

DAFTAR PUSTAKA

- Afifah, D. R. N., & Setiani, S. (2023). Peran komitmen organisasi dalam memediasi job satisfaction dan job insecurity terhadap turnover intention. *Jurnal E-Bis: Ekonomi-Bisnis*, 7(2), 550–561. <https://doi.org/10.37339/e-bis.v7i2.1234>
- Allen, N. J., & Meyer, J. P. (1990). The measurement and antecedents of affective, continuance and normative commitment to the organization. *Journal of Occupational Psychology*, 63, 1–18.
- Allen, N. J., & Meyer, J. P. (1996). Affective, continuance, and normative commitment to the organization: an examination of construct validity. *Journal of Vocational Behavior*, 49(3), 252–276.
- Ayuni, A. Q., & Khoirunnisa, R. N. (2021). Perbedaan komitmen organisasi ditinjau berdasarkan masa kerja pada karyawan. *Character: Jurnal Penelitian Psikologi*, 8(1), 84–98.
- Azwar, S. (2012). *Penyusunan skala psikologi* (2nd ed.). Pustaka Pelajar.
- Beck, K., & Wilson, C. (2000). Development of affective organizational commitment: a cross-sequential examination of change with tenure. *Journal of Vocational Behavior*, 56, 114–136. <https://doi.org/10.1006/jvbe.1999.1712>
- Brunjes, K. (2025, January 8). *Age range by generation | beresford research*. Beresford Research. <https://www.beresfordresearch.com/age-range-by-generation/>
- Bulut, S., & Maraba, D. (2021). Generation z and its perception of work through habits, motivations, expectations preferences, and work ethics. *Psychology and psychotherapy research study*, 4(4), 1–5. <https://doi.org/10.31031/pprs.2020.04.000593>
- Fauziah, S. (2018). Uji validitas konstruk instrumen organizational commitment questionnaire (ocq) dengan metode confirmatory factor analysis (cfa). *Jurnal pengukuran psikologi dan pendidikan indonesia (JP3I)*, 5(1), 1–9. <https://doi.org/10.15408/jp3i.v5i1.9244>
- Gao-Urhahn, X., Biemann, T., & Jaros, S. J. (2016). How affective commitment to the organization changes over time: a longitudinal analysis of the reciprocal relationships between affective organizational commitment and income. *Journal of Organizational Behavior*, 5–22. <https://doi.org/10.1002/job>
- Goss-Sampson, M. A. (2020). *Statistical analysis in jasp: A guide for students* (5th ed.). Mark A Goss-Sampson.
- Gravetter, F. J., & Forzano, L.-A. B. (2019). *Research methods for the behavioral sciences* (6th ed.). Cengage Learning.
- Hafidz, L. (2020, September 7). *Mengenal generasi z: generasi tech-savvy dengan karakteristik yang unik – resources*. talentics.id. <https://www.talentics.id/resources/blog/mengenal-generasi-z-generasi-tech-savvy-dengan-karakteristik-yang-unik>
- Hidayati, N., & Pratama, B. P. (2021). Eksplorasi nilai kerja generasi Z di industri perbankan. *Jurnal Manajemen dan Organisasi*, 12(2), 115–124.
- Irawati. (2023, November). Tarik minat milenial dan gen z, industri perbankan perlu lakukan ini. *Infobanknews*. <https://infobanknews.com/tarik-minat-milenial-dan-gen-z-industri->

perbankan-perlu-lakukan-ini/

- Kariuki, P. W. (2015). *Factors affecting employee turnover in the banking industry in kenya: a case study of imperial bank limited*. United States International University.
- Khairuddin. (2021). Komitmen organisasi ditinjau dari masa kerja. *Jurnal Social Library*, 1(2), 33–38. <https://doi.org/10.51849/sl.v1i2.31>
- Marsh, & Guy, C. (2025). Mercer's total remuneration survey predicts indonesia's salary increase to rise in 2020 . MarshMcLennan.
- Mathieu, J. E., & Zajac, D. M. (1990). A review and meta-analysis of the antecedents, correlates, and consequences of organizational commitment. *Psychological Bulletin*, 108(2), 171–194.
- Mercurio, Z. A. (2015). Affective commitment as a core essence of organizational commitment: an integrative literature review. *Human Resource Development Review*, 1–26.
- Meyer, J. P., Stanley, D. J., Herscovitch, L., & Topolnytsky, L. (2002). Affective, continuance, and normative commitment to the organization: a meta-analysis of antecedents, correlates, and consequences. *Journal of Vocational Behavior*, 61(1), 20–52. <https://doi.org/10.1006/jvbe.2001.1842>
- Mowday, R. T., Steers, R. M., & Porter, L. W. (1979). The measurement of organizational commitment. *Journal of Vocational Behavior*, 14, 224–247.
- Nainggolan, J. C. M., & Purba, S. D. (2024). Enhancing gen z employees commitment through flexible work arrangements, work-life balance, and job satisfaction. *Jurnal Manajemen*, 21(2), 132–157. <https://doi.org/10.25170/jm.v21i2.6174>
- Novitriami, Y., & Hastjarjo, T. D. (2015). Meningkatkan komitmen afektif melalui cerita sukses organisasi. *Gadjah Mada Journal of Professional Psychology*, 1(1), 18–32.
- Nuraini, S., & Syahrani, D. (2021). Pengaruh masa kerja terhadap komitmen afektif karyawan di sektor jasa. *Jurnal Riset Sumber Daya Manusia*, 9(1), 34–42.
- Puspitasari, F., & Raharjo, S. T. (2018). Hubungan antara masa kerja dan komitmen afektif pada karyawan. *Jurnal Psikologi Industri dan Organisasi*, 10(1), 45–52.
- Putri, S. R., & Wibowo, M. A. (2022). Kepuasan kerja dan komitmen organisasi pada karyawan generasi Z di perbankan. *Jurnal Psikologi Industri dan Organisasi*, 20(1), 34–45.
- PwC Indonesia. (2020). Workforce of the Future: The competing forces shaping 2030. Retrieved from <https://www.pwc.com/id>
- Rahmawati, M., & Juwita, K. (2019). Pengaruh komitmen organisasi dan implementasi budaya organisasi terhadap kinerja karyawan bank syariah lantabur. *JMD: Jurnal Riset Manajemen & Bisnis Dewantara*, 2(2), 63–72. <https://doi.org/10.26533/jmd.v2i2.350>
- Redafanza, F., Ahluwalia, L., & Devita, A. (2023). Pengaruh job insecurity dan role overload terhadap turnover intention karyawan generasi z di bandar lampung. *Strateg. Manag. Account. through Res. Technol*, 2(2), 11–22.
- Rasulong, I., Salam, R., Yusuf, M., & Abdullah, I. (2024). Implikasi kepribadian gen z bagi daya saing organisasi: suatu kajian sytematic literature review. *Liquidity: Jurnal Ilmu Manajemen Dan Bisnis*, 2(2), 13–20.

- Rizki, A. W. F., & Juhaeti. (2022). Pengaruh komitmen organisasional dan kepuasan kerja terhadap *turnover intention* karyawan bagian maintenance pt. sidomulyo selaras tbk jakarta. *JIMEN: Jurnal Inovatif Mahasiswa Manajemen*, 3(1), 76–88.
- Robbins, S. P., & Judge, T. (2009). *Organizational behavior*. Pearson South Africa.
- Romadhona, A. F., & Wahyuningtyas, R. (2019). Komitmen dan budaya organisasi terhadap kinerja bank bjb cabang tamansari. *Jurnal Riset Bisnis Dan Manajemen*, 12(1), 24–30. <https://doi.org/10.23969/jrbm.v12i1.1523>
- Sari, A. P., Senen, S. H., & Masharyono, M. (2019). Studi komitmen organisasi karyawan bank: peran job involvement dan kepuasan kerja. *Strategic Jurnal Pendidikan Manajemen Bisnis*, 19(1), 7–18. <https://doi.org/10.17509/strategic.v19i1.17670>
- Shultz, K. S., Whitney, D. J., & Zickar, M. J. (2014). *Measurement theory in action: Case studies and exercises* (2nd ed.). Routledge.
- Solinger, O. N., van Olffen, W., Roe, R. A., & Hofmans, J. (2013). On becoming (un)committed: a taxonomy and test of newcomer onboarding scenarios. *Organization Science*, 24(6), 1640–1661. <https://doi.org/10.1287/orsc.1120.0818>
- Sugiyono. (2019). *Metode penelitian kuantitatif dan kualitatif*. Penerbit Alfabeta.
- Super, D. E., & Jordaan, P. (1973). Career development theory. *British Journal of Guidance & Counselling*, 1(1), 3–16. <https://doi.org/10.1080/03069887308259333>
- Tugu. (2022, November 16). *Tipe perusahaan yang diminati generasi z!*. Tugu Insurance. <https://www.tugu.com/artikel/tipe-perusahaan-yang-diminati-generasi-z>
- 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.
- Wulandari, A., Listiari, 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.
- Zhu, K., Wang, X., & Jiang, M. (2022). The impact of *organizational commitment* on *turnover intention* of substitute teachers in public primary schools: taking psychological capital as a mediator. *Frontiers in Psychology*, 13, 1–9. <https://doi.org/10.3389/fpsyg.2022.1008142>
- Zurnali, C. (2010). *Knowledge worker: kerangka riset manajemen sumber daya manusia masa depan*. Unpad Press.