

REFERENCE

- Adler, Howard and Richard Ghiselli (2014). The Importance of Compensation and Benefits on University Perceptions of Organizations as Potential Employee. *Journal of Management and Strategy*, (6)1.
- Bakker, A.B., Schaufeli, W.B., Leiterc, M.P., and Taris, T.W. (2008). Work Engagement: An Emerging Concept in Occupational Health Psychology. *Work & Stress*, (22)3.
- Bandura, A. (1982). Self-Efficacy Mechanism in Human Agency. *American Psychologist*, 37(2).
- Barber, F. and Starck, R. (2005). *The Surprising Economics of a "People Business"*. Harvard Business Review.
- Barney, J. (1991). Firm Resources and Sustained Competitive Advantage. *Journal of Management*, 17 (1).
- Becker, Brian E., Mark A. Huselid, and Richard W. Beatty. (2009). *The Differentiated Workforce: Transforming Talent into Strategic Impact*. New York: Harvard Business Press.
- Boer, P. (2013). *Introduction to Gamification*:
<http://www.linkedin.com/in/pietvandenboer/>. Accessed on 23 November, 2018.
- Bolander, P., Werr, A., and Asplund, K. (2017). The Practice of Talent Management: A Framework and Typology. *Personnel Review*, 46(8).
- Capelli, P. (2008). *Talent on Demand: Managing Resource Management (Text and Case)*. New Delhi: A P H Publishing Corporation.
- Chan, D., and Toy, W. (2012). The Importance of Employee Well-being. *Singapore Management University*.
- Chaudhuri, S., Hirudayaraj, M., and Ardichvili, A. (2018). Borrow or Grow: An Overview of Talent Development/Management Practices in Indian IT Organizations. *Advances in Developing Human Resources*.
- Dahono, Yudo. Yogyakarta sebagai Pusat Bisnis Digital.
<https://www.beritasatu.com/digital/532251/yogyakarta-sebagai-pusat-bisnis-digital>. Accessed on May 11, 2019.
- Davis, R. (2001). How to boost Staff Retention. *People Management*, 7(8).

- Delery, J. E. and Doty, D. H. (1996). Modes of Theorizing in Strategic Human Resource Management: Test of Universalistic, Contingency, and Configurational Performance Predictions. *Academy of Management Journal*, 39(4).
- Djameluddin, Ancok. (2002). *Outbound Management Training*. Yogyakarta: UII Press.
- Eriksson, Tor and Jaime Ortega. (2006). The Adoption of Job Rotation: Testing the Theories. *Industrial & Labor Relations Review*, 59(4).
- Gallardo-Gallardo, E., Dries, N. and González-Cruz, T.F. (2013). What is the Meaning of ‘Talent’ in the World of Work?” *Human Resource Management Review*, 23(4).
- Haider, M., Amran Rasli, Ch. Shoaib Akhtar, Rosman Bin MD. Yusoff, Omair Mujahid Malik, Alamzeb Aamir, Ahmed Arif, Shaheryar Naveed, and Fariha Tariq. (2015). The Impact of Human Resources Practices on Employee Retention in the Telecom Sector. *International Journal of Economics and Financial Issues*, 5(1).
- Kanter, R.M. (2013). *Three Things that Actually Motivate Employees*. <https://hbr.org/2013/10/three-things-that-actually-motivate-employees>. Accessed on November 13, 2019.
- Kucherov, D. and Zavyalova, E. (2012). HRD practices and Talent management in companies with the employer brand. *European Journal of Training and Development*, 36(1).
- Lepak, D.P. and Snell, S.A. (1998) Virtual HR: Strategic Human Resource Management in the 21st Century. *Human resource Management Review*, 8.
- Lewis, R. E., and Heckman, R. J. (2006). Talent Management: A Critical Review. *Human Resource Management Review*, 16(2).
- Locke, E. A., and Latham, G. P. (1990). Work Motivation and Satisfaction: Light at the End of the Tunnel. *Psychological Science*, 1(4).
- Lord, R. G., Day, D. V., Zaccaro, S. J., Avolio, B. J., and Eagly, A. H. (2017). Leadership in Applied Psychology: Three Waves of Theory and Research. *Journal of Applied Psychology*.
- Meyers, M. C., Woerkom, M. V., and Dries, N. (2013). Talent-innate or Acquired? Theoretical Considerations and Their Implications for Talent Management. *Human Resource Management Review*, 13.
- Miles, M. B., Huberman, A. M., and Saldaña, J. (2014). *Qualitative Data Analysis: A Methods Sourcebook (Third edition.)*. California: SAGE.

- Muthiariny, Dewi Elvia. (2019). *Indonesia's Digital Economy in 2018 Largest in Southeast Asia*. <https://en.tempo.co/read/1178529/indonesias-digital-economy-in-2018-largest-in-southeast-asia>. Accessed on May 10, 2019.
- Niehoff, B. P., Moorman, R. H., Blakely, G., and Fuller, J. (2001). The Influence of Empowerment On Employee Loyalty In A Downsizing Environment. *Group & Organization Management*, 26.
- Paauwe, J., and Farndale, E., (2017). *Strategy, HRM, and Performance: A Contextual Approach*. New York: Oxford University Press.
- Priestley, Daniel. (2019). *The Entrepreneur Journey is More Predictable than Most People Think*. <https://www.forbes.com/sites/danielpriestley/2019/03/04/the-entrepreneur-journey-is-more-predictable-than-most-people-think/#5260d4351c6d>. Accessed on May 10, 2019.
- Rahayu, Yuyu Agustini. *Bappenas: Indonesia Punya 992 Perusahaan Startup*. <https://www.merdeka.com/uang/bappenas-indonesia-punya-992-perusahaan-startup.html>. Accessed on 10 September, 2019.
- Rahman, Adi Fida. (2019). *Peran Penting Startup Digital dalam Perekonomian Indonesia*. <https://inet.detik.com/cyberlife/d-4470822/peran-penting-startup-digital-dalam-perekonomian-indonesia>. Accessed on May 10, 2019.
- Saputro, Guntur (2019). Founder of TechnoPartner Indonesia (R. D. Widaya, Interviewer): Initial interview.
- Schuller, R. S., Jackson, S. E., and Tarique, I. (2011). Global Talent Management and Global Talent Challenges: Strategic Opportunities for IHRM. *Journal of World Business*, 46(4).
- Sparrow, P.R. and Makram, H. (2015). What Is the Value of Talent Management? Building Value-Driven Process Within A Talent Management Architecture. *Human Resource Management Review*, 25(3).
- Stahl, Günter K., Bjarkman, Ingmar, Farndale, Eliane, Morris, Shad S., Paauwe, Jaap, Stiles, Philip, and Trevor, Jonathan (2012) Six Principles Of Effective Global Talent Management. *MIT Sloan Management Review*, 53 (2).
- Steinburg, C. (1992). Taking Change of Change. *Training and Development*, 46(3).
- Thunnissen, M., Boselie, P. and Fruytier, B. (2013). Talent Management and The Relevance of Context: Towards T A Pluralistic Approach. *Human Resource Management Review*, 23(4).
- Ulrich, D., Younger, J., and Brockbank, W. (2008). The Twenty-First-Century HR Organization. *Human Resource Management*, 47(4).

Ulrich, Dave, Justin Allen, Wayne Brockbank, Jon Younger, and Mark Nyman. (2009). *HR Transformation: Building Human Resources from the Outside In*. United States: McGraw-Hill Education.

Wright, P.M. and Snell, S.A. (1991) Toward an Integrative View of Strategic Human Resource Management. *Human Resource Management Review*, 1.

Yin, Robert K. (2011). *Qualitative Research from Start to Finish*. New York: The Guildford Press.