

## DAFTAR PUSTAKA

- Abdullah, M. (2015). *Metodologi Penelitian Kuantitatif*. Yogyakarta: Aswaja Pressindo.
- Affandi, A., Rozi, A., & Sunarsi, D. (2021). *Manajemen SDM Strategik: Strategi Mengelola Karyawan di Era 4.0*. Banten: Bintang Visitama.
- Akbar, I. N. (2020). Organizational Trust dan Organizational Culture Terhadap Employee Engagement melalui Satisfaction. *Jurnal Ilmu Manajemen* 621-6957(2), 2541-6030.
- Alshaabani, A., Hamza, K. A., & Rudnák, I. (2021). Impact of Diversity Management on Employees' Engagement: The Role of Organizational Trust and Job Insecurity. *Economic and Business Aspects of Sustainability* 14, 420.
- Anggraini, L., Astuti, E. S., & Prasetya, A. (2016). Faktor-faktor Yang Mempengaruhi Employee Engagement Generasi Y (Studi Pada Karyawan PT Unilever Indonesia Tbk-surabaya). *Jurnal Administrasi Bisnis S1 Universitas Brawijaya* 37(2), 183-191.
- Ardakani, M. S., Abza, M., Shaemi, A., & Fathi, S. (2016). Diversity management and human resources productivity: Mediating effects of perceived organizational attractiveness, organizational justice and social identity in Isfahan's steel industry. *Iranian Journal of Management Studies (IJMS)* 9 (2), 407-432 .
- Armstrong, M., & Taylor, S. (2014). *Handbook of human resource management practice*. United Kingdom: British Library.
- Astina, M. A., & Wijaya, A. A. (2019). Perbandingan Nilai Budaya Karyawan Hotel di Seminyak dan Ubud. *Jurnal Ilmiah Hospitality Management* 10(1), 64-76.
- Cepeda-Carrion, G. A., Nitzl, C., & Roldán, J. L. (2017). Mediation Analyses in Partial Least Squares Structural Equation Modeling. Guidelines and Empirical Examples. *Researchgate*.
- Colquitt, J. A., LePine, J. A., & Wesson, M. J. (2019). *Organizational Behavior: Improving Performance And Commitment In The Workplace (16th ed.)*. USA: McGraw-Hill Education.
- Data Pemantauan Covid-19. (2022). Retrieved from [corona.jakarta.go.id: https://corona.jakarta.go.id/id/data-pemantauan](https://corona.jakarta.go.id/id/data-pemantauan)

- Desler, G. (2018). What Is Human Resource Management. In *Human Resource Management (16th.ed)* (p. 3). New York: Pearson.
- Downey, S. N., Werf, L. v., Thomas, K. M., & Plau, V. C. (2014). The role of diversity practices and inclusion in promoting trust and employee engagement. *Journal of Applied Social Psychology* .
- Febrianty, Arifudin, O., & Naibaho, L. (2020). *Kepemimpinan dan Perilaku Organisasi (Konsep dan Perkembangan)* . Bandung: Widina Bhakti Persada.
- Femi , B., & Prasetya, A. (2017). Penerapan Diversity Management Dalam Rangka Meraih Competitive Advantage (Studi pada PT Petrokimia Gresik). *Jurnal Administrasi Bisnis (JAB)* 50(5), 39.
- Gani, N. A., Jaharuddin, Utama, R. E., & Priharta, A. (2020). *Perilaku Organisasi*. Jakarta: Mirqat.
- Ganji, S. F., Rahimnia, F., Ahanchian, M. R., & Syed, J. (2020). Analyzing the Impact of Diversity Management on Innovative Behaviors Through Employee Engagement and Affective Commitment. *Iranian Journal of Management Studies (IJMS)* 2021, 14(3), 649-667.
- Greenhalgh, L., & Rosenblatt, Z. (1984). Job Insecurity: Toward Conceptual Clarity. *The Academy of Management Review* 9(3), 438-448.
- Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, M. C. (2017). When to use and how to report the results of PLS-SEM. *European Business Review* 31(1), 2-24.
- Iddagoda, A., & Opatha, H. H. (2015). Employee engagement: conceptual clarification from existing confusion and towards an instrument of measuring it. *International Conference on Business Management*.
- Januartha, A. G., & Adnyani, I. D. (2019). Pengaruh Job Insecurity Dan Kepuasan Kerja Terhadap Turnover Intention Pada Karyawan Hotel. *E-Jurnal Manajemen* 8(2), 7548 - 7575.
- Jena, L. K., Pradhan, S., & Panigrahy, N. P. (2018). Pursuit of organisational trust: Role of employee engagement, psychological well-being and transformational leadership. *Asia Pacific Management Review* 23(3), 227-234.
- Jozefowicz, B. (2017). Diversity Management and Trust: Systematic Literature Review. *Journal of Corporate Responsibility and Leadership* 4(4), 5.
- Juliandi, A. (2018). Modul Pelatihan Structural Equation Model Partial Least Square (SEM-PLS) Menggunakan SmartPLS. *Program Pascasarjana Universitas Batam*, 16-17.

- Kock, N., & Hadaya, P. (2018). Minimum sample size estimation in PLS-SEM: The inverse square root and gamma-exponential methods. *Information Systems Journal*, 28(1), 227–261.
- Lavaysse, L. M., Probst, T. M., & Arena Jr, D. F. (2018). Is More Always Merrier? Intersectionality as an Antecedent of Job Insecurity. *International Journal of Environmental Research and Public Health* 15, 2559.
- Lee, Y., & Li, J.-Y. Q. (2021). The role of communication transparency and organizational trust in publics' perceptions, attitudes and social distancing behaviour: A case study of the COVID-19 outbreak. *Wiley*.
- Luthans, F. (2011). *Organizational Behavior an Evidence-Based Approach 12th ed.* New York: McGraw-Hill Irwin.
- Madyaratri, M. M., & Izzati, A. U. (2021). Perbedaan Work Engagement Ditinjau Dari Masa Kerja Padkaryawan Bagian Produksi. *Jurnal Penelitian Psikologi* 08(03).
- Mathis, R. L., Jackson, J. H., Valentine, S. R., & Meglich, P. A. (2017). *Human Resource Management fifteenth edition.* Boston: Cengage Learning.
- Nurdewati, M. R., & Ellyawati, J. (2020). Pengaruh Diversity Management pada OCB (Organizational Behaviour) Karyawan di Institusi Pendidikan Tinggi. *JURNAL STIE SEMARANG* 12(2), 2252-7826.
- Ramaditya, M., & Nazzario, G. (2020). Faktor-Faktor yang Memberikan Implikasi Terhadap Keterikatan Pekerja. *Jurnal Riset Manajemen dan Bisnis (JRMB) Fakultas Ekonomi UNIAT* 5(2), 61-72 .
- Robbins, S. P., & Judge, T. A. (2017). *Organizational Behaviour 12th edition.* England: Pearson Education Limited.
- Schaufeli, W. B., Salanova, M., González-Romá, V., & Bakker, A. B. (2002). Burnout And Engagement In University Students A Cross-National Study. *Journal of Cross-Cultural Psychology* 33(5), 464-481.
- Sekaran, U., & Bougie, R. (2016). *Research Methods For Business: A Skill Building Approach.* United Kingdom: John Wiley & Sons.
- Setiawan, I. A., & Putra, M. S. (2016). Pengaruh Job Insecurity Terhadap Kepuasan Kerja Dan Turnover Intention Pada Karyawan Legian Village Hotel. *E-Jurnal Manajemen Unud*, 5(8), 4983-5012.
- Si, M. F., & A, A. (2019). Pengaruh Gaya Kepemimpinan Partisipatif Terhadap Organizational Trust Dan Komitmen Organisasi Serta Dampaknya Terhadap Kinerja Pegawai . *Jurnal Bisnis Dan Kajian Strategi Manajemen* 3(2), 161-173.

- Sisca, Erbin Chandra, & Naga, O. S. (2020). Pengertian Manajemen SDM. In *Teori-teori Manajemen Sumber Daya Manusia* (p. 2). Medan: Yayasan Kita Menulis.
- Sugiyono. (2013). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung: Alfabeta.
- Sukalova, V., & Ceniga, P. (2020). Diversity Management in Sustainable Human Resources Management . *SHS Web of Conferences* .
- Sverke, M., Hellgren, J., & Näswall, K. (2006). *Job Insecurity: A Literature Review*. Stockholm, Sweden: National Institute for Working Life and authors.
- Ugwu, F. O., Onyishi, I. E., & Rodríguez-Sánchez, A. M. (2014). Linking organizational trust with employee engagement: the role of psychological empowerment. *Personnel Review* 43(3), 377-400.
- Wang, H. j., Lu, C. q., & Siu, O. l. (2015). Job Insecurity and Job Performance: The Moderating Role of Organizational Justice and the Mediating Role of Work Engagement. *Journal of Applied Psychology* 2015 100(4), 1249 –1258 .
- Widiyanto, H. (2019). Analisis Pengaruh Antara Organizational Resources, Organizational Engagement Climate, Job Resources, Dan Employee Engagement Di Wilayah Jabodetabek. *repository uph*.
- Yadav, S., & Lenka, U. (2020). Diversity management: a systematic review. *International Journal of Productivity and Performance Management* 68(4), 2040-7149.