

DAFTAR PUSTAKA

- Albion, M. J. 2004. "A Measure of Attitudes Towards Flexible Work Options." *AUSTRALIAN JOURNAL OF MANAGEMENT* 29 (2).
- Ali, H. 2016. "Alvara Research Center." *Memahami Milenial Indonesia*. <https://alvara-strategic.com>.
- Allen, T. D., Timothy D. Golden, dan Kristen M. Shockley. 2015. "How Effective Is Telecommuting? Assessing the Status of Our Scientific Findings." *Psychological Science in the Public Interest* 16 (2): 40-68.
- Anderson, D. dan Clare Kelliher. 2009. "Flexible working and engagement: the importance of choice." *STRATEGIC HR REVIEW* 8 (2): 13-18.
- Anderson, E., Aaron A. Buchko, dan Kathleen J. Buchko. 2016. "Giving negative feedback to Millennials." *Management Research Review* 39 (6): 692-705.
- Arora, N. dan Vijay Dhole. 2019. "Generation Y." *Benchmarking: An International Journal* 1378-1404.
- Bakker, A. B. dan Evangelia Demerouti. 2008. "Towards a model of work engagement." *Career Development International* 209-223.
- Barron, P., Anna Leask, dan Alan Fyall. 2014. "Engaging the multi-generational workforce in tourism and hospitality." *TOURISM REVIEW* 69 (4).
- Becton, J.B., Walker, H.J., dan Jones-Farmer, A. 2014. "Generational differences in workplace behavior." *Journal of Applied Social Psychology*.
- Bova, B. dan Michael Kroth. 2001. "Workplace learning and Generation X." *Journal of Workplace Learning* 13 (2): 57-65.
- Branine, M. 2004. "Job sharing and equal opportunities under the new public management in local authorities." *International Journal of Public Sector Management*.
- Brown, S.P. 1996. "A meta-analysis and review of organizational research on job involvement." *Psychological Bulletin*.
- Cañibano, A. 2018. "Workplace flexibility as a paradoxical phenomenon: Exploring employee experiences." *Human Relations* 1-27.
- Choi, S. 2018. "Managing Flexible Work Arrangements in Government: Testing the Effects of Institutional and Managerial Support." *Public Personnel Management* 47 (1): 26-50.

- Civian, J.T., Richman, A.L., Shannon, L., Brennan, R.T., dan Shulkin, S. 2008. "Methods and limitations for using a multi-company corporate database." *Community, Work & Family*.
- Connolly, S. dan Gregory, M. 2008. "Moving down: women's part-time work and occupational change in Britain 1991–2001." *Economic Journal*.
- Cucina, J. M., Kevin A. Byle, Nicholas R. Martin, Sharron T. Peyton, dan Ilene F. Gast. 2018. "Generational differences in workplace attitudes and job satisfaction." *Journal of Managerial Psychology* 33 (3): 246-264.
- D'Art, D. dan Thomas Turner. 2006. "New working arrangements: changing the nature of the employment relationship?" *The International Journal of Human Resource Management* 523–538.
- Fonner, K. L., dan Roloff, M. E. 2010. "Why teleworkers are more satisfied with their jobs than are office-based workers: When less contact is beneficial." *Journal of Applied Communication Research*.
- García, G. A., Diego René Gonzales-Miranda, Oscar Gallo, dan Juan Pablo Roman-Calderon. 2018. "Employee involvement and job satisfaction: a tale of the millennial generation." *Employee Relations*.
- Gerards, R., Andries de Grip, dan Claudia Baudewijns. 2018. "Do new ways of working increase work engagement?" *Personnel Review* 47 (2): 517-534.
- Giannetti, C. dan Marianna Madia. 2013. "Work arrangements and firm innovation: is there any relationship?" *Cambridge Journal of Economics* 273–297.
- Gupta, N. dan Vandna Sharma. 2016. "Exploring Employee Engagement—A Way to Better Business Performance." *Global Business Review* 17 (3S): 45S-63S.
- Harter, J.K., Schmidt, F.L., dan Hayes, T.L. 2002. "Business-unit-level relationship between employee satisfaction, employee engagement and business outcomes: A meta-analysis." *Journal of Applied Psychology*.
- Hernaus, T. dan Nina Poloski Vokic. 2014. "Work design for different generational cohorts." *Journal of Organizational Change Management* 27 (4): 615-641.
- Herrando, C., Julio Jimenez-Martinez, dan M.J. Martin-De Hoyos. 2018. "Tell me your age and I tell you what you trust: the moderating effect of generations." *Internet Research* 1066-2243.
- Hewitt, A. 2004. *Employee engagement higher at double digit growth companies*. England: Hewitt Associates LLC.

- Houseman, S. N. 2001. "WHY EMPLOYERS USE FLEXIBLE STAFFING ARRANGEMENTS: EVIDENCE FROM AN ESTABLISHMENT SURVEY." *Industrial and Labor Relations Review*.
- Insights, Hofstede. t.thn. "COMPARE COUNTRIES." <https://www.hofstede-insights.com/product/compare-countries/>.
- J., Anitha. 2014. "Determinants of employee engagement and their impact on employee performance." *International Journal of Productivity and Performance Management* 63 (3): 308-323.
- Kahn, W.A. 1990. "Psychological conditions of personal engagement and disengagement at work." *Academy of Management Journal*.
- Kelliher, C. dan Deirdre Anderson. 2010. "Doing more with less? Flexible working practices and the intensification of work." *Human Relations* 63 (1): 83-106.
- Kim, W., Kolb, J.A. dan Kim, T. 2012. "The relationship between work engagement and performance: a review of empirical literature and a proposed research agenda." *Human Resource Development Review*.
- Konradt, U., Schmook, R., dan Malecke, M. 2000. "Impacts of telework on individuals, organizations and families: A critical review." *International Review of Industrial and Organizational Psychology*.
- Lancaster, L.C. dan Stillman, D. 2002. *When Generations Collide*. New York: Harper Business.
- Langner, L. A. 2018. "Flexible Men and Successful Women: The Effects of Flexible Working Hours on German Couples' Wages." *Work, Employment and Society* 32 (4): 687-706.
- Lee, B. dan DeVoe, S. 2012. "Flextime and profitability." *Industrial Relations: A Journal of Economy and Society*.
- Limited, Deloitte Touche Tohmatsu. 2018. "2018 Deloitte Millennial Survey."
- Limited, Deloitte Touche Tohmatsu. 2017. "The 2017 Deloitte Millennial Survey."
- Luthans, F. dan Peterson, S.J. 2002. "Employee engagement and manager self-efficacy." *Journal of Management Development*.
- Lyness, K. S., Janet C. Gornick, Pamela Stone, dan Angela R. Grottoa. 2012. "It's All about Control: Worker Control over Schedule and Hours in Cross-National Context." *American Sociological Review* 77 (6): 1023-1049.
- Maslach, C., dan Leiter, M. P. 1997. "Job burnout." *Annual Review of Psychology*.

- May, D.R., Gilson, R.L., dan Harter, L.M. 2004. "The psychological conditions of meaningfulness, safety and availability and the engagement of the human spirit at work." *Journal of Occupational and Organizational Psychology*.
- Putnam, L. L, Karen K Myers, dan Bernadette M Gailliard. 2014. "Examining the tensions in workplace flexibility and exploring options for new directions." *Human Relations* 67 (4): 413-440.
- Rana, S., Alexandre Ardichvili, dan Oleksandr Tkachenko. 2014. "A theoretical model of the antecedents and outcomes of employee engagement: Dubin's method." *Journal of Workplace Learning* 249-266.
- Ratanjee, V. dan Larry Emond. 2013. "Why Indonesia Must Engage Younger Workers." *BUSINESS JOURNAL*.
<https://news.gallup.com/businessjournal/166280/why-indonesia-engage-younger-workers.aspx>.
- Rau, B.L. dan Hyland, M.A. 2002. "Role conflict and flexible work arrangements: The effects on applicant attraction. ." *Personnel Psychology*.
- Robinson, D., Perryman, S., dan Hayday, S. 2004. *The drivers of employee engagement*. Brighton: Institute for Employment Studies.
- Russell H., O'Connell, P., dan McGinnity, F. 2009. "The impact of flexible working arrangements on work-life conflict and work pressure in Ireland." *Gender, Work and Organization*.
- Ruud Gerards, Andries de Grip, dan Claudia Baudewijns. 2018. "Do new ways of working increase work engagement?" *Personnel Review*.
- Saks, A. M. 2006. "Antecedents and consequences of employee engagement." *Journal of Managerial Psychology* 21 (7): 600-619.
- Sayers, R. 2007. "The right staff from X to Y." *Library Management* 474-487.
- Schaufeli, W.B., Salanova, M., González-Roma, V., & Bakker, A.B. 2002. "The measurement of engagement and burnout: A two sample confirmatory factor analytic approach." *Journal Happiness Studies*.
- Shuck, B. dan Wollard, K. 2010. "Employee engagement and HRD: A seminal review of the foundations." *Human Resource Development Review*.
- Stavrou, E. 2005. "Flexible work bundles and organizational competitiveness: a cross-national study of the European work context." *Journal of Organizational Behavior*.
- Strauss, W. dan Howe, N. 1992. *Generations: The history of America's future, 1584 to 2069*. New York: William Morrow and Company.

- Taylor, P. 2014. *The Next America: Boomers, Millennials, and the Looming Generational Showdown*. New York: Perseus Publishers.
- Tritch, T. 2001. "Talk of ages: Young or old, workers are about equally dedicated to their jobs." *Gallup Management Journal*.
- Twenge, J.M. 2010. "A review of the empirical evidence on generational differences in work attitudes." *Journal of Business and Psychology*.
- Twenge, J.M. dan Campbell, S.M. 2008. "Generational differences in psychological traits and their impact on the workplace." *Journal of Managerial Psychology*.
- Ugargol, J. D. dan Harold Andrew Patrick. 2018. "The Relationship of Workplace Flexibility to Employee Engagement among Information Technology Employees in India." *South Asian Journal of Human Resources Management* 40-55.
- Vance, R.J. 2006. *Employee engagement and commitment: A guide to understanding, measuring, and increasing engagement in your organization*. Alexandria, VA: The SHRM Foundation.
- Wagner, R. dan Harter, J.K. 2006. *The elements of great managing*. New York: Gallup Press.
- Wheatley, D. 2017. "Employee satisfaction and use of flexible working arrangements." *Work, Employment and Society* 31 (4): 567-585.
- Wollard, K. K. dan Brad Shuck. 2011. "Antecedents to Employee Engagement: A Structured Review of the Literature." *Advances in Developing Human Resources* 429-446.
- Yalabik, Z. Y., Bruce A. Rayton, dan Andriana Rapti. 2017. "Facets of job satisfaction and work engagement." *Evidence-based HRM: a Global Forum for Empirical Scholarship* 248-265.
- Zemke, R., Raines, C., dan Filipczak, B. 2000. *Generations at Work: Managing the Clash of Veterans, Boomers, Xers, and Nexters in Your Workplace*. Toronto: Amacom.