

DAFTAR PUSTAKA

- Attah, R. U., Garba, B. M. P., Gil-Ozoudeh, I., & Iwuanyanwu, O. (2024). Cross-functional team dynamics in technology management: a comprehensive review of efficiency and innovation enhancement. *Engineering Science & Technology Journal*, 5(12), 3248–3265. <https://doi.org/10.51594/estj.v5i12.1756>
- Azzuhri, F. M., Nikmah, F., Hasan, H., Sidanti, H., Pribadi, J. D., Sultoni, M. H., Iqbal, M., Palupi, R., Utami, R. B., Wilujeng, S., & Realita, T. N. (2024). *Perspektif Generasi Z Terhadap Pendidikan Karakter, Dinamika Organisasi, Kondisi Ekonomi, Sosial dan Budaya Indonesia* (1st ed.). Madza Media. <https://www.madzamedia.co.id>
- Badan Pusat Statistik. (2024). *Statistik Pemuda Indonesia 2024*.
- Branicki, L. J., Brammer, S., Brosnan, M., Garcia Lazaro, A., Lattanzio, S., Newnes, L., & Layla Branicki, C. J. (2024). *Factors shaping the employment outcomes of neurodivergent and neurotypical people: Exploring the role of flexible and homeworking practices*. <https://doi.org/10.1002/hrm.22243>
- Budiwidjojo Putra, A. S. (2024). Membangun Sinergi Lintas Generasi: Strategi Kolaboratif untuk Meningkatkan Kinerja Organisasi di Era Digital. *PaKMas: Jurnal Pengabdian Kepada Masyarakat*, 4(2), 429–436. <https://doi.org/10.54259/pakmas.v4i2.3129>
- Byrne, D. (2021). *A worked example of Braun and Clarke's approach to reflexive thematic analysis*. 56(Quality and Quantity, 56(4), 1391–1412), 1391–1412. <https://doi.org/10.1007/s11135-021-01182-y>
- Cao, X. E., & Tomski, P. (2023). The sustainability workforce shift: Building a talent pipeline and career network. In *Matter* (Vol. 6, Issue 8). Cell Press. <https://doi.org/10.1016/j.matt.2023.06.016>
- Celestin, M., & Vanitha, N. (2020). Gen Z in the Workforce: Strategies for Leading the Next Generation. *5th International Conference on Recent Trends in Arts, Science, Engineering & Technology, India, 2020*, 127–134.
- Chen, O., Paas, F., & Sweller, J. (2023). A Cognitive Load Theory Approach to Defining and Measuring Task Complexity Through Element Interactivity. *Educational Psychology Review* (2023), 35:63, 1–18. <https://doi.org/10.1007/s10648-023-09782-w>
- Dessler, G. (2018). *Human Resource Management, 16th Edition*. Pearson.
- Dimock, M. (2019). *Defining generations: Where Millennials end and Generation Z begins*. <https://www.pewresearch.org/short-reads/2019/01/17/where-millennials-end-and-generation-z-begins/>
- Elrod, J. K., & Fortenberry Jr., J. L. (2017). The hub-and-spoke Organization design: an avenue for serving patients well. *BMC Health Services Research*, 17, 26–38.

- Fadilah, N., & Isa Anshori, M. (2025). Studi Transformasi Digital terhadap Manajemen SDM Global: Systematic Literature Review. *INNOVATIVE: Journal Of Social Science Research*, 5, 3270–3282.
- Humang, W. P., Utomo, D. P., Putra, H., Arianto, D., Pujiwat, R., Sucipto, Upahita, D. P., Fitriana, N., Salsabilla, M. A., Hendra, Y. N. R., Nurhidayat, A. Y., Putri, M. N., Saputro, M. I. A., Santoso, A., Singgih, I. K., Prayogo, D. N., Hapsari, I., Novawanda, O., Soegiharto, S., & Arlianto, J. A. (2025). Hub-and-spoke network design to optimize government subsidy costs for maritime transportation in Indonesia. *Sustainable Futures*, 9. <https://doi.org/10.1016/j.sfr.2025.100602>
- Ismail, D. H., Nugroho, J., & Rohayati, T. (2023). Literature Review: Soft Skill Needed by Gen Z in the Era RI 4.0 and Society 5.0. *Majalah Ilmiah Bijak*, 20(1), 119–131. <http://ojs.stiami.ac.id>
- Jannah, M., Ritonga, N. D. A., & Farhan, M. (2023). Tantangan Komunikasi Antar-generasi dalam Lingkungan Kerja Organisasi Modern. *SABER: Jurnal Teknik Informatika, Sains Dan Ilmu Komunikasi*, 2(1), 70–81. <https://doi.org/10.59841/saber.v2i1.648>
- Karthik, V. (2023). Role of HR in Talent Management and Succession Planning. *International Journal of Research Publication and Reviews Journal Homepage: Www.Ijrpr.Com*, 4(5), 3412–3415. www.ijrpr.com
- Kusumawati, E., Sofiah, D., & Prasetyo, Y. (2021). Keterikatan kerja dan tingkat turnover intention pada karyawan generasi milenial dan generasi z. *Sukma: Jurnal Penelitian Psikologi*, 2(02).
- Lestari, G. (2023). Effective Strategies for Identifying, Nurturing, and Retaining Future Leaders. *Advances in Human Resource Management Research*, 1(3), 164–174. <https://doi.org/10.60079/ahrmr.v1i3.223>
- Mohajan, H., & Mohajan, D. (2022). *Exploration of Coding in Qualitative Data Analysis: Grounded Theory Perspective*. https://mpira.ub.uni-muenchen.de/115551/1/MPRA_paper_115551.pdf
- Montgomery, B. L., & Page, S. C. (2018). *Mentoring beyond Hierarchies: Multi-Mentor Systems and Models*.
- Oh, K., Kho, H., Choi, Y., & Lee, S. (2022). Determinants for Successful Digital Transformation. *Sustainability (Switzerland)*, 14(3). <https://doi.org/10.3390/su14031215>
- Ollivaud, P. (2021). *INVESTING IN COMPETENCES AND SKILLS AND REFORMING THE LABOUR MARKET TO CREATE BETTER JOBS IN INDONESIA*. www.oecd.org/eeco/workingpapers.
- Oum, T. H., & Tretheway, M. W. (1990). Airline Hub and Spoke Systems. *Journal of the Transportation Research Forum*, 380–393. <http://ageconsearch.umn.edu>
- Putri, P. K. (2024). GEN Z DI DUNIA KERJA: Kepribadian dan Motivasi Jadi Penentu Produktivitas Kerja. *Jurnal Mahasiswa Ekonomi & Bisnis*, 4(4(1)), 30–38.
- Sedyowidodo, U. (2024). *MANAJEMEN SUMBER DAYA MANUSIA Berbasis Digital, Green Ecosystem, SDGs*. Universitas Bakrie Press.
- Somatri, G. R. (2005). Memahami Metode Kualitatif. *Makara Human Behavior Studies in Asia*, 9(Vol 9 No. 2 Desember 2025), 57–65. <https://doi.org/10.7454/mssh.v9i2.122>
- Spence, A. (2018). *Blockchain and the Chief Human Resources Officer: Transforming the HR function and the Market for Skills, Talent, and Training*. www.blockchainresearchinstitute.org.

- Stahl, B. C., & Eke, D. (2024). The ethics of ChatGPT – Exploring the ethical issues of an emerging technology. *International Journal of Information Management*, 74. <https://doi.org/10.1016/j.ijinfomgt.2023.102700>
- Stahl, G., Björkman, I., Farndale, E., Morris, S. S., Paauwe, J., Stiles, P., Trevor, J., Wright, P., Stahl, G. K., & Wright, P. M. (2012). Global Talent Management: How Leading Multinationals Build and Sustain Their Talent Pipeline. *Vienna University of Economics and Business*, 53(2), 1–39. <http://epub.wu.ac.at/3616>
- Sweller, J. (1988). Cognitive Load During Problem Solving: Effects on Learning. *COGNITIVE SCIENCE*, 12(2), 257–285. https://doi.org/10.1207/s15516709cog1202_4
- van Twist, A. van E. D., & Newcombe, S. (2021). Strauss-Howe Generational Theory. *Critical Dictionary of Apocalyptic and Millenarian Movements*. <https://censamm.org/resources/pro%ef%ac%81les/strauss-howe-generational-theory>
- Winston, B. E., & Patterson, K. (2006). An Integrative Definition of Leadership. *International Journal of Leadership Studies*, 1(2), 6–66.
- Zaoui, F., & Souissi, N. (2020). Roadmap for digital transformation: A literature review. *Procedia Computer Science*, 175, 621–628. <https://doi.org/10.1016/j.procs.2020.07.090>