

DAFTAR PUSTAKA

- Abdullah, M. R., & Wider, W. (2022). The moderating effect of self-efficacy on supervisory support and organizational citizenship behavior. *Frontiers in Psychology, 13*. <https://doi.org/10.3389/fpsyg.2022.961270>
- Administrator. (2022, August 4). *Indonesia.go.id - Industri Indonesia Menguat, Kondisi Ekonomi Stabil*. Indonesia.go.id. <https://indonesia.go.id/kategori/editorial/5614/industri-indonesia-menguat-kondisi-ekonomi-stabil?lang=1>
- Ahdiat, A. (2024, January 24). *10 Provinsi dengan Tingkat Pengangguran Tertinggi Agustus 2023* | Databoks. Databoks.katadata.co.id. <https://databoks.katadata.co.id/datapublish/2024/01/24/10-provinsi-dengan-tingkat-pengangguran-tertinggi-agustus-2023>
- Althobaiti, M., & Muhammad, F. A. R. (2021). The Impact Of Supervisor Support On Organization Commitment Of Employees--Palarch's. *Journal of Archaeology of Egypt/Egyptology, 18*(14), 261–271.
- Anang Martoyo, Endang Susilawati, Nurul Kusumawardhani, Aisyah Mutia Dawis, Nidya Novalia, Yuniati Fransisca, Lathifaturahmah, Oka, K., Rosdita Indah Yuniawati, Leni Susanti, Hikmawati, E., Satar, M., Agung Supriyadi, Novi Choliso, Kurniawan, R., & Qomarotun Nurlaila. (2022). *Manajemen Bisnis*. TOHAR MEDIA.
- Angela, J., & Rojuaniah. (2022, November 30). *View of The Model of Supervisor Support, Work-Life Balance, Job Satisfaction, and Organizational Commitment on IT Employee Performance Moderated by Demographic*

Factors. Journals.telkomuniversity.ac.id.

<https://journals.telkomuniversity.ac.id/ijm/article/view/3840/1946>

Anggi. (2021, February 18). *Employee Turnover Adalah: Sebab, Akibat, dan Cara Mencegah Turnover Pada Karyawan - Accurate Online*. Accurate.

<https://accurate.id/marketing-manajemen/employee-turnover-adalah/>

Anggraeni, R., & Sugiono, E. (2022, August 10). *PENGARUH MOTIVASI, LINGKUNGAN KERJA, DAN BUDAYA ORGANISASI TERHADAP LOYALITAS KARYAWAN PADA PT NOV TEN ENERGINDO TABARUK JAKARTA*. Repository.unas.ac.id.

<http://repository.unas.ac.id/id/eprint/5528>

Annur, C. M. (2022, April 13). *Gen Z dan Milenial Lebih Memilih Jadi Pengangguran daripada Tak Bahagia di Tempat Kerja | Databoks*.

Databoks.katadata.co.id.

<https://databoks.katadata.co.id/datapublish/2022/04/13/gen-z-dan-milenial-lebih-memilih-jadi-pengangguran-daripada-tak-bahagia-di-tempat-kerja>

Azkiya, G. (2022, December 16). *Mengenal Posisi Supervisor: Tugas, Tanggung Jawab, dan Kemampuan yang Dibutuhkan - Blog Pengembangan Skill & Potensi Diri untuk Masa Depan Karirmu*. Blog Pengembangan Skill & Potensi Diri Untuk Masa Depan Karirmu -.

<https://blog.skillacademy.com/supervisor-adalah>

Boddy, D. (2017). *Management : an introduction*. Pearson.

- Burak, E. (2020). Perceived Supervisor Support, Work Engagement and Career-Related Self-Efficacy: An Empirical Study. *Economics and Business*, 19.
- Cherry, K. (2023, February 27). *Self Efficacy: Why Believing in Yourself Matters*. Verywell Mind. <https://www.verywellmind.com/what-is-self-efficacy-2795954>
- Dessler, G. (2020). *Fundamentals of human resource management*. Pearson.
- Dreamtalent. (2023, March 16). *The Ultimate 2023 HR Trends Guide: Gen Z, Hybrid Work, Employee Experience & Wellbeing | Dreamtalent Blog*. Dreamaxtion. <https://dreamtalent.id/blog/the-ultimate-2023-hr-trends-guide-gen-z-hybrid-work-employee-experience-wellbeing>
- Fahira, S. G. (2022). *HUBUNGAN ANTARA SELF-EFFICACY DENGAN WORK ENGAGEMENT PADA PEGAWAI DI DINAS KESEHATAN PROVINSI SUMATERA UTARA*.
<https://repositori.uma.ac.id/jspui/bitstream/123456789/18239/1/178600129%20-%20Shannaz%20Ghea%20Fahira%20-%20Fulltext.pdf>
- Farhansyah, J. (2023, August 16). *Cara Menarik dan Meretensi Karyawan Gen Z yang Tepat*. Mekari Talenta. <https://www.talenta.co/blog/cara-meretensi-karyawan-gen-z/>
- Hair, J. F. (2017). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)*. Sage.
- Haqq, Z. N., Nurhayati, N., Sharom, N. Q., & Ismail, F. L. M. (2021). Linking Perceived Supervisory Support and Self-Efficacy for Change to Individual

- Readiness for Change. *Jurnal Bisnis Dan Manajemen*, 8(2), 392–404.
<https://jurnal.unmer.ac.id/index.php/jbm/article/view/6644/3249>
- Hardaningtyas, R. T. (2020). Personal resources and turnover intention among private sector employees: Does work engagement still matter? *JEMA: Jurnal Ilmiah Bidang Akuntansi Dan Manajemen*, 17(1), 1.
<https://doi.org/10.31106/jema.v17i1.4989>
- Hidayah Ibrahim, S. N., Suan, C. L., & Karatepe, O. M. (2019). The effects of supervisor support and self-efficacy on call center employees' work engagement and quitting intentions. *International Journal of Manpower*, 40(4), 688–703. <https://doi.org/10.1108/ijm-12-2017-0320>
- Kaur, R., & Randhawa, G. (2020). Supportive supervisor to curtail turnover intentions: do employee engagement and work–life balance play any role? *Evidence-Based HRM: A Global Forum for Empirical Scholarship*, 9(3), 241–257. <https://doi.org/10.1108/ebhrm-12-2019-0118>
- Kementerian Keuangan. (2022). *Pengaruh Covid-19 atas Kondisi Sosial Ekonomi di Indonesia*. [Kemenkeu.go.id](https://pen.kemenkeu.go.id).
<https://pen.kemenkeu.go.id/in/page/pengaruhcovid>
- Kiat Merekrut dan Mempertahankan Talenta Terbaik di Perusahaan – Resources*. (2020, August 19). Talentics. <https://talentics.id/resources/blog/kiat-merekrut-dan-mempertahankan-talenta-terbaik-di-perusahaan/>
- Kinicki, A., & Williams, B. K. (2020). *Management : a practical introduction* (9th ed.). McGraw-Hill Education.

- Kissi, E., Ikuabe, M. O., Aigbavboa, C. O., Smith, E. D., & Babon-Ayeng, P. (2023). Mediating role of work engagement in the relationship between supervisor support and turnover intention among construction workers. *Engineering, Construction and Architectural Management*, 31(13), 102–120. <https://doi.org/10.1108/ecam-06-2023-0556>
- Kita, K. (2022, June 27). *Mengenal Karakter Gen Z Di Dunia Kerja*. Kantorkita.co.id. <https://www.kantorkita.co.id/blog/mengenal-karakter-gen-z-di-dunia-kerja/>
- Kurnia Adi Mardiana, & Sutarto Wijono. (2023). Hubungan Self-efficacy dengan Work Engagement pada Karyawan Pusat Pengembangan Anak (YCI) Selama Masa Pandemi Covid-19. *Bulletin of Counseling and Psychotherapy*, 4(3). <https://doi.org/10.51214/bocp.v5i1.430>
- Kurniawan, C. K., & Indrayanti. (2023). *Schwartz's Values, Perceived Organizational Support (POS), and Work Engagement: The Mediating Role of Work Meaningfulness*.
- Lianto, L. (2019). Self-Efficacy: A Brief Literature Review. *Jurnal Manajemen Motivasi*, 15(2), 55. <https://doi.org/10.29406/jmm.v15i2.1409>
- Malhotra, N. K. (2020). *Marketing research : an applied orientation*. Pearson.
- Malhotra, N. K., Birks, D. F., & Nunan, D. (2017). *Marketing research: an applied approach* (5th ed.). Pearson.
- Martocchio, J. J. (2019). *Human resource management* (15th ed.). Pearson.

- Masyitha, D., & Faizah, A. (2022). Nomor 3 Jurusan Manajemen Fakultas Ekonomika dan Bisnis Universitas Negeri Surabaya 2022. *Jurnal Ilmu Manajemen, 10*.
- Maudul, A., & Medina Nilasari, B. (2022). *PERUSAHAAN MEDIA LOKAL DI INDONESIA TIMUR*.
- Muhtar. (2023, May 22). *Mengenal 6 Macam Generasi di Indonesia Sesuai Tahun Lahir, Kamu Termasuk yang Mana?* UICI. <https://uici.ac.id/mengenal-6-macam-generasi-di-indonesia-sesuai-tahun-lahir-kamu-termasuk-yang-mana/>
- Mwale, P. M., Ngalande, S. N., & Masaiti, G. M. (2023). The Impact of Basic Needs Satisfaction on Work Engagement and Turnover Intentions. *Human Resource and Leadership Journal, 8*(1), 1–28. <https://doi.org/10.47941/hrlj.1232>
- Oliviani, R., Secapramana, L., & Listyo, Y. (2021). HUBUNGAN ANTARA QUALITY OF WORK LIFE DENGAN TURNOVER INTENTION. *Hubungan Antara Quality of Work Life Dengan Turnover Intention, 9*(2).
- Ooi, P. B., Wan Jaafar, W. M., & Crosling, G. (2021). Malaysian School Counselor's Self-Efficacy: The Key Roles of Supervisor Support for Training, Mastery Experience, and Access to Training. *Frontiers in Psychology, 12*. <https://doi.org/10.3389/fpsyg.2021.749225>
- Orgambidez, A., Borrego, Y., & Vázquez-Aguado, O. (2020). Linking Self-efficacy to Quality of Working Life: The Role of Work Engagement.

Western Journal of Nursing Research, 42(10 October 2020),
019394591989763. <https://doi.org/10.1177/0193945919897637>

Pattnaik, S. C., & Panda, N. (2020). Supervisor support, work engagement and turnover intentions: evidence from Indian call centres. *Journal of Asia Business Studies*, 14(5), 621–635. <https://doi.org/10.1108/jabs-08-2019-0261>

Pengaruh COVID-19 Terhadap Keberlangsungan Bisnis dan Industri. (n.d.). Accounting.binus.ac.id. Retrieved May 8, 2024, from <https://accounting.binus.ac.id/2021/12/09/pengaruh-covid-19-terhadap-keberlangsungan-bisnis-dan-industri/>

Pengertian Perusahaan menurut Undang-Undang - Paralegal.id. (1997, March 24). Paralegal.id. <https://paralegal.id/pengertian/perusahaan/>

Perbedaan Antara Milenial dan Generasi Z di Dunia Kerja. (2021, October 18). Resources. <https://talentics.id/resources/blog/perbedaan-antara-milenial-dan-generasi-z-di-dunia-kerja/>

Pradana, B. B. (2022, September 29). *Prospek Ekonomi di Indonesia Pasca Pandemi*. www.djkn.kemenkeu.go.id. <https://www.djkn.kemenkeu.go.id/kpkn1-kupang/baca-artikel/15468/Prospek-Ekonomi-di-Indonesia-Pasca-Pandemi.html>

Pratiwi, K., & Pranitasari, D. (2022). *PENGARUH SELF-EFFICACY, MOTIVASI DAN SOCIAL SUPPORT TERHADAP BURNOUT AKADEMIK PADA MAHASISWA DALAM PERKULIAHAN ONLINE DI MASA PANDEMI*

COVID-19 (Studi Kasus Mahasiswa STIE Indonesia Jakarta).

Repository.stei.ac.id. <http://repository.stei.ac.id/id/eprint/8152>

Publications, I. (2023). *MULTIDISCIPLINARY PERSPECTIVES IN EDUCATIONAL AND SOCIAL SCIENCES VI EDITOR Froilan Delute MOBO.*

Rachman, A. (2023, November 6). *7,86 Juta Orang RI Nganggur, Terbanyak Lulusan SMK & Gen Z.* CNBC Indonesia.

<https://www.cnbcindonesia.com/news/20231106150508-4-486748/786-juta-orang-ri-nganggur-terbanyak-lulusan-smk-gen-z>

Rai, A., Patyal, V. S., & Maheshwari, S. (2020). The Mediating Role of Self-efficacy between Job Challenges and Work Engagement: Evidence from Indian Power Sector Employees. *Journal of Public Affairs.*

<https://doi.org/10.1002/pa.2494>

Rifda, A. (2022, May 10). *Pengertian Generasi Milenial dan Tahun Berapa Generasi Milenial.* Best Seller Gramedia. <https://www.gramedia.com/best-seller/milenial/>

Rizka Maria Merdeka. (2022, October 13). *Pengertian dan Jenis-Jenis Angkatan Kerja di Indonesia - GreatDay HR.* GreatDay HR.

<https://greatdayhr.com/id-id/blog/angkatan-kerja-adalah/>

Rohmah, F. N. (2022a, September 29). *Perkara Pekerjaan Ideal, Gen Z dan Milenial Sampingkan Gaji.* Tirto.id. <https://tirto.id/perkara-pekerjaan-ideal-gen-z-dan-milenial-sampingkan-gaji-gwEl>

- Rohmah, F. N. (2022b, October 4). *Pekerjaan Sampingan, Jalan Ninja Gen Z dan Milenial*. Tirto.id. <https://tirto.id/pekerjaan-sampingan-jalan-ninja-gen-z-dan-milenial-gwMv>
- Saputri, S. T. (2019, September 18). *ANALISIS PERBEDAAN ENTREPRENEUR SELF EFFICACY DITINJAU DARI JENIS KELAMIN*. Eprints.umg.ac.id. <http://eprints.umg.ac.id/id/eprint/3027>
- Sari, D., & Susanto, S. (2019). MENGUNGKAP TINGGINYA TURNOVER INTENTION PT. WBS SEMARANG. *Solusi*, 17(2). <https://doi.org/10.26623/v17i2.1462>
- Sari, T. P., & Setiawan, J. L. (2020). The Influence of Supervisor and Co-Worker Social Support Towards Resilient Self-Efficacy of Psychiatric Hospital Nurses. *Jurnal Psikologi*, 47(1), 64. <https://doi.org/10.22146/jpsi.44588>
- Schindler, P. S. (2022). *Business research methods*. (14th ed.). Mcgraw-Hill.
- Shefthira, M. E. (2021). *HUBUNGAN ANTARA KONFLIK KERJA-KELUARGA DENGAN STRES KERJA PADA GURU WANITA*.
- Siswono, D. (n.d.). *Pengaruh Employee Engagement Terhadap Kinerja Karyawan Di Rodex Travel Surabaya*, 4.
- Suseno, B. D., & Nuryanto, U. W. (2023). *Manajemen Sumber Daya Manusia*. Eureka Media Aksara.
- Syafitri, R. A., & Iryanti, E. (2022). *The Effect of Work Discipline and Job Satisfaction Through Work Engagement on Employee Performance Kantor Pos Cabang Utama Surabaya 60000*.

- Taslim, Y. F. (2022, October 5). *Quiet Quitting: Melawan Budaya Toxic* | *Dreamtalent Blog*. Dreamaxtion. <https://dreamtalent.id/blog/quiet-quitting-melawan-budaya-toxic>
- Tran, V. D. (2023). Impact of teachers' self-efficacy on their work engagement: A case of Vietnam. *Journal of Education and E-Learning Research*, 10(4), 768–777. <https://doi.org/10.20448/jeelr.v10i4.5202>
- Uslukaya, A., & Demirtas, Z. (2024). The relationships between supervisor and colleague support interaction with teacher presenteeism and work engagement: a multilevel moderated mediated analysis. *Current Psychology*. <https://doi.org/10.1007/s12144-024-05918-5>
- Yuniarti, V., & Cahyaningtyas, A. D. (2021). Interaksi Sosial Rekan Kerja Dengan Intensi Turnover Karyawan. *IDEA: Jurnal Psikologi*, 5(1), 52–64. <https://doi.org/10.32492/idea.v5i1.5104>
- Yunizha, V. (2022, October 12). *Faktor Penyebab Turnover Karyawan Tinggi Dan Cara Mengatasinya*. Ruang Kerja. <https://www.ruangkerja.id/blog/penyebab-turnover-karyawan-tinggi>
- Zenger, J., & Folkman, J. (2022, August 31). *Quiet Quitting Is About Bad Bosses, Not Bad Employees*. Harvard Business Review. <https://hbr.org/2022/08/quiet-quitting-is-about-bad-bosses-not-bad-employees>
- Zhu, Y., Obeng, A. F., & Azinga, S. A. (2023). Supportive supervisor behavior and helping behaviors in the hotel sector: assessing the mediating effect of employee engagement and moderating influence of perceived

organizational obstruction. *Current Psychology*, 43(1), 757–773.

<https://doi.org/10.1007/s12144-023-04326-5>



UMMN

UNIVERSITAS
MULTIMEDIA
NUSANTARA