

References

- Andert, Darlene. (2011). Alternating Leadership as a Proactive Organizational Intervention: Addressing the Needs of the Baby Boomers, Generation Xers and Millennials. *Journal of Leadership, Accountability and Ethics*. Vol. 8(4). 67-83
- Bradford, F.W. (1993). Understanding Gen X. *Marketing Research*. 5, 54.
- Bresman, H., & Rao, V. D. (2017). A Survey of 19 Countries Shows How Generations X, Y, and Z Are — and Aren't — Different. Retrieved from Harvard Business Review website: <https://hbr.org/2017/08/a-survey-of-19-countries-shows-how-generations-x-y-and-z-are-andarent-different>
- Cennamo, L., & Gardner, D. (2008). Generational differences in work values, outcomes and personorganisation values fit. *Journal of Managerial Psychology*, 23(8), 891–906. <https://doi.org/10.1108/02683940810904385>
- Chin, W. W. (1998). The partial least squares approach for structural equation modeling. In *Modern methods for business research*.
- Cohen, J. (1988). *Statistical Power Analysis for the Behavioral Sciences* (2nd ed.). Hillsdale, NJ: Lawrence Erlbaum Associates, Publishers.
- Dencker, Joshi, and Martocchio. (2008). Employee Benefits As Context for intergenerational Conflict. *Human Resource Management Review*. (June) 17 (2). 208-220
- Deloitte Indonesia Perspective. (2019). Generasi Milennial dalam Industri 4.0: Berkah Bagi Sumber Daya Manusia Indonesia atau Ancaman? (September) Deloitte.
- Dittman, M. (2005). Generational differences at work. *Monitor on Psychology*. 36. 54–55.
- Ertas, N. (2015). Turnover Intentions and Work Motivations of Millennial Employees in Federal Service. *Public Personnel Management*, 401-423.
- Ferri-Reed, J. (2012). Three Ways Leaders Can Help Millennials Succeed. *Journal for Quality & Participation*, (April), 18–20.
- Ferri-Reed, J. (2013). Quality, Conflict, and Communication Across the Generations. *The Journal for Quality and Participant*, 12-14.
- Fornell, C., & Larcker, D. F. (1981). Evaluating Structural Equation Models with Unobservable Variables and Measurement Error. *Journal of Marketing Research*. <https://doi.org/10.2307/3151312>

- Gold, Andrew & Malhotra, Arvind & Segars, Albert. (2001). Knowledge Management: An Organizational Capabilities Perspective. *J. of Management Information Systems*. 18. 185-214.
- Gianniris, D. (2018, January 25). Evolution Of The Modern Workplace. Retrieved from Forbes: Retrieved from: <https://www.forbes.com/sites/forbestechcouncil/2018/01/25/the-millennial-arrival-andthe-evolution-of-the-modern-workplace/#3bbba7475a73>
- Globe Project. (2006). Research Survey: Global Leadership and Organizational Behavior Effectiveness Project. The Globe Foundation
- Guntert, Stefan. (2015). The impact of work design, autonomy support, and strategy on employee outcome: A differentiated perspective on self-determination at work. *Motivation and Emotion*. 39:74–87
- Hair Jr, J., Hult, G. T., Ringle, C., & Sarstedt, M. (2016). A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM) - Joseph F. Hair, Jr., G. Tomas M. Hult, Christian Ringle, Marko Sarstedt. In Sage.
- Hauw, Sara De and Vos, Ans De. (2010). Millennials' Career Perspective and Psychological Contract Expectations: Does the Recession Lead to Lowered Expectations? *5 25 (2)*. 293-302
- Henseler, J. and Chin, W.W. (2010), "A comparison of approaches for the analysis of interaction effects between latent variables using partial least squares path modeling", *Structural Equation Modeling*, Vol. 17 No. 1, pp. 82-109.
- Henseler, J., Ringle, C. M., & Sarstedt, M. (2015). A new criterion for assessing discriminant validity in variance-based structural equation modeling. *Journal of the Academy of Marketing Science*, 43(1), 115–135. <http://doi.org/10.1007/s11747-014-0403-8>
- Henseler, J., Ringle, C.M. and Sinkovics, R.R. (2009) The Use of Partial Least Squares Path Modeling in International Marketing; New Challenges to International Marketing. *Advances in International Marketing*, 20, 277-319.
- [https://doi.org/10.1108/S1474-7979\(2009\)0000020014](https://doi.org/10.1108/S1474-7979(2009)0000020014)
- Hulland, J. (1999). Use of partial least squares (PLS) in strategic management research: A review of four recent studies. *Strategic Management Journal*. [https://doi.org/10.1002/\(sici\)10970266\(199902\)20:2<195::aid-smj13>3.0.co;2-7](https://doi.org/10.1002/(sici)10970266(199902)20:2<195::aid-smj13>3.0.co;2-7)
- Hofstede, G., Hofstede, G. J., Minkov, M. (2010). *Cultures and Organizations: Software of the Mind* (Rev. 3rd ed).
- Indriyana, Faizah., Djastuti, Indi. (2018). Work Values of Generation Y. *Diponegoro International Journal of Business*. Vol 1 No 1, pp. 40-48.

- IDN. (2020). Indonesia Millennial Report 2020: Understanding Millennials' Behaviours and Demystifying Their Stereotypes. IDN Research Institute
- Kaifi, B. A., Nafei, W. A., Khanfar, N. M., & Kaifi, M. M. (2012). A multi-generational workforce: managing and understanding millennials. *International Journal of Business & Management*, 7(24), 88-93.
- Kalbe. (2020, March 19). Kalbe at a Glance. Retrieved from Kalbe Website:
<http://www.kalbe.co.id/about>
- Kapoor, Camille and Solomon, Nicole. (2011). "Understanding and managing generational differences in the workplace", *Worldwide Hospitality and Tourism Themes*, Vol. 3 Iss 4 pp. 308 - 318
- Kline, R. B. (2011). *Principles And Practice Of Structural Equation Modeling*. Third Edition. New York Guilford Press
- KPMG. (2017). Meet the Millennials. KPMG Research Programme, (June). Retrieved from <http://Owww.jstor.org.fama.us.es/stable/j.ctt1b4cxnh.9>
- Lancaster, L., & Stillman, D. (2002). *When Generations Collide: Who They Are. Why They Clash. How to Solve the Generational Puzzle at Work*. New York: HarperCollins.
- Lyons, S. (2004). *An exploration of generational values in life and at work (Doctoral Dissertation)*.
Dissertation Abstracts International, 3462A, (UMI No. AA TNQ94206).
- Maharani, Diajeng Puspa Arum., Mashuri, Nimas Ayu. (2019). The Relationship of Staff Job Satisfaction and Intention To Leave From a Hospital. *Jurnal Administrasi Kesehatan Indonesia*. Vol 7 No 1. Pp 8188
- Malhotra, G., Leslie, D. S., Ludwig, C. J. H., & Bogacz, R. (2017). Overcoming indecision by changing the decision boundary. *Journal of Experimental Psychology: General*.
<https://doi.org/10.1037/xge0000286>
- Morgeson, Frederick P., Humphrey, Stephen E. (2006). The Work Design Questionnaire (WDQ):
Developing and Validating a Comprehensive Measure for Assessing Job Design and the Nature of Work. *Journal of Applied Psychology*. Vol 91 No 6. Pp 1321-1339
- Murphy, E.F., Gordon, J.D. and Anderson, T.L. (2004), "Cross-cultural, cross-cultural age and cross-cultural generational differences in values between the United States and Japan", *Journal of Applied Management and Entrepreneurship*, Vol. 9 No. 3, pp. 21-47.
- Ng, Eddy S. W., Schweitzer, Linda., Lyons, Sean T. (2011). New Generation, Great Expectations: A Field Study of the Millennial Generation. *Journal of Business Psychology*. 25:281–292

- Nindyati, Ayu Dwi. (2017). Pemaknaan Loyalitas Karyawan Pada Generasi X dan Generasi Y (Studi Pada Karyawan di Indonesia). *Journal of Psychological Science and Profesion (JPSP)*. Vol 1 No 1. PP 59-66
- Prameswari, Vary., Respati, A. (2014). Perbedaan work values antara generasi X and generasi Y. *Jurnal Psikologi*. Universitas Indonesia
- Riggle, R. J., Edmondson, D. R., & Hansen, J. D. (2009). A meta-analysis of the relationship between perceived organizational support and job outcomes: 20 years of research. *Journal of Business Research*, 1027-1030.
- Robbins, S. P., & Judge, T. A. (2013). *Organizational Behavior* 15th edition. England: Pearson.
- Smith, Travis J. and Nicols, Tommy. (2015). Understanding the Millennial Generation. *Journal of Business Diversity*. Vol. 15(1). 39-47
- Smola, K. W., & Sutton, C. D. (2002). Generational differences: Revisiting generational work values for the new millennium. *Journal of Organizational Behavior*, 23(SPEC. ISS.), 363–382. <https://doi.org/10.1002/job.147>
- Twenge, J. M. (2010). A Review of the Empirical Evidence on Generational Differences in Work Attitudes. *Journal of Business Psychology*, 201-210
- Twenge, J. M., Campbell, S. M., Hoffman, B. J., & Lance, C. E. (2010). Generational differences in work values: Leisure and extrinsic values increasing, social and intrinsic values decreasing. *Journal of Management*, 36(5), 1117–1142. <https://doi.org/10.1177/0149206309352246>
- Ramayah, T., Jasmine, Y. A. L., Ahmad, N. H., Halim, H. A., & Rahman, S. A. (2017). Testing a Confirmatory model of Facebook Usage in SmartPLS using Consistent PLS. *International Journal of Business and Innovation*, 3(2), 1–14.
- Robbins, S.P., Millett, B., Cacioppe, R. and Marsh, T.W. (1998), *Organisational Behaviour: Leading and Managing in Australia and New Zealand*, Prentice-Hall, Sydney.
- Olivia, Dameria Gita and Fakhri, Mahendra. (2020). Analisis Perbandingan Kepuasan Kerja Karyawan Generasi X Dan Generasi Y Pada PT. Pos Indonesia. *Jurnal Ilmiah MEA (Manajemen, Ekonomi, dan Akuntansi)* Vol. 4 No. 1. 238-247
- Weiss, F., Klein, M., & Grauenhorst, T. (2014). The effects of work experience during higher education on labour market entry: learning by doing or an entry ticket? *SAGE Publications*, 28, 788–807. <https://doi.org/10.1177/0950017013506772>
- Wong, K. K.-K. (2019). *Mastering Partial Least Squares Structural Equation Modeling (PLS-SEM) with SmartPLS in 38 Hours*. Bloomington
- Yavas, U., Luqmani, M., and Quraeshi, Z. (1990). Organizational Commitment, job satisfaction, work values: Saudi and expatriate manager”, *Leadership & Organization Developments Journal*. Vol. 11 No 7, pp 3-10

Yi, Xiang., Ribbens, Barbara., Fu, Lina., Cheng, Weibo. (2015). Variation in career and workplace attitudes by generation, gender, and culture differences in career perceptions in the United States and China. *Employee Relations*. Vol 37 Iss 1. Pp 66-82