

DAFTAR PUSTAKA

- Albdour, A. A., & Altarawneh, I. I. (2014). Employee engagement and organizational commitment: Evidence from Jordan. *International Journal of Business*, 19(2), 192–212.
- Allen, J., & van der Velden, R. (2001). Educational mismatches versus skill mismatches: Effects on wages, job satisfaction, and on-the-job search. *Oxford Economic Papers*, 53(3), 434–452. <https://doi.org/10.1093/oep/53.3.434>
- Alzubaidi, M. A. (2020). The impact of overeducation on job outcomes: Evidence from Saudi Arabia. *International Journal of Research in Business and Social Science*, 9(4), 104–120. <https://doi.org/10.20525/ijrbs.v9i4.768>
- Ame, A., Chaya, P., & Mashindano, O. (2013). *Covariance and Correlation between Education Mismatch and Skills Mismatch in Tanzanian Formal Sector*. 13(2).
- Azwar, S. (2016). *Penyusunan skala psikologi edisi 2*. Pustaka Pelajar.
- Bakker & Leiter. (2010). *Work Engagement: A handbook of essential theory and research*.
- Bakker, A. B., Albrecht, S. L., & Leiter, M. P. (2011). Key questions regarding work engagement. *European Journal of Work and Organizational Psychology*, 20(1), 4–28. <https://doi.org/10.1080/1359432X.2010.485352>
- Bakker, A. B., & Demerouti, E. (2007). The Job Demands-Resources model: State of the art. *Journal of Managerial Psychology*, 22(3), 309–328. <https://doi.org/10.1108/02683940710733115>
- Bakker, A. B., & Leiter, M. P. (2010). Where to go from here: Integration and

- future research on work engagement. *Work Engagement: A Handbook of Essential Theory and Research*, 181–196.
- <https://doi.org/10.4324/9780203853047>
- Bakker, A. B., & Sanz-Vergel, A. I. (2013). Weekly work engagement and flourishing: The role of hindrance and challenge job demands. *Journal of Vocational Behavior*, 83(3), 397–409.
- <https://doi.org/10.1016/j.jvb.2013.06.008>
- Bakker, A. B., Schaufeli, W. B., & Salanova, M. (2006). The Measurement of Short Questionnaire A Cross-National Study. *Educational and Psychological Measurement*, 66(4), 701–716.
- Batista-Taran, L., Shuck, M., Gutierrez, C., & Baralt, S. (2009). The Role of Leadership Style in Employee Engagement. *The Role of Leadership Style in Employee*, 15–20.
- http://digitalcommons.fiu.edu/cgi/viewcontent.cgi?article=1143&context=sfrcc%5Cnhttp://coeweb.fiu.edu/research_conference/
- Bender, K. A., & Roche, K. (2013). Educational mismatch and self-employment. *Economics of Education Review*, 34, 85–95.
- <https://doi.org/10.1016/j.econedurev.2013.01.010>
- Crabtree, S. (2013). Worldwide, 13% of Employees Are Engaged at Work. *Gallup. State of the Global Workplace*, 1–9.
- <https://doi.org/10.1073/pnas.0703993104>
- Di Pietro, G., & Urwin, P. (2006). Education and skills mismatch in the Italian

- graduate labour market. *Applied Economics*, 38(1), 79–93.
<https://doi.org/10.1080/00036840500215303>
- Gallup Consulting. (2017). State of the Global Workplace. Executive Summary. *Employee Engagement Insights for Business Leaders Worldwide*, 1–23.
[http://www.gallup.com/file/services/176735/State of the Global Workplace Report 2013.pdf](http://www.gallup.com/file/services/176735/State%20of%20the%20Global%20Workplace%20Report%202013.pdf)
[http://www.gallup.com/file/services/176735/State of the Global Workplace Report 2013.pdf?__cf_chl_jschl_tk_=4F576D34-017E-4BC6-8B6E-E3760C5FCD5E](http://www.gallup.com/file/services/176735/State%20of%20the%20Global%20Workplace%20Report%202013.pdf?__cf_chl_jschl_tk_=4F576D34-017E-4BC6-8B6E-E3760C5FCD5E)
- Hadi. (2016). *Metodologi riset*. Pustaka Pelajar.
- Hakanen, J. J., Bakker, A. B., & Schaufeli, W. B. (2006). Burnout and work engagement among teachers. *Journal of School Psychology*, 43(6), 495–513.
<https://doi.org/10.1016/j.jsp.2005.11.001>
- Hallberg, U., & Schaufeli, W. B. (2006). Same, same, but different. *European Psychologist*, 11(2), 119–127. <https://doi.org/10.1027/1016-9040.11.2.119>
- Hoole, C., & Bonnema, J. (2015). Work engagement and meaningful work across generational cohorts. *SA Journal of Human Resource Management*, 13(1).
<https://doi.org/10.4102/sajhrm.v13i1.681>
- Imawati, R., & Amalia, I. (2011). *Pengaruh Budaya Organisasi Dan Work Engagement Terhadap Kinerja Karyawan*. 1(1), 37–43.
- Iswanto, F., & Agustina, I. (2016). Peran Dukungan Sosial di Tempat Kerja Terhadap Keterikatan Kerja Karyawan. *Mediapsi*, 02(02), 38–45.
<https://doi.org/10.21776/ub.mps.2016.002.02.6>

- Juhdi, N., Pa'wan, F., & Hansaram, R. M. K. (2013). HR practices and turnover intention: The mediating roles of organizational commitment and organizational engagement in a selected region in Malaysia. *International Journal of Human Resource Management*, 24(15), 3002–3019.
<https://doi.org/10.1080/09585192.2013.763841>
- Kahn, W. A., & Kahn, W. A. (2013). *Psychological Conditions of Personal Engagement and Disengagement at Work PSYCHOLOGICAL CONDITIONS OF PERSONAL ENGAGEMENT AND DISENGAGEMENT AT WORK.* 33(4), 692–724.
- Kriegel, B., & Tim, V. (2019). *Skills mismatch measurement in ETF partner countries.* <https://doi.org/10.2816/664496>
- Lockwood, N. R. (2007). *Leveraging Employee Engagement for Competitive Advantage:*
- Mahuteau, S., Mavromaras, K., Sloane, P., & Wei, Z. (2014). Horizontal and Vertical Educational Mismatch and Wages. *25th Australian Labour Market Research.*
- Marciano, P. L. (2011). Carrots and Sticks Don't Work. In *Carrots & Sticks Don't Work - Business Book Summaries*.
<http://content.ebscohost.com/ContentServer.asp?T=P&P=AN&K=58040911&S=R&D=qbh&EbscoContent=dGJyMNHr7ESeqLQ4v%2BvlOLCmr0qeprFSsaq4S7OWxWXS&ContentCustomer=dGJyMOzpr1Cvpq5KuePfgeyx44Dt6fIA%5Cnhttp://search.ebscohost.com/login.aspx?direct=true&db=qbh&>

AN=58040

Mavromaras, K., McGuinness, S., O'Leary, N., Sloane, P., & Wei, Z. (2013). Job mismatches and labour market outcomes: Panel evidence on university graduates. *Economic Record*, 89(286), 382–395.
<https://doi.org/10.1111/1475-4932.12054>

McGuinness, S., Pouliakas, K., & Redmond, P. (2017). *How Useful is the Concept of Skills Mismatch?* (Issue April).

McKee-Ryan, F. M., & Harvey, J. (2011). "I have a job, but . . .": A review of underemployment. *Journal of Management*, 37(4), 962–996.
<https://doi.org/10.1177/0149206311398134>

Mlodzik, K. J. (2010). A second look at generational differences in the workforce : implications for HR and talent management by Kenneth R De Meuse , Ph . D . and. *Human Resource Planning*, September, 1–7.

Office, I. labor. (2014). Skills mismatch in Europe. *Departamento de Estadísticas, OIT*, September, 31.

Quintini, G. (2011). Over-qualified or under-skilled: A review of existing literature. *QCA, London, UK; BIBB, Bonn, Germany; CEREQ, Marseille, France; CINOP, The Netherlands; ISFOL, Rome, Italy; ITB, University of Bremen, Germany*, 121, 1–47. <https://doi.org/10.1787/5kg58j9d7b6d-en>

Rizal, Y., Hubeis, M., Mangkuprawira, S., Keuangan, D., Manajemen, D., & Pascasarjana, S. (2013). *Pengaruh Faktor Kompetensi Terhadap Kinerja*

- Individu di Perusahaan Agroindustri Go Public.* 8(1), 1–8.
- Robst, J. (2007). Education and job match: The relatedness of college major and work. *Economics of Education Review*, 26(4), 397–407.
<https://doi.org/10.1016/j.econedurev.2006.08.003>
- Rudakov, V., Roshchin, S., Teixeira, P., & Figueiredo, H. (2019). The impact of horizontal job-education mismatches on the earnings of recent university graduates in Russia. *IZA DP. Institute for the Study of Labor*, 12407, 1–31.
- Salanova, M., Schaufeli, B., & The, I. (2008). *A cross-national study of work engagement as a mediator between job resources and proactive behaviour*. 19(1), 116–131. <https://doi.org/10.1080/09585190701763982>
- Sam, V. (2018). *Impacts of educational mismatches in developing countries with a focus on Cambodia*. <https://tel.archives-ouvertes.fr/tel-02136222>
- Schaufeli, W. B., & Bakker, A. B. (2004). Utrecht work engagement scale Preliminary Manual Version 1.1. *Occupational Health Psychology Unit Utrecht University, December*, 1–60. <https://doi.org/10.1037/t01350-000>
- Seppala, E. (2018). *1 in 5 Highly Engaged Employees Is at Risk of Burnout*. Harvard Business School Publishing Corp.
<http://www.cedmag.com/magazine-archives/2018-april/1-in-5-highly-engaged-employees-is-at-risk-of-burnout>
- Shimazu, A., Schaufeli, W. B., Kamiyama, K., & Kawakami, N. (2015). Workaholism vs. Work Engagement: the Two Different Predictors of Future

- Well-being and Performance. *International Journal of Behavioral Medicine*, 22(1), 18–23. <https://doi.org/10.1007/s12529-014-9410-x>
- Sorensen, A. B., & Kalleberg, A. L. (1981). *An Outline of a Theory of the Matching of Job.*
- Swenson, A. T. (2000). The New Art of Hiring Smart: Matching the Right Person to the Right Job. *The New Art of Hiring Smart: Matching the Right Person to the Right Job*, 12, 56–70.
<http://onlinepubs.trb.org/onlinepubs/circulars/ec013/2BSwenson.pdf>
- Thessakoniki. (2009). Cedefop working paper Skill mismatch Identifying priorities for future. *Cedefop*, 3, 1–27.
- Velciu, M. (2017). Job Mismatch – Effects on Work Productivity. *SEA – Practical Application of Science*, V(15), 395–398.
- Vokić, N. P. (2015). The triad of job satisfaction , work engagement and employee loyalty – The interplay among the concepts. *EFZG Working Paper Series*, 15(07), 1–13.
- Wardani & Fatimah. (2020). Kompetensi pekerja dan efeknya terhadap work engagement: riset pada pekerja dengan Horizontal Education Mismatch. *Jurnal Psikologi Sosial*, 18(1), 73–85. <https://doi.org/10.7454/jps.2020.09>
- Wardani, L. M. I., & Fatimah, S. (2020). Kompetensi Pekerja dan Efeknya Terhadap Work Engagement: Riset pada Pekerja dengan Horizontal Education Mismatch. *Jurnal Psikologi Sosial*, 18(1), 73–85.

- <https://doi.org/10.7454/jps.2020.09>
- Warr, P., & Nielsen, K. (2018). Wellbeing and work performance. In *Handbook of well-being* (Issue February).
- https://www.sheffield.ac.uk/polopoly_fs/1.740690!/file/wellbeing_and_perfo rmance.pdf%0Ahttps://www.researchgate.net/publication/323268036%0Ahtt ps://www.sheffield.ac.uk/polopoly_fs/1.740690!/file/wellbeing_and_perform ance.pdf
- Wilda, R. (2015). Kerja Tak Sesuai Jurusan, Hanya 34% yang Merasa Nyaman. In *Career Issue*. <https://careernews.id/tips/view/3434-kerja-tak-sesuai-jurusan-hanya-34persen-yang-merasa-nyaman>
- Wolbers, M. H. (2003). Job Mismatches and their Effects among in Europe School-Leavers. *European Sociological Review*, 19(3), 249–266.
- https://watermark.silverchair.com/190249.pdf?token=AQECAHi208BE49Oo an9kkhW_Ercy7Dm3ZL_9Cf3qfKAc485ysgAAAmIwggJeBgkqhkiG9w0B BwagggJPMIIICSwIBADCCAkQGCSqGSib3DQEHTAeBglghkgBZQME AS4wEQQM7lp6yR9Mq4xLaDUaAgEQgIICFYZ668kOCnTS- f_h0XP7OfKG1aVi8jeTnueBiE49EahJXT9_
- Xanthopoulou, D., Bakker, A. B., Demerouti, E., & Schaufeli, W. B. (2009). Reciprocal relationships between job resources, personal resources, and work engagement. *Journal of Vocational Behavior*, 74(3), 235–244.
- <https://doi.org/10.1016/j.jvb.2008.11.003>
- Yasintasari, C. F., & Mulyana, O. P. (2019). Hubungan Antara Karakteristik

Pekerjaan Dengan Work Engagement Pada Karyawan PT . X. *Psikologi*

Sosial Di Era Revolusi Industri 4.0: Peluang & Tantangan, 311–319.

Young, V., & Bhaumik, C. (2011). *DWP Research Report 751: Health and well-being at work: a survey of employees.*