

DAFTAR PUSTAKA

- Abdillah, W., & Hartono, J. (2015). *Partial Least Square (PLS): Alternatif Structural Equation Modeling (SEM) Dalam Penelitian Bisnis*. Yogyakarta: Penerbit Andi.
- Akgunduz, Y., & Eryilmaz. (2018). Does turnover intention mediate the effects of job insecurity and co-worker support on social loafing? *ScienceDirect*.
- Alfaridzie, Y. D. (2021). Pengaruh Gaya Kepemimpinan Transformasional Terhadap Kinerja karyawan di PT. Pegadaian Indonesia (Studi Pada Divisi Sumber Daya Manusia PT. Pegadaian Cabang Cikudapateuh Bandung). *Open Library Telkom University*.
- Anshori, M., & Sri, I. (2019). *Buku Ajar Metodologi Penelitian Kuantitatif*. Surabaya: Airlangga Universiti Press.
- Arikunto, S. (2019). *Pengukuran Psikologi: Skala, Tes, dan Instrumen Penelitian*. Jakarta: Rineka Cipta.
- Ashilah, S. (2021, November 1). *BandungBergerak.id*. Retrieved from Data Komposisi Penduduk Kota Bandung Hasil Sensus 2020, Mayoritas Gen Z: <https://bandungbergerak.id/article/detail/1610/data-komposisi-penduduk-kota-bandung-hasil-sensus-2020-mayoritas-gen-z>
- Azis, E., Prasetyo, A. P., Gustyana, T. T., Putril, S. F., & Rakhmawati, D. (2019). The Mediation of Intrinsic Motivation and Affective Commitment in The Relationship of Transformational Leadership and Employee Engagement in Technology - Based Companies. *Polish Journal of Management Studies*.
- Badan Pusat Statistik. (2021). *Statistik Mobilitas Penduduk dan Tenaga Kerja*. Jakarta: Badan Pusat Statistik.

- Badan Pusat Statistik Kota Bandung. (2023). *Penduduk Kota Bandung Berdasarkan Kelompok Umur dan Jenis Kelamin (Jiwa), 2018-2020*. Retrieved from Badan Pusat Statistik Kota Bandung:
<https://bandungkota.bps.go.id/indicator/12/85/2/penduduk-kota-bandung-berdasarkan-kelompok-umur-dan-jenis-kelamin.html>
- Beresford Research. (2023). *Age Range by Generation*. Retrieved from Beresford Research: <https://www.beresfordresearch.com/age-range-by-generation/>
- Chandra, D., & Indriyani, R. (2018). Pengaruh Person - Organization Fit Terhadap Turnover Intention Melalui Kepuasan Kerja Pada PT Paragon Spesial Metal Surabaya. *AGORA*.
- Chen, e. a. (2018). A cross-sectional study on nurse turnover intention and influencing factors in Jiangsu Province, China. *ResearchGate*.
- Deloitte. (2022). *The Deloitte Global 2022 Gen Z and Millennial Survey*. Global: Deloitte Global. Retrieved from
<https://www.deloitte.com/global/en/issues/work/genzmillennialsurvey-2022.html>
- Dipboye, L. R. (2018). *The Emerald Review Of Industrial and Organization Psychology*. United Kingdom: Emerald Publising.
- Elmi, F. (2018). *Telisik Manajemen Sumber Daya Manusia*. Jakarta: Mitra Wacana Media.
- Evrina, & Wulansari. (2023). Pengaruh Employer Branding Dan Reputasi Organisasi Terhadap Intention To Apply Pada Generasi Z. *Jurnal Ilmiah Manajemen, Ekonomi & Akuntansi (MEA)*, 2.

- Fachrurazi, e. a. (2021). Teori dan Konsep Manajemen Sumber Daya Manusia. In e. a. Fachrurazi, *Teori dan Konsep Manajemen Sumber Daya Manusia* (p. 15). Batam: Yayasan Cendikia Mulia Mandiri.
- Fauzan. (2023). *Perilaku Organisasi*. Mangli Jember: UIN KHAS Press.
- Febryan, & Pratiwi, P. (2022, January 12). *Republika*. Retrieved from Menaker: Gen Z tak Punya Komitmen Bekerja Jangka Panjang: <https://news.republika.co.id/berita/r51b8m457/menaker-gen-z-tak-punya-komitmen-bekerja-jangka-panjang#:~:text=REPUBLIKA.CO.ID%2C%20CIKARANG%20--%20Menteri%20Ketenagakerjaan%20%28Menaker%29%20Ida%20Fauziyah,sampai%202012%20ini%20tak%20memiliki%20komitmen%2>
- Gerlach, F., Hundeling, M., & Rosing, K. (2020). Ambidextrous leadership and innovation performance: a longitudinal study. *Emerald*.
- Hair jr, J. F., Hult, T. M., Ringle, C. M., Sarstedt, M., Danks, N. P., & Ray, S. (2021). *Partial Least Squares Structural Equation Modeling (PLS-SEM) Using R A Workbook*. Cham: Springer.
- Hamid, S. R., & Anwar, M. S. (2019). *Structural Equation Modelling Berbasis Varian Konsep Dasar dan Aplikasi Program Smart PLS 3.2.8 dalam Riset Bisnis*. Jakarta Pusat: PT Inkubator Penulis Indonesia.
- Handayani, R. (2020). *Metodologi Penelitian Sosial*. Yogyakarta: Trussmedia Grafika.
- Handayani, S. R. (2021). Pengaruh Kepuasan Kerja Terhadap Turnover Intention Karyawan Pada kantor Pusat PT Pos Indonesia (PERSERO) Bandung. *Open Library Telkom University*.

- Hardani. (2020). *Metode Penelitian Kualitatif & Kuantitatif*. Yogyakarta: CV Pustaka Ilmu.
- Hartini et al, A. (2021). *Perilaku Organisasi*. Kabupaten Bandung: Widina Bhakti Persada Bandung (Grup CV. Widina Media Utama).
- Hidayat, D. (2018). Pengaruh Person - Organization Fit dan Iklim Organisasi Terhadap Kinerja Pegawai Dengan Komitmen Organisasional Sebagai Variabel Mediasi (Studi Pada RSUP Dr Sardjito Yogyakarta). *dspace.uii*.
- Ikadim. (2020). *SDM Unggul Indonesia Maju: Dari UNJ Untuk Bangsa, Kompilasi Pemikiran 50 Doktor MSDM*. Jakarta: UNJ Press.
- Indrawati. (2015). *Metode Penelitian Manajemen dan Bisnis: Konvergensi Teknologi Komunikasi dan Informasi*. Bandung: Refika Aditama.
- Jakpat Blog. (2024, February 12). *Understanding Gen Z: Preference in the Workplace*. Retrieved from Jakpat Blog: <https://blog.jakpat.net/understanding-gen-z-preference-in-the-workplace/>
- Jayani, H. D. (2021, January 22). *databoks.katadata.com*. Retrieved from Sensus Penduduk 2020: Penduduk Indonesia Didominasi Gen Z dan Milenial: <https://databoks.katadata.co.id/datapublish/2021/01/22/sensus-penduduk-2020-penduduk-indonesia-didominasi-gen-z-dan-milenial>
- Kartika, R., & Gunawan, W. A. (2022, June 12). *Pengaruh Transformational Leadership terhadap Turnover Intention Generasi Z Melalui Internal Communication dan Employee Engagement*. Retrieved from Journal Transformation of Mandalika: <https://www.ojs.cahayamandalika.com/index.php/jtm/article/view/1659>
- Kumparan. (2023, September 29). *Gaya Bekerja Generasi Z: Transformasi dalam Dunia Kerja*. Retrieved from Kumparan.com:

<https://kumparan.com/pengetahuan-umum/gaya-bekerja-generasi-z-transformasi-dalam-dunia-kerja-21HUGxysVFn>

- Kusumawati, E. (2021). Hubungan Antara Keterikatan Kerja Dengan Turnover Intention (Perbedaan Pada Generasi Milenial DAN Generasi Z). *Repository Universitas 17 Agustus 1945 Surabaya*.
- Lewin, K. (1951). Field theory in social science: selected theoretical papers (Edited by Dorwin Cartwright.). *APA PsycNet*.
- Liu, N., Wang, L., & Yin, J. (2023). Impact of transformational leadership on the person-organization fit of Chinese nurses: The moderating effect of emotional intelligence. *ReasearchGate*.
- Lubis, B., & Mulianingsih, S. (2019). Keterkaitan Bonus Demografi Dengan Teori Generasi. *ejournal.ipdn*, 24.
- Manoppo, P. V. (2020). Transformational leadership as a factor that decreases turnover intention: a mediation of work stress and organizational citizenship behavior. *Emerald Insight*.
- Marinda, V. S., Uljanati, H. P., Risviana, V. R., Nazararief, B., Setiawati, I., & Astari, E. A. (2021). the Effect of Transformational Leadership and Organizational Learning on Organizational Performance on Embroidery Msmes in Tasikmalaya. *Scopus*.
- Na, J., & Chelliah, S. (2022). Review of Organizational Atmosphere, Employee Engagement and Organizational Support. *Global Business and Management Research: An International Journal*.
- Ningrum et al, F. H. (2021). Manajemen Sumber Daya Manusia Dalam Organisasi. In F. H. Ningrum et al, *Manajemen Sumber Daya Manusia Dalam Organisasi* (pp. 195-196). Bandung: Media Sains Indonesia.

- Park, T., & Pierce, B. (2019). Impacts of Transformational Leadership on Turnover Intention of Child Welfare Workers. *ScienceDirect*.
- Parry, E., & Battista, V. (2019). The Changing Context of Managing People. *Generation Z in the UK: More of the Same – High Standards and Demands*.
- Pawestri, A. D., & Dewi, P. E. (2023). Pengaruh Person-Organization Fit dan Kepuasan Kerja terhadap Turnover Intention dengan Budaya Organisasi sebagai Variabel Moderasi. *ResesarchGate*.
- Pratama, N. E., Suwarni, E., & Handayani, A. M. (2022, January 1). *The Effect Of Job Satisfaction And Organizational Commitment on Turnover Intention With Person Organization Fit As Moderator Variable*. Retrieved from ATM: https://www.academia.edu/100893229/Effect_Of_Job_Satisfaction_And_Organizational_Commitment_On_Turnover_Intention_With_Person_Organization_Fit_As_Moderator_Variable
- Puspitasari, D. A., & Kirana, C. K. (2022). Pengaruh person-organization fit dan motivasi kerja terhadap turnover intention melalui kepuasan kerja sebagai variabel mediasi. *Jurnal Ekonomi Manajemen dan Akuntansi*.
- Putri, I. S., Z, D. A., N, D., R, B. M., P, W., R, K. A., . . . E, N. (2020). *Perilaku Organisasi (Tinjauan Teoritis)*. Bandung: CV. Media Sains Indonesia.
- Rahadi, R. D. (2023). *Pengantar Partial Least Squares Structural Equation Model (PLS - SEM)*. Tasikmalaya: Lentera Ilmu Madani.
- Reina, C. S., Rogers, K. M., Peterson, S. J., Byron, K., & Hom, P. W. (2018). Quitting the boss? The role of manager influence tactics and employee emotional engagement in voluntary turnover. *APA PsycNet*.
- Robbins, S. P., & Judge, T. A. (2022). *Organizational Behavior Updated 18th Edition Global Edition*. Pearson.

- Rudolph, W. C., Rauvola, S. R., & Zacher, H. (2018). Leadership and Generations at work: A critical review. *Elsevier*, 44-57.
- Rumangkit, S., & Haholongan, J. (2019). *Person - Organization Fit, Motivasi Kerja, dan Kepuasan Kerja Terhadap Komitmen Organisasional*. Retrieved from E-Journal Universitas Teknokrat Indonesia:
<https://ejurnal.teknokrat.ac.id/index.php/technobiz/article/download/449/317>
- Saeed, F., & Jun, Y. (2022). The Impact of Transformational Leadership on Employee Turnover Intention: The Mediating and Moderating Role of Affective Organizational Commitment and Job Embeddedness. *International Journal of Management, Accounting and Economics*.
- Sammuel, & Tanoto, S. R. (2022). Pengaruh Kepemimpinan Transformasional Terhadap Turnover Intention Melalui Kepuasan Kerja Sebagai Mediasi Pada Karyawan Usaha Mikro, Kecil, dan Menengah (UMKM) Sektor Makanan dan Minuman Di Kabupaten Blora . *AGORA*.
- Santosa, K. G. (2019). Perbedaan persepsi mengenai keadilan pajak dalam generasi di Indonesia. *Petra Christian University*.
- Sayuga, D. H., Ambarwati, A., & Fatmawati, R. (2023). *Pengaruh Person - Job Fit dan Person - Organization Fit terhadap karyawan PT. Sumatraco Langgeng Makmur*. Surabaya: JIABI.
- Shah, A. H., Saeed, A. M., & Yasir, M. (2018). The Impact of Transformational Leadership on Turnover Intentions Directily and Trthrough Talent Engagement in the Banking Sector of twin cities of Pakistan. *ResearchGate*.
- Sholihin, M., & Ratmono, D. (2020). *Analisis SEM - PLS dengan WarpPLS 7.0 untuk Hubungan Nonlinier dalam Penelitian Sosial dan Bisnis*. Yogyakarta: PENERBIT ANDI.

Sholihin, M., & Ratmono, D. (2020). *Analisis SEM-PLS dengan WarpPLS 7.0 - untuk Hubungan Nonlinier dalam Penelitian Sosial dan Bisnis*. Yogyakarta: Penerbit ANDI.

Sisca, N, D., D, I., D, S. S., F, S. P., P, W., . . . A, F. (2022). *Psikologi Industri dan Organisasi*. Bandung: Penerbit Widina Bhakti Persada Bandung.

Siyoto, S., & Sodik, A. (2015). *Dasar Metodologi Penelitian*. Yogyakarta: Literasi Media Publishing.

Smith, M. (2023, January 18). *CNBC Make it*. Retrieved from Gen Z and millennials are leading ‘the big quit’ in 2023—why nearly 70% plan to leave their jobs: <https://www.cnbc.com/2023/01/18/70percent-of-gen-z-and-millennials-are-considering-leaving-their-jobs-soon.html>

Sok, P., Danaher, T., & Sok, M. K. (2021). Matching the Personal Initiative Capabilities of FLEs to Their Self-Regulatory Processes and the Firm's Initiative Climate. *ScienceDirect*.

Sopiah, & Sangadji, E. M. (2018). Manajemen Sumber Daya Manusia Strategik. In Sopiah, & E. M. Sangadji, *Manajemen Sumber Daya Manusia Strategik* (p. 2). Yogyakarta: CV Andi Offset.

Sugiyono. (2018). *Metode Penelitian Manajemen Pendekatan: 1. Kuantitatif 2. Kualitatif 3. Kombinasi (Mixed Methods) 4. Penelitian Tindakan (Action Research) 5. Penelitian Evaluasi*. Bandung: Penerbit ALFABETA Bandung.

Sugiyono. (2019). *Statistika Untuk Penelitian*. Bandung: Penerbit ALFABETA Bandung.

Sugiyono. (2020). *Metode Penelitian Kombinasi (Mixed Methods)*. Bandung: Alfabeta.

- Suhakim, I. A., & Badrianto, Y. (2021). Pengaruh Gaya Kepemimpinan Transformasional, Kepuasan Kerja dan Komitmen Organisasi Terhadap Turnover Intention. *Jebma (Jurnal Ekonomi Bisnis, Manajemen dan Akuntansi)*.
- Sulistiyani, A. T., & Rosidah. (2018). Manajemen Sumber Daya Manusia: Pendekatan Teoritik dan Praktik untuk Organisasi Publik. In A. T. Sulistiyani, & Rosidah, *Manajemen Sumber Daya Manusia: Pendekatan Teoritik dan Praktik untuk Organisasi Publik* (pp. 3-5, 19). Yogyakarta: Gava Media.
- Sun, Y. L., & Lei, P. L. (2018). Leadership style, organizational atmosphere, and organizational creativity. *East China Economy and Management*.
- Supriadi, V. K., Trang, I., & Rogi, M. H. (2021). Analisis Faktor yang Menyebabkan Turnover Intention di PT. Sinar Galesong Prima Cabang Boulevard Manado. *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis dan Akuntansi*.
- Suwanto, Ariawaty, N. R., & Imaniyati, N. (2022). Pengantar Manajemen Panduan Pengelolaan Organisasi di Era Digital. In S. e. al, *Pengantar Manajemen Panduan Pengelolaan Organisasi di Era Digital* (pp. 176-180). Depok: PT RajaGrafindo Persada.
- Tobing, K. S., Handriyono, & Mahardika, P. C. (2023). The Effect of Person Job Fit and Person Organization Fit on Turnover Intention with Employee Engagement as an Intervening Variable (Empirical Study on Employess of the Sales Promoter Division of Realme Big Jember). *Sage Journal*.
- University of Minnesota. (2017). *Organizational Behaviour*. Minneapolis: University of Minnesota Libraries Publishing Edition.
- Vianen, v. E. (2018, January). *Person–Environment Fit: A Review of Its Basic Tenets*. Retrieved from ResearchGate:

https://www.researchgate.net/publication/322651758_Person-Environment_Fit_A_Review_of_Its_Basic_Tenets

Wijoyo et al, H. (2020). *Generasi Z & Revolusi Industri 4.0*. Kabupaten Banyumas: CV. Pena Persada.

Workforce Institute. (2019). *Full Report: Generation Z in The Workplace*. Massachusetts: Workforce Institute.

Wulansari, P., & Afrianto, V. M. (2017). Pengaruh Gaya Kepemimpinan Transformasional dan Sistem Remunerasi Terhadap Kinerja Karyawan Efektif. *Event Creator. eProceedings of Management, 6*.

Wulansari, P., & Rahmi, U. A. (2019). The Effect of Employee Competence and Motivation. *Atlantis Press*.

Xiong, B., Wu, X., & Sui, Q. (2022). The Impact of Transformational Leadership on Turnover Intention of the New Generation of Knowledgeable Employees: A Moderated Mediation Model. *Frontiers In Psychology, 10*.

Yateno. (2020). *Perilaku Organisasional Corporate Approach*. Yogyakarta: Unit Penerbit dan Percetakan STIM YKPN Yogyakarta.

Yucel, I. (2021). Transformational Leadership and Turnover Intentions: The Mediating Role of Employee Performance during The Covid-19 Pandemic. *Administrative Sciences*.

Yukl, G. (2017). *Kepemimpinan dalam Organisasi Edisi Ketujuh*. Penerbit Indeks.

Zeigler-Hill, V., & Shackelford, T. K. (2018). *The SAGE Handbook of Personality and Individual Differences: Volume III: Applications of Personality and Individual Differences*. SAGE Publication Ltd.

Zhao et al, H. (2022, March). *The effects of Person-Organization fit on lending behaviors: Empirical evidence from Kiva*. Retrieved from ResearchGate:
<https://www.sciencedirect.com/science/article/pii/S2096232021000512>