

## REFERENCES

- Al-Madadha, A., & Koufopoulos, D. (2014). Linking an Integrated Approach of Empowerment to Employee Creativity. European Scientific Journal. 2. 1857-7881.
- Andresen, M., & Nowak, C. (2015). Human Resource Management Practices Assessing Added Value (1<sup>st</sup> ed, pp.21). Springer International Publishing. DOI 10.1007/978-3-319-08186-1.
- Araújo, R.N., Neto, M.T.R., & Ferreira, C.A.A. (2016). Estilos de liderança e o desempenho dos liderados: inXL Encontro da ANPAD, Costa do Sauípe, Brazil.
- Ariani, D. W. (2013). The relationship between employee engagement, organizational citizenship behavior, and counterproductive work behavior. *International Journal of Business Administration*, vol 4 (2), pp. 46. DOI: <https://doi.org/10.5430/ijba.v4n2p46>. ISSN 1923-4007(Print) ISSN 1923-4015(Online)
- Armstrong, M. & Taylor, S. (2014). Armstrong's Handbook of Human-resource Management Practice (13th ed, pp. 130-131. London, United Kingdom: KoganPage. <https://doi.org/10.1108/hrmid.2010.04418dae.001>
- Armstrong, M. & Taylor, S. (2014). Armstrong's handbook of human resource management practice (13th ed, pp. 7). London, United Kingdom: KoganPage. <https://doi.org/10.1108/hrmid.2010.04418dae.001>

- Armstrong, M. & Taylor, S. (2014). Armstrong's handbook of human resource management practice (13th ed, pp. 11). London, United Kingdom: KoganPage. <https://doi.org/10.1108/hrmid.2010.04418dae.001>
- Armstrong, M. & Taylor, S. (2014). Armstrong's handbook of human resource management practice (13th ed, pp. 641). London, United Kingdom: KoganPage. <https://doi.org/10.1108/hrmid.2010.04418dae.001>
- Armstrong, M. & Taylor, S. (2014). Armstrong's Handbook of Human-resource Management Practice (11th ed, pp. 353). London, United Kingdom: KoganPage. <https://doi.org/10.1108/hrmid.2010.04418dae.001>
- Armstrong, M. (2016). Armstrong's handbook of Management and Leadership fo HR (4th ed, pp. 53). London, United Kingdom: KoganPage.
- Armstrong, M. (2016). Armstrong's handbook of Management and Leadership fo HR (4th ed, pp. 8). London, United Kingdom: KoganPage.
- Armstrong, M. (2016). Armstrong's handbook of Management and Leadership fo HR (4th ed, pp. 89). London, United Kingdom: KoganPage.
- Armstrong, M. (2016). Armstrong's handbook of Management and Leadership fo HR (4th ed, pp. 5). London, United Kingdom: KoganPage.
- Armstrong, M. (2016). Armstrong's handbook of Management and Leadership fo HR (4th ed, pp. 212). London, United Kingdom: KoganPage.
- Armstrong, M. (2016). Armstrong's handbook of Management and Leadership fo HR Developing Effective People Skills for Better Leadership and Management (4th ed, pp. 162). London, United Kingdom: KoganPage.

- Arthur, J.B. (1994). Effects of human resource systems on manufacturing performance and turnover: *Academy of Management Journal*, Vol. 37 No. 3, pp. 670-687.
- Avkiran, N.K., and Ringle, C.M. (2018). Partial Least Squares Structural Equation Modeling: Recent Advances in Banking and Finance (pp.18). Springer International Publishing. <https://doi.org/10.1007/978-3-319-71691-6>.
- Barrick, M. R., Bradley, B. H., Kristof-Brown, A. L., & Colbert, A. E. (2007). The moderating role of top management team interdependence: Implications for realteams and working groups. *Academy of Management Journal*, vol 50. pp. 544–557. <https://doi.org/10.5465/amj.2007.25525781>.
- Barrick, M.R., Thurgood, G.R., Smith, T.A. & Courtright, S.H. (2015). Collective organizational engagement: linking motivational antecedents, strategic implementation, and firm performance: *Academy of Management Journal*, Vol. 58 No. 1, pp. 111-135.
- Bell, C., Chan, M., & Nel, P. (2014). The Impact of Participative and Directive Leadership on Organisational Culture: An Organisational Development Perspective. *Mediterranean Journal of Social Sciences*, vol 5(23):1970 - 1985. DOI: [10.5901/mjss.2014.v5n23p1970](https://doi.org/10.5901/mjss.2014.v5n23p1970).
- Chow, I. H. S. (2018). The mechanism underlying the empowering leadership-creativity relationship. *Leadership & Organization Development Journal*, 39(2), 202–217. doi:10.1108/lodj-03-2016-0060.

Christian, M., Garza, A., & Slaughter, J. (2011). Work Engagement: A Quantitative Review and Test of Its Relations with Task and Contextual Performance. *Personnel Psychology*. 64. 89-136. 10.1111/j.1744-6570.2010.01203.x.

Coelho, F.A., Jr, Mourão, L., and Borges-Andrade, J.E. (2016). Desempenho no trabalho: De onde viemos e Para onde vamos?: *in XL Encontro da ANPAD*. Costa do Sauípe, Brazil.

Colquitt, J., LePine, J. A., & Wesson, M. J. (2019). *Organizational behavior: Improving performance and commitment in the workplace*. (6<sup>th</sup> ed, pp.7). New York, United States of America: McGraw-Hill Irwin. ISBN 978-1-259-92766-9 MHID 1-259-92766-0

Colquitt, J., LePine, J. A., & Wesson, M. J. (2019). *Organizational behavior: Improving performance and commitment in the workplace*. (6<sup>th</sup> ed, pp.31). New York, United States of America: McGraw-Hill Irwin. ISBN 978-1-259-92766-9 MHID 1-259-92766-0

Colquitt, J., LePine, J. A., & Wesson, M. J. (2019). *Organizational behavior: Improving performance and commitment in the workplace*. (6<sup>th</sup> ed, pp.412). New York, United States of America: McGraw-Hill Irwin. ISBN 978-1-259-92766-9 MHID 1-259-92766-0

Colquitt, J., LePine, J. A., & Wesson, M. J. (2019). *Organizational behavior: Improving performance and commitment in the workplace*. (6<sup>th</sup> ed, pp.484). New York, United States of America: McGraw-Hill Irwin. ISBN 978-1-259-92766-9 MHID 1-259-92766-0

Cordeiro, H.T.D. and Albuquerque, L.G. (2017), “Career profiles of generation Y and their potential influencers”, BAR – Brazilian Administration Review, Vol. 14 No. 3, pp. 2-21.

Dastmalchian, A., Bacon, N., & Varnali, R (2020). High-performance work systems and organisational performance across societal cultures: Journal of International Business Studies, vol 51, pp. 353-388. DOI: [10.1057/s41267-019-00295-9](https://doi.org/10.1057/s41267-019-00295-9).

Day, D. (2014). The Oxford handbook of leadership and organizations By David Day (Ed, pp. 4) New York, NY: Oxford University Press. ISBN 978-0-19-975561-5. British Journal of Psychology. 106. 10.1111/bjop.12130.

Deloitte (2019). Generasi Milenial dalam Industri 4.0: Berkah Bagi Sumber Daya Manusia Indonesia atau Ancaman?.  
<https://www2.deloitte.com/content/dam/Deloitte/id/Documents/about-deloitte/id-about-dip-edition-1-chapter-2-id-sep2019.pdf>.

Dessler, G. (2020). Human Resource Management. (16th ed, pp.3). Florida International University, United States of America: Pearson Education.

Dessler, G. (2020). Human Resource Management. (16th ed, pp.86). Florida International University, United States of America: Pearson Education.

Dessler, G. (2020). Human Resource Management. (16th ed, pp.87). Florida International University, United States of America: Pearson Education.

Dessler, G. (2020). Human Resource Management. (16th ed, pp.103). Florida International University, United States of America: Pearson Education.

- Dessler, G. (2020). Human Resource Management. (16th ed, pp.280). Florida International University, United States of America: Pearson Education.
- Dorsey, J. (2020). LinkedIn. Global Talent Trends 2020. <https://business.linkedin.com/talent-solutions/recruiting-tips/global-talent-trends-2020>.
- Dresch, A., Lacerda, D.P. and Antunes, J.A.V. (2015), "Systematic literature review", *Design Science Research*, Springer, Cham, pp. 31
- Dull, M. (2010). Leadership and Organizational Culture: Sustaining Dialogue between Practitioners and Scholars: *Public Administration Review*, pp. 857-866. Published By: Wiley. <https://www.jstor.org/stable/40927102>
- Faia Correia, Manuela & Cunha, Rita & Scholten, Marc. (2011). Organizational Change and Performance: The Moderating Role of Human Resource Management Centrality. *SSRN Electronic Journal*. 10.2139/ssrn.1804871.
- Fong, Mark & Snape, Ed. (2014). Empowering Leadership, Psychological Empowerment and Employee Outcomes: Testing a Multi-level Mediating Model. *British Journal of Management*. 26. 10.1111/1467-8551.12048.
- Gittell, J.H., Seidner, R. & Wimbush, J. (2010). A relational model of how high-performance work systems work: *Organization Science*, Vol. 21 No. 2, pp. 490-506.
- Gollan, P., Kalfa, S., Agarwal, R., Green, R. & Randhawa, K (2014). Lean manufacturing as a high-performance work system: The case of Cochlear. *International Journal of Production Research*. 52. 10.1080/00207543.2014.940430.

- Govender, K.K. (2016). Empowering Leadership and Municipal Service Delivery: A Case Study of a Metropolitan Municipality in South Africa. International Journal of Public Administration. DOI:[10.1080/01900692.2015.1127964](https://doi.org/10.1080/01900692.2015.1127964)
- Guest, D E (2013) Employee engagement: fashionable fad or long-term fixture? in (eds) C Truss,R Deldridge, K Afles, A Shantz and E Soane, *Employee Engagement in Theory and Practice*, London, Routledge, pp 221–235.
- Griffin, W, R & Moorhead, G. (2014). Organizational Behavior: Managing People and Organizations (11th ed, pp. 4). Ohio: United States. South-Western, Cengage Learning.
- Griffin, W, R & Moorhead, G. (2014). Organizational Behavior: Managing People and Organizations (11th ed, pp. 90). Ohio: United States. South-Western, Cengage Learning.
- Griffin, W, R & Moorhead, G. (2014). Organizational Behavior: Managing People and Organizations (11th ed, pp. 132). Canada: South-Western, Cengage Learning.
- Griffin, W, R & Moorhead, G. (2014). Organizational Behavior: Managing People and Organizations (11th ed, pp. 140). Canada: South-Western, Cengage Learning.
- Griffin, W, R & Moorhead, G. (2014). Organizational Behavior: Managing People and Organizations (11th ed, pp. 324). Canada: South-Western, Cengage Learning.

Griffin, W, R & Moorhead, G. (2014). Organizational Behavior: Managing People and Organizations (11th ed, pp. 337). Canada: South-Western, Cengage Learning.

Griffin, W, R & Moorhead, G. (2014). Organizational Behavior: Managing People and Organizations (11th ed, pp. 253). Canada: South-Western, Cengage Learning.

Hair, J., Hult, G., Tomas M., Ringle, C. & Sarstedt, M. (2017). A Primer on Partial Least Squares Structural Equation Modeling (2<sup>nd</sup> ed, pp.125). Los Angeles: United States of America, Sage Publications Inc.

Hair, J., Hult, G., Tomas M., Ringle, C. & Sarstedt, M. (2017). A Primer on Partial Least Squares Structural Equation Modeling (2<sup>nd</sup> ed, pp.128). Los Angeles: United States of America, Sage Publications Inc.

Hoang, G., Wilson-Evered, E. and Lockstone-Binney, L. (2019), "Leading innovation among tourism small and medium enterprises: Examining the mediating role of climate for innovation", *Leadership & Organization Development Journal*, Vol. 40 No. 5, pp. 647-666. <https://doi.org/10.1108/LODJ-08-2018-0287>

Huertas-Valdivia, I., Javier, L.F., & Ruiz-Moreno, A. (2018), "Achieving engagement among hospitality employees: a serial mediation model", *International Journal of Contemporary Hospitality Management*, Vol. 30 No. 1, pp. 217-241.

- Humborstad, S. I. W., Nerstad, C. G. L., Dysvik, A. (2014). Empowering leadership, employee goal orientations and work performance: A competing hypothesis approach. *Personnel Review*, vol. 43, 246-271.
- Ibrahim, M., & Falasi, S. (2014). Employee loyalty and engagement in UAE public sector, *Employee Relations*, vol 36 (5), pp. 562-582.  
<http://dx.doi.org/10.1108/er-07-2013-0098>.
- Imperatori, Barbara. (2017). Engagement and Disengagement at Work. Drivers and Organizational Practices to Sustain Employee Passion and Performance (pp.21). 10.1007/978-3-319-51886-2.
- Jiang, M. Wang, H. & Li, M. (2019). Linking Empowering Leadership and Organizational Citizenship Behavior Toward Environment: The Role of Psychological Ownership and Future Time Perspective.  
DOI: <https://doi.org/10.3389/fpsyg.2019.02612>.
- Jung, K.B., Kang, S.K., & Choi, S.B. (2020). Empowering Leadership, Risk-Taking Behavior, and Employees' Commitment to Organizational Change: The Mediated Moderating Role of Task Complexity. ISSN 2071-1050;  
CODEN: SUSTDE.
- Karam, E. P., Gardner, W. L., Gullifor, D. P., Tribble, L. L., & Li, M. (2017). Authentic Leadership and High-Performance Human Resource Practices: Implications for Work Engagement. *Research in Personnel and Human Resources Management*, pp.103–153. doi:10.1108/s0742-730120170000035004

- Kemenppa. (2018). Kemenppa Thematic Gender Statistics. <https://www.kemenpppa.go.id/lib/uploads/list/9acde-buku-profil-generasi-milenia.pdf>
- Kim, M., & Beehr, T.A. (2017), Directing our own careers, but getting help from empowering leaders, *Career Development International*, Vol. 22 No. 3, pp. 300-317.
- Kim, M., Beehr, T.A. and Prewett, M.S. (2018), “Employee responses to empowering leadership: a meta- analysis”, *Journal of Leadership and Organizational Studies*, Vol. 25 No. 3, pp. 257-276.
- Kozlowski, Steve & Bell, Bradford. (2013). Work groups and teams in organizations. Handbook of psychology: Industrial and organizational psychology. 12. 412-469.  
<https://digitalcommons.ilr.cornell.edu/articles/927>.
- Kundu, S.C., Bansal, J., & Pruthi,M. (2019). Perceived Workforce Diversity And Firm Performance: A Study of An Indian Public Sector Organisation. Journal of Strategic Human Resource Management, vol. 8 (1), pp. 47-60.
- Kwak, W.J., & Jackson, C.L. (2015). Relationship building in empowering leadership processes: A test of mediation and moderation. Cambridge University Press: United Kingdom. DOI: <https://doi.org/10.1017/jmo.2015.11>
- LinkedIn. (2020). Global talent trends 2020. <https://business.linkedin.com/talent-solutions/recruiting-tips/global-talent-trends-2020>.

- Li, M, Wenxing, L., Han, Y & Zhang, P. (2016). Linking empowering leadership and change-oriented organizational citizenship behavior: The role of thriving at work and autonomy orientation. *Journal of Organizational Change Management*. 29. 732-750. 10.1108/JOCM-02-2015-0032.
- Lohr, S. (2019). Sampling Texts in Statistical Science Series (2<sup>nd</sup> ed, pp.3). New York: United States of America. Chapman and Hall/CRC,  
<https://doi.org/10.1201/9780429296284>
- Lorinkova, N. M., & Perry, S. J. (2014). When Is Empowerment Effective? The Role of Leader-Leader Exchange in Empowering Leadership, Cynicism, and Time Theft. *Journal of Management*, 43(5), 1631–1654.  
<https://doi.org/10.1177/0149206314560411>
- Lorinkova,N.M., Pearsall, M.J., & Sims, H.P.JR. (2013). Examining The Differential Longitudinal Performance of Directive Versus Empowering Leadership In Teams. *University of Maryland Academy of Management Journal*, Vol. 56, No. 2, pp. 573–596. DOI:  
<http://dx.doi.org/10.5465/amj.2011.0132>.
- Marin-Garcia, J.A. & Tomas, J.M. (2016). Deconstructing AMO framework: A systematic review. *Intangible Capital Journal* 12 (4). Online ISSN: 1697-9818. DOI: [10.3926/ic.838](https://doi.org/10.3926/ic.838).
- Martin, A.M. (2013). Empowering Leadership: Developing Behaviors for Success (1<sup>st</sup> ed, pp. 118). Chicago, United States. American Association of School Librarian Publisher. ISBN: 978-0-8389-8657-8; ePDF: 978-0-8389-8658-5; ePUB: 978-0-8389-8659-2; Kindle: 978-0-8389-8660-8.

Martin, S.L., Liao, H. and Campbell, E.M. (2013), “Directive versus empowering leadership: a field experiment comparing impacts on task proficiency and proactivity”, *Academy of Management Journal*, Vol. 56 No. 5, pp. 1372-1395.

Markos, S.M. and Sridevi, S. (2010), “Employee engagement: the key to improving performance”, *International Journal of Business and Management*, Vol. 5 No. 12, pp. 89-96.

McShane, S. L., & Von, G. M. A. Y. (2018). Organizational behavior: *Emerging Knowledge Global Reality* (8<sup>th</sup> ed, pp.4). NewYork, United States of America: McGraw-Hill. ISBN 978-1-259-56279-2 MHID 1-259-56279-4

McShane, S. L., & Von, G. M. A. Y. (2018). Organizational behavior: *Emerging Knowledge Global Reality* (8<sup>th</sup> ed, pp.171). NewYork, United States of America: McGraw-Hill. ISBN 978-1-259-56279-2 MHID 1-259-56279-4

McShane, S. L., & Von, G. M. A. Y. (2018). Organizational behavior: *Emerging Knowledge Global Reality* (8<sup>th</sup> ed, pp.345). NewYork, United States of America: McGraw-Hill. ISBN 978-1-259-56279-2 MHID 1-259-56279-4

Noe, A, R. Hollenbeck, R, J. Gerhart, B. & Wright, M, P. (2016). Fundamentals of human resource management (6th ed, pp. 4). NewYork, United States of America: McGraw-Hill.

Noe, A, R. Hollenbeck, R, J. Gerhart, B. & Wright, M, P. (2016). Fundamentals of human resource management (6th ed, pp. 38). NewYork, United States: McGraw-Hill.

Noe, A, R. Hollenbeck, R, J. Gerhart, B. & Wright, M, P. (2016). Fundamentals of human resource management (6th ed, pp. 118). NewYork, United States: McGraw-Hill.

Noe, A, R. Hollenbeck, R, J. Gerhart, B. & Wright, M, P. (2016). Fundamentals of human resource management (6th ed, pp. 272). NewYork, United States: McGraw-Hill.

Noe, A, R. Hollenbeck, R, J. Gerhart, B. & Wright, M, P. (2016). Fundamentals of human resource management (6th ed, pp. 277). NewYork, United States: McGraw-Hill.

Noe, A, R. Hollenbeck, R, J. Gerhart, B. & Wright, M, P. (2016). Fundamentals of human resource management (6th ed, pp. 280). NewYork, United States: McGraw-Hill.

Özcelik, G. (2015). Engagement and retention of the millennial generation in the workplace through internal branding. International Journal of Business and Management, 10(3), 99-107. <https://doi.org/10.5539/ijbm.v10n3p99>

Pahos, N., & Galanaki, E. (2018). Staffing practices and employee performance: the role of age. *Evidence-Based HRM: a Global Forum for Empirical Scholarship*. doi:10.1108/ebhrm-01-2018-0007.

Panigrahi, S., Mohanty, S., & Mishra, P.C.. (2019). High performance work system, firm performance and employee outcomes: a review journal by espacios revista, Vol. 40 (Issue 42), pp. 29. ISSN 0798 1015.

Park, J & Hassan, S. (2018). Does the Influence of Empowering Leadership Trickle Down? Evidence From Law Enforcement Organizations. *Journal of*

- Public Administration Research and Theory*: Vol. 28, pp. 212-225.  
10.1093/jopart/mux047.
- Perneger, T. V., Courvoisier, D. S., Hudelson, P. M., & Gayet-Ageron, A. (2015). Sample size for pre-tests of questionnaires. *Quality of life research : an international journal of quality of life aspects of treatment, care and rehabilitation*, 24(1), 147–151. <https://doi.org/10.1007/s11136-014-0752-2>
- Rabbani, S., Imran, R., & Shamoon, S. (2017). Directive Leadership and Satisfaction: A Unique Relationship. *Decision Science Letters* vol. 23(1), pp. 337-340. DOI: [10.1166/asl.2017.7178](https://doi.org/10.1166/asl.2017.7178).
- Ramli. (2020). Sekretariat Kabinet Republik Indonesia: *Peran generasi milenial bagi NKRI*. <https://setkab.go.id/pedasran-generasi-milenial-bagi-nkri-2/>.
- Rana, S., Pant, D., & Chopra, P. (2019). Work Engagement and Individual Work Performance: Research Findings and an Agenda For Employee Relationships. ISSN-2349-5162. DOI: 10.13140/RG.2.2.12846.56644.
- Rasool, S., & Koser, M. (2016). Two folded layers of organizational justice. *Int. J. Res*, 3, 368.
- Rasool, S. F., Maqbool, R., Samma, M., Zhao, Y., & Anjum, A. (2019). Positioning Depression as a Critical Factor in Creating a Toxic Workplace Environment for Diminishing Worker Productivity. *Sustainability*, 11(9), 2589.
- Wilkinson, A., Redman, T., & Dundon, T. (2017). Contemporary human resource management: Text and cases. (5<sup>th</sup> Ed, pp. 5). Harlow, United Kingdom : Pearson Education.

Wilkinson, A., Redman, T., & Dundon, T. (2017). Contemporary human resource management: Text and cases. (5<sup>th</sup> Ed, pp. 6). Harlow, United Kingdom : Pearson Education.

Wilkinson, A., Redman, T., & Dundon, T. (2017). Contemporary human resource management: Text and cases. (5<sup>th</sup> Ed, pp. 14). Harlow, United Kingdom : Pearson Education.

Wilkinson, A., Redman, T., & Dundon, T. (2017). Contemporary human resource management: Text and cases. (5<sup>th</sup> Ed, pp. 56). Harlow, United Kingdom : Pearson Education.

Wilkinson, A., Redman, T., & Dundon, T. (2017). Contemporary human resource management: Text and cases. (5<sup>th</sup> Ed, pp. 430). Harlow, United Kingdom : Pearson Education.

Rees, C., Alfes, K. and Gatenby, M. (2013), "Employee voice and engagement: connections and consequences", *The International Journal of Human Resource Management*, Vol. 24 No. 14, pp. 2780-2798.

Rich, Bruce., LePine, J.A. & Crawford E. R. (2010). Job engagement: Antecedents and effects on job performance. *The Academy of Management Journal*. Vol. 53, pp.617-635. Florida, United States of America.

Robbins, S.P. & Judge, T.A. (2018). Essentials of Organisational Behavior: *Global Edition*. (14th ed, pp. 33). Boston, United States: Pearson. ISBN 10: 1-292-22141-0 ISBN 13: 978-1-292-22141-0.

Robbins, S.P. & Judge, T.A. (2018). Essentials of Organisational Behavior: *Global Edition*. (14th ed, pp. 45). Boston, United States: Pearson. ISBN 10: 1-292-22141-0 ISBN 13: 978-1-292-22141-0.

Robbins, S.P. & Judge, T.A. (2018). Essentials of Organisational Behavior: *Global Edition*. (14th ed, pp. 217). Boston, United States: Pearson. ISBN 10: 1-292-22141-0 ISBN 13: 978-1-292-22141-0.

Robbins, S.P. & Judge, T.A. (2018). Essentials of Organisational Behavior: *Global Edition*. (14th ed, pp. 221). Boston, United States: Pearson. ISBN 10: 1-292-22141-0 ISBN 13: 978-1-292-22141-0.

Robbins, S.P. & Judge, T.A. (2018). Essentials of Organisational Behavior: *Global Edition*. (14th ed, pp. 235). Boston, United States: Pearson. ISBN 10: 1-292-22141-0 ISBN 13: 978-1-292-22141-0.

Robbins, S.P. & Judge, T.A. (2018). Essentials of Organisational Behavior: *Global Edition*. (14th ed, pp. 51). Boston, United States: Pearson. ISBN 10: 1-292-22141-0 ISBN 13: 978-1-292-22141-0.

Sari. (2019). Liputan 6: *Karakteristik Pekerja Milenial*.  
<https://www.liputan6.com/bisnis/read/4113960/ini-dia-karakteristik-pekerja-milenial>

Sergio, R & Rylova, M. (2018). Employee Engagement and Empowerment as Gateway towards Retention: The Case of Volkswagen Group. Journal of Eastern European and Central Asian Research. 5. 10.15549/jeecar.v5i2.242.

- Sharifirad, M.S. (2013). Transformational leadership, innovative work behavior, and employee well-being. *Global Business Perspectives*. 1. 10.1007/s40196-013-0019-2.
- Silva, R.C., Trevisan, L.N., Veloso, E. and Dutra, J. (2016). Career anchors and values from different career management perspectives”, *Revista Brasileira de Gestão de Negócios*, Vol. 18 No. 59, pp. 145-162.
- Silva, R.C., Trevisan, L.N., Veloso, E. and Dutra, J. (2020), Leadership and performance of Millennial generation in Brazilian companies. DOI: [10.1108/MRJIAM-02-2019-0910](https://doi.org/10.1108/MRJIAM-02-2019-0910).
- Singh, A. & Rangnekar, S. (2020). Enhancing proactivity among hospital employees: a serial mediation model. *International Journal of Business Excellence*, Vol. 21, issue 1, pp 64-80. DOI: [10.1504/IJBEX.2020.106940](https://doi.org/10.1504/IJBEX.2020.106940).
- Storey, J., Ulrich, D., & Wright, P. M. (2019). Strategic human resource management: *A research overview*. (1<sup>st</sup> ed, pp.24). New York, United States: Routledge. LCCN 2018057137| ISBN 9781138591998 (hardback) | ISBN 9780429490217 (ebook).
- Storey, J., Ulrich, D., & Wright, P. M. (2019). Strategic human resource management: *A research overview*. (1<sup>st</sup> ed, pp.66). New York, United States: Routledge. LCCN 2018057137| ISBN 9781138591998 (hardback) | ISBN 9780429490217 (ebook).
- Thompson, P. (2011) ‘The trouble with HRM’, *Human Resource Management Journal*, Vol.24, No.4, 1–13. doi: 10.1111/j.1748-8583.2011.00180.x

- Tirto.id. (2020). Peta sebaran milenial Indonesia. <https://tirto.id/sana-sini-ngaku-milenial-bagaimana-peta-milenial-indonesia-cX5W>
- Turner, Paul. (2020). Employee Engagement in Contemporary Organizations: Maintaining High Productivity and Sustained Competitiveness (1<sup>st</sup> ed, pp.4). Leeds, United Kingdom: Springer Nature. <https://doi.org/10.1007/978-3-030-36387-1>.
- Wallace, J. C., Butts, M. M., Johnson, P. D., Stevens, F. G., & Smith, M. B. (2016). A multilevel model of employee innovation: Understanding the effects of regulatory focus, thriving, and employee involvement climate. *Journal of Management*, vol. 42, <https://doi.org/10.1177/0149206313506462>
- Weldy, L. (2020). How millennials are Würzburger, T. (2016). Key Skills für die redefining leadership: Millennials want to become strong, people-focused leaders. *Leadership Excellence*. 37(2), 36- 38.
- Whittington, J.L., Meskelis, S., Asare, E.K., Beldona, S. (2017) Enhancing Employee Engagement: An Evidence-Based Approach (1st ed, pp.3). Cham, Switzerland: Springer Nature.
- Wong, S.I., & Kuvaas, B. (2018). The empowerment expectation–perception gap: an examination of three alternative models. *Human Resource Management Journal*, Vol. 28 No. 2, pp. 272-287. <https://doi.org/10.1111/1748-8583.12177>.
- Wollmann, P., Kühn, F., & Kempf, M. (2020) Three Pillars of Organization and Leadership in Disruptive Times : Navigating Your Company Successfully

- Through the 21st Century Business World (1<sup>st</sup> ed, pp.48). Cham, Switzerland: Springer Nature Switzerland AG.
- Würzburger, T. (2016). Key Skills für die redefining leadership: Millennials want to become strong, people-focused leaders. *Leadership Excellence. Generation Y: Die wichtigsten Tipps für eine erfüllte Karriere. [Key skills for Generation Y: essential tips for a great career]*. Wiesbaden: Springer. 37(2), 36- 38.
- Yongxing, G., Hongfei, D., Baoguo, X., & Lei, M. (2017). Work engagement and job performance: the moderating role of perceived organizational support. *Anales de Psicología/Annals of Psychology*, 33(3), pp. 708-713. <http://dx.doi.org/10.6018/analesps.33.3.238571>.
- Yukl, G. A., & Gardner, W. L. (2020). Leadership in organizations (9<sup>th</sup> ed, pp.39). Boston, United States of America: Pearson Education. ISBN 10: 0-13-489513-4
- Yukl, G. A., & Gardner, W. L. (2020). Leadership in organizations (9<sup>th</sup> ed, pp.222). Boston, United States of America: Pearson Education. ISBN 10: 0-13-489513-4
- Yukl, G. A., & Gardner, W. L. (2020). Leadership in organizations (9<sup>th</sup> ed, pp.174). Boston, United States of America: Pearson Education. ISBN 10: 0-13-489513-4
- Zawacki-Richter, O., Kerres, M., Bedenlier, S., Bond, M., and Buntins, K. (2020). Systematic Reviews in Educational Research Methodology,

- Perspectives and Application (pp.17). Wiesbaden: Germany. Springer Nature. DOI: 10.1007/978-3-658-27602-7. ISBN 9783658276027.
- Zhang, X., & Bartol, K. M. (2010). Linking empowering leadership and employee creativity: The influence of psychological empowerment, intrinsic motivation, and creative process engagement: *Academy of Management Journal*, 53. pp.107–128.
- Zhang, Junwei & Akhtar, Muhammad & Bal, P. & Zhang, Yajun & Talat, Usman. (2018). How Do High-Performance Work Systems Affect Individual Outcomes: A Multilevel Perspective. *Frontiers in Psychology*. 9. 10.3389/fpsyg.2018.00586.