

DAFTAR PUSTAKA

- Setiadi, I. K., Zamzamy, A. S., & Nawir, J. (2021). Pengaruh Employee Engagement, Budaya Organisasi, Dan Work Life Balance Terhadap Turnover Intention Guru Secondary Jakarta Islamic School. *Business Management, Economic, and Accounting National Seminar*.
- Setiadi, I. K., Dewi, R. S., & Mulyantini, S. (2022). Pengaruh Work-Life Balance, Employee Engagement Dan Burnout Terhadap Kepuasan Kerja Karyawan Milenial Kelurahan Kamal Jakarta Barat. *Jurnal Ilmiah Ilmu Manajemen MAGISTER*, 1(1), 53. <http://www.openjournal.unpam.ac.id/index.php/JIIM>
- Setiadi, I. K., & Arieftiara, D. (2022). Mediation role of organizational citizenship behavior Work-Life Balance, Job Embeddedness, and Turnover intention in Islamic Banking. *International Business and Accounting Research Journal*, 6(1).
- Marzuki, F., Nurhastuti, B., Sumardjo, M., & Supriadi, Y. N. (2022). The Influence of Training, Motivation, and Job Satisfaction on Employee Performance at PT. Parkland World Indonesia. *International Journal of Business, Technology, and Organizational Behavior*, 2(3).
- Marzuki, F., & Iswanto, A. H. (2020). Can Corporate Character Dimensions Act as Bridge between Leader-Member Exchange and Employee Organization Relationship: An Empirical Study of Indonesian Pharmaceutical Firms. *Sys Rev Pharm*, 11(2).
- Marzuki, F., Widyawati, W., & Manggaran, A. S. (2021). Analisis Pengaruh Kompensasi, Work Life Balance, Kesempatan Berkembang terhadap Employee Engagement Gen Y PT "X". *Jurnal Sosial dan Budaya Syar-i*, 8(5).
- Maryam, S., Sule, E. T., Joeliaty, & Ariawaty, R. N. (2021). Effects of Safety Climate and Employee Engagement towards Organisational Citizenship Behaviour of Sewage Workers. *Asian Journal of Business and Accounting*, 14(1).

- Abhitha, & Hebbar, C. K. (2022). Impact Of Work-Life Balance On Job Satisfaction Of Hospital Nurses - A Case Study. *EPRA International Journal of Multidisciplinary Research (IJMR)*. <https://doi.org/10.36713/epra2013>
- Aliya, G. R., & Saragih, R. (2020). Pengaruh Work-Life Balance dan Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan Di PT Telkom Divisi Telkom Regional III Jawa Barat. *Jurnal Ilmiah MEA (Manajemen, Ekonomi, Dan Akuntansi)*, 4(3).
- Anh, N. T. H., Tri, C. M., & Tu, L. T. N. (2022). The Impact Of Work-Life Balance On Job Satisfaction, Organizational Pride And Commitment: A Study In The Service Industry. *HCMCOUJS - Economics and Business Administration*. <https://doi.org/10.46223/HCMCOUJS>
- Armstrong, M. (2021). Armstrong's Handbook of Strategic Human Resource Management: Improve Business Performance Through Strategic People Management. Kogan Page Limited. www.koganpage.com
- Badan Pusat Statistik. (2020). Jumlah Penduduk Hasil Sensus Penduduk 2020 menurut Generasi dan Kabupaten/Kota di Provinsi DKI Jakarta (Jiwa), 2020. <https://jakarta.bps.go.id/indicator/12/1057/1/jumlah-penduduk-hasil-sensus-penduduk-2020-menurut-generasi-dan-kabupaten-kota-di-provinsi-dki-jakarta.html>
- Brown, S. D., & Lent, R. W. (2021). Career Development and Counseling: Putting Theory and Research to Work (Steven D. Brown Robert W. Lent). John Wiley & Sons, Inc.
- Bukit, B., Malusa, T., & Rahmat, A. (2017). Pengembangan Sumber Daya Manusia: Teori, Dimensi Pengukuran, dan Implementasi dalam Organisasi. Zahir Publishing.
- Cinar, O., & Kocak, D. (2019). Leader-Member Exchange as The Mediator of The Relationship Between Perceived Organizational Support and Job Satisfaction. *Journal of Global Strategic Management*, 13(1), 27–36. <https://doi.org/10.20460/jgsm.2020.275>
- Cropanzano, R., Dasborough, M. T., & Weiss, H. M. (2017). Affective Events and the Development of Leader-Member Exchange. *Academy of*

Management Review, 42(2), 233–258.

<https://doi.org/10.5465/amr.2014.0384>

- Daga, R., Ismail, N., & Maddatuang, B. (2020). Analisis Efektivitas Program Mandiri Dagang Untung Pada Pt. Bank Mandiri (Persero), Tbk. Kanwil Regional X Sulawesi Dan Maluku. *SEIKO: Journal of Management & Business*.
- Digdowiseiso, K. (2017). Metodologi Penelitian Ekonomi Dan Bisnis. Lembaga Penerbitan Universitas Nasional (LPU-UNAS).
- Duyan, M. (2022). The Mediating Role of Job Satisfaction in the Effect of Leader-Member Exchange on Burnout: A Study on Physical Education Teachers. *Journal of Theoretical Educational Science*, 15(2). <https://doi.org/10.30831/akukeg.992828>
- Fitriana, N., & Zulfa, I. (2021). Pengaruh Leader Member Exchange (LMX) Terhadap Kinerja Karyawan Melalui Kepuasan Kerja Pada Pt. Berlian Jasa Terminal Indonesia. *Jurnal Ilmu Manajemen*, 9(1).
- Flexjobs. (2018). Survey Explores Varying Attitudes of Millennials and Older Workers about Key Workplace Issues. <https://www.flexjobs.com/blog/post/survey-finds-varying-attitudes-millennials-older-workers-about-key-workplace-issues>
- Forbes. (2017). The Surprising Thing Millennials Want from Their Career. <https://www.forbes.com/sites/williamarruda/2017/08/02/the-surprising-thing-millennials-want-from-their-career/?sh=6aec7d8c24fc>
- Fortune. (2022). It's Not Just Gen Z. A Tiny Generation Of Young Workers Is Especially Miserable At Work. <https://fortune.com/2022/04/20/micro-generation-zillennials-unhappy-work/>
- Fuadiputra, I. R., & Novianti, K. R. (2020). The Effect of Work Autonomy and Workload on Job Satisfaction of Female Workers in the Banking Sector: Mediating the Role of Work Life Balance. *The Winners*, 21(2). <https://doi.org/10.21512/tw.v21i2.6908>
- Ganyang, M. T. (2018). Manajemen Sumber Daya Manusia: Konsep dan Realita. IN MEDIA.

- Garson, G. D. (2016). Partial Least Squares: Regression and Structural Equation Models. Statistical Associates Publishing.
- Ghozali, I. (2018). Aplikasi Analisis Multivariate dengan Program IBM SPSS 25. Badan Penerbit Universitas Diponegoro.
- Ghozali, I. (2021). Partial Least Square: Konsep, Teknik dan Aplikasi Menggunakan Program SmartPLS 3.2.9 untuk Penelitian Empiris. Badan Penerbit Universitas Diponegoro.
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, Marko. (2017). A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM). SAGE Publications, Inc.
- Handoko, D. S., & Rambe, M. F. (2018). Pengaruh Pengembangan Karir dan Kompensasi terhadap Komitmen Organisasi Melalui Kepuasan Kerja. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 1(1), 31–45. <https://doi.org/10.30596/maneggio.v1i1.2238>
- Helmy, I. (2021). Pengaruh Leader-member Exchange dan Quality of Work-Life Terhadap Komitmen Organisasi dengan Mediasi Kepuasan Kerja. *Journal of Economic, Management, Accounting and Technology*, 4(2). <https://doi.org/10.32500/jematech.v4i2.1907>
- Hutabarat, D. M., Lie, D., Butarbutar, M., & Sisca. (2018). Pengaruh Motivasi dan Pengembangan Karir Terhadap Kepuasan Kerja Karyawan di PT Alamjaya Wirasentosa Depo Pematangsiantar. *Jurnal SULTANIST*, 6(1). <http://www.alamjaya.co.id>,
- Ifechi, A. N., Nwosu, K. C., & Okoli, I. E. N. (2022). Influence of Professional Career Development and Teamwork on Employee Job Satisfaction: Evidence From Private Universities in Nigeria. *Journal La Bisecoman*, 3(3), 80–95. <https://doi.org/10.37899/journallabbisecoman.v3i3.649>
- Indeed. (2020). The Pros and Cons of Working for a Startup. <https://www.indeed.com/career-advice/finding-a-job/working-for-a-startup-pros-and-cons>
- ISL Recruitment. (2020). The Retention Report: Tech Scaleups 2020. www.islrecruitment.co.uk

- Jobplanet. (2016). Riset Jobplanet Ungkap Kepuasan Karyawan Milenial Terhadap Pekerjaan Mereka. <http://blog.id.jobplanet.com/riset-jobplanet-ungkap-kepuasan-karyawan-milenial-terhadap-pekerjaan-mereka/#:~:text=Berdasarkan%20risetnya%2C%20Jobplanet%20mene>
- Jobstreet. (2022). 73% Karyawan Tidak Puas dengan Pekerjaan Mereka. <https://www.jobstreet.co.id/career-resources/plan-your-career/73-karyawan-tidak-puas-dengan-pekerjaan-mereka/>
- Kariv, D. (2022). *Startups and Crisis Management*. Routledge.
- Kawiana, I. G. P. (2020). Manajemen Sumber Daya Manusia “MSDM” Perusahaan. UNHI Press Publishing.
- Kim, M. H., & Yi, Y. J. (2019). Impact of Leader-Member-Exchange and Team-Member-Exchange on Nurses’ Job Satisfaction and Turnover Intention.
- KPMG. (2017). Meet the Millennials.
- LinkedIn. (2019). Startup And Scaleup Employees Leave Because Of Culture, But Take Jobs Based On Salary. <https://www.linkedin.com/pulse/startup-scaleup-employees-leave-because-culture-take-jobs-stuart-day/>
- Lumunon, R. R., Sendow, G. M., & Uhing, Y. (2019). Pengaruh Work Life Balance, Kesehatan Kerja Dan Beban Kerja Terhadap Kepuasan Kerja Karyawan Pt. Tirta Investama (Danone) Aqua Airmadidi. *Jurnal EMBA*, 7(4), 4671–4680.
- Lutfiani, N., Rahardja, U., & Manik, I. S. P. (2020). Peran Inkubator Bisnis dalam Membangun Startup pada Perguruan Tinggi. *Jurnal Penelitian Ekonomi Dan Bisnis*, 5(1), 77–89. <https://doi.org/10.33633/jpeb.v5i1.2727>
- Manata, B., & Grubb, S. (2022). Conceptualizing Leader–Member Exchange as a Second-Order Construct. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.953860>
- MIKTI. (2018). Mapping Dan Database Startup Indonesia 2018.
- Mondy, R. W., & Martocchio, J. J. (2016). Human Resource Management: Global Edition. Pearson Education Limited.

- Ningsih, S., & Rijanti, T. (2021). Pengaruh Kepribadian, Work-Life Balance, Dan Budaya Organisasi Terhadap Kepuasan Kerja. *Jurnal Manajemen*.
- Noe, R. A., Hollenbeck, J. R., Gerhart, B., & Wright, P. M. (2022). Human Resource Management: Gaining A Competitive Advantage 13e. McGraw Hill LLC.
- Northouse, P. G. (2021). Leadership: Theory and Practice - Ninth Edition.
- Nugraha, D. (2019). Pengaruh Leader Member Exchange (LMX) dan Work Life Balance terhadap Turnover Intention Karyawan Divisi Produksi Di Pt Mustika Dharmajaya. 7(2).
- Paramita, R. W. D., Rizal, N., & Sulistyan, R. B. (2021). Metode Penelitian Kuantitatif. Widya Gama Press.
- Pratiwi, A. R., & Dermawan, D. A. (2021). Pengaruh Customer Relationship Management (CRM) terhadap Loyalitas Pelanggan dengan Kepuasan Pelanggan sebagai Variabel Intervening (Studi Pelanggan ShopeePay pada Aplikasi Shopee di Kota Surabaya). *JEISBI*, 02. <https://www.bareksa.com/>
- Pratiwi, D. P., & Silvianita, A. (2020). Analisis Faktor-Faktor Work-Life Balance Pada Pegawai PT. Industri Telekomunikasi Indonesia (Persero) Bandung. *PERFORMANCE : Jurnal Bisnis & Akuntansi*.
- Purba, E., Purba, B., Syafii, A., Khairad, F., Damanik, D., Siagian, V., Ginting, A. M., Silitonga, H. P., Fitrianna, N., Sn, A., & Ernanda, R. (2021). Metode Penelitian Ekonomi. Yayasan Kita Menulis.
- Pusparini, A. C. (2018). Pengaruh Leader Member Exchange dan Empowerment terhadap Kinerja Karyawan Melalui Kepuasan Kerja.
- Radjab, E., & Jam'an, A. (2017). Metodologi Penelitian Bisnis.
- Rivai, V. (2017). Sumber Daya Manusia untuk Perusahaan dari Teori ke Praktik. Raja Grafindo Persada.
- Robbins, S. P., & Judge, T. A. (2017). Organizational Behavior. Pearson Education Limited.
- Saefullah, U. A. (2021). Dampak Penilaian Kinerja dan Pengembangan Karir terhadap Kepuasan Kerja Karyawan Perbankan. *Technomedia Journal*, 6(2), 223–235. <https://doi.org/10.33050/tmj.v6i2.1761>

- Sekaran, U., & Bougie, R. (2016). Research Methods for Business Seventh Edition. John Wiley & Sons Ltd. www.wileypluslearningspace.com
- Setiaman, S. (2020). Analisa Parsial Model Persamaan Struktural Dengan Software Smart-Pls Versi 3.
- Shaikh, G. M., Thebo, J. A., Jamali, M., Sangi, F., Sangi, S. A., & Sheikh, G. M. (2019). The Impact of Quality Leader Member Exchange on Job Satisfaction Mediating Effect of Organizational Commitment. *Sociology International Journal*, 3(5). <https://doi.org/10.15406/sij.2019.03.00206>
- Sheraz, F., Batool, S., & Ijaz, S. (2021). Mediating Role of Career Development Program on Employee's Motivation and Job Satisfaction in Telecom Sector Peshawar. *City University Research Journal*, 11.
- Siagian, S. P. (2018). Manajemen Sumber Daya Manusia. Bumi Aksara.
- Sifted. (2022). Startup Managers: The Good, The Bad and The Ugly. <https://sifted.eu/articles/startup-managers-good-bad/>
- Sinambela, L. P. (2021). Manajemen Sumber Daya Manusia: Membangun Tim Kerja yang Solid untuk Meningkatkan Kinerja. Bumi Aksara.
- Singh, J., & Rukta, N. (2018). Attitude of In and Out-group Employees and Leader member Exchange. *International Journal of Engineering Technology Science and Research*. www.ijetsr.com
- Startup Ranking. (2022). Ranking Startups per Country. <https://www.startupranking.com/countries>
- Supriyadi, Y. N. (2022). Manajemen Sumber Daya Manusia (Teori, Praktek dan Soal Latihan). CV. Eureka Media Aksara.
- Tannady, H. (2017). Manajemen Sumber Daya Manusia.
- The Finery Report. (2021). Budaya Gila Kerja dan Generasi yang Kelelahan. <https://thefineryreport.com/articles/2021/2/25/budaya-gila-kerja-dan-generasi-yang-kelelahan>
- Thulasi, M. B. (2019). Impact of Career Development on Employee Satisfaction in Private Banking Sector in Tiruchirappalli. *Journal of Emerging Technologies and Innovative Research (JETIR)*, 6(5). www.jetir.org

- Usman, H. (2020). Kepemimpinan Efektif: Teori, Penelitian & Praktik. Bumi Aksara.
- Vyas, A., & Shrivastava, D. (2017). Factors Affecting Work Life Balance - A Review. *Pacific Business Review International*, 9(7).
- Wenno, M. W. (2018). Hubungan Antara Work Life Balance Dan Kepuasan Kerja Pada Karyawan Di PT Pln Persero Area Ambon. *JURNAL MANEKSI*, 7(1).
- Wicaksana, S. A., Suryadi, & Pia Asrunputri, A. P. (2020). Identifikasi Dimensi-Dimensi Work-Life Balance pada Karyawan Generasi Milenial di Sektor Perbankan. *Jurnal Sekretari Dan Manajemen*, 4(2). <http://ejurnal.bsi.ac.id/ejurnal/index.php/widyacipta>
- Widyaningrum, M. E., & Siswati, E. (2017). Manajemen Sumber Daya Manusia. UBHARA Manajemen Press.
- Wijayani, M. R. (2021). Psikologi Industri dan Organisasi. <https://www.researchgate.net/publication/356781511>
- Wuarlima, F., Kojo, C., & Sendow, G. M. (2019). The Effect Of Work Life Balance, Work Involvement And Career Development On Employee Job Satisfaction At Gran Puri Hotel Manado. *Jurnal EMBA*, 7(4), 5368–5377.
- Yukl, G., & Gardner, W. L. (2020). Leadership in Organizations.