

DAFTAR PUSTAKA

- Agarwal, H., & Vaghela, P. S. (2018, December). *Work values of Gen Z: Bridging the gap to the next generation*. Presented at the INC-2018 - National Conference on Innovative Business Management Practices in 21st Century, Faculty of Management Studies, Parul University, Gujarat, India. Retrieved from <https://www.researchgate.net/publication/334400459>
- Ahmad, S. (2017). The co-relation between QWL and demographic factors of private university employees in India. *PEOPLE: International Journal of Social Sciences*, 3(2), 286-305. <https://doi.org/10.20319/pijss.2017.32.286305>
- Allen, T. D., Johnson, R. C., Kiburz, K. M., & Shockley, K. M. (2013). Work-family conflict and flexible work arrangements: Deconstructing flexibility. *Personnel Psychology*, 66(2), 345–376. <https://doi.org/10.1111/peps.12012>
- Anyaoku, E. N. (2016). Demographic determinants of quality of work life of librarians working in Nigeria. *International Journal of Advanced Library and Information Science*, 4(1), 312-323. <https://doi.org/10.23953/cloud.ijalis.217>
- Arikunto, S. (2010). *Prosedur penelitian* : Suatu pendekatan praktik. Rineka Cipta.
- Axios & Generation Lab. (2023). *Most of Generation Z is happy to continue quiet quitting*. <https://www.entrepreneur.com/business-news/most-of-generation-z-is-happy-to-continue-quiet-quitting/435854>
- Axios/Generation Lab. (2022). Survey of Generation Z's work preferences. Axios. Retrieved from <https://www.axios.com>
- Azwar, S. (2012). *Reliabilitas dan Validitas*. Yogyakarta: Pustaka Pelajar
- Azwar, S. (2017). *Metode penelitian psikologi*. Yogyakarta: Pustaka Pelajar.
- Azwar, S. (2021). *Penyusunan skala psikologi (Edisi 3)*. Pustaka Pelajar
- Badan Pusat Statistik (BPS). (2020). *Statistik Indonesia*. Jakarta: BPS.
- Badan Pusat Statistik (BPS). (2022). Persentase Angkatan Kerja Terhadap Penduduk Usia Kerja (TPAK) Menurut Golongan Umur (Persen), 2021-2022. <https://www.bps.go.id/indicator/6/714/1/persentase-angkatan-kerja-terhadappenduduk-usia-kerja-tpak-menurut-golongan-umur.html>
- Badan Pusat Statistik. (2017). *Rata-rata upah/gaji bersih sebulan buruh/karyawan/pegawai menurut kelompok umur dan lapangan pekerjaan utama di 9 sektor (Rupiah)*. <https://www.bps.go.id/statistics-table/1/MTk5MiMx/rata-rata-upah->

- gaji-bersih-sebulan-buruh-karyawan-pegawai-menurut-kelompok-umur-dan-lapangan-pekerjaan-utama-di-9-sektor-rupiah-2017.html
- Badan Pusat Statistik. (2023). Angkatan kerja (AK) menurut golongan umur. Retrieved from <https://www.bps.go.id/id/statistics-table/2/Njk4IzI=/angkatan-kerja--ak--menurut-golongan-umur.html>
- Barhate, B., & Dirani, K. M. (2021). Career aspirations of generation Z: A systematic literature review. *European Journal of Training and Development*, 46(1/2), 139-157. <https://doi.org/10.1108/EJTD-07-2020-0124>
- Bartwal, N. (2020, December 20). Quiet Quitting. The Times of India. <https://timesofindia.indiatimes.com/readersblog/pausespondersandbetween/quietquitting-48223/>
- BBC. (2021, June 7). Apple employees rally against office working plan. <https://www.bbc.com/news/technology-57385999>
- Beaton, D. E., Bombardier, C., Guillemain, F., dan Ferraz, M. B. (2000). Guidelines for the Process of Cross-Cultural Adaptation of Self-Report Measures. *Spine*, 25(24), 3186– 3191. <https://doi.org/10.1097/00007632-200012150-00014>
- Becker, B. E., & Huselid, M. A. (1998). *High performance work systems and firm performance: A synthesis of research and managerial implications*. Research in Personnel and Human Resources Management.
- Bharat, C. & Rajendra, M. (2018). Generation Z entering the workforce: the need for sustainable strategies in maximizing their talent. *Human Resource Management International Digest*, 26(4), 34-38.
- Bhui, K. S., Dinos, S., Stansfeld, S. A., & White, P. D. (2012). A Synthesis of the Evidence for Managing Stress at Work: A Review of the Reviews Reporting on Anxiety, Depression, and Absenteeism. *Journal of Environmental and Public Health*, 2012, 515874. <https://doi.org/10.1155/2012/515874>
- Biregeyi, J., Hadzic, S., & Landin, S. (2023). *Beyond the pandemic: Exploring quiet quitting in the remote work era [Bachelor's thesis, Jönköping International Business School]*. DiVA. <https://www.diva-portal.org/smash/get/diva2:1764268/FULLTEXT01.pdf>
- Blauner, R. (1964). *Alienation and Freedom: The Factory Worker and His Industry*. Chicago: University of Chicago Press.
- Bukaliya, R. (2012). The potential benefits and challenges of internship programmes in an ODL institution: A case for the Zimbabwe Open University. *International Journal on New Trends in Education and Their Implications*, 3(1), 118–133.
- Cascio, W. F. (2003). *Managing human resources: Productivity, quality of work life, profits*. McGraw-Hill Irwin.
- Çetinkanat, A. C., & Kösterelioglu, M. A. (2016). Relationship between quality of work life and work alienation: Research on teachers. *Universal*

- Journal of Educational Research*, 4(8), 1778-1786.
<https://doi.org/10.13189/ujer.2016.040806>
- Chillakuri, Bharat. (2020). Understanding Generation Z expectations for effective onboarding. *Journal of Organizational Change Management*. ahead-of-print. 10.1108/JOCM-02-2020-0058.
- Christian, A. (2022, August 28). Why “quiet quitting” is nothing new. BBC. <https://www.bbc.com/worklife/article/20220825-why-quiet-quitting-is-nothing-new>
- Cilliers, E. J. (2017). The challenge of teaching generation Z. *International Journal of Social Sciences*, 3(1), 188-198. <https://doi.org/10.2139/ssrn.3148073>
- Clark, S. C. (2001). Work cultures and work/family balance. *Journal of Vocational Behavior*, 58(3), 348-365. <https://doi.org/10.1006/jvbe.2000.1759>
- Cooper, C. L., & Leiter, M. P. (Eds.). (2017). *The Routledge companion to well-being at work*. Routledge.
- Daniel, C. O. (2020). Analysis of Quality Work Life on Employees Performance. *International Journal of Business and Management Invention (IJBMI)*, 8(2), 60-65.
- De Cieri, H., Holmes, B., Abbott, J., & Pettit, T. (2005). Achievements and challenges for work/life balance strategies in Australian organizations. *The International Journal of Human Resource Management*, 16(1), 90-103. <https://doi.org/10.1080/0958519042000295966>
- De Cuyper, N., De Witte, H., Kinnunen, U., & Nätti, J. (2008). The relationship between job insecurity and employability and well-being in Finnish temporary workers. *Journal of Organizational Behavior*, 29(1), 63–85. <https://doi.org/10.1002/job.505>
- Deloitte Global. (2024). *Mental health today: A deep dive on the 2024 Gen Z and Millennial survey*. Deloitte. <https://www2.deloitte.com/global/en/pages/about-deloitte/articles/genz-millennial-survey.htm>
- Deloitte. (2019). *Global human capital trends*. Deloitte Insights. Retrieved from <https://www2.deloitte.com>
- Deloitte. (2022). *The Deloitte Global 2022 Gen Z and Millennial Survey*. Retrieved from <https://www2.deloitte.com/global/en/pages/about-deloitte/articles/gen-z-millennial-survey-2022.html>
- Dill, K., & Yang, A. (2022, August 25). The Backlash Against Quiet Quitting Is Getting Loud. Wall Street Journal. <https://www.wsj.com/articles/the-backlash-against-quietquitting-is-getting-loud-11661391232>
- Dimock, M. (2019). Talent management and Generation Z: A systematic literature review through the lens of employer branding. *Administrative Sciences*, 9(2), 1-19. <https://www.mdpi.com/2076-3387/9/2/49>

- Dolot, A. (2018). The characteristics of generation Z. *E-mentor*, 74(2), 44-50. <https://doi.org/10.15219/em74.1417>
- Dubreuil, P., Forest, J., & Courcy, F. (2014). From strengths use to work performance: The role of harmonious passion, subjective vitality, and concentration. *The Journal of Positive Psychology*, 9(4), 335–349. <https://doi.org/10.1080/17439760.2014.898318>
- Dul, J., & Ceylan, C. (2014). The impact of a creativity-supporting work environment on a firm's product innovation performance. *Journal of Product Innovation Management*, 31(6), 1254–1267. <https://doi.org/10.1111/jpim.12149>
- Dwidienawati, D., & Gandasari, D. (2018). Understanding generation Z in the workforce: A bibliometric analysis. *Jurnal Manajemen Indonesia*, 18(3), 234-246. <https://doi.org/10.25124/jmi.v18i3.1832>
- Easton, S., & Van Laar, D. (2018). *User Manual for the Work-Related Quality of Life (WRQoL) Scale: A Measure of Quality of Working Life* (2nd ed.). University of Portsmouth.
- Erdem, M. (2014). *The level of quality of work life to predict work alienation. Educational Sciences: Theory & Practice*, 14(2), 534-544. <https://doi.org/10.12738/estp.2014.2.2126>
- Fernandez, S., & Moldogaziev, T. (2013). Employee empowerment, employee attitudes, and performance: Testing a causal model. *Public Administration Review*, 73(3), 490–506. <https://doi.org/10.1111/j.1540-6210.2012.02524.x>
- Fernandez, S., & Moldogaziev, T. (2013). Employee empowerment, employee attitudes, and performance: Testing a causal model. *Public Administration Review*, 73(3), 490–506. <https://doi.org/10.1111/puar.12049>
- Field, A. (2013). *Discovering Statistics Using IBM SPSS Statistics*. Sage Publications.
- Fredrickson, B. L. (2004). The broaden-and-build theory of positive emotions. *Philosophical Transactions of the Royal Society of London. Series B: Biological Sciences*, 359(1449), 1367-1377. <https://doi.org/10.1098/rstb.2004.1512>
- Frey, W. (2021). Adapting to remote work: The Gen Z experience. *Tech Times*. Retrieved from <https://www.techtimes.com>
- Fromm, E. (1959). *Freedom in the work situation*. In M. Harrington & P. Jacobs (Eds.), *Labor in a free society* (pp. 1-16). University of California Press.
- Fyock, C.D. (2012), “Managing the employee on-boarding and assimilation process”, *SHRM Newsletter*, available at: www.shrm.org/templatestools/toolkits/pages/onboardingandassimilati onprocess. aspx (diakses pada 15 Agustus 2024).

- Gaidhani, S., Arora, L., & Sharma, B. K. (2019). *Understanding the attitude of Generation Z towards workplace*. *International Journal of Management, Technology And Engineering*, 9(1), 2804-2812.
- García Contreras, R., Muñoz-Chávez, J. P., Muñoz Chávez, R. L., Lezama-ón, E., & Barrios-Quiroz, H. (2022). Work alienation, deviant workplace behavior and performance in public sector. *Sustainability*, 14(17), 10490. <https://doi.org/10.3390/su141710490>
- Gilgeous, V. (1998). Manufacturing managers: Their quality of working life. *Integrated Manufacturing Systems*, 9(3), 173-181. <https://doi.org/10.1108/09576069810210907>
- Golzar, J., Tajik, Omid & Noor, S. (2022). Convenience Sampling. *International Journal of Education* 1(2). 72-77. <https://doi.org/10.22034/ijels.2022.162981>
- Gravetter, F. J., & Forzano, L.-A. B. (2018). *Research methods for the behavioral sciences* (6th ed.). Belmont, CA: Cengage Learning.
- Gravetter, F. J., & Wallnau, L. B. (2013). *Statistics for the behavioral sciences, ninth editions*. Wadsworth Cengage Learning.
- Gravetter, F. J., dan Wallnau, L. B. (2017). *Statistics for the behavioral sciences (10th ed.)*. Boston, Ma Cengage Learning
- Grawitch, M. J., Gottschalk, M., & Munz, D. C. (2006). The path to a healthy workplace: A critical review linking healthy workplace practices, employee well-being, and organizational improvements. *Consulting Psychology Journal: Practice and Research*, 58(3), 129–147. <https://doi.org/10.1037/1065-9293.58.3.129>
- 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>
- Harkness, A. M., Long, B. C., Bermbach, N., Patterson, K., Jordan, S., & Kahn, H. (2005). Talking about work stress: Discourse analysis and implications for stress interventions. *Work & Stress*, 19(2), 121–136. <https://doi.org/10.1080/02678370500157344>
- Harter, J. (2022, September 6). Is Quiet Quitting Real? Gallup. <https://www.gallup.com/workplace/398306/quiet-quitting-real.aspx>
- Hassan, N., Ma'amor, H., Razak, N., & Lapok, F. (2014). The Effect of Quality of Work Life (QWL) Programs on Quality of Life (QOL) Among Employees at Multinational Companies in Malaysia. *Procedia - Social and Behavioral Sciences*, 112, 24-34. <https://doi.org/10.1016/j.sbspro.2014.01.1136>
- Hinduan, Z. R., dkk. (2020). The internet generation: Understanding Gen Z in Indonesia. *Research Journal of Social Sciences*, 13(5), 98-106. Retrieved from <https://www.researchjournal.co>
- Hirschfeld, R. R., & Field, H. S. (2000). Work centrality and work alienation: Distinct aspects of a general commitment to work. *Journal of*

- Organizational Behavior*, 21(7), 789-800.
[https://doi.org/10.1002/1099-1379\(200011\)21:7<789::AID-JOB61>3.0.CO;2-W](https://doi.org/10.1002/1099-1379(200011)21:7<789::AID-JOB61>3.0.CO;2-W)
- Huu Phuc, n.d.; Indeed Career Coaches, 2022. *Career Development for Gen Z*. Retrieved from <https://www.indeed.com/career-advice>
- Inc. (2024, May 31). *The truth about Gen Z*. Inc. Retrieved August 15, 2024, from <https://www.inc.com/inc-masters/the-truth-about-gen-z.html>
- Jaishi, R., & Baruah, S. (2024, July 16). *Years of service awards: Importance, objectives & ideas*. Vantage Circle.
<https://www.vantagecircle.com/en/blog/years-of-service-award/#objectives-behind-years-of-service-awards>
- Jaiswal, P., & Vidani, J. (2024). A Comparative Study on Social Media's Positive and Negative Effects on Gen Z. *Journal of Advanced Research in Quality Control and Management*, 9(1), 6-17.
<https://doi.org/10.24321/2582.3280.202403>.
- Kalliath, T., & Brough, P. (2008). Work-life balance: A review of the meaning of the balance construct. *Journal of Management & Organization*, 14(3), 323–327. <https://doi.org/10.1017/S1833367200002951>
- Kammeyer-Mueller, J. D., Wanberg, C. R., Rubenstein, A. L., & Song, Z. (2013). Support, undermining, and newcomer socialization: Fitting in during the first 90 days. *Academy of Management Journal*, 56(4), 1104–1124. <https://doi.org/10.5465/amj.2011.0164>
- Kapil, Y. & Roy, A. (2014). A Critical Evaluation of Generation Z at Workplaces. *International Journal of Social Relevance & Concern*, 2 (1), 10- 14.
- Kullab, R., & Kassim, M. (2017). Employee turnover and its impact on performance. *Journal of Business Management*, 22(2), 123-135. Retrieved from <https://www.jbm.com>
- Kumar, R., & Giri, V. N. (2009). Effect of quality of work life on organizational commitment. *International Journal of Business and Management*, 4(3), 206-215.
- Kurniawan, R., & Yuniarto, B. (2016). *Analisis regresi dasar dan penerapannya dengan R*. PT. Karisma Putra Utama.
- Kuron, L. K. J., Lyons, S. T., Schweitzer, L., & Ng, E. S. (2015). Millennials' work values: Differences across the school to work transition. *Personnel Review*, 44(6), 991–1009. <https://doi.org/10.1108/PR-09-2013-0288>
- Lagios, C., Lagios, N., Stinglhamber, F., & Caesens, G. (2023). *Predictors and consequences of work alienation in times of crisis: Evidence from two longitudinal studies during the COVID-19 pandemic*. *Current Psychology*, 42, 22866–22880. <https://doi.org/10.1007/s12144-022-03372-9>

- Lazarus, R. S. (1991). *Emotion and Adaptation*. New York: Oxford University Press.
- Lemeshow, S., Hosmer, D. W., Klar, J., & Lwanga, S. K. (1997). *Besar Sampel dalam Penelitian Kesehatan*. Yogyakarta: Gajah Mada University Press
- LRN Corporation. (2024). *New LRN research: Gen Z employees twice as likely to bend the rules or engage in workplace misconduct*. LRN. <https://lrn.com/blog/lrn-research-finds-growing-focus-on-ai-incentives-and-accountability-mechanisms-0>
- Lyons, S., & Schweitzer, L. (2017). A qualitative exploration of generational identity: Making sense of young and old in the context of today's workplace. *Work, Aging and Retirement*, 3(2), 209–224. <https://doi.org/10.1093/workar/waw024>
- Mahardika, dkk. (2022). Keseimbangan hidup dan kerja pada Generasi Z di Indonesia. *Jurnal Psikologi*, 21(3), 229-242. <https://doi.org/10.22146/jpsi.62130>
- Marx, K. (1932). Economic and philosophical manuscripts. In *Marx-Engels Gesamtausgabe*, vol. 3. Berlin, Germany: Marx-Engels Institute. (Originally published 1844.)
- Maslach, C., & Leiter, M. P. (2016). Understanding the burnout experience: Recent research and its implications for psychiatry. *World Psychiatry*, 15(2), 103–111. <https://doi.org/10.1002/wps.20311>
- Maslow, A. H. (1954). *Motivation and personality*. New York, NY: Harper & Row Publishers.
- McDonald, K. S., & Hite, L. M. (2016). Career development: A human resource development perspective. *Human Resource Development Quarterly*, 27(1), 85–96. <https://doi.org/10.1002/hrdq.21243>
- Meier, K. J., & Hicklin, A. (2008). *Employee turnover and organizational performance: Testing a hypothesis from classical public administration*. *Journal of Public Administration Research and Theory*, 18(4), 573-590. <https://doi.org/10.1093/jopart/mum028>
- Melin A., & Egkolfopoulou M. (2021, June 1). Employees are quitting instead of giving up working from home. Bloomberg. <https://www.bloomberg.com/news/articles/2021-06-01/return-to-office-employees-are-quitting-instead-of-giving-up-work-from-home>
- Men, L. R., & Stacks, D. W. (2013). The impact of leadership style and employee empowerment on perceived organizational reputation. *Journal of Communication Management*, 17(2), 171–192. <https://doi.org/10.1108/13632541311318765>
- Michaels, C. E., dkk. (1988). Predicting organizational commitment. *Journal of Applied Psychology*, 73(2), 228-239. <https://doi.org/10.1037/0021-9010.73.2.228>

- Milenia, V. T. M. W. (2023). Upah dan Makna: Peran Kepuasan Kompensasi dan Pekerjaan yang Bermakna dalam Alienasi Kerja pada Karyawan Generasi Z. *Skripsi*. Universitas Indonesia.
- Mottaz, C. J. (1981). An analysis of the relationship between alienation and work quality. *Social Forces*, 59(3), 1165-1181. <https://doi.org/10.1093/sf/59.3.1165>
- Nabahani, R., & Riyanto, B. (2020). Mental well-being of young workers. *Indonesian Journal of Psychology*, 36(2), 105-121. <https://doi.org/10.22146/jpsi.62098>
- Nair, N., & Vohra, N. (2010). An exploration of factors predicting work alienation of knowledge workers. *Management Decision*, 48(4), 600-615. <https://doi.org/10.1108/00251741011048978>
- Nair, N., & Vohra, N. (2010). Developing a new measure of work alienation. *Journal of Workplace Rights*, 15(3-4), 293-317.
- Nguyen, T. (2022). Employee satisfaction and resources provided by the company. *Human Resource Management Journal*, 32(4), 564-578. <https://doi.org/10.1111/1748-8583.12345>
- O'Higgins, N., dan Pinedo, L. (2018). Interns and outcomes: Just how effective are internships as a bridge to stable employment?
- Ongori, H. (2007). A review of the literature on employee turnover. *African Journal of Business Management*, 1(2), 49-54. Retrieved from <http://www.academicjournals.org/ajbm>
- Pacific Oaks College. (2023). Gen Z and mental health awareness. Retrieved from <https://www.pacificoaks.edu/voices/blog/gen-z-view-on-mental-health/#:~:text=Gen%20Z%20and%20Mental%20Health%20Awareness&text=This%20generation%20is%20breaking%20down, and%20actively%20seek%20professional%20help>.
- Periantalo, J. (2016). *Penelitian Kuantitatif Untuk Psikologi*. Yogyakarta: Pustaka Pelajar.
- Pichler, S., Kohli, C., & Granitz, N. (2021). DITTO for Gen Z: A framework for leveraging the uniqueness of the new generation. *Business Horizons*. <https://doi.org/10.1016/j.bushor.2021.02.021>
- Priyatno, Dwi. (2010). *Teknik Mudah dan Cepat Melakukan Analisis Data Penelitian dengan SPSS*. Gava Media.
- Quick, J. C., & Henderson, D. F. (2016). Occupational stress: Preventing suffering, enhancing well-being. *International Journal of Environmental Research and Public Health*, 13(5), 459. <https://doi.org/10.3390/ijerph13050459>
- Rastogi, R., dkk. (2019). Quality of work life and its impact on organizational performance. *Management Journal*, 21(1), 88-101. <https://doi.org/10.1504/MJ.2019.100237>
- Richman, A., Civian, J. T., Shannon, L. L., Hill, E. J., & Brennan, R. T. (2008). The relationship of perceived flexibility, supportive work-life policies,

- and use of formal flexible arrangements and occasional flexibility to employee engagement and expected retention. *Community, Work & Family*, 11(2), 183–197. <https://doi.org/10.1080/13668800802050350>
- Robbins, S. P. (2003). *Organizational behavior* (10th ed.). Prentice Hall.
- Robinson, C. (2022). The impact of social media on quiet quitting. *Journal of Social Media Studies*, 14(1), 25-37. <https://doi.org/10.1007/s11607-021-01245-4>
- Salsabilla, W. A. (2024, April 17). 69% pekerja Gen Z berencana resign dari pekerjaan mereka saat ini. GoodStats. <https://goodstats.id/article/69-pekerja-gen-z-berencana-untuk-resign-G1qKv>
- Saputra, N. S. (2023). Hubungan antara kualitas kehidupan kerja dan alienasi kerja pada karyawan Generasi Z di Indonesia. *Skripsi*, Fakultas Psikologi, Universitas Indonesia. Retrieved from <https://lib.ui.ac.id/detail?id=9999920523309&lokasi=lokal>
- Schroth, H. (2019). Are you ready for Gen Z in the workplace? *California Management Review*, 61(3), 5–18. <https://doi.org/10.1177/0008125619841006>
- Seeman, M. (1959). On the meaning of alienation. *American Sociological Review*, 24(6), 783-791.
- Seemiller, C., & Grace, M. (2017). Generation Z: Educating and engaging the next generation of students. *About Campus*, 22(3), 21-26. <https://doi.org/10.1002/abc.21293>
- Singh, A., & Dangmei, J. (2016). Understanding the generation Z: The future workforce. *South-Asian Journal of Multidisciplinary Studies*, 3(3), 1-5. Retrieved from <https://www.southasianjournal.org>
- Singh, S., & Randhawa, G. (2018). Exploring work alienation: A proposed model of predictors and consequences. *Journal of Management Research*, 18(3), 139-151.
- Sirgy, M. J., Efraty, D., Siegel, P., & Lee, D. J. (2001). A new measure of quality of work life (QWL) based on need satisfaction and spillover theories. *Social Indicators Research*, 55(3), 241-302. <https://doi.org/10.1023/A:1010986923468>
- Spreitzer, G. M. (1995). Psychological empowerment in the workplace: Dimensions, measurement, and validation. *Academy of Management Journal*, 38(5), 1442–1465. <https://doi.org/10.2307/256865>
- Srinivasaiah, R., Swamy, D. R., & Nanjundeswaraswamy, T. S. (2021). Quality of work life and demographic factors in manufacturing SMEs. *Proceedings on Engineering Sciences*, 3(3).335–344. <https://doi.org/10.24874/pes03.03.009>
- Sugiyono (2019), *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*, Edisi ke-2 Bandung: Alfabeta.
- Suharti, L., & Susanto, A. B. (2014). Work-life balance and its impact on employee productivity. *International Journal of Management and*

- Applied Research*, 1(1), 42-52. <https://doi.org/10.18646/2056.11.14-004>
- Tanoto Foundation. (2022). Gen Z: Challenges and opportunities for Indonesia. Retrieved from <https://www.tanotofoundation.org>
- Tanwar, K. (2017). Employer brand and its influence on employee retention. *Human Resource Management Review*, 27(3), 327-338. <https://doi.org/10.1016/j.hrmr.2016.12.006>
- Tapper, J. (2022, August 6). Quiet quitting: why doing the bare minimum at work has gone global. *The Guardian*. <https://www.theguardian.com/money/2022/aug/06/quietquitting-why-doing-the-bare-minimum-at-work-has-gone-global>
- The Forage. (2024, January 17). *The biggest problems Gen Z faces in the workplace*. The Forage. Retrieved August 15, 2024, from <https://www.theforage.com/blog/basics/problems-gen-z-workplace>
- Thilagavathy, S., & Geetha, S. N. (2021). Work-life balance: A systematic review. *Vilakshan - XIMB Journal of Management*, 20(2), 258-276. <https://doi.org/10.1108/XJM-10-2020-0186>
- Twenge, J. M., Campbell, S. M., Hoffman, B. J., & Lance, C. E. (2010). Generational differences in work values: Leisure and extrinsic values increasing, social and intrinsic values decreasing. *Journal of Management*, 36(5), 1117-1142. <https://doi.org/10.1177/0149206309352246>
- Vieira, J., Gomes da Costa, C., & Santos, V. (2024). Talent management and Generation Z: A systematic literature review through the lens of employer branding. *Administrative Sciences*, 14(3), 49. <https://doi.org/10.3390/admsci14030049>
- Vischer, J. C. (2007). The effects of the physical environment on job performance: Towards a theoretical model of workspace stress. *Stress and Health*, 23(3), 175–184. <https://doi.org/10.1002/smj.1134>
- 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/10.3390/soc10020384>
- Winarsunu, T. (2004). *Statistik dalam penelitian psikologi dan pendidikan*. Malang: Universitas Muhammadiyah Malang.
- Yadav, M., Rangnekar, S., & Srivastava, A. P. (2019). Demographic variables as moderators between QWL and OCB. *Industrial and Commercial Training*, 51(7/8), 396-408. <https://doi.org/10.1108/ICT-04-2018-0040>
- Zhao, H., dkk. (2022). Exploring the impact of work alienation on employee turnover. *Journal of Organizational Behavior*, 43(6), 987-1002. <https://doi.org/10.1002/job.2517>
- Zukhrufani, M. A. (2021). Boundary management dan work-life balance Gen Z: Peran moderasi perceived flexibility. *Tesis*, Fakultas Psikologi,

- Program Studi Psikologi Profesi Program Magister, Universitas Indonesia. Retrieved from <https://www.ui.ac.id>
- Zulkarnain, Z., & Amin, Z. (2013). Quality of Work Life in Indonesian Public Service Organizations: The Role of Career Development and Personal Factors. *Quality of Work Life in Indonesian Public Service Organizations: The Role of Career Development and Personal Factors. International Journal of Applied Psychology, (3)38–44.* <https://doi.org/10.5923/j.ijap.20130303>.

