

DAFTAR PUSTAKA

- Angreni, D. D., & Mahyuni, L. P. (2024). *work hybrid, work-life balance, work engagement, and employee performance. Quantitative Economics and Management Studies (QEMS)*, 5(6). <https://doi.org/10.35877/454RI.qems3333>
- Asmike, M., Murniyati, D., & Sutisna, M. P. P. (2025). Analisis faktor yang mempengaruhi *work engagement* antar generasi di Indonesia. *Jurnal Ekonomi & Ekonomi Syariah*, 8(1), 452. <https://doi.org/10.36778/jesya.v8i1.1924>
- Badan Pusat Statistik. (2026). *Hasil Survei Penduduk Antar Sensus (SUPAS 2025)* (Berita Resmi Statistik No. 51/05/Th. XXIX). Badan Pusat Statistik.
- Bakker, A. B. (2022). The social psychology of *work engagement*: state of the field. *Career Development International*, 27(1), 36-53. <https://doi.org/10.1108/CDI-08-2021-0213>
- Bakker, A. B., Schaufeli, W. B., Leiter, M. P., & Taris, T. W. (2008). *work engagement*: An emerging concept in occupational health psychology. *work and Stress*, 22(3), 187–200. <https://doi.org/10.1080/02678370802393649>
- Baron, R. M., & Kenny, D. A. (1986). The moderator–mediator variable distinction in social psychological research: Conceptual, strategic, and statistical considerations. *Journal of Personality and Social Psychology*, 51(6), 1173–1182. <https://doi.org/10.1037/0022-3514.51.6.1173>
- Benítez-Márquez MD, Sánchez-Teba EM, Bermúdez-González G and Núñez-Rydman ES (2022) Generation Z Within the *workforce* and in the *workplace*: A Bibliometric Analysis. *Front. Psychol.* 12:736820. doi:10.3389/fpsyg.2021.736820
- Butar-Butar, J. D., & Hawignyo. (2025). Implementasi strategi hubungan kerja sumber daya manusia pada karyawan Gen Z di Kota Karawang. *Jurnal Ilmu Komputer dan Bisnis (JIKB)*, 16(2a), 41–48. <https://doi.org/10.47927/jikb.v16i2a.1100>
- Chillakuri, B. (2020). Understanding Generation Z expectations for effective onboarding. *Journal of Organizational Change Management*. <https://doi.org/10.1108/JOCM-02-2020-0058>

- Cohen, J. (1988). *Statistical power analysis for the behavioral sciences* (2nd ed.). Lawrence Erlbaum Associates.
- Deloitte. (2026, May 13). *2026 Gen Z and Millennial Survey*. Deloitte. [Deloitte Global Gen Z and Millennial Survey 2026](#)
- DeMaria, K., Page, I., Reuss, K., & Zemper, Z. (2024). *Changes in the U.S. labor supply*. U.S. Department of Labor, Employment and Training Administration. https://www.dol.gov/sites/dolgov/files/ETA/opder/DASP/Trendlines/posts/2024_08/Trendlines_August_2024.html
- Dewi, S., Kurniawan, R., Catur S., S., & Titis, A. (2026). *quiet quitting vs keterlibatan: Pengaruh job insecurity dan dukungan organisasi terhadap employee engagement pada karyawan milenial*. *Jurnal Ilmiah Ecobuss*, 14(1), 1–10.
- Efandi, S., & Haq, R. A. N. (2024). *Peran perceived organizational support terhadap work engagement pada karyawan ekspatriat di PT. X. SAMMAJIVA: Jurnal Penelitian Bisnis dan Manajemen*, 2(2), 224–235. <https://doi.org/10.47861/sammajiva.v2i2.1234>
- Eisenberger, R., Rhoades Shanock, L., & Wen, X. (2020). *perceived organizational support: Why caring about employees counts*. *Annual Review of Organizational Psychology and Organizational Behavior*, 7, 101–124. <https://doi.org/10.1146/annurev-orgpsych-012119-044917>
- Eisenberger, R., Stinglhamber, F., Vandenberghe, C., Sucharski, I. L., & Rhoades, L. (2002). *Perceived supervisor support: Contributions to perceived organizational support and employee retention*. *Journal of Applied Psychology*, 87(3), 565–573. <https://doi.org/10.1037/0021-9010.87.3.565>
- Galanis, P., Katsiroumpa, A., Vraha, I., Siskou, O., Konstantakopoulou, O., Moisoglou, I., Gallos, P., & Kaitelidou, D. (2023). *The quiet quitting scale: Development and initial validation*. *AIMS Public Health*, 10(4), 828–848. <https://doi.org/10.3934/publichealth.2023055>
- Ghaniyyaturrahmah, N., & Djamhoer, T. D. (2023). *Pengaruh perceived organizational support terhadap work engagement pada perawat RSUD Majalengka*. *Jurnal Riset Psikologi (JRP)*, 3(2), 93–100.

- Ghozali, I. (2021). *Aplikasi analisis multivariate dengan program IBM SPSS 26* (Edisi 10). Badan Penerbit Universitas Diponegoro.
- Haropis, Y. F., & Zamralita. (2024). Peran *perceived organizational support* terhadap individual work performance pada karyawan. *Psyche 165 Journal*, 17(4), 369–374. <https://doi.org/10.35134/jpsy165.v17i4.453>
- Harter, J. (2023, June 13). *Globally, employees are more engaged — and more stressed*. Gallup. <https://www.gallup.com/workplace/506798/globally-employees-engaged-stressed.aspx>
- Harter, J. (2024, February 26). *The new challenge of engaging younger workers*. Gallup. <https://www.gallup.com/workplace/610856/new-challenge-engaging-younger-workers.aspx>
- Hobfoll, S. E. (1989). *Conservation of Resources: A new attempt at conceptualizing stress*. *American Psychologist*, 44(3), 513–524.
- Hopkins, J., & Bardoel, A. (2023). The future is *hybrid*: How organisations are designing and supporting sustainable *hybrid work* models in post-pandemic Australia. *Sustainability*, 15(4), 3086. <https://doi.org/10.3390/su15043086>
- IDN Research Institute. (2025). *Indonesia millennial and Gen Z report 2025: Understanding and uncovering the behavior, challenges, and opportunities*. IDN Media.
- International Labour Organization. (2019). *work for a brighter future*. ILO Global Commission on the Future of work.
- Kahn, W. A. (1990). Psychological conditions of personal engagement and disengagement at work. *Academy of Management Journal*, 33(4), 692–724. <https://www.jstor.org/stable/256287>
- Kristiana, I. F., Fajrianti, & Purwono, U. (2018). Analisis Rasch dalam Utrecht *work engagement* Scale-9 (UWES-9) versi bahasa Indonesia. *Jurnal Psikologi*, 17(2), 204–217.
- Kurniawan, I. S., & Harsono, M. (2021). Dukungan organisasi yang dirasakan: Anteseden, proses, dan hasil. *Jurnal Manajemen dan Organisasi (JMO)*, 12(1), 67–80.

- Kwak, S. G., & Kim, J. H. (2017). Central limit theorem: The cornerstone of modern statistics. *Korean Journal of Anesthesiology*, 70(2), 144–156. DOI: [10.4097/kjae.2017.70.2.144](https://doi.org/10.4097/kjae.2017.70.2.144)
- Lee, C. C., Aravamudhan, V., Roback, T., Lim, H. S., & Ruane, S. G. (2021). Factors impacting work engagement of Gen Z employees: A regression analysis. *Journal of Leadership, Accountability and Ethics*, 18(3), 147.
- Machali, I. (2021). *Metode penelitian kuantitatif: Panduan praktis merencanakan, melaksanakan dan analisis dalam penelitian kuantitatif* (Cetakan ke-3). Fakultas Ilmu Tarbiyah dan Keguruan UIN Sunan Kalijaga Yogyakarta.
- Mahand, T., & Caldwell, C. (2023). quiet quitting – causes and opportunities. *Business and Management Research*, 12(1), 9. <https://doi.org/10.5430/bmr.v12n1p9>
- Maulana, M. S., Sofiah, D., & Prasetyo, Y. (2023). work engagement pada karyawan: Bagaimana peranan perceived organizational support? *INNER: Journal of Psychological Research*, 3(1), 20–27.
- Mufarrikhah, J. L., Yuniardi, M. S., & Syakarofath, N. A. (2020). Peran perceived organizational support terhadap work engagement karyawan. *Gadjah Mada Journal of Psychology*, 6(2), 151–164. <https://doi.org/10.22146/gamajop.56396>
- Muhson, A., Lestari, B., Supriyanto, & Baroroh, K. (2015). Kelayakan AnBuso sebagai software analisis butir soal bagi guru. *Jurnal Kependidikan*, 45(2), 198–210.
- Nabila, A. F., & Mulyana, O. P. (2025). Hubungan antara persepsi dukungan organisasi dengan keterikatan kerja pada karyawan. *Character: Jurnal Penelitian Psikologi*, 12(1), 193–201. <https://doi.org/10.26740/cjpp.v12n1.p193-201>
- Ochis, K. (2024). Generation Z and "quiet quitting": Rethinking onboarding in an era of employee disengagement. *Multidisciplinary Business Review*, 17(1), 83–97. <https://doi.org/10.35692/07183992.17.1.7>
- OECD. (2021). *The future of remote work: Opportunities and policy options for Trentino* (OECD Local Economic and Employment Development (LEED) Papers No. 2021/07). <https://dx.doi.org/10.1787/35f78ced-en>

- Oktapialdi, R., Tarigan, M., & Musthofa, M. A. (2018). Pengembangan skala social desirability. *Jurnal Psikologi Insight*, 2(1), 33–42.
- Oktavia, T., Noviekayati, I. G. A. A., & Suhadiano. (2025). Factors causing *quiet quitting* in Generation Z: A systematic review. *International Journal of Research and Innovation in Social Science (IJRISS)*, 9(11), 8079. <https://dx.doi.org/10.47772/IJRISS.2025.91100631>
- Patel, P. C., Guedes, M. J., Bachrach, D. G., & Cho, Y. (2025). A multidimensional quiet quitting scale: Development and test of a measure of quiet quitting. *PLoS ONE*, 20(4), e0317624. <https://doi.org/10.1371/journal.pone.0317624>
- Pradana, F. (2026, Juni 25). Gen Z jadi generasi terbesar di Indonesia, populasinya tembus 64 juta jiwa. *Satu Media*. <https://www.satumedia.id/news/28390/gen-z-jadi-generasi-terbesar-di-indonesia-populasinya-tembus-64-juta-jiwa/>
- Pratiwi, P. E., Stanislaus, S., & Pratiwi, P. C. (2023). The tendency of *quiet quitting* workers in terms of engagement and well-being at work. *Philanthropy: Journal of Psychology*, 7(2), 132–143. <https://doi.org/10.26623/philanthropy.v7i2.7905>
- Pri, R., & Zamralita. (2017). Gambaran *work engagement* pada karyawan di PT EG (manufacturing industry). *Jurnal Muara Ilmu Sosial, Humaniora, dan Seni*, 1(2), 295–303.
- Rhoades, L., & Eisenberger, R. (2002). *perceived organizational support*: A review of the literature. *Journal of Applied Psychology*, 87(4), 698–714. <https://doi.org/10.1037/0021-9010.87.4.698>
- 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.
- Ridho, A. (2023). Keterikatan kerja: Sebuah reviu konseptual. *Buletin Psikologi*, 31(1), 56–79. <https://doi.org/10.22146/buletinpsikologi.55589>
- Rubacha, K. (2024). *hybrid work and social isolation: A study on Generation Z employees in the Netherlands* [Graduation project report, Fontys University of Applied Sciences].

- 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. <https://doi.org/10.1002/job.248>
- Schroth, H. (2019). Are you ready for Gen Z in the workplace? *California Management Review*, 61(3), 5–18. <https://doi.org/10.1177/0008125619841006>
- Seppälä, P., Mauno, S., Feldt, T., Hakanen, J., Kinnunen, U., Tolvanen, A., & Schaufeli, W. (2009). The construct validity of the Utrecht work engagement Scale: Multisample and longitudinal evidence. *Journal of Happiness Studies*, 10(4), 459–481. <https://doi.org/10.1007/s10902-008-9100-y>
- Shaleh, A. R., Hayat, B., & Samundra, A. (2025). Validating the Indonesian version of UWES-17: A Rasch model analysis of work engagement. *JP3I (Jurnal Pengukuran Psikologi dan Pendidikan Indonesia)*, 14(1). <http://dx.doi.org/10.15408/jp3i.v14i1.46003>
- Sidharta, I. (2018). Validation on Utrecht work engagement Scale: Multisample and multi sectors analysis. *Kontigensi*, 6(2), 49–58.
- Sitompul, K., Akbar, A. A. G., & Rukmana, O. (2026). Pedang bermata dua work from home: Analisis psikodinamika kerja hibrida dan fenomena digital presenteeism di era pasca-pandemi. *J-CEKI: Jurnal Cendekia Ilmiah*, 5(2).
- Soane, E., Truss, C., Alfes, K., Shantz, A., Rees, C., & Gatenby, M. (2012). Development and application of a new measure of employee engagement: The ISA Engagement Scale. *Human Resource Development International*, 15(5), 529–547. <https://doi.org/10.1080/13678868.2012.726542>
- Sugandi, J., Mahbubulhaq, I. Z., Murni, N. A., & Rinaldi. (2026). Adaptasi skala *quiet quitting* (QQS) pada karyawan di Indonesia. *Observasi: Jurnal Publikasi Ilmu Psikologi*, 4(1), 82–89. <https://doi.org/10.61132/observasi.v4i1.2026>
- Sugiyono. (2013). *Metode penelitian kuantitatif, kualitatif dan R&D* (Cetakan ke-19). Alfabeta.
- Sulistiyani, E., Hidayat, Y. A., Setiawan, A., & Suwardi. (2022). *perceived organizational support*, employee work engagement and work life balance: *Social Exchange Theory* perspective. *Jurnal Riset Ekonomi dan Bisnis*, 15(2), 133–143.

- Surianto. (2026). *quiet quitting*: Fenomena baru dan implikasinya terhadap keterlibatan karyawan di era pascapandemi. *Journal Economic Resources*, 9(1).
- Syahputra, W., Yundianto, D., & Indrawardhana, E. (2022). Instrument validation of *perceived organizational support* (POS) Indonesian version: A Rasch model analysis. *Psikoislamika: Jurnal Psikologi dan Psikologi Islam*, 19(2), 423–436. <https://doi.org/10.18860/psikoislamika.v19i2.15985>
- Tan, L., Wang, Y., Qian, W., & Lu, H. (2020). Leader humor and employee job crafting: The role of employee-perceived organizational support and *work engagement*. *Frontiers in Psychology*, 11, 499849. <https://doi.org/10.3389/fpsyg.2020.499849>
- Trianita, T., Hakim, A. R., & Ramadan, R. (2025). Generasi Z dan fenomena *quiet quitting*: Apakah *burnout* jadi penyebabnya? *R'eslaj: Religion Education Social Laa Roiba Journal*, 7(12), 4238–4247. <https://doi.org/10.47476/reslaj.v7i12.10076>
- Waworuntu, E. C., Mandagi, D. W., & Pangemanan, A. S. (2022). *work-Life Balance*, Job Satisfaction and Performance Among Millennial and Gen Z Employees: A Systematic Review. *Society*, 10(2), 384-398. DOI:10.33019/society.v10i2.464
- Widodo, T., Wening, N., Nakuloadi, H., Rustiana, E., & Saifuddiin, M. R. (2025). *work engagement* in generation Z employees: Organizational commitment, *perceived organizational support* and *work meaningfulness*. *SDGsReview*, 5, e02610. <https://doi.org/10.47172/2965-730X.SDGsReview.v5.n02.pe02610>
- Xie, A., Xu, G., & Duff, J. (2025). *quiet quitting*: A growing concern or just a buzzword? *Journal of Perioperative Nursing*, 38(1), Article 1. <https://doi.org/10.26550/2209-1092.1406>