

DAFTAR PUSTAKA

- Actconsulting. (2017). *Bahaya Entropi Budaya (Toxic Culture)*.
<https://actconsulting.co/bahaya-entropi-budaya-toxic-culture/>
- Agustin, D. S. (2020). Analisis Pengaruh Budaya Organisasi, Gaya Kepemimpinan Terhadap Kinerja Karyawan Umkm Dengan Motivasi Kerja Sebagai Variabel Intervening. *IDEI: Jurnal Ekonomi & Bisnis*, 1(1), 8–18.
<https://doi.org/10.38076/ideijeb.v1i1.4>
- Ali, J. B., & Anwar, G. (2021). An Empirical Study of Employees' Motivation and its Influence Job Satisfaction. *International Journal of Engineering, Business and Management*, 5(2), 21–30. <https://doi.org/10.22161/ijeblm.5.2.3>
- Anugrah, A., & Putri, R. K. THE EFFECT OF DIRECT COMPENSATION, PROMOTION, MOTIVATION AND WORK DISCIPLINE ON THE PERFORMANCE OF THE COVER DEPARTMENT EMPLOYEES IN PT. SEIKOU SEAT COVER. *Turkish Journal of Physiotherapy and Rehabilitation*, 32, 3.
- Arifianto, C. F. (2020). Pengaruh Kepuasan Kerja Terhadap Kinerja Karyawan PT DOM Pizza Indonesia Area Tangerang RRaya. *Jurnal Manajemen & Bisnis*, 5(3).
- Arinugraha, M. R., & Dudija, N. (2025). Pengaruh Kepemimpinan Transformasional dan Budaya Organisasi terhadap Perilaku Kerja Inovatif pada Guru di Kota Depok. *E-Proceeding of Management*, 12(1), 7–15.
<http://ejournal.upbatam.ac.id/index.php/jim/article/view/1562>
- Aura, R. R., & Hutahae, E. S. H. (2025). Pengaruh Work Life Balance Terhadap Kepuasan Kerja Pada Generasi Z. *JoSES: Journal of Sharia Economics Scholar*, 2(4), 98–107.
- Bernardin, H. ., & Russel, J. E. . (1993). *Human Resource Management an experiential approach*. McGraw-Hill Companies.
- Burke, R. ., Antoniou, A., & Cooper, C. . (2015). *The Multi-generational and aging workforce: challenges and opportunities*. Edward Elgar Publishing.
- Djastuti, I., Suharnomo, S., Lestari, L., & Sugiharti, R. R. (2022). Determinan Employee Engagement Generasi Millenial Karyawan BUMN. *Jurnal Bisnis Strategi*, 31(1), 14–28. <https://doi.org/10.14710/jbs.31.1.14-28>
- Edison, E., Anwar, Y., & Komariyah, I. (2016). *Manajemen Sumber Daya Manusia*. Alfabeta.
- Faaroek, S. A. (2021). Pengaruh Budaya Organisasi terhadap Turnover Intention Melalui Motivasi pada Karyawan Generasi Milenial. *Forum Ilmiah*, 18(1), 11–25.
- Firmansyah, I., & Wahyuningtyas, R. (2025). Staying or Leaving? An Indonesian Perspective on Turnover Intention Among Gen Z Employees. *International Journal of Environmental Sciences*, 78-91.
- Firawati, R., Hakim, L., & Tahur, N. (2020). Hubungan Budaya Organisasi Dengan Kinerja Pegawai Pada Kantor Sekretariat Daerah Kabupaten Bulukumba. *Kajian Ilmiah Mahasiswa Administrasi Publik (KIMAP)*, 1(3), 993–1007.
<https://journal.unismuh.ac.id/index.php/kimap/index>
- Forson, J. A., Ofosu-Dwamena, E., Opoku, R. A., & Adjavon, S. E. (2021). Employee motivation and job performance: a study of basic school teachers in Ghana. *Future Business Journal*, 7(1), 1–12. <https://doi.org/10.1186/s43093-021-00077-6>
- Franadita, D., & Aslami, N. (2022). Pengaruh Perubahan Organisasi dan Budaya Organisasi terhadap Kepuasan dan Kinerja Karyawan. *Jurnal Ilmu Komputer, Ekonomi Dan Manajemen (JIKEM)*, 2(2), 2949–2954.
- Ghozali, I. (2016). *Metode Penelitian*.
- Ghozali, I. (2018). *Aplikasi Analisis Multivariate Dengan Program IBM SPSS*. 25.

Universitas Diponegoro.

- Hamsiah, S., Malik, I., & Parawu, H. E. (2022). Pengaruh Budaya Organisasi Terhadap Kualitas Pelayanan Di Dinas Tenaga Kerja Dan Transmigrasi Kabupaten Gowa. *Kajian Ilmiah Mahasiswa Administrasi Publik (KIMAP)*, 3(1), 110–124. <https://journal.unismuh.ac.id/index.php/kimap/article/view/5374>
- Hasyim, M. A. N., Hidayat, S., & Utama, F. R. (2023). Analisis Pengaruh Kesenjangan Generasi terhadap Kualitas Kerja Karyawan di dalam Perusahaan. *Jurnal Riset Manajemen*, 5(3), 2023. <https://jurnal.pascabangkinang.ac.id/index.php/jrmi>
- Katabi, A., HajiZadeh, M., Bordbar, A., & Salehi, A. (2021). The Relationship Between “Job Satisfaction” and “Job Performance”: A Meta-analysis. *Global Journal of Flexible Systems Management*, 23. <https://doi.org/10.1007/s40171-021-00280-y>
- Kenedi, J., Satriawan, B., & Khaddafi, M. (2020). The Effect of Organizational Culture on Employee Loyalty. *Almana : Jurnal Manajemen Dan Bisnis*, 4(3), 380–387. <https://doi.org/10.36555/almana.v4i3.1476>
- Kristanti, D., Charviandi, A., Juliawati, P., & Harto, B. (2023). Manajemen Sumber Daya Manusia Manajemen Sumber Daya Manusia. In *Edisi Revisi Jakarta: Bumi Aksara* (Issue 1). <https://books.google.com/books?hl=en&lr=&id=e2ppEAAAQBAJ&oi=fnd&pg=PA1&dq=manajemen+pengetahuan&ots=gV368HY1R3&sig=ugm1Twmq-r6Ya9ITLRHYA6ieJi0>
- Luthans, F. (2006). *Perilaku Organisasi*. Andi Offset.
- Mangkunegara, A. A. A. . (2017). *Manajemen Sumber Daya Manusia*. Remaja Rosdakarya.
- Margono, S. (2005). *Metodologi Penelitian Pendidikan*. PT Rineka Cipta.
- Martini, D. H., Triatna, C., & Rosalin, E. (2023). Analisis Kepuasan Kerja Pegawai Pada Transformasi Balai Besar Guru Penggerak Provinsi Jawa Barat. *Jurnal Tata Kelola Pendidikan*, 5(2), 127–138. <https://doi.org/10.17509/jtkp.v5i2.64850>
- Mathis, R. L., & Jackson, J. . (2016). Human Resource Management. In 10. Salemba Empat.
- Oluwatayo, A. ., & Adetero, O. (2020). Influence of Employee Attributes, Work Context and Human Resource Management Practices on Employee Job Engagement. *Global Journal of Flexible System Management*, 21, 295–308.
- Paais, M., & Pattiruhu, J. R. (2020). Effect of Motivation, Leadership, and Organizational Culture on Satisfaction and Employee Performance. *Journal of Asian Finance, Economics and Business*, 7(8), 577–588. <https://doi.org/10.13106/JAFEB.2020.VOL7.NO8.577>
- Pathiranage, Y. L., Jayatilake, L. V. K., & Abeysekera, R. (2020). A Literature Review on Organizational Culture towards Corporate Performance. *International Journal of Management, Accounting & Economics*, 7(9), 522–544. <https://ezproxy.myucwest.ca/login?url=https://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=146571178&site=eds-live&scope=site>
- Prameswari, A. (2018). *Apa itu Entropi Budaya?* ACT Consulting. <https://actconsulting.co/apa-itu-entropi-budaya/>
- Pratiwi, I. D., & Sary, F. P. (2023). The Effect Of Career Development, Organizational Culture On Job Satisfaction And Its Impact On Turnover Intention At Pt Xyz Bandung. *International Journal of Science, Technology & Management*, 4(5), 1211–1223. <https://doi.org/10.46729/ijstm.v4i5.928>
- Ramaditya, M., & Prihantoro, A. W. (2020). The Role of Organization Culture, Leadership and Training Towards Improving Work Performance Country Civil Worker: Case Study in Financial and Development Supervisory Agency. *International Journal of Business Studies*, 4(2), 115–126. <https://doi.org/10.32924/ijbs.v4i2.143>
- Rijanto, A., & Mukaram, M. (2018). Pengaruh Budaya Organisasi Terhadap Kinerja Karyawan (Studi Di Divisi Account Executive PT Agrodana Futures). *Jurnal Riset*

- Bisnis Dan Investasi*, 4(2), 35. <https://doi.org/10.35697/jrbi.v4i2.1185>
- Rino, Y. ., Suwatno, K., & Syahrizal. (2020). *Perilaku Organisasi, Memahami Perilaku Kewargaan Organisasional untuk Kinerja Unggul*. PT Refika Aditama.
- Rivai, V. (2020). *Manajemen Sumber Daya Manusia untuk Perusahaan dari Teori ke Praktek*. Murai Kencana.
- Riwukore, J. R., Yustini, T., & Likur, A. (2022). Enrichment: Journal of Management is Licensed under a Creative Commons Attribution-NonCommercial 4.0 International License (CC BY-NC 4.0) Enrichment: Journal of Management Employee Performance Based on Discipline, Workload, and Emotional Intelligence at t. *Enrichment: Journal of Management*, 12(2), 1857–1870.
- Robbins, S. P., & Judge, T. A. (2018). Perilaku Organisasi. In 12. Salemba Empat.
- Robbins, S. P., & Judgel, T. A. (2017). *Organizational Behavior (17th ed)*. Pearson Education.
- Sabuhari, R., Sudiro, A., Irawanto, D. W., & Rahayu, M. (2020). The effects of human resource flexibility, employee competency, organizational culture adaptation and job satisfaction on employee performance. *Management Science Letters*, 10(8), 1777–1786. <https://doi.org/10.5267/j.msl.2020.1.001>
- Safitri, A., Wismantari, T., Hermawati, V., & Bernarto, I. (2021). Pengaruh Disiplin Kerja, Motivasi Kerja Dan Kepuasan Kerja Terhadap Kinerja Pada Pegawai Negeri Sipil (Pns) Generasi “Y” (Kasus Pada Kementerian Perdagangan, Jakarta). *JMBI UNSRAT (Jurnal Ilmiah Manajemen Bisnis Dan Inovasi Universitas Sam Ratulangi)*., 8(1), 115–127. <https://doi.org/10.35794/jmbi.v8i1.32315>
- Schein, E. . (1990). Organisational Culture. *American Psychologist*, 45, 109–119.
- Schneider, B. E. (2013). *Organizational climate*. Annual Review of Psychology.
- Schuler, R. S., & Jackson, S. E. (1992). Manajemen Sumber daya Manusia: Menghadapi Abad Ke- 21. In 17. Erlangga.
- Sekaran, Uma dan Bougi, R. (2012). Research Methods for Business Research Methods for Business. In *Research methods for business*. <https://doi.org/10.13140/RG.2.1.1419.3126>
- Setiawan, S. R. D. (2019). Simak, keuntungan merekrut karyawan milenial. *Kompas*. <https://money.kompas.com/read/2019/11/01/184752526/simak-keuntungan-merekrut-karyawan-milenial>
- Silaen, N. ., Syamsuriansyah, Chairunnisah, R., Sari, M. ., Mahriani, E., Tanjung, R., Triwardhani, D., Haerany, A., Masyuroh, A., Satriawan, D. ., Lestari, A. ., Arifudin, O., Rialmi, Z., & Putra, S. (2021). *Kinerja Karyawan*. Widina Bhakti Persada.
- Silas, B., Lumintang, G., Ekonomi dan Bisnis, F., & Manajemen Universitas Sam Ratulangi Manado, J. (2019). the Influence of Motivation, Career Development and Financial Compensation Toward Employee Performance At Pt Marga Dwitaguna Manado. *Jurnal EMBA*, 7(4), 4630–4638.
- Simoneaux, S. (2014). A strong corporate culture is key to success. *Journal*, 22.
- Sinambela, L. P., & Sinambela, S. (2019). *Manajemen Kinerja: Pengelolaan, Pengukuran dan Implikasi Kinerja*. Rajawali Pers.
- Sinambela, S. (2019). *Manajemen Kinerja Pengelolaan, Pengukuran, dan Implikasi Kinerja*. PT Rajagrafindo Persada.
- Spicer, A. (2020). Organizational Culture and COVID-19. *Journal of Management Studies*, 57(8), 1737–1740. <https://doi.org/10.1111/joms.12625>
- Sugiyono. (2023). *Metode Penelitian Kuantitatif*. Alfabeta.
- Sukmawan, I., Dewi, I. N., & Hanafiah, H. (2023). Analisis Pilihan Karir Dan Orientasi Karir Generasi Milenial Dalam Kepuasan Kerja. *Journal Economic Excellence Ibnu Sina*, 1(4), 336–347. <https://doi.org/10.59841/excellence.v2i1.1007>
- Susanti, M. (2017). Hubungan Antara Kepuasan Kerja Dengan Kinerja Karyawan Jurusan Administrasi Pendidikan Fakultas Ilmu Pendidikan Universitas Negeri Padang Email : *Jurnal Psikomen*, 12(1), 1–7.

- Sutrisno, E. (2016). *Manajemen Sumber Daya Manusia Cetakan Kedelapan*. Prenadamedia Group.
- Sutrisno, E. (2020). *Manajemen Sumber Daya Manusia*. Kencana Prenada Media Group.
- Thedja, F. (2022). *Pengaruh Pengembangan Karir dan Beban Kerja Terhadap Turnover Intention Karyawan Di DKI Jakarta*. 5(4), 1354–1363.
- Trisliatanto, D. . (2020). *Metodologi Penelitian*. Andi Offset.
- Victoria, A. O., Asikhia, O. U., & Nneji, N. E. (2021). Organizational Culture and Organizational Performance: A Review of Literature. *International Journal of Advances in Engineering and Management*, 3(1), 361–372. <https://doi.org/10.35629/5252-0301361372>
- Wibowo. (2022). *Manajemen Sumber Daya Manusia: Menghadapi Tumbuhnya Generasi Milenial di Era Revolusi Industri 4.0 dan Society 5.0*. Rajawali Pers.
- Widyanti, R., Irhamni, G., Ratna, S., & Basuki. (2020). Organizational Justice and Organizational Pride to Achieve Job Satisfaction and Job Performance. *Journal of Southwest Jiaotong University*, 55(3). <https://doi.org/10.35741/issn.0258-2724.55.3.47>
- Wulansari, A., & Wahyuningtyas, R. (2023). Pengaruh Budaya Organisasi Terhadap Kinerja Karyawan Badan Perencanaan Pembangunan, Penelitian, Dan Pengembangan (Bappelitbang) Kota Bandung. *EProceedings ...*, 10(2), 783–790. <https://openlibrarypublications.telkomuniversity.ac.id/index.php/management/article/download/19766/19131>
- Yoopetch, C., Nimsai, S., & Kongarchapatara, B. (2021). The effects of employee learning, knowledge, benefits, and satisfaction on employee performance and career growth in the hospitality industry. *Sustainability (Switzerland)*, 13(8). <https://doi.org/10.3390/su13084101>