

DAFTAR PUSTAKA

- Aboramadan, M., Albashiti, B., Alharazin, H., & Dahleez, K. A. (2020). *Human Resources Management Practices and Organizational Commitment in Higher Education*. *International Journal of Educational Management*, 34(1), 154–174.
- Agyemang, C.B., & Ofei, S.B. (2013). *Employee Work Engagement and Organizational Commitment: A Comparative Study of Private and Public Sector Organizations in Ghana*. *European Journal of Business and Innovation Research*, 1 (4), 20-33.
- Alsaad, A.M. (2016). *Investigating the Effects of Employee Engagement on the Employee's Career Commitment and Retention in the Manufacturing Industry*. Dissertation. Business Administration. Lawrence Tech.
- Amirullah. (2015). *Pengantar Manajemen*. Jakarta: Mitra Wacana Media.
- Anggraini, L., Astuti, E.S., dan Prasetya, A. (2016). *Faktor-Faktor Yang Mempengaruhi Employee Engagement Generasi Y (Studi Pada Karyawan PT Unilever Indonesia Tbk-Surabaya)*. *Jurnal Administrasi Bisnis*, XVII (2), 183-191.
- Armstrong, M., & Taylor, S. (2014). *Armstrong's Handbook of Human Resource Management Practice (13th ed)*. London: KoganPage.
- Baek, J.H. (2012). *The Impact of Transactional and Transformational Leadership on Organizational Commitment in Major League Baseball*. Dissertation. Thomas University, Georgia.
- Busro, M. (2018). *Teori-Teori Manajemen Sumber Daya Manusia*. Jakarta: Prenadameidia Group.
- Creswell, J.W. (2012). *Research Design Pendekatan Kualitatif, Kuantitatif, dan Mixed*. Yogyakarta: Pusataka Pelajar.
- Filatrovi, E. W., & Attiq, K. (2020). *Managing Employee Engagement in Generation Z*. *Business and Accounting Research (IJEBAR)*, 4(4), 1164–1171.
- Gallup. (2016). *How Millenials Want to Work and Live: The Six Bis Changes Leader and Organizational Citizenship Behavior*. Washington: Gallup Inc.
- Ghosh, P., Rai, A., Chauhan, R., Baranwal, G., dan Srivastava, D. (2016). *Rewards and Recognition To Engage Private Bank Employees*. *Management Research Review*, XXXIX (12), 1738-1751.
- Ghozali, Imam. (2007). *Aplikasi Analisis Multivariate Dengan Program SPSS*, Universitas Diponogoro, Semarang.

- Glazer, S., Mahoney, A.C., & Randal, Y. (2019). *Employee Development's Role in Organizational Commitment: A Preliminary Investigation Comparing Generation X and Millennial Employees*. *Human Resource Management International Digest*, XXVII (7).
- Gomes, F.C. (2003). *Manajemen Sumber Daya Manusia, Edisi Kedua*. Yogyakarta: Andi Offset.
- Greenberg, J., & Baron, R.A. (1993). *Behavior in Organizations: Understanding and Managing the Human Side of Work (5 Ed)*. Upper Saddle River, NJ: Prentice Hall.
- Hamzah, Hubeis, M., & Hendri, I. (2020). *The Effect of Career Development, Justice Organization and Quality of Work Life to Organizational Commitment and Implications to Organizational Citizenship Behavior of Employees at PT Perkebunan Nusantara XIII*. *International Review of Management and Marketing*, X (3), 101-109.
- Hasibuan, M.S.P. (2015). *Manajemen Sumber Daya Manusia Edisi Revisi*. Jakarta: Bumi Aksara.
- Herminingsih, A. (2017). *The Influence of The Organizational Justice and Trust to the Leaders on Employee Engagement with Job Satisfaction as Intervening Variable*. *Archives of Business Research*, 5(2), 56-69.
- Hossan, D., Mansor, Z., Aktar, dan Roshedi. (2020). *The Role of Motivational Factors on Employee Engagement at Readymade Garments Industri, with Leadership as Moderator*, XIII (IV), 5520-5234.
- Howe, N., & Strauss, W. (1991). *Generations: The History of America's Future*. 154-2069.
- Jehanzeb, K. & Mohanty, J. (2018). *Impact of Employee Development on Job Satisfaction and Organizational Commitment: Person-Organizational Fit as Moderator*. *International Journal of Training and Development*, 171-191.
- Junaedi, D., Swasto, B., & Utami, H.N. (2013). *Pengaruh Gaya Kepemimpinan, Keselamatan dan Kesehatan Kerja, Kepuasan Kerja terhadap Komitmen Organisasional*. *Jurnal Porfit*, VII (1), 127-136.
- Kadarisman. (2012). *Manajemen Kompensasi*. Jakarta: Rajagrafindo Persada.
- Kaswan. (2012). *Manajemen Sumber Daya Manusia untuk Keunggulan Bersaing Organisasi Edisi Pertama*. Yogyakarta: Salemba Empat.
- Khan, Rajasekar, S.A., dan Al-Asfour, A. (2015). *Organizational Career Development Practices: Learning from an Omani Company*. *International Journal of Business and Management*. X (9), 88- 98.
- Kahn, W.A. (1990). *Psychological Conditions of Personal Engagement and Disengagement at Work*. *Academy of Management Journal*.

- Kokubun, K. (2017). *Organizational Commitment and Rewards in Thailand with Comparison Between University Graduates and others*. Asian Social Science, XIII (6), 1-19.
- Kouzes, J. & Posner. (2004). *The Leadership Challenge*. San Frasisco: Jossey-Bass.
- Kurdi, B., Alshurideh, M., & Alnaser, A. (2020). *The Impact of Employee Satisfaction on Customer Satisfaction: Theoretical and Empirical Underpinning*. Management Science Letters, X (15), 3561-3570.
- Lina, N.P.I.M., dan Silvianita, A. (2019). *Analisis Faktor-Faktor Penentu Employee Engagement Di PT. ABC Bandung*. Ekuitas: Jurnal Pendidikan Ekonomi, VII (2), 108-116.
- Linda, N. (2012). *The Relationship Between the Three Components Model of Commitment, Work Place Stress, and Career Path Application to Employees in Medium Size Organizational in Lebanon*. Journal of Organizational Culture, Communication & Conflict, XVI (1), 72-87.
- Mabaso, C.M., & Dlamini, B.I. (2018). *Total Rewards and Its Effects on Orgnizational Commitment in Higher Education Institutionsi*. SA Journal of Human Resource Management, XVI (0).
- Mangkunegara, A., P. (2016). *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: PT Remaja Rosdakarya.
- Matloob, S., Shah, S.A., Shah, M.H., dan Ahmed, J. (2021). *Impact of Financial and Non-Financial Rewards on Employee Motivation and Employee Commitment among Pharmaceutical SMEs*. Market Forces Collogae of Management Sciences, XVI (1).
- Meyer, J.P., & Allen, N.J. (1991). *Commitment In The Workplace: Theory, Research amd Application*. Thousand Oaks, CA: Sage Publication, inc.
- Meyer, J.P., & Allen, N.J. (1997). *Commitment In The Workplace: Theory, Research amd Application*. Thousand Oaks, CA: Sage Publication, inc.
- Monica, N.M.T.J., & Putra, M.S. (2017). *Pengaruh Stres Kerja, Komitmen Organisaional, dan Kepuasan Kerja Terhadap Turnover Intention*. E-Jurnal Manajemen Unud, VI (3), 1644-1673.
- Moussa, M. N. (2013). *Investigating The High Turnover of Saudi Nationals Versus Non-Nationals In Private Sector Companies Using Selected Antecedents and Consequences of Employee Engagement*. International Journal of Business & Management, VIII (18), 41-52.
- Nazir, S., Shafi, A., Qun, W., Nazir, N., & Tran, Q.D. (2016). *Influence of Organizational Rewards on Organizational Commitment and Turnover Intentions*. Employee Relations, XXXVIII (4), 596-619.

- Nindyati, A. D. (2017). *Pemaknaan Loyalitas Karyawan Pada Generasi X Dan Generasi Y (Studi Pada Karyawan Di Indonesia)*. Journal of Psychological Science and Profesion. I (1).
- Ologbo, A.C., & Sofian, S. (2013). *Individual and Organizational Factors of Employee Engagement on Employee Work Outcomes*. International Journal of Advanced Research in Management and Behavioral Sciences. III (3).
- Osborne, S., dan Hammoud, M.S. (2017). *Effective Employee Engagement*. International Journal of Applied Management and Technology, XVI (1), 50-67.
- Purnomo, E. (2018). *Pengaruh Kepemimpinan Terhadap Komitmen Organisasi*. Journal LPP Munindra. X (1), 28-38.
- Rehman, K., Rehnman, Z.U., Saif, N., Khan, A.S., Nawaz, A., & Rehman, S.U. (2013). *Impacts of Job Satisfaction on Organizational Commitment: A Theoretical Model for Academicians in HEI of Developing Countries like Pakistan*. Intenational Journal of Academic Research in Accounting, Finance, and Management Sciences, III (1), 80-89.
- Rivai, dan Sagala, E. (2013). *Manajemen Sumber Daya Manusia Untuk Perusahaan*. Jakarta: PT Rajawali Pers.
- Robbins, S.P. (2003). *Organizational Behavior, 9th edition (Tim Indeks, Terjemahan)*. Jakarta: Gramedia.
- Robbins, S.P. & Judge, T.A. (2015). *Perilaku Organisasi*. Jakarta: PT Index.
- Robbinson, D., Perryman, S., & Hayday, S. (2004). *The Drivers of Employee Engagement Report 408*. UK: Institute for Employment Studies.
- Rothwell, W., & et.al. (2014). *Creating engaged employees it's worth the investment*. United States of America: American Society of Training and Development.
- Savitri, L., Taufiq, T.W.T., Idawati, D., dan Kurniasari, J.C. (2019). *Pengaruh Pelatihan dan Pengembangan, Keadilan, dan Kepemimpinan terhadap Employee Engagement Generasi Milennial di Kota Jakarta*. Journal of Management and Business Review, XVI (1), 23-42.
- S haufeli, W. B., & Bakker, A. B. (2004). *Job demands, job resources, and their relationship with burnout and engagement: A multi-sample study*. Journal of organizational Behavior, XXV(3), 293-315.
- Sebastian, Y., Amran, D., dan Lab, Y. (2016). *Generasi Langgas Millenials Indonesia*. Jakarta: GasMedia.
- Sedarmayanti. (2017). *Perencanaan dan Pengembangan SDM untuk Meningkatkan Kompetensi, Kinerja, dan Produktivitas Kerja*. Bandung: PT Refika Aditama.

- Setiyanto, A.I., & Hidayati, S.N. (2017). *Pengaruh Kepuasan Kerja dan Komitmen Organisasi terhadap Turnover Intention*. Jurnal Akuntansi, Ekonomi, dan Manajemen Bisnis, V (1), 105-110.
- Shalahuddin, A. (2013). *Pengaruh Kepemimpinan dan Lingkungan Kerja terhadap Komitmen Organisasional dan Kinerja Karyawan PT Sumber Djantini di Kalimantan Barat*. Jurnal Manajemen Teori dan Terapan.
- Shuck, B., Reio, T.G., & Rocco, T.S. (2011). *Employee Engagement: An Examination of Antecedent and Outcome Variables*. Human Resource Development International.
- Shuck, B.M., Adelson, J.L., & Reio, T.G. (2017). *The Employee Engagement Scale: Initial Evidence for Construct Validity and Implications for Theory and Practice*. Human Resource Management, LVI (6), 953-977.
- Smaliukene, Rasa, Korsakiene, Renata, & Tvaronaviciene. (2013). *Career Management Opportunities International Labour Market: A Theoretical Perspective Social and Behavioral Sciences*. CX.
- Suharti, L., & Suliyanto, D. (2012). *The Effects of Organizational Culture and Leadership Style Toward Employee Engagement and Their Impacts Toward Employee Loyalty*. World Review of Business Research. II (5), 128-139.
- Sugiyono. (2014). *Metode Penelitian Pendidikan Pendekatan Kuantitatif, Kualitatif, dan R&D*. Bandung: Alfabeta.
- Surji, K. (2013). *The negative effects and consequences of employee turnover and retention on the organization and its staff*. European Journal of Business and Management, V(25).
- Suryani, I. (2018). *Factors Affecting Organizational Commitment*. Jurnal Manajemen dan Inovasi, IX (1), 26-34.
- Susanty, A. & Miradipta, R. (2013). *Analysis the Effect of Attitude Toward Works, Organizational Commitment, and Job Satisfaction on Employee's Job Performance*. European Journal of Business and Social Science, I (10), 15-24.
- Wydyanto, W. & Yandi, A. (2020). *Factors Affecting Organizational Commitment (A Human Resource Management Literature Study)*. Dinasti International Journal of Management Science, II (2), 321-335.
- Yulianti, P., dan Puteri, E.A.H. (2016). *Peran Mediasi Affective Commitment Pada Hubungan Procedural Justice, Perceived Organizational Support Dengan Employee Engagement*. Jurnal Ilmu Ekonomi & Sosial, VII (1), 14-27.

Yousafzai, A.A., Shah, S.M.M.S., Yousafzia, P.B., & Shah S.M.H. (2017). *The Impact of Remuneratond and Training & Development on Organizational Commitment*. Sukkur IBA Journal of Management and Business, IV (2), 26-39.

Laman:

Aon, Hewitt. (2017). *Trends in Global Employee Engagement: Global Anxiety Erodes Employee Engagement*. Publication Manual of Aon Hewitt. <https://www.aon.com> (diakses pada 25 Maret 2022)