

DAFTAR PUSTAKA

- Acar, A. Z. (2012). Organizational culture, leadership styles and organizational commitment in Turkish logistics industry. *Procedia-Social and Behavioral Sciences*, 58, 217-226.
- Agarwal, S., Sridhar N., & Ramaswari. (1997). Affective organizational commitment of sales people: An expanded model. *Journal of Personal Selling and Sales Management*, 13 (2), 59- 67.
- Allen, & Meyer. (1987). A longitudinal analysis of the early development and consequences of organizational commitment. *Canadian Journal of Behavioural Science*, 19, 199-215.
- Allen N. J., & Meyer J. P. (1990). The measurement and antecedents of affective, continuance and normative commitment to the organization. *Journal of Occupational Psychology*, 3, 1-18
- Allen, & Meyer. (1996). Affective, continuance, and normative commitment to the organization: An examination of construct validity. *Journal of Vocational Behavior*, 49(3), 252–276.
- Arikunto, S. (2006). *Prosedur penelitian suatu pendekatan praktik edisi revisi*. Jakarta: Rineka Cipta.
- Arikunto, S. (2010). *Prosedur penelitian suatu pendekatan praktik*. Jakarta: Rineka Cipta.
- Aydogdu, S., & Asikgil, B. (2011). An empirical study of the relationship among job satisfaction, organizational commitment and turnover intention. *International Review of Management and Marketing*, 1(3), 43-53.
- Azwar, S. (2010). *Metode penelitian*. Yogyakarta: Pustaka Pelajar.
- Azwar, S. (2014). *Metode Penelitian*. Yogyakarta: Pustaka Pelajar.
- Bhatnagar, R., Kim, J., & Many, J. E. (2014). Candidate surveys on program evaluation: Examining instrument reliability, validity and program effectiveness. *American Journal of Educational Research*, 2(8), 683-690.
- Bonds, A. A. (2017). Employees' organizational commitment and turnover intentions. (Thesistidak diterbitkan), Program doktoral, Walden University.

- Cameron, K., & Quinn, R. (1999). Diagnosing and changing organizational culture. Based on the competing values framework. New York.
- Covin, J.G., & Slevin, D.P. (1989). Strategic management of small firms in hostile and benign environments. *Strategic Management Journal*, 10(1), 75-87.
- Covin, J. G., & Lumpkin, G. T. (2011). Entrepreneurial orientation theory and research: Reflections on a needed construct. *Entrepreneurship Theory and Practice*, 35(5), 855-872.
- De Clercq, D., & Rius, I. B. (2007). Organizational commitment in Mexican small and medium sized firms: The role of work status, organizational climate, and entrepreneurial orientation. *Journal of Small Business Management*, 45(4), 467-490.
- Farrell, L., & Hurt, A. (2014). Training the millennial generation: implications for organizational climate. *Journal of Organizational Learning and Leadership*, 12(1), 47- 60.
- Glazer, S., Mahoney, A. C., & Randall, Y. (2018). Employee development's role in organizational commitment: a preliminary investigation comparing generation x and millennial employees. *Industrial and Commercial Training*, 51 (1), 1-12.
- Hackman, J.R. & E.E. Lawler. (1971). Employee reactions to job characteristics. *Journal of Applied Psychology*, 55(3), 259 – 286.
- Hackman, J. R., & Oldham, G. R. (1974). The Job Diagnostic Survey: An instrument for the diagnosis of jobs and the evaluation of job redesign projects.
- Haughey, J. C. (2006). Should Anyone Say Forever?: On Making, Keeping, and Breaking Commitments. Wipf and Stock Publishers.
- Haynes, S. N., Richard, D. C., & Kubany, E. S. (1995). Content validity in psychological assessment: A functional approach to concepts and methods. *Psychological Assessment*, 7, 238 - 247.
- Heizman, K. E. (2019). The effect of workplace characteristics on millennial worker organizational commitment. (Thesis tidak diterbitkan), Program doktoral, University of Wiconsin.

- Hershatter, A., & Epstein, M. (2010). Millennials and the world of work: An organization and management perspective. *Journal of Business and Psychology*, 25(2), 211-223.
- 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.
- Kapoor, C., & Solomon, N. (2011). Understanding and managing generational differences in the workplace. *Worldwide Hospitality and Tourism Themes*, 3(4), 308–318.
- Kickul, J., & Gundry L.K. (2002). Prospecting for strategic advantage: The proactive entrepreneurial personality and small firm innovation. *Journal of Small Business Management*, 40(2), 85–97.
- Kusluvan, S., Kusluvan, Z., Ilhan, I., & Buyruk, L. (2010). The human dimension: A review of human resources management: Issues in the tourism and hospitality industry. *Cornell Hospitality Quarterly*, 51(2), 197.
- Lub, X., Bijvank, M.N., Bal, P.M., Blomme, R., & Schalk, R., (2012). Exploring the psychological contract and commitment of different generations of hospitality workers. *International Journal of Contemporary Hospitality Management*, 24(4), 553-573.
- Lumpkin, G.T., & Dess, G.G. (2005). The role of entrepreneurial orientation in stimulating effective corporate entrepreneurship. *Academy of Management Executive*, 19 (1), 147-156.
- Mair, J. (2002). Value Creation Through entrepreneurial activity: a multiple constituency approach, Working Paper No 468, IESE Business School, Barcelona.
- Marsden, P. V., Kalleberg, A. L., & Cook, C. R. (1993). Gender differences in organizational commitment: Influences of work positions and family roles. *Work and Occupations*, 20(3), 368-390.
- Martin, C. A. (2005). From high maintenance to high productivity. *Industrial and Commercial Training*, 37(1), 39-44.
- Mathew, A. (2016). Career expectations and organizational commitment of millennials in indian it industry - An SHRM perspective. *The International Journal of Business & Management*, 4(1), 213-221.

- 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.
- Meier, J., & Crocker, M. (2010). Generation Y in the workforce: Managerial challenges. *The Journal of Human Resource and Adult Learning, 6*(1), 68.
- Mercurio, Z. A. (2015). Affective commitment as a core essence of organizational commitment: An integrative literature review. *Human Resource Development Review, 14*(4), 389-414.
- Meyer, J.P., & Allen, N.J. (1991). A three component conceptualization of organizational commitment. *Human Resource Management Review, 1*, 61-98.
- Meyer, J. P., Allen, N. J., & Smith, C. A. (1993). Commitment to organizations and occupations: Extension and test of a three-component conceptualization. *Journal of Applied Psychology, 78*(4), 538.
- Mottaz, C. J. (1988). Determinants of Organizational Commitment. *Human Relations, 41*(6), 467–482.
- Mowday, R. T., Porter, L. W., & Steers, R. M. (1982). Employee-organization linkages. San Diego, CA: Academic Press
- Obi-Nwosu, H., Chiamaka, J., & Tochukwu, O. (2013). Job characteristics as predictors of organizational commitment among private sector workers in anambra state, Nigeria. *International Journal of Asian Social Science, 3*(2), 482-491.
- Okonkwo, E. A., Obi, C. A., & Ekeke, E. E. (2019). Moderating roles of job characteristics in the relationship between job stress and job involvement among nurses. *Journal of Nursing and Health Science, 8*(2), 1–7.
- O'Reilly, C. & Chatman, J. (1986). Organizational Commitment and Psychological Attachment: The Effects of Compliance, Identification, and Internalization on Pro social Behavior. *Journal of Applied Psychology, 71* (3), 492-499.
- Ozturk, A. B., Hancer, M., & Im, J. Y. (2014). Job characteristics, job satisfaction, and organizational commitment for hotel workers in Turkey. *Journal of Hospitality Marketing & Management, 23*(3), 294-313.
- Paur, C. P., Costa, D. S., & Germain, J. S. (2018). Organizational strategies for engaging and retaining millennial employees. Retrieved from https://digitalcommons.wpi.edu/mqp_all/1336

- Priherdityo, E. (2016, December 15). *CNN Indonesia*. Retrieved from <https://www.cnnindonesia.com/gaya-hidup/20161215174236-277-179907/milenial-generasi-kutu-loncat-pengubahgaya-kerja>, tanggal 12 September 2019
- Pyöriä, P., Ojala, S., Saari, T., & Järvinen, K. M. (2017). The millennial generation: a new breed of labour?. *Sage Open*, 7(1), 1-14.
- Rusman. (2015). *Pembelajaran tematik terpadu: Teori, praktik dan penilaian*. Jakarta: Rajawali Pres, 55, 221.
- Sabella, A. R., El-Far, M. T., & Eid, N. L. (2016). The effects of organizational and job characteristics on employees' organizational commitment in arts-and culture organizations. *International Journal of Organizational Analysis*, 24(5), 1002-1024.
- Salman, G. (2019, May 2). *Kompas.com*. Retrieved from <https://surabaya.kompas.com/read/2019/05/02/20125571/mengapa-pekerja-milenial-cepat-resign-dari-perusahaan?page=all>, tanggal 12 September 2019
- Sanjaghi, M., Boozanjani, F., Zohoorian, I., & Doroodi, H. (2014). The impact of entrepreneurial orientations on organizational commitment: the mediating role of organizational justice. *Organizational Behavior Studies Quarterly*, Winter, 2(4), 139-154
- Santoso, S. (2012). *Panduan lengkap spss versi 20*. Jakarta: PT Elex Media Komputindo., 293.
- Satriya, M. G. R. (2018). Pengaruh komitmen organisasi terhadap intensi turnover dengan individual corporate entrepreneurship sebagai variabel mediator pada karyawan PT. SMB. (Thesis yang tidak diterbitkan), Program Doktorat, Universitas Airlangga, Surabaya.
- Silva, L. P. D., Castro, M. A. R., Dos-Santos, M. G., & Lima Neto, P. J. D. (2018). Commitment to work and its relationship with organizational culture mediated by satisfaction. *Review of Business Management*, 20(3), 401-420.
- Slattery, J. P., Selvarajan, T. T., Anderson, J. E., & Sardesai, R. (2010). Relationship between job characteristics and attitudes: a study of temporary employees. *Journal of Applied Social Psychology*, 40(6), 1539–1565.
- Smith, T. J., & Nichols, T. (2015). Understanding the millennial generation. *The Journal of Business Diversity*, 15(1), 39-47.

- Statistik, B. P. (2018). *Statistik gender tematik: Profil generasi milenial indonesia*. Kementerian Pemberdayaan Perempuan dan Perlindungan Anak.
- Streiner, D. L. (2003). Starting at the beginning: an introduction to coefficient alpha and internal consistency. *Journal of Personality Assessment*, 80(1), 99-103.
- Sugiyono. (2007). *Metode penelitian kuantitatif kualitatif dan r&d*. Bandung: Alfabeta.
- Sugiyono. (2011). *Metode penelitian kuantitatif, kualitatif dan r&d*. Bandung: Alfabeta.
- Sugiyono. (2016). *Metode penelitian kuantitatif, kualitatif dan r&d*. Bandung: Alfabeta.
- Sypniewska, B. (2013). Evaluation of factors influencing job satisfaction. *Contemporary Economics*, 8 (1), 57-118.
- Umoh, G. I., Amah, E., & Wokocha, I. H. (2014). Employee benefits and continuance commitment in the Nigerian manufacturing industry. *IOSR Journal of Business and Management*, 16(2), 69-74.
- Van Muijen, J. J. (1999). Organizational culture: The focus questionnaire. *European Journal of Work and Organizational Psychology*, 8(4), 551-568.
- Wiradinata, M. (2013). Analisis budaya organisasi pada perusahaan alas kaki. *Agora*, 1(1), 235-244.
- Yulianti, P., & Arifien, F. P. (2019). Innovative behavior on millennials: Antecedent proactive personality and task conflict with moderating job autonomy. *Jurnal Manajemen dan Pemasaran Jasa*, 12(2), 177-190.
- Zhang, H., Zhang, T., Cai, H., Li, Y., Wei Huang, W., & Xu, D. (2014). Proposing and validating a five-dimensional scale for measuring entrepreneurial orientation: An empirical study. *Journal of Entrepreneurship in Emerging Economies*, 6(2), 102-121.
- Zehir, C., Müceldili, B., & Zehir, S. (2012). The impact of corporate entrepreneurship on organizational citizenship behavior and organizational commitment: Evidence from Turkey SMEs. *Procedia-Social and Behavioral Sciences*, 58, 924-933.