

DAFTAR PUSTAKA

- Alam, A., & Asim, M. (2019). Relationship Between Job Satisfaction And Turnover Intention. *International Journal of Human Resource Studies*, 9(2), 163. <https://doi.org/10.5296/ijhrs.v9i2.14618>
- Ardi Saputra, A., & Heryjanto. (2021). *Pengaruh Employee Empowerment Dan Psychological, Contract Terhadap Turnover Intention Yang Dimediasi Employee Engagement.*
- Badriyah, M. ., (2019). *Manajemen Sumber Daya Manusia.*
- Baird, K., Su, S., & Munir, R. (2018). The relationship between the enabling use of controls, employee empowerment, and performance. *Personnel Review*, 47(1), 257–274. <https://doi.org/10.1108/PR-12-2016-0324>
- Bal, P. M., & Kooij, D. (2011). The relations between work centrality, psychological contracts, and job attitudes: The influence of age. *European Journal of Work and Organizational Psychology*, 20(4), 497–523. <https://doi.org/10.1080/13594321003669079>
- Boss, J. (2018). *Employee Turnover Is the Highest It's Been in 10 Years. Here's What to Do About It.* Forbes.
<Https://Www.Forbes.Com/Sites/Jeffboss/2018/02/26/Employee-Turnover-Is-the-Highest-Its-Been-in-10-Years-Heres-What-to-Do-about-It/?Sh=3306ddf7478c>.
- Bothma, C. F. C., & Roodt, G. (2013). The validation of the turnover intention scale. *SA Journal of Human Resource Management*, 11(1). <https://doi.org/10.4102/sajhrm.v11i1.507>
- Chin, W. W. (1998). *The Partial Least Squares Approach to Structural Equation Modeling.* <https://www.researchgate.net/publication/311766005>
- Darmadi. (2018). *Manajemen Sumber Daya Manusia Kekepalasekolahan.*
- Deloitte. (2018). *2018 Deloitte Millennial Survey Millennials disappointed in business, unprepared for Industry 4.0.*
- Deloitte. (2019). *Generasi Milenial dalam Industri 4.0: Berkah Bagi Sumber Daya Manusia Indonesia atau Ancaman?*
- Dust, S. B., Resick, C. J., Margolis, J. A., Mawritz, M. B., & Greenbaum, R. L. (2018). Ethical leadership and employee success: Examining the roles of psychological empowerment and emotional exhaustion. *The Leadership Quarterly*, 29(5), 570–583. <https://doi.org/10.1016/j.lequa.2018.02.002>

- Dwihana, I. B., Yuda, P., & Komang Ardana, I. (2017). *PENGARUH KEPUASAN KERJA DAN STRES KERJA TERHADAP TURNOVER INTENTION PADA KARYAWAN HOTEL HOLIDAY INN EXPRESS*. 6(10), 5319–5347.
- Dwiyanti, R., Hamzah, H. B., & Binti Abas, N. (2019). Job satisfaction, psychological contracts, and turnover intention. *International Journal of Research in Business and Social Science* (2147- 4478), 8(6), 96–104. <https://doi.org/10.20525/ijrbs.v8i6.319>
- Farida, U. (2017). *Manajemen Sumber Daya Manusia (Edisi I)*, Ponorogo, Universitas Muhammadiyah Ponorogo Press.
- Ganyang, M. T. (2018). *Manajemen Sumber Daya Manusia (Konsep dan Realita)*.
- Gede, I. K., & Sunny, M. P. (2019). PENGARUH LEADER MEMBER EXCHANGE, EMPOWERMENT, TALENT MANAGEMENT TERHADAP TURNOVER INTENTION. *WIDYA MANAJEMEN*, 1(2), 113–137. <https://doi.org/10.32795/widyamanajemen.v1i2.359>
- Ghozali, I. (2018). *Aplikasi Analisis Multivariate dengan IBM SPSS 25*. Universitas Diponegoro.
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2021). A primer on partial least squares structural equation modeling (PLS-SEM) (3rd ed.). Thousand Oaks, CA: SAGE Publications.
- Hair, J. F., Tomas, G., Hult, M., Ringle, C. M., & Sarstedt, M. (2017). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)*. <https://www.researchgate.net/publication/354331182>
- Hair, J. F., Tomas, G., Hult, M., Ringle, C. M., & Sarstedt, M. (2021). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)*. <https://www.researchgate.net/publication/354331182>
- Hanaysha, J. R. (2018). An Examination Of The Factors Affecting Consumer's Purchase Decision In The Malaysian Retail Market. . *PSU Research Review*.
- Haque, R., Bhutto, N. A., Sarki, I. H., & Channa, K. A. (2016). Interaction effect of Psychological Contract Breach on the relation between Psychological Capital, Work Engagement and Burnout. *Sukkur IBA Journal of Management and Business*, 3(2), 61–77. <https://doi.org/10.30537/sijmb.v3i2.99>
- Hasibuan, M. S. (2020). *Manajemen Sumber Daya Manusia Edisi Revisi*. PT. Bumi Aksara, Jakarta.

- Huq, R. A. (2016). *The Psychology of Employee Empowerment: Concepts, Critical Themes and a Framework for Implementation.*
- Ibrahim Alzamel, L. G., Abdullah, K. L., Chong, M. C., & Chua, Y. P. (2020). The quality of work life and turnover intentions among Malaysian nurses: the mediating role of organizational commitment. *Journal of the Egyptian Public Health Association*, 95(1), 20. <https://doi.org/10.1186/s42506-020-00048-9>
- Iftikhar, M., & Khan, S. (2019). Organizational Empowerment and Turnover intentions:A mediation of Job Satisfaction and Affective Commitment. A Case of Hattar industries, Pakistan. *Journal of Management Info*, 6(2), 1–6. <https://doi.org/10.31580/jmi.v6i2.507>
- Intipesan. (2018). *Tiga Faktor Utama untuk Menumbuhkan Employee Engagement.* <Https://Intipesan.Com/Tiga-Faktor-Utama-Untuk-Menumbuhkan-Employee-Engagement/>.
- Jaharuddin, N. S., & Zainol, L. N. (2019). The Impact of Work-Life Balance on Job Engagement and Turnover Intention. *The South East Asian Journal of Management*, 13(1). <https://doi.org/10.21002/seam.v13i1.10912>
- Jobplanet. (2017). *Tingkat Kesetiaan Karyawan dari Berbagai Generasi di DuniaKerja.* <Http://Blog.Id.Jobplanet.Com/Tingkat-Kesetiaan-Karyawan-Dariberbagai-Generasi-Di-Dunia-Kerja/>.
- Jufri, A. (2020). STUDI EMPIRIS : PERAN IKLIM KERJA KREATIF DAN KESESUAIN TUJUAN TERHADAP PEMENUHAN KONTRAK PSIKOLOGIS SERTA DAMPAKNYA PADA KINERJA RELIGIUS. *Eqien: Jurnal Ekonomi Dan Bisnis*, 7(2), 1–14. <https://doi.org/10.34308/eqien.v7i2.151>
- Jung, H. S., & Yoon, H. H. (2013). The effects of organizational service orientation on person–organization fit and turnover intent. *The Service Industries Journal*, 33(1), 7–29. <https://doi.org/10.1080/02642069.2011.596932>
- Khandekar, A., & Sharma, A. (2005). Managing human resource capabilities for sustainable competitive advantage. *Education + Training*, 47(8/9), 628–639. <https://doi.org/10.1108/00400910510633161>
- Khikmawati. (2015). *Pengaruh Kepuasan Kerja dan Lingkungan Kerja terhadap Turnover Intention Pramuniaga di PT Circleka Indonesia Utama Cabang Yogyakarta.*
- Kristina, N., & Widyaningrum, W. (2019). *Managerial Skill. Ponorogo: UNMUH PONOROGO PRESS.*

- Malhotra, N. K., Nunan, D., & Birks, D. F. (2017). *Marketing Research : An Applied Approach* (5th ed.). Pearsone Education: Harlow.
- Masram, & Muah. (2017). *Manajemen Sumber Daya Manusia*. Zifatama Publisher.
- Mathis, R. L., & J.H. Jackson. (2006). *Human Resource Management: Manajemen Sumber Daya Manusia*.
- McClear, & Sheila. (2019). *Millennial and Gen Z workers have low job satisfaction and really want rewards and prizes*.
<Https://Www.Theladders.Com/Career-Advice/Millennial-and-Gen-z-Workers-Have-Low-Job-Satisfaction-and-Really-Want-Rewards-and-Prizes>.
- Memon, M. A., Salleh, R., & Baharom, N. O. R. (2017). The Mediating Role of Work Engagement Between Pay Satisfaction and Turnover Intention. *International Journal of Economics, Management and Accounting, Vol.25, No. 1*.
- Menon, S. (2001). Employee Empowerment: An Integrative Psychological Approach. *Applied Psychology, 50*(1), 153–180.
<https://doi.org/10.1111/1464-0597.00052>
- Miller, S. (2019). *Generation Z and Millennials Seek Recognition at Work*.
<Https://Www.Shrm.Org/Topics-Tools/News/Benefits-Compensation/Generation-z-Millennials-Seek-Recognition-Work>.
- Naidoo, V., Abarantyne, I., & Rugimbana, R. (2019). The impact of psychological contracts on employee engagement at a university of technology. *SA Journal of Human Resource Management, 17*.
<https://doi.org/10.4102/sajhrm.v17i0.1039>
- Novisari, L., & Dahesihsari, R. (2020). PROSES PENGAMBILAN KEPUTUSAN PINDAH KERJA PADA KARYAWAN GENERASI MILENIAL DI JAKARTA. *MANASA, 8*(1), 20–33.
<https://doi.org/10.25170/manasa.v8i1.1950>
- Pradita, N. N., & Satrya, A. (2019). *The Influence of Empowerment and Workload on Turnover Intention through the Mediation of Emotional Exhaustion on Indonesian Garment Workers*. <http://www.ijser.org>
- Purba, S. D., & Ananta, A. N. D. (2018). THE EFFECTS OF WORK PASSION, WORK ENGAGEMENT AND JOB SATISFACTION ON TURN OVER INTENTION OF THE MILLENNIAL GENERATION. *Jurnal Manajemen Dan Pemasaran Jasa, 11*(2), 263–274.
<https://doi.org/10.25105/jmpj.v11i2.2954>

- Purnama, E. K. H., & Natsir, S. (2022). *ANALISIS TURNOVER INTENTION PADA KARYAWAN RADJA PENYET MAS FAIS PALU* (Vol. 8, Issue 1).
- Robbins, P. S., & Judge, T. (2019). *Organizational Behavior. In Paper Knowledge*. Pearson.
- Salahudin, N. Shahrul., Ramli, S. Hani., Alwi, N. R. Mohd., S. Muhammad., & Rani, A. Nasir. (2019). *Employee Engagement and Turnover Intention: A Case of Islamic Bankers in Brunei Darussalam*.
- Saleem, M. A., Bhutta, Z. M., Nauman, M., & Zahra, S. (2019). Enhancing performance and commitment through leadership and empowerment. *International Journal of Bank Marketing*, 37(1), 303–322.
<https://doi.org/10.1108/IJBM-02-2018-0037>
- Sandhya, S., & Sulphey, M. M. (2019). An assessment of contribution of employee engagement, psychological contract and psychological empowerment towards turnover intentions of IT employees. *International Journal of Environment, Workplace and Employment*, 5(1), 22.
<https://doi.org/10.1504/IJEWE.2019.097186>
- Schaufeli, W. B., Bakker, A. B., & Salanova, M. (2006). The Measurement of Work Engagement With a Short Questionnaire. *Educational and Psychological Measurement*, 66(4), 701–716.
<https://doi.org/10.1177/0013164405282471>
- Sharma, A. (2019). Employee Empowerment Practices and Work Engagement. *International Journal of Control and Automation*, Vol. 12, No. 5.
- Sihombing, R. (2018). *Analisa Pengaruh Work Values dan Budaya Organisasi terhadap Employee Engagement Generasi Milenial (Studi pada Karyawan di Cikarang dan Sekitarnya)*. President University.
- Sugiyono. (2015). *Metode penelitian kombinasi (mixed methods)*. Bandung: Alfabeta.
- Sugiyono. (2016). *Metode Penelitian Pendidikan : Pendekatan Kuantitatif, Kualitatif, dan R&D*. CV. Alfabeta.
- Sugiyono. (2017). *Metode penelitian kuantitatif, kualitatif, dan R&D*. Alfabeta.
- Sugiyono. (2021). *Metode penelitian kuantitatif, kualitatif, dan R&D*. Bandung: Alfabeta.
- SUSAN, E. (2019). MANAJEMEN SUMBER DAYA MANUSIA. *Adaara: Jurnal Manajemen Pendidikan Islam*, 9(2), 952–962.
<https://doi.org/10.35673/ajmpi.v9i2.429>

- Tsani, R. R. (2016). Pengaruh Lingkungan Kerja dan Kepuasan Kerja terhadap Turnover Intention. *Jurnal Manajemen Bisnis Indonesia*.
- Wang, C., Xu, J., Zhang, T. C., & Li, Q. M. (2020). Effects of professional identity on turnover intention in China's hotel employees: The mediating role of employee engagement and job satisfaction. *Journal of Hospitality and Tourism Management*, 45, 10–22. <https://doi.org/10.1016/j.jhtm.2020.07.002>
- Wardhani, B. K., Qurniawati, R. S., & Putra, Y. S. (2020). UPAYA PENINGKATAN KOMITMEN ORGANISASI GENERAZI Z MELALUI PSYCHOLOGICAL CAPITAL DAN ORGANIZATIONAL CITIZENSHIP BEHAVIOUR (Studi Kasus Pada Karyawan Generasi Z Di Kota Salatiga). *Magisma: Jurnal Ilmiah Ekonomi Dan Bisnis*, 8(1), 9–18. <https://doi.org/10.35829/magisma.v1i1.64>
- Wijoyo, H. , I. I., Handoko, A., Santamoko, R., & Cahyono, Y. (2020). *PENERBIT CV. PENA PERSADA*.
- Yamin, F. (2023). *Analisis Data SEM dengan SmartPLS 4*. CV Pustaka Mandiri.
- Yuzarni, R. (2019). Employee Engagement: A Literature Review. *Jurnal Manajemen Dan Bisnis: Performa*, 100–105. <https://doi.org/10.29313/performa.v0i0.3033>
- Zikmund, W. G., Babin, B. J., Carr, J. C., & Griffin. (2013). *Business Research Methods*. Cengage Learning.

