

DAFTAR PUSTAKA

- Altindag, E. A., & Siller, F. (2014). *Effects of Flexible Working Method on Employee Performance: An Empirical Study in Turkey*. Business and Economics Journal, 05(03). <https://doi.org/10.4172/2151-6219.1000104>
- Ariko, E., & Nurali. (2023). Pengaruh Fleksibilitas Kerja dan Perilaku Kerja Inovatif terhadap Kinerja Karyawan (Studi Pada PT. Koperasi Telekomunikasi Seluler Jombang). Prosiding Program Studi Manajemen STIE PGRI Dewantara Jombang, Indonesia. Hlm 212=220
- Bangun, W. (2012). Manajemen Sumber Daya Manusia. Jakarta: Erlangga.
- Beugré, C. D., & Kim, D. (2006). *Cyberloafing: Vice or Virtue?* www.irma-international.org/chapter/information-needs-of-users-in-the-tech-savvy-environment-and-the-influencing-
- Blanchard, A. L., & Henle, C. A. (2008). *Correlates of different forms of cyberloafing: The role of norms and external locus of control*. Computers in Human Behavior, 24(3), 1067–1084. <https://doi.org/10.1016/j.chb.2007.03.008>
- Carlson, D. S., Grzywacz, J. G., & Michele Kacmar, K. (2010). *The relationship of schedule flexibility and outcomes via the work family interface*. Journal of Managerial Psychology, 25(4), 330–355. <https://doi.org/10.1108/02683941011035278>
- Carlson, D. S., Grzywacz, J. G., & Michele Kacmar, K. (2012). *The relationship of schedule flexibility and outcomes via the work family interface*. Journal of Managerial Psychology, 25(4), 330–355. <https://doi.org/10.1108/02683941011035278>
- Casper, W. J., & Harris, C. M. (2008). *Work-life benefits and organizational attachment: Self-interest utility and signaling theory models*. Journal of Vocational Behavior, 72(1), 95–109. <https://doi.org/10.1016/j.jvb.2007.10.015>
- Chin, W. W. (2010). Handbook of Partial Least Squares. In Handbook of Partial Least Squares. Springer Berlin Heidelberg. <https://doi.org/10.1007/978-3-540-32827-8>
- Damayanti, A., Hayati, K., & Mardiana, N. (2022). Pengaruh Stres Kerja dan Perilaku *Cyberloafing* terhadap Kinerja Karyawan. E-Journal Ekonomi Bisnis Dan Akuntansi, 9(2), 56. <https://doi.org/10.19184/ejeba.v9i2.34074>
- De Jong, J., & Den Hartog, D. (2010a). *Measuring innovative work behaviour*. *Creativity and Innovation Management*, 19(1), 23–36. <https://doi.org/10.1111/j.1467-8691.2010.00547.x>
- De Jong, J., & Den Hartog, D. (2010b). *Measuring innovative work behaviour*. *Creativity and Innovation Management*, 19(1), 23–36. <https://doi.org/10.1111/j.1467-8691.2010.00547.x>
- De Jong, J. P. J., & Den Hartog, D. N. (2007). *How leaders influence employees' innovative behaviour*. European Journal of Innovation Management, 10(1), 41–64. <https://doi.org/10.1108/14601060710720546>

- Dinisari, M. (2023, July 3). Karakteristik Gen Z dalam Dunia Kerja .
<https://Kabar24.Bisnis.Com/Read/20230726/79/1678593/Karakteristik-Gen-z-Dalam-Dunia-Kerja>.
- Evans, S., Fujiwara, T., Jackson OBE, M. C., Jain, R., Motschnig, R., & Stohr, E. A. (2015). Flexible Systems Management Series Editor Sushil.
<http://www.springer.com/series/10780>
- Fairuz, M. (2017). Revolusi Perindustrian Keempat / Industri 4.0 / IR 4.0.
<https://www.academia.edu/38342865/IR401.docx>
- Francis, T. , & H. F. (2018). *True Gen: Generation Z and Its Implications for Companies*. McKinsey & Company. <https://Www.Mckinsey.Com/Industries/Consumer-Packaged-Goods/Our-Insights/True-Gen-Generation-z-and-Its-Implications-for-Companies>.
- Garrett, R. K., & Danziger, J. N. (2008). *Disaffection or expected outcomes: Understanding personal Internet use during work*. Journal of Computer-Mediated Communication, 13(4), 937–958. <https://doi.org/10.1111/j.1083-6101.2008.00425.x>
- Gazali, H. (2021). Islam Untuk Gen Z: Mengajarkan Islam, Mendidik Muslim Generasi Z: Panduan Bagi Guru PAI (S. Kholisoh & K. Anam, Eds.). Wahid Foundation.
- Ghozali Imam, & Latan Hengky. (2015). Partial Least Squares Konsep, Teknik dan Aplikasi Menggunakan Program SmartPLS 3.0 (2nd ed.). Badan Penerbit Universitas Diponegoro Semarang.
- Hair JR, J. f. , Black, W. C. , Babin, B. J. , & Anderson, R. E. ., (2010). Multivariate Data Analysis. Pearson
- Handoko, T. H. (2001). Manajemen Personalia Dan Sumber Daya Manusia. BPEE Yogyakarta.
- Hardi, S., Putra, A., & mardikaningsih, R. (2020). Pengaruh Perilaku Inovatif dan Keterlibatan Kerja terhadap Kinerja Karyawan. Jurnal Baruna Horizon , Vol. 3(No. 1).
- Herdiati, F., Meilisa, Sujoso, D., Ani, & Hartati, I. (2015). Pengaruh Stresor Kerja dan Persepsi Sanksi Organisasi terhadap Perilaku *Cyberloafing* di Universitas Jember (The Impact of Work Stressors and Organizational Sanctions Perception on *Cyberloafing* Behavior in Jember University).
- Hubspot. (2023). The State of Marketing.
- Isman, Y., Hinggo, T., & Kusumah, A. (2023). Pengaruh *Cyberloafing*, Self Control dan Stres Kerja Terhadap Kinerja Karyawan di CV. Pancuran Karya Pekanbaru (Vol. 3).
- Jakpat. (2023). Work from Office or Work from Anywhere?
- Janssen, O. (2000). *Job demands, perceptions of effort-reward fairness and innovative work behaviour*. Journal of Occupational and Organizational Psychology, 73(3), 287–302. <https://doi.org/10.1348/096317900167038>

- Jobstreet. (2023, July 7). 81% Karyawan di Indonesia Mengakses Sosial Media Saat Bekerja. <https://www.jobstreet.co.id/career-advice/article/81-karyawan-di-indonesia-mengakses-sosial-media-saat-bekerja>.
- Kasmir. (2016). *Manajemen Sumber Daya Manusia (Teori dan Praktik)*. PT. Rajagrafindo Persada.
- Koay, K. Y., & Soh, P. C. H. (2018). *Should cyberloafing be allowed in the workplace? Human Resource Management International Digest*, 26(7), 4–6. <https://doi.org/10.1108/HRMID-05-2018-0107>
- Kronos Incorporated. (2019). Full Report Generation Z in the Workplace.
- Lim, V. K. G. (2002). *The IT way of loafing on the job: Cyberloafing, neutralizing and organizational justice. Journal of Organizational Behavior*, 23(5), 675–694. <https://doi.org/10.1002/job.161>
- Lim, V. K. G., & Chen, D. J. Q. (2012). *Cyberloafing at the workplace: Gain or drain on work? Behaviour and Information Technology*, 31(4), 343–353. <https://doi.org/10.1080/01449290903353054>
- Mangkunegara. (2002). *Manajemen Sumber Daya Manusia Perusahaan*. PT. Remaja Rosdakarya.
- Mangkunegara. (2011). *Manajemen Sumber Daya Perusahaan*. PT. Re,aja Rosdakarya.
- Mangkunegara. (2017). *Manajemen Sumber Daya Manusia Perusahaan*. PT. Remaja Rosdakarya.
- Miles. (2008). Patterns of innovation in service industries &. *IBM Systems Journal*, 47(1), 115–128.
- Monica, I., & Maharani, A. (2020). *The Effect of Cyberloafing on Employee Performance Through Job Satisfaction and Work Commitment* (Vol. 8, Issue 4). <http://www.ejournal.pelitaindonesia.ac.id/ojs32/index.php/PROCURATIO/index>
- Monica, T., Gunawan, E., & Franksiska, R. (2020). *The Influence of Flexible Working Arrangement to Employee Performance With Work Life Balance as Mediating Variable*. In *Jurnal Ilmiah Manajemen* (Vol. 308, Issue 3). <http://www.ejournal.pelitaindonesia.ac.id/ojs32/index.php/PROCURATIO/index>
- Muhazir, S. (2015). *Generasi Z: Tenaga Kerja Baru dan Cabarannya*. *Artikel Psikologi*, 1–8.
- Nurdin. (2020). 8-Article Text-50-2-10-20200908_2. *Journal Sains Indonesia*, 99–105.
- O’Boyle, C., Monahan, Kelly, & Atack, J. (2017, September 19). *Generation Z Enters The Workforce*. Deloitte Insights. <https://www2.deloitte.com/uk/en/insights/focus/technology-and-the-future-of-work/generation-z-enters-workforce.html>.
- Pineda, K. (2020, August 18). *Generation Create? Gen Z Might Be The Most Creative Generation Yet, Poll Says. USA Today*.

<https://www.usatoday.com/story/news/nation/2020/08/18/generation-z-may-most-creative-yet-study-says/5589601002/>

- Pramesti, W. Y., Nurhidayah, & Priyono, A. A. (2022). e-Jurnal Riset Manajemen Prodi Manajemen Pengaruh Fleksibilitas Kerja Dan Spesialisasi Pekerjaan Terhadap Kinerja Karyawan (Studi Kasus Pada CV. Lestari Plastik Pagak Malang). www.fe.unisma.ac.id
- Prasetya, H., & Putra, S. E. (2020). Pengaruh Persepsi Kemudahan Penggunaan, Manfaat Dan Risiko Terhadap Minat Menggunakan Uang Elektronik Di Surabaya. *Jurnal Dinamika Ekonomi & Bisnis*, 17(2). <https://doi.org/10.34001/jdeb.v17i2.1340>
- Puji Astuti, T., Sitawati, R., & Dharmaputra Semarang, S. (2019). Pengaruh Kreativitas dan Perilaku Inovatif terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Mediasi (Studi Pada Hotel Pandanaran Semarang). *Jurnal Ekonomi Manajemen Dan Akuntansi*.
- Ramli, R. (2017, November 9). Revolusi Industri 4.0 - Adakah Robot AI Akan Ambil Alih? <https://otakit.my/revolusi-industri-4-0-adakah-robot-ai-akan-ambil-alih/>
- Sakitri, G. (2021). “Selamat Datang Gen Z, Sang Penggerak Inovasi!” <https://journal.prasetyamulya.ac.id/journal/index.php/FM/article/view/596>
- Sao, R., Chandak, S., Patel, B., & Bhadade, P. (2020). *Cyberloafing: Effects on Employee Job Performance and Behavior*. *International Journal of Recent Technology and Engineering (IJRTE)*, 8(5), 1509–1515. <https://doi.org/10.35940/ijrte.E4832.018520>
- Schuh, S. C., Zhang, X. A., Morgeson, F. P., Tian, P., & van Dick, R. (2018). *Are you really doing good things in your boss's eyes? Interactive effects of employee innovative work behavior and leader-member exchange on supervisory performance ratings*. *Human Resource Management*, 57(1), 397–409. <https://doi.org/10.1002/hrm.21851>
- Shagvaliyeva, S., & Yazdanifard, R. (2014). *Impact of Flexible Working Hours on Work-Life Balance*. *American Journal of Industrial and Business Management*, 04(01), 20–23. <https://doi.org/10.4236/ajibm.2014.41004>
- Sitorus, R., Nugrahaningsih, H., Yani, A., & Gunawan, G. (2019). Pengaruh Komitmen Organisasi dan *Cyberloafing* terhadap Kinerja Karyawan yang Dimoderasi Prosedur Kerja (SOP). *Jurnal Online Internasional & Nasional*, Vol. 7(No. 2).
- Slåtten, T., Svensson, G., & Sværi, S. (2011). *Empowering leadership and the influence of a humorous work climate on service employees' creativity and innovative behaviour in frontline service jobs*. *International Journal of Quality and Service Sciences*, 3(3), 267–284. <https://doi.org/10.1108/17566691111182834>
- South, F., Usf, T., Graduate, D., Usf, G., Theses, D., & Askew, K. L. (2012). *The Relationship Between Cyberloafing and Task Performance The Relationship Between Cyberloafing and Task Performance and an Examination of the Theory of Planned Behavior as a Model and an Examination of the Theory of Planned Behavior as a Model of Cyberloafing of Cyberloafing*. <https://digitalcommons.usf.edu/etd/3957>

- Stillman, D. & J. S. (2018). *Generasi Z: Memahami Karakter Generasi Baru yang Akan Mengubah Dunia Kerja*. Gramedia Pustaka Utama.
- Sugiyono. (2019). *Metode Penelitian Kuantitatif Kualitatif dan R&D*. Alfabeta.
- Tsai, S. pei. (2018). *Innovative behaviour of knowledge workers and social exchange attributes of financial incentive: implications for knowledge management*. *Journal of Knowledge Management*, 22(8), 1712–1735. <https://doi.org/10.1108/JKM-07-2017-0293>
- Valentsia, J., & Leovani, E. (2023). *Cyberloafing dan Kontrol Diri dalam Kinerja Karyawan Gen Z di Palembang*. *Strata Business Review*, 1(2), 153–161. <https://doi.org/10.59631/sbr.v1i2.32>
- Weatherbee, T. G. (2010). *Counterproductive use of technology at work: Information & communications technologies and cyberdeviancy*. *Human Resource Management Review*, 20(1), 35–44. <https://doi.org/10.1016/j.hrmr.2009.03.012>
- Widyantari, F., Kesdu, P., & Cipto, A. (2021). *The Role of Innovative Behavior in Forming Employee Performance with Aspects of The Work Environment and Job Satisfaction At The Agriculture Office of Ngawi Regency*. *Jurnal Bisnis dan Manajemen*, 8(2), 29–36. <http://e-journal.stie-aub.ac.id>
- Witriaryani, A. S., Putri, A., Jonathan, D., Mohd, T., & Abdullah, K. (2022). Pengaruh Work-life Balance dan Flexible Working Arrangement terhadap Job Performance dengan Dimediasi oleh Employee Engagement Info Artikel Abstrak Sejarah artikel. *Jurnal Ilmiah Akuntansi Dan Keuangan*, 5(2). <https://journalkopin.acd/index.php/fairvalue>