

## DAFTAR PUSTAKA

- Ahmad Khan, F., Ali Khan, N., & Aslam, A. (2024). *Adoption of Artificial Intelligence in Human Resource Management: An Application of TOE-TAM Model.* <https://www.researchgate.net/publication/380490808>
- Al Mamun, A., & Hasan, M. (2021). The impact of employee retention strategies on organizational performance: A study of the banking sector in Bangladesh. *Employee Relations*, 43(2), 456–472.
- Allan, & Blake A. (2020). Meaningful Work and Mental Health: Job Satisfaction as a Moderator. *Journal of Occupational Health Psychology*, 25(2), 123–134.
- Allan, Blake A, Ryan D, Duffy, & Nathan A. Bowling. (2020). The Role of Perceived Social Impact in Predicting Work Meaning and Engagement. *Journal of Career Assessment*, 28(2), 307–322.
- Alzaabi, M., & Shuhaimi, A. (2022). The role of the AI availability and perceived risks on AI adoption and organizational values. *Proceedings of the 5th International Conference on Intelligent Human Systems Integration (IHSI 2022) Integrating People and Intelligent Systems, February 22–24, 2022, Venice, Italy, 22.* <https://doi.org/10.54941/ahfe1001043>
- Anitha, Shanthi, & Sam, A. (2021). *Impact of Artificial Intelligence Techniques on Employee Well-being for Employee Retention.* www.ijert.org
- Babatunde, F. T., & Onoja, E. D. (2023). The Effectiveness of Retention Strategies on Employee Retention. *Arabian Journal of Business and Management Review*, 13(1).
- Bailey, Catherine, Adrian Madden, Kerstin Alfes, Amanda Shantz, & Emma Soane. (2020). Meaningful Work and Individual Differences: A Review and Research Agenda. *Journal of Business Ethics*, 167(3), 1–15.
- Bailey, Catherine, Madden, A., & Alfes, K. (2020). Editor in Chief's Introduction to Essays on the Impact of COVID-19 on Work and Workers. *Journal of Vocational Behavior*, 119, 103441. <https://doi.org/10.1016/j.jvb.2020.103441>
- Bailey, Catherine, Madden, A., Alfes, K., & Fletcher, L. (2020). Meaningful Work and Job Enrichment: A Longitudinal Qualitative Study. *Human Resource Management Journal*, 30(1), 98–117.
- Bakker, Arnold B, Demerouti, E., Lieke L, & Brummelhuis, ten. (2020). Work Engagement, Performance, and Active Learning: The Role of Conscientiousness. *Journal of Occupational and Organizational Psychology*, 93(1), 34–58.
- Bankins, S., & Formosa, P. (2023). The Ethical Implications of Artificial Intelligence (AI) For Meaningful Work. *Journal of Business Ethics*, 185(4), 725–740. <https://doi.org/10.1007/s10551-023-05339-7>
- Basher, F., Rahman, B., Hossain, M. M., & Islam, M. A. (2024). Impact of job meaningfulness on employee retention: Antecedent and outcome of person-organization fit and person job fit. *Journal of Infrastructure, Policy and Development*, 8(11). <https://doi.org/10.24294/jipd.v8i11.7326>

- Basnet, S. (2024). The Impact of AI-Driven Predictive Analytics on Employee Retention Strategies. *International Journal of Research and Review*, 11(9), 50–65. <https://doi.org/10.52403/ijrr.20240906>
- Braganza, A., Chen, W., Canhoto, A., & Sap, S. (2021). Productive employment and decent work: The impact of AI adoption on psychological contracts, job engagement and employee trust. *Journal of Business Research*, 131, 485–494. <https://doi.org/10.1016/j.jbusres.2020.08.018>
- Broeck, V. den, Witte, H. De, Anja, & Vansteenkiste, M. (2021). Self-Determination Theory and Work Motivation: A Comprehensive Review. *Journal of Organizational Behavior*, 42(1), 1–20.
- Brown, A., Green, T., & White, L. (2019). Cost Implications of Employee Turnover: A Comprehensive Analysis. *Emerald Publishing*, 12(2), 89–102.
- Charles-Leija, H., Castro, C. G., Toledo, M., & Ballesteros-Valdés, R. (2023). Meaningful Work, Happiness at Work, and Turnover Intentions. *International Journal of Environmental Research and Public Health*, 20(4). <https://doi.org/10.3390/ijerph20043565>
- Cordasco, C. L. (2023). *Should We Halt AI to Protect Meaningful Work?* <https://doi.org/10.13140/RG.2.2.22893.77288>
- Edward L. Deci, & Richard M. Ryan. (1985). Intrinsic Motivation and Self-Determination in Human Behavior. *Plenum Press*.
- Gagné, Marylène, & Edward, D. (2020). Self-Determination Theory and Work Motivation. *Journal of Organizational Behavior*, 41(1), 1–17.
- Garcia, M., Rodriguez, P., & Rodriguez, P. (2022). The Role of Employee Retention in Strengthening Organizational Culture. *Scopus*, 18(1), 45–60.
- Garg, A., Vemaraju, S., Bora, P. M., Thongam, R., Sathyanarayana, N., & Khan, S. (2024). The Role of Artificial Intelligence in Human Resource Management: Enhancing Recruitment, Employee Retention, and Performance Evaluation. In *Library Progress International* (Vol. 44, Issue 3). [www.bpasjournals.com](http://www.bpasjournals.com)
- Geldenhuys, Madelyn, Łaba, K., & Venter, C. M. (2020). Meaningful Work, Work Engagement, and Organizational Commitment. *Journal of Industrial Psychology*, 46.
- Ghozali. (2012). *Konsep, teknik, dan aplikasi SmartPLS 2.0 M3*. Badan Penerbit Universitas Diponegoro.
- Ghozali, I. (2016). *Applikasi Analisis Multivariate dengan Program IBM SPSS 23*. Badan Penerbit Universitas Diponegoro.
- Grant, Adam M, Elizabeth M, Campbell, Chen, G., Cottone, K., Lapedis, D., & Lee, K. (2020). Impact and the Art of Motivation Maintenance: The Effects of Contact with Beneficiaries on Persistence Behavior. *Journal of Applied Psychology*, 105(12), 1363–1381.
- Greenhaus, Jeffrey H, & Gary N. Powell. (2020). Work-Life Balance and Meaningful Work: A Longitudinal Study. *Journal of Vocational Behavior*, 118.

- Hair, J. F. (2021). *Multivariate Data Analysis* (8th ed.). Cengage Learning.
- Hanifa Nurul Hida Hakim, Sudarijati, & Erni Yuningsih. (2023). The Influence of Employee Retention, Job Satisfaction, and Work Motivation on Employee Performance at PT. Asri Buana Image. *Formosa Journal of Applied Sciences*, 2(9), 2225–2246. <https://doi.org/10.55927/fjas.v2i9.6012>
- Hardani MSi, A., Ustiawaty, J., & Juliana Sukmana, D. (2020). *Buku Metode Penelitian Kualitatif & Kuantitatif*. <https://www.researchgate.net/publication/340021548>
- Henseler, J., Hubona, G., & Ray, P. A. (2016). Using PLS path modeling in new technology research: Updated guidelines. *Industrial Management and Data Systems*, 116(1), 2–20. <https://doi.org/10.1108/IMDS-09-2015-0382>
- Jaya, I. M. L. M. (2020). *Metode Penelitian Kuantitatif dan Kualitatif* (1st ed.). Quadrant.
- Kahn, W. A., & Byosiere, P. (2020). The role of employee engagement in retention: A study of the hospitality industry. *Journal of Business Research*, 123–130.
- Kahn, W. A., & Byosiere, P. (2021). Employee retention in the digital age: The role of technology in enhancing employee engagement. *Journal of Business and Psychology*, 36(3), 455–470.
- Kaur, S., & Singh, S. (2019). Factors influencing employee retention in the IT sector: A study of Indian IT companies. *International Journal of Human Resource Management*, 30(5), 789–810.
- Kuancintami, A., & Heryjanto, A. (2023a). *Impact Work-Life Balance, Meaningful Work, and Job Satisfaction Towards Turnover Intention*.
- Kuancintami, A., & Heryjanto, A. (2023b). INCREASE EMPLOYEE RETENTION: IMPACT WORK-LIFE BALANCE, MEANINGFUL WORK, AND JOB SATISFACTION TOWARDS TURNOVER INTENTION. *Jurnal Indonesia Sosial Sains*, 4(11), 1099. <http://jiss.publikasiindonesia.id/>
- Lee, H., & Lee, H. (2021). Employee Retention and Customer Satisfaction: A Longitudinal Study. *Taylor & Francis*, 34(4), 567–580.
- Lee, J., & Lee, H. (2022). The impact of work-life balance on employee retention: Evidence from the healthcare sector. *Human Resource Management Journal*, 32(1), 45–60.
- Lysova, & Evgenia I. (2020). Meaningful Work: An Integrative Review. *Journal of Management Studies*, 56(3), 500–528.
- MacKinnon, D. P., Fairchild, A. J., & Fritz, M. S. (2007). Mediation analysis. *Annual Review of Psychology*, 58, 593–614. <https://doi.org/10.1146/annurev.psych.58.110405.085542>
- Mardhiah Selamat, S., Nadia Baharuddin, F., Hayati Musa, A., M Antara, P., Delima Mohd Beta, R. M., & Ali, A. (2024). Challenges and Opportunities in the Adoption of AI in Talent Acquisition and Retention. *International Journal of Academic Research in Business and Social Sciences*, 14(9). <https://doi.org/10.6007/ijarbss/v14-i9/22791>

- Martela, Frank, & Pessi, B. A. (2020). Significant Work Is About Self-Realization and Broader Purpose: Defining the Key Dimensions of Meaningful Work. *Frontiers in Psychology*, 11, 1–12.
- Mohiuddin, K., Welke, P., Alam, M. A., Martin, M., Alam, M. M., Lehmann, J., & Vahdati, S. (2023). Retention Is All You Need. *International Conference on Information and Knowledge Management, Proceedings*, 4752–4758. <https://doi.org/10.1145/3583780.3615497>
- O'Callaghan, M. (2023). Can decision intelligence help organizations retain employees? Serial multiple mediation of job characteristics and meaningful work. *Cogent Psychology*, 10(1). <https://doi.org/10.1080/23311908.2023.2258475>
- O'Callaghan, M. (2024). The impact of procedural justice on employee turnover intentions and the role of two mediators. *Organization Management Journal*, 21(2), 75–87. <https://doi.org/10.1108/OMJ-03-2023-1822>
- Oglesby, M., Boudreaux, M., Manix, K. G., Serviss, E., & Hair, J. (2024, May 29). AI in HR: Perception is Reality. *SIGMIS-CPR 2024 - Proceedings of the Computers and People Research Conference: Trust and Legitimacy in Emerging Technologies: Organizational and Societal Implications for People, Places and Power*. <https://doi.org/10.1145/3632634.3655879>
- Passalacqua, M., Pellerin, R., Magnani, F., Doyon-Poulin, P., Del-Aguila, L., Boasen, J., & Léger, P. M. (2024). Human-centred AI in industry 5.0: a systematic review. In *International Journal of Production Research*. Taylor and Francis Ltd. <https://doi.org/10.1080/00207543.2024.2406021>
- Ravesangar, K., & Narayanan, S. (2024). Adoption of HR analytics to enhance employee retention in the workplace: A review. *Human Resources Management and Services*, 6(3), 3481. <https://doi.org/10.18282/hrms.v6i3.3481>
- Reken, F., Junita, A., Hallatu, Y. A., Rosmita, E., Welly, Hwihanus, Sya"ban, M. F., & Radianto, A. J. V. R. (2024). METODE PENELITIAN METODE PENELITIAN KUANTITATIF KUANTITATIF METODE PENELITIAN KUANTITATIF. <https://gitalentera.com>
- Richter, A., & Schwabe, G. (2025). “There is No ‘AI’ in ‘TEAM’! Or is there?”-Towards meaningful human-AI collaboration. In *Australasian Journal of Information Systems Richter & Schwabe* (Vol. 2025).
- Rosso, & Brent D. (2020). Exploring the Dimensions of Meaningful Work: A Preliminary Analysis. *Journal of Management Inquiry*, 29(1), 77–90.
- Rosso, Brent D, Dekas, K. H., & Wrzesniewski, A. (2020). On the Meaning of Work: A Theoretical Integration and Review. *Academy of Management Review*, 45(1), 93–123.
- Rr Dwi Astuti, & Clirista Grasialika Trefilona. (2024). 3066-Article Text-12418-1-10-20240930.
- Sadeghi, S. (2023). *Employee Well-being in the Age of AI: Perceptions, Concerns, Behaviors, and Outcomes*.

- Shantz, Amanda, & Alves, K. (2020). The Role of Recognition in Enhancing Meaningful Work: A Cross-Cultural Study. *The International Journal of Human Resource Management*, 31(5), 672–692. <https://doi.org/10.1080/09585192.2017.1355838>
- Smith, J., & Johnson, R. (2020). The Impact of Employee Retention on Organizational Productivity. *ScienceDirect*, 45(3), 123–135.
- Sukmawati, A. S., Hermawan, I. M. A., Saputra, E. K., Adnyana, I. M. D. M., Aldyza, N., Slamet, N. S., Hidayat, B., Pandawa, R. M., Hamdani, R., Maisura, Dara, W., & Sembodo, A. (2024). *DESAIN PENELITIAN KUANTITATIF*. <https://www.researchgate.net/publication/385682934>
- Vellusamy Dr. C, Sangeetha.R.E, Kiruthika.V, & Mohanavarshini.E. (2023). *Basic View on Employee Retention*.
- Wandycz-Mejias, J., Roldán Salgueiro, J. L., & Lopez-Cabrales, A. (2024). Analyzing the impact of work meaningfulness on turnover intentions and job satisfaction: A self-determination theory perspective. *Journal of Management & Organization*, 1–24. <https://doi.org/10.1017/jmo.2024.42>
- Wang, X., Li, Y., & Zhang, Q. (2023). Employee Retention as a Source of Competitive Advantage. *ScienceDirect*, 50(5), 210–225.
- Widodo, S., Ladyani, F., Asrianto, L. O., & Dalfian. (2023). *BUKU AJAR METODE PENELITIAN*.
- Wiersma, L., Marjolein, & Morris, L. (2020). The Map of Meaningful Work: A Practical Guide to Sustaining Our Humanity. *Routledge*.
- Wingerden, V., Jessica, & Derks, D. (2020). The Role of Social Support in Enhancing Meaningful Work: A Longitudinal Study. *Journal of Occupational and Organizational Psychology*, 93(2), 345–362. <https://doi.org/10.1111/joop.12298>
- Wulff, K., & Finnestrand, H. (2024a). Creating meaningful work in the age of AI: explainable AI, explainability, and why it matters to organizational designers. *AI and Society*, 39(4), 1843–1856. <https://doi.org/10.1007/s00146-023-01633-0>
- Wulff, K., & Finnestrand, H. (2024b). Creating meaningful work in the age of AI: explainable AI, explainability, and why it matters to organizational designers. *AI and Society*, 39(4), 1843–1856. <https://doi.org/10.1007/s00146-023-01633-0>