

DAFTAR PUSTAKA

- (BPS), B. P. S. (2026). *Keadaan Angkatan Kerja di Indonesia Agustus 2025*. https://www.bps.go.id/id/publication/2025/12/19/42a75ee61332755586fdfcd/keadaan-angkatan-kerja-di-indonesia-agustus-2025.html%2520%2520Ini%2520yg%2520bos%2520bang?utm_source
- Appelbaum, E., Bailey, T., Berg, P., & Kalleberg, Arne L. Harrell-Cook, G. (2001). Manufacturing Advantage: Why High-Performance Work Systems Pay off. *The Academy of Management Review*, 26(3), 459. <https://doi.org/10.2307/259189>
- Aryee, S., Walumbwa, F. O., Seidu, E. Y. M., & Otaye, L. E. (2016). Developing and Leveraging Human Capital Resource to Promote Service Quality: Testing a Theory of Performance. *Journal of Management*, 42(2), 480–499. <https://doi.org/10.1177/0149206312471394>
- Beltrán-Martín, I., Bou-Llusar, J. C., Roca-Puig, V., & Escrig-Tena, A. B. (2017). The relationship between high performance work systems and employee proactive behaviour: role breadth self-efficacy and flexible role orientation as mediating mechanisms. *Human Resource Management Journal*, 27(3), 403–422. <https://doi.org/10.1111/1748-8583.12145>
- Boone, H. N., & Boone, D. A. (2012). Analyzing Likert data. *Journal of Extension*, 50(2). <https://doi.org/10.34068/joe.50.02.48>
- Bougie dan Sekaran. (2016). Research Methods for Business: A Skill-Building Approach. *Leadership & Organization Development Journal*, 34(7), 1–447. <https://doi.org/10.1108/lodj-06-2013-0079>
- Boxall, P., & MacKy, K. (2009). Research and theory on high-performance work systems: Progressing the high-involvement stream. *Human Resource Management Journal*, 19(1), 3–23. <https://doi.org/10.1111/j.1748-8583.2008.00082.x>
- Chang, P. C., Rui, H., & Lee, A. Y. P. (2020). How Having a Calling Leads to Job Crafting: A Moderated Mediation Model. *Frontiers in Psychology*, 11(September), 1–11. <https://doi.org/10.3389/fpsyg.2020.552828>
- Chang, P. C., Rui, H., & Wu, T. (2021). Job Autonomy and Career Commitment: A Moderated Mediation Model of Job Crafting and Sense of Calling. *SAGE Open*, 11(1). <https://doi.org/10.1177/21582440211004167>
- Cohen, J. (1988). *Statistical Power Analysis for the Behavioral Sciences*. Lawrence Erlbaum Associates.
- Cooper, D. R., & Schindler, P. S. (2014). *Business Research Methods*. McGraw-Hill/Irwin, a business unit of The McGraw-Hill Companies, Inc.
- Creswell, J. (2018). Key Point Chapter Summaries for John Creswell's Research

- Design Textbook on Qualitative, Quantitative, & Mixed Methods Approach. *Research Design*, 1–40.
- Creswell, W. (2014). *Research Design: Qualitative , Quantitative, and Mixed Methods Approaches*. SAGE Publications, Inc.
- Deci, E. L., Olafsen, A. H., & Ryan, R. M. (2017). Self-Determination Theory in Work Organizations: The State of a Science. *Annual Review of Organizational Psychology and Organizational Behavior*, 4(December), 19–43. <https://doi.org/10.1146/annurev-orgpsych-032516-113108>
- Ebert, T., Bipp, T., & Debus, M. E. (2025). Stability, Reciprocity, and Antecedent-Outcome Relations of Different Job Crafting Forms. *Occupational Health Science*, 9(4), 961–990. <https://doi.org/10.1007/s41542-025-00230-5>
- Edward L. Deci & Richard M. Ryan. (1985). *Intrinsic Motivation and Self-Determination in Human Behavior*. Springer Science+Business Media, LLC (Originally published by Plenum Press, New York).
- Gallup Consulting. (2026). State of the Global Workplace. *Employee Engagement Insights for Business Leaders Worldwide*, 1–122. [http://www.gallup.com/file/services/176735/State of the Global Workplace Report 2013.pdf%5Cnpapers2://publication/uuid/4F576D34-017E-4BC6-8B6E-E3760C5FCD5E](http://www.gallup.com/file/services/176735/State%20of%20the%20Global%20Workplace%20Report%202013.pdf%5Cnpapers2://publication/uuid/4F576D34-017E-4BC6-8B6E-E3760C5FCD5E)
- Ghozali. (2020). (*Ghozali*) 2020.pdf (p. 86).
- Gong, Z., Ren, M., Sun, Y., Zhang, Z., Zhou, W., & Chen, X. (2025). How Does Procedural Justice Affect Job Crafting? The Role of Organizational Psychological Ownership and High-Performance Work Systems. *Behavioral Sciences*, 15(1). <https://doi.org/10.3390/bs15010004>
- Guan, X., & Frenkel, S. (2018). How HR practice, work engagement and job crafting influence employee performance. *Chinese Management Studies*, 12(3), 591–607. <https://doi.org/10.1108/CMS-11-2017-0328>
- Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2019). When to use and how to report the results of PLS-SEM. *European Business Review*, 31(1), 2–24. <https://doi.org/10.1108/EBR-11-2018-0203>
- Henseler, J., Ringle, C. M., & Sarstedt, M. (2015). A new criterion for assessing discriminant validity in variance-based structural equation modeling. *Journal of the Academy of Marketing Science*, 43(1), 115–135. <https://doi.org/10.1007/s11747-014-0403-8>
- Institute, A. W. (2026). *Engagement and Retention Report Table of contents*.
- Institute, K. I. (2026). *Workplace Happiness Index Indonesia 2025–2026*. https://kadin.id/?utm_source
- Insularity, T. A. (2026). *2026 Edelman Trust Barometer*.

- Ji, S. (2022). Individual Job Crafting and Supervisory Support: An Examination of Supervisor Attribution and Crafter Credibility. *Psychology Research and Behavior Management*, 15, 1853–1869. <https://doi.org/10.2147/PRBM.S372639>
- Jiang, L., Haar, J., & Rashid, M. S. (2025). HPWS and employee outcomes : exploring job crafting and leisure crafting pathways. *Jiang, L., Haar, J., & Rashid, M. S. (2025). HPWS and Employee Outcomes : Exploring Job Crafting and Leisure Crafting Pathways. <https://doi.org/10.1108/EBHRM-10-2025-0471>*
- Kesumayani, H. (2026). *Jurnal Informatika Ekonomi Bisnis High Performance Work Systems and Adaptive Performance : Evidence from Knowledge Intensive Organizations*. 8, 42–46. <https://doi.org/10.37034/infv8i1.1349>
- Kosenkranius, M. K., Rink, F. A., De Bloom, J., & Van Den Heuvel, M. (2020). The design and development of a hybrid off-job crafting intervention to enhance needs satisfaction, well-being and performance: A study protocol for a randomized controlled trial. *BMC Public Health*, 20(1), 1–11. <https://doi.org/10.1186/s12889-020-8224-9>
- Kottke, J. L., & Sharafinski, C. E. (1988). Measuring Perceived Supervisory and Organizational Support. *Educational and Psychological Measurement*, 48(4), 1075–1079. <https://doi.org/10.1177/0013164488484024>
- Li-Yun, S., Samuel, A., & Kenneth, S. L. (2007). High-Performance Human Resource Practices, Citizenship Behavior, and Organizational Performance: a Relational Perspective. *Academy of Management Journal*, 50(3), 558. <http://proquest.umi.com/pqdweb?did=1302008271&Fmt=7&clientId=4574&RQT=309&VName=PQD%5Cnpapers2://publication/uuid/513BA1CF-E49A-4C2A-8ED5-DB00D8D52A03>
- Li, Y., Li, X., & Liu, Y. (2021). How does high-performance work system prompt job crafting through autonomous motivation: The moderating role of initiative climate. *International Journal of Environmental Research and Public Health*, 18(2), 1–15. <https://doi.org/10.3390/ijerph18020384>
- Lichtenthaler, P. W., & Fischbach, A. (2019). A meta-analysis on promotion- and prevention-focused job crafting. *European Journal of Work and Organizational Psychology*, 28(1), 30–50. <https://doi.org/10.1080/1359432X.2018.1527767>
- Likert, R. (1932). “Technique for the Measurement of Attitudes, A.” *Encyclopedia of Research Design*, 55. <https://doi.org/10.4135/9781412961288.n454>
- Liu, G., Peng, H., & Wen, H. (2023). How self-leadership promotes job crafting: Based on the perspective of self-determination theory. *Frontiers in Psychology*, 14(March), 1–11. <https://doi.org/10.3389/fpsyg.2023.1079196>
- Miao, R., Yu, J., Bozionelos, N., & Bozionelos, G. (2023). Organizational career

- growth and high-performance work systems: The roles of job crafting and organizational innovation climate. *Journal of Vocational Behavior*, 143, 0–58. <https://doi.org/10.1016/j.jvb.2023.103879>
- Nesimnasi, S. A. . (2022). Job Crafting Antecedents and Consequences: a Literature Review. *Jurnal Ekonomi Dan Bisnis Airlangga*, 32(2), 215–221. <https://doi.org/10.20473/jeba.v32i22022.215-221>
- Nie, T., Tian, M., Cai, M., & Yan, Q. (2023). Job Autonomy and Work Meaning: Drivers of Employee Job-Crafting Behaviors in the VUCA Times. *Behavioral Sciences*, 13(6). <https://doi.org/10.3390/bs13060493>
- Nwanzu, C. L., & Babalola, S. S. (2024). Employee Job Crafting Behaviour and its Antecedents: A Study of Psychological Safety, Psychological Autonomy, and Task Competence. *Employee Responsibilities and Rights Journal*, (0123456789). <https://doi.org/10.1007/s10672-024-09520-6>
- Olafsen, A. H., Marescaux, B. P. C., & Kujanpää, M. (2025). Crafting for autonomy, competence, and relatedness: A self-determination theory model of need crafting at work. *Applied Psychology*, 74(1), 1–26. <https://doi.org/10.1111/apps.12570>
- oseph F. Hair, J. . G. T. M. H. C. M. R. M. S. (2022). A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM). In *Sage*. SAGE Publications, Inc.
- Park, Y., Lim, D. H., Kim, W., & Kang, H. (2020). Organizational support and adaptive performance: The revolving structural relationships between job crafting, work engagement, and adaptive performance. *Sustainability (Switzerland)*, 12(12). <https://doi.org/10.3390/SU12124872>
- Parker, S. K., Williams, H. M., & Turner, N. (2006). Modeling the antecedents of proactive behavior at work. *Journal of Applied Psychology*, 91(3), 636–652. <https://doi.org/10.1037/0021-9010.91.3.636>
- Podsakoff, P. M., MacKenzie, S. B., & Podsakoff, N. P. (2012). Sources of method bias in social science research and recommendations on how to control it. *Annual Review of Psychology*, 63, 539–569. <https://doi.org/10.1146/annurev-psych-120710-100452>
- Ryan, R. M., & Deci, E. L. (2020). Intrinsic and extrinsic motivation from a self-determination theory perspective: Definitions, theory, practices, and future directions. *Contemporary Educational Psychology*, 61(April), 101860. <https://doi.org/10.1016/j.cedpsych.2020.101860>
- Saragih, S., Margaretha, M., & Anantyanda, L. (2021). Job Autonomy, Job Crafting and Employees' Well-Being During Working From Home. *Jurnal Manajemen Dan Kewirausahaan*, 23(2), 177–185. <https://doi.org/10.9744/jmk.23.2.177-185>
- SEEK, J. (2025). *Workplace Happiness Index : Indonesia About Jobstreet by SEEK*.

1–32.

- Slemp, G. R., Kern, M. L., & Vella-Brodrick, D. A. (2015). Workplace Well-Being: The Role of Job Crafting and Autonomy Support. *Psychology of Well-Being*, 5(1). <https://doi.org/10.1186/s13612-015-0034-y>
- Song, L., & Jo, S. J. (2023). How job crafting behaviors influence the innovative behavior of knowledge workers in the gig economy: based on the organismic integration theory. *Frontiers in Psychology*, 14(September), 1–13. <https://doi.org/10.3389/fpsyg.2023.1228881>
- Sugiyono, P. (2019). *Metodologi Penelitian Kuantitatif, Kualitatif, dan R&D*. Alfabeta.CV.
- Sugiyono, P. (2023). *Sampling Techniques*. John Wiley & Sons, Inc.
- Van den Broeck, A., Ferris, D. L., Chang, C. H., & Rosen, C. C. (2016). A Review of Self-Determination Theory's Basic Psychological Needs at Work. *Journal of Management*, 42(5), 1195–1229. <https://doi.org/10.1177/0149206316632058>
- Van den Broeck, A., Howard, J. L., Van Vaerenbergh, Y., Leroy, H., & Gagné, M. (2021). Beyond intrinsic and extrinsic motivation: A meta-analysis on self-determination theory's multidimensional conceptualization of work motivation. *Organizational Psychology Review*, 11(3), 240–273. <https://doi.org/10.1177/20413866211006173>
- Wang, Y., Zhu, L., & Jin, X. (2024). The Effect of a High-Performance Work System on Organizational Innovation Performance: The Mediating Effect of Employees' Intrinsic Motivation and the Moderating Effect of Person–Organization Fit. *Systems*, 12(7). <https://doi.org/10.3390/systems12070230>
- Wetzels, M., Odekerken-Schröder, G., & Oppen, C. Van. (2009). Assessing Using PLS Path Modeling Hierarchical and Empirical Construct Models: Guidelines. *MIS Quarterly*, 33(1), 177–195. <https://doi.org/10.2307/20650284>
- Wrzesniewski, A., & Dutton, J. E. (2001). Crafting a job: Revisioning employees as active crafters of their work. *Academy of Management Review*, 26(2), 179–201. <https://doi.org/10.5465/AMR.2001.4378011>