

DAFTAR PUSTAKA

- Abdillah, W., & Jogiyanto, H. (2015). *Partial least square (PLS): Alternatif structural equation modeling (SEM) dalam penelitian bisnis*. Yogyakarta: Penerbit Andi.
- Adipratomo, B., et al. (2024). *Tantangan dan peluang ketenagakerjaan di Jawa Barat: Studi tentang Generasi Z*. Bandung: Penerbit Ekonomi Indonesia.
- Akbar, Y. K., Maratis, J., Nawangsari, L. C., Putri, R. K., & Purwanto, S. K. (2024). *The effects of green human resource management practices on sustainable university through green psychological climate of academic and non-academic staff*. *Cogent Business & Management*, 11(1). <https://doi.org/10.1080/23311975.2024.2375404>
- Anderson, H., et al. (2021). Generational shifts in leadership preferences. *Harvard Business Review*. Retrieved from <https://hbr.org>
- As'ad, M. (2003). *Psikologi industri: Seri ilmu sumber daya manusia*. Yogyakarta: Liberty.
- Azis, E., Prasetio, A. P., Gustyana, T. T., Putril, S. F., & Rakhmawati, D. (2019). The Mediation Of Intrinsic Motivation and Affective Commitment In The Relationship Of Transformational Leadership and Employee Engagement In Technology-Based Companies. *Polish Journal of Management Studies*, 20(1), 54–63. <https://doi.org/10.17512/pjms.2019.20.1.05>
- Badan Pusat Statistik (BPS). (2020). *Sensus penduduk Indonesia 2020*. Jakarta: BPS.
- Badan Pusat Statistik (BPS). (2020). *Statistik penduduk Jawa Barat tahun 2020*.
- Badan Pusat Statistik (BPS). (2024). *Data tingkat pengangguran terbuka (TPT) di Jawa Barat*. Jakarta: BPS.
- Bakker, A. B. (2007). Job demands-resources theory: Taking stock and looking forward. *Journal of Occupational Health Psychology*, 12(3), 123–137.
- Bligh, M. C. (2017). *Leadership and trust: Perspectives from organizational psychology*. New York: Routledge.
- Cooper, D. R., & Schindler, P. S. (2014). *Business research methods* (12th ed.). New York: McGraw-Hill Education.
- Databoks. (2023). *Hal yang dicari Generasi Z di tempat kerja*. Jakarta: Katadata. Retrieved from <https://databoks.katadata.co.id>
- Databoks. (2023). *Provinsi dengan total penduduk terbanyak di Indonesia*. Jakarta: Katadata. Retrieved from <https://databoks.katadata.co.id>

- Dessler, G. (2020). *Human resource management* (16th ed.). Pearson Education.
- Deloitte. (2021). *Global millennial and Gen Z survey 2021*. Retrieved from <https://www2.deloitte.com>
- Deloitte. (2023). *Millennials and Gen Z in the workplace: Global trends*. Retrieved from <https://www2.deloitte.com>
- Detik.com. (2024). *Jumlah pengangguran Generasi Z di Jawa Barat*. Jakarta: Detik. Retrieved from <https://www.detik.com>
- Edy Sutrisno. (2019). *Manajemen sumber daya manusia*. Jakarta: Kencana.
- Faryaputra, F. N., & Sudiana, K. (2024). Workload Analysis To Determine The Optimal Number Of Human Resources At Sariraya CO., LTD. In *Indonesian Interdisciplinary Journal of Sharia Economics (IJSE)* (Vol. 7, Issue 2).
- Farooq, K., Yusliza, M. Y., Wahyuningtyas, R., Haque, A. ul, Muhammad, Z., & Saputra, J. (2021). Exploring Challenges and Solutions in Performing Employee Ecological Behaviour for a Sustainable Workplace. *Sustainability*, 13(17), 9665. <https://doi.org/10.3390/su13179665>
- Federman, B. (2009). *Employee engagement: A roadmap for creating profits, optimizing performance, and increasing loyalty*. San Francisco, CA: Jossey-Bass.
- Francis, T., & Hoefel, F. (2018). True Gen: Generation Z and its implications for companies. *McKinsey & Company*. Retrieved from <https://www.mckinsey.com>
- Ghozali, I. (2018). *Aplikasi analisis multivariate dengan program IBM SPSS*
25. Semarang: Badan Penerbit Universitas Diponegoro.
- Ghozali, I., & Latan, H. (2019). *Partial least squares: Konsep, teknik dan aplikasi menggunakan program SmartPLS 3.0*(3rd ed.). Semarang: Badan Penerbit Universitas Diponegoro.
- GoodStats. (2023). *Demografi Generasi Z di Indonesia*. Jakarta: GoodStats. Retrieved from <https://goodstats.id>
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2019). *A primer on partial least squares structural equation modeling (PLS-SEM)* (2nd ed.). Thousand Oaks, CA: Sage.
- Hamali, A. Y. (2016). *Manajemen sumber daya manusia*. Jakarta: Erlangga.
- Hamali, A. Y. (2018). *Manajemen sumber daya manusia*. Jakarta: Penerbit Erlangga.
- Harjoyo, W., & Dewi, A. (2019). *Pengantar manajemen sumber daya manusia*. Bandung: Penerbit Alfabeta.
- Indrawati. (2015). *Metode penelitian manajemen dan bisnis: Konvergensi teknologi komunikasi*

dan informasi. Bandung: Refika Aditama.

Kementerian Ketenagakerjaan Republik Indonesia. (2023). *Laporan ketidakpuasan kerja di kalangan Generasi Z*. Jakarta: Kemenaker RI.

Kreitner, R., & Kinicki, A. (2016). *Organizational behavior* (Translated by Wibowo). Jakarta: Penerbit Salemba Empat.

Milagsita, A. (2024). *Generasi Z: Karakteristik dan potensi mereka*. Jakarta: Penerbit Akademik.

Mosca, J. B., & Merkle, C. J. (2024). Understanding Generation Z leadership expectations in the workplace. *Journal of Workplace Dynamics*, 15(2), 45–60.

Musyaffi, K., Khairunnisa, K., & Respati, H. (2021). *Evaluasi validitas dan reliabilitas pada model PLS-SEM*. Jakarta: Penerbit Ilmu Bisnis.

Narimawati, U., & Sarwono, J. (2017). *Panduan lengkap penelitian kuantitatif dengan SEM dan PLS-SEM*. Bandung: Alfabeta.

Nurhayati, S. (2016). *Kepuasan kerja dan dinamika organisasi*. Bandung: Alfabeta.

Permatasari, A., Amadea, C., Anggadwita, G., & Alamanda, D. T. (2019). An integrated human resources model in manufacturing companies: A case of Indonesia. *IOP Conference Series: Materials Science and Engineering*, 505(1), 012029. <https://doi.org/10.1088/1757-899X/505/1/012029>

Prasadja, R. (2018). *Manajemen sumber daya manusia: Pendekatan praktis*. Jakarta: Penerbit Salemba Empat.

Prasetio, A. P., Anggadwita, G., Dewi, N. A., & Istitania, R. (2020). Creating employee job satisfaction in a telecommunications company: Perceived organisational support and work stress as antecedents. *International Journal of Learning and Intellectual Capital*, 17(2). <https://doi.org/10.1504/IJLIC.2020.108878>

Prensky, M. (2001). Digital natives, digital immigrants. *On the Horizon*, 9(5), 1–6. Retrieved from <https://www.marcprensky.com>

Purwanto, A., & Sudargini, Y. (2021). Validitas dan reliabilitas dalam penelitian kuantitatif. *Jurnal Penelitian Sosial dan Ekonomi*, 10(2), 15–25.

Rahmat, M. (2007). *Psikologi organisasi: Pengantar memahami perilaku individu dan kelompok di tempat kerja*. Bandung: Penerbit Alfabeta.

Robbins, S. P., & Judge, T. A. (2008). *Organizational behavior* (12th ed.). Upper Saddle River, NJ: Pearson Prentice Hall.

Robinson, D., Perryman, S., & Hayday, S. (2004). *The drivers of employee engagement*. Institute for Employment Studies Report.

- Saks, A. M. (2006). Antecedents and consequences of employee engagement. *Journal of Managerial Psychology*, 21(7), 600–619.
- Schaufeli, W. B., & Bakker, A. B. (2004). Job demands, job resources, and their relationship with burnout and engagement: A multi-sample study. *Journal of Organizational Behavior*, 25(3), 293–315.
- Seemiller, C., & Grace, M. (2016). *Generation Z goes to college*. San Francisco, CA: Jossey-Bass.
- Sekaran, U., & Bougie, R. (2016). *Research methods for business: A skill-building approach* (7th ed.). Chichester: Wiley.
- Sugiyono. (2013). *Metode penelitian kuantitatif, kualitatif, dan R&D*. Bandung: Alfabeta.
- Sujarweni, V. W. (2018). *Metodologi penelitian bisnis dan ekonomi*. Yogyakarta: Pustaka Baru Press.
- Sujarweni, V. W. (2022). *Statistik untuk penelitian*. Yogyakarta: Pustaka Baru Press.
- Swarnalatha, C., & Prasanna, T. S. (2013). Employee trust and its impact on organizational performance. *International Journal of Business Research*, 7(3), 58–65.
- Wibowo. (2016). *Perilaku organisasi*. Jakarta: Penerbit Salemba Empat.
- World Population Review. (2024). *Population of Indonesia in 2024*. Retrieved from <https://worldpopulationreview.com>
- Wulandari, N., et al. (2024). Kepercayaan kepada pemimpin dan keterikatan kerja pada Generasi Z di Jawa Barat. *Jurnal Psikologi dan Manajemen Kerja*, 15(2), 78–90.