

DAFTAR PUSTAKA

- Akgunduz, Y., & Sanli, S. C. (2017). The effect of employee advocacy and perceived organizational support on job embeddedness and turnover intention in hotels. *Journal of Hospitality and Tourism Management*, 31, 118–125. <https://doi.org/10.1016/j.jhtm.2016.12.002>
- Alfes, K., Shantz, A., & Alahakone, R. (2016). Testing additive versus interactive effects of person-organization fit and organizational trust on engagement and performance. *Personnel Review*, 45(6), 1323–1339. <https://doi.org/10.1108/pr-02-2015-0029>
- Alshaabani, A., & Rudnák, I. (2022). Impact of Trust on Employees' Engagement: The Mediating Role of Conflict Management Climate. *Periodica Polytechnica Social and Management Sciences*, 31(2). <https://doi.org/10.3311/ppso.18154>
- Anitha, J. (2014). Determinants of Employee Engagement and Their Impact on Employee Performance. *International Journal of Productivity and Performance Management*, 63(3), 308–323.
- Annur, A. W. Y., Cindy Mutia. (2022, January 4). "Hybrid Working" Tren Bekerja 2022 - Infografik Katadata.co.id. Katadata.co.id. https://katadata.co.id/infografik/61d2ac91b2ec7/hybrid-working-tren-bekerja-2022#google_vignette
- Antaraneews.com. (2022, March 29). Kasus aktif harian COVID-19 di Indonesia turun 6.305 pada Selasa. Antara News. <https://www.antaraneews.com/berita/2789493/kasus-aktif-harian-covid-19-di-indonesia-turun-6305-pada-selasa>

- Arslan, M. (2018). Organizational cynicism and employee performance. *Journal of Global Responsibility*, 9(4), 415–431. <https://doi.org/10.1108/jgr-05-2018-0014>
- Ayu Putu Widani Sugianingrat, I., Rini Widyawati, S., Alexandra de Jesus da Costa, C., Ximenes, M., Dos Reis Piedade, S., & Gede Sarmawa, W. (2019). The employee engagement and OCB as mediating on employee performance. *International Journal of Productivity and Performance Management*, 68(2), 319–339. <https://doi.org/10.1108/ijppm-03-2018-0124>
- Bonaiuto, F., Fantinelli, S., Milani, A., Cortini, M., Vitiello, M. C., & Bonaiuto, M. (2022). Perceived organizational support and work engagement: the role of psychosocial variables. *Journal of Workplace Learning*, 34(5). <https://doi.org/10.1108/jwl-11-2021-0140>
- Brozek, H. (2023, September 25). *Survei Mengungkapkan Bahwa Para Eksekutif Lebih Memilih Pilihan Kerja yang Fleksibel untuk Mereka Sendiri*. Zoom. <https://www.zoom.com/id/blog/survey-reveals-executives-prefer-flexible-work/>
- Buffer. (2023). *Buffer | State Of Remote Work 2023*. Buffer: All-You-Need Social Media Toolkit for Small Businesses. <https://buffer.com/state-of-remote-work/2023>
- Carlos, A. (2022, March 29). *Naik Lagi, Kasus Covid-19 di RI Bertambah 3.895 Hari Ini*. CNBC Indonesia. <https://www.cnbcindonesia.com/news/20220329094256-4-326786/naik-lagi-kasus-covid-19-di-ri-bertambah-3895-hari-ini>
- Chanapa Jindain, & Bhumiphat Gilitwala. (2023). The factors impacting the intermediating variable of employee engagement toward employee performance in a hybrid

- working model. *Rajagiri Management Journal*, 18(2).
<https://doi.org/10.1108/ramj-08-2023-0237>
- Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Perceived Organizational Support. *Journal of Applied Psychology*, 71(3), 500–507.
- Fridawati, Y. D., & Nugrohoseno, D. (2021). Pengaruh Employee Engagement terhadap Organizational Trust melalui Psychological Well-Being dan Transformational Leadership. *Jurnal Ilmu Manajemen*, 9(3), 1241–1255.
<https://doi.org/10.26740/jim.v9n3.p1241-1255>
- Gaji, M., Teknologi, U., & Raju, M. (2017). *Integrity, Trust and Nigerian Banks' Employee Engagement Rezia-Na Muhammed Kassim*.
- Hair Jr, J. F., M Hult, G. T., Ringle, C. M., & Saestedt, M. (n.d.). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)*. SAGE Publications, Inc.
- Hanaysha, J. (2016). Testing the Effects of Employee Engagement, Work Environment, and Organizational Learning on Organizational Commitment. *Procedia - Social and Behavioral Sciences*, 229(1), 289–297.
- Hendri, M. I. (2019). The mediation effect of job satisfaction and organizational commitment on the organizational learning effect of the employee performance. *International Journal of Productivity and Performance Management*, 68(7), 1208–1234. <https://doi.org/10.1108/ijppm-05-2018-0174>
- Hough, C., Sumlin, C., & Green, K. W. (2020). Impact of ethics, trust, and optimism on performance. *Management Research Review*, 43(9), 1135–1155.
<https://doi.org/10.1108/mrr-09-2019-0409>

- Ilyas, S., Abid, G., & Ashfaq, F. (2020). Ethical leadership in sustainable organizations: The moderating role of general self-efficacy and the mediating role of organizational trust. *Sustainable Production and Consumption*, 22, 195–204. <https://doi.org/10.1016/j.spc.2020.03.003>
- Imam Ghozali. (2018). *Analisis Multivariate Dengan Program IBM SPSS 25 (9th ed.)*. Badan Penerbit Universitas Diponegoro.
- Jayantibhai, P., Student, V., Patel, B., Vishwanathan Pillai, V., Vasani, P., & Pillai, V. (2019a). *To study on employee engagement and their impact on employee performance*.
- Jayantibhai, P., Student, V., Patel, B., Vishwanathan Pillai, V., Vasani, P., & Pillai, V. (2019b). *To study on employee engagement and their impact on employee performance*.
- Katsaros, K. K. (2024). Firm performance in the midst of the COVID-19 pandemic: the role of perceived organizational support during change and work engagement. *Employee Relations*. <https://doi.org/10.1108/er-07-2022-0313>
- Malhotra, & Naresh, K. (2020). *Marketing Research: An Applied Orientation. 7th.ed.* Harlow: Pearson.
- Malhotra, & Naresha, K. (2020). *Marketing research: an applied orientation*. Pearson.
- Markos, S., & Sridevi, M. S. (2010). Employee Engagement: The Key to Improving Performance. *International Journal of Business and Management*, 5(12), 89–96.
- Maslikha, I. (2022). Effect of Organizational Trust and Job Satisfaction on Employee Engagement and Their Impact on Job Performance. *Dinasti International Journal of Economics, Finance & Accounting*, 3(2). <https://doi.org/10.38035/dijefa.v3i2>

- McKinsey Global Institute. (2023, July 13). *Chapter 1: How hybrid work has changed the way people work, live, and shop* | McKinsey. Www.mckinsey.com.
<https://www.mckinsey.com/mgi/our-research/empty-spaces-and-hybrid-places-chapter-1>
- Media, K. C. (2022, February 4). *Sistem Kerja “Hybrid”, Bikin Perusahaan Lebih Hemat Energi*. KOMPAS.com.
<https://www.kompas.com/properti/read/2022/02/04/070000621/sistem-kerja-hybrid-bikin-perusahaan-lebih-hemat-energi->
- Meswanti, & Awaludin. (2018). Determinant of Employee Engagement and its Implications on Employee Performance. *International Review of Management and Marketing*, 8(3), 36–44.
- Nazir, O., & Islam, J. U. (2017). Enhancing organizational commitment and employee performance through employee engagement. *South Asian Journal of Business Studies*, 6(1), 98–114. <https://doi.org/10.1108/sajbs-04-2016-0036>
- None Darpin, None Taufik, & None Muhammad Fikran. (2023). Analisis penerapan hybrid working dalam meningkatkan produktivitas kerja pegawai pada dinas koperasi & umkm provinsi sulawesi tenggara. *Journal Publicuho*, 5(4), 1415–1426.
<https://doi.org/10.35817/publicuho.v5i4.75>
- 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>
- Rockstuhl, T., Eisenberger, R., Shore, L. M., Kurtessis, J. N., Ford, M. T., Buffardi, L. C., & Mesdaghinia, S. (2020). Perceived organizational support (POS) across 54

- nations: A cross-cultural meta-analysis of POS effects. *Journal of International Business Studies*. <https://doi.org/10.1057/s41267-020-00311-3>
- Sihag, P. (2020). The mediating role of perceived organizational support on psychological capital – employee engagement relationship: a study of Indian IT industry. *Journal of Indian Business Research*, ahead-of-print(ahead-of-print). <https://doi.org/10.1108/jibr-01-2019-0014>
- Sugiono, E., & Efendi, s. (2021). The effect between job satisfaction, work stress, and work environment on turnover intention mediated by organizational commitment to the Indonesian national cyber and crypto agency. *Multicult. Educ*, 7, 221–238.
- 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. <https://doi.org/10.1108/pr-11-2012-0198>
- Ugwu, F. O., Onyishi, I. E., & Tyoyima, W. A. (2013). Exploring the relationships between academic burnout, self- efficacy and academic engagement among nigerian college students. *The African Symposium: An Online Journal of the African Educational Research Network*, 13(2326-8077).
- Zikmund, W. G., Babin, B. J., Carr, J. C., & Griffin, M. (2013). *Business Research Methods* (8th Ed). South-Western College Pub.