

## BIBLIOGRAPHY

- Amabile, T.M. (1993). Motivational Synergy: Toward New Conceptualizations of Intrinsic and Extrinsic Motivation in The Workplace. *Human Resource Management Review*, 3(3), 185.
- Aselage, J. and Eisenberger, R. (2003). Perceived Organizational Support and Psychological Contracts: A Theoretical Integration. *Journal of Organizational Behavior*, 24(5), 491-509.
- Baron, R. A. and Greenberg, J. (1990). *Behavior in Organizations, Understanding, and Managing the Human Side of Work*, 3<sup>rd</sup> edition. Allyn and Bacon, Massachusetts.
- Baruch, Y. (2001). Employability: A Substitute for Loyalty? *Human Resource Development International*, 4(4), 543-566.
- Berntson, E., Sverke, M., and Marklund, S. (2006). Predicting Perceived Employability: Human Capital or Labour Market Opportunities? *Economic and Industrial Democracy*, 27, 223-244.
- Caesens, G., Stinglhamber, F., and Ohana, M. (2016). Perceived Organizational Support and Well-Being: A Weekly Study. *Journal of Managerial Psychology*, 31 (7), 1214-1230.
- Carpenter, H.L., and Qualls, T.W. (2015). *The Talent Development Platform: Putting People First in Social Change Organizations*. Wiley, New Jersey.
- Chen, M. (2014). The Effect of Training on Employee Retention. *International Conference on Global Economy, Commerce and Service Science (GECSS 2014)*. 10.2991/gecss-14.2014.90.
- Cooper, D.R., and Schindler, P.S. 2014. *Business Research Methods*, 12<sup>th</sup> edition. McGraw-Hill, New York.
- Creswell, J.W. (2014). *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches*, 4<sup>th</sup> edition. SAGE Publications, Thousand Oaks, California.
- Cropanzano, R., and Mitchell, M.S. (2005). Social Exchange Theory: An Interdisciplinary Review. *Journal of Management*, 31, 874.
- Cummings, T.G., and Worley, C.G. (2008). *Organization Development and Change*, 9<sup>th</sup> edition. South-Western Cengage Learning, Ohio.

- De Bruin, A., and Dupuis, A. (2008). Making Employability Work. *Journal of Interdisciplinary Economics*, 19(4), 399–419.
- De Cuyper, N., and De Witte, H. (2010). Temporary Employment and Perceived Employability: Mediation by Impression Management. *Journal of Career Development*, 37(3), 635-652.
- Denison, D.R. (1990). *Corporate Culture and Organizational Effectiveness*. John Wiley & Sons, Canada.
- Di Fabio, A. (2017) A Review of Empirical Studies on Employability and Measures of Employability, in: Maree K. (Eds), *Psychology of Career Adaptability, Employability and Resilience*, 107-123. Springer, Cham.
- Dubois, D., Rothwell, W., Stern, J., and Kemp, L. (2004). *Competency-based human resource management*, 6<sup>th</sup> edition. Davies-Black Publishing, California.
- Dupuis, A. D. (2008). Making Employability ‘Work’. *The Journal of Interdisciplinary Economics*, 19(4), 399-419.
- Eisenberger, R., Huntington R., Hutchinson S., and Sowa D. (1986). Perceived Organizational Support. *Journal of Applied Psychology*, 71 (3), 500-507.
- Eisenberger, R., Stinglhamber, F., Vandenberghe, C., Sucharski, I., and Rhoades, L. (2002). Perceived Supervisor Support: Contributions to Perceived Organizational Support and Employee Retention. *Journal of Applied Psychology*, 87, 565-573.
- Elsendoorn, B.A.G. (1989). *Working Models of Human Perception*. Academic Press, Eindhoven.
- Finch, D.J., Hamilton, L.K., Baldwin, R., and Zehner, M. (2013). An Exploratory Study of Factors Affecting Undergraduate Employability. *Education + Training*, 55(7), 681–704.
- Gibson, J.L., Ivancevich, J.M., and Donnelly Jr., J.H. (2000). *Organizations, Behavior Structure Processes*, 10<sup>th</sup> edition. McGraw-Hill, New York.
- Glazer, S., and Liu, C. (2017). Work, Stress, Coping, and Stress Management. *Oxford Research Encyclopedia of Psychology: Industrial and Organizational Psychology*.

- Guilbert, L., Bernaud, J.L., Gouvernet, B., and Rossier, J. (2016). Employability: A Review and Research's Perspectives. *International Journal for Educational and Vocational Guidance*, 16, 69-89.
- Hamori, M., Cao, J., and Koyuncu, B. (2012). Why Top Young Managers Are in a Nonstop Job Hunt. *Harvard Business Review*, 90, 28.
- Hofstede, G., Hofstede, G.J., and Minkov, M. (2010). *Cultures and Organizations: Software of The Mind: Intercultural Cooperation and Its Importance for Survival*, 3<sup>rd</sup> edition. McGraw-Hill, New York.
- Jogiyanto. (2013). *Pedoman Survei Kuesioner*, 2<sup>nd</sup> edition. BPFE-Yogyakarta, Yogyakarta.
- Jones, G.R. (2006). *Organizational theory, design, and change*. Pearson Prentice Hall, Toronto.
- Kasser, T., and Ryan, R. (1996), Further Examining the American Dream: Differential Correlates of Intrinsic and Extrinsic Goals. *Personality and Social Psychology Bulletin*, 22, 280–287.
- Kurtessis, J., Eisenberger, R., Ford, T., Buffardi, L., Stewart, K., and Adis, C. (2015). Perceived Organizational Support: A Meta-Analytic Evaluation of Organizational Support Theory. *Journal of Management*, 20(2), 1-31.
- Lazear, E.P., and Oyer, P. (2004). Internal And External Labor Markets: A Personnel Economics Approach. *Labour Economics*, 11, 527-554.
- Legault, L. (2016). Intrinsic and Extrinsic Motivation. *Encyclopedia of Personality and Individual Differences*, 1-4. 10.1007/978-3-319-28099-8\_1139-1.
- Fletcher, L., Alfes, K., and Robinson, D. (2016). The Relationship between Perceived Training and Development and Employee Retention: The Mediating Role of Work Attitudes. *The International Journal of Human Resource Management*, 29, 2701-2728.
- Marquardt, M.J. (2002). *Building the learning organization: Mastering the 5 elements for corporate learning*. Davies-Black Publishing, California.
- Montes, S.D., Rousseau, D.M., and Tomprou, M. (2015). *Psychological Contract Theory*. Wiley Encyclopedia of Management. John Wiley & Sons, New Jersey.
- Nauta, A., Van Vianen, A., Van Der Heijden, B., Van Kam, K., and Willemsen, M. (2009). Understanding the Factors that Promote Employability Orientation: The Impact of Employability Culture, Career Satisfaction,

and Role Breadth Self-Efficacy. *Journal of occupational and organizational psychology*, 82(2), 233-251.

Nugroho, S. (2017, November 14). *AAJI: Lisensi yang wajib dimiliki oleh seorang agen asuransi*. Available at <https://suryonugroho.id/aaji-lisensi-yang-wajib-dimiliki-oleh-seorang-agen-asuransi/>, accessed on April 20, 2019.

Ou, Q. (2017). A Brief Introduction to Perception. *Studies in Literature and Language*, 15(4), 18-28.

Philippaers, K., De Cuyper, N., Forrier, A., Elst, V. T., and De Witte, H. (2016). Perceived employability in relation to job performance: A cross-lagged study accounting for a negative path via reduced commitment. *Scandinavian Journal of Work and Organizational Psychology*, 1(1), 1-15.

Puah, L.N., Ong, L.D., and Chong, W.Y. (2016). The Effects of Perceived Organizational Support, Perceived Supervisor Support and Perceived Co-Worker Support on Safety and Health Compliance. *International Journal of Occupational Safety and Ergonomics*, 22(3), 333-339.

Puspaningtyas, L. (2019, May 24). *AAUI: Penetrasi Asuransi Umum Melambat*. Available at <https://www.republika.co.id/>, accessed on March 10, 2019.

PwC. (2019). Insurance in Indonesia (electronic version) 2019. *CFO Survey February 2019*.

Rhoades, L., and Eisenberger, R. (2002). Perceived Organizational Support: A review of the Literature. *Journal of Applied Psychology*, 87, 608-714.

Rothwell, A., Herbert, I., and Rothwell, F. (2008). Self-perceived employability: Construction and initial validation of a scale for university students. *Journal of Vocational Behavior*, 73, 1-12.

Ryan, Richard M., and Deci, Edward L. (2000). Self-Determination Theory and the Facilitation of Intrinsic Motivation, Social Development, and Well-Being. *The American psychologist*, 55, 68-78.

Ryan, R.M. and Deci, E.L. (2017). *Self-determination theory: Basic Psychological Needs in Motivation, Development, and Wellness*. Guilford Press, New York.

Sansone, C. and Harackiewicz, J. (2000). *Intrinsic and Extrinsic Motivation: The Search for Optimal Motivation and Performance (Educational Psychology)*. Academic Press, Eindhoven.

- Senge, P.M. (2014). *The Fifth Discipline Fieldbook: Strategies and Tools for Building a Learning Organization*. Crown Business, New York.
- Smith, E. and Comyn, P. (2004). *The Role of Employers in the Development of Employability Skills in Novice Workers*. Available at [http://lst-iiiep.iiiep-unesco.org/cgi-bin/wwwi32.exe/\[in=epidoc1.in\]/?t2000=023211/\(100\)](http://lst-iiiep.iiiep-unesco.org/cgi-bin/wwwi32.exe/[in=epidoc1.in]/?t2000=023211/(100)), accessed on March 24, 2019.
- Solberg, E. and Dysvik, A. (2016). Employees' Perceptions of HR Investment and Their Efforts to Remain Internally Employable: Testing the Exchange-Based Mechanisms of the 'New Psychological Contract', *The International Journal of Human Resource Management*, 27(9), 909-927.
- Stockemer, D. (2019). *Quantitative Methods for the Social Sciences: A Practical Introduction with Examples in SPSS and Stata*. Springer International Publishing, Cham.
- Tan, S.K. (2013). Herzberg's Two-Factor Theory on Work Motivation: Does it Works for Today's Environment? *Global Journal of Commerce and Management Perspective*, 2, 18-22.
- Thijssen, J.G.L., Van der Heijden, B.I.J.M., and Rocco, T.S. (2008). Toward the Employability—Link Model: Current Employment Transition to Future Employment Perspectives. *Human Resource Development Review*, 7(2), 165–183.
- Tisch, A. (2014). Firms' Contribution to the Internal and External Employability of Older Employees: Evidence from Germany. *European Journal of Ageing*, 12(1), 29–38.
- Tjiptono, Fandy. (2005). *Strategi Pemasaran*. Yogyakarta: Andi.
- Van den Broeck, A., De Cuyper, N., Baillien, E., Vanbelle, E., Vanhercke, D., and De Witte, H. (2014). Perception of Organization's Value Support and Perceived Employability: Insights from Self-Determination Theory. *International Journal of Human Resource Management*, 25(13), 1904-1918.
- Van den Broeck, A., Vansteenkiste, M., Lens, W., and De Witte, H. (2010). Unemployed Individuals' Work Values & Job Flexibility: An Explanation from Expectancy-Value Theory and Self-Determination Theory. *Applied Psychology: An International Review*, 59(2), 296-317.
- Vanhercke, D., De Cuyper, N., Peeters, E., and De Witte, H. (2014). Defining Perceived Employability: A psychological approach. *Personnel Review*, 43(4), 592-605.

- Vansteenkiste, M., Lens, W., and Deci, E.L. (2006), Intrinsic Versus Extrinsic Goal Contents in Self-Determination Theory: Another Look at the Quality of Academic Motivation. *Educational Psychologist*, 41, 19–31.
- Vansteenkiste, M., Soenens, B., and Duriez, B. (2008), Presenting a Positive Alternative to Materialistic Strivings and the Thin-Ideal: Understanding the Effects of Extrinsic Relative to Intrinsic Goal Pursuits, in S.J. Lopez (Eds.), *Positive Psychology: Exploring The Best in People*, 4, 57-86. Greenwood Publishing, Wesport, CT.
- Vansteenkiste, M., Timmermans, T., Lens, W., Soenens, B., and Van den Broeck, A. (2008), Does Extrinsic Goal Framing Enhance Extrinsic Goal-Oriented Individuals' Learning and Performance? An Experimental Test of the Match-Perspective vs. Self-Determination Theory. *Journal of Educational Psychology*, 100, 387–397.
- Wooldridge, D. (2019, April 16). Is Training the Ultimate Employee Benefit for Millennials? Available at <https://www.ttcinnovations.com/is-training-the-ultimate-employee-benefit-for-millennials/>, accessed on 11 May 2019.
- Yorke, M. (2006). *Employability in Higher Education: What It Is, What It Is Not*, Learning & Employability Series 1. The Higher Education Academy, York.
- Zikmund, W.G., Babin, B.J., Carr, J.C., and Griffim, M. (2013). *Business Research Method*, 9<sup>th</sup> edition. South-Western Cengage Learning, Ohio.