

## REFERENCES

- Ahmad, A. (2018). The relationship among job characteristics organizational commitment and employee turnover intentions: A reciprocation perspective. *Journal of Work-Applied Management*, 10(1), 74-92.
- Allen, N. J., & Meyer, J. P. (1990). The measurement and antecedents of affective, continuance and normative commitment to the organization. *Journal of occupational psychology*, 63(1), 1-18.
- Anantatmula, V.S., & Shrivastav, B. (2012). Evolution of Project Teams for Generation Y Workforce. *International Journal of Managing Projects in Business*, 5(1), 9-26
- Asih, A. N., & Zamralita, Z. (2018). GAMBARAN TURNOVER INTENTION PADA KARYAWAN GENERASI Y DI PT. XYZ (IT SOLUTION COMPANY). *Jurnal Muara Ilmu Sosial, Humaniora, dan Seni*, 1(2), 118-125.
- Becton, J. B., Walker, H. J., & Jones-Farmer, A. (2014). Generational differences in workplace behavior. *Journal of Applied Social Psychology*, 44(3), 175-189.
- Benson, J., & Brown, M. (2011). Generations at work: are there differences and do they matter?. *The international journal of human resource management*, 22(9), 1843-1865.
- Bhatti, M. H., Bhatti, M. H., Akram, U., Bilal, M., & Akram, Z. (2016). Impact of Organization Commitment on Turnover Intention. *European Journal of Business and Management*.
- Biswakarma, G. (2016). Organizational career growth and employees' turnover intentions: An empirical evidence from Nepalese private commercial banks. *International Academic Journal of Organizational Behavior and Human Resource Management*, 3(2), 10-26.

- Blau, P. (1964). Power and exchange in social life. NY: John Wiley & Sons.
- Brown, E. A., Thomas, N. J., & Bosselman, R. H. (2015). Are they leaving or staying: A qualitative analysis of turnover issues for Generation Y hospitality employees with a hospitality education. *International Journal of Hospitality Management*, 46, 130-137.
- Cannon, N. H., & Herda, D. N. (2016). Auditors' organizational commitment, burnout, and turnover intention: A replication. *Behavioral research in accounting*, 28(2), 69-74.
- Chandra, D. O., Hubeis, A. V. S., & Sukandar, D. (2017). Kepuasan kerja generasi X dan generasi Y terhadap komitmen kerja di Bank Mandiri Palembang. *Jurnal Aplikasi Bisnis dan Manajemen (JABM)*, 3(1), 12.
- Chen, J. Q., Hou, Z. J., Li, X., Lovelace, K. J., Liu, Y. L., & Wang, Z. L. (2016). The role of career growth in Chinese new employee's turnover process. *Journal of career development*, 43(1), 11-25.
- Cho, S., Johanson, M. M., & Guchait, P. (2009). Employees intent to leave: A comparison of determinants of intent to leave versus intent to stay. *International Journal of Hospitality Management*, 28(3), 374-381.
- Cole, G., Smith, R., & Lucas, L. (2002). The debut of Generation Y in the American workforce. *Journal of Business Administration Online*, 1(2), 1-10.
- Cruz, C.S. (2007). Gen Y: How Boomer Babies are Changing the Workplace. *Hawaii Business* 52 (11): 38.
- Deloitte Global. (2018). Deloitte Millennial Survey: Millennials disappointed in business, unprepared for Industry 4.0
- Dess, G. G., & Shaw, J. D. (2001). Voluntary turnover, social capital, and organizational performance. *Academy of management review*, 26(3), 446-456.

- Dewantoro, R. B., & Purba, S. D. (2018). PENGARUH WORK ENGAGEMENT DAN JOB SATISFACTION TERHADAP TURNOVER INTENTION (PERBANDINGAN PADA GENERASI X DAN GENERASI Y). *Prosiding Working Papers Series In Management*, 10(1).
- DiPietro, R. B., & Pizam, A. (2008). Employee alienation in the quick service restaurant industry. *Journal of Hospitality & Tourism Research*, 32(1), 22-39.
- Dries, N., Pepermans, R., & De Kerpel, E. (2008). Exploring four generations' beliefs about career: Is "satisfied" the new "successful"? *Journal of Managerial Psychology*, 23(8), 907-928.
- Felix, S. (2007). A flexible workplace. *Benefits Canada*, 31(6), 16-20.
- Frian, A., & Mulyani, F. (2017). MILLENNIALS EMPLOYEE TURNOVER INTENTION IN INDONESIA. *Innovative Issues and Approaches in Social Sciences*, 11(3), 90-111.
- Gargiulo, S. (2012). Generation Y set to transform office line. CNN. Retrieved from <http://www.cnn.com/2012/08/20/business/generation-y-global-office-culture/>
- George, J., & Wallio, S. (2017). Organizational justice and millennial turnover in public accounting. *Employee relations*, 39(1), 112-126.
- Ghozali, I. (2011). Aplikasi Analisis Multivariate Dengan Program IBM.
- Hall, M., & Smith, D. (2009). Mentoring and turnover intentions in public accounting firms: A research note. *Accounting, Organizations and Society*, 34(6-7), 695-704.
- Han, S. T., Nugroho, A., Kartika, E. W., & Kaihatu, T. S. (2012). Komitmen afektif dalam organisasi, perceived organizational support, dan kepuasan kerja. *Jurnal Manajemen dan Kewirausahaan*, 14(2), 109-117.

- Hansen, J. I. C., & Leuty, M. E. (2012). Work values across generations. *Journal of Career Assessment*, 20(1), 34-52.
- Hiltebeitel, K. M., & Leaby, B. A. (2001). Migratory patterns of entry-level accountants. *The CPA journal*, 71(4), 54.
- Ikatrinasari, Z., Prayogo, L., & Ariyanti, S. (2018). Analysis of turnover intention power factors: A case study of retail company in Jakarta. *Management Science Letters*, 8(10), 1097-1102.
- Irefin, P., & Mechanic, M. A. (2014). Effect of employee commitment on organizational performance in Coca Cola Nigeria Limited Maiduguri, Borno state. *Journal of Humanities and Social Science*, 19(3), 33-41.
- Islamy, F. J. (2016). Pengaruh Komitmen Afektif, Komitmen Normatif dan Komitmen Berkelanjutan terhadap Turnover Intention pada Dosen Tetap STIE Inaba Bandung. *E-Jurnal STIE INABA*, 15(2), 1-18.
- Kalbers, L. P., & Cenker, W. J. (2007). Organizational commitment and auditors in public accounting. *Managerial Auditing Journal*, 22(4), 354-375.
- Karavardar, G. (2014). Organizational career growth and turnover intention: an application in audit firms in Turkey. *International Business Research*, 7(9), 67.
- Kelloway, E. K., Gottlieb, B. H., & Barham, L. (1999). The source, nature, and direction of work and family conflict: A longitudinal investigation. *Journal of occupational health psychology*, 4(4), 337.
- Kraus, M. (2017). Comparing Generation X and Generation Y on their preferred emotional leadership style. *Journal of Applied Leadership and Management*, 5, 62-75.
- Lampe, J. C., & Earnest, K. R. (1984). How motivation affects accountants' productivity and turnover. *Management Accounting*, 65(2), 50-55.

- Lancaster, L. C., & Stillman, D. (2003). *When generations collide: Who they are, why they clash, how to solve the generational puzzle at work*. New York, NY: HarperBusiness.
- Lavelle, J. J., Rupp, D. E., & Brockner, J. (2007). Taking a multifoci approach to the study of justice, social exchange, and citizenship behavior: The target similarity model. *Journal of management*, 33(6), 841-866.
- Lloyd, J., & Harris, R. (2007). The truth about Gen Y. *Marketing magazine*, 112(19), 12-22.
- Luthans, F. (2011). *Organizational behavior*. Boston, Mass: Irwin/McGraw-Hill.
- Malik, M. E., Danish, R. Q., & Usman, A. (2010). The impact of service quality on students' satisfaction in higher education Institutes of Punjab. *Journal of Management Research*, 2(2), 1.
- Mehmood, N., Ahmad, U. N. B. U., Irum, S., & Ashfaq, M. (2016). Job satisfaction, affective commitment, and turnover intentions among front desk staff: Evidence from Pakistan. *International Review of Management and Marketing*, 6(4S), 305-309.
- Mensah, R., & Kosi, I. (2016). Organizational commitment and turnover intentions of clinical laboratory scientists in Ghana. *European Journal of Business and Management*, 8(2), 164-172.
- Meyer, J. P., & Allen, N. J. (1991). A three-component conceptualization of organizational commitment. *Human resource management review*, 1(1), 61-89.
- Meyer, J. P., & Herscovitch, L. (2001). Commitment in the workplace: Toward a general model. *Human resource management review*, 11(3), 299-326.
- 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.

- Mowday, R. T., Porter, L. W., & Steers, R. M. (2013). *Employee—organization linkages: The psychology of commitment, absenteeism, and turnover*. Academic press.
- Nawaz, M., & Pangil, F. (2016). The relationship between human resource development factors, career growth and turnover intention: The mediating role of organizational commitment. *Management Science Letters*, 6(2), 157-176.
- Nazaruddin, I., & Basuki, A. T. (2019). Analisis statistik dengan SPSS. *Yogyakarta, Danisa Media*.
- Ng, E.S., Schweitzer, L., and Lyons, S.T. (2010). New generation, great expectations: A field study of the millennial generation. *Journal of Business and Psychology*, 25(2), 281–292.
- Nindyati, A. D. (2017). Pemaknaan Loyalitas Karyawan Pada Generasi X Dan Generasi Y (Studi Pada Karyawan Di Indonesia). *Journal of Psychological Science and Profession*, 1(3), 59-66.
- Nouri, H., & Parker, R. J. (2013). Career growth opportunities and employee turnover intentions in public accounting firms. *The British Accounting Review*, 45(2), 138-148.
- Ohunakin, F., Adeniji, A., Oludayo, O., & Osibanjo, O. (2018). Perception of frontline employees towards career growth opportunities: implications on turnover intention. *Business: Theory and Practice*, 19, 278.
- Omar, N., & Ahmad, Z. (2014). The Relationship among Ethical Climate, Job Satisfaction, Organizational Commitment, and External Auditor's Turnover Intention. *Journal of Modern Accounting and Auditing*, 10(2), 164.
- Pamungkas, S. C., Perdana, H. D., & Widjajanto, A. (2016). Komitmen Organisasi, Kepuasan Kerja dan Turnover Intentions Auditor Badan Pemeriksa Keuangan Republik Indonesia.
- Parker, R. J., Nouri, H., & Hayes, A. F. (2011). Distributive justice, promotion instrumentality, and turnover intentions in public accounting firms. *Behavioral Research in Accounting*, 23(2), 169-186.

- Pfeffer, J. (2007). Human resources from an organizational behavior perspective: Some paradoxes explained. *Journal of Economic Perspectives*, 21(4), 115-134.
- Prabowo, A. D., & Putranta, P. (2017). Persepsi Generasi Y Terhadap Pilihan Karier di Perusahaan Publik. *MODUS Journals*, 28 (1), 71-86
- Priherdityo, E. (2016, December). Milenial, Generasi Kutu Loncat Pengubah Gaya Kerja. *CNN Indonesia*. Retrieved from <https://www.cnnindonesia.com/gaya-hidup/20161215174236-277-179907/milenial-generasi-kutu-loncat-pengubah-gaya-kerja>.
- Putra, Y. S. (2016). Theoretical review: Teori perbedaan generasi. *Jurnal Ilmiah Among Makarti*, 9(18).
- Rahmawati, E. (2016). Analisis Hubungan Budaya Organisasi, Komitmen Organisasi dengan Turnover Intention Perawat Rumah Sakit Prikasih Tahun 2015. *Jurnal Administrasi Rumah Sakit Indonesia*, 2(3).
- Ratnawati, V. (2001). Pengaruh Faktor Anteseden, Job Insecurity, dan Konsekuensinya Terhadap Keinginan Berpindah Karyawan: Studi Empiris Pada Kantor Akuntan Publik Indonesia. *Simposium Nasional Akuntansi IV*, 411-428.
- Robbins, S. P., & Judge, T. A. (2008). *Perilaku organisasi* (Organizational behavior). Jakarta: Salemba Empat.
- Rose, M. (2001, July). Disparate measures in the workplace quantifying overall job satisfaction. In *BHPS Research Conference, Colchester*.
- Satwari, T., Al Musadieg, M., & Afrianty, T. W. (2016). Pengaruh Komitmen Organisasional Terhadap Turnover Intention (Survei Pada Karyawan Hotel Swiss-Belinn Malang). *Jurnal Administrasi Bisnis*, 40(2), 177-186.
- Sekaran, U., & Bougie, R. (2016). *Research methods for business: A skill building approach*. John Wiley & Sons.

- Settoon, R. P., Bennett, N., & Liden, R. C. (1996). Social exchange in organizations: Perceived organizational support, leader–member exchange, and employee reciprocity. *Journal of applied psychology*, 81(3), 219.
- Snead, K., & Harrell, A. (1991). The impact of psychological factors on the job satisfaction of senior auditors. *Behavioral Research in Accounting*, 3(1), 85-96.
- Solís, E. R. R., & Monroy, V. I. B. (2015). Between love and war: the effects of affective commitment in organizational politics and organizational performance. *Journal of organizational culture, communications and conflict*, 19(2), 69.
- Stallworth, L. (2004). Antecedents and consequences of organizational commitment to accounting organizations. *Managerial Auditing Journal*, 19(7), 945-955.
- Suharno, P., Ketut, S., Setyadi, S., & Farida, E. (2017). The effect of organizational commitment toward turnover intention at Narada School, Indonesia. *Russian Journal of Agricultural and Socio-Economic Sciences*, 62(2).
- Sukanto, H., Junarto, Y., Kaihatu, T. S., & Kartika, E. W. (2014). Analisa pengaruh komitmen afektif, komitmen normatif, dan komitmen berkelanjutan terhadap turnover intention di Dragon Star Surabaya. *Jurnal Hospitality dan Manajemen Jasa*, 2(2), 466-478.
- Sulistiyo, H. (2017). Studi Turnover Auditor Kantor Akuntan Publik di Indonesia Berdasarkan Jenis Kelamin, Tingkat Pendidikan, Jabatan dan Kota. *Jurnal Ekonomi Manajemen Akuntansi*, 24(43).
- Susilo, P. J., Minarsih, M. M., & Warso, M. M. (2016). Pengaruh Komitmen Afektif, Komitmen Berkelanjutan dan Komitmen Normatif terhadap Organizational Citizenship Behavior Pada Karyawan SPBU 44.502. 12 Semarang. *Journal of Management*, 2(2).
- Twenge, J. M. (2010). A Review of the Empirical Evidence on Generational Differences in Work Attitudes. *Journal of Business and Psychology*, 25(2), 201-210.



- Vande Griek, O. H., Clauson, M. G., & Eby, L. T. (2018). Organizational Career Growth and Proactivity: A Typology for Individual Career Development. *Journal of Career Development*.
- Weng, Q. X., & Hu, B. (2009). The structure of career growth and its impact on employees' turnover intention. *Industrial Engineering and Management*, 14(1), 14-21.
- Weng, Q., & McElroy, J. C. (2012). Organizational career growth, affective occupational commitment and turnover intentions. *Journal of Vocational Behavior*, 80(2), 256-265.
- Yustina, A. I., & Putri, F. P. (2017). Do Auditors Feel Stress? Examining Auditor Experience and Organizational Commitment. *International Journal of Economic Perspectives*, 11(1), 1486-1498.