

## REFERENCES

- Abuzaid, A. N. (2020). An Examination of the impact of Job characteristics on work engagement: Evidence from Jordan. the 2020 WEI International Academic Conference Proceedings Vienna, AUSTRIA.
- Adhikari, G. P. (2021). Calculating the sample size in Quantitative Studies. *Scholars' Journal*, 14–29. <https://doi.org/10.3126/scholars.v4i1.42458>
- Ahmad, Mushtaq; Khan, Amjid; and Arshad, Muhammad, "Major theories of Job Satisfaction and their use in the field of Librarianship" (2021). *Library Philosophy and Practice* (e-journal). 6385. <https://digitalcommons.unl.edu/libphilprac/6385>
- Alita, D., Putra, A. D., & Darwis, D. (2021). Analysis of classic assumption test and multiple linear regression coefficient test for employee structural office recommendation. *IJCCS (Indonesian Journal of Computing and Cybernetics Systems)*, 15(3), 295. <https://doi.org/10.22146/ijccs.65586>
- Amridha, Y., Heryanto, M. A., Saefudin, B. R., & Awaliyah, F. (2020). The analysis of the employee's job satisfaction and performance in private agricultural company. *MAHATANI: Jurnal Agribisnis (Agribusiness and Agricultural Economics Journal)*, 2(2). <https://doi.org/10.52434/mja.v2i2.789>
- Anjum, S. Impact of internship programs on professional and personal development of business students: a case study from Pakistan. *Futur Bus J* 6, 2 (2020). <https://doi.org/10.1186/s43093-019-0007-3>

- Anthia. (2020, November 17). The job characteristics model –what is it and what are its benefits? AG5. <https://www.ag5.com/the-job-characteristics-model-what-is-it-and-what-are-its-benefits/>
- Bhandari, A. (2023, July 17). *Multicollinearity: Causes, effects and detection using VIF (updated 2023)*. Analytics Vidhya. <https://www.analyticsvidhya.com/blog/2020/03/what-is-multicollinearity/>
- Booyesen, C. (2008, November). *A study of the relationship between job satisfaction experienced by employees within a retail company and their organisational citizenship behaviour*. CORE. <https://core.ac.uk/reader/58913568>
- BRANSON, R. (2022, December 8). *Task identity: Definition and examples - 2023*. MasterClass. <https://www.masterclass.com/articles/task-identity>
- Cetrulo, A., Guarascio, D., & Virgillito, M. E. (2020). Anatomy of the Italian occupational structure: Concentrated Power and distributed knowledge. *Industrial and Corporate Change*, 29(6), 1345–1379. <https://doi.org/10.1093/icc/dtaa050>
- Communication Theory. (2018, April 19). *Trait theory / dispositional theory*. Communication Theory. <https://www.communicationtheory.org/trait-theory-dispositional-theory/>
- D’Abate, C. P., Youndt, M. A., & Wenzel, K. E. (2009). Making the Most of an Internship: An Empirical Study of Internship Satisfaction. *Academy of Management Learning & Education*, 8(4), 527–539. <http://www.jstor.org/stable/27759190>

- Davidescu, A. A., Apostu, S.-A., Paul, A., & Casuneanu, I. (2020). Work flexibility, job satisfaction, and job performance among Romanian employees— Implications for Sustainable Human Resource Management. *Sustainability*, *12*(15), 6086. <https://doi.org/10.3390/su12156086>
- Giousmpasoglou, C. and Marinakou, E., 2021. Hotel internships and student satisfaction as key determinant to career intention. *Journal of Tourism Research*, *25*, 42 - 67.
- Gupta, A., Mishra, P., Pandey, C., Singh, U., Sahu, C., & Keshri, A. (2019). Descriptive statistics and normality tests for statistical data. *Annals of Cardiac Anaesthesia*, *22*(1), 67. [https://doi.org/10.4103/aca.aca\\_157\\_18](https://doi.org/10.4103/aca.aca_157_18)
- Hackman, J. R. & Oldham, G. R. (1975). Development of the job diagnostic survey. *Journal of Applied Psychology*, *60*(2), 159–170.
- Hackman, J.R.; Oldham, G.R. (2007). "How job characteristics theory happened". In Smith, Ken G.; Hitt, Michael A. (eds.). *Great Minds in Management: The process of theory development*. Oxford, England: Oxford University Press. pp. 151–170.
- Hassard, J., Teoh, K., & Cox, T. (2018, February 7). *Job satisfaction: Theories and definitions*. OSHwiki. <https://oshwiki.osha.europa.eu/en/themes/job-satisfaction-theories-and-definitions>
- HERMILINA A. MENDOZA, DBA, HAZIEL T. ALVAREZ, & WENDY C. SADANG. (2022). JOB CHARACTERISTICS AS PREDICTORS OF WORK OUTCOMES OF INTERN STUDENTS. *17*(10), 1053–1064. <https://doi.org/10.5281/zenodo.7253240>

- Herrity, J. (2022, October 24). *Maslow's hierarchy of needs: Applying it in the Workplace*. Indeed. <https://www.indeed.com/career-advice/career-development/maslows-hierarchy-of-needs>
- Herzberg, Frederick (January–February 1964). "The Motivation-Hygiene Concept and Problems of Manpower". *Personnel Administration* (27): 3–7.
- Herzberg, Frederick; Mausner, Bernard; Snyderman, Barbara B. (1959). *The Motivation to Work* (2nd ed.). New York: John Wiley.
- Hussien, F.M. and La Lopa, M. (2018). The determinants of student satisfaction with internship programs in the hospitality industry: A case study in the USA. *Journal of Human Resources in Hospitality & Tourism*, 17 (4), 502-527.
- Janse, B. (2022, September 7). *Job characteristics model (hackman and Oldham)*. Toolshero. <https://www.toolshero.com/human-resources/job-characteristics-model/>
- Job characteristics inventory*. PSYCHOLOGICAL SCALES. (2023, February 21). <https://scales.arabpsychology.com/s/job-characteristics-inventory/>
- Judge, T. A., & Bono, J. E. (2001). Relationship of core self-evaluations traits—self-esteem, generalized self-efficacy, locus of control, and emotional stability—with job satisfaction and job performance: A meta-analysis. *Journal of Applied Psychology*, 86(1), 80–92. <https://doi.org/10.1037/0021-9010.86.1.80>
- Kamani, T. (2020). Analysis of the job characteristics model. *SSRN Electronic Journal*. <https://doi.org/10.2139/ssrn.3600844>

- Kamper, S. J. (2019). Reliability and validity: Linking evidence to practice. *Journal of Orthopaedic & Sports Physical Therapy*, 49(4), 286–287. <https://doi.org/10.2519/jospt.2019.0702>
- Kasemsap, K. (2018). The significance of job satisfaction in modern organizations. *Handbook of Research on Human Factors in Contemporary Workforce Development*, 181–200. <https://doi.org/10.4018/978-1-5225-2568-4.ch008>
- KAYA, M., & DEMIRER, H. (2021). Job characteristics' causal effects on individual job performance perceptions and mediating role of job satisfaction. *Eurasian Journal of Business and Economics*, 57–86. <https://doi.org/10.17015/ejbe.2021.028.04>
- Kim, J. H. (2019). Multicollinearity and misleading statistical results. *Korean Journal of Anesthesiology*, 72(6), 558–569. <https://doi.org/10.4097/kja.19087>
- Lee, M. T., & Raschke, R. L. (2016). Understanding employee motivation and organizational performance: Arguments for a set-theoretic approach. *Journal of Innovation & Knowledge*, 1(3), 162–169. <https://doi.org/10.1016/j.jik.2016.01.004>
- Leh, L. Y., & Bin Ibrahim, Z. H. (2019). The influence of feedback environment towards job satisfaction in TVET Education Organization. *JPI (Jurnal Pendidikan Indonesia)*, 8(1), 96. <https://doi.org/10.23887/jpi-undiksha.v8i1.16471>
- Li, J., Sekiguchi, T., & Qi, J. (2020). When and why skill variety influences employee job crafting: regulatory focus and social exchange perspectives. *Employee Relations*, <https://doi.org/10.1108/ER-06-2019-0240>

- Locke, E. A. (1969). What is job satisfaction? *Organizational Behavior and Human Performance*, 4(4), 309–336. [https://doi.org/10.1016/0030-5073\(69\)90013-0](https://doi.org/10.1016/0030-5073(69)90013-0)
- Loher, B. T., Noe, R. A., Moeller, N. L., & Fitzgerald, M. P. (1985). A meta-analysis of the relation of job characteristics to job satisfaction. *Journal of Applied Psychology*, 70(2), 280–289. <https://doi.org/10.1037/0021-9010.70.2.280>
- Maaravi, Y., Heller, B., Hochman, G., & Kanat-Maymon, Y. (2020). Internship not hardship: What makes interns in startup companies satisfied? *Journal of Experiential Education*, 44(3), 257–276. <https://doi.org/10.1177/1053825920966351>
- Mamula Nikolić, Tatjana & Perić, Nenad & Bovan, Ana. (2020). The Role of Feedback as a Management Tool in Performance Management Program. *Quality - Access to Success*. 21. 3-8. [https://www.researchgate.net/publication/343152520\\_The\\_Role\\_of\\_Feedback\\_as\\_a\\_Management\\_Tool\\_in\\_Performance\\_Management\\_Program](https://www.researchgate.net/publication/343152520_The_Role_of_Feedback_as_a_Management_Tool_in_Performance_Management_Program)
- Marinakou, Evangelia (Lia) & Giousmpasoglou, Charalampos. (2021). Hotel internships and student satisfaction as key determinant to career intention. <https://eprints.bournemouth.ac.uk/35074/>
- Maslow, Abraham H. (1943). "A theory of human motivation". *Psychological Review*. 50 (4): 370–396. CiteSeerX 10.1.1.334.7586. doi:10.1037/h0054346
- Mazurek, J., Pérez Rico, C., Fernández García, C., Magnot, J.-P., & Magnot, T. (2021). 5-item likert scale and percentage scale correspondence with implications for the use of models with (fuzzy) linguistic variables. *Revista*

*de Métodos Cuantitativos Para La Economía y La Empresa*, 31, 3–16.

<https://doi.org/10.46661/revmetodoscuanteconempresa.4010>

Morgeson, F. P., & Humphrey, S. E. (2006). The Work Design Questionnaire (WDQ): Developing and validating a comprehensive measure for assessing job design and the nature of work. *Journal of Applied Psychology*, 91(6), 1321–1339. <https://doi.org/10.1037/0021-9010.91.6.1321>

Nickerson, C. (2023, April 24). *Herzberg's two-factor theory of motivation-hygiene*. Simply Psychology. <https://www.simplypsychology.org/herzbergs-two-factor-theory.html>

Prameswari, G.A. (2019). The effects of job characteristics on work engagement. *Russian Journal of Agricultural and Socio-Economic Sciences*. 85. 475-479. DOI: 10.18551/rjoas.2019-01.58

Paulins, V. A. (2008). Characteristics of retailing internships contributing to students' reported satisfaction with Career Development. *Journal of Fashion Marketing and Management: An International Journal*, 12(1), 105–118. <https://doi.org/10.1108/13612020810857970>

Raihan, Tarik. (2020). Role of Job Characteristics Model on Employee Job Satisfaction- An Empirical Study. [https://www.researchgate.net/publication/348742451\\_Role\\_of\\_Job\\_Characteristics\\_Model\\_on\\_Employee\\_Job\\_Satisfaction-\\_An\\_Empirical\\_Study](https://www.researchgate.net/publication/348742451_Role_of_Job_Characteristics_Model_on_Employee_Job_Satisfaction-_An_Empirical_Study)

S, M. (2019, October 7). *Job satisfaction theory: 8 major job satisfaction theories*. Economics Discussion. <https://www.economicdiscussion.net/human-resource-management/job-satisfaction->

theory/31947#:~:text=The%20model%20states%20that%20there,results)%2  
C%20in%20turn%20influencing%20work

Sabeng, D. A., & Mensah, J. V. (2023). Job satisfaction and characteristics among staff of public higher educational institutions in Ghana. *Cogent Education*, 10(2). <https://doi.org/10.1080/2331186x.2023.2226457>

Salatan, Jennifer. (2016). the influence of internship experience on students' career selection in the Tourism and Hospitality industry. DOI: 10.13140/RG.2.1.2715.4963

Sims, H. P., Szilagyi, A. D., & Keller, R. T. (1976). The Measurement of Job Characteristics. *Academy of Management Journal*, 19, 195-212.

Staw, B. M., & Cohen-Charash, Y. (2004). The dispositional approach to job satisfaction: More than a mirage, but not yet an oasis. *Journal of Organizational Behavior*, 26(1), 59–78. <https://doi.org/10.1002/job.299>

Staw, Barry & Ross, Jerry. (1985). Stability in the Midst of Change. A Dispositional Approach to Job Attitudes. *Journal of Applied Psychology*. 70. 469-480. 10.1037/0021-9010.70.3.469.

StudySmarter. (2023). *Job satisfaction*. StudySmarter US. <https://www.studysmarter.us/explanations/business-studies/human-resources/job-satisfaction/>

Sugianto., Hermanto, B., Muhyi, H. A., & Purnomo, M. (2018). The Effect Of Job Characteristics On Job Satisfaction And Its Impact On Employee Performance. *Advances in Social Sciences Research Journal*, 5(9)95-101.



UMBC. (n.d.). *What is an internship?*. UMBC.

<https://careers.umbc.edu/employers/internships/what-is-an-internship/#:~:text=Internships%20are%20supervised%2C%20structured%20learning,student's%20chosen%20field%20of%20study.>

Whingham, Sharlyn K., "The Dispositional Approach to Job Satisfaction: Trait or State?" (1991). Student Work. 241.

<https://digitalcommons.unomaha.edu/studentwork/241>

Zacher, H., Dirkers, B. T., Korek, S., & Hughes, B. (2017). Age-differential effects of job characteristics on job attraction: A policy-capturing study. *Frontiers in Psychology*, 8. <https://doi.org/10.3389/fpsyg.2017.01124>

