

DAFTAR PUSTAKA

- Abdulwahab, S. (2016). The relationship between job satisfaction, job performance and employee engagement: An explorative study. *Issues in Business management and Economics*, 4(1), 1-8.
- Ahluwalia, Larasati. (2023). Memahami karakteristik karyawan milenial dan zilenial. Diakses pada 19 Januari 2024 dari <https://feb.teknokrat.ac.id/memahami-karakteristik-karyawan-milenial-dan-zilenial-2/>
- Albdour, A. A., & Altarawneh, I. I. (2014). Employee engagement and organizational commitment: Evidence from Jordan. *International journal of business*, 19(2), 192.
- Albrecht, S., Breidahl, E., & Marty, A. (2018). Organizational resources, organizational engagement climate, and employee engagement. *Career Development International*, 23(1), 67-85.
- Alfirdaus, Zainiyah. (2022). Generasi Millenial pada Dunia Kerja dan Turnover Rate di Perusahaan. Diakses pada 19 Januari 2024 dari <https://binus.ac.id/malang/ebc/generasi-millenial-pada-dunia-kerja-dan-turnover-rate-di-perusahaan/>.
- Alias, N. E., Noor, N., & Hassan, R. (2014). Examining the mediating effect of employee engagement on the relationship between talent management practices and employee retention in the Information and Technology (IT) organizations in Malaysia. *Journal of Human Resources Management and Labor Studies*, 2(2), 227-242.
- Allen, N. J. & Meyer, J. P. (1990). The measurement and antecedents of affective, continuance and normative commitment to the organization. *Journal of Occupational Psychology*, 63, 1-18.
- Allen, N. J. & Meyer, J. P. (1996). Affective, continuance and normative commitment to the organization: An examination of construct validity.

- Journal of Vocational Behavior, 49,252-276.
- Anitha, J. (2014). Determinants of employee engagement and their impact on employee performance. *International journal of productivity and performance management*, 63(3), 308-323.
- Arif, Yola Amelia. 2022. Pengaruh Employee Engagement Terhadap Kinerja Karyawan Pada PT. Telekomunikasi Witel Riau Daratan. Universitas Islam Riau Pekanbaru.
- Astari, K., A. L. Kadiyono, dan M. Batubara. (2022). Adaptasi Alat Ukur *The Employee Engagement Scales (EES)*. Jurnal Ekonomi dan Bisnis, Vol. 11 No. 1.
- Bitner, M. J., Booms, B. H., & Tetreault, M. S. (1990). The service encounter: Diagnosing favorable and unfavorable incidents. *Journal of Marketing*, 54(1), 71-84.
- Crawford, E. R., LePine, J. A., & Rich, B. L. (2010). Work engagement and organizational commitment: A comparison of models and measures. *Journal of Applied Psychology*, 95(3), 555-566.
- Ćulibrk, J., Delić, M., Mitrović, S., & Ćulibrk, D. (2018). Job satisfaction, organizational commitment and job involvement: The mediating role of job involvement. *Frontiers in psychology*, 9, 132.
- Cut Zurnali. (2010). "Learning Organization, Competency, Organizational Commitment, dan Customer Orientation : Knowledge Worker - Kerangka Riset Manajemen Sumberdaya Manusia di Masa Depan", Penerbit Unpad Press, Bandung
- Eldor, L., & Harpaz, I. (2016). A process model of employee engagement: The learning climate and its relationship with extra-role performance behaviors. *Journal of Organizational Behavior*, 37(2), 213-235.
- Eldor, L., & Vigoda-Gadot, E. (2017). The nature of employee engagement: Rethinking the employee–organization relationship. *The International Journal of Human Resource Management*, 28(3), 526-552.

- Eliyana, A., & Ma'arif, S. (2019). Job satisfaction and organizational commitment effect in the transformational leadership towards employee performance. *European Research on Management and Business Economics*, 25(3), 144-150.
- Ghosh, P., Rai, A., & Sinha, A. (2014). Organizational justice and employee engagement: Exploring the linkage in public sector banks in India. *Personnel Review*, 43(4), 628-652.
- Glavas, A. (2016). Corporate social responsibility and employee engagement: Enabling employees to employ more of their whole selves at work. *Frontiers in psychology*, 796.
- Guest, D. E. (2011). Human resource management and performance: A review and research agenda. *International Journal of Human Resource Management*, 22(1), 5-35.
- Hanaysha, J. (2016). Examining the effects of employee empowerment, teamwork, and employee training on organizational commitment. *Procedia-Social and Behavioral Sciences*, 229, 298-306.
- Harter, J. K., Schmidt, F. L., & Hayes, T. L. (2002). Business-unit-level relationship between employee satisfaction, employee engagement, and business outcomes: A meta-analysis. *Journal of Applied Psychology*, 87(2), 268-279.
- Harovits, Bruce (2012). After Gen X, Millennials, what should next generation be?. USA Today. Retrieved 18 April 2015.
- Kahn, W. (1990). *Psychological conditions of personal engagement and disengagement at work*. *Academy of Management Journal*, 33, 692-724.
- Krot, K., & Lewicka, D. (2012). The role of organizational culture in employee engagement. *Journal of Organizational Behavior*, 33(5), 693-710.

- Macey, W.H., & Schneider, B. (2008). *The meaning of employee engagement*. Industrial Relations Research Association.
- Mathieu, C., Fabi, B., Lacoursiere, R., & Raymond, L. (2016). The role of supervisory behavior, job satisfaction and organizational commitment on employee turnover. *Journal of Management & Organization*, 22(1), 113-129.
- Michelle, Sharleen., & Jimmy Ellya Kurniawan. (2022). Peran Karakteristik Kerja dan Orientasi Kewirausahaan Terhadap Komitmen Organisasi Karyawan Generasi Millenial Perusahaan X. *Jurnal Psikologi Teori dan Terapan*, 13, 1-13.
- Nikpour, A. (2017). The impact of organizational culture on organizational performance: The mediating role of employee's organizational commitment. *International Journal of Organizational Leadership*, 6, 65-72.
- Oktariani, Dwi, Aida Vitalaya Hubeis dan Dadang Sukandar. 2017. *Kepuasan Kerja Generasi X dan Generasi Y terhadap Komitmen Kerja di Bank Mandiri Palembang*. *Jurnal Aplikasi Bisnis dan Manajemen*. Vol. 3, No.1, Januari
- Prihatina, Ratih. (2023, 30 Agustus). *Employee Engagement, Ketika Karyawan Merasa “Terikat Dengan Senang Hati” Pada Perusahaan*. Diakses pada 31 Mei 2024, dari <https://www.djkn.kemenkeu.go.id/kpknl-pekalongan/baca-artikel/16384/Employee-Engagement-Ketika-Karyawan-Merasa-Terikat-Dengan-Senang-Hati-Pada-Perusahaan.html>
- Putri, M. S., Baga, L. M., & Sunarti, E. (2015). Employee engagement, lingkungan sosial dan kinerja karyawan di PT Bank Rakyat Indonesia Tbk, Kantor Cabang Bogor Dewi Sartika. *MANAJEMEN IKM: Jurnal Manajemen Pengembangan Industri Kecil Menengah*, 10(2), 123-130.

- Ramalho Luz, C. M. D., Luiz de Paula, S., & de Oliveira, L. M. B. (2018). Organizational commitment, job satisfaction and their possible influences on intent to turnover. *Revista de Gestão*, 25(1), 84-101.
- Rhoades, L., Eisenberger, R. & Armeli, S. 2001. Affective Commitment to the Organization: The Contribution of Perceived Organizational Support. *Journal of Applied Psychology*, 86(5): 825-836.
- Rich, B. L., Lepine, J. A., & Crawford, E. R. (2010). Job engagement: Antecedents and effects on job performance. *Academy of Management Journal*, 53(3), 617-635.
- Saeed, I., Waseem, M., Sikander, S., & Rizwan, M. (2014). The relationship of turnover intention with job satisfaction, job performance, leader member exchange, emotional intelligence and organizational commitment. *International journal of learning and development*, 4(2), 242-256.
- Sahni, J. (2019). Role of quality of work life in determining employee engagement and organizational commitment in telecom industry. *International Journal for Quality Research*, 13(2), 285.
- Santoso, S. (2010). Mastering SPSS 18. Jakarta: PT Elex Media Komputindo.
- 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.
- Shuck, B., Twyford, D., Reio Jr, T. G., & Shuck, A. (2014). Human resource development practices and employee engagement: Examining the connection with employee turnover intentions. *Human Resource Development Quarterly*, 25(2), 239-270.
- Singh, A., & Gupta, B. (2015). Job involvement, organizational commitment, professional commitment, and team commitment: A study of generational diversity. *Benchmarking: An International Journal*, 22(6),

1192-1211.

- Strauss, K. (2014). Training the millennial generation : Implications for organizational climate. *CFA Digest*, 44(11), 47-60.
<https://doi.org/10.2469/dig.v44.n11.1>
- Sugiyono & Agus Susanto. (2015). Cara Mudah Belajar SPSS & Lisrel. CV. Alfabeta:Bandung.
- Sugiyono. (2017). Metodologi Penelitian Kuantitatif Kualitatif dan R & D, Bandung : Alfabeta.
- Sugiyono. (2018). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*, penerbit Alfabeta, Bandung.
- Sugiyono. (2019). Metode Penelitian Dan Pengembangan Research Dan Development. Bandung : Alfabeta.
- Top, M., Akdere, M., & Tarcan, M. (2015). Examining transformational leadership, job satisfaction, organizational commitment and organizational trust in Turkish hospitals: public servants versus private sector employees. *The international journal of human resource management*, 26(9), 1259-1282.
- Ugwu, F. O., Onyishi, I. E., & Rodríguez-Sánchez, A. M. (2014). Linking organizational trust with employee engagement: The role of psychological empowerment. *Personnel Review*, 43(3), 377-400.
- Yusuf, Mardiana Ria & Darman Syarif.(2017). Komitmen Organisasi : Definisi, Dipengaruhi, Mempengaruhi. Nas Media Pustaka