

DAFTAR PUSTAKA

- Bencsik, A., Horváth Csikós, G., & Juhász, T. (2016). Y and Z generations at workplaces. *Journal of Competitiveness*, 8(3), 90–106. <https://doi.org/10.7441/joc.2016.03.06>
- Benítez-Márquez, M. D., Sánchez-Teba, E. M., Bermúdez-González, G., & Núñez-Rydman, E. S. (2022). Generation Z Within the workforce and in the workplace: a bibliometric analysis. In *frontiers in psychology* (Vol. 12). Frontiers Media S.A. <https://doi.org/10.3389/fpsyg.2021.736820>
- Beryl, M. (2022). *4 Karakter kerja gen z @work yang wajib diketahui pemilik perusahaan*. Marketeers.
- Conger, J. A., & Kanungo, R. N. (1988). The empowerment process: integrating theory and practice. In *Source: The Academy of Management Review* (Vol. 13, Issue 3). <https://www.jstor.org/stable/258093?seq=1&cid=pdf->
- Dunlop, A., & Pankowski, M. (2023). *Hey bosses: Here's what Gen Z actually want at work*. <https://www.deloittedigital.com/us/en/blog-list/2023/gen-z-research-report.html>
- Gravetter, F. J., & Forzano. Lori-Ann. (2018). *Research methods for the behavioral sciences* (6th ed.). Cengage Learning, Inc.
- Gunawan, A. W., & Viyanita, O. (2012). Pemberdayaan psikologi: hubungannya dengan kepuasan kerja dan komitmen afektif. *Media Riset Bisnis & Manajemen*, 12(1), 1–17.
- Hanifah, A., & Sali, P. (2023). Indonesian gen z work values, preference between startups and corporations, and intention to apply. In *Jurnal Ekonomi dan Kewirausahaan West Science* (Vol. 1, Issue 03). Indonesian Gen Z Work Values, Preference between ... Westscience Press [https://wnj.westscience-press.com > download](https://wnj.westscience-press.com/download)
- Hirschman, A. O. (1980). “Exit, Voice, and Loyalty”: Further Reflections and a Survey of Recent Contributions. In *Source: The Milbank Memorial Fund Quarterly. Health and Society* (Vol. 58, Issue 3).
- Ibrahim, M., & Salendu, A. (2020). Budaya organisasi dan voice behavior: Peran mediasi kepribadian proaktif pada karyawan lembaga pemerintah organizational culture and voice behavior: Proactive personality as mediator in government institutions employees. *Jurnal Diversita*, 6(2). <https://doi.org/10.31289/diversita.v6i2.3676>
- Katingka, N. (2023, July). *Persiapkan generasi z mengisi puncak bonus demografi*. Kompas. <https://www.kompas.id/baca/humaniora/2023/07/08/persiapkan-generasi-z-mengisi-puncak-bonus-demografi>
- Kobie, N. (2023). *Bisakah para pekerja muda vokal di kantor tanpa membuat bos marah?* BBC News Indonesia. <https://www.bbc.com/indonesia/articles/cy9ngvgv0ljo>
- Lepine, J. A., & Van Dyne, L. (1998). Predicting Voice Behavior in Work Groups. In *Journal of Applied Psychology* (Vol. 83, Issue 6).

- Liang, J., Farh, C. I. C., & Farh, J. L. (2012). Psychological antecedents of promotive and prohibitive voice: A two-wave examination. *Academy of Management Journal*, 55(1), 71–92. <https://doi.org/10.5465/amj.2010.0176>
- Magee, A. (2020). *Don't throw away your shot: hiring and retaining gen z*. Forbes.
- Morrison, E. W. (2011). Employee voice behavior: Integration and directions for future research. In *Academy of Management Annals* (Vol. 5, Issue 1, pp. 373–412). <https://doi.org/10.1080/19416520.2011.574506>
- Morrison, E. W. (2023). Annual review of organizational psychology and organizational behavior employee voice and silence: Taking stock a decade later. *Annu. Rev. Organ. Psychol. Organ. Behav.* 2023, 10, 79–107. <https://doi.org/10.1146/annurev-orgpsych-120920>
- Pelta, R. (2021). *Generation z in the workplace: a changing workforce*. Flexjobs.
- Rahmatika, N. (2023). *Disebut membek, ini yang sebenarnya dicari gen z dalam pekerjaan*. Marketeers.
- Rhodes, P. G., Andiyasari, A., & Riantoputra, C. D. (2021). Merangkul karyawan berorientasi power distance tinggi untuk menampilkan voice behavior: Peranan managerial openness. *Jurnal Psikologi Sosial*, 19(1), 39–48. <https://doi.org/10.7454/jps.2021.05>
- Sanjaya, Y., & Wadrianto, G. (2022). 7 karakter generasi z di tempat kerja, tak mau lingkungan otoriter. Kompas. <https://lifestyle.kompas.com/read/2022/10/14/092149020/7-karakter-generasi-z-di-tempat-kerja-tak-mau-lingkungan-otoriter?page=all>
- Savira, A. (2022). *Kenali 7 ciri-ciri gen z, apakah kamu termasuk?* Liputan6.
- 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>
- Shultz, K. S., Whitney, D. J., & Zickar, M. J. (2014). *Measurement theory in action : case studies and exercises*.
- Spreitzer, G. M. (1995). Psychological empowerment in the workplace - dimensions, measurement and validation. *Academy of Management Journal*, 38(5), 1442–1465.
- Thomas, K. W. ;, & Velthouse, B. A. (1990). Calhoun: The NPS institutional archive dspace repository cognitive elements of empowerment: an “interpretive” model of intrinsic task motivation. In *Academy of Management Review* (Vol. 15, Issue 4). <http://hdl.handle.net/10945/45984>
- Tracey, H., Meadowcroft, K., Rogers, K., & Jones, C. L. (2023). *Menciptakan budaya bersura di tempat kerja*. Dwfgroup. <https://dwfgroup.com/en/news-and-insights/insights/2023/5/creating-a-culture-of-voice-in-the-workplace>
- Wong, K. (2020). *What is employee voice and why is it important?* . Achievers.
- Yoo, J. (2017). Customer power and frontline employee voice behavior: mediating roles of psychological empowerment. *European Journal of Marketing*, 51(1), 238–256. <https://doi.org/10.1108/EJM-07-2015-0477>
- Zhang, S., Bowers, A. J., & Mao, Y. (2021). Authentic leadership and teachers' voice behaviour: the mediating role of psychological empowerment and moderating role of interpersonal trust. *Educational Management Administration and Leadership*, 49(5), 768–785. <https://doi.org/10.1177/1741143220915925>