi.org/10.1061/\(ASCE\)CO.1943-7862.0001346](https://doi.org/10.1061/(ASCE)CO.1943-7862.0001346).
- Cogin, J. (2012). Are generational differences in work values fact or fiction? Multi-country evidence and implications. *The International Journal of Human Resource Management*, 23(11), 2268–2294. <https://doi.org/10.1080/09585192.2011.610967>
- Costanza, D. P., Badger, J. M., Fraser, R. L., Severt, J. B., & Gade, P. A. (2012). Generational differences in work-related attitudes: A meta-analysis. *Journal of Business and Psychology*, 27, 375–394. <https://doi.org/10.1007/s10869-012-9259-4>
- Creswell, J. W. (2007). *Qualitative inquiry & research design: Choosing among five approach* (2nd ed.). Thousand Oaks: Sage Publications.
- Creswell, J. W. (2012). *Educational research: Planning, conducting, and evaluating quantitative and qualitative research* (4th ed.). Boston: Pearson Education.
- Cummings, T. G., & Worley, C. G. (2009). *Organization development and change* (9th ed.). Mason: South-Western Cengage Learning.
- Dansereau, F., Graen, J., & Haga, C. (1975). A vertical dyad linkage approach to leadership within formal organizations: A longitudinal investigation of the role making process. *Organizational Behavior and Human Performance*, 13, 46–78. [https://doi.org/10.1016/0030-5073\(75\)90005-7](https://doi.org/10.1016/0030-5073(75)90005-7)

- Darcy, C., McCarthy, A., Hill, J., & Grady, G. (2012). Work-life balance: One size fits all? An exploratory analysis of the differential effects of career stage. *European Management Journal*, 30, 111–120. <https://doi.org/10.1016/j.emj.2011.11.001>
- Dencker, J. C., Joshi, A., & Martocchio, J. J. (2007). Employee benefits as context for intergenerational conflict. *Human Resource Management Review*, 17, 208–220. <https://doi.org/10.1016/j.hrmr.2007.04.002>
- Deutsch, M. (1949). The effects of cooperation and competition upon group process. *Human Relations*, 2, 199–232. <https://doi.org/10.1177/001872674900200301>
- Deutsch, M. (2006). Cooperation and competition. In M. Deutsch, P. T. Coleman, & E. C. Marcus (Eds.), *The Handbook of conflict resolution: Theory and practice* (pp. 23–42). San Francisco: Jossey-Bass. <https://doi.org/10.1007/978-1-4419-9994-8>
- Donati, P. (2011). *Relational sociology: A new paradigm for social sciences*. New York: Routledge.
- Donati, P., & Archer, M. S. (2015). *The relational subject*. Cambridge: Cambridge University Press.
- Dwyer, D. J. (2014). *Interpersonal relationship*. New York: Routledge.
- Eagly, A. H. (1987). *Sex differences in social behavior: A social-role interpretation*. Hillsdale: Lawrence Erlbaum Associates.
- Fiske, A. P. (1992). The four elementary forms of sociality: Framework for a unified theory of social relations. *Psychological Review*, 99(4), 689–723. <https://doi.org/10.1037/0033-295X.99.4.689>
- Fiske, A. P. (2012). Relational Model Theory 2.0. In N. Haslam (Ed.), *Relational model theory: A contemporary overview* (pp. 2–25). New York: Routledge.
- Fiske, A. P., Haslam, N., & Fiske, S. T. (1991). Confusing one person with another: What errors reveal about the elementary forms of social relations. *Journal of Personality and Social Psychology*, 60(5), 656–674. <https://doi.org/10.1037/0022-3514.60.5.656>
- Foley, V., Myrick, F., & Yonge, O. (2013). Intergenerational conflict in nursing preceptorship. *Nurse Education Today*, 33, 1003–1007. <https://doi.org/10.1016/j.nedt.2012.07.019>
- Frinaldi, A., & Embi, M. A. (2014). Budaya kerja ewuh pakewuh di kalangan Pegawai Negeri Sipil etnik Jawa. *Humanus*, 1, 68–75. <https://doi.org/10.24036/jh.v.13i1.4099>
- Gabbaro, J. J. (2014). The development of working relationship. In J. Galegher, R. E. Kraut, & C. Egidio (Eds.), *Intellectual Teamwork: Social and Technological Foundations of Cooperative Work* (pp. 79–110). New York: Psychology Press.

- Giessner, S. R., & Quaquebeke, N. Van. (2010). Using a relational models perspective to understand normatively appropriate conduct in ethical leadership. *Journal of Business Ethics*, 95, 43–55. <https://doi.org/10.1007/s10551-011-0790-4>
- Green, K. W., Whitten, D., & Medlin, B. (2005). Impact of relational differences on supervisor/subordinate dyad. *Industrial Management & Data Systems*, 105(3), 369–383. <https://doi.org/10.1108/02635570510590165>
- Griskevicius, V., Haselton, M. G., & Ackerman, J. M. (2015). Evolution and close relationship. In M. Mikulincer & P. R. Shaver (Eds.), *APA handbook of personality and social psychology Volume 3: Interpersonal relation* (pp. 3–32). Washington DC: American Psychologist Association. <https://doi.org/10.1037/14344-003>
- Hanson, L. (2012). *The experiences of the younger supervisor: Implications for organizations*. Colorado, Colorado State University. Retrieved from <https://search.proquest.com.ezproxy.ugm.ac.id/docview/1291096959?pq-origsite=summon>
- Hartijasti, Y., & Fathonah, N. (2015). Motivation of cyberloafers in the workplace across generations in Indonesia. *International Journal of Cyber Society and Education*, 8(1), 49–58. <https://doi.org/10.7903/ijcse.1360>
- Hill, C. A. (1987). Affiliation motivation: People who need people but in different ways. *Journal of Personality and Social Psychology*, 52(5), 1008–1018. <https://doi.org/10.1037/0022-3514.52.5.1008>
- Himpunan Psikologi Indonesia. (2010). *Kode etik Psikologi Indonesia*. Jakarta: Pengurus Pusat Himpunan Psikologi Indonesia.
- Huang, X., & Lun, J. (2006). The impact of subordinate-supervisor similarity in growth-need strength on work outcomes: The mediating role of perceived similarity. *Journal of Organizational Behavior*, 27(8), 1121–1148. <https://doi.org/10.1002/job.415>
- Idrus, M. (2012). Pendidikan karakter pada keluarga Jawa. *Jurnal Pendidikan Karakter*, (2), 118–130.
- Instruksi Presiden Republik Indonesia nomor 3 tahun 2003 (2003). Retrieved from www.hukumonline.com/pusatdata/downloadfile/lt4e8dadf24d0c9/parent/17187
- Ismail, M., Rahim, A. N. A., Lee, K. H., & Thahir, N. F. M. (2016). Cultural value and career goal of Gen-X and Gen-Y employees: Evidence from selected Malaysian companies. *Organizations and Markets in Emerging Economies*, 7(2), 43–64. Retrieved from http://www.om.ef.vu.lt/cms/cache/RePEc_files/article_83.pdf
- Johnson, D. W. (2003). Social Interdependence: Interrelationships among theory, research, and practice. *American Psychologist*, 58(11), 934–945. <https://doi.org/10.1037/0003-066X.58.11.934>

- Joshi, A., Dencker, J. C., & Franz, G. (2011). Generations in organizations. *Research in Organizational Behavior*, 31, 177–205. <https://doi.org/10.1016/j.riob.2011.10.002>
- Joshi, A., Dencker, J. C., Franz, G., & Joseph, J. (2010). Unpacking generational identities in organizations. *The Academy of Management Review*, 35(3), 392–414. <https://doi.org/10.5465/AMR.2010.51141800>
- Kelley, H. H., Berscheid, E., Christensen, A., Harvey, J. H., Huston, T. L., Levinger, G., ... Peterson, D. R. (1983). *Close relationship*. New York: W. H. Freeman and Company.
- Khera, S. N., & Malik, S. (2014). Life priorities and work preferences of Generation Y: An exploratory analysis in Indian context. *Jindal Journal of Business Research*, 3(1&2), 63–76. <https://doi.org/10.1177/2278682116643607>
- Koesmastuti, R. H. (2015). Kultur kolektivistik dalam organisasi birokrasi. *Jurnal Interaksi*, 4(2), 187–194.
- Lester, S. W., Standifer, R. L., Schultz, N. J., & Windsor, J. M. (2012). Actual versus perceived generational differences at work: An empirical examination. *Journal of Leadership & Organizational Studies*, 19(3), 341–354. <https://doi.org/10.1177/1548051812442747>
- Levi, D. (2007). *Group dynamics for teams* (2nd ed.). Thousand Oaks: Sage Publications.
- Lewin, K. (1936). *Principle of topological psychology*. New York: McGraw-Hill.
- Liden, R. C., & Maslyn, J. M. (1998). Multidimensionality of leader-member exchange: An empirical assessment through scale development. *Journal of Management*, 24(1), 43–72. [https://doi.org/10.1016/S0149-2063\(99\)80053-1](https://doi.org/10.1016/S0149-2063(99)80053-1)
- Lofland, J., & Lofland, L. H. (1995). *Analyzing social setting: A guide to qualitative observation and analysis* (3rd ed.). Belmont: Wadsworth Publishing Company.
- Luntungan, I., Hubeis, A. V. S., Sunarti, E., & Maulana, A. (2014). Strategi Pengelolaan Generasi Y di Industri Perbankan. *Jurnal Manajemen Teknologi*, 13(2), 219–240. <https://doi.org/10.12695/jmt.2014.13.2.7>
- Lyons, S., & Kuron, L. (2013). Generational differences in the workplace: A review of the evidence and directions for future research. *Journal of Organizational Behavior*, 35, 139–158. <https://doi.org/10.1002/job.1913>
- Martin, C. A. (2005). From high maintenance to high productivity: What managers need to know about Generation Y. *Industrial and Commercial Training*, 37(1), 39–44. <https://doi.org/10.1108/00197850510699965>
- Moustakas, C. (1994). *Phenomenological research methods*. Thousand Oaks: Sage Publications.

- Ng, E. S. W., & Law, A. (2014). Keeping up! Older workers' adaptation in the workplace after age 55. *Canadian Journal on Aging*, 33, 1–14. <https://doi.org/10.1017/S0714980813000639>
- Novitasari. (2014). Tantangan tingkat usia dan kepemimpinan terhadap kinerja. *Jejaring Administrasi Publik*, 4(1), 408–415. Retrieved from <http://journal.unair.ac.id/download-fullpapers-admp3dc0ddfc8bfull.pdf>
- Onibala, T. (2017). Karakteristik karyawan generasi langgas menurut pandangan para pimpinan. In *Conference on Manajement and Behavioral Studies* (pp. 317–324). Jakarta.
- Oren, L., Tziner, A., Sharoni, G., Amor, I., & Alon, P. (2012). Relations between leader-subordinate personality similarity and job attitudes. *Journal of Managerial Psychology*, 27(5), 479–496. <https://doi.org/10.1108/01437730810887012>
- Ornstein, S., Cron, W. L., & Slocum, J. W. (1989). Life stage versus career stage: A comparative test of the theories of Levinson and Super. *Journal of Organizational Behavior*, 10(2), 117–133.
- Parry, E., & Urwin, P. (2011). Generational differences in work values: A review of theory and evidence. *International Journal of Management Reviews*, 13, 79–96. <https://doi.org/10.1111/j.1468-2370.2010.00285.x>
- Peraturan Kepala Lembaga Administrasi Negara Nomor: 38 Tahun 2014 (2014).
- Peraturan Pemerintah Nomor 48 Tahun 2005 (2005). Retrieved from <http://www.hukumonline.com/pusatdata/download/fl42771/node/24248>
- Peraturan Pemerintah Nomor 53 Tahun 2010. (2010). Retrieved from <http://www.peraturan.go.id/pp/nomor-53-tahun-2010-11e44c4f2dd48870a1fc313231393238.html>
- Peraturan Pemerintah Republik Indonesia Nomor 12 Tahun 2002. (2002). Retrieved from <https://fp.ub.ac.id/kepegawaian/wp-content/uploads/2012/06/PP-12-2002.pdf>
- Pondy, L. R. (1967). Organizational conflict: Concepts and models. *Administrative Science Quarterly*, 12(2), 296–320. <https://doi.org/10.2307/2391553>
- Rai, T. S. (2012). Moral psychology is relationship regulation. *Psychological Review*, 118(1), 57–75. <https://doi.org/10.1037/a0021867>
- Ramirez, C. (2012). *Generation Y leadership: A qualitative phenomenological study of virtual socialization relationship*. University of Phoenix. Retrieved from <https://search.proquest.com.ezproxy.ugm.ac.id/docview/1282646769?pq-origsite=summon>
- Robbins, S. P. (1978). “Conflict management” and “conflict resolution” are not synonymous terms. *California Management Review*, 21(2), 67–75. <https://doi.org/10.2307/41164809>

- Rudolph, C. W., & Zacher, H. (2015). Intergenerational perceptions and conflicts in multi-age and multigenerational work environments. In L. Finkelstein, D. Truxillo, F. Fraccaroli, & R. Kanfer (Eds.), *Facing the challenges of a multi-age workforce: A use-inspired approach* (pp. 253–282). New York: Routledge.
- Saputra, I. A. (2017). Alamak! Dimarahi atasan, PNS Kesbanpol terkulai di RSBW. Retrieved November 21, 2017, from <http://lenteraswaralampung.com/berita-7133-alamak-dimarahi-atasan-pns-kesbangpol-terkulai-di-rsbw.html>
- Sartini, N. W. (2009). Menggali nilai kearifan lokal budaya Jawa lewat ungkapan (bebasan, saloka, dan peribahasa). *Jurnal Logat*, *V*(1), 28–37.
- Schaffer, H. R. (1996). *Social development*. Malden: Blackwell Publishing.
- Schalk, R., & Curseu, P. L. (2010). Cooperation in organizations. *Journal of Managerial Psychology*, *25*(5), 453–459. <https://doi.org/10.1108/02683941011048364>
- Shahreza, M. (2017). Komunikator politik berdasarkan teori generasi. *Journal of Communication (Nyimak)*, *1*(1), 33–48. Retrieved from jurnal.umt.ac.id/index.php/nyimak/article/download/273/184
- Smith, K. G., Carroll, S. J., & Ashford, S. J. (1995). Intra- and interorganization cooperation: Toward research agenda. *The Academy of Management Journal*, *38*(1), 7–23. <https://doi.org/10.2307/256726>
- Smola, K., & Sutton, C. (2002). Generational differences: Revisiting generational work values for the new millennium. *Journal of Organizational Behavior*, *23*, 363–382. <https://doi.org/10.1002/job.147>
- Solnet, D., Kralj, A., & Kandampully, J. (2012). Generation Y employees: An examination of work attitude differences. *The Journal of Applied Management and Entrepreneurship*, *17*(3), 36–54. Retrieved from <https://search.proquest.com/openview/71bab63b852c17644f0339d6344a4235/1?pq-origsite=gscholar&cbl=25565>
- Suharsono, M., & Susetyo, D. P. B. (2017). Karakteristik pemaafan berbasis budaya Jawa. *Psikodimensia*, *16*(1), 81–90.
- Sulastuti, K. I. (2016). Konsep rasa dalam kehidupan masyarakat Jawa. *Gelar*, *10*(1), 1–24.
- Syafrizal, M. (2005). *Pengantar jaringan komputer*. Yogyakarta: Penerbit Andi.
- Tjosvold, D. (1989). Interdependence and power between managers and employees: A study of the leader relationship. *Journal of Management*, *15*(1), 49–62. <https://doi.org/10.1177/014920638901500105>
- Tjosvold, D., & Andrews, R. (1983). Cooperative and competitive relationship between leaders and subordinates. *Human Relation*, *36*(12), 1111–1124. <https://doi.org/10.1177/001872678303601203>

- Tonks, G., Dickenson, K., & Nelson, L. (2009). Misconceptions and realities: The working relationships of older workers and younger managers. *Research and Practice in Human Resource Management*, 17(2), 36–54. <https://doi.org/10.1.1.731.1271>
- Tsui, A. S., Porter, L. W., & Egan, T. D. (2002). When both similarities and dissimilarities matter: Extending the concept of relational demography. *Human Relations*, 55(8), 899–929. <https://doi.org/10.1177/0018726702055008176>
- Tulgan, B. (2011). All grown up and now emerging as new leaders. *Journal of Leadership Studies*, 5(3), 77–82. <https://doi.org/10.1002/jls>
- Twenge, J. M. (2010). A Review of the empirical evidence on generational differences in work attitudes. *Journal of Business and Psychology*, 25, 201–210. <https://doi.org/10.1007/s10869-010-9165-6>
- Undang-undang Nomor 5 Tahun 2014 (2014). Undang-undang Nomor 5 Tahun 2014. Retrieved from <http://www.jdih.kemenkeu.go.id/fullText/2014/5TAHUN2014UU.HTM>
- Waris, A. P. M. dan A. (2015). Effect of training, competence and discipline on employee performance in company (case study in PT. Asuransi Bangun Askrida). *Procedia - Social and Behavioral Sciences*, 211, 1240–1251. <https://doi.org/10.1016/j.sbspro.2015.11.165>
- Westerman, J. W., & Yamamura, J. H. (2007). Generational preferences for work environment fit: Effects on employee outcomes. *Career Development International*, 12(2), 150–161. <https://doi.org/10.1108/13620430710733631>
- Zemke, R., Raines, C., & Filipczak, B. (2000). *Generation at work: Managing the clash of Veterans, Boomers, Xers and Nexter in your workplace*. New York: AMACOM.
- Zheng, X., Diaz, I., Tang, N., & Tang, K. (2014). Job insecurity and job satisfaction: The interactively moderating effects of optimism and person-supervisor deep level similarity. *Career Development International*, 19(4), 426–446. <https://doi.org/10.1108/CDI-10-2013-0121>
- Zopiatis, A., Krambia-kapardis, M., & Varnavas, A. (2012). Y-ers , X-ers and Boomers: Investigating the multigenerational (mis) perceptions in the hospitality workplace. *Tourism and Hospitality Research*, 12(2), 101–121. <https://doi.org/10.1177/1467358412466668>