

## DAFTAR PUSTAKA

- Ahmad, T., Farrukh, F., & Nazir, S. (2015). Capacity building boost employees performance, 47(2), 61–66. <https://doi.org/10.1108/ICT-05-2014-0036>
- Ajayi, O. M., & Morton, S. (2017). Stimulating employee ambidexterity and employee engagement in SMEs. <https://doi.org/10.1108/MD-02-2016-0107>
- Aktar, A., & Pangil, F. (2018). *Mediating role of organizational commitment in the relationship between human resource management practices and employee engagement*. <https://doi.org/10.1108/IJSSP-08-2017-0097>
- Albrecht, S., Breidahl, E., & Marty, A. (2018). engagement Organizational resources , organizational engagement climate , and employee. <https://doi.org/10.1108/CDI-04-2017-0064>
- Ali, Z. (2019). Predicting engagement and performance through firm ' s internal factors Evidence from textile sector. <https://doi.org/10.1108/JAMR-11-2018-0098>
- Authors, F. (2017). Enhancing organizational commitment and employee performance through employee engagement An empirical check. <https://doi.org/10.1108/SAJBS-04-2016-0036>
- Azanza, G., Moriano, J. A., & Molero, F. (2015). The effects of authentic leadership on turnover intention, 36(8), 955–971. <https://doi.org/10.1108/LODJ-03-2014-0056>
- Bakotić, D. (2016). Relationship between job satisfaction and organisational performance. *Economic Research-Ekonomska Istraživanja*, 29(1), 1–13. <https://doi.org/10.1080/1331677X.2016.1163946>
- Barron, P., & Ali-knight, J. (2017). Journal of Hospitality and Tourism Management Aspirations and progression of event management graduates : A study of career development. *Journal of Hospitality and Tourism Management*, 1–10. <https://doi.org/10.1016/j.jhtm.2017.01.005>
- Biron, M., & Boon, C. (2013). Performance and turnover intentions : a social exchange perspective, 28(5), 511–531. <https://doi.org/10.1108/JMP-09-2011-0054>
- Boamah, S. A., Laschinger, H. K. S., Wong, C., & Clarke, S. (2017). Effect of transformational leadership on job satisfaction and patient safety outcomes. *Nursing Outlook*, 1–10. <https://doi.org/10.1016/j.outlook.2017.10.004>
- Bowen, P., & Cattell, K. (2008). Job satisfaction of South African quantity surveyors, 15(3), 260–269. <https://doi.org/10.1108/09699980810867415>
- Bozionelos, N. (2001). Organizational downsizing and career development, 87–92.
- Buil, I., Martínez, E., & Matute, J. (2018). International Journal of Hospitality

Management Transformational leadership and employee performance: The role of identification, engagement and proactive personality, (May). <https://doi.org/10.1016/j.ijhm.2018.06.014>

Caniëls, M. C. J., & Semeijn, J. H. (2017). Mind the mindset ! The interaction of proactive personality, transformational leadership and growth mindset for engagement at work. <https://doi.org/10.1108/CDI-11-2016-0194>  
Career development and its practice.pdf. (n.d.).

Chen, C. P., & Chen, C. P. (2006). Understanding career development : a convergence of perspectives Understanding Career Development : a convergence of perspectives, 6820. <https://doi.org/10.1080/13636829800200053>

Chung, B. (2017). Leader psychological capital and employee work engagement, 38(7), 969–985. <https://doi.org/10.1108/LODJ-05-2016-0126>

Conger, S. (2002). Section 2 . Practitioner paper Fostering a career development culture: reflections on the roles of managers, employees and supervisors, 371–375. <https://doi.org/10.1108/13620430210444394>

Cooper-thomas, H. D., & Xu, J. (2018). The differential value of resources in predicting employee engagement. <https://doi.org/10.1108/JMP-12-2017-0449>

Crossman, A. (2003). The relationships of age and length of service with job satisfaction : an examination of hotel employees in Thailand, 18(7), 745–758. <https://doi.org/10.1108/02683940310502421>

Davis, P. J. (2015). Implementing an employee career-development strategy, 23(4), 28–32. <https://doi.org/10.1108/HRMID-05-2015-0066>

Du, Y., Zhang, L., & Chen, Y. (2015). From creative process engagement to performance: bidirectional support, (71472054). <https://doi.org/10.1108/LODJ-03-2015-0046>

Duffy, R. D., & Sedlacek, W. E. (2007). The presence of and search for a calling : Connections to career development, 70, 590–601. <https://doi.org/10.1016/j.jvb.2007.03.007>

Eliyana, A., & Ma, S. (2019). Job satisfaction and organizational commitment effect in the transformational leadership towards employee performance. *European Research on Management and Business Economics*, 25(3), 144–150. <https://doi.org/10.1016/j.iedeen.2019.05.001>

Gargallo-castel, A., Marzo-navarro, M., & Rivera-torres, P. (2005). Job satisfaction : empirical evidence of gender differences, 20(4), 279–288. <https://doi.org/10.1108/09649420510599098>

Ghosh, P., Rai, A., Chauhan, R., Baranwal, G., & Srivastava, D. (2016). Rewards and recognition to engage private bank employees. <https://doi.org/10.1108/MRR-09-2015-0219>

- Guidice, R. M., Heames, J. T., Virginia, W., & Wang, S. (2009). The indirect relationship between organizational-level knowledge worker turnover and innovation An integrated application of related literature, *16*(2), 143–167. <https://doi.org/10.1108/09696470910939215>
- Hanaysha, J. (2016). Testing the Effects of Employee Engagement , Work Environment , and Organizational Learning on Organizational Commitment. *Procedia - Social and Behavioral Sciences*, *229*, 289–297. <https://doi.org/10.1016/j.sbspro.2016.07.139>
- Hernaus, T., & Polos, N. (2014). Work design for different generational cohorts, *27*(4), 615–641. <https://doi.org/10.1108/JOCM-05-2014-0104>
- Hoboubi, N., Choobineh, A., Ghanavati, F. K., Keshavarzi, S., & Hosseini, A. A. (2017). The Impact of Job Stress and Job Satisfaction on Workforce Productivity in an Iranian Petrochemical Industry. *Safety and Health at Work*, *8*(1), 67–71. <https://doi.org/10.1016/j.shaw.2016.07.002>
- Huang, Y., Lee, J., Mcfadden, A. C., Murphy, L. A., Robertson, M. M., Cheung, J. H., & Zohar, D. (2016). Beyond safety outcomes : An investigation of the impact of safety climate on jobsatisfaction , employee engagement and turnover using social exchange theory as the theoretical framework. *Applied Ergonomics*, *55*, 248–257. <https://doi.org/10.1016/j.apergo.2015.10.007>
- Huertas-valdivia, I., Llorens-montes, F. J., & Ruiz-moreno, A. (2018). Achieving engagement among hospitality employees : a serial mediation model, *30*(1), 217–241. <https://doi.org/10.1108/IJCHM-09-2016-0538>
- Ibrahim, M., & Falasi, S. Al. (2011). Employee loyalty and engagement in UAE public sector. <https://doi.org/10.1108/ER-07-2013-0098>
- Ilmakunnas, P. (2002). *The turnover of jobs and workers in a deep recession : evidence from the Finnish business sector*. <https://doi.org/10.1108/01437720310479714>
- Intan, R., Munir, S., & Abdul, R. (2016). Determining Dimensions of Job Satisfaction using Factor Analysis. *Procedia Economics and Finance*, *37*(16), 488–496. [https://doi.org/10.1016/S2212-5671\(16\)30156-3](https://doi.org/10.1016/S2212-5671(16)30156-3)
- Islam, T., & Tariq, J. (2018). Learning organizational environment and extra-role behaviors. <https://doi.org/10.1108/JMD-01-2017-0039>
- Jensen, M., & Kim, H. (2019). Poetics Reaching for the stars : The importance of reputational rank in creative career development. *Poetics*, (April), 101396. <https://doi.org/10.1016/j.poetic.2019.101396>
- Joo, B., & Lee, I. (2017). Workplace happiness : work engagement , career satisfaction , and subjective well-being. <https://doi.org/10.1108/EBHRM-04-2015-0011>
- Kasekende, F. (2012). Psychological contract , engagement and employee discretionary behaviours Perspectives from Uganda. <https://doi.org/10.1108/IJPPM-07-2016-0136>

- Kidd, J., Law, B., & Watts, A. G. (1980). A Life-Span , Life-Space Approach to Career Development, 298, 282–298.
- Kim, M., & Koo, D. (2017). Linking LMX , engagement , innovative behavior , and job performance in hotel employees. <https://doi.org/10.1108/IJCHM-06-2016-0319>
- Kuijpers, M. A. C. T. (2016). Career Competencies for the Modern Career, 303–319.
- Kundu, S. C., & Lata, K. (2017). E ff ects of supportive work environment on employee retention Mediating role of organizational engagement, 25(4), 703–722. <https://doi.org/10.1108/IJOA-12-2016-1100>
- Lee, Y., & Lee, J. Y. (2018). A multilevel analysis of individual and organizational factors that in fl uence the relationship between career development and job-performance improvement. <https://doi.org/10.1108/EJTD-11-2017-0097>
- Luu, T. T. (2017). Engaging employees with disabilities in Vietnamese business context The roles of disability inclusive HR practices. <https://doi.org/10.1108/ER-06-2017-0134>
- Lynch, J. E., & Tuckey, M. (2008). The police turnover problem : fact or fiction? <https://doi.org/10.1108/13639510810852549>
- Mackay, M. M., & Landis, R. (2016). Investigating the incremental validity of employee engagement in the prediction of employee effectiveness : A meta-analytic path analysis, (September). <https://doi.org/10.1016/j.hrmr.2016.03.002>
- Maden, C. (2015). Linking high involvement human resource practices to employee proactivity. <https://doi.org/10.1108/PR-01-2014-0030>
- Mariappanadar, S. (2018). The impact of dissonance in schema based leadership perceptions on employee engagement, 47(7), 1309–1329. <https://doi.org/10.1108/PR-03-2017-0081>
- Mcdougall, M., & Vaughan, E. (1996). Changing expectations of career development Implications for organizations and for social marketing, 15(9), 36–46.
- Mehrzi, N. Al, & Singh, S. K. (2016). Competing through employee engagement : a proposed framework, 65(6), 831–843. <https://doi.org/10.1108/IJPPM-02-2016-0037>
- Na-nan, K., & Chaiprasit, K. (2017). Factor analysis-validated comprehensive employee job performance scale, (2013). <https://doi.org/10.1108/IJQRM-06-2017-0117>
- Naim, M. F., & Lenka, U. (2017). The impact of social media and collaboration on Gen Y employees ' engagement, 16(3), 289–299. <https://doi.org/10.1108/IJDI-04-2017-0041>

- Nazir, O. (2016). Enhancing organizational commitment and employee performance through employee engagement An empirical check. <https://doi.org/10.1108/SAJBS-04-2016-0036>
- Oshagbemi, T. (1997a). Job satisfaction and dissatisfaction in higher education, *39*(9), 354–359. Oshagbemi, T. (1997b). The influence of rank on the job satisfaction of organizational members, *12*(8), 511–519.
- Parent, J. D., & Lovelace, K. J. (2018). Employee engagement , positive organizational culture and individual adaptability, *26*(3), 206–214. <https://doi.org/10.1108/OTH-01-2018-0003>
- Renaud, S. (2002). Rethinking the union membership / job satisfaction relationship Some empirical evidence in Canada, *23*(2), 137–150. <https://doi.org/10.1108/01437720210428397>
- Rizvi, I. A. (2015). Exploring the relationship between service orientation , employee engagement and perceived leadership style: a study of managers in the private service sector organizations in India, *1*(January 2014), 59–70. <https://doi.org/10.1108/JSM-06- 2013-0151>
- Robertson, I. T., & Cooper, C. L. (2009). Full engagement : the integration of employee engagement and psychological well-being. <https://doi.org/10.1108/01437731011043348>
- Rusu, G., Avasilc, S., & Hu, C.-A. (2016). Organizational Context Factors Influencing Employee Performance Appraisal : A Research Framework, *221*, 57–65. <https://doi.org/10.1016/j.sbspro.2016.05.090>
- Saks, A. M., & Saks, A. M. (2019). Antecedents and consequences of employee engagement revisited Antecedents and consequences of employee engagement revisited. <https://doi.org/10.1108/JOEPP-06-2018-0034>
- Saleem, M. A., & Nauman, M. (2019). Enhancing performance and commitment through leadership and empowerment An emerging economy perspective, *37*(1), 303–322. <https://doi.org/10.1108/IJBM-02-2018-0037>
- Saratun, M. (2015). Performance management to enhance employee engagement for corporate sustainability, (1990). <https://doi.org/10.1108/APJBA-07-2015-0064>
- Song, J. H., & Kim, W. (2014). Team performance in learning organizations : mediating effect of employee engagement, *21*(5), 290–309. <https://doi.org/10.1108/TLO-07-2012-0049>
- Song, Q., Wang, Y., Chen, Y., Benitez, J., & Hu, J. (2019). Information & Management Impact of the usage of social media in the workplace on team and employee performance.

*Information & Management*, 56(8), 103160. <https://doi.org/10.1016/j.im.2019.04.003>

Suzuki, Y. (2014). Truck driver turnover: what rate is good enough?  
<https://doi.org/10.1108/09600030710825685>

Tahir, J. H. & P. R. (2016). Examining The Effect of Employee Empowerment, Teamwork, and Employee training, and Job Satisfaction. *Procedia-Social and Behavioral Sciences*, 219, 272 – 282.

Taneja, S., Sewell, S. S., & Odom, R. Y. (2015). A culture of employee engagement : a strategic perspective for global managers, 36(3), 46–56.  
<https://doi.org/10.1108/JBS-06-2014-0062>

Veldhoven, M. Van, & Dorenbosch, L. (2008). Age , proactivity and career development.  
<https://doi.org/10.1108/13620430810860530>

Version of Record:

<https://www.sciencedirect.com/science/article/pii/S0378720618306645>.  
(n.d.), 0–66.

Whittington, J. L., & Galpin, T. J. (2010). The engagement factor : building a high-commitment organization in a low-commitment world, 31(5), 14–24.  
<https://doi.org/10.1108/02756661011076282>

Wkh, D., Ri, I., Hh, P., Dqg, P., & Rq, P. H. H. (2016). ([dplqlqj wkh (iihfwv ri (psor\hh (psrzhuphqw 7hdpzrun dqg (psor\hh 7udlqlqj rq -re 6dwlvidfwlrq, 219, 272–282.  
<https://doi.org/10.1016/j.sbspro.2016.05.016>

Yalabik, Z. Y., Rayton, B. A., & Rapti, A. (2016). Facets of job satisfaction and work engagement. <https://doi.org/10.1108/EBHRM-08-2015-0036>

Yu, T. R. (2015). The impact of corporate social responsibility on employee performance and cost. <https://doi.org/10.1108/RAF-03-2014-0025>

Zacher, H., Rudolph, C. W., Todorovic, T., & Ammann, D. (2018). Academic career development : A review and research agenda ☆. *Journal of Vocational Behavior*, (August), 0–1. <https://doi.org/10.1016/j.jvb.2018.08.006>