

DAFTAR PUSTAKA

- Abadi, F. (2017). *Analysis on the Influence of Compensation and Leadership on Job Satisfaction and Its Effect on Job Performance*. February 2018. <https://doi.org/10.2991/icoi-17.2017.16>
- Abas, E. (2017). *Magnet Kepemimpinan Kepala Madrasah Terhadap Kinerja Guru*. Gramedia.
- Abbas. (2019). Penilaian Kinerja Kepala Sekolah. *Didaktika*, 11(1), 12. <https://doi.org/10.30863/didaktika.v11i1.152>
- Abdillah, W., & Hartono, J. (2015). *Partial Least Square (PLS): alternatif structural equation modeling (SEM) dalam penelitian bisnis*. Penerbit Andi.
- Adeoye, A. O., & Fields, Z. (2014). Compensation Management and Employee Job Satisfaction: A Case of Nigeria. *Journal of Social Sciences*, December. <https://doi.org/10.1080/09718923.2014.11893369>
- Adiawaty, S. (2019). Tantangan Perusahaan Mengelola Perbedaan Generasi Karyawan. *Jurnal Manajemen Bisnis*, 22(3), 376–382.
- Afandi, P. (2018). *Manajemen Sumber Daya Manusia: Teori, Konsep dan Indikator*. Zanafa Publishing.
- Afghoni, M. N. J. Al, & Wahyudi, A. (2011). Pengaruh Kompensasi Dan Kepuasan Kerja Terhadap Kinerja Guru Dengan Komitmen Organisasi Sebagai Variabel Intervening. *Jurnal Manajemen Sumberdaya Manusia*, 5(1), 42–53.
- Aggarwal, A. (2018). *Impact of Structural Empowerment on Organizational Commitment : The Mediating Role of Women 's Psychological Empowerment*. 1–11. <https://doi.org/10.1177/0972262918786049>
- Aggarwal, A., Sadhna, P., Gupta, S., Mittal, A., & Rastogi, S. (2020). Gen Z entering the workforce: Restructuring HR policies and practices for fostering the task performance and organizational commitment. *Journal of Public Affairs*, 22(3), 1–18. <https://doi.org/10.1002/pa.2535>
- Al Hakim, Y. R., Irfan, M., Mardikaningsih, R., & Sinambela, E. A. (2018). Peranan Hubungan Karir, Pengembangan Karir, dan Motivasi Kerja Terhadap Kepuasan Kerja Karyawan. *Global*, 03(01), 37–45.
- Amah, E., & Ahiauzu, A. (2013). Employee involvement and organizational effectiveness. *Journal of Management Development*, 32(7), 661–674. <https://doi.org/10.1108/JMD-09-2010-0064>
- Andrea, B., Gabriella, H., & Tímea, J. (2016). *Y and Z Generations at Workplaces*. 8(3), 90–106. <https://doi.org/10.7441/joc.2016.03.06>

- Armstrong, M. (2009). *Armstrong's Handbook of Performance Management: An Evidence-based Guide to Delivering High Performance*. Kogan Page Publishers.
- Azra, A. (2000). *Pendidikan Islam Tradisi dan Modernisasi Menuju Millennium Baru*. PT Logos Wacana Ilmu.
- Balbed, A., & Sintaasih, D. K. (2019). Pengaruh Pengembangan Karir Terhadap Kinerja Karyawan Melalui Pemeditasi Motivasi Kerja Karyawan. *E-Jurnal Manajemen Unud*, 8(7), 4676–4703.
- Bencsik, A., & Machova, R. (2016). Knowledge sharing problems from the viewpoint of intergeneration management. *ICMLG2016-4th International Conference on Management, Leadership and Governance: ICMLG2016*, 42.
- Bernardin, H. J., & Russell, J. E. A. (2013). *Human Resource Management*. McGrawHill.
- Bimrose, J., Watson, M., McMahon, M., Haasler, S., Tomassini, M., & Suzanne, P. A. (2014). The problem with women? Challenges posed by gender for career guidance practice. *International Journal for Educational and Vocational Guidance*, 14(1), 77–88. <https://doi.org/10.1007/s10775-013-9256-9>
- Borg, J., Scott-young, C. M., & Borg, N. (2023). *What Generation Z needs : the role of project-based organizations in creating career sustainability*. 16(3), 571–591. <https://doi.org/10.1108/IJMPB-12-2022-0273>
- Borg, N., Scott-young, C. M., & Naderpajouh, N. (2022). *Strategies for Business Sustainability in a Collaborative Economy*. January. <https://doi.org/10.4018/978-1-6684-3873-2.ch095>
- Bruckmüller, S., Ryan, M. K., & Haslam, S. A. (2014). *Beyond the Glass Ceiling : The Glass Cliff and Its Lessons for Organizational Policy*. 8(1), 202–232.
- Busro, M. (2018). *Teori-Teori Manajemen Sumber Daya Manusia*. Prenadameidia Group.
- Chelagat, L. J., Chepkwony, P. K., & Kemboi, A. (2015). Effect of Organizational Citizenship Behavior on Employee Performance in Banking Sector, Nairobi County, Kenya. *International Journal of Business*, 5(4), 55–61.
- Chen, P., Sparrow, P., & Cooper, C. (2016). The relationship between person-organization fit and job satisfaction. *Journal of Managerial Psychology*. <https://doi.org/10.1108/JMP-08-2014-0236>
- Chen, T. Y., Chang, P. L., & Yeh, C. W. (2004). An investigation of career development programs, job satisfaction, professional development and productivity: The case of taiwan. *Human Resource Development International*, 7(4), 441–463. <https://doi.org/10.1080/1367886042000246049>

- Choudhary, S. (2017). Employee welfare: A scheme of wise investment. *International Journal of Advanced Education and Research*, 2(1), 1–6. www.alleducationjournal.com
- Cook, A., & Glass, C. (2013). *Above The Glass Ceiling : When Are Women And Racial / Ethnic Minorities Promoted To CEO ? September 2012*. <https://doi.org/10.1002/smj>
- D'Abate, C. P., Eddy, E. R., & Tannenbaum, S. I. (2003). What's in a Name? A Literature-Based Approach to Understanding Mentoring, Coaching, and Other Constructs That Describe Developmental Interactions. *Human Resource Development Review*, 2(4), 360–384. <https://doi.org/10.1177/1534484303255033>
- Daft, R. L. (2015). *Organization theory and design*. Cengage Learning.
- Dessler, G. (2014). *Manajemen Sumber Daya Manusia*. PT Indeks.
- Dessler, G. (2020). Human Resource Management. In *Personnel Review* (16th editi, Vol. 31, Issue 3). Pearson Education. <https://doi.org/10.1108/pr.2002.31.3.386.3>
- Dill, K. (2015). *7 Things Employers Should Know About The Gen Z Workforce*, *Forbes Magazin*, 11.6. <http://www.forbes.com/sites/kathryndill/2015/11/06/7-things-employers-should-know-about-the-gen-z-workforce/print/>.
- Ellemers, N. (2014). Women at Work: How Organizational Features Impact Career Development. *Policy Insights from the Behavioral and Brain Sciences*, 1(1), 46–54. <https://doi.org/10.1177/2372732214549327>
- Elmore, T. (2014). *How Generation Z Differs from Generation Y*. <http://growingleaders.com/blog/generation-z-differs-generation-y/>
- Englasari, E. (2019). Pengaruh Kemampuan Manajerial Dan Lingkungan Serta Motivasi Terhadap Kinerja Guru Sma Negeri Dimusi Banyuasin. *Jurnal Ilmu Manajemen*, 6(2), 127. <https://doi.org/10.32502/jimn.v6i2.1582>
- Erkan, K., Göçer, K., & Küçüksöylemez, S. (2014). *Strategies for employee job satisfaction : A case of service sector*. 150, 1167–1176. <https://doi.org/10.1016/j.sbspro.2014.09.132>
- Farisi, S., Irnawati, J., & Fahmi, M. (2021). Pengaruh Motivasi dan Disiplin Kerja Terhadap Kinerja Karyawan. *Acman: Accounting and Management Journal*, 1(2), 61–66. <https://doi.org/10.55208/aj.v1i2.20>
- Farooqui, M. S., & Nagendra, A. (2014). The Impact of Person organization Fit on Job Satisfaction and Performance of the Employees. *Procedia Economics and Finance*, 11(14), 122–129. [https://doi.org/10.1016/S2212-5671\(14\)00182-8](https://doi.org/10.1016/S2212-5671(14)00182-8)

- Frey, W. H. (2020). *Analysis of Census Bureau Population Estimates*.
- Gaffney, S. (2005). Career development as a retention and succession planning tool. *The Journal for Quality and Participation*, 28(3), 7–10.
- Ghozali, I. (2006). *Aplikasi Analisis Multivariate Dengan Program SPSS*.
- Ghozali, I. (2012). *Aplikasi Analisis Multivariate dengan Program IBM SPSS*.
- Ghozali, I. (2013). *Aplikasi Analisa Multivariate Dengan Program IBM SPSS 25*. Badan Penerbit Universitas Diponegoro.
- Ghozali, I. L. H. (2012). *Partial Least Square : Konsep, Teknik dan Aplikasi Smart PLS 2.0 M3*. Badan Penerbit Universitas Diponegoro.
- Gibson, J. L., Ivancevich, J. M., & Donnely, J. H. (2008). *Organisasi, Perilaku, Struktur dan Proses*. Binarupa Aksara.
- Gilley, J.W., Egglend, S.A., and Gilley, A. M. (2002). *Principles of Human Resource Development*.
- Gomez-Mejia, L. ., Balkin, D. ., & Cardy, R. L. (n.d.). *Managing Human Resources*.
- Gupta, N., & Shaw, J. D. (2014). Employee compensation: The neglected area of HRM research. *Human Resource Management Review*, 24(1), 1–4. <https://doi.org/10.1016/j.hrmr.2013.08.007>
- Hair, J., Black, W., Babin, B., & Anderson, R. (2010). *Multivariate Data Analysis: A Global Perspective*. In *Multivariate Data Analysis: A Global Perspective*.
- Hair, J. F., Ringle, C. M., & Sarstedt, M. (2011). PLS-SEM: Indeed a silver bullet. *Journal of Marketing Theory and Practice*, 19(2), 139–152. <https://doi.org/10.2753/MTP1069-6679190202>
- Hanifah, Y. (2017). Pengaruh Tunjangan Kinerja Terhadap Motivasi Kerja, Disiplin Kerja Dan Kinerja Pegawai Balai Pengelolaan Daerah Aliran Sungai Di Jawa Timur. *Bisma*, 11(2), 187. <https://doi.org/10.19184/bisma.v11i2.6313>
- Haryono, S. (2016). *Metode SEM untuk Penelitian Manajemen AMOS, LISREL, PLS*. PT Intermedia Personalia Utama.
- Hasibuan. (2007). *Manajemen Sumber Daya Manusia Perusahaan*. PT. Bumi Aksara.
- Hasibuan, M. S. . (2011). *Manajemen Sumber Daya Manusia*. PT Bumi Aksara.
- Hasibuan, M. S. P. (2010). *Manajemen Sumber Daya Manusia*. Bumi Aksara.
- 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. <https://doi.org/10.1108/IJPPM-05-2018-0174>

- Hetty Van Emmerik, I. J. (2004). The more you can get the better: Mentoring constellations and intrinsic career success. *Career Development International*, 9(6), 578–594. <https://doi.org/10.1108/13620430410559160>
- Hoekstra, H. A. (2011). A career roles model of career development. *Journal of Vocational Behavior*, 78(2), 159–173. <https://doi.org/10.1016/j.jvb.2010.09.016>
- Howe, N., & Strauss, W. (2007). The Next 20 Years: How Customer and Workforce Attitudes Will Envolve. *Harvard Business Review*.
- Hussein, A. S. (2015). Penelitian Bisnis dan Manajemen Menggunakan Partial Least Squares dengan SmartPLS 3.0. *Universitas Brawijaya*, 1, 1–19. <https://doi.org/10.1023/A:1023202519395>
- Indrasari, M. (2017). Kepuasan Kerja dan Kinerja Karyawan. In *Yogyakarta: Indomedia Pustaka*.
- Indrayani, I., Nurhatsiyah, N., Damsar, D., & Wibisono, C. (2023). *How does millennial employee job satisfaction affect performance?* <https://doi.org/10.1108/HESWBL-01-2023-0004>
- Ju Chen, P., & Choi, Y. (2008). Generasi Differences In Work Veles : A Study of Hospitality Management. *International Journal of Contemporary Hospitality Management*, 20(6).
- Kalyanamitra, P., Saengchai, S., & Jermstittiparsert, K. (2020). *Impact of Training Facilities , Benefits and Compensation , and Performance Appraisal on the*. 11(3), 166–175. <https://doi.org/10.5530/srp.2020.3.19>
- Kamwenji, R. W., Dr. Patrick Karanja Ngugi, P., Dr. Mary Kamaara, P., & Odhiambo, P. R. (2019). Influence Of Employee Benefits On Employee Performance In The State Corporations In Kenya. *International Journal of Social Science and Humanities Research*, 7(6), 69–75. <http://erepository.uonbi.ac.ke/handle/11295/108940>
- Kanfer, R., & Ackerman, P. L. (2004). Aging, Adult Development, and Work Motivation. *The Academy of Management Review*, 29(3), 440. <https://doi.org/10.2307/20159053>
- Katidjan, P. S., Pawirosumarto, S., & Isnaryadi, A. (2022). Pengaruh Kompensasi, Pengembangan Karir dan Komunikasi Terhadap Kinerja Karyawan. *Jurnal Ilmiah Manajemen*, 7(3), 429–446.
- Kaya, C., & Ceylan, B. (2014). An Empirical Study on the Role of Career Development Programs in Organizations and Organizational Commitment on Job Satisfaction of Employees. *American Journal of Business and*

Management, 3(3), 178–191. <https://doi.org/10.11634/216796061403551>

- Kim, H. S., & Jang, S. C. (Shawn). (2020). The effect of increasing employee compensation on firm performance: Evidence from the restaurant industry. *International Journal of Hospitality Management*, 88(August 2019), 102513. <https://doi.org/10.1016/j.ijhm.2020.102513>
- Kraiger, K., & Aguinis, H. (2020). *Benefits of Training and Development for Individuals and Teams, Organizations, and Society*. November 2008. <https://doi.org/10.1146/annurev.psych.60.110707.163505>
- Kudsi, M. R., Riadi, S. S., & AS, D. L. (2017). Pengaruh pengembangan karir dan sistem insentif terhadap kinerja karyawan. *Jurnal Manajemen*, 9(2), 85–93.
- Kurniawan, Alam, S., & Albar, E. (2020). Pengaruh Kompensasi Terhadap Kinerja Pegawai Melalui Kepuasan Kerja Sebagai Variabel Intervening Pada (Dinas Pehubungan Kota Makassar Tahun 2019-2020). *Niagawan*, 9(2), 114. <https://doi.org/10.24114/niaga.v9i2.19037>
- Kusumawati, E., Sofiah, D., & Prasetyo, Y. (2021). Keterikatan kerja dan tingkat Turnover Intention pada karyawan generasi milenial dan generasi Z. *Sukma : Jurnal Penelitian Psikologi*, 2(02), 100–111.
- Lee, Y., Lee, J. Y., Lee, Y., & Lee, J. Y. (2018). *A multilevel analysis of individual and organizational factors that influence the relationship between career development and job-performance improvement*. <https://doi.org/10.1108/EJTD-11-2017-0097>
- Lima, L., & Galleli, B. (2021). Human resources management and corporate governance: Integration perspectives and future directions. *European Management Journal*, xxx. <https://doi.org/10.1016/j.emj.2021.02.004>
- Luthans, F. (2006). *Perilaku Organisasi*. PT. Andi.
- Mabaso, C. M., & Dlamini, B. I. (2017). Impact of Compensation and Benefits on Job Satisfaction. *Research Journal of Business Management*, 11(2), 80–90. <https://doi.org/10.3923/rjbm.2017.80.90>
- Mandala, E. A., & Dihan, F. N. (2018). Pengaruh Kecerdasan Emosional Dan Kecerdasan Spiritual Pada Kepuasan Kerja Yang Berdampak Terhadap Kinerja Karyawan Pt. Madu Baru Bantul, Yogyakarta. *Jurnal Kajian Bisnis*, 26(1), 13–28.
- Maruli. (2011). *Pengaruh Tunjangan Penghasilan Terhadap Kinerja Pegawai Sek Sekretariat Dewan Perwakilan Rakyat Daerah*.
- Mathis, R. ., & Jackson, J. H. (2006). *Human Resource Management: Manajemen Sumber Daya Manusia*. Salemba Empat.
- McDonald, K. S., & Hite, L. M. (2015). *Career Development: A human resource*

development perspective. Routledge.

- Methot, J. R., Lepine, J. A., Podsakoff, N. P., & Christian, J. S. (2016). Are Workplace Friendships a Mixed Blessing? Exploring Tradeoffs of Multiplex Relationships and their Associations with Job Performance. *Personnel Psychology*, 69(2), 311–355. <https://doi.org/10.1111/peps.12109>
- Morgan, J. (2014). *The future of work: Attract new talent, build better leaders, and create a competitive organization*. NJ: John Wiley & Sons.
- Morris, M. G., & Venkatesh, V. (2010). Job Characteristics and Job Satisfaction: Understanding the Role of Enterprise Resource Planning System Implementation. *Management Information Systems Research Center*, 34(1), 143–161. <https://www.jstor.org/stable/20721418?seq=1>
- Muhajir, A. (2019). *Analisis Pengaruh Motivasi dan Pengembangan Karir Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Intervening (Studi Pada PT . Mitra Alami Gresik)*. 4(2), 180–192.
- Munir, M., Issalillah, F., Darmawan, D., Sinambela, E. A., & Mardikaningsih, R. (2022). Pengembangan Kepuasan Kerja Karyawan Yang Ditinjau Dari Kebijakan Kompensasi Dan Sistem Pengembangan Karir. *Jesya (Jurnal Ekonomi & Ekonomi Syariah)*, 5(1), 717–724. <https://doi.org/10.36778/jesya.v5i1.641>
- Mustopa, Y., Astuti H, M., & Sukmasari, D. (2022). Pengaruh Pengendalian Internal Dan Tunjangan Terhadap Kinerja Pegawai Pada Pengadilan Tata Usaha Negara Bandar Lampung. *Jurnal Akuntansi Dan Keuangan*, 27(1), 47–54. <https://doi.org/10.23960/jak.v27i1.299>
- Nabawi, R. (2019). *Pengaruh Lingkungan Kerja , Kepuasan Kerja dan Beban Kerja Terhadap Kinerja Pegawai*. 2(2), 170–183.
- Najoan, J. F., Pangemanan, L. R. J., & Tangkere, E. G. (2018). Pengaruh Tunjangan Kinerja Terhadap Kinerja Pegawai Pada Dinas Pertanian Kabupaten Minahasa. *Agri-SosioEkonomi Unsrat*, 14, 11–24.
- Napitupulu, S., Haryono, T., Riani, A. L., Sri, H., & Sawitri, R. (2017). The impact of career development on employee performance : an empirical study of the public sector in Indonesia. *International Review of Public Administration*, 4659(September), 1–24. <https://doi.org/10.1080/12294659.2017.1368003>
- Nawawi, H. (2016). *Manajemen Sumber Daya Manusia*. Gadjah Mada Yogyakarta.
- Nnambooze, B. E., & Parumasur, S. B. (2016). *Understanding The Multigenerational Workforce : Are The Generations Significantly Different Or Similar ?* 13(2), 2011–2012.
- Odunlade, R. O. (2020). *Managing Employee Compensation and Benefits for Job*

Satisfaction in Libraries and Information Centres in Nigeria Digital Commons @ University of Nebraska - Lincoln Managing Employee Compensation and Benefits for Job Satisfaction in Libraries and Informatio. November.

OECD. (2019). Retrieved from OECD (2019), Working age population (indicator). <https://doi.org/10.1787/d339918b-en>

Omotunde, O. I., & Alegbeleye, G. O. (2021). Talent management practices and job performance of librarians in university libraries in Nigeria. *Journal of Academic Librarianship*, 47(2), 102319. <https://doi.org/10.1016/j.acalib.2021.102319>

Otieno, J. O., & Nyambegera, S. M. (2019). Millennials and Generation Z Employees are here : Is your Organization ready ? 10(2), 68–85.

Ozkan, M., & Solmaz, B. (2015). Mobile Addiction Of Generation Z And Its Effects On Their Social Lives (An application among university students in the 18-23 age group). *Procedia - Social and Behavioral Sciences*, 205(May), 92–98. <https://doi.org/10.1016/j.sbspro.2015.09.027>

Permadi, I. K. O., & Landra, N. (2019). *The Impact Of Compensation And Work Environment Towards Job The Impact Of Compensation And Work Environment Towards Job Satisfaction To Affect The Employee Performances. March.*

Prawira, I. (2020). Pengaruh Kompensasi, Kepemimpinan dan Fasilitas Kerja Terhadap Kepuasan Kerja Pegawai. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 3(1), 28–40.

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>

Rahayu, M., Rasid, F., & Tannady, H. (2018). Effects of Self Efficacy, Job Satisfaction, and Work Culture Toward Performance of Telemarketing Staff in Banking Sector. *South East Asia Journal of Contemporary Business, Economics and Law*, 16(5), 47–52. https://www.seajbel.com/wp-content/uploads/2018/08/seajbel5_227-1.pdf

Ramadhany, M., Habsji, T. Al, & Mukzam, M. D. (2013). Pengaruh program kesejahteraan karyawan terhadap semangat kerja karyawan dan prestasi kerja karyawan (Studi pada karyawan tetap kompartemen SDM PT. Petrokimia Gresik). *Jurnal Administrasi Bisnis*, 2(2), 1–10.

Rashid, U., Wan, D. N. A., & Kumar, F. A. (2013). *Difference In Job Satisfaction And Work Motivation Among Government And Private Company Employees.* 2(7), 51–61.

- Robbins, S. P. (2015). *Perilaku Organisasi*. Salemba Empat.
- Robbins, S. P., & Judge, T. A. (2016). *Organizational Behavior*. Pearson Prentice Hall.
- Rothwell, W. J. (2011). *Integrating succession planning and career planning*.
- Rulianti, E., & Nurlilah, M. (2020). Pengaruh Pengembangan Karir terhadap Kepuasan Kerja yang di Mediasi oleh Motivasi Kerja. *Jesya (Jurnal Ekonomi & Ekonomi Syariah)*, 4(1), 211–220. <https://doi.org/10.36778/jesya.v4i1.317>
- Saleem, H. (2015). The impact of leadership styles on job satisfaction and mediating role of perceived organizational politics. *Procedia - Social and Behavioral Sciences*, 172, 563–569. <https://doi.org/10.1016/j.sbspro.2015.01.403>
- Saleh, S., & Darwis, M. (2016). Pengaruh Tunjangan Kinerja Terhadap Kinerja Pegawai Pada Bank Universitas Negeri Makassar. *Jurnal Ilmiah Ilmu Administrasi Publik*, 5(2), 121. <https://doi.org/10.26858/jiap.v5i2.1764>
- Santos, G. G. (2016). *Career barriers influencing career success: A focus on academics' perceptions and experiences*.
- Sastera, B., & Mauludin, H. (2018). The Influence Of Employee Benefits Program on Employee Morale And Employee Performance In PT . CJI Pasuruan. *International Journal of Business and Management Invention (IJBMI)*, 7(5), 25–43.
- Sedarmayanti. (2017). *Perencanaan dan Pengembangan SDM untuk Meningkatkan Kompetensi, Kinerja dan Produktivitas Kerja*. PT Refika Aditama.
- Sekaran, U., & Bougie, R. (2016). Research Methods for Business: A Skill-Building Approach. In *Angewandte Chemie International Edition*, 6(11), 951–952. (Vol. 4, Issue 1).
- Sekaran, U., & Bougie, R. (2017). *Metode Penelitian Bisnis* (6th ed.). Penerbit Salemba Empat.
- Selvia, A., Azhar, & Gimin. (2021). Pengaruh Motivasi dan Disiplin Kerja terhadap Kinerja Guru di Sekolah Menengah Pertama Negeri se Kecamatan Tempuling Kabupaten Indragiri Hilir. *Jurnal Pendidikan Tambusai*, 5, 2633–2637.
- Setyaningrum, A. C. (2019). Pengembangan Karir Terhadap Kinerja Karyawan Melalui Kepuasan Kerja Sebagai Variabel Intervening. *Jurnal Ilmu Manajemen*, 7(3), 824–831.
- Siagian, S. P. (2015). *Manajemen Sumber Daya Manusia*. PT. Bumi Aksara.
- Siahaan, E., Lumbanraja, P., & Gultom, P. (2016). Improvement Of Employee Banking Performance Based On Competency Improvement And Placement

- Working Through Career Development (Case Study At Pt. Bank Rakyat Indonesia). *International Business Management*, 10(3), 255–261.
- Silalahi, E. E. (2019). Pengaruh Pengalaman Kerja Dan Disiplin Kerja Terhadap Pengembangan Karir Dengan Prestasi Kerja Sebagai Variabel Intervening Pada Pt Semangat Semesta Marine Safety Di Jakarta. *Jurnal Online Internasional & Nasional Universitas 17 Agustus 1945 Jakarta*, 7(2), 45–57.
- Sudarmanto. (2009). *Kinerja dan Pengembangan Kompetensi SDM*. Pustaka Pelajar.
- Sudiro, A. (2011). *Perencanaan Sumber Daya Manusia*.
- Sugiyono. (2017). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Alfabeta.
- Suryanto, A., Fitriati, R., Natalia, S. I., Oktariani, A., Munawaroh, M., Nurdin, N., & Young-hoon, A. (2022). Study of working from home: the impact of ICT anxiety and smartphone addiction on lecturers at NIPA School of Administration on job performance. *Heliyon*, 8(January), e11980. <https://doi.org/10.1016/j.heliyon.2022.e11980>
- Swanson, R., & Holton, E. (2009). *Foundations of Human Resource Development*. Berrett-Koehler Publishers.
- Syahputra, M. D., & Tanjung, H. (2020). Pengaruh Kompetensi , Pelatihan dan Pengembangan Karir Terhadap Kinerja Karyawan. *MANEGGIO: Jurnal Ilmiah Magister Manajemen*, 3(September), 283–295.
- Tamalika, T. (2017). Analisis Pengaruh Rekrutmen Dan Pengembangan Karir Terhadap Kinerja Karyawan Pada Pt. Karyatama Saviera Palembang. *Jurnal Desiminasi Teknologi*, 5(2), 162–172.
- Tangkuman, K., Tewal, B., & Trang, I. (2015). Penilaian Kinerja, Reward, Dan Punishment Terhadap Kinerja Karyawan Pada Pt. Pertamina (Persero) Cabang Pemasaran Suluttenggo. *EMBA*, 3(2), 884–895.
- Tansky, J. W., & Cohen, D. J. (2001). The relationship between organizational support, employee development, and organizational commitment: An empirical study. *Human Resource Development Quarterly*, 12(3), 285–300. <https://doi.org/10.1002/hrdq.15>
- Tarigan, J., Cahya, J., Valentine, A., Hatane, S., & Jie, F. (2022). Total Reward System, Job Satisfaction and Employee Productivity on Company Financial Performance: Evidence from Indonesian Generation Z workers. *Journal of Asia Business Studies*, 16(6), 1041–1065.
- Tarigan, J., Susanto, A. R. S., Hatane, S. E., Jie, F., & Foedjiawati, F. (2020). Corporate social responsibility, job pursuit intention, quality of work life and employee performance: case study from Indonesia controversial industry.

Asia-Pacific Journal of Business Administration, 13(2), 141–158.
<https://doi.org/10.1108/APJBA-09-2019-0189>

Veithzal Rivai. (2015). *Manajemen Sumber Daya Manusia Untuk Perusahaan*. Rajawali Pers.

Wahyono, W., & Hutahayan, B. (2020). *Performance art strategy for tourism segmentation : (a Silat movement of Minangkabau ethnic group) in the event of tourism performance improvement*. 11(3), 643–659.
<https://doi.org/10.1108/JIMA-10-2017-0116>

Wahyudi, I. (2012). *Mengejar Profesionalisme Guru, Strategi Praktis Mewujudkan Citra Guru Profesional*. Prestasi Pustaka.

Wati, I. G. A. S. P., Wulandari, N. L. A. A., & Suputra, G. A. (2021). Peran Kepuasan Memediasi Pengaruh Tunjangan Kinerja Terhadap Kinerja Perangkat Desa Se-Kecamatan Abiansemal. *Jurnal Manajemen, Kewirausahaan Dan Pariwisata*, 1(2).

Waworuntu, E. C., Kainde, S. J. R., & Mandagi, D. W. (2022). Work-Life Balance, Job Satisfaction and Performance Among Millennial and Gen Z Employees: A Systematic Review. *Society*, 10(2), 384–398.
<https://doi.org/10.33019/society.v10i2.464>

Weng, Q., Mcelroy, J. C., Morrow, P. C., & Liu, R. (2010). The relationship between career growth and organizational commitment. *Journal of Vocational Behavior*, 77(3), 391–400. <https://doi.org/10.1016/j.jvb.2010.05.003>

Wicker, D. (2011). *Job Satisfaction: Fact Or Fiction*. AuthorHouse.

Widodo, W. (2015). *Manajemen Pengembangan Sumber Daya Manusia*. Pustaka Pelajar.

Wijaya, M. (2017). Pengaruh Sistem Rekrutmen Dan Pengembangan Karir Terhadap Kepuasan Kerja Karyawan Pada Pt. Kimia Farma Plant Medan. *Jurnal Konsep Bisnis Dan Manajemen*, 3(1), 1–8.

Wijoyo, H., Indrawan, I., Cahyono, Y., Handoko, A. L., & Santamoko, R. (2020). Generasi Z & Revolusi Industri 4.0 Penulis. In *Pena Persada Redaksi* (Issue July).

Wirawan, K. E., Bagia, I. W., & Susila, G. P. A. J. (2019). Pengaruh Tingkat Pendidikan dan Pengalaman Kerja Terhadap Kinerja Karyawan. *Bisma: Jurnal Manajemen*, 5(1). <https://doi.org/10.17509/image.v7i1.23137>

Wong, S. C., Mohd Rasdi, R., Abu Samah, B., & Abdul Wahat, N. W. (2017). Promoting protean career through employability culture and mentoring: career strategies as moderator. *European Journal of Training and Development*, 41(3), 277–302. <https://doi.org/10.1108/EJTD-08-2016-0060>

Yaningsih, T. A., & Triwahyuni, E. (2022). Pengaruh Pengawasan dan Pengembangan Karir Terhadap Kepuasan Kerja. *Journal of Innovation and Entrepreneurship*, 04(January), 33–42.

Yolanda, Y., & Tarigan, P. S. (2021). Pengaruh Motivasi Dan Kompensasi Terhadap Kinerja Guru Pada Sd. Dr. Wahidim Sudirohusodo. *Jurnal Kewirausahaan Bukit Pengharapan*, 89–96.

Zainudin, Hidayah, S., & Darsono. (2023). Pengaruh Motivasi Berprestasi Dan Pengembangan Karier Terhadap Kinerja Guru Dengan Komitmen Organisasi Sebagai Variabel Mediasi Pada Sekolah Dasar Di Satuan Koordinasi Pendidikan Kecamatan Mlonggo Kabupaten Jepara. *Jurnal Manajemen Kreatif Dan Inovasi*, 1(2).

