

DAFTAR PUSTAKA

- A. Yulia, T. Bernhard, T. R. N. (2019). Pengaruh stres kerja, beban kerja, dan lingkungan kerja terhadap kinerja karyawan pada PT. FIF Group Manado. *Jurnal EMBA : Jurnal Riset Ekonomi, Manajemen, Bisnis dan Akuntansi*, 7(3), 2303–1174.
<https://ejournal.unsrat.ac.id/index.php/emba/article/view/23747>
- Adil, M. S., & Hamid, K. B. A. (2020). Effect of teamwork on employee performance in high-tech engineering SMEs of Pakistan: A moderating role of supervisor support. *South Asian Journal of Management Sciences*, 14(1), 122–141. <https://doi.org/10.21621/sajms.2020141.07>
- Astawa et al., (2023). The importance of supervisor support to improve employee performance and retention in 5-star hotels in Bali. *Technium Social Sciences Journal*, 47(26668–7798), 240–252.
- Anwar Prabu, M. (2017). *Manajemen sumber daya manusia perusahaan*, Bandung: PT. In Remaja Rosdakarya.
- Bayu, D. (2020) *Indonesia di dominasi oleh Millenial dan Generasi Z*. Katadata. <https://katadata.co.id/infografik/6014cb89a6eb7/indonesia-didominasi-milenial-dan-generasi-z>.
- Buulolo, A., & Ratnasari, S. L. (2020). Pengaruh dukungan supervisor, komitmen organisasional, dan beban kerja terhadap turnover intention. *Jurnal Dimensi*, 9(2), 339–351. <https://doi.org/10.33373/dms.v9i2.2545>
- Cindy, W., & Putri, L. (2023). Pengaruh motivasi belajar, perfeksionisme dan keaktifan berorganisasi terhadap prokrastinasi akademik dengan regulasi diri sebagai variabel moderating di SMA Negeri 3 Medan. *Jurnal Sadewa : Publikasi Ilmu Pendidikan, Pembelajaran Dan Ilmu Sosial*, 1(3), 136–158. <https://doi.org/10.61132/sadewa.v1i3.42>
- Christensen, L. B., Johnson, R. B., Johnson, R. B., & Turner, L. A. (2015). *Research Methods, Design, and Analysis*, Global Edition (12th ed.). Pearson Education. <https://bookshelf.vitalsource.com/books/9781292068466>
- Creswell, John W., Guetterman, Timothy C.. (2020). *Educational research: Planning, conducting, and evaluating quantitative and qualitative research*, (6th ed). Pearson Education.
- Daniel, C. (2019). Effect of job stress on employee performance. *International Journal of Business, Management and Social Research*, 6(2), 375–382.
- Darodjat, T. A. (2015). *Konsep-konsep dasar manajemen personalia - masa kini*. Bandung: Refika Aditama

- Dhania, D. (2010). Pengaruh stres kerja, beban kerja terhadap kepuasan (Studi pada Medical Representatif di Kota Kudus). *Jurnal Psikologi Universitas Muria Kudus*, 1(1), 15–23.
- Dessler, G. (2019). *Fundamentals of human resource management*, Global Edition (5th ed.). Pearson International Content.
- Ghozali, I. (2018). *Aplikasi analisis multivariate dengan program IBM SPSS 25 edisi ke-9*.
- Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2019). When to use and how to report the results of PLS-SEM. *European Business Review*, 31(1), 2–24. <https://doi.org/10.1108/EBR-11-2018-0203>
- Hall, K. (2023) *Biggest mistake bosses are making with Gen Z*. News.com. <https://www.news.com.au/finance/work/at-work/biggest-mistakes-bosses-are-making-with-gen-z/news-story/32d8d174a3e83aed5d3044c671355784>
- Hammer, L. B., Kossek, E. E., Yragui, N. L., Bodner, T. E., & Hanson, G. C. (2009). Development and validation of a multidimensional measure of family supportive supervisor behaviors (FSSB). *Journal of Management*, 35(4), 837–856. <https://doi.org/10.1177/0149206308328510>
- Hasibuan, Malayu S.P.(2002). *Manajemen sumber daya manusia*. Jakarta: PT. Bumi Perkasa.
- Hart, S.G., & Staveland, L.E. (1988). Development of NASA-TLX (Task Load Index): Results of empirical and theoretical research. *Advances in psychology*, 52(1), 139-183.
- Karim, K. (2022). The effect of work stress on employee performance. *Asean International Journal of Business*, 1(1), 24–33. <https://doi.org/10.54099/aijb.v1i1.68>
- Komsatun, Nasution, S., & Nurzam. (2021). Pengaruh beban kerja dan lingkungan kerja terhadap kinerja pegawai pada sekretariat daerah Kabupaten Seluma. *Journal of Indonesian Management*, 1(4), 531–538.
- Kronos, I. (2019) *Generation Z Says They Work The Hardest, But Only They Want To*. SHRM. <https://www.shrm.org/topics-tools/news/employee-relations/generation-z-says-work-hardest-want-to>
- Leedy, Paul D dan Jeanne E. Ormrod. 2020. *Practical research planning and design*. United States of America : Pearson Education
- Lukito, L. H., & Alriani, I. M. (2018). Pengaruh beban kerja, lingkungan kerja, stres kerja terhadap kinerja karyawan pada PT. Sinarmas Distribusi Nusantara Semarang. *Jurnal Ekonomi Manajemen Dan Akuntansi*, 25(45), 24–35.

- Lusdiyanti, E. S. (2011). Analisis pengaruh dukungan pimpinan dan dukungan organisasi pada kinerja dan komitmen afektif karyawan PT. Inka Madiun. *Riset Manajemen dan Akuntansi*, 2(3), 138–159.
- Mahendrawati, I. G., & Indrawati, A. D. (2015). Pengaruh beban kerja dan kompensasi terhadap kinerja. *Jurnal Master Manajemen*, 8(1), 86–100.
- Malhotra, N. K. (2019). *Marketing Research: An applied orientation*, Global Edition (7th ed.). Pearson Education
- Malau, T. S., & Kasmir, K. (2021). Effect of workload and work discipline on employee performance of PT. XX with job satisfaction as intervening variable. *Dinasti International Journal of Digital Business Management*, 2(5), 909–922. <https://doi.org/10.31933/dijdbm.v2i5.896>
- McDonald, P., & Bradley, L. M. (2005). *The case for work/life balance: Closing the gap between policy and practice*. Hudson Highland Group, Inc.
- Mills, M. J., Matthews, R. A., Henning, J. B., & Woo, V. A. (2014). Family-supportive organizations and supervisors: How do they influence employee outcomes and for whom? *International Journal of Human Resource*.25(12), 1763–1785. <https://doi.org/10.1080/09585192.2013.860387>
- Msuya, M. S., & Kumar, A. B. (2022). The role of supervisor work-life support on the correlation between work autonomy, workload and performance: perspective from Tanzania banking employees. *Future Business Journal*, 8(1), 1–16. <https://doi.org/10.1186/s43093-022-00139-3>
- Munandar, A., Musnadi, S., & Sulaiman, S. (2019). The effect of work stress, work load and work environment on job satisfaction and it's implication on the employee performance of Aceh Investment and one stop services agency. <https://doi.org/10.4108/eai.3-10-2018.2284357>
- Nijman, D. J. (2004). *Supporting transfer of training: Effects of the supervisor*. <http://doc.utwente.nl/76049/>
- Nurhandayani, A. (2022). Pengaruh lingkungan kerja, kepuasan kerja, dan beban kerja terhadap kinerja. *Jurnal Ekonomi Dan Bisnis Digital (Ekobil)*, 1(2), 108110. <https://doi.org/10.58765/ekobil.v1i2.65>
- Paramitadewi, K. F. (2017). Pengaruh beban kerja dan kompensasi terhadap kinerja pegawai sekretariat pemerintah daerah Kabupaten Tabanan. *Jurnal Unud*, 6(6),3370–3397. <https://ojs.unud.ac.id/index.php/manajemen/article/view/29949>
- Parmelee, M. (2023). *Making waves: How Gen Zs and millennials are prioritizing—and driving—change in the workplace*. Deloitte. <https://www2.deloitte.com/us/en/insights/topics/talent/recruiting-gen-z-and-millennials.html>

- R. May, D., L. Gilson, R., & M. Harter, L. (2004). The psychological conditions of meaningfulness, safety and availability and the engagement of the human spirit at work. *Journal of Occupational and Organizational Psychology*, 77, 11–37.
- Resume, B. (2023). *3 in 4 Manager find it difficult to work with GenZ*. *Resume Builder*. https://www.resumebuilder.com/3-in-4-managers-find-it-difficult-to-work-with-genz/#_74_of_managers_say_genz_is_the_most_challenging_generation_to_work_with
- Robbins, S. (2023). *Organizational Behavior*, Global Edition (19th ed.). Pearson Education. <https://bookshelf.vitalsource.com/books/9781292449968>
- Rolos, J. K. R., Sambul, S. A. P., & Rumawas, W. (2018). Pengaruh beban kerja terhadap kinerja karyawan pada PT. Asuransi Jiwasraya cabang Manado Kota. *Jurnal Administrasi Bisnis*, 6(4), 19–27.
- Sadya, S. (2022) *3 dari 10 orang Asia Tenggara stress dan cemas di tempat kerja*. DataIndonesia. <https://dataindonesia.id/varia/detail/3-dari-10-orang-asia-tenggara-stres-dan-cemas-di-tempat-kerja>.
- Saleem, F., Malik, M. I., & Qasim, A. (2022). Supervisor support, self-efficacy, and employee performance: The mediating role of office De-Clutter. *Administrative Sciences*, 12(4). <https://doi.org/10.3390/admsci12040177>
- Saleem, S., & Amin, S. (2013). The impact of organizational support for career development and supervisory support on employee performance: An empirical study from Pakistani Academic Sector. *European Journal of Business and Management*, 5(5), 194–207.
- Saunders, M.N. K., Lewis, P., & Thornhill, A. (2023). *Research methods for business students* (9th ed.). Pearson International Content. <https://bookshelf.vitalsource.com/books/9781292402741>
- Sekaran, U., & Bougie, R. (2019). *Research methods for business: a skill building approach* (8th ed.). Wiley Global Education US. <https://bookshelf.vitalsource.com/books/9781119561248>
- Santika, E. (2023). *Kurang diakui hingga beban kerja berlebih, Ini alasan warga RI tak bahagia dengan pekerjaannya*. Katadata. <https://databoks.katadata.co.id/datapublish/2023/06/09/kurang-diakui-hingga-beban-kerja-berlebih-ini-alasan-warga-ri-tak-bahagia-dengan-pekerjaannya>

- Setiawati, R., Brahmasari, I. A., & Ratih, I. A. B. (2022). The effects of workload and supervisor support on work stress and employee of Indonesian Navy account division performance in East Java, Indonesia. *Journal of Hunan University Natural Sciences*, 49(12), 218–226. <https://doi.org/10.55463/issn.1674-2974.49.12.22>
- Steven, H. J., & Prasetio, A. P. (2016). Pengaruh stres kerja dan budaya kerja terhadap kinerja karyawan. *Jurnal Manajemen Indonesia*, 4(1), 78–88.
- Stephen P. Robbins & Mary Coulter (2021). *Management* (15th ed.). Harlow : Pearson Education.
- Sudrajat, N. A., & Afrianty, T. W. (2019). Pengaruh beban kerja dan dukungan supervisor terhadap stress kerja (Studi pada karyawan PT. SMI/Seluler Media Infotama, Kota Bontang, Kalimantan Timur). *Jurnal Administrasi Bisnis(JAB)*, 67(1), 8–14. <http://administrasibisnis.studentjournal.ub.ac.id/index.php/jab/article/view/2783/3171>
- Sulastri, O. (2020). Pengaruh stres kerja, dan beban kerja, terhadap kinerja karyawan. *Journal of Management and Bussines (JOMB)*, 2,(1), 1–16. <https://doi.org/10.31539/jomb.v2i1.1215%0APENGARUH>
- Sunarso. (2010). Pengaruh kepemimpinan, kedisiplinan, beban kerja dan motivasi kerja terhadap kinerja guru sekolah dasar. *Manajemen Sumber Daya Manusia*, 4(1), 72–79.
- Talukder, A. K. M. M. H., & Galang, M. C. (2021). Supervisor support for employee performance in Australia: Mediating role of work-life balance, job, and life attitude. *Journal of Employment Counseling*, 58(1), 2–22. <https://doi.org/10.1002/joec.12154>
- Tentama, F., Rahmawati, P. A., & Muhopilah, P. (2019). The effect and implications of work stress and workload on job satisfaction. *International Journal of Scientific and Technology Research*, 8(11), 2498–2502.
- Widi, S. (2022). Generasi Z Indonesia paling stress dibandingkan X dan Millenial. Data Indonesia. <https://dataindonesia.id/gaya-hidup/detail/generasi-z-indonesia-paling-stres-dibandingkan-x-dan-milenial>
- Wirya, K. S., Andiani, N. D., & Telagawathi, N. L. W. S. (2020). Pengaruh stres kerja dan kepuasan kerja terhadap kinerja karyawan PT. Bpr Sedana Murni. *Prospek: Jurnal Manajemen dan Bisnis*, 2(1), 50. <https://doi.org/10.23887/pjmb.v2i1.26190>
- Yorgancioglu Tarcan, G., Erigüç, G., Kartal, N., Şeyma Koca, G., & Karahan, A. (2021). The effect of mushroom management style and perceived supervisor support on employee performance: ‘An application with university hospital employees.’ *International Journal of Health Planning and Management*, 36(2), 532–544. <https://doi.org/10.1002/hpm.3102>

- Yunita, P. I., & Saputra, I. G. N. W. H. (2019). Millennial generation in accepting mutations: Impact on work stress and employee performance. *International Journal of Social Sciences and Humanities*, 3(1), 102–114. <https://doi.org/10.29332/ijssh.v3n1.268>
- Yukl, G., III, W.L. G., & Gardner, W. L. (2019). *Leadership in organizations, Global Edition (9th ed.)*. Pearson International Content. <https://bookshelf.vitalsource.com/books/9781292314426>
- Zafar, Q., Ali, A., Hameed, T., Ilyas, T., & Younas, H. I. (2015). The influence of job stress on employees performance in Pakistan. *American Journal of Social Science Research*, 1(4), 221–225. <http://www.aiscience.org/journal/ajssrhttp://creativecommons.org/licenses/by-nc/4.0/>

