

## DAFTAR PUSTAKA

- Anker, R (1998), *Gender and Jobs: Sex Segregation of Occupations in the World*. Geneva, Switzerland: International Labour Office.
- Arnaldo, M.J (1981), "Hotel GMs: A profile," *Cornell Hotel and Restaurant Administration Quarterly*, Vol 22, No 3, pp. 53-56.
- Badan Pusat Statistik (2013), *Statistik Hotel dan Akomodasi Lainnya di Indonesia*. Jakarta: CV Marshadito Intan Prima.
- Badan Pusat Statistik (2014), *Direktori Hotel dan Akomodasi Lain Daerah Istimewa Yogyakarta*. Yogyakarta: BPS Provinsi D. I. Yogyakarta.
- Badan Pusat Statistik (2014), *Jumlah Akomodasi, Rata-rata Pekerja, dan Jumlah Tamu Per Hari Menurut Provinsi 2009-2014*. Jakarta: Badan Pusat Statistik. Diakses tanggal 19 November 2015 pukul 18.34  
<http://www.bps.go.id/linkTabelStatis/view/id1374>.
- Badan Pusat Statistik (2014), *Keadaan Angkatan Kerja Daerah Istimewa Yogyakarta*. Yogyakarta: BPS Provinsi D. I. Yogyakarta.
- Bakar, Z. A and R. Salleh (2015), "Role demands, work-family conflict and motivation: A proposed framework," *Global Business and Management Research*, Vol 7, No 2, pp. 78-87.
- Bakker, A. B and E. Demerouti (2007), "The job-demands-resources-model: A state of art," *Journal of Managerial Psychology*, Vol 22, pp. 309-328.
- Baltes, B. B and H. A. Heydens-Gahir (2003), "Reduction of work-family conflict through the use of selection, optimization, and compensation behaviors," *Journal of Applied Psychology*, Vol 88, No 6, pp. 1005-1018.
- Bobbitt-Zeher, D (2011), "Gender discrimination at work: Connecting gender stereotypes, institutional policies, and gender composition of workplace," *Gender and Society*, Vol 25, No 6, pp. 764-786.
- Bornholt, L. J; J. J. Goodnow; and G. H. Cooney (1994), "Influences of gender stereotypes on adolescents' perceptions of their own achievement," *American Educational Research Journal*, Vol 31, No 3, pp. 675-692.
- Bova, B. M and R. Phillips (1982), "A study of the mentor relationship," *American Secondary Education*, Vol 12, No 1, pp. 29-31.

- Bowen, G (1998), "Effects of leader support in the work unit on the relationship between work spillover and family adaptation," *Journal of Family and Economic Issues*, Vol 19, pp. 25-52.
- Boyd, D (2010), "Ethical determinants for generation X and Y," *Journal of Business Ethics*, Vol 93, No 3, pp. 465-469.
- Breaugh, J. A and J. P. Colihan (1994), "Measuring facets of job ambiguity: Construct validity evidence," *Journal of Applied Psychology*, Vol 79, pp. 191-202.
- Calori, R.; G. Johnson; and P. Sarnin (1994), "CEOs' cognitive maps and the scope of organization," *Strategic Management Journal*, Vol 15, No 6, pp. 437-457.
- Carlson, D. S and K. M. Kacmar (2000), "Work-family conflict in the organization: Do life role values make a difference?" *Journal of Management*, Vol 26, pp. 1031-1054.
- Carlson, D. S.; K. M. Kacmar; and L. J. Williams (2000), "Construction and initial validation of a multiitemonal measure of work-family conflict," *Journal of Vocational Behavior*, Vol 56, pp. 249-276.
- Carvalho, I.; C. Costa; N. Lykke; and A. Torres (2014), "An analysis of gendered employment in the Portuguese tourism sector," *Journal of Human Resources in Hospitality and Tourism*, Vol 13, pp. 405-429.
- Charles, M (2003), "Deciphering sex segregation: Vertical and horizontal inequalities in ten national labor markets," *Acta Sociologica*, Vol 46, No 4, pp. 267-287.
- Chin, L. G (2016), "Unequal egalitarianism," *Gender in Management: An International Journal*, Vol 31, Iss 1, pp. 19-42.
- Choo, L. S and A. M. Nasurdin (2016), "Supervisor support and work engagement of hotel employees in Malaysia," *Gender in Management: An International Journal*, Vol 31, Iss 1, pp. 2-18.
- Clevenger, L and N. Singh (2013), "Exploring barriers that lead to the glass ceiling effect for women in the U.S. hospitality industry," *Journal of Human Resources in Hospitality and Tourism*, Vol 12, pp. 376-399.

- Cohen, J.; P. Cohen; S. G. West; and L. S. Aiken (2003), *Applied Multiple Regression/Correlation Analysis for the Behavioral Sciences*, 3<sup>rd</sup>ed. New Jersey: Lawrence Erlbaum Associates Publishers.
- Colquitt, J. A.; J. A. LePine; and M. J. Wesson (2015), *Organizational Behavior: Improving Performance and Commitment in the Workplace*, 4<sup>th</sup>ed. New York: McGraw-Hill Education.
- Cooper, D. R and P. S. Schindler (2014), *Business Research Methods*, 12<sup>th</sup>ed. New York: McGraw-Hill.
- Cotter, D. A; J. M. Hermsen; S. Ovia; and R. Vanneman (2001), "The glass ceiling effect," *Social Forces*, Vol 80, No 2, pp. 655-681.
- Crittenden, K. S (1991), "Asian self-effacement or feminine modesty? Attributional patterns of Women University student in Taiwan," *Gender and Society*, Vol 5, No 1, pp. 98-117.
- Davies-Netzley, S. A (1998), "Women above the glass ceiling: Perceptions on corporate mobility and strategies for success," *Gender and Society*, Vol 12, No 3, pp. 339-355.
- De Gieter, S.; J. Hofmans; R. De Cooman; and R. Pepermans (2009), "Measurement invariance of the pay satisfaction questionnaire across gender: Explaining the 'contended female worker paradox' more thoroughly," *Educational and Psychological Measurement*, Vol 69, No 5, pp. 843-854.
- Eagle, B.; M. Icenogle; J. Maes; and E. Miles (1998), "The importance of employee demographic profiles for understanding experiences of work-family interrole conflicts," *Journal of Social Psychology*, Vol 138, pp. 690-709.
- Ensher, E. A.; C. Thomas; and S. E. Murphy (2001), "Comparison of traditional, step-ahead, and peer mentoring on proteges' support, satisfaction, and perceptions of career success: A social exchange perspective," *Journal of Business and Psychology*, Vol 15, No 3, pp. 419-438.
- Ezzedeen, S.R (2015), "Portrayal of career women in Hollywood films: Implications for the glass ceiling's persistence," *Gender in Management: An International Journal*, Vol 30, No 3, pp. 239-264.

- Fisher, C and R. Gittelsohn (1983), "A meta-analysis of the correlates of role conflict and ambiguity," *Journal of Applied Psychology*, Vol 68, pp. 320-333.
- Ghozali, I (2013), *Aplikasi Analisis Multivariate Dengan Program IBM SPSS 21*, edisi 7. Semarang: Badan Penerbit Universitas Diponegoro.
- Gliem, J. A and R. R. Gliem (2003), *Calculating, Interpreting, and Reporting Cronbach's Alpha Reliability Coefficient for Likert-Type Scales*, Paper in Midwest Research to Practice Conference in Adult, Continuing, and Community Education, The Ohio State University, Columbus, Ohio, Unpublished paper.
- Gorman, E. H (2005), "Gender stereotypes, same-gender preferences, and organizational variations in the hiring of women: Evidence from law firms," *American Sociological Review*, Vol 70, No 4, pp. 702-728.
- Groschl, S and S. Arcot (2014), "Female hospitality executives and their effects on firm performance," *Tourism and Hospitality Research*, Vol 14, No 3, pp. 143-151.
- Guerrier, Y (1986), "Hotel manager: An unsuitable job for a woman?" *The Service Industries Journal*, pp. 227-240.
- Gupta, V. K and D. B. Turban (2012), "Evaluation of new business ideas: Do gender stereotype play a role?" *Journal of Managerial Issues*, Vol 24, No 2, pp. 140-156.
- Hair, J.F.; W.C. Black; B.J. Babin; and R.E. Anderson (2010), *Multivariate Data Analysis: A Global Perspective*, 7<sup>th</sup> ed. Upper Saddle River: Pearson Education
- Hancer, M and T.R. George (2003), "Job satisfaction of restaurant employees: An empirical investigation using the Minnesota satisfaction questionnaire," *Journal of Hospitality and Tourism Research*, Vol 27, No 1, pp. 85-100.
- Handayani C. S dan A. Novianto (2008), *Kuasa Wanita Jawa*, ed. 2. Yogyakarta: LKIS.
- Hartono, J (2015), *Metode Penelitian Bisnis: Salah Kaprah dan Pengalaman-Pengalaman*, Edisi 6. Yogyakarta: BPFY Yogyakarta.

- Henderson, D. W (1985), "Enlightened mentoring: A characteristic of public management professionalism," *Public Administration Review*, Vol 45, No 6, pp. 857-863.
- Hester, R (2007). *The glass ceiling and its effect on women*. Diakses tanggal 19 November 2015 pukul 19.02  
[http://www.associatedcontent.com/article/248276/the\\_glass\\_ceiling\\_and\\_its\\_effect\\_on.html](http://www.associatedcontent.com/article/248276/the_glass_ceiling_and_its_effect_on.html)
- Hicks, L (1990), "Excluded women: How can this happen in the hotel world?" *The Service Industries Journal*, pp. 348-363.
- Higgins, M. C (2001), "Reconceptualizing mentoring at work: A developmental network perspective," *Academy of Management Review*, Vol 26, No 2, pp. 264-289.
- Kara, D.; M. Uysal; and V.P. Magnini (2011), "Gender differences on job satisfaction of the five star hotel employees", *International Journal of Contemporary Hospitality Management*, Vol 24, Iss 7, pp.1047 – 1065.
- Kattara, H (2005), "Career challenges for female managers in Egyptian hotels," *International Journal of Contemporary Hospitality Management*, Vol 17, No 3, pp. 238-251.
- Kelly, E. L.; P. Moen; J. M. Oakes; W. Fan; C. Okechukwu; K.D. Davis; L.B. Hammer; E.E. Kossek; R.B. King; G.C. Hanson; F. Mierzwa; and L.M. Casper (2014), "Changing work and work-family conflict: Evidence from the work, family, and health network," *American Sociological Review*, Vol 79 (3), pp. 485-516.
- Kementerian Pariwisata dan Ekonomi Kreatif Republik Indonesia (2013), *Statistik pariwisata Ranking Devisa Pariwisata terhadap Komoditas Ekspor Lainnya 2009-2013*. Jakarta: Kemenparekraf. Diakses 5 April 2015 pukul 16.32 WIB. <http://www.parekraf.go.id/asp/detil.asp?c=117&id=1198>
- Kertaredja, B (2011), *Kesetaraan Gender Dalam Pekerjaan: Studi Kasus Industri Tekstil Jawa Tengah*, Penelitian organisasi Solidaritas Perempuan Komunitas Yogyakarta, Tidak dipublikasikan.
- Khokhar, A.M and M. Zia-ur-Rehman (2014), "A study of pay satisfaction and work-to-family conflict," *Compensation and Benefits Review*, Vol 46, No 3, pp. 177-187.

- Kiefer, A. K and D. Sekaquaptewa (2007), "Implicit stereotypes, gender identification, and math-related outcomes: A prospective study of female college students," *Psychological Science*, Vol 18, No 1, pp. 13-18.
- Lind, D.A.; W. G. Marchal; and S. A. Wathen (2012), *Statistical Techniques in Business and Economics*, 15<sup>th</sup>ed. New York: Mc Graw Hill.
- Li, L and R. W. Leung (2001), "Female managers in Asian hotels: Profile and career challenges," *International Journal of Contemporary Hospitality Management*, Vol 13, Iss 4, pp. 189-196.
- McGinnis, J (2011), "The young and restless: Generation Y in the nonprofit workforce," *Public Administration Quarterly*, Vol 35, No 3, pp. 342-362.
- Mooney, S and I. Ryan (2009), "A woman's place in hotel management: Upstairs or downstairs?" *Gender in Management: An International Journal*, Vol 24, No 3, pp. 195-210.
- Nebel, E.C.; J.S. Lee; and B. Vudajivuc (1995), "Hotel GM career paths in the United States," *International Journal of Hospitality Management*, Vol 14, No 34, pp. 252-256.
- O'Leary, S., and J. Deegan (2005), "Career progression of Irish tourism and hospitality management graduates," *International Journal of Contemporary Hospitality Management*, Vol 17, No 5, pp. 421-432.
- Okumus, F.; M. Sariisik; and S. Naipaul (2010), "Understanding why women work in five-star hotels in developing country and their work-related problems," *International Journal of Hospitality and Tourism Administration*, Vol 11, pp. 76-105.
- Pertierra, R (2004), "Globalism, culture, and the nation-state," *Philippine Studies*, Vol 52, No 1, pp. 119-130.
- Pinar, M.; M.K. Mc Cuddy; I. Birkan; and M. Kozak (2011), "Gender diversity in the hospitality industry: An empirical study in Turkey," *International Journal of Hospitality Management*, Vol 30, pp. 73-81.
- Pullins, E. B., and L. M. Fine (2002), "How the performance of mentoring activities affects the mentor's job outcomes," *The Journal of Personal Selling and Sales Management*, Vol 22, No 4, pp. 259-271.

- Ridgeway, C. L (2001), "Gender, status, and leadership," *Journal of Social Issues*, Vol 57, pp. 637-655.
- Roberson, L and C. T. Kulik (2007), "Stereotype threat at work," *Academy of Management Perspectives*, Vol 21, No 2, pp. 24-40.
- Rogers, D and J. Molnar (1976), "Organizational antecedents of role conflict and ambiguity in top-level administrators," *Administrative Science Quarterly*, Vol 21, pp. 598-610.
- Roscoe, J (1982), *Research Methods for Business*. New York: McGraw Hill.
- Rose, G. L (2003), "Enhancement of mentor selection using the ideal mentor scale," *Research in Higher Education*, Vol 44, No 4, pp. 473-494.
- Ruppanner, L (2013), "Conflict between work and family: An investigation of four policy measures," *Social Indicators Research*, Vol 110, pp. 327-347.
- Rutherford, D.G. and M.J. O'Fallon (2007), *Hotel Management and Operations*, 4<sup>th</sup> ed. Hoboken: John Wiley & Sons.
- Schieman, S.; P. Glavin; and M. Milkie (2009), "When work interferes with life: Work-nonwork interference and the influence of work-related demand and resources," *American Sociological Review*, Vol 74, pp. 966-988.
- Suk, J. C (2010), "Are gender stereotype bad for women? Rethinking antidiscrimination law and work-family conflict," *Columbia Law Review*, Vol 110, No 1, pp. 1-69.
- Wilson, E (2014), "Diversity, culture and the glass ceiling," *Journal of Cultural Diversity*, Vol 21, No 3, pp. 83-89.
- Wong, S. C and C. Y. Huang (2014), "A factor-cluster approach to understanding Hong Kong hotel employees' symptom-management-related coping behavior towards job stress," *Asia Pacific Journal of Tourism Research*, Vol 19, No 4, pp. 469-491.
- Wright, C. A and S. D. Wright (1987), "The role of mentors in career development of young professionals," *Family Relations*, Vol 36, No 2, pp. 204-208.
- Wright, E. O and J. Baxter (2000), "The glass ceiling hypothesis: A reply to critics," *Gender and Society*, Vol 14, No 6, pp. 814-821.
- Zhong, Y. G and S. Couch (2007), "Hospitality students' perceptions of facilitators and constraints affecting women's career advancement in the

hospitality industry,” *Family and Consumer Sciences Research Journal*, Vol 35, No 4, pp. 357–373.

Zhong, Y.G.; Couch, S. and S.C. Blum (2011), “Factors affecting women’s career advancement in the hospitality industry: Perceptions of students, educators, and industry recruiters,” *Journal of Hospitality and Tourism Education*, Vol 23, No 4, pp. 5-13.