

DAFTAR PUSTAKA

- Amandangi, B. G. K., & Parahyanti, E. (2025). Peran Keamanan Psikologis (Psychological Safety) sebagai Moderator Hubungan antara Modal Sosial di Tempat Kerja (Workplace Social Capital) dan Ketangkasan Belajar (Learning Agility). *Jurnal Locus Penelitian Dan Pengabdian*, 4(5), 2109–2123. <https://doi.org/10.58344/locus.v4i5.4185>
- Annisa, S., Raharja, S. J., & Rivani. (2022). Peran Teknologi bagi Perubahan Organisasi: Studi Bibliometrik. *Journal of Economi and Business Aseanomics (JEBA)*, 7(1), 050–060.
- Ariedzanata, R., Purba, O. D. P., Rizqullah, M., Hardiyanto, N. Z., & Hidayati, T. (2025). Membangun Rasa Aman di Era Digital: Tinjauan Sistematis tentang Peran Psychological Safety terhadap Work Engagement. *JIMU: Jurnal Ilmiah Multi Disiplin*, 03(04), 2064–2075.
- Asmike, M., Murniyati, D., & Sutisna, M. P. P. (2025). Analisis Faktor Yang Mempengaruhi Work Engagement Antar Generasi Di Indonesia. *Jesya : Jurnal Ekonomi & Ekonomi Syariah*, 8(1), 452–460. <https://doi.org/10.36778/jesya.v8i1.1924>
- Asriyanti, S., Febrianti, A. A., Wulansari, F. N., Mubarak, S., & Anshori, M. I. (2024). Peran Strategi Manajemen Sumber Daya Manusia Dalam Meningkatkan Produktivitas Kerja Karyawan. *PPIMAN : Pusat Publikasi Ilmu Manajemen*, 2(3), 08–21. <https://doi.org/10.71282/jurmie.v3i2.1696>
- Azwar, S. (2021). *Penyusunan skala psikologi* (3rd ed.). Pustaka Belajar.
- Crabtree, S. (2013). *Worldwide, 13% of Employees Are Engaged at Work*. Gallup. https://news.gallup.com/poll/165269/worldwide-employees-engaged-work.aspx?utm_source=chatgpt.com
- Creswell, J. W., & Creswell, D. J. (2023). Research Design, Qualitative, Quantitative and Mixed Methods Approaches. In *SAGE Publications, Inc.: Vol. Sixth Edit* (Issue 1). <https://lcn.loc.gov/2022032270>
- Deloitte. (2021). *The Deloitte Global 2021 Millennial and Gen Z Survey*. 11(1), 224–229.
- DeVellis, R. F. (2017). *Scale development: Theory and applications* (4th ed.). SAGE Publications.
- Dimock, B. M. (2019). *Defining generations : Where Millennials end and Generation Z begins*. 1–7.
- Dirk, A. C., Zamralita, Z., & Fahlevi, R. (2025). The relationships between

- psychological safety and work engagement among Generation Z employees in the Jabodetabek area. *Priviet Social Sciences Journal*, 5(7), 206–215. <https://doi.org/10.55942/pssj.v5i7.494>
- Edmondson, A. (1999). Psychological safety and learning behavior in work teams. *Administrative Science Quarterly*, 44(2), 350–383. <https://doi.org/10.2307/2666999>
- Fearless The Organization. (2024). The Fearless Report 2024. *The Fearless Organization Scan*, 1–14.
- Firdiani, C., A., Fahlevi, R., & Zamralita. (2025). Peran Psychological Sfety Terhadap Work Engagement dengan Self-Esteem Sebagai Mediator Pada Karyawan. *Pendas : Jurnal Ilmiah Pendidikan Dasar*, 10(4), 240–263. <https://doi.org/10.1002/9781394217113.ch16>
- Francis, T., & Hoefel, F. (2018). 'True Gen': Generation Z and its implications for companies.
- Guilford, J. P. (1956). *Fundamental Statistics in Psychology and Education*. McGraw-Hill.
- Hadi, S. (2015). *Metodologi riset* (Cetakan 2). Pustaka Pelajar.
- Kahn, W. A. (1990). Psychological Conditions of Personal Engagement and Disengagement at Work. *Source: The Academy of Management Journal*, 33(4), 692–724. <https://about.jstor.org/terms>
- Mahyarni, & Meflinda, A. (2011). Peran Stategi Mnajemen Sumber Daya Manusia dalam Meningkatkan Produktivitas Kerja. *An-Nida Jurnal Pemikiran Islam*, 36(1), 658–663. <https://doi.org/https://doi.org/10.24014/an-nida.v36i1.292>
- May, D. R., Gilson, R. L., & Harter, L. M. (2004). The psychological conditions of meaningfulness, safety and availability and the engagement of the human spirit at work. *Journal of Occupational and Organizational Psychology*, 77(1), 11–37. <https://doi.org/https://doi.org/10.1348/096317904322915892>
- Nurrahman, A. L., & Faris, M. (2026). Pengaruh Work Engagement terhadap Work Productivity Remote Worker di Yogyakarta. *TRILOGI: Jurnal Ilmu Teknologi, Kesehatan, Dan Humaniora*, 7(1), 83–91. <https://doi.org/10.33650/trilogi.v7i1.14727>
- Nurullah, M. R., & Handoyo, S. (2022). Pengaruh Psychological Safety terhadap Job Engagement pada Karyawan dengan Leader Safety Commitment sebagai Moderator. *Buletin Penelitian Psikologi Dan Kesehatan Mental*, 2(1), 426–433. <http://e-journal.unair.ac.id/BRPKM>

- Pratanto, P., Yogaswara, B., & Suwarsono, L. W. (2020). Perancangan Program Peningkatan Engagement & Satisfaction di PT. ABC Menggunakan Pendekatan Loyalty 3.0. *E-Proceeding of Engineering*, 7(2), 6068–6078.
- Rahmawati, F. D., Al-Habsyi, A. Z. A., & Mardiyah. (2024). Pengembangan Sumber Daya Manusia Dalam Pembangunan Produktivitas Kinerja Karyawan. *An-Nadzir : Jurnal Manajemen Pendidikan Islam*, 02(02), 108–123. <https://jurnal.staiskutim.ac.id/index.php/An-Nadzir/index%0ADipublikasikan>
- Sandi, M., & Tuti, M. (2022). Pengaruh Work Engagement terhadap Kinerja Karyawan melalui Komitmen Organisasi (Studi di Hotel Borobudur Jakarta). *Journal Human Capital Development*, 9(2), 1–12.
- Saputra, A. W., Yulianti, P., & Masrur. (2025). Pengaruh Komitmen Organisasi dan Work Engagement terhadap Organizational Citizenship behavior karyawan PT. Bank Syariah Indonesia Kc Padang Imam Bonjol. *Jurnal Penelitian Dan Pengkajian Ilmiah Sosial Budaya*, 4(1), 1–9.
- 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>
- Schroth, H. (2019). Are you ready for gen Z in the workplace? *California Management Review*, 61(3), 5–18. <https://doi.org/10.1177/0008125619841006>
- Sugiyono. (2023). *Metode Penelitian Kuantitatif, Kualitatif, dan R & D* (Sutopo (ed.)).
- Takawira, N., Coetzee, M., & Schreuder, D. (2014). Job embeddedness, work engagement and turnover intention of staff in a higher education institution: An exploratory study. *SA Journal of Human Resource Management*, 12(1), 1–10. <https://doi.org/10.4102/sajhrm.v12i1.524>
- Tarumingkeng, R. C. (2025). Turnover Intention Pada Generasi Z di Dunia Kerja. *Guru Besar Manajemen*. <https://rudyct.com/ab/Buku-Artikel-rudyct-23-24.htm>
- Taryanto, T., Ismuni, M., & Loda, K. F. K. (2026). Pengaruh Employee Engagement terhadap Kinerja Karyawan PT Ridho Agung Mitra Abadi. *RIGGS: Journal of Artificial Intelligence and Digital Business*, 4(4), 9520–9529. <https://doi.org/10.31004/riggs.v4i4.4370>
- Twenge, J, M. (2017). iGen: Why today’s super-connected kids are growing up less rebellious, more tolerant, less happy—and completely unprepared for adulthood (and what that means for the rest of us). In *Atria Books*.

- Wafiq, Z. (2025). *Hubungan dukungan Rekan Kerja dengan Work-Family Enrichment Melalui Work Engagement Pada Dokter di Rumah Sakit Pekanbaru*. Univeristas Islam Negeri Sultan Syarif Kasim Riau.
- Wahab, K. A. N., Solang, D. J., & Mandang, J. H. (2024). Pengaruh Work Engagement dan Workplace Well-Being terhadap Turnover Intention pada Karyawan. *Jurnal Sosial Humaniora Sigli*, 7(1), 317–325. <https://journal.unigha.ac.id/index.php/JSH%0Asuatu>
- Wibowo, F., Sosilowati, E., & Setiyawan, A. A. (2024). Fenomena turnover intention pada Generasi Z dalam revolusi industri 5.0. *Journal of Management and Digital Business*, 4(2), 313–325. <https://doi.org/10.53088/jmdb.v4i2.1120>
- Xu, D., Zhang, N., Bu, X., & He, J. (2022). The effect of perceived organizational support on the work engagement of Chinese nurses during the COVID-19: the mediating role of psychological safety. *Psychology, Health and Medicine*, 27(2), 481–487. <https://doi.org/10.1080/13548506.2021.1946107>