

DAFTAR PUSTAKA

- Al-Taie, M., & Khattak, M. N. (2024). The impact of perceived organizational support and human resources practices on innovative work behavior: does gender matter? *Frontiers in Psychology*, 15. <https://doi.org/10.3389/fpsyg.2024.1401916>
- Bilderback, S., & Kilpatrick, M. (2025). Should we meet them where they are? Rethinking Gen Z professional development. *Strategic HR Review*, 1–6. <https://doi.org/10.1108/shr-09-2025-0099>
- Bui, H. T. T., Nguyen, V. H. C., Le, N. A. K., Dang, N. T. H., & Khoi Nguyen, P. N. (2024). The Roles of Corporate Social Responsibility and Perceived Organizational Support on Employee Loyalty in the Vietnamese Public Sector. *SAGE Open*, 14(4). <https://doi.org/10.1177/21582440241293574>
- Chen, Q., Li, J., Shen, R., Wang, R., Xu, J., & Zhou, J. (2024). Career adaptability and work engagement: the roles of person–organization fit and job insecurity. *BMC Psychology*, 12(1). <https://doi.org/10.1186/s40359-024-01907-2>
- Cherkaoui, S., Daidai, F., Alami, S., Cappelletti, L., & Marghich, A. (2025). The emergence of new determinants of employee loyalty for generation Z in Morocco: the mediating role of commitment. *International Journal of Organizational Analysis*. <https://doi.org/10.1108/ijoa-11-2024-4980>
- Cinki, T., & Karakose, T. (2025). Investigation of the correlation between job motivation, job satisfaction, and perceived organizational reputation in an educational context. *Acta Psychologica*, 261. <https://doi.org/10.1016/j.actpsy.2025.105970>

- Creswell, J. W. (2008). *Research Design Qualitative, Quantitative, and Mixed Methods Approaches* 3rd edition. *SAGE Publications, Inc.*
- Doan, H. H., & Wu, W. (2025). The impact of leadership styles on learning and work outcomes of Generation Z employees: a systematic literature review. *Learning Organization*, 1–19. <https://doi.org/10.1108/TLO-10-2024-0317>
- Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Perceived Organizational Support. Dalam *Journal of Applied Psychology* (Vol. 71, Nomor 3).
- Gaan, N., & Shin, Y. (2023). Generation Z software employees turnover intention. *Current Psychology*, 42(31), 27344–27359. <https://doi.org/10.1007/s12144-022-03847-9>
- Gazi, M. A. I., Masud, A. Al, Alhebri, A., Amin, M. Bin, Islam, M. T., Hasan, M. M., Senathirajah, A. R. bin S., & Oláh, J. (2025). The mediating role of organizational commitment and corporate social responsibility in the relationship between leadership style and job performance: An empirical study. *Acta Psychologica*, 260. <https://doi.org/10.1016/j.actpsy.2025.105656>
- Gazi, M. A. I., Yusof, M. F., Islam, M. A., Amin, M. Bin, & Senathirajah, A. R. bin S. (2024). Analyzing the impact of employee job satisfaction on their job behavior in the industrial setting: An analysis from the perspective of job performance. *Journal of Open Innovation: Technology, Market, and Complexity*, 10(4). <https://doi.org/10.1016/j.joitmc.2024.100427>
- Georgiadou, A., Amari, A., Swalhi, A., & Hofaidhllaoui, M. (2024). How does perceived organizational support improve expatriates' outcomes during global crises? The mediating role of the ethical organizational climate in global

- organizations. *Journal of International Management*, 30(3).
<https://doi.org/10.1016/j.intman.2024.101131>
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2019). *MULTIVARIATE DATA ANALYSIS EIGHTH EDITION*. www.cengage.com/highered
- Hassanein, F. R., Daouk, A., Bou Zakhem, N., ElSayed, R. A., Tahan, S., Houmani, H., & Al Dilby, H. K. (2025). An Analysis of Perceived Organizational Support and Organizational Climate on the Supportive Leadership–Employee Wellbeing Linkage in the Lebanese Academic Sector. *Administrative Sciences*, 15(6). <https://doi.org/10.3390/admsci15060204>
- Hoang, T. H., & Le, Q. H. (2024). A self-regulatory adapting mechanism to changing work setting: Roles of playful work design and ambidexterity. *Current Research in Behavioral Sciences*, 6.
<https://doi.org/10.1016/j.crbeha.2024.100148>
- Kamil, R., & Laksmi, ; (2023). *Generasi Z, pustakawan dan vita activa kepustakawanan*. <https://doi.org/10.55981/j.baca.2023.1119>
- Kato, T., & Koizumi, M. (2024). Job satisfaction brought about by the innovative personality of the supervisor: Adding new dimensions to leadership research. *Procedia Computer Science*, 237, 841–849.
<https://doi.org/10.1016/j.procs.2024.05.173>
- Kukla, D., Pelekh, Y., & Smoleńska, O. (2020). Young generation as future employees. In search of identity in the labor market: Comparative research (Poland and Ukraine). *Journal of Physical Education and Sport*, 20, 1000–1008. <https://doi.org/10.7752/jpes.2020.s2140>
- Locke, E. A. (1969). *What is Job Satisfaction? 1*.

- Maksim, M., & Śliwicki, D. (2025). Factors Determining Employee Loyalty During the COVID-19 Pandemic. *Sustainability (Switzerland)*, 17(1). <https://doi.org/10.3390/su17010303>
- Meyer, J. P., & Allen, N. J. (1991). *A THREE-COMPONENT CONCEPTUALIZATION OF ORGANIZATIONAL COMMITMENT*.
- Nayak, L., Malik, P., Meher, J. R., & Patel, G. (2025). Developing competencies of Gen Z: role of organizational learning culture and learning agility. *Journal of Organizational Effectiveness*. <https://doi.org/10.1108/JOEPP-06-2024-0276>
- Negi, S., Sharma, V., Parmar, J. S., & Kumar, R. (2025). Twenty-five years of research on employee well-being: a systematic literature review and future research agenda. *International Journal of Organizational Analysis*, 1–49. <https://doi.org/10.1108/ijoa-02-2025-5271>
- Nguyen, K. H. D., & Vu Huy, T. (2025). Corporate reputation, employer attractiveness and value congruence: early drivers of Generation Z applications. *Strategic HR Review*, 1–6. <https://doi.org/10.1108/shr-09-2025-0096>
- Opoku, F. K., & Boateng, R. K. (2024). Employee engagement, perceived organizational support, and job performance of medical staff at the Cape Coast Teaching Hospital. *PLoS ONE*, 19(12 December). <https://doi.org/10.1371/journal.pone.0315451>
- Park, J., & Kim, J. (2024). The Relationship between Perceived Organizational Support, Work Engagement, Organizational Citizenship Behavior, and Customer Orientation in the Public Sports Organizations Context. *Behavioral Sciences*, 14(3). <https://doi.org/10.3390/bs14030153>

- Permzadian, V., & Mishra, V. (2026). Examining the effect of newcomers' adaptability on proximal and distal outcomes of organizational socialization. *Acta Psychologica*, 262. <https://doi.org/10.1016/j.actpsy.2025.105948>
- Ployhart R, & Bliese P. (2006). *Individual Adaptability (I-ADAPT) Theory: Conceptualizing the Antecedents, Consequences, and Measurement of Individual Differences in Adaptability*. Elsevier.
- Protsiuk, O. (2025). The mediation effect of supervisor support and total rewards on the relationship between flexible work arrangements and turnover intentions in Gen Z. *International Journal of Organizational Analysis*, 33(5), 1349–1367. <https://doi.org/10.1108/IJOA-04-2024-4418>
- Qadri, N. (2024). Exploring the Impact of Work-Life Balance on Job Satisfaction for Saudi Private Sector C-Level Employees. *International Journal of Business Analytics*, 11(1). <https://doi.org/10.4018/IJBAN.351217>
- Silva, R., Dias, Á., Pereira, L., da Costa, R. L., & Gonçalves, R. (2022). Exploring the Direct and Indirect Influence of Perceived Organizational Support on Affective Organizational Commitment. *Social Sciences*, 11(9). <https://doi.org/10.3390/socsci11090406>
- Stark, H. P., Smith, R. W., & Carter, N. T. (2025). Organizational Commitment Profiles and Employee Well-Being: Exploratory and Confirmatory Latent Profile Analyses. *Occupational Health Science*, 9(3), 639–673. <https://doi.org/10.1007/s41542-025-00225-2>
- Tao, J., Liu, Y., & Su, D. (2025). The effect of ambidextrous leadership on knowledge sharing behavior among nurse specialists: a chain mediation role

of perceived organizational support and organizational commitment. *BMC Nursing*, 24(1). <https://doi.org/10.1186/s12912-025-02808-4>

Thao Pham Khuong, Phuc Vu Truc, Phuong Nguyen Ngoc-Duy, & Huan Nguyen Hong. (2024). Specifications Table Subject Business Management and Decision Sciences Specific subject area Human Resource Management, Public Sector Management, Organizational Behaviour. Data format Raw Type of data Tables, Figures Data collection. *Data in Brief*. <https://doi.org/10.17632/tbjdwkzr57.2>

Tran, H. M. N., Le, D. V., Hai, Y. V., Kim, H. D., & Yen, N. N. T. (2024). Exploring Job Satisfaction among Generation Z Employees: A Study in the SMEs of the Mekong Delta, Vietnam. *Journal of Chinese Human Resource Management*, 15(1), 110–120. <https://doi.org/10.47297/wspchrmWSP2040-800508.20241501>

Vieira, J., & Gomes, C. (2024). *Citation*. <https://doi.org/10.3390/admsci>

Wu, H., Zhu, S., Wang, L., Yuan, H., Xue, B., & Luo, H. (2025). The relationship between career adaptability, decent work, job satisfaction and burnout among psychiatrists: a cross-sectional study. *BMC Psychiatry*, 25(1). <https://doi.org/10.1186/s12888-025-07343-9>

FEB UNDIP