

## Daftar Pustaka

- Aditya Febrita, F., & Prasajo, E. (2023). In What Circumstances *Flexible working arrangement* Possible to be Implemented?: A Literature Review. *Asian Journal of Social and Humanities*, 1(12), 986–997. <https://doi.org/10.59888/ajosh.v1i12.104>
- Agnar, A. A., & Arief, N. N. (2023). Analysis on the Impact of Company Employer Branding with the Desire of Generation Z in Choosing Their Workplace: A Case Study of PT BRI. *International Journal of Current Science Research and Review*, 06(07), 4388–4395. <https://doi.org/10.47191/ijcsrr/v6-i7-53>
- Agustina, I. D. G., Bagus, I., Purbawangsa, A., Gede, L., & Artini, S. (2018). Evaluasi Tingkat Kesehatan Lembaga Perkreditan Desa (Lpd) Di Kabupaten Klungkung. *Buletin Studi Ekonomi*, 22(2), 113–121. <https://ojs.unud.ac.id/index.php/bse/article/view/35811/21632>
- Ahyar, H. (2020). *Buku Metode Penelitian Kualitatif & Kuantitatif* (A. Husnu (ed.); 1 ed.). CV. Pustaka Ilmu Group.
- Almasdi Syahza. (2021). *Buku Metodologi Penelitian. Edisi Revisi*. Unri Press, Pekanbaru
- Ahyar, H., Maret, U. S., Andriani, H., Sukmana, D. J., Mada, U. G., Hardani, S.Pd., Arogundade, O., & Aremu, O. (2017). Influence of Demographic Factors and Pay Satisfaction on Career Satisfaction among Selected Employees in Redeemer’s University. *Asian Research Journal of Arts & Social Sciences*, 3(1), 1–6. <https://doi.org/10.9734/arjass/2017/33064>
- Andriyani, R. (2018). Pengaruh Kepuasan Kerja Terhadap *Turnover intention* Dengan Komitmen Organisasi Sebagai Mediasi. *Eprints.Iain-Surakarta.Ac.Id*.
- Ayuningtias, H. G., Anggadwita, G., & Prasetya, A. Y. (2018). Global talent program as determinants of employees' performance on telecommunication company in Indonesia. *International Journal of Learning and Intellectual Capital*, 15(3), 242-257. <https://doi.org/10.1504/IJLIC.2018.094721>
- Hasibuan, M. S. (2018). *Manajemen Sumber Daya Manusia*. Bumi Aksara.
- Aziz, R., Parwoto, P., & Iqbal, M. A. (2022). The Influence of *Flexible working arrangements* on *Turnover intention* and Productivity Through *Job Satisfaction* on The Millennial Generation of Private Companies in Jakarta in 2022. *International Journal of Social Service and Research*, 2(10), 863–880. <https://doi.org/10.46799/ijssr.v2i10.169>
- Cahya Sapitri, F., & Dudija, N. (2020). Pengaruh Work-Family Conflict Dan Stres Kerja Terhadap Kinerja Karyawan Wanita Di Rs Medika Dramaga Bogor. *Jurnal Mitra*

Manajemen, 4(9),1336-1346

- Chan, S. H. J., & Ao, C. T. D. (2019). The Mediating Effects of Job *Satisfaction* and Organizational Commitment on *Turnover intention*, in the Relationships Between Pay *Satisfaction* and Work–Family Conflict of Casino Employees. *Journal of Quality Assurance in Hospitality and Tourism*, 20(2), 206–229. <https://doi.org/10.1080/1528008X.2018.1512937>
- Clarke, S., & Holdsworth, L. (2017). Flexibility in the Workplace: Implications of flexible work arrangements for individuals, teams and organisations. *The International Journal of Human Resource Management*, 27(22).
- Coenen, M., & Kok, R. A. W. (2014). Workplace flexibility and new product development performance: The role of telework and flexible work schedules. *European Management Journal*, 32(4), 564–576. <https://doi.org/10.1016/j.emj.2013.12.003>
- Compensation and Benefits. (2018, April). <https://www.shrm.org/executive/policy-watch/pages/compensation.aspx>
- Deloitte. (2019). Welcome to generation z - 1 -. 1–24. <https://www2.deloitte.com/content/dam/Deloitte/us/Documents/consumer-business/welcome-to-gen-z.pdf>
- Dr. A.A. Anwar Prabu Mangkunegara, Drs., M. Si. P. (2019). MANAJEMEN SUMBER DAYA MANUSIA PERUSAHAAN (S. Sandiasih, Ed.; 14th ed.). PT Remaja Rosdakarya.
- Farida, U. (2020). The Effect of Flexible Working Arrangements on Work Engagement of Online Motorcycle Taxi Drivers. <http://journal.uny.ac.id/index.php/pri>
- Francis, T., & Hoefel, F. 2018. True Gen: Generation Z Its Implications for Companies. McKinsey & Company. <https://www.mckinsey.com/industries/consumer-packagedgoods/our-insights/true-gen-generation-z-and-its-implications-for-companies>
- Garg, N., Mahipalan, M., & Sharma, N. (2023). Does workplace toxicity influence *turnover intentions* among Indian healthcare employees? Investigating the moderating role of gratitude. *Journal of Health Organization and Management*, 37(2), 250–272. <https://doi.org/10.1108/JHOM-08-2022-0233>
- Gašić, D., & Berber, N. (2023). The Mediating Role of Employee Engagement in the Relationship between *Flexible Work Arrangements* and *Turnover intentions* among Highly Educated Employees in the Republic of Serbia. *Behavioral Sciences*, 13(2). <https://doi.org/10.3390/bs13020131>
- Gravetter, Frederick J dan Larry B. Wallnau. (2019). *Statistics for the Behavioral Sciences*.

10th Edition. Belmont, CA : Wadsworth

Hair, J. (2019). *Multivariate Data Analysis*.

[http://books.google.ie/books?id=0R9ZswEACAAJ&dq=Multivariate+Data+Analysis+hair+2019&hl=&cd=1&source=gbs\\_api](http://books.google.ie/books?id=0R9ZswEACAAJ&dq=Multivariate+Data+Analysis+hair+2019&hl=&cd=1&source=gbs_api)

Hasibuan, S. J., Mariatin, E., & Ananda, F. (2019). The influence of Pay Satisfaction and Organizational Commitment on *Turnover intention* on Employees of PT. Bank Muamalat Indonesia, Tbk Medan. *International Research Journal of Advanced Engineering and Science*, 4(3), 96–98.

Hasibuan, M. S. (2018). *Manajemen Sumber Daya Manusia*. Bumi Aksara.

Hay Group. (2023). *Global Talent Trends 2023*.

Ibongtalks. (2023, 3 Agustus). *Satu satu gaji saya satu dua dua jobdesc saya dua tiga tiga kadang sampe tiga satu dua tiga saya semuanya* [Video Konten] <https://vt.tiktok.com/ZSNAd2uDV/>

Indonesia, Paired (2023, 21 Oktober) *Kalo kaka ditawarin kerja pengen kerja dimana? Startup BUMN Kantor Pemerintah Expected salarynya berapa? Untuk freshgraduate 17 juta 17 juta* [Video Konten] <https://vt.tiktok.com/ZSNAdYs6e/>

Javad, S., & R.K, P. (2018). Differential Impact of Pay Satisfaction Dimensions on Job Performance and *Turnover intentions* in Pay for Performance Systems: The Mediating Role of Affective Commitment. *Asian Journal of Empirical Research*, 8(10), 377–391. <https://doi.org/10.18488/journal.1007/2018.8.10/1007.10.377.391>

Khalid, K. (2020). The Impact of Managerial Support on the Association Between Pay Satisfaction, Continuance and Affective Commitment, and Employee Task Performance. *SAGE Open*, 10(1). <https://doi.org/10.1177/2158244020914591>

Kim, B. J. (2019). Unstable jobs cannot cultivate good organizational citizens: The sequential mediating role of organizational trust and identification. *International Journal of Environmental Research and Public Health*, 16, 1102-1116. Mangkunegara, A. P. (2019). *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: Remaja Rosdakarya.

Kronos Incorporated. (2019). *Full Report: Generation Z in The Workplace*.

<https://workforceinstitute.org/wp-content/uploads/2019/11/Full-Report-Generation-Z-in-the-Workplace.pdf>

- Kusuma, C. T. (2018, October 25). *Perubahan Generasi, Perubahan Pola Pikir - Universitas Ciputra*. Universitas Ciputra. <https://www.ciputra.ac.id/psy/perubahan-generasi-perubahan-pola-pikir/>
- Leavy, Patricia.(2017). *Research Design: Qualitative Quantitative And Mixed Methods Approaches*. New York:The Guilford Press
- Nidhi., & Kumari, K. (2019). A Confirmatory Analysis of Pay Satisfaction Dimensions in Banking Industry. In *Ramanujan International Journal of Business and Research* (Vol. 4, Issue 1, pp. 269–289). <https://doi.org/10.51245/rijbr.v4i1.2019.155>
- Meister, J. C., & Willyerd, K. (2020). *The 2020 Workplace: How Innovative Companies Attract, Develop, and Keep Tomorrow's Employees*. Abstract. 1–5.
- Muliana, Vina (2024, 28 April) *Aku lamar kemana mana engga juga dapet kerja, sampai sekarang terus buat usaha, gimana bisa ikhlas jalani ini tanpa kebayang rasa beban*. [Video Konten] <https://vt.tiktok.com/ZSYB7qcqq/>
- Poltak, L. (2019). *Manajemen Sumber Daya Manusia Membangun Kerja yang Solid untuk Meningkatkan Kinerja* by Prof. Dr. Lijan Poltak Sinambela (z-lib.org).
- Prasetyo, P., Partono, A., Wulansari, P., Putri, S. T., Ramdhani, R., & Abdullah, A. (2019). *The Mediation of Job Satisfaction in the Relation of Work Stress and Turnover Intention in Hotel Industry*. *Ist International Conference on Economics, Business, Entrepreneurship, and Finance (ICEBEF 2018)*, 65, 608- 612. <https://doi.org/10.2991/icebel-18.2019.130>
- Ranasinghe, V. (2020). *Flexible Working and Work-Life Balance CHAPTER SIX Flexible Working and Work Life Balance*. February.
- Pratiwi, D. mega, Sunaryo, H., & Wahono, Bu. (2020). Pengaruh Beban Kerja, Stres Kerja, Dan Kepuasan Gaji Terhadap *Turnover intention* Karyawan Pada PT. Beringin Gigantara KC Surabaya. *E-Jurnal Riset Manajemen (E-JRM)*, 09(14), 92–103. [www.fe.unisma.ac.id](http://www.fe.unisma.ac.id)
- Purnomo, A., Dudija, N., & Sagala, E. J. (2020.). *PENGARUH PERILAKU WORKING FROM HOME (WFH) DAN STRES KERJA TERHADAP KINERJA DI INSTITUSI PENDIDIKAN (STUDI KASUS PADA DOSEN DENGAN STATUS FULL TIME DI UNIVERSITAS TELKOM) THE EFFECT OF WORKING FROM HOME (WFH) BEHAVIOR AND WORK STRESS ON PERFORMANCE IN EDUCATIONAL INSTITUTIONS (CASE STUDY ON LECTURERS WITH FULL TIME STATUS AT*

**TELKOM UNIVERSITY).**

- Ranasinghe, V. (2020). Flexible Working and Work-Life Balance CHAPTER SIX Flexible Working and Work Life Balance. February.
- Rangga, M. A., & Hermiati, N. F. (2023). Pengaruh Stres Kerja dan Job Insecurity terhadap *Turnover intention* dengan Kepuasan Kerja sebagai Variabel Intervening pada Karyawan Generasi Z Di Kabupaten Bekasi. *Management Studies and Entrepreneurship Journal*, 4(3), 2990–3000. <http://journal.yrpiiku.com/index.php/msej>
- RAMDHANI, IHSAN RIZAL (2022) PENGARUH GAJI MELALUI SEMANGAT KERJA TERHADAP PRODUKTIVITAS KERJA KARYAWAN PADA PT POS INDONESIA CABANG BANJAR. Sarjana thesis, Universitas Siliwangi.
- Sabrina, R. (2021). Manajemen Sumber Daya Manusia. In *Edisi Revisi Jakarta: Bumi Aksara* (Issue JUNI).
- Sahir, Syafrida Hafni. (2021). Metodologi Penelitian Yogyakarta : Penerbit Kbm Indonesia
- Sari, D. A. (2020). *Gaji dan Upah: Teori dan Praktik*. Deepublish.
- Selby, C., Wilson, F., Korte, W., Millard, J., & Carter, W. (2003). Flexible Working Handbook
- Shifrin, N. V., & Michel, J. S. (2022). Flexible work arrangements and employee health: A meta-analytic review. *Work and Stress*, 36(1), 60–85. <https://doi.org/10.1080/02678373.2021.1936287>
- Sugiyono. (2019). *Metode penelitian kuantitatif, kualitatif, dan R&D* (Edisi 27). Alfabeta.
- Sukanti, F., Asiyah, S., & Wahono, B. (2021). Pengaruh Kepuasan Gaji, Kepuasan Kerja, Dan Komitmen Organisasional Terhadap *Turnover intention* Pada PT. Bumi Menara Internusa Dampit. *E – Jurnal Riset Manajemen*, 82–94.
- Suprianto, Sani Ahmad., Ekowati Maharani. (2019) Riset Manajemen SDM
- Tran, H. (2016). The impact of pay satisfaction and school achievement on high school principals *turnover intentions*. *Educational Management Administration & Leadership*, (), 1741143216636115–. doi:10.1177/1741143216636115
- Vany, Dina Martha (2020) PENERAPAN SISTEM AKUNTANSI PENGGAJIAN TERHADAP EFEKTIFITAS PENGENDALIAN INTERNAL PADA PUSAT TEKNOLOGI DAN DATA PENGINDERAAN JAUH LAPAN JAKARTA TIMUR. Laporan Tugas Akhir thesis, Sekolah Tinggi Ilmu Ekonomi Indonesia Jakarta.
- Wahyuningtyas, Ratri & Sule, Ernie & Sulaeman, Maman & Soemaryani, Imas. (2015). *Employee Turnover Intentions in Hotel: How to Reduce it?*. *Advanced Science Letters*. 21. 10.1166/asl.2015.5919. 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).

[https://www.researchgate.net/publication/343416519\\_GENERASI\\_Z\\_REVOLUSI\\_INDUSTRI\\_40](https://www.researchgate.net/publication/343416519_GENERASI_Z_REVOLUSI_INDUSTRI_40)

- Wijoyo, H., Indrawan, I., Cahyono, Y., Handoko, A. L., & Santamoko, R. (2020). *Generasi Z & Revolusi Industri 4.0 (Pertama)*. Banyumas: CV. Pena Persada.
- Willyerd, K., & Meister, J. C. (2021). *Selamat Datang Gen Z, Sang Penggerak Inovasi Forum Manajemen Prasetiya Mulya*. 35(2), 1–10.
- Windia, N. M. A. L. P., Singh, J. S. K., Rashid, T. A., & Arumugam, T. (2020). Reducing *Turnover intention* through *Flexible Work Arrangement*, Supervisor Support, and Employee Engagement: A Study among Female Auditors in Jakarta. *Global Business & Management Research*, 12(3), 134–148. <http://search.ebscohost.com/login.aspx?direct=true&db=buh&AN=147724976&site=ehost-live>
- Yucel, I., Şirin, M. S., & Baş, M. (2023). The mediating effect of work engagement on the relationship between work–family conflict and *turnover intention* and moderated mediating role of supervisor support during global pandemic. *International Journal of Productivity and Performance Management*, 72(3), 577–598. <https://doi.org/10.1108/IJPPM-07-2020-0361>
- Zaky, M., Handoko, H., & Ali, Z. (2018). Actual Pay, Positive Affect (Pa), and Pay Satisfaction: Test of Signal Sensitivity Perspective. *Jurnal Aplikasi Manajemen*, 16(3), 422–431. <https://doi.org/10.21776/ub.jam.2018.016.03.06>