

BIBLIOGRAPHY

- Aryee, S., and Debrah, Y. A. (1993). A Cross-Cultural Application of a Career Planning Model. *Journal of Organizational Behavior*, Vol. 14, (2), pp. 119-127.
- Aybas, M., Elmas, S. and Dundar, G. (2015). Job Insecurity and Burnout: The Moderating Role of Employability. *European Journal of Business and Management*, Vol.7, (9), pp. 195-202.
- Barbuto, J., E., Jr. and Wheeler, D., W. (2006). Scale Development and Construct Clarification of Servant Leadership. *Group and Organizational Management*, Vol. 31, (3), pp. 300-326.
- Baron, R. M., and Kenny, D. A. (1986). The Moderator-Mediator Variable Distinction in Social Psychological Research: Conceptual, Strategical, and Statistical Consideration. *Journal of Personality and Social Psychology*, Vol. 51, (6), pp. 1173-1182.
- Baruch, Y. (2001). Employability: A Substitute for Loyalty. *Human Resource Development International*, Vol. 4, (4), pp. 543-566.
- Baruch, Y. and Reis, C. (2015). How Global are Boundaryless Careers and How Boundaryless are Global Careers? Challenges and A Theoretical Perspective. *Thunderbird International Business Review*, Vol. 58, (1), pp. 13-27.
- Berntson, E. and Marklund, S. (2006). Predicting Perceived Employability: Human Capital or Labor Market Opportunities. *Economic and Industrial Democracy*, Vol. 27, (2), pp. 223-244.
- Bhorat, H., and Lundall, P. (2004). Employment and Labor Market Effects of Globalization: Selected Issues for Policy Management. Geneva: International Labor Organization. Available at http://ilo.org/wcmsp5/groups/public/---ed_emp/---emp_elm/documents/publication/wcms_114330.pdf Accessed on April 01, 2019.
- Bozionelos, N., Kostopoulos, K., Van der Heijden, B., Rousseau, D., M., Bozionelos, G., Hoyland, T., Miao, R., Marzec, I., Jedrzejowicz, P., Epitropaki, O., Mikkelsen, A., Scholarios, D. and Van der Heijde, C. (2015). Employability and Job Performance as Links in The Relationship between Mentoring Receipt and Career Success: A study in SMEs. *Group and Organizational Management*, Vol. 41, (2), pp. 135-171.

- Bryman, A. (1986). *Leadership and Organization*. New York: Routledge and Kegan Paul.
- Central Bureau Statistics Republic of Indonesia (BPS). (2018). Agustus 2018: Tingkat Pengangguran Terbuka (TPT) sebesar 5.34%. Available at <https://www.bps.go.id/pressrelease/2018/11/05/1485/agustus-2018--tingkat-pengangguran-terbuka--tpt--sebesar-5-34-persen.html> Accessed on March 06, 2019.
- Chan, D. (2000). Understanding Adaptation to Changes in the Work Environment: Integrating Individual Difference and Learning Perspective. *Research in Personnel and Human Resources Management*, Vol. 18, pp. 1-42.
- Chughtai, A. (2019). Servant Leadership and Perceived Employability: Proactive Career Behaviors as Mediators. *Leadership and Organizational Development Journal*, Vol. 40, (2), pp. 213-229.
- Claes, R. and Ruiz-Quintanilla, S. A. (1998). Influences of Early Career Experiences, Occupational Group, and National Culture on Proactive career Behaviors. *Journal of Vocational Behavior*, Vol. 52, (3), pp. 357-378.
- Clements, A. J. and Kamau, C. (2018). Understanding Students' Motivation Towards Proactive career Behaviors Through Goal-Setting Theory and The Job Demands-Resources Model. *Studies in Higher Education*, Vol. 43, (12), pp. 2279-2293.
- Cooper, D. R., and Schindler, P. S. (2014). *Business Research Methods*. New York: McGraw-Hill/Irwin.
- Crant, J. M. (2000). Proactive Behavior in Organizations. *Journal of Management*, Vol. 26, (3), pp. 435-462.
- De Cuyper, N., Makikangas, A., Kinnunen, U., Mauno, S., and De Witte, H. (2012). Cross-Lagged Associations between Perceived External Employability, Job Insecurity, and Exhaustion: Testing Gain and Loss Spirals According to the Conservation of Resources Theory. *Journal of Organizational Behavior*, Vol. 33, (6), pp. 770-778.
- De Jong, J. P. J. and Den Hartog, D. N. (2007). How Leaders Influence Employees' Innovative Behavior. *European Journal of Innovation Management*, Vol. 10, (1), pp. 41-64.
- De Vos, A. and Soens, N. (2008). Protean Attitude and Career Success: The Mediating Role of Self-Management. *Journal of Vocational Behavior*, Vol. 10, (3), pp. 449-456.

- De Vos, A., De Clippeler, I., and Dewilde, T. (2009). Proactive Career Behaviors and Career Success during the Early Career. *Journal of Occupational and Organizational Psychology*, Vol. 82, (4), pp. 761-777.
- De Vos, A., De Hauw, S., and Van der Heijden, B. I. (2011). Competency Development and Career Success: The Mediating Role of Employability. *Journal of Vocational Behavior*, Vol. 79, (2), pp. 438-447.
- Defillipi, R., J., and Arthur, M. B. (1994). The Boundaryless Career: A Competency-Based Perspective. *Journal of Organizational Behavior*, Vol.15, (4), pp. 307-324.
- Fugate, M., and Kinicki, A. J. (2008). A Dispositional Approach to Employability: Development of A Measure and Test of Implications for Employee Reactions to Organizational Change. *Journal of Occupational and Organizational Psychology*, Vol. 81, (3), pp. 503-527.
- Fugate, M., Kinicki., A. J., and Ashforth, B. E. (2004). Employability: A Psycho-social Construct, Its Dimensions and Applications. *Journal of Vocational Behavior*, Vol. 65, (1), pp. 14-38.
- Gould, S. (1979). Characteristics of career planners in upwardly mobile occupations. *Academy of management journal*, Vol. 22, (3), pp. 539-550.
- Hunter, E. M., Neubert, M. J., Perry, S. J., Witt, L. A., Penney, L. M., and Weinberger, E. (2013). Servant Leaders Inspire Servant Followers: Antecedents and Outcomes for Employees and the Organization. *Leadership Quarterly*, Vol. 24, (2), pp. 316-331.
- Ilies, R., Morgeson, F. P., and Nahrgang, J. D. (2005). Authentic Leadership and Eudaemonic Well-being: Understanding Leader-Follower Outcomes. *The Leadership Quarterly*, Vol. 16, (3), pp. 373-394.
- Juhdi, N., Pa'Wan, F., Othman, N. A., and Moksini, H. (2010). Factors Influencing Internal and External Employability of Employees. *Business and Economics Journal*, Vol. 11, pp. 1-10.
- Lent, R., W. (2013). Career-life Preparedness: Revisiting Career Planning and Adjustment in the New Workplace. *The career development quarterly*, Vol. 61, (1), pp. 2-14.
- Liden, R. C., Wayne, J. S., Meuser, Hu, J., Wu, J., and Liao, C. (2015). Servant Leadership: Validation of A Short Form of the SL-28. *The Leadership Quarterly*, Vol. 26, (1), pp. 254-269.
- Liden, R. C., Wayne, J. S., Zhao, H., and Henderson, D. (2008). Servant Leadership: Development of A Multidimensional Measure and Multi-Level Assessment. *The Leadership Quarterly*, Vol. 19, (2), pp. 161-177.

- Ngo, H. Y., Liu, H., and Cheung, F. (2017). Perceived employability of Hong Kong Employees: Its Antecedents, Moderator and Outcomes. *Personnel Review*, 46, (1), pp. 17-35.
- Nielsen, K., Randall, R. J., and Yarker, J. The Effect of Transformational Leadership on Followers' Perceived Work Characteristics and Psychological Well-being: A Longitudinal Study. *Work and Stress Journal*, Vol. 22, (1), pp. 16-32.
- Parker, S., K., Williams, H., M., and Turner, N. (2006). Modeling the Antecedents of Proactive Behavior at Work. *Journal of Applied Psychology*, Vol. 91, (3), pp. 636-652.
- Praskova, A., Creed, P. A., and Hood, M. (2015). Career Identity and the Complex Mediating Relationships between Career Preparatory Actions and Career Progress Markers. *Journal of Vocational Behavior*, Vol. 87, pp. 145-153.
- Reinke, J., S. (2004). Service Before Self: Towards A Theory of Servant-Leadership. *Global Virtue Ethics Review*, Vol. 5, (3), pp. 30-57.
- Rothwell, A., and Arnold, J. (2005). Self-Perceived Employability: Development and Validation of Scale. *Personnel Review*, Vol. 36, (1), pp. 23-41.
- Sánchez-Manjavacas, Á., Saorín-Iborra, M. C., and Willoughby, M. (2014). Internal Employability as a Strategy for Key Employee Retention. *Revista Innovar Journal*, Vol. 24, (53), pp. 7-22.
- Savickas, M. L. (1997). Career Adaptability: An Integrative Construct for Life-Span, Life-Space Theory. *Career Development Quarterly*, 45, (3), pp. 247-259.
- Sekaran, U. (2003). *Research Methods for Business*. 4th Edition. Carbondale: John Wiley & Sons, Inc.
- Smale, A., Bagdadli, S., Cotton, R., Dello Russo, S., Dickmann, M., Dysvik, A., and Roza, P. (2019). Proactive Career Behaviors and Subjective Career Success: The Moderating Role of National Culture. *Journal of Organizational Behavior*, Vol. 40, (1), pp. 105-122.
- Stone, A. G., Russel, R. F., and Patterson, K. (2004). Transformational versus Servant Leadership: A Difference in Leader Focus. *Leadership and Organizational Development Journal*, Vol. 25, (4), pp. 349-361.
- Strauss, K., Griffin, M., A., and Parker S., K. (2012). Future Work Selves: How Salient Hoped for Identities Motivate Proactive Career Behaviors. *Journal of Applied Psychology*, Vol. 97, (3), pp. 580-598.

- Sverke, M., and Hellgren, J. (2002). The Nature of Job Insecurity: Understanding Employment Uncertainty on the Brink of a New Millennium. *Applied Psychology: An International Review*, Vol. 51, (1), pp. 23-42.
- Thijssen, J. G., 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*, Vol. 7, (2), pp. 165-183.
- Tisch, A. (2015). Firms' Contribution to the Internal and External Employability of Older Employees: Evidence from Germany. *European Journal of Ageing*, Vol. 12, (1), pp. 29-28.
- 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. *The International Journal of Human Resource Management*, Vol. 25, (13), pp. 1904-1918.
- Van der Heijden, B. I. J. M., and Bakker, A. B. (2011). Toward a Mediation Model of Employability Enhancement: A Study of Employee-Supervisor Pairs in the Building Sector. *The Career Development Quarterly*, Vol. 59, (3), pp. 232-248.
- Van Dierendonck, D. (2011). Servant Leadership: A Review and Synthesis. *Journal of Management*, Vol. 37, (4), pp. 1228-1261.
- Winston, B. E., and Ryan, B. (2008). Servant Leadership as a Humane Orientation: Using the Globe Study Construct of Humane Orientation to Show that Servant Leadership is more Global than Western. *International Journal of Leadership Studies*, Vol. 3, (2), pp. 212-222.
- Wu, C. H., and Parker, S. K. (2013). Thinking and Acting in Anticipation: A Review of Research on Proactive Behavior. *Advances in Psychological Science*, Vol. 21, (4), pp. 679-700.
- Yorke, M. (2006). *Employability in Higher Education: What It Is, What It Is Not*, Learning & Employability Series 1. The Higher Education Academy, York.