

DAFTAR PUSTAKA

- Akgunduz, Y., Adan Gök, Ö., & Alkan, C. (2020). The effects of rewards and proactive personality on turnover intentions and meaning of work in hotel businesses. *Tourism and Hospitality Research*, 20(2), 170–183. <https://doi.org/10.1177/1467358419841097>
- Alam, R. (2022). *KELELAHAN KERJA (BURNOUT)*.
- Alves, B. (2024). *Gen Z in the Workplace: Statistics and 2024 Trends*. JobToday.Com. <https://jobtoday.com/us/blog/gen-z-in-the-workplace-statistics-and-2024-trends/>
- Ariawan, J., Budi Akhmad Tarigan, Ainil Mardiah, Febri Sari Siahaan, & La Mema Parandy. (2023). Analysis of The Influence of Burnout, Job Satisfaction and Organizational Commitment on Turnover Intention of Electronic Manufacturer Employees in Indonesia. *JEMSI (Jurnal Ekonomi, Manajemen, Dan Akuntansi)*, 9(5), 2016–2020. <https://doi.org/10.35870/jemsi.v9i5.1520>
- Armstrong, & Michael. (2020). *Armstrong's Handbook of Strategic Human Resource Management*. www.koganpage.com
- Badan Pusat Statistik. (2021). *KETENAGAKERJAAN DALAM DATA*. <https://satudata.kemnaker.go.id>
- Badan Pusat Statistika. (2020). *Data Sensus Penduduk Indonesia Tahun 2020*. Badan Pusat Statistika.
- Badan Pusat Statistika. (2023). *Tingkat Pengangguran Terbuka (TPT) sebesar 5,32 persen dan Rata-rata upah buruh sebesar 3,18 juta rupiah per bulan*. Badan Pusat Statistika. <https://www.bps.go.id/id/pressrelease/2023/11/06/2002/tingkat-pengangguran-terbuka--tpt--sebesar-5-32-persen-dan-rata-rata-upah-buruh-sebesar-3-18-juta-rupiah-per-bulan.html>
- Bakker, A. B., & Sanz-Vergel, A. I. (2020). *Burnout*.
- Bravo, D. M., Suárez-Falcón, J. C., Bianchi, J. M., Segura-Vargas, M. A., & Ruiz, F. J. (2021). Psychometric properties and measurement invariance of the maslach burnout inventory–general survey in Colombia. *International Journal*

- of Environmental Research and Public Health*, 18(10).
<https://doi.org/10.3390/ijerph18105118>
- Busro, M. (2018). *TEORI-TEORI MANAJEMEN SUMBER DAYA MANUSIA*.
- Darmanah, G. (2019). *METODOLOGI PENELITIAN*. www.hira-tech.com
- Deloitte. (2024a). *2024 Gen Z and Millennial Survey: Living and working with purpose in a transforming world*.
- Deloitte. (2024b). *Mental health today A deep dive based on the 2024 Gen Z and Millennial survey*.
- Deloitte. (2024c). *Mental health today A deep dive based on the 2024 Gen Z and Millennial survey*.
- Dessler, G. (2020). *Human Resources Management*.
- Dewi, S. R., & Mansyur, A. (2022). TURNOVER INTENTION: EFFECT OF LEADERSHIP STYLE AND REWARD. *Jurnal Ekonomi*, 11(03), 2022.
<http://ejournal.seaninstitute.or.id/index.php/Ekonomi>
- Dudija, N., & Putri, R. A. P. (2025). The Influence of Workload Towards Burnout Among Generation Z Employees in Indonesia: The Mediation Role of Work Stress. *Journal of Economics, Business, and Accountancy Ventura*, 27(3), 355–372. <https://doi.org/10.14414/jebav.v27i3.4519>
- Duryadi. (2021). *METODE PENELITIAN ILMIAH. Metode Penelitian Empiris Model Path Analysis dan Analisis Menggunakan SmartPLS*.
- Ercegović, M. Đ. (2024). *The Impact of Financial and Non-Financial Rewarding System on Employee Motivation and Productivity: Balancing Incentives in Modern Workplaces*.
- Ernes, C., Cahya, Y. F., & Meilani, P. (2023). *The Effect of Job Security and Burnout on Turnover Intention Mediated by Job Satisfaction*.
- Eser, A. (2024, July 23). *Generation Z to Baby Boomers: Diverse Workforce Statistics Revealed*. Worldmetrics.Org. <https://worldmetrics.org/generations-in-workforce-statistics/>
- Febri Afiati, D., Supeni, R. I., & Hermawan, H. (2022). Pengaruh Sistem Reward Financial, Punishment, dan Disiplin terhadap Kinerja Karyawan SPBU

- 54.681.08 Tanggul Jember. *JIMF (Jurnal Ilmiah Manajemen Forkamma)*, 6(1), 18. <https://doi.org/10.32493/frkm.v6i1.22964>
- Febriyanthy, P. A., & Sary, F. P. (2024). *The Effect Of Career Development And Work Life Balance Toward Intention To Stay On Generation Z In Bandung Raya*. <https://ajmesc.com/index.php/ajmesc>
- Feyga, P., & Permana, C. (2023). *PENGARUH MOTIVASI KERJA, DISIPLIN KERJA DAN KOMPENSASI FINANSIAL TERHADAP KINERJA KARYAWAN*.
- Gallup. (2023). *State of The Global Workplace Report* . Gallup. <https://www.gallup.com/workplace/404693/generation-disconnected-data-gen-workplace.aspx>
- Gani, N. A., Utama, R. E., Jaharuddin, & Priharta, A. (2020). *Perilaku Organisasi*. <https://www.researchgate.net/publication/351880570>
- Goni, T. T., Areros, W. A., Sambul, S. A. P., Studi, P., Administrasi, I., Fakultas, B., Sosial, I., & Politik, D. (2022). *Pengaruh Reward dan Punishment Terhadap Kinerja Karyawan PT. Bank Tabungan Negara (Persero) Tbk Kantor Cabang Manado* (Vol. 3, Issue 3).
- Greenberg, J., & Baron, R. (2008). *Behavior in Organizations* (Vol. 9).
- Guan, M. (2021). Associations Between Perceptions of the Work Environment and Job Burnout Based on MIMIC Models Among 679 Knowledge Workers. *SAGE Open*, 11(1). <https://doi.org/10.1177/2158244021999384>
- Gunawan, H., Pala, R., Tijjang, B., Razak, M., & Qur'ani, B. (2024). Global challenges of the mining industry: Effect of job insecurity and reward on turnover intention through job satisfaction. *SA Journal of Human Resource Management*, 22. <https://doi.org/10.4102/sajhrm.v22i0.2555>
- Hadi, S., Rajiani, I., Mutiarni, & Jumriani. (2022). *Manajemen Sumber Daya Manusia*.
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2019). *MULTIVARIATE DATA ANALYSIS EIGHTH EDITION*. www.cengage.com/highered

- Hardani, Auliya, N. H., Andriani, H., Fardani, R. A., Ustiawaty, J., Utami, E. F., Sukmana, D. J., & Istiqomah, R. R. (2020). *Buku Metode Penelitian Kualitatif & Kuantitatif*. <https://www.researchgate.net/publication/340021548>
- Henseler, J., Dijkstra, T. K., Sarstedt, M., Ringle, C. M., Diamantopoulos, A., Straub, D. W., Ketchen, D. J., Hair, J. F., Hult, G. T. M., & Calantone, R. J. (2014). Common Beliefs and Reality About PLS: Comments on Rönkkö and Evermann (2013). *Organizational Research Methods*, 17(2), 182–209. <https://doi.org/10.1177/1094428114526928>
- Hoyos, C. A., & Serna, C. A. (2021). Rewards and faculty turnover: An individual differences approach. *Cogent Education*, 8(1). <https://doi.org/10.1080/2331186X.2020.1863170>
- Indrawati. (2015). *Metode Penelitian Manajemen dan Bisnis Konvergensi Teknologi Komunikasi dan Informasi*. Refika Aditama .
- Irwan, A., Anwar, V., & Zaitun, C. (2025). More than a paycheck: How non-financial incentives shape employee motivation in public administration. *Asian Management and Business Review*, 178–195. <https://doi.org/10.20885/AMBR.vol5.iss1.art12>
- Juwendy, B., & Hendriati, Y. (2020). ANALISIS PENGARUH REWARD, MOTIVASI, DAN KEPUASAN KERJA TERHADAP TURNOVER INTENTION PADA PT. INDO NINIKI. *Jurnal Rekaman*, 4(1), 38.
- Kartono. (2017). *Personality, Employee Engagement, Emotional Intelligence, Job Burnout Pendekatan dalam Melihat Turnover Intention*. Deepublish.
- Khaeruman, Marnisah, L., Idrus, S., Irawati, L., Farradia, Y., Erwantiningsih, E., Hartatik, Supartmin, Yuliana, Aisyah, N., Natan, N., Widayanto, M. T., & Ismawati. (2021). *Manajemen Sumber Daya Manusia*.
- Koo, B., Yu, J., Chua, B. L., Lee, S., & Han, H. (2020). Relationships among Emotional and Material Rewards, Job Satisfaction, Burnout, Affective Commitment, Job Performance, and Turnover Intention in the Hotel Industry. *Journal of Quality Assurance in Hospitality and Tourism*, 21(4), 371–401. <https://doi.org/10.1080/1528008X.2019.1663572>

- Lazzari, M., Alvarez, J. M., & Ruggieri, S. (2022). Predicting and explaining employee turnover intention. *International Journal of Data Science and Analytics*, 14(3), 279–292. <https://doi.org/10.1007/s41060-022-00329-w>
- Lee, J. E., Kim, S. R., & Chun, B. C. (2024). Impact of the COVID-19 pandemic on infection control nurses: A path analysis of job stress, burnout, and turnover intention. *American Journal of Infection Control*, 52(6), 683–687. <https://doi.org/10.1016/j.ajic.2024.01.001>
- Leiter, M. P., & Maslach, C. (2005). *A Mediation Model of Job Burnout*.
- Listiarini, A., Palit, G. M., Rohman, A., & Wulandari, A. (2023). Burnout, Leadership, and Turnover Intention among Generation Z in Mining Industry. In *International Journal of Innovation, Creativity and Change*. www.ijicc.net (Vol. 17, Issue 2). www.ijicc.net
- Malhotra, N., Budhwar, P., & Prowse, P. (2007). Linking rewards to commitment: An empirical investigation of four UK call centres. *International Journal of Human Resource Management*, 18(12), 2095–2128. <https://doi.org/10.1080/09585190701695267>
- Margaretta, H., & Riana, I. G. (2020). PENGARUH STRES KERJA DAN KEPUASAN KERJA TERHADAP TURNOVER INTENTION KARYAWAN PT. FASTRATA BUANA DENPASAR. *E-Jurnal Manajemen Universitas Udayana*, 9(3), 1149. <https://doi.org/10.24843/ejmunud.2020.v09.i03.p17>
- Mas Suryaniadi, S., Nyoman Supiatni, N., Agung Gede Bagus Arta Wiguna, A., & Negeri Bali, P. (2021). PENGARUH STRES KERJA DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN PADA HOTEL CONRAD NUSA DUA BALI. In *FORUM MANAJEMEN* (Vol. 19).
- Maslach, C., & Jackson, S. E. (1981). The measurement of experienced burnout. *Journal of Organizational Behavior*, 2(2), 99–113. <https://doi.org/10.1002/job.4030020205>
- Maslach, C., Jackson, S. E., & Leiter, M. (1997). *The Maslach Burnout Inventory Manual*. <https://www.researchgate.net/publication/277816643>

- Mirza, M. N. (2022). *Exploratory Study of Burnout Incidence on Inpatient Nurses in Kaliwungu District, Kudus Regency*.
- Mobley, W. H., Horner, S. O., & Hollingsworth, A. T. (1978). An Evaluation of Precursors of Hospital Employee Turnover. In *Journal of Applied Psychology* (Vol. 63, Issue 4).
- Muizu, W. O. J., Zulaikha, Z., & Hilmiana, H. (2021). *Pengaruh Lingkungan Kerja Terhadap Burnout pada Aparatur Sipil Negara (ASN) Selama Penerapan Work From Home (WFH)*.
- Mulvi, A. N. A., Emilisa, N., & Sandra, A. M. (2024). *PENGARUH WORK-LIFE BALANCE DAN JOB BURNOUT TERHADAP INTENTION TO QUIT DENGAN PSYCHOLOGICAL DISTRESS SEBAGAI VARIBEL MEDIASI*.
- Nurkarimah, A., & Rositawati, S. (2023). Pengaruh Work Life Balance terhadap Turnover Intention pada Karyawan Milenial Perusahaan Startup Digital Kota Bandung. *Bandung Conference Series: Psychology Science*, 3(2), 705–712. <https://doi.org/10.29313/bcsps.v3i2.7314>
- Nwaozor, H. O., & Thompson, C. C. (2020). *Capacity Building Needs of Principals for Management of Federal Unity Schools ... PRINCIPALS' REWARD MANAGEMENT STRATEGIES AS A CORRELATE TO STAFF PERFORMANCE IN SECONDARY SCHOOLS IN DELTA STATE, NIGERIA*.
- Prabowo, A. A., & Nurhayati, I. (2024). *THE EFFECT OF APPRAISAL AND REWARD SYSTEM, WORK HOURS, AND TIME PRESSURE, ON TURNOVER INTENTION THROUGH BURNOUT AS AN INTERVENING VARIABLE* (Vol. 17, Issue 2).
- Pramushinta, A., Wahyu Winarto, W., & Biyanto, F. (2024). *PENGARUH WORK LIFE BALANCE, EMPLOYEE ENGAGEMENT, BURNOUT DAN ORGANIZATIONAL JUSTICE TERHADAP TURNOVER INTENTION PADA KARYAWAN GENERASI Z* (Vol. 2, Issue 12). <http://jurnal.kolibi.org/index.php/neraca>
- Puspitasari, E. D., Riyadi, S., & Halik, A. (2024). *The Effects of Workload and Compensation on Turnover Intention With Burnout as An Intervening*

- Variable Among Millennial Employees of PT. KGM.* 3(1), 2961–712.
<https://doi.org/10.55299/ijec.v3i1.516>
- Putra, S., Seswandi, A., & Amdanata, D. D. (2024). *PENGARUH WORK LIFE BALANCE DAN JOB BURNOUT TERHADAP TURNOVER INTENTION MELALUI JOB SATISFACTION SEBAGAI VARIABEL MEDIASI* (Vol. 7, Issue 1). <https://jurnal.uts.ac.id/index.php/jmb/index.id>
- Putranti, H. R. D. (2022). *TURNOVER INTENTION*.
- Rachman, M. M., Handayani, Ch. M. S., & Sugijanto, S. (2022). The Mediating Role Of Job Satisfaction: The Impact Of Organizational Commitment On Employee Intention To Quit. *Asia Pacific Management and Business Application*, 011(02), 201–220.
<https://doi.org/10.21776/ub.apmba.2022.011.02.5>
- Rahadi, D. R. (2023). *Pengantar Partial Least Square Strctural Equation Model (PLS-SEM)*.
- Rahardjo, D. A. S. (2022). *MANAJEMEN SUMBER DAYA MANUSIA*.
- Rambe, H., & Pareke, F. J. (2024). Peran Mediasi Burnout dalam Pengaruh Emotional Exhaustion dan Work Overload Terhadap Job Performance PNS Pemerintah Daerah Provinsi Bengkulu. *Jesya*, 7(1), 814–829.
<https://doi.org/10.36778/jesya.v7i1.1483>
- Rizkina, A. T., Rizqika, F., Rosa, F., & Nurmalitasari, F. (2022). Pengembangan Skala Burnout pada Pekerja: Modifikasi Skala The Maslach-Trisni Burnout Inventory. *Jurnal Flourishing*, 2(11), 672–684.
<https://doi.org/10.17977/10.17977/um070v2i112022p672-684>
- Robbins, S. P., & Judge, T. A. (2023). *Organizational Behavior* (19th ed.). Pearson.
- Rohmah, F. (2022, September 30). *Perkara Pekerjaan Ideal, Gen Z dan Milenial Sampingkan Gaji*. Tirto.Id. <https://tirto.id/perkara-pekerjaan-ideal-gen-z-dan-milenial-sampingkan-gaji-gwEli>
- Rosita, F., & Susilowati, C. (2024). The Role of Flexible Work Arrangement, Job Embeddedness, and Work-Life Balance in Reducing Turnover Intention: Study on Millennials and Generation Z Employees. *Journal of the Community*

- Development in Asia (JCDA)*, 7(2), 184–200.
<https://doi.org/10.32535/jcda.v7i2.29>
- Rosmayudi, A., Heryanti, Y., & Herlina, D. (2022). *PERILAKU ORGANISASI*.
www.penerbitwidina.com
- Sadilla, V., & Wahyuningtyas, R. (2023). THE EFFECT OF REWARD AND
 RECOGNITION ON EMPLOYEE ENGAGEMENT (CASE STUDY AT PT.
 X PART DIRECTORATE H). *International Journal of Engineering
 Technologies and Management Research*, 10(8).
<https://doi.org/10.29121/ijetmr.v10.i8.2023.1352>
- Salama, W., Abdou, A. H., Mohamed, S. A. K., & Shehata, H. S. (2022). Impact of
 Work Stress and Job Burnout on Turnover Intentions among Hotel Employees.
International Journal of Environmental Research and Public Health, 19(15).
<https://doi.org/10.3390/ijerph19159724>
- Salju, G. W., Nasharudin, & Tuti. (2023). *PENGARUH KOMPENSASI
 TERHADAP TURNOVER INTENTION SERTA PERAN KOMITMEN
 ORGANISASI SEBAGAI VARIABEL MEDIASI (Studi pada Karyawan PT.
 Bestprofit Futures Malang)*.
- Sandini, D., Mubarak, A., Mulyanti, D., Drajat, D. Y., & Faturachman, E. (2024).
 PENGARUH MENTAL HEALTH DAN WORK LIFE BALANCE
 TERHADAP TURNOVER INTENTION KARYAWAN GEN Z DI KOTA
 BANDUNG. In *Jurnal Sains Manajemen* (Vol. 6, Issue 2).
<https://ejurnal.ars.ac.id/index.php/jsm/index>
- Saritha, K., & Sunitha, T. (2022). I Want to Quit! Exploring Individual, Job and
 Organization-related Determinants of Turnover Intention among Employees
 of Microfinance Institutions. *Contemporary Management Research*, 18(2),
 165–197. <https://doi.org/10.7903/cmr.22157>
- Sekaran, U., & Bougie, R. (2016). *Research Methods for Business*.
www.wileypluslearningspace.com
- Sinambela, L. P. (2021). *Metodologi Penelitian Kuantitatif*.

- Sipayung, M. S., & Kunci, K. (2024). *FAKTOR-FAKTOR YANG MEMPENGARUHI EMPLOYEE ENGAGEMENT DAN INTENTION TO QUIT KARYAWAN*. <http://ojs.cahayamandalika.com/index.php/jml>
- Sismawati, W., & Lataruva, E. (2020). KARYAWAN GENERASI Y DENGAN KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING (Studi pada PT Bank Tabungan Negara Syariah Semarang). *DIPONEGORO JOURNAL OF MANAGEMENT*, 9(3), 1–11. <http://ejournal-s1.undip.ac.id/index.php/dbr>
- Skelton, A. R., Nattress, D., & Dwyer, R. J. (2020). Predicting manufacturing employee turnover intentions. *Journal of Economics, Finance and Administrative Science*, 25(49), 101–117. <https://doi.org/10.1108/JEFAS-07-2018-0069>
- Sopiah, & Sangadji, E. M. (2018). *Manajemen Sumber Daya Manusia Strategik*.
- Suardiningsih, N., & Ketut Surya, I. B. (2021). PERAN ROLE STRESS DALAM MEMEDIASI PENGARUH BEBAN KERJA TERHADAP BURNOUT PERAWAT. *E-Jurnal Manajemen Universitas Udayana*, 10(10), 988. <https://doi.org/10.24843/ejmunud.2021.v10.i10.p03>
- Sugiarti, E. (2023). *Manajemen Sumber Daya Manusia*. www.dewanggapublishing.com
- Sugiyono. (2019). *Metode Penelitian Kuantitatif kualitatif dan R&D*.
- Sukarman, P. A. (2022). THE ROLE OF JOB SATISFACTION AS A MEDIATION VARIABLE ON THE INFLUENCE OF WORK LIFE BALANCE, ISLAMIC WORK ETHICS AND BURNOUT ON TURNOVER INTENTION. In *JIEM: Journal of Islamic Entrepreneurship and Management* (Vol. 2, Issue 2).
- Supriadi, A., Kusumaningsih, A., Kohar, Priadi, A., Mendo, A. Y., Asi, L. L., Podungge, R., Nuryadin, A. A., Bokingo, A. H., & Utami, F. (2022). *MANAJEMEN SUMBER DAYA MANUSIA*.
- Suswati, E. (2020). THE INFLUENCE OF WORK STRESS ON TURNOVER INTENTION: EMPLOYEE PERFORMANCE AS MEDIATOR IN CASUAL-DINING RESTAURANT. *JURNAL APLIKASI MANAJEMEN*, 18(2), 391–399. <https://doi.org/10.21776/ub.jam.2020.018.02.20>

- Talentic. (2023). *Mengenal Job Burnout, Cara Mengidentifikasi dan Menanganinya*. Talentic. <https://talentic.id/resources/blog/job-burnout/>
- Wahyudi, Mawardi, S., & Salam, R. (2023). *Perilaku Organisasi Mendorong Perubahan dan Pertumbuhan*. www.dewanggapublishing.com
- Waskito, M., & Putri, A. R. (2021). *PENGARUH KOMPENSASI DAN KEPUASAN KERJA TERHADAP TURNOVER INTENTION PADA KARYAWAN OFFICE PT CIPTA NUGRAHA CONTRINDO*.
- Widhianingtanti, L. T., & van Luijtelaar, G. (2022). The Maslach-Trisni Burnout Inventory: Adaptation for Indonesia. *Jurnal Pengukuran Psikologi Dan Pendidikan Indonesia*, 11(1), 1–21. <https://doi.org/10.15408/jp3i.v11i1.24400>
- Winarno, A., Prasetyo, A. P., Luturlean, B. S., & Wardhani, S. K. (2022). The link between perceived human resource practices, perceived organisational support and employee engagement: A mediation model for turnover intention. *SA Journal of Human Resource Management*, 20. <https://doi.org/10.4102/sajhrm.v20i0.1802>
- Wirati, N. P. R., Wati, N. M. N., & Saraswati, N. L. G. I. (2020). Hubungan Burnout Dengan Motivasi Kerja Perawat Pelaksana. *Jurnal Kepemimpinan Dan Manajemen Keperawatan*, 3(1). <https://doi.org/10.26594/jkmk.v3.i1.468>
- Witte, M. (2024, February 14). *8 Ways Gen Z Will Change The Workforce*. Stanford Report. <https://news.stanford.edu/stories/2024/02/8-things-expect-gen-z-coworker>
- Zhang, X., Zhang, W., Xue, L., Xu, Z., Tian, Z., Wei, C., Zhang, Y., Zhihuan, D., & Gao, S. (2022). *The influence of professional identity, job satisfaction, burnout on turnover intention among village public health service providers in China in the context of COVID-: A cross-sectional study*.