

DAFTAR PUSTAKA

- Aisyah, S. (2022). Pengaruh Job Crafting Terhadap Work Engagement Melalui Mindfulness Sebagai Mediator. *Jurnal Indonesia Sosial Teknologi*, 3(7), 810–819. <https://doi.org/10.36418/jist.v3i7.463>
- Amalia, P. N., Sanjaya, V. F., & Devi, Y. (2026). Pengaruh Job Crafting Terhadap Innovative Work Behavior Dengan Work Engagement Sebagai Variabel Mediasi Dalam Perspektif Etika Bisnis Islam (Studi Pada Karyawan Pt Dimitra Adi Wijaya). *Jurnal Lentera Bisnis*, 15(1), 375–387. <https://doi.org/10.34127/jrlab.v15i1.1960>
- Amira, N., & Wicaksono, D. A. (2023). Adaptasi Alat Ukur Job Crafting Scale Menggunakan Analisis Rasch Dalam Konteks Budaya Indonesia. *Buletin Riset Psikologi Dan Kesehatan Mental*. <http://e-journal.unair.ac.id/brpkm>
- Anggraini, D., Juniary, A., & Pratiwi, M. (2025). The Role Of Calling On Work Engagement: A Study On Generation Z. *Jurnal Sains Psikologi*, 14(1), 150. <https://doi.org/10.17977/um023v14i12025p150-159>
- Anhar, R. A., Suryaningsih, A., & Fadillah, R. N. P. (2024). Pengaruh Fleksibilitas Jam Kerja Dan Work Life Balance Terhadap Peningkatan Produktivitas Karyawan Gen Z. *Jurnal Manajemen Dan Bisnis Ekonomi*, 3(1), 233–243. <https://doi.org/10.54066/jmbe-itb.v3i1.2760>
- Antoni, M. D., & Rifani, D. N. (2025). Pengaruh Job Crafting Terhadap Work Engagement Pegawai Di Lembaga Pemasyarakatan Kelas Iib Jombang. *Jurnal Cendekia Ilmiah*, 5(1).
- Anugrah, N. U., Yudhaningrum, L., Haryono, K. W. P., Rosalinda Lubis, I., & Eryanfarros, R. (2025). Kolaborasi Atau Mandiri? Analisis Peran Work Self-Efficacy Terhadap Job Crafting Pada Karyawan Di Indonesia. 17, 1–5. <https://doi.org/10.22441/merpsy.v17i2.36984>

- Arifany, F., & Sudiana, K. (2025). *Mix: Jurnal Ilmiah Manajemen Is Employee Engagement Really Impact On Turnover Intention*. https://doi.org/10.22441/Jurnal_Mix.2026.V16i1.015
- Arni, A., & Mardawati, O. (2026). Pengaruh Work Engagement Terhadap Innovative Work Behavior Pada Karyawan Generasi Z Di Bandung Raya. *Bandung Conference Series: Psychology Science*, 6(1), 705–712. <https://doi.org/10.29313/Bcsps.V6i1.22974>
- Asfo, N., Soemarno, S., & Muhammad, H. (2025). Determinan Job Crafting Pada Karyawan Gen Z Dan Dampaknya Terhadap Keterikatan Kerja. *Jurnal Administrasi Profesional*, 6(2), 227–244. <https://doi.org/10.32722/Jap.V6i2.8126>
- Aulia, A. R., Nugraha, M. K., & Arjuna, D. N. (2023). Analisis Flow-Experience Dalam Penggunaan Discord Sebagai Media Komunikasi Mahasiswa Surabaya Dengan Metode Technology Acceptance Model (Tam). *Jurnal Informatika Dan Teknik Elektro Terapan*, 11(3). <https://doi.org/10.23960/Jitet.V11i3.3043>
- Aysila, A. F., & Kusmaryani, R. E. (2025). Quality Of Work Life As A Predictor Of Work Engagement In Generation Z Employees. *Z Employees. Research Horizon*, 5(3), 1039–1048.
- Ayu, N., & Hendro, P. (2022). Pengaruh Job Crafting Terhadap Work Engagement Pada Karyawan Bagian Sales Bank X. *Jurnal Riset Psikologi*, 53–60. <https://doi.org/10.29313/Jrp.V2i1.833>
- Aziz, R. J., & Prakoso, H. (2023). Pengaruh Job Crafting Terhadap Work Engagement Pada Dosen. *Bandung Conference Series: Psychology Science*, 3(1). <https://doi.org/10.29313/Bcsps.V3i1.5329>
- Azwar, S. (2012). *Penyusunan Skala Psikologi* (2nd Ed.). Pustaka Pelajar.
- Azwar, S. (2016). Reliabilitas Dan Validitas Aitem. *Buletin Psikologi*.

- Azwar, S., & Ridho, A. (2013). Abilitas Komposit Dalam Tes Potensi. *Desember*, 40(2), 127–142.
- 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). *Work Engagement* (Pp. 10–24). Psychology Press. <https://doi.org/10.4324/9780203853047>
- Bakker, A. B., & Oerlemans, W. G. M. (2019). Daily Job Crafting And Momentary Work Engagement: A Self-Determination And Self-Regulation Perspective. *Journal Of Vocational Behavior*, 112, 417–430. <https://doi.org/10.1016/j.jvb.2018.12.005>
- Bakker, & Demerouti. (2017). Job Demands–Resources Theory: Taking Stock And Looking Forward. *Journal Of Occupational Health Psychology* At 20, 22, 273–285.
- Burlian, I. A. (2024). Pengaruh Work Engagement Dan Stres Kerja Terhadap Kinerja Karyawan. *Jurnal Kewirausahaan Dan Inovasi*, 3(4), 1222–1233. <https://doi.org/10.21776/Jki.2024.03.4.25>
- Christian, M. S., Garza, A. S., & Slaughter, J. E. (2011). Work Engagement: A Quantitative Review And Test Of Its Relations With Task And Contextual Performance. *Personnel Psychology*, 64(1), 89–136. <https://doi.org/10.1111/J.1744-6570.2010.01203.X>
- Cohen, Jacob. (1998). *Statistical Power Analysis For The Behavioral Sciences*. Psychology Press, Taylor & Francis Group.
- Devri, Lisa, & Ayu. (2024). Pengaruh Job Crafting Terhadap Work Engagement Pada Karyawan Divisi Marketing Falcon Pictures. *Jurnal Riset Psikologi*, 63–70. <https://doi.org/10.29313/Jrp.V4i1.4046>

- Dewantara, M. T., & Wulanyani, N. M. S. (2019). Pengaruh Kepuasan Kerja Dan Keadilan Organisasional Terhadap Keterikatan Karyawan Hotel Swasta X Di Bali. *Jurnal Psikologi Udayana*, 6(02), 312. <https://doi.org/10.24843/Jpu.2019.V06.I02.P10>
- Dewi, & Indrawati. (2025). Tinjauan Literature: Mengeksplorasi Faktor-Faktor Yang Memotivasi Generasi Z Untuk Bekerja. *Jurnal Manajemen Dan Organisasi*, 16(2), 165–176. <https://doi.org/10.29244/Jmo.V16i2.62422>
- Dinisari, M. C. (2023). *Karakteristik Gen Z Dalam Dunia Kerja*.
- Gallup. (2026). *U.S. Employee Engagement Declines From 2020 Peak*. Gallup. <https://www.gallup.com/workplace/701486/Employee-Engagement-Declines-2020-Peak.aspx>
- Hanımoglu, E. (2025). Life Satisfaction In Emerging Adulthood: A Longitudinal Study Of Social Support, Resilience, And Gender Differences. *Frontiers In Psychology*, 16. <https://doi.org/10.3389/fpsyg.2025.1602140>
- Harahap, A., Handayani, R., & Bastian, A. (2025). Organizational Happiness: Job Crafting Dan Work Engagement. *Jurnal Ekonomika Dan Bisnis (Jebs)*, 5(1), 46–53. <https://doi.org/10.47233/Jebs.V5i1.2539>
- Hartono. (2015). *Statistik Untuk Penelitian*. Pustaka Pelaja.
- Helmi, A. F., Widhiarso, W., Marvianto, R. D., Priwati, A. R., Mustari, M. A., & Artikasari, Y. V. (2020). The Fourth Dimensions Of The Job Demands-Resources (Jd-R) Model Of Work Engagement In Indonesian Context. *Jurnal Psikologi*, 47(3), 206. <https://doi.org/10.22146/jpsi.56682>
- Hidayat, A. N., & Martdianty, F. (2026). Pengaruh Inclusive Leadership Dan Job Crafting Terhadap Work Engagement Dengan Person-Job Fit Sebagai Variabel Mediasi. *Jurnal Kajian Ilmiah Perpajakan Indonesia*, 7(2), 155–167.
- Hutomo, P., Zamralita, & Idulfilastri, R. (2024). Influence Of Workplace Well-Being On Work Engagement Moderated By Psychological Capital Among

- Generation Z Employees. *International Journal Of Application On Social Science And Humanities*, 2(1), 80–89. <https://doi.org/10.24912/Ijassh.V2i1.29532>
- Islamia, I., & Purnama, M. P. (2022). Kontrol Diri Dan Perilaku Konsumtif Mahasiswa Pada Masa Pandemi Covid-19. *Jurnal Psikologi Malahayati*, 4(1), 194–203. <https://doi.org/10.33024/Jpm.V4i1.6026>
- Jaya, S. (2020). Pengaruh Ukuran Perusahaan (Firm Size) Dan Profitabilitas (Roa) Terhadap Nilai Perusahaan (Firm Value) Pada Perusahaan Sub Sektor Property Dan Real Estate Di Bursa Efek Indonesia (Bei). *Jurnal Manajemen Motivasi*, 16(1), 38–44. <https://doi.org/10.29406/Jmm.V16i1.2136>
- Joesah, N., Latumahina, J., & Armaniah, H. (2025). *The Influence Of Work Flexibility And Leadership On Work Engagement Of Generation Z With Job Satisfaction As An Intervening Variable*. <https://doi.org/10.58471/Jecombi.V4i02>
- Juliana, Ondeng, S., & Rahman, U. (2026). Konsep Dasar Penelitian Kuantitatif. *Jurnal Pendidikan Tambusai*, 10(1), 140–146.
- Kibtianingsih, & Hadi. (2025). *Pengaruh Job Crafting Terhadap Job Satisfaction Melalui Work Engagement Sebagai Variabel Intervening*. <https://doi.org/10.26740/Jim.V13n2.P282-296>
- Laily, A., & Izzati, U. (2024). *Hubungan Antara Job Crafting Dengan Work Engagement Pada Karyawan Produksi Pt X*. 11(01), 313–328. <https://doi.org/10.26740/Cjpp.V11i1.61358>
- Macey, W. H., & Schneider, B. (2008). The Meaning Of Employee Engagement. *Industrial And Organizational Psychology*, 1(1), 3–30. <https://doi.org/10.1111/J.1754-9434.2007.00002.X>
- Madyaratri, M. M., & Izzati, U. A. (2021). *Perbedaan Work Engagement Ditinjau Dari Masa Kerja Pada Karyawan Bagian Produksi*.

- Maharani, Widiyanarti, Meilina, Lestari, & Aidilia. (2024). *Kebudayaan Gen Z: Kekuatan Kreativitas Di Era Digital*.
- Mahardika, A. A., Ingariant, T. M., & Zulfiana, U. (2022). Work-Life Balance Pada Karyawan Generasi Z. *Collabryzk Journal For Scientific Studies*.
- Manurung, E. J., Simamora, J. M., & Utara, S. (2025). Strategi Gen Z Dalam Menghadapi Perubahan Terhadap Kinerja. *Citizen: Jurnal Ilmiah Multidisiplin Indonesia*, 5(2), 501–510. <https://doi.org/10.53866/Jimi.V5i2.714>
- Mauno, S., Feldt, T., Herttalampi, M., & Minkkinen, J. (2024). Are Intensified Job Demands Positive Challenges For Employees? Associations With Work Engagement In Different Occupational Samples. *International Journal Of Manpower*, 45(10), 42–58. <https://doi.org/10.1108/Ijm-09-2023-0537>
- Michelle, & Dicky. (2025). *Hubungan Psychological Capital Dengan Work Engagement Pada Generasi Z Yang Bekerja Di Bidang Food And Beverage*.
- Mufarrikhah, J. L., Yuniardi, M. S., & Syakarofath, N. A. (2020). Peran Perceived Organizational Support Terhadap Work Engagement Karyawan. *Gadjah Mada Journal Of Psychology (Gamajop)*, 6(2). <https://doi.org/10.22146/Gamajop.56396>
- Munthe, A., Inayah, N., & Silalahi, P. R. (2024). *Analisis Pengaruh Job Demand Dan Challenge Demand Terhadap Work Engagement Dengan Burnout Sebagai Variabel Intervening*. 16(2), 322–336. <https://doi.org/10.24905/Permana.V16i2.458>
- Nurhayati, M., Asih, D., Kasmu, P., & Santosa, A. (2024). Career Development And Work Engagement: Workplace Social Capital And Organizational Commitment As Moderator And Mediator. *Jurnal Riset Bisnis Dan Manajemen*, 17, 111–120.

- Nyoman, I., & Mulyawan, R. (2021). *Pengembangan Skala Sebagai Instrumen Non Tes Dalam Bimbingan Dan Konseling*. <https://doi.org/10.59672/jbk.v12i2.1582>
- Pangestu, A., Wiradendi Wolor, C., & Usman, O. (2024). Pengaruh Work-Life Balance And Job Crafting Terhadap Work Engagement. *Ekoma : Jurnal Ekonomi*, 3(6).
- Pasya, N. I., Zamralita, Z., & Prima, I. R. P. (2026). The Relationship Between Job Resources And Core Self-Evaluations And Work Engagement Among Generation Z Employees In Indonesia. *Priviet Social Sciences Journal*, 6(5). <https://doi.org/10.55942/pssj.v6i5.1516>
- Pratama, I. F., & Tiarapuspa. (2023). Pengaruh Job Demand, Job Crafting, Job Resources Pada Work Engagement Informasi Artikel. *Etnik: Jurnal Ekonomi - Teknik*, 2(2), 1.
- Qatrunnada, R., Azizah, A., & Zahra, A. (2025). Work-Life Balance, Burnout, And Work Engagement Among Nurses. *Jurnal Ilmiah Psikologi Candradiwa*, 10(1), 2829–2987. <https://doi.org/10.20961/jip.v10i1.102305>
- Rabbani, A. D. (2023). Pengaruh Job Crafting Dan Job Demands Terhadap Work Engagement Karyawan Generasi Milenial. *Doctoral Dissertation, Universitas Islam Negeri Maulana Malik Ibrahim*.
- Rachman, N., & Rozana, A. (2023). Pengaruh Job Crafting Terhadap Work Engagement Pada Sales Marketing. *Bandung Conference Series: Psychology Science*, 3(2), 890–898. <https://doi.org/10.29313/bcsps.v3i2.7415>
- Ramadhan, A. J., Prakoso, H., Sofianna, V., Psikologi, P. P. (2020). *Pengaruh Job Crafting Terhadap Work Engagement Pada Karyawan Pt. X*. <https://doi.org/10.29313/v6i2.24493>

- Restiani, & Puspitawati, I. (2024). Pengaruh Transformational Leadership Dan Psychological Capital Terhadap Work Engagement Pada Karyawan Generasi Z. *Jurnal Ilmu Perilaku*, 8(1), 33–49.
- Resumebuilder.Com. (2023). *Resumebuilder Survey Reveals 3 In 4 Managers Find It Challenging To Work With Generation Z Employees*. Resumebuilder. <https://www.prweb.com/releases/resumebuilder-com-survey-reveals-3-in-4-managers-find-it-challenging-to-work-with-generation-z-employees-863634426.html>
- Ridha, A. R., Sudarto, & Al Ghifari, F. (2025). Reliabilitas Alat Ukur, Jenis-Jenis, Cara Pengukuran Dan Faktor- Faktor. *Jurnal Ilmiah Pengembangan Pendidikan*, 4(1).
- Rinaldy, F., Rahmat, A., & Oemar, F. (2026). Pengaruh Iklim Komunikasi Organisasi Dan Job Crafting Terhadap Kinerja Karyawan Dengan Keterikatan Kerja Sebagai Variabel Mediasi. *Jurnal Daya Saing*, (1).
- Rohayyan, A., Wardoyo, B., Eko, M., & Kusuma, A. (2025). Pengaruh Employee Engagement Terhadap Turnover Intention Di Perusahaan Katering. *Maret 2025 Jurnal Pengembangan Ketenagakerjaan*, 3(1). <https://doi.org/10.59574/jpk.v3i1.234>
- Saks, A. M. (2006). Antecedents And Consequences Of Employee Engagement. *Journal Of Managerial Psychology*, 21(7), 600–619. <https://doi.org/10.1108/02683940610690169>
- Salsabila, A. (2024). Pengaruh Job Crafting Dan Person Job Fit Terhadap Kinerja Karyawan Dimediasi Work Engagement Pada Perusahaan Startup. *Jurnal Ekonomi, Koperasi & Kewirausahaan*, 15.
- Samudra, V. J., Saragih, S., & Prasetyo, Y. (2025). Job Crafting Dan Meaningful Work Dengan Work Engagement. *Jipsi Jurnal Ilmiah Psikologi*, 7(1), 100–110. <https://doi.org/10.37278/jipsi.v7i1.1070>

- Santoso, M. A. A., & Susilo, D. (2025). Hubungan Psychological Capital Dengan Work Engagement Pada Generasi Z Yang Bekerja Si Bidang Food And Beverage. *Experientia: Jurnal Psikologi Indonesia*, 13(1), 51–68. <https://doi.org/10.33508/Exp.V13i1.7263>
- Santoso, & Rahmani, N. S. (2025). The Role Of Job Crafting And Perceived Organizational Support On Millennial Work Engagement. *Psychological Research And Intervention*, 8(1), 25–36. <https://doi.org/10.21831/Pri.V8i1.81424>
- Saputri, & Prahara. (2023). Job Crafting Dan Work Engagement Pada Wanita Karir. *Jurnal Psikologi Udayana*, 10(2). <https://doi.org/10.24843/Jpu.2023.V10.I02.P04>
- Schaufeli, 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*, 25(3), 293–315. <https://doi.org/10.1002/Job.248>
- Sekarayu, R., & Lisa, W. (2025). Pengaruh Transformational Leadership Terhadap Work Engagement Pada Anggota Kepolisian Kota Bandung. *Bandung Conference Series: Psychology Science*, 5(2). <https://doi.org/10.29313/Bcsps.V5i2.19031>
- Shaleh, A. R., Hayat, B., & Samundra, A. (2025). Uwes-17 In Indonesian Context: Rasch Analysis. *Jurnal Pengukuran Psikologi Dan Pendidikan Indonesia*, 14(1), 96–115. <https://doi.org/10.15408/Jp3i.V14i1.46003>
- Slemp, G. R., & Vella-Brodrick, D. A. (2014). Optimising Employee Mental Health: The Relationship Between Intrinsic Need Satisfaction, Job Crafting, And Employee Well-Being. *Journal Of Happiness Studies*, 15(4), 957–977. <https://doi.org/10.1007/S10902-013-9458-3>
- Sugiyono. (2023). *Metode Penelitian Kuantitatif, Kualitatif, Dan R&D* (2nd Ed.). Alfabeta.

- Suhaini, & Yuniasanti, R. (2024). The Level Of Work Engagement At Generation Z Tingkatan Work Engagement Pada Generasi Z. *Jurnal Psikologi Tabularasa*, 2(19), 253–263. <https://doi.org/10.26905/jpt.v19.i2.14111>
- Suhaini, & Yuniasanti, R. (2024). The Level Of Work Engagement At Generation Z Tingkatan Work Engagement Pada Generasi Z. *Jurnal Psikologi Tabularasa*, 19(2), 253–263. <https://doi.org/10.26905/jpt.v19.i2.14111>
- Sukoco, I., Fu'adah, D. N., & Muttaqin, Z. (2021). Work Engagement Karyawan Generasi Milenial Pada Pt. X Bandung. *Adbispreneur*, 5(3), 263. <https://doi.org/10.24198/adbispreneur.v5i3.29953>
- Sukwika, T., Avianti, W., Wahyudi, Martin, A., Andriyani, N., Prihatiningsih, D., Misesani, D., Yufrinalis, M., Angelina, F. M. M., Gati, N. A., Yulianto, A., Taufiq, N. R. M., & Haqiyah, A. (2023). *Metode Penelitian (Dasar Praktik Dan Penerapan Berbasis Ict)* (S. Pd., M. P. Ervi Novitasari, Ed.). Pt. Mifandi Mandiri Digital.
- Sulistiyorini, N., Puspitasari, D., Khasanah, A., & Surya Perdhana, M. (2024). *Expectations Of Generation Z In The World Of Work Towards A Golden Indonesia 2045*.
- Tims, M., Bakker, A. B., & Derks, D. (2012). Development And Validation Of The Job Crafting Scale. *Journal Of Vocational Behavior*, 80(1), 173–186. <https://doi.org/10.1016/j.jvb.2011.05.009>
- Tims, M., Bakker, A. B., & Derks, D. (2013). The Impact Of Job Crafting On Job Demands, Job Resources, And Well-Being. *Journal Of Occupational Health Psychology*, 18(2), 230–240. <https://doi.org/10.1037/A0032141>
- Tjandraningtyas, J., Dwijayanthi, M., & Salim, M. R. (2025). Peran Job Crafting Pada Work Engagement Guru Yayasan “X” Di Kota Bandung. *Humanitas*, 9(2), 173–188.

- Utaminings, R., & Dewi, R. S. (2026). Penilaian Tingkat Employee Engagement Pada Tenaga Kerja Generasi Z Di Industri Kesehatan Indonesia. *Jurnal Teknik Industri*, 21(1).
- Vadya, M., & Hadian, P. (2022). Pengaruh Job Crafting Terhadap Work Engagement Pada Karyawan Bagian It Pt X. *Jurnal Riset Psikologi*, 45–52. <https://doi.org/10.29313/Jrp.V2i1.828>
- Vanessa, I., & Sari, M. (2024). Pengaruh Job Resources Terhadap Work Engagement Pada Guru: A Systematized Review. *Jurnal Serina Sosial Humaniora*, 2(2), 44–52. <https://doi.org/10.24912/Jssh.V2i2.34262>
- Violi, L., & Tarumanagara, U. (2024). The Role Of Learning Agility On Work Engagement Among Generation Z Employees With Job Crafting As A Mediator Peran Learning Agility Terhadap Keterikatan Kerja Karyawan Generasi Z Dengan Job Crafting Sebagai Mediator. In *Management Studies And Entrepreneurship Journal* (Vol. 5, Number 2). <http://journal.yrpiiku.com/index.php/msej>
- Wahyudi, A., & Febriyanti, F., Mp, M., Saepudin, & Ananda, C. (2025). Engagement Karyawan Generasi Z (Strategi Untuk Meningkatkan Produktivitas). *Jurnal Ilmiah Ekonomi Dan Manajemen*, 3(2), 123–133. <https://doi.org/10.61722/Jiem.V3i2.3800>
- Waruwu, C. L. N., & Lestari, N. S. (2025). Analisis Dinamika Perilaku Gen-Z Dalam Sistem Masyarakat (Studi Kasus Gen Z Di Kampus Universitas Pamulang Kota Serang). *Jurnal Ilmu Administrasi, Pemerintahan Dan Politik*, 1.
- Widia, A., & Amirah. (2021). Using The Job Demands-Resources Model To Predict Job Satisfaction Of Employees In Indonesia. In *Journal Of Educational, Health And Community Psychology* (Vol. 10, Number 2).
- Widodo, T., Wening, N., Nakuloadi, H., Rustiana, E., & Saifuddiin, M. R. (2024). Work Engagement In Generation Z Employees: Organizational Commitment,

- Perceived Organizational Support And Work Meaningfulness. *International Journal Of Religion*, 5(12), 284–296. <https://doi.org/10.61707/Q3jqre29>
- Wingerden, J. Van, Bakker, A. B., & Derks, D. (2016). A Test Of A Job Demands-Resources Intervention. *Journal Of Managerial Psychology*, 31(3), 686–701. <https://doi.org/10.1108/Jmp-03-2014-0086>
- Wrzesniewski, A., & Dutton, J. (2001). (2001). Crafting_A_Job_Revisioning_Employees_As. *Academy Of Management Review*, 26, 179–201.
- Young, S. F., Steelman, L. A., Pita, M. D., & Gallo, J. (2020). Role-Based Engagement: Scale Development And Validation. *Journal Of Management And Organization*, 30(2), 248–268. <https://doi.org/10.1017/Jmo.2020.30>
- Young, S. F., Steelman, L. A., Pita, M. D., & Gallo, J. (2024). Role-Based Engagement: Scale Development And Validation. *Journal Of Management & Organization*, 30(2), 248–268. <https://doi.org/10.1017/Jmo.2020.30>
- Zafirah, A. I. Y., & Budiono. (2024). Pengaruh Psychological Well Being Dan Work Life Balance Terhadap Job Performance Melalui Work Engagement Pada Perawat Z Generation Rumah Sakit Umum Anwar Medika. *Jurnal Ilmu Manajemen*, 227–242. <https://doi.org/10.26740/Jim.V12n2.P227-242>
- Zebua, T. S. A., & Pasaribu, L. H. (2025). Analisis Pengaruh Lingkungan Kerja, Fleksibilitas Kerja, Dan Pengembangan Karir Terhadap Preferensi Karir Generasi Z. *Jurnal Sosial Dan Sains*, 5(8), 6779–6791. <https://doi.org/10.59188/Jurnalsosains.V5i8.32444>