

## DAFTAR PUSTAKA

- Ahuja, S. (2016). Employee Work Engagement: An Empirical Study of Higher Education Sector in Punjab. *Shodhganga@INFLIBNET*, 13.
- AK, B. (2018). Turnover Intention Influencing Factors of Employees: An Empirical Work Review. *Journal of Entrepreneurship & Organization Management*, 07(03). <https://doi.org/10.4172/2169-026X.1000253>
- Anderson, E., Buchko, A. A., & Buchko, K. J. (2016). Giving negative feedback to Millennials. *Management Research Review*, 39(6), 692–705. <https://doi.org/10.1108/MRR-05-2015-0118>
- Apriani, N., Musannip, Z., & Siregar, E. (2023). Factors Affecting Turnover Intention: A Literature Review. In *Technology, and Organizational Behavior (IJBTOB)* (Vol. 3, Issue 3). <https://ijbtob.org>
- Arora, C., & Wagh, R. (n.d.). *Importance of Work-Life Balance*. [www.ijntr.org](http://www.ijntr.org)
- Arshad, H., & Puteh, F. (2015). Determinants of Turnover Intention among Employees. *Journal of Administrative Science*, 12. <http://jas.uitm.edu.my>
- Aruna, M. , & A. J. (2015). (2015). Employee Retention Enablers: Generation Y Employees. *SCMS Journal of Indian Management*.
- Bahuguna, P. C., Kumari, P., & Srivastava, S. K. (2009). Changing Face of Human Resource Management: A Strategic Partner in Business. *Management and Labour Studies*, 34(4), 563–581. <https://doi.org/10.1177/0258042X0903400407>
- Bangun, W. (2012). *Manajemen Sumber Daya Manusia*. Erlangga.
- Beauregard, T. A., & Henry, L. C. (2009). Making the link between work-life balance practices and organizational performance. *Human Resource Management Review*, 19(1), 9–22. <https://doi.org/10.1016/j.hrmr.2008.09.001>
- Bhalerao, S. K. (2013). Work life balance: The key driver of employee engagement. *ASM's International E-Journal of Ongoing Research in Management and IT*, 1–9.
- Borst, R. T., Kruyen, P. M., & Lako, C. J. (2019). Exploring the Job Demands–Resources Model of Work Engagement in Government: Bringing in a Psychological Perspective. *Review of Public Personnel Administration*, 39(3), 372–397. <https://doi.org/10.1177/0734371X17729870>
- Cahya, B., Putriastuti, K., & Stasi, A. (2019). HOW TO LEAD THE MILLENNIALS: A REVIEW OF 5 MAJOR LEADERSHIP THEORY

- GROUPS. In *Journal of Leadership in Organizations* (Vol. 1, Issue 2).  
<https://jurnal.ugm.ac.id/leadership>
- Career Builder. (2021). *Millennials or Gen Z: Who is doing the most job-hopping?* Career Builder. <https://www.careerbuilder.com/>
- Chan, X. W., Kalliath, T., Brough, P., O'Driscoll, M., Siu, O.-L., & Timms, C. (2017). Self-efficacy and work engagement: test of a chain model. *International Journal of Manpower*, 38(6), 819–834.  
<https://doi.org/10.1108/IJM-11-2015-0189>
- F. Hair Jr, J., Sarstedt, M., Hopkins, L., & G. Kuppelwieser, V. (2014). Partial least squares structural equation modeling (PLS-SEM). *European Business Review*, 26(2), 106–121. <https://doi.org/10.1108/EBR-10-2013-0128>
- Frone, M. R. (2003). Work-family balance. In *Handbook of occupational health psychology*. (pp. 143–162). American Psychological Association.  
<https://doi.org/10.1037/10474-007>
- Garg, D., & Rani, S. (2014). Work life Balance: A Key Driver to Improve Organizational Performance. *International Journal of Research (IJR)*, 1.
- Gertsson, N., Sylvander, J., Broberg, P., & Friberg, J. (2017). Exploring audit assistants' decision to leave the audit profession. *Managerial Auditing Journal*, 32(9), 879–898. <https://doi.org/10.1108/MAJ-05-2016-1381>
- Ghozali, I. (2018). *Aplikasi analisis multivariate dengan program IBM SPSS 25* (9th ed.). Badan Penerbit Universitas Diponegoro.
- Ghozali, I., & Latan, H. (2015). *Partial least squares konsep, teknik dan aplikasi menggunakan program SmartPLS 3.0 untuk penelitian empiris*. Badan Penerbit Universitas Diponegoro.
- Greenhaus, J. H., Collins, K. M., & Shaw, J. D. (2003). The relation between work–family balance and quality of life. *Journal of Vocational Behavior*, 63(3), 510–531. [https://doi.org/10.1016/S0001-8791\(02\)00042-8](https://doi.org/10.1016/S0001-8791(02)00042-8)
- Grzywacz, J. G. (n.d.). *Toward a theory of Work-Family Facilitation*.  
<https://www.researchgate.net/publication/254404919>
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, Marko. (n.d.). *A primer on partial least squares structural equation modeling (PLS-SEM)*.
- Hammer, L. B., & Zimmerman, K. L. (2011). Quality of work life. In *APA handbook of industrial and organizational psychology, Vol 3: Maintaining, expanding, and contracting the organization*. (pp. 399–431). American Psychological Association. <https://doi.org/10.1037/12171-011>
- Handoko. (2011). *Manajemen Personalia dan Sumberdaya Manusia*. BPFE.

- Heikkeri, E. (n.d.). *Degree Programme in International Business Management ROOTS AND CONSEQUENCES OF THE EMPLOYEE DISENGAGEMENT PHENOMENON*.
- Jagdeep Singh. (2013). Importance of employee engagement: A literature review. *International Journal of Computer Science and Communication Engineering*, 1–4.
- Jaharuddin, S., & Zainol, L. N. (n.d.). *The Impact of Work-Life Balance on Job Engagement and Turnover Intention*.
- Johari, J., Yean Tan, F., & Tjik Zulkarnain, Z. I. (2018). Autonomy, workload, work-life balance and job performance among teachers. *International Journal of Educational Management*, 32(1), 107–120. <https://doi.org/10.1108/IJEM-10-2016-0226>
- John Suprihanto. (2018). *Manajemen*. UGM Press.
- Jose, G. (2012). Satisfaction with HR Practices and Employee Engagement: A Social Exchange Perspective. *Journal of Economics and Behavioral Studies*, 4(7), 423–430. <https://doi.org/10.22610/jebs.v4i7.343>
- Juliandi, A. (2018). . *Structural Equation Model Based Partial Least Square (SEM-PLS) Menggunakan Smart PLS*. Universitas Batam.
- Karthik, R. (2013). study on work-life balance in Chennai Port Trust, Chennai. *Advances in Management*.
- Katadata.id. (2021). *Proporsi Populasi Generasi Z dan Milenial Terbesar di Indonesia*. Katadata.Id. <https://databoks.katadata.co.id/datapublish/2021/05/24/proporsi-populasi-generasi-z-dan-milenial-terbesar-di-indonesia>
- Kaur, B. (2013). Antecedents of Turnover Intentions: A Literature Review. In *Global Journal of Management and Business Studies* (Vol. 3, Issue 10). <http://www.ripublication.com/gjmbs.htm>
- Kumar, K., & Velmurugan, R. (2018). A Study on the Work Life Balance of Generation Y Information Technology (IT) Employees in Cochin. *International Journal of Engineering & Technology*, 7(3.6), 142. <https://doi.org/10.14419/ijet.v7i3.6.14958>
- Kumar, V., & Pansari, A. (2015). Measuring the benefits of employee engagement. *MIT Sloan Management Review*, 56, 67–72.
- Lavoie, A. (2014). Work life balance and SMEs: Avoiding the “one size fits all.” *CFIB Research*, 1–13.

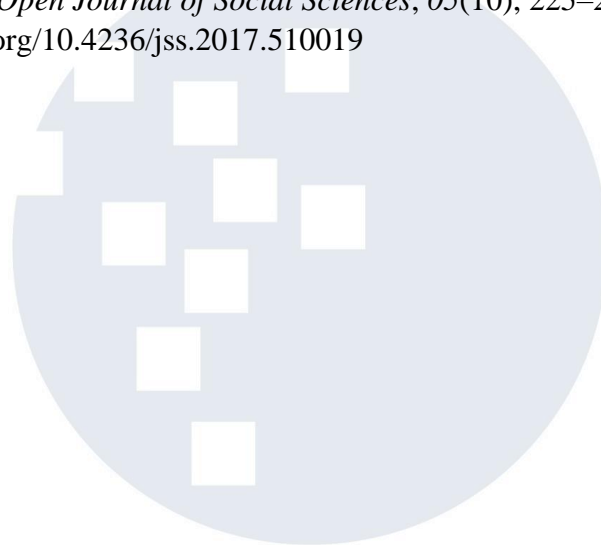
- Lazăr, I., & Rațiu, P. (n.d.). The Role of Work-Life Balance Practices in Order to Improve Organizational Performance. In *European Research Studies: Vol. XIII* (Issue 1).
- Lee, Y.-C., Wang, Y.-C., Lu, S.-C., Hsieh, Y.-F., Chien, C.-H., Tsai, S.-B., & Dong, W. (2016). An empirical research on customer satisfaction study: a consideration of different levels of performance. *SpringerPlus*, 5(1), 1577. <https://doi.org/10.1186/s40064-016-3208-z>
- Lim, M., & Misra, J. (2019). Work/Life Balance. In *Sociology*. Oxford University Press. <https://doi.org/10.1093/obo/9780199756384-0218>
- Lokadata.id. (2020). *Sekarang Giliran Generasi Milenial Aktif Kerja, Generasi X Silakan Minggir*. Lokadata.Id. <https://lokadata.id/>
- Lu, A. C. C., & Gursoy, D. (2016). Impact of Job Burnout on Satisfaction and Turnover Intention: Do Generational Differences Matter? *Journal of Hospitality and Tourism Research*, 40(2), 210–235. <https://doi.org/10.1177/1096348013495696>
- Lyons, S., & Kuron, L. (2014). Generational differences in the workplace: A review of the evidence and directions for future research. *Journal of Organizational Behavior*, 35(SUPPL.1). <https://doi.org/10.1002/job.1913>
- Michael Armstrong. (2009). *Armstrong's Handbook of Human Resource Management Practice* (11th ed.). Kogan Page Limited.
- Moona, R. K., Mohamed, H., Tunku, U., Rahman, A., & Yacob, P. (2012). A Study on Turnover Intention in Fast Food Industry: Employees' Fit to the Organizational Culture and the Important of their Commitment Charles Ramendran. In *Article in International Journal of Academic Research in Business and Social Sciences*. [www.hrmars.com/journals](http://www.hrmars.com/journals)
- Moorthy, R. (n.d.). An Empirical Study of Leadership Theory Preferences among Gen Y in Malaysia. *Rev. Integr. Bus. Econ. Res*, 3(2), 398. [www.sibresearch.org](http://www.sibresearch.org)
- Prahara, S. A., Dewi, R. P., & Astuti. (2021). The Millennials: Adversity Intelligence and Work Engagement. *JPAI (Journal of Psychology and Instruction*, 4, 71–76. <https://ejournal.undiksha.ac.id/index.php/JoPaI>
- 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. <https://doi.org/10.5465/amj.2010.51468988>
- Robertson-Smith, Gemma. (2009). *Employee engagement : a review of current thinking*. Institute for Employment Studies.

- 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).  
<https://doi.org/10.5296/ijld.v4i2.6100>
- Sang Long, C., & Akintunde Ajagbe, M. (2012). *INTERDISCIPLINARY JOURNAL OF CONTEMPORARY RESEARCH IN BUSINESS The Impact of Human Resource Management Practices on Employees' Turnover Intention: A Conceptual Model*.
- Schiemann, W. A. (2011). 'Aligment, Capability, Engagement: Pendekatan Baru Talent Management untuk Mendongkrak Performance Organisasi.' PPM.
- Schyns, B., Torka, N., & Gössling, T. (2007). Turnover intention and preparedness for change. *Career Development International*, 12(7), 660–679.  
<https://doi.org/10.1108/13620430710834413>
- Shaffer, M. A., Sebastian Reiche, B., Dimitrova, M., Lazarova, M., Chen, S., Westman, M., & Wurtz, O. (2016). Work- and family-role adjustment of different types of global professionals: Scale development and validation. *Journal of International Business Studies*, 47(2), 113–139.  
<https://doi.org/10.1057/jibs.2015.26>
- Silaen, S. (2018). *Metodologi Penelitian Sosial untuk Penulisan Skripsi dan Tesis*. In Media.
- Simmons, S. (2012). Striving for work-life balance. *Nursing*, 42(1), 25.  
<https://doi.org/10.1097/01.NURSE.0000408207.06032.96>
- Soomro, A. A., Breitenecker, R. J., & Shah, S. A. M. (2018). Relation of work-life balance, work-family conflict, and family-work conflict with the employee performance-moderating role of job satisfaction. *South Asian Journal of Business Studies*, 7(1), 129–146. <https://doi.org/10.1108/SAJBS-02-2017-0018>
- Stephen P. Robbins, M. C. (2018). *Management 14th Edition*. Pearson.
- Twenge, J. M. (2010). A review of the empirical evidence on generational differences in work attitudes. In *Journal of Business and Psychology* (Vol. 25, Issue 2, pp. 201–210). <https://doi.org/10.1007/s10869-010-9165-6>
- Valenti. (2019). Leadership Preferences of the Millennial Generation. *Journal of Business Diversity*, 19.
- Veithzal Rivai Zainal, Mansyur Ramly, Thoby Mutis, & Willy Arafah. (2015). *Manajemen sumber daya manusia untuk perusahaan dari teori ke praktik* (Third edition). RajaGrafindo Persada.

William G. Zikmund, Barry J. Babin, Jon C. Carr, & Mitch Griffin. (2013).  
*Business Research Method* (9th ed.). Cengage Learning Custom Publishing.

Zhang, Y., & Ma, Q. (2018). Work-life balance and turnover intention among university teachers: The mediating role of work engagement. *Frontiers in Psychology*,.

Zhao, L., & Zhao, J. (2017). A Framework of Research and Practice: Relationship between Work Engagement, Affective Commitment, and Turnover Intentions. *Open Journal of Social Sciences*, 05(10), 225–233.  
<https://doi.org/10.4236/jss.2017.510019>



UMMN

UNIVERSITAS  
MULTIMEDIA  
NUSANTARA