

DAFTAR PUSTAKA

- Abbas, J., Muzaffar, A., Mahmood, H. K., Ramzan, M. A., & Rizvi, S. (2014). Impact of technology on performance of employees (a case study on Allied Bank Ltd, Pakistan). *World applied sciences journal*, 29(2), 271-276. <https://doi.org/10.5829/idosi.wasj.2014.29.02.1897>
- Abdussamad, H. Z., & Sik, M. S. (2021). *Metode penelitian kualitatif*. CV Syakir Media Press.
- Adobe, D. C. (2021). *The Future of Time*. <https://www.adobe.com/content/dam/dx-dc/us/en/pdfs/the-future-of-time.pdf>
- Alananzeh, O. A., Almuhausen, F., Jawabreh, O., Fahmawee, E., Ali, B., & Ali, A. (2023). The Impact of Job Stability, Work Environment, Administration, Salary and Incentives, Functional Justice, and Employee Expectation on the Security Staff's Desire to Continue Working at the Hotel. *Journal of Statistics Applications & Probability*, 12(2), 425-439. <https://doi.org/http://dx.doi.org/10.18576/jsap/120209>
- Ali, B. J., & Anwar, G. (2021). An empirical study of employees' motivation and its influence job satisfaction. *Ali, BJ, & Anwar, G.(2021). An Empirical Study of Employees' Motivation and its Influence Job Satisfaction. International Journal of Engineering, Business and Management*, 5(2), 21-30. <https://doi.org/https://doi.org/10.22161/ijebm.5.2.3>
- Armelia, S., Eisenberger, R., Fasolo, P., & Lynch, P. (1998). Perceived organizational support and police performance: the moderating influence of socioemotional needs. *Journal of Applied Psychology*, 83(2), 288. <https://doi.org/https://psycnet.apa.org/doi/10.1037/0021-9010.83.2.288>
- Asrar-ul-Haq, M., & Anwar, S. (2018). The many faces of leadership: Proposing research agenda through a review of literature. *Future Business Journal*, 4(2), 179-188. <https://doi.org/https://doi.org/10.1016/j.fbj.2018.06.002>
- Asril, A., & Perdhana, M. S. (2024). Generation Z In Energy Industry: Paradigm Shift In Organizational Dynamics. *Jurnal Muara Ilmu Ekonomi dan Bisnis*, 8(1). <https://doi.org/https://doi.org/10.24912/jmieb.v8i1.27269>
- Azungah, T. (2018). Qualitative research: deductive and inductive approaches to data analysis. *Qualitative Research Journal*, 18(4), 383-400. <https://doi.org/10.1108/QRJ-D-18-00035>
- Bappenas. (2020). *Pedoman Teknis Penyusunan Rencana Aksi Tujuan Pembangunan Berkelanjutan (TPB)*. Jakarta: Bappenas Retrieved from <https://sdgs.bappenas.go.id/website/wp-content/uploads/2020/10/Buku-Pedoman-Rencana-Aksi-SDGs.pdf>

- Barhate, B., & Dirani, K. M. (2022). Career aspirations of generation Z: a systematic literature review. *European Journal of Training and Development*, 46(1/2), 139-157. <https://doi.org/https://doi.org/10.1108/EJTD-07-2020-0124>
- Bell, E., Bryman, A., & Harley, B. (2022). *Business research methods*. Oxford university press.
- Benitez, G. B., Ayala, N. F., & Frank, A. G. (2022). Chapter 19 - How can SMEs participate successfully in Industry 4.0 ecosystems? In B. L. MacCarthy & D. Ivanov (Eds.), *The Digital Supply Chain* (pp. 325-339). Elsevier. <https://doi.org/https://doi.org/10.1016/B978-0-323-91614-1.00019-8>
- Berge, Z. L., & Berge, M. B. (2019). The economic abcs of educating and training generations x, y, and z. *Performance Improvement*, 58(5), 44-53. <https://doi.org/https://doi.org/10.1002/pfi.21864>
- Bhardwaj, A., Mishra, S., & Jain, T. K. (2021). Analysis of strategic leadership for organizational transformation and employee engagement. *Materials Today: Proceedings*, 37, 161-165. <https://doi.org/https://doi.org/10.1016/j.matpr.2020.04.774>
- Borg, J., Scott-Young, C. M., & Borg, N. (2023). What Generation Z needs: the role of project-based organizations in creating career sustainability. *International Journal of Managing Projects in Business*, 16(3), 571-591. <https://doi.org/https://doi.org/10.1108/IJMPB-12-2022-0273>
- Bothma, C. F., & Roodt, G. (2013). The validation of the turnover intention scale. *SA journal of human resource management*, 11(1), 1-12. <https://doi.org/http://dx.doi.org/10.4102/sajhrm.v11i1.507>
- BPS. (2020). *Hasil Sensus Penduduk 2020*. <https://www.bps.go.id/id/publication/2023/12/21/193053e47e20e9c6c5ef6252/statistik-listrik-2018-2022.html>
- BPS. (2023). *Statistik Listrik 2018-2022*. B. P. S. Indonesia. <https://www.bps.go.id/id/publication/2023/12/21/193053e47e20e9c6c5ef6252/statistik-listrik-2018-2022.html>
- Burawat, P. (2023). Examining generational differences in the workplace: Narcissism, work centrality, and the impact on employee engagement and discretionary effort. *Industrial and Commercial Training*, 55(4), 509-543. <https://doi.org/https://doi.org/10.1108/ICT-05-2022-0035>
- Candra Susanto, Primadi Nyoman Sawitri, & Ni. (2023). Coaching, Mentoring, Leadership Transformation and Employee Engagement: A Review of the

- Literature. *Dinasti International Journal of Education Management And Social Science*, 4(2), 297-308. <https://doi.org/10.31933/dijemss.v4i2.1591>
- Cavanagh, M. J. (2016). The coaching engagement in the twenty-first century: New paradigms for complex times. In *Beyond Goals* (pp. 151-184). Routledge.
- Chandani, A., Mehta, M., Mall, A., & Khokhar, V. (2016). Employee Engagement: A Review Paper on Factors Affecting Employee Engagement. *Indian Journal of Science and Technology*, 9(15). <https://doi.org/10.17485/ijst/2016/v9i15/132532>
- Chillakuri, B. (2020). Understanding Generation Z expectations for effective onboarding. *Journal of Organizational Change Management*, 33(7), 1277-1296. <https://doi.org/http://dx.doi.org/10.1108/JOCM-02-2020-0058>
- Chitranshi, J. (2021). Leader readiness of Gen Z in VUCA business environment. *foresight*, 23(2), 154-171. <https://doi.org/https://doi.org/10.1108/FS-05-2020-0048>
- Chung, H., & van der Lippe, T. (2020). Flexible Working, Work-Life Balance, and Gender Equality: Introduction. *Soc Indic Res*, 151(2), 365-381. <https://doi.org/10.1007/s11205-018-2025-x>
- CNBC. (2019). *Petaka Mati Lampu Se-Jawa 2019, Listrik RI Rapuh Salah Siapa?* CNBC Indonesia. <https://www.cnbcindonesia.com/news/20190805074145-4-89757/petaka-mati-lampu-se-jawa-2019-listrik-ri-rapuh-salah-siapa>
- Cook, K. S. (2015). Exchange: Social. In J. D. Wright (Ed.), *International Encyclopedia of the Social & Behavioral Sciences (Second Edition)* (pp. 482-488). Elsevier. <https://doi.org/https://doi.org/10.1016/B978-0-08-097086-8.32056-6>
- Crabb, S. (2011). The use of coaching principles to foster employee engagement. *Coaching Psychologist*, 7(1).
- Crawford, E. R., LePine, J. A., & Rich, B. L. (2010). Linking job demands and resources to employee engagement and burnout: A theoretical extension and meta-analytic test. *Journal of Applied Psychology*, 95(5), 834-848. <https://doi.org/10.1037/a0019364>
- Cropanzano, R., & Mitchell, M. S. (2005). Social exchange theory: An interdisciplinary review. *Journal of management*, 31(6), 874-900. <https://doi.org/https://doi.org/10.1177/0149206305279602>
- Cseh-Papp, I., Varga, E., Szabó, K., Szira, Z., & Hajós, L. (2017). The appearance of a new generation on the labour market. *Annals of the Faculty of Engineering Hunedoara-International Journal of Engineering*, 15(1).

- Databoks. (2024). RI Produksi Batu Bara 775 Juta Ton pada 2023, Mayoritas untuk Ekspor [Energy]. <https://databoks.katadata.co.id/datapublish/2024/01/18/ri-produksi-batu-barabara-775-juta-ton-pada-2023-majoritas-untuk-ekspor>
- Deloitte. (2022). *The Deloitte Global 2022 Gen Z & Millennial Survey* (Striving for balance, advocating for change, Issue. <https://www.deloitte.com/global/en/issues/work/genzmillennialsurvey-2022.html>
- Deloitte. (2023). *2023 Gen Z and Millennial Survey*. <https://www.deloitte.com/global/en/issues/work/content/genzmillennialsurvey.html>
- Eatough, V., & Smith, J. A. (2017). Interpretative phenomenological analysis. *The Sage handbook of qualitative research in psychology*, 193-209. <https://doi.org/https://doi.org/10.4135/9781526405555>
- EMBER. (2021). *Tinjauan Ketenagalistrikan Global 2021*. <https://ember-climate.org/insights/research/global-electricity-review-2023/>
- EY, E. Y. L. (2023). *2023 EY Gen Z Segmentation Study* (How can understanding the influence of Gen Z today empower your tomorrow?, Issue. https://assets.ey.com/content/dam/ey-sites/ey-com/en_us/topics/consulting/ey-2307-4309403-genz-segmentation-report-us-score-no-20902-231us-2-vf4.pdf
- Farrugia, B. (2019). WASP (Write a Scientific Paper): Sampling in qualitative research. *Early Human Development*, 133, 69-71. <https://doi.org/https://doi.org/10.1016/j.earlhumdev.2019.03.016>
- Fauchil, F., Darmawan, D., & Nikmah, N. (2020). The Role of Remuneration Contribution and Social Support in Organizational Life to Build Work Engagement. *Journal of Islamic Economics Perspectives*, 1, 20-32. <https://doi.org/10.35719/jiep.v1i2.24>
- Francis, T., & Hoefel, F. (2018). True Gen': Generation Z and its implications for companies. *McKinsey & Company*, 12, 1-10.
- Gabrielova, K., & Buchko, A. A. (2021). Here comes Generation Z: Millennials as managers. *Business Horizons*, 64(4), 489-499. <https://doi.org/https://doi.org/10.1016/j.bushor.2021.02.013>
- Gaidhani, S., Arora, L., & Sharma, B. K. (2019). Understanding the attitude of generation Z towards workplace. *International Journal of Management, Technology and Engineering*, 9(1), 2804-2812.

- Galan, N. (2023). Knowledge loss induced by organizational member turnover: a review of empirical literature, synthesis and future research directions (Part II). *The Learning Organization*, 30(2), 137-161. <https://doi.org/https://doi.org/10.1108/TLO-09-2022-0108>
- Gallup. (2023). *State of the Global Workplace 2023 Report* (The Voice of the World's Employees, Issue. <https://www.gallup.com/workplace/349484/state-of-the-global-workplace-report.aspx>
- Ganguli, R., & Padhy, S. C. (2023). Moderating Effect of Demographic Factors on the Relationship Between Work Motivation and Employee Retention of Gen Z. *NMIMS Management Review*, 31(2), 145-156. <https://doi.org/https://doi.org/10.1177/09711023231197819>
- Garai-Fodor, M., & Jäckel, K. (2022). Motivational tools and incentives: different generations, different needs at work. 2022 IEEE 22nd International Symposium on Computational Intelligence and Informatics and 8th IEEE International Conference on Recent Achievements in Mechatronics, Automation, Computer Science and Robotics (CINTI-MACRo),
- Gephart Jr, R. P. (2004). Qualitative research and the Academy of Management Journal. In (Vol. 47, pp. 454-462): Academy of Management Briarcliff Manor, NY 10510.
- Goh, E., & Lee, C. (2018). A workforce to be reckoned with: The emerging pivotal Generation Z hospitality workforce. *International Journal of Hospitality Management*, 73, 20-28. <https://doi.org/https://doi.org/10.1016/j.ijhm.2018.01.016>
- Grow, J. M., & Yang, S. (2018). Generation-Z enters the advertising workplace: Expectations through a gendered lens. *Journal of Advertising Education*, 22(1), 7-22. <https://doi.org/https://doi.org/10.1177/1098048218768595>
- Guerra, J. M., Martínez, I., Munduate, L., & Medina, F. J. (2020). A contingency perspective on the study of the consequences of conflict types: The role of organizational culture. In *Conflict in Organizations: Beyond Effectiveness and Performance* (pp. 157-176). Psychology Press.
- Haar, J. M., Russo, M., Suñe, A., & Ollier-Malaterre, A. (2014). Outcomes of work-life balance on job satisfaction, life satisfaction and mental health: A study across seven cultures. *Journal of vocational behavior*, 85(3), 361-373. <https://doi.org/https://doi.org/10.1016/j.jvb.2014.08.010>
- Hampton, D., & Welsh, D. (2019). Work values of Generation Z nurses. *JONA: The Journal of Nursing Administration*, 49(10), 480-486. <https://doi.org/10.1097/NNA.0000000000000791>

- Hancock, J. I., Allen, D. G., Bosco, F. A., McDaniel, K. R., & Pierce, C. A. (2013). Meta-Analytic Review of Employee Turnover as a Predictor of Firm Performance. *Journal of management*, 39(3), 573-603. <https://doi.org/10.1177/0149206311424943>
- Hinduan, Z. R., Anggraeni, A., & Agia, M. I. (2020). Generation Z in Indonesia: The self-driven digital. In *The New Generation Z in Asia: Dynamics, Differences, Digitalisation* (pp. 121-134). Emerald Publishing Limited. <https://doi.org/https://doi.org/10.1108/978-1-80043-220-820201012>
- Homans, G. C. (1958). Social behavior as exchange. *American journal of sociology*, 63(6), 597-606. <https://doi.org/https://psycnet.apa.org/doi/10.1086/222355>
- IDN, R. I. (2022a). *Indonesia Gen Z Report 2022*. I. Media. <https://cdn.idntimes.com/content-documents/indonesia-gen-z-report-2022.pdf>
- IDN, R. I. (2022b). *Indonesia Millennial Report 2022*. IDN Media. <https://fliptml5.com/rmpye/ryrw/basic>
- IDN, R. I. (2024). *Indonesia Gen Z Report 2024*. <https://www.imgs.idntimes.com/>
- Indonesia.go.id. (2024). *Selangkah Menuju Indonesia Terang 100%* <https://indonesia.go.id/kategori/editorial/7926/selangkah-menuju-indonesia-terang-100?lang=1>
- Islam, M. A., & Aldaihani, F. M. F. (2022). Justification for adopting qualitative research method, research approaches, sampling strategy, sample size, interview method, saturation, and data analysis. *Journal of International Business and Management*, 5(1), 01-11.
- Jaharuddin, N. S., & Zainol, L. N. (2019). The impact of work-life balance on job engagement and turnover intention. *The South East Asian Journal of Management*, 13(1), 7. <https://doi.org/10.21002/seam.v13i1.10912>
- Jayathilake, H. D., Daud, D., Eaw, H. C., & Annuar, N. (2021). Employee development and retention of Generation-Z employees in the post-COVID-19 workplace: a conceptual framework. *Benchmarking: An International Journal*, 28(7), 2343-2364. <https://doi.org/https://doi.org/10.1108/BIJ-06-2020-0311>
- Kahn, W. A. (1990). Psychological conditions of personal engagement and disengagement at work. *Academy of Management Journal*, 33(4), 692-724. <https://doi.org/https://doi.org/10.5465/256287>
- Keosouvanh, P. (2019). *An investigation into what are the important motivation factors that help to retain Generation Y and Z employees in a mining company in Laos*

- Kirchmayer, Z., & Fratričová, J. (2020). What motivates generation Z at work? Insights into motivation drivers of business students in Slovakia. *Proceedings of the Innovation management and education excellence through vision*, 6019, 6030.
- Langridge, D. (2008). Phenomenology and Critical Social Psychology: Directions and Debates in Theory and Research. *Social and Personality Psychology Compass*, 2, 1126-1142. <https://doi.org/https://doi.org/10.1111/J.1751-9004.2008.00114.X>
- Lanier, K. (2017). 5 Things HR professionals need to know about generation Z: thought leaders share their views on the HR profession and its direction for the future. *Strategic HR review*, 16(6), 288-290. <https://doi.org/https://doi.org/10.1108/SRH-08-2017-0051>
- Lassleben, H., & Hofmann, L. (2023). Attracting Gen Z talents: do expectations towards employers vary by gender? *Gender in management: an international journal*, 38(4), 545-560. <https://doi.org/https://doi.org/10.1108/GM-08-2021-0247>
- Lavoie, A. (2004). Work-life balance and SMEs: Avoiding the “one-size-fits-all” trap. *CFIB Research*, 1-13.
- Lee, C. C., Aravamudhan, V., Roback, T., Lim, H. S., & Ruane, S. G. (2021). Factors Impacting Work Engagement of Gen Z Employees: A Regression Analysis. *Journal of Leadership, Accountability and Ethics*, 18(3). <https://articlearchives.co/index.php/JLAE/article/view/4014>
- Lerebulan, H. E., & Amalia, L. (2023). The Effect of Employee Silence on Turnover Intention, with Burnout As a Mediation Variable and Coworker Support As a Moderating Variable. *Indonesian Journal of Business Analytics*, 3(1), 41-56. <https://doi.org/http://dx.doi.org/10.55927/ijba.v3i1.3071>
- Lim, A. T., & Lianto, L. (2024). Ethical Leadership in the Eyes of Gen Z: A Literature Review. *FIRM Journal of Management Studies*.
- Lokman, A., Hassan, F., Ustadi, Y. A., Rahman, F., Zain, Z., & Rahmat, N. H. (2022). Investigating motivation for learning via Vroom's Theory. *International Journal of Academic Research in Business and Social Sciences*, 12(1), 504-530.
- Mahmood Aziz, H., Jabbar Othman, B., Gardi, B., Ali Ahmed, S., Sabir, B. Y., Burhan Ismael, N., Abdalla Hamza, P., Sorguli, S., Ali, B. J., & Anwar, G. (2021). Employee commitment: The relationship between employee commitment and job satisfaction. *Aziz, HM, Othman, BJ, Gardi, B., Ahmed, SA, Sabir, BY, Ismael, NB, Hamza, PA, Sorguli, S., Ali, BJ, Anwar,*

- G.(2021). *Employee Commitment: The Relationship between Employee Commitment And Job Satisfaction*. *Journal of Humanities and Education Development*, 3(3), 54-66. <https://doi.org/http://dx.doi.org/10.22161/jhed.3.3.6>
- Maloni, M., Hiatt, M. S., & Campbell, S. (2019). Understanding the work values of Gen Z business students. *The International Journal of Management Education*, 17(3), 100320. <https://doi.org/https://doi.org/10.1016/j.ijme.2019.100320>
- Marais, L.-M. (2023). *Generational Differences in the Work-Related Constructs Work Values, Attitudes, and Behavior* Walden University].
- Maslach, C., & Leiter, M. P. (2008). Early predictors of job burnout and engagement. *Journal of Applied Psychology*, 93(3), 498-512. <https://doi.org/10.1037/0021-9010.93.3.498>
- Maslach, C., Schaufeli, W. B., & Leiter, M. P. (2001). Job Burnout. *Annual Review of Psychology*, 52(Volume 52, 2001), 397-422. <https://doi.org/https://doi.org/10.1146/annurev.psych.52.1.397>
- McCrindle, M., & Fell, A. (2019). Understanding Generation Z: Recruiting, training and leading the next generation. *McCrindle Research Pty Ltd*.
- Melin, A., & Egkolfopoulou, M. (2021). Employees are quitting instead of giving up working from home. *Bloomberg. Com*, 1.
- MODI. (2023). Minerba One Data Indonesia. In. Jakarta: Kementerian Energi dan Sumber Daya Mineral.
- Mwangi, S. W. (2021). *Exploring Generation Z's Values and Perceptions to Increase Participation in the Oil and Gas Industry* Colorado Technical University].
- Nagpal, P. (2022). Organizational commitment as an outcome of employee engagement: A social exchange perceptive using a SEM model. *International Journal of Biology, Pharmacy and Allied Sciences*, 11(1), 72-86. <https://doi.org/https://doi.org/10.31032/IJBPAS/2022/11.1.1008>
- Neubauer, B. E., Witkop, C. T., & Varpio, L. (2019). How phenomenology can help us learn from the experiences of others. *Perspectives on Medical Education*, 8(2), 90-97. <https://doi.org/10.1007/s40037-019-0509-2>
- Nieżurawska-Zajac, J., Kycia, R. A., & Niemczynowicz, A. (2023). *Managing Generation Z: Motivation, Engagement and Loyalty*. Taylor & Francis. <https://doi.org/10.4324/9781003353935>

- Obilor, E. I. (2023). Convenience and purposive sampling techniques: Are they the same. *International Journal of Innovative Social & Science Education Research*, 11(1), 1-7.
- Pandita, D., Agarwal, Y., & Vapiwala, F. (2023). Fostering the sustainability of organizational learning: reviewing the role of Gen-Z employees. *Industrial and Commercial Training*, 55(3), 375-387. <https://doi.org/10.1108/ICT-09-2022-0064>
- Pandita, D., & Kumar, A. (2022). Transforming people practices by re-structuring job engagement practices for generation z: an empirical study. *International Journal of Organizational Analysis*, 30(1), 115-129. <https://doi.org/https://doi.org/10.1108/IJOA-07-2020-2294>
- Parinsi, W. K., & Musa, D. A. L. (2023). Strategi Pengelolaan Sumber Daya Manusia Untuk Meningkatkan Kinerja Perusahaan yang Berkelaanjutan di Industri 4.0. *J-MAS (Jurnal Manajemen dan Sains)*, 8(2), 1385-1393. <https://doi.org/http://dx.doi.org/10.33087/jmas.v8i2.1510>
- Passalacqua, H., & Turki I Alsaba, M. (2020). Energy Transitions: An Academia Take on Shaping the Future Professionals of Oil and Gas. SPE Annual Technical Conference and Exhibition?,
- Petroleum, B. (2022). *Statistical Review of World Energy 2022*. <https://www.bp.com/content/dam/bp/business-sites/en/global/corporate/xlsx/energy-economics/statistical-review/bp-stats-review-2022-all-data.xlsx>
- PLN. (2023a). *78 Tahun PLN Hadir Listriki Indonesia, Rasio Elektrifikasi Nasional Capai 99,74%* <https://web.pln.co.id/media/siaran-pers/2023/10/78-tahun-pln-hadir-listriki-indonesia-rasio-elektrifikasi-nasional-capai-9974>
- PLN. (2023b). *Statistik PLN 2023 Unaudited*. <https://web.pln.co.id/statics/uploads/2024/03/Statistik-PLN-2023-Unaudited-28.2.24.pdf>
- Praida, P. K., & Sundaray, B. K. (2020). Training and employee engagement: An impact analysis. *Journal of University of Shanghai for Science and Technology*, 22(11), 302-317.
- Rachmadini, F., & Riyanto, S. (2020). The impact of work-life balance on employee engagement in generation z. *IOSR Journal of Humanities and Social Science*, 25(5), 62-66. <https://doi.org/10.9790/0837-2505106266>
- Rajasinghe, D. (2020). Interpretative phenomenological analysis (IPA) as a coaching research methodology. *Coaching: An International Journal of*

- Theory, Research and Practice*, 13(2), 176-190.
<https://doi.org/10.1080/17521882.2019.1694554>
- Remer, S. J., Hall, A. C., Spielman, Z. A., Vollmer, J. L., & Hansen, J. K. (2023). *FY23 ION Based Approaches to Address Labor and Knowledge Retention*.
- Reyes, A. C. S., Aquino, C. A., & Bueno, D. C. (2019). Why employees leave: Factors that stimulate resignation resulting in creative retention ideas. *CC The Journal: A Multidisciplinary Research Review*, 14, 15-24. <https://doi.org/http://dx.doi.org/10.13140/RG.2.2.17579.39203>
- Rohayati, T., Destalani, A., Arizka, H., Fahrezi, M., & Dwidenawati, D. (2023). Impact of Job Satisfaction, Positive Organizational Culture and Meaningful Work on Turnover Intention in Gen Z. *WSEAS TRANSACTIONS ON SYSTEMS*, 22, 613-621. <https://doi.org/10.37394/23202.2023.22.62>
- Rue, P. (2018). Make way, millennials, here comes Gen Z. *About Campus*, 23(3), 5-12. <https://doi.org/https://doi.org/10.1177/1086482218804251>
- Sakdiyakorn, M., Golubovskaya, M., & Solnet, D. (2021). Understanding Generation Z through collective consciousness: Impacts for hospitality work and employment. *International Journal of Hospitality Management*, 94, 102822. <https://doi.org/https://doi.org/10.1016/j.ijhm.2020.102822>
- Sakdiyakorn, M., & Wattanacharoensil, W. (2018). Generational diversity in the workplace: A systematic review in the hospitality context. *Cornell Hospitality Quarterly*, 59(2), 135-159. <https://doi.org/https://doi.org/10.1177/1938965517730312>
- Saks, A. M. (2006). Antecedents and consequences of employee engagement. *Journal of managerial psychology*, 21(7), 600-619. <https://doi.org/https://doi.org/10.1108/02683940610690169>
- Salkind, N. J. (2010). *Encyclopedia of research design* (Vol. 1). sage. <https://doi.org/https://doi.org/10.4135/9781412961288>
- Sapta, I., Muafi, M., & Setini, N. M. (2021). The role of technology, organizational culture, and job satisfaction in improving employee performance during the Covid-19 pandemic. *The Journal of Asian Finance, Economics and Business*, 8(1), 495-505. <https://doi.org/10.13106/jafeb.2021.vol8.no1.495>
- Schaufeli, W. B., Salanova, M., González-romá, V., & Bakker, A. B. (2002). The Measurement of Engagement and Burnout: A Two Sample Confirmatory Factor Analytic Approach. *Journal of Happiness Studies*, 3(1), 71-92. <https://doi.org/10.1023/A:1015630930326>
- Sharma, P. K., & Kumra, R. (2020). Relationship between workplace spirituality, organizational justice and mental health: mediation role of employee

- engagement. *Journal of Advances in Management Research*, 17(5), 627-650. <https://doi.org/https://doi.org/10.1108/JAMR-01-2020-0007>
- Shuck, B., Twyford, D., Reio Jr., T. G., & Shuck, A. (2014). Human Resource Development Practices and Employee Engagement: Examining the Connection With Employee Turnover Intentions. *Human Resource Development Quarterly*, 25(2), 239-270. <https://doi.org/https://doi.org/10.1002/hrdq.21190>
- Simons, H. (2009). Case study research in practice. *Case study research in practice*, 1-200. <https://doi.org/https://doi.org/10.4135/9781446268322>
- Singh, A. K., Verma, J., & Verma, R. (2020). Understanding role of market-orientated IT competence and knowledge sharing mechanism in gaining competitive advantage. *Global Business Review*, 21(2), 418-435. <https://doi.org/https://doi.org/10.1177/0972150918824949>
- Sorakraikitkul, M., & Siengthai, S. (2014). Organizational learning culture and workplace spirituality: Is knowledge-sharing behaviour a missing link? *The Learning Organization*, 21(3), 175-192. <https://doi.org/https://doi.org/10.1108/TLO-08-2011-0046>
- Sugandini, D., Mustafa El Qadri, Z., Kustyadji, G., & Muafi, M. (2018). Employee engagement in entrepreneurship management: SMEs cases. *Academy of Entrepreneurship Journal*, 24(2), 1-8. <https://doi.org/http://eprints.upnyk.ac.id/id/eprint/17901>
- Szymkowiak, A., Melović, B., Dabić, M., Jeganathan, K., & Kundi, G. S. (2021). Information technology and Gen Z: The role of teachers, the internet, and technology in the education of young people. *Technology in Society*, 65, 101565. <https://doi.org/https://doi.org/10.1016/j.techsoc.2021.101565>
- Tanskanen, K. (2015). Who wins in a complex buyer-supplier relationship? A social exchange theory based dyadic study. *International Journal of Operations & Production Management*, 35(4), 577-603. <https://doi.org/10.1108/IJOPM-10-2012-0432>
- Tracey, R. (2022). *A qualitative investigation of retention of Generation Z Engineers in the Electricity Supply Board (ESB)* Dublin, National College of Ireland].
- Trice, H. M. (1985). Rites and ceremonials in organizational cultures. *Research in the Sociology of Organizations*, 4(22), 1-70. <https://doi.org/https://psycnet.apa.org/doi/10.2307/258488>
- Twenge, J. M., & Campbell, W. K. (2009). *The narcissism epidemic: Living in the age of entitlement*. Simon and Schuster.

- Vahlström, A., Idlbi, K., & Taleb, K. (2022). How employers in regional Sweden can attract and retain Gen Z: The case study of Jönköpings län. In.
- Vişelar, A. (2019). Like me: Generation Z and the use of social media for personal branding. *Management Dynamics in the Knowledge Economy*, 7(2), 257-268. <https://doi.org/http://dx.doi.org/10.25019/MDKE/7.2.07>
- Wulandari, A., Listiarini, A., Palit, G. M., & Rohman, A. (2023). Burnout, leadership, and turnover intention among generation Z in mining industry. *International Journal of Innovation, Creativity and Change*, 17(2), 1-26.
- Zehetner, A., Zehetner, D., Lepeyko, T., & Blyznyuk, T. (2022). Generation Z's Expectations of Their Leaders: A Cross-cultural, Multi-dimensional Investigation of Leadership Styles. ECMLG 2022 18th European Conference on Management, Leadership and Governance.