

DAFTAR PUSTAKA

- Anderson, D., & Kelliher, C. (2009). Flexible Working and Engagement: The Importance of Choice. *Emerald Group Publishing Limited, Strategic HR Review*, VOL. 8 NO. 2 2009, pp. 13-18,.
- Anitha, J. (2014). Determinants of employee engagement and their impact on employee performance. *International Journal of Productivity and Performance Management*, Vol. 63 Issue: 3, pp.308-323, Retrieved from <https://doi.org/10.1108/IJPPM-01-2013-0008>.
- Badan Pusat Statistik. (2021-2022). Persentase Angkatan Kerja Terhadap Penduduk Usia Kerja (TPAK) Menurut Golongan Umur (Persen), 2021-2022. Retrieved from: <https://www.bps.go.id/indicator/6/714/1/persentase-angkatan-kerja-terhadap-penduduk-usia-kerja-tpak-menurut-golongan-umur.html>.
- Bakker, A. B., & Albrecht, S. (2018). Working engagement: Current trends. *Career Dev. Int*, 23, 4-11.
- Caesens, G., Marique, G., Hanin, D., & Stinglhamber, F. (2015). The Relationship Between Perceived Organizational Support and Proactive Behaviour Directed Towards The Organization. *European Journal of Working and Organizational Psychology*, Retrieved from <http://dx.doi.org/10.1080/1359432X.2015.1092960>.
- CNN Indonesia. (2022). Survei Microsoft: Pola Kerja Hibrida Lebih Dipilih Ketimbang Full WFH. Retrieved from: <https://www.cnnindonesia.com/teknologi/20220524215930-206-800796/survei-microsoft-pola-kerja-hibrida-lebih-dipilih-ketimbang-full-wfh>.
- Dariyo, A. (2003). *Psikologi Perkembangan Dewasa Muda*. Jakarta: Gramedia Pustaka.

- Fajariyanti, Y., & Harsono, M. (2020). Pengaruh Flexible Working Arrangement Pada Employee Engagement dan Turnover Intention. *Proceeding The 8th Management Breaktrough and Doctoral Journey*, 303-309. Retrieved from: <https://docplayer.info/212607601-Pengaruh-flexible-Working-arrangement-pada-employee-engagement-dan-turnover-intention-yeni-fajariyanti-mugi-harsono-universitas-sebelas-maret.html>.
- Fawziah, S. A., & Irwansyah. (2020). Telecommuting/TeleWorkinging – Working from Home – Sebagai Solusi Efektif Mobilisasi Kerja. *Jurnal Infortech*, Volume 2 No. 1. Doi: <http://ejournal.bsi.ac.id/ejurnal/index.php/infortech>.
- Fletcher, L. (2015). Can Perceptions of Flexible Working Arrangements Boost Engagement and Desirable Employee Behaviour. Retrieved From: https://www.cipd.co.uk/Images/can-perceptions-of-flexible-Working-arrangements-booste-engagement_2015_tcm18-15590.pdf.
- Gallup. (2013). Why Indonesia Must Engage Younger Workers. *Business Journal*, Retrieved from: <https://news.gallup.com/businessjournal/166280/why-indonesia-engage-younger-Workers.aspx>.
- Gallup. (2022). State of the Global Workplace 2022 Report: The Voice Of The World's Employee. Retrieved from: https://www.gallup.com/Workplace/349484/state-of-the-global-Workplace.aspx?campaignid=18945689505&adgroupid=144738602378&adid=635621115754&gclid=Cj0KCQiA1NebBhDDARIsAANiDD3ORUd5uzOb_X39RnygKjeX8-852exs_j-AFQ3dHQgnEb7xprLsMvsaAptXEALw_wcB.
- Gibson, J. L., Ivancevich, J. M., & Jr, J. H. (2000). *Organization*. Boston: McGraw-Hill Companies, Inc.
- Handoyo, A. W., & Setiawan, R. (2017). PENGARUH EMPLOYEE ENGAGEMENT TERHADAP KINERJA KARYAWAN PADA PT. TIRTA REJEKI DEWATA. *AGORA*, Vol. 5, No.1. Retrieved from:

<https://media.neliti.com/media/publications/55089-ID-pengaruh-employee-engagement-terhadap-ki.pdf>.

Harian Ekonomi Neraca. (2019). Hasil Survei, Generasi Z Lebih Optimisme. *MAKRO: Bursa & Financial*, 6.

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): 268-79.

Hastuti, S. (2021). Pengukuran Level Keterikatan Karyawan (Employee Engagement) Dengan Q12 Gallup Pada PT. XT. *Jurnal Saraq Opat*, pp 54-70, Vol 4 No 1, Retrieved From <https://jurnal.ugp.ac.id/index.php/SaraqOpat>.

Hurlock, E. B. (1996). *Psikologi Perkembangan*. Jakarta: Erlangga.

Hurlock, E. B. (2009). *Life Span Development: Perkembangan Masa Hidup*. Jakarta: Erlangga.

Hyland, M. M. (2000). Flexibility in Working arrangements: How availability, preferences and use affect business outcomes. *Paper presented at the Annual Meeting of the Academy of Management, Toronto, ON*.

Ikhsan, M. (2016). Analisis Pengaruh Penduduk Usia Kerja, Rata-Rata Lama Sekolah dan Upah Minimum Terhadap Tingkat Partisipasi Angkatan Kerja Kabupaten/Kota di Jawa Timur. *Fakultas Ekonomi dan Bisnis Universitas Brawijaya*, 1-14.

Juvonen, M. (2019). Flexible Working and Employee Engagement. *Metropolia University of Applied Sciences, European Business Administration, Bachelor's Thesis*.

Katadata Media NetWorking. (2022). Survei: Mayoritas Milenial dan Gen Z Lebih Suka Pola Kerja Kombinasi. *katadata.co.id*, Retrieved from

<https://databoks.katadata.co.id/datapublish/2022/07/23/survei-mayoritas-milenial-dan-gen-z-lebih-suka-pola-kerja-kombinasi>.

Katadata.co.id. (2022). WFH yang Semakin Populer Selepas Pandemi. Retrieved from <https://katadata.co.id/dinihariyanti/berita/62b5506eb94f5/wfh-yang-semakin-populer-selepas-pandemi>.

Kelliher, C., & Anderson, D. (2010). Doing More With Less? Flexible Working Practices and The Intensification Of Working. *Human relations*, 63, 83-106. doi:10.1177/0018726709349199.

Kompas.com. (2022). Jabodetabek PPKM Level 1, "Working From Office" Bisa 100 Persen. Retrieved from <https://nasional.kompas.com/read/2022/05/24/08150741/jabodetabek-ppkm-level-1-Working-from-office-bisa-100-persen>.

Kronos Incorporated. (2019). Full Report: Generation Z in The Workplace. Retrieved from <https://Workingforceinstitute.org/wp-content/uploads/2019/11/Full-Report-Generation-Z-in-the-Workplace.pdf>.

Macey, W., & Schneider, B. (2008). The Meaning of Employee Engagement. *Industrial and Organizational Psychology*, 3-30.

Markos, S. (2010). Employee Engagement: The Key to Improving Performance. *International Journal of Business and Management*, Vol. 5, No. 12.

Maruyama, T. &. (2012). From anxiety to assurance: Concerns and outcomes of teleWorking. *Personnel Review*, 41(4), 450-469. <https://doi.org/10.1108/00483481211229375>.

Mercer. (2021). Indonesia Employee Engagement Insights.

Monks, F. J., Knoers, A. M., & Haditono, S. R. (2001). *Psikologi Perkembangan: Pengantar Dalam Berbagai Bagiannya*. Yogyakarta: Gadjah Mada University Press.

- Paat, Y. (2021). Aturan Terbaru Anies: Kapasitas Perkantoran 75 Persen WFH di Seluruh Jakarta. *BeritaSatu.com*, Retrieved from <https://www.beritasatu.com/megapolitan/790783/aturan-terbaru-anies-kapasitas-perkantoran-75-persen-wfh-di-seluruh-jakarta>.
- PANRB, K. (2021). ASN Sektor Non-esensial WFH 100% Selama PPKM Darurat. Retrieved from <https://www.menpan.go.id/site/berita-terkini/asn-sektor-non-esensial-wfh-100-selama-ppkm-darurat>.
- Papalia, O. &. (2008). *Human Development*. New York: McGraw - Hill.
- Primandaru, N., & Prawitasari, M. D. (2022). Impact Of Flexible Working Arrangements On Employee Performance: The Mediation Role Of Innovative Working Behaviour During The Covid-19 Pandemic. *Procuratio: Jurnal Ilmiah Manajemen*, Vol. 10 No. 1. 1-13.
- Putri, A. F. (2019). Pentingnya Orang Dewasa Awal Menyelesaikan Tugas Perkembangannya. *SCHOULID: Indonesian Journal of School Counseling*, 3(2), 35-40. DOI: <https://doi.org/10.23916/08430011>.
- Rasool, S. F., Wang, M., Tang, M., Saeed, A., & Iqbal, J. (2021). How Toxic Workplace Environment Effects the Employee Engagement: The Mediating Role of Organizational Support and Employee Wellbeing. *International Journal of Environmental Research and Public Health*, 18, 2294. Retrieved from: <https://doi.org/10.3390/ijerph18052294>.
- Rocha, C. T. (2018). TeleWorking: conceptualization and issues for analysis O teletrabalho: conceituação e questões para análise Resumo. 16(1), 152–162.
- Sakitri, G. (2018). Selamat Datang Gen Z, Sang Penggerak Inovasi. *Universitas Prasetiya Mulya*, Retrieved from <https://journal.prasetiyamulya.ac.id/journal/index.php/FM/article/download/596/393/>.

- Santrock, J. W. (2011). *Life-Span Development (Perkembangan Masa Hidup)*. Jakarta: Erlangga.
- Shagvaliyeva, S., & Yazdanifard, R. (2014). Impact of Flexible Working Hours on Working- Life Balance. *American Journal of Industrial and Business Management*, 4,20-23, DOI: <http://dx.doi.org/10.4236/ajibm.2014.41004>.
- Simanjuntak, D. F., Mustika, M. D., & Sjabadhyni, B. (2019). Pengaruh Flexible Working Arrangement Terhadap Ethical Decision Making : Peran Employee Engagement Sebagai Mediator. *Jurnal Diversita*, 1-8. Doi: <http://dx.doi.org/10.31289/diversita.v5i1.2327>.
- Tanwar, K., & Kumar, A. (2019). A. Employer brand, person-organisation fit and employer of choice. *Pers. Rev.*
- The Staples Workplace. (2019). DOES YOUR WORKINGPLACE DELIVER? 5 Keys to Meeting Employee Expectations. *Workplace Survey Results*, Retrieved from: <https://marketingassets.staples.com/m/5644f1362b2dfad2/original/Staples-Workplace-Survey-2019.pdf>.
- TheJakartaPost. (2019). Indonesia Plans More Flexible Working Hours For Woman. Retrieve from <https://www.thejakartapost.com/news/2019/01/12/indonesia-plans-more-flexible-Working-hours-for-women.html/>.
- Timms, e. a. (2014). Flexible Working Arrangements, Working engagement, turnover intentions and psychological health. *Asia Pasific Journal of Human Resources*.
- Virginia, D. S., & Etikariena, A. (2021). Kegagalan Kognitif Karyawan di Masa Pandemi: Apakah Pengaturan Kerja Fleksibel dan Persepsi Kontrol Berperan? *Gajah Mada Journal of Psychology*, Volume 7, Number 1. 48 - 63. DOI: 10.22146/gamajop.60297.

- Weideman, M., & Hofmeyr, K. B. (2020). The influence of flexible Working arrangements on employee engagement: An exploratory study. *SA Journal of Human Resource Management*, 18(0), a1209. <https://doi.org/10.4102/sajhrm.v18i0.1209>.
- Wiatr, A. (2021). Flexible Working Arrangements - Current Conditions and Research Directions. *Business Management*, 67-78.
- Wicaksono, B. D., & Rahmawati, S. (2019). Pengaruh Employee Engagement Terhadap Kinerja Karyawan Direktorat Sistem Informasi dan Transformasi Digital Institut Pertanian Bogor. *Jurnal Manajemen dan Organisasi (JMO)*, Vol. 10 No. 2, Agustus 2019, Hal. 133-146.
- Witriaryani, A. S., Putri, A., Jonathan, D., & Abdullah, T. (2022). Pengaruh Working-life Balance dan Flexible Working Arrangement terhadap Job Performance dengan Dimediasi oleh Employee Engagement. *Fair Value : Jurnal Ilmiah Akuntansi dan Keuangan*, Volume 5, Number 2.
- Yamin, R. A., & Pusparini, E. S. (2021). The Effect of Flexible Working Arrangement and Perceived Organizational Support on Employee Job Performance: The Mediating Role of Employee Engagement. *Atlantis Press, Advances in Economics, Business and Management Research*,, volume 657.
- Ye, L. R. (2012). Telecommuting: Implementation for Success. *International Journal of Business and Social Science*, 20-29.