

DAFTAR PUSTAKA

- Abbasi, F., Asghari, Y., & Niazkhani, Z. (2023). Information Adequacy in Histopathology Request Forms: A Milestone in Making a Communication Bridge Between Confusion and Clarity in Medical Diagnosis. *Turk Patoloji Dergisi*, 39(3). <https://doi.org/10.5146/tjpath.2022.01595>
- Abdulaziz, A., Bashir, M., & Alfalih, A. A. (2022). The impact of work-life balance and work overload on teacher's organizational commitment: do Job Engagement and Perceived Organizational support matter. *Education and Information Technologies*, 27(7). <https://doi.org/10.1007/s10639-022-11013-8>
- Abeyratna, W. A. M. I., & Arachchige, B. J. H. (2021). *Impact of Envy on Job Engagement: A Study of Academic Staff Members in the Private Higher Education Sector in Sri Lanka*. https://doi.org/10.1007/978-3-030-62171-1_20
- Adamchik, V., & Sedlak, P. (2024). Gender and organizational commitment: evidence from a nationwide survey in Poland. *Central European Management Journal*, 32(4), 515–533. <https://doi.org/10.1108/CEMJ-05-2023-0201>
- Afrianto, B., & Nst, A. (2022). Communication Flow in Organizations. *Dharmawangsa: International Journals of The Social Science, Education and Humanities*, 3(2), 23–28.
- Ahmad, Z. A., & Manggarani, C. A. (2021). Accounting Information and Muzakki's Information Adequacy Perception. *Proceedings of the 4th International Conference on Sustainable Innovation 2020-Accounting and Management (ICoSIAMS 2020)*, 176. <https://doi.org/10.2991/aer.k.210121.034>
- Albro, M., & McElfresh, J. M. (2021). Job engagement and employee-organization relationship among academic librarians in a modified work environment. *The Journal of Academic Librarianship*, 47(5), 102413. <https://doi.org/10.1016/j.acalib.2021.102413>
- Albuali, M. (2021). Effective Strategies for Managing Communication in a Project. *International Journal of Applied Industrial Engineering*, 8(1), 1–6. <https://doi.org/10.4018/IJAIE.20210101.oa1>
- Aldabbas, H., Pinnington, A., & Lahrech, A. (2023). The influence of perceived organizational support on employee creativity: The mediating role of work engagement. *Current Psychology*, 42(8). <https://doi.org/10.1007/s12144-021-01992-1>

- Aman, A., Rafiq, M., & Dastane, O. (2023). A cross-cultural comparison of work engagement in the relationships between trust climate – Job performance and turnover intention: Focusing China and Pakistan. *Heliyon*, 9(9). <https://doi.org/10.1016/j.heliyon.2023.e19534>
- Anani-Bossman, A. A. (2021). An exploration of strategic public relations management in Ghana. *Public Relations Inquiry*, 10(1). <https://doi.org/10.1177/2046147X20979292>
- Andrea, B., Gabriella, H. C., & Tímea, J. (2016). Y and Z generations at workplaces. *Journal of Competitiveness*, 8(3). <https://doi.org/10.7441/joc.2016.03.06>
- Arcadio, A. R., Diola, D. D., & Distor, J. M. S. (2023). Work Engagement and Organizational Commitment of Employees in Cavite, Philippines. *Psychology and Education: A Multidisciplinary Journal*, 8(7), 1–14. <https://doi.org/10.5281/zenodo.7905538>
- Arif, S., Johnston, K. A., Lane, A., & Beatson, A. (2023). A strategic employee attribute scale: Mediating role of internal communication and employee engagement. *Public Relations Review*, 49(2), 102320. <https://doi.org/10.1016/j.pubrev.2023.102320>
- Astono, A. D. (2021). *Metodologi Penelitian : Metode Penelitian Manajemen Pendekatan Kuantitatif dan Kualitatif Buku Ajar Pekuliahan*. Penerbit Cahya Ghani Recovery.
- Bailey, C., Madden, A., Alfes, K., & Fletcher, L. (2017). The Meaning, Antecedents and Outcomes of Employee Engagement: A Narrative Synthesis. *International Journal of Management Reviews*, 19(1). <https://doi.org/10.1111/ijmr.12077>
- Baka, L., & Prusik, M. (2025). The more engaged you are, the harder you become: Investigating the cross-lagged mediational effect of job crafting on the work engagement – hardiness link. *Personality and Individual Differences*, 237, 113058. <https://doi.org/10.1016/j.paid.2025.113058>
- Barkondaj, B., Mukhopadhyay, K., Das, S., Chatterjee, C., Mukherjee, S., & Hazra, A. (2021). Information adequacy of medicine package inserts in India: A critical evaluation. *Perspectives in Clinical Research*, 12(2). https://doi.org/10.4103/picr.PICR_177_18
- Bashir, H., Nangoli, S., Musaasizi, Y., Nakajubi, F., Basemera, M., & Ayibo, C. (2022). Information Adequacy and Strategic Behavioral Change Communication as a Pandemic Management Tool: The Mediating Role of Interaction Resonance. *International Journal of Business Communication*, 59(2). <https://doi.org/10.1177/23294884211027545>

- Basit, A. A. (2017). Trust in Supervisor and Job Engagement: Mediating Effects of Psychological Safety and Felt Obligation. *Journal of Psychology: Interdisciplinary and Applied*, 151(8). <https://doi.org/10.1080/00223980.2017.1372350>
- Bohórquez, E., Caiche, W., Benavides, V., & Benavides, A. (2023). Motivation and Job Performance: Human Capital as a Key Factor for Organizational Success. *Lecture Notes in Networks and Systems*, 512 LNNS. https://doi.org/10.1007/978-3-031-11295-9_21
- Bokhari, S. A. A., Ali, M., Yaqub, M. Z., Salam, M. A., & Park, S. Y. (2024). Moderating role of national culture on the association between organizational culture and organizational commitment among SME's personnel. *Journal of Innovation & Knowledge*, 9(4), 100623. <https://doi.org/10.1016/j.jik.2024.100623>
- Cabacungan, A. N., Ellis, M. J., Sudan, D., Strigo, T. S., Pounds, I., Riley, J. A., Falkovic, M., Alkon, A. N., Peskoe, S. B., Davenport, C. A., Pendergast, J. F., Ephraim, P. L., Mohottige, D., Diamantidis, C. J., St. Clair Russell, J., DePasquale, N., & Boulware, L. E. (2020). Associations of perceived information adequacy and knowledge with pursuit of live donor kidney transplants and living donor inquiries among African American transplant candidates. *Clinical Transplantation*, 34(3). <https://doi.org/10.1111/ctr.13799>
- Campbell, A. G., & Hillemeier, M. (2021). Fertility counseling information adequacy as a moderator of regret among adolescent and young adult breast cancer survivors. *Supportive Care in Cancer*, 29(5). <https://doi.org/10.1007/s00520-020-05771-9>
- Cave, A. H., Roberts, M. J. D., & Muralidharan, E. (2023). Examining antecedents of repatriates' job engagement and its influence on turnover intention. *International Journal of Human Resource Management*, 34(19). <https://doi.org/10.1080/09585192.2022.2145911>
- Chatzopoulou, E. C., Manolopoulos, D., & Agapitou, V. (2022). Corporate Social Responsibility and Employee Outcomes: Interrelations of External and Internal Orientations with Job Satisfaction and Organizational Commitment. *Journal of Business Ethics*, 179(3). <https://doi.org/10.1007/s10551-021-04872-7>
- Chen, Z., Chen, Z., Yu, Y., & Huang, S. (2020). How Shared Leadership in Entrepreneurial Teams Influences New Venture Performance: A Moderated Mediation Model. *Journal of Leadership and Organizational Studies*, 27(4), 406–418. <https://doi.org/10.1177/1548051820950366>
- Cutrona, C. E., Hessling, R. M., & Suhr, J. A. (1997). The influence of husband and wife personality on marital social support interactions. *Personal*

Relationships, 4(4). <https://doi.org/10.1111/j.1475-6811.1997.tb00152.x>

- Deszczyński, B., & Beręsewicz, M. (2021). The maturity of relationship management and firm performance – A step toward relationship management middle-range theory. *Journal of Business Research*, 135. <https://doi.org/10.1016/j.jbusres.2021.06.026>
- Dewi, R. D. C., Ismaya, Masduki, D., Yusuf, Y. M., Fitrananda, C. A., Syahdan, Bulkis, Akbar, M. F., Sugiandi, M. S., & Hartati, S. (2022). *Pemahaman Komunikasi: Mengartikan Pesan dengan Tepat*. Get Press Indonesia.
- Đurović, M., Dramićanin, S., & Milenković, D. (2023). Generation X, Y and Z: Impact of internal communication on employee satisfaction and commitment. *BizInfo Blace*, 14(2), 11–19. <https://doi.org/10.5937/bizinfo2302011D>
- Eliyana, A., Ma'arif, S., & Muzakki. (2019). Job satisfaction and organizational commitment effect in the transformational leadership towards employee performance. *European Research on Management and Business Economics*, 25(3), 144–150. <https://doi.org/10.1016/j.iedeen.2019.05.001>
- Fang, S., & Aldoory, L. (2021). Acquaintance, Coach, or Buddy?: Perceived Relationships between Chinese Women and Mobile Fitness Technology. *Communication Studies*, 72(6). <https://doi.org/10.1080/10510974.2021.2011351>
- Febrianto, H. (2024). Pengaruh Kompensasi dan Lingkungan Kerja terhadap Komitmen Organisasi serta Implikasinya pada Kinerja Pegawai Puskesmas Talang Pangeran Kabupaten Ogan Ilir. *Forum Bisnis Dan Kewirausahaan*, 13(2), 548–565. <https://doi.org/https://doi.org/10.35957/forbiswira.v13i2.7761>
- Gehlbach, H., Robinson, C. D., & Fletcher, A. (2024). The Illusion of Information Adequacy. *PLOS ONE*, 19(10), e0310216. <https://doi.org/10.1371/journal.pone.0310216>
- Gull, M., Ahmed, A., & Hassan, S. (2022). The Work Engagement and Job Characteristics: Systematic Review and Guidelines for Future Avenues. *Global Social Sciences Review*, VII(II), 387–402. [https://doi.org/10.31703/gssr.2022\(VII-II\).38](https://doi.org/10.31703/gssr.2022(VII-II).38)
- Hafiz, M., & Indrayanti, I. (2022). Work engagement and organizational commitment on millennial employees in terms of authentic leadership perception. *Humanitas: Indonesian Psychological Journal*, 41–50. <https://doi.org/10.26555/humanitas.v19i1.5>
- Hair, J. F., Jr., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2021). A primer on

partial least squares structural equations modeling (PLS-SEM). Sage Publications. *Journal of Tourism Research*, 6(2).

Hamid, R. S., & Anwar, S. M. (2019). *Structural Equation Modeling (SEM) Berbasis Varian : Konsep Dasar dan Aplikasi dengan Program SmartPLS 3.2.8 dalam Riset Bisnis*. PT. Inkubator Penulis Indonesia.

Hentzen, J. K., Hoffmann, A. O. I., & Dolan, R. M. (2023). The role of digital technology in communication and information flow in the Australian Superannuation industry. *Australian Journal of Management*. <https://doi.org/10.1177/03128962231170240>

Hermanto, Y. B., Srimulyani, V. A., & Pitoyo, D. J. (2024). The mediating role of quality of work life and organizational commitment in the link between transformational leadership and organizational citizenship behavior. *Heliyon*, 10(6), e27664. <https://doi.org/10.1016/j.heliyon.2024.e27664>

Herrera, J., & De Las Heras-Rosas, C. (2021). The Organizational Commitment in the Company and Its Relationship With the Psychological Contract. In *Frontiers in Psychology* (Vol. 11). <https://doi.org/10.3389/fpsyg.2020.609211>

Hirschi, A., & Spurk, D. (2021). Ambitious employees: Why and when ambition relates to performance and organizational commitment. *Journal of Vocational Behavior*, 127(103576), 1–14. <https://doi.org/10.1016/j.jvb.2021.103576>

Hon, L. C., & Grunig, J. E. (1999). Guidelines for measuring relationships in public relations. *Commission on Public Relations Measurement & Evaluation*, November.

Houle, S. A., Rich, B. L., Comeau, C. A., Blais, A. R., & Morin, A. J. S. (2022). The Job Engagement Scale: Development and Validation of a Short Form in English and French. *Journal of Business and Psychology*, 37(5). <https://doi.org/10.1007/s10869-021-09782-z>

Howladar, M. H. R., & Rahman, M. S. (2021). The Influence of Servant Leadership on Organizational Citizenship Behavior: The Mediating Effect of Organizational Commitment. *South East European Journal of Economics and Business*, 16(1). <https://doi.org/10.2478/jeb-2021-0006>

Ikonta, P. C., Atulomah, B. C., Okondu, O. E., & Atulomah, N. O. (2020). Information-Adequacy, Motivation and Behavioral-Skills as Determinants of Substance-Use Prevention among Undergraduates in Babcock University, Ilishan – Remo, Nigeria. *Texila International Journal of Public Health*, 8(1). <https://doi.org/10.21522/TIJPH.2013.08.01.Art022>

- Indra, N., Tusholihah, M., Setianingsih, A., & Lusiana, D. (2020). Peluang dan Tantangan Perencanaan Pembentukan Koperasi Mitra Gojek di Era Milenial. *Jurnal Ilmiah Akuntansi Dan Keuangan*, 2(2).
- Isaac Delali, D., Philip Owusu, M., Asamoah Antwi, F., & Swanzy-Krah, P. (2024). Co-worker support and affective commitment during a global crisis: evidence from an emerging economy. *Cogent Business and Management*, 11(1). <https://doi.org/10.1080/23311975.2023.2298225>
- Jain, R., Chourasiya, A., Gupta, M., & Hyde, A. M. (2025). Exploring Mediating Role Of Job Engagement Between Occupational Stress And Organizational Commitment Among IT Professionals. *Turkish Journal of Engineering*, 9(2), 302–312. <https://doi.org/10.31127/tuje.1582302>
- Jiatong, W., Wang, Z., Alam, M., Murad, M., Gul, F., & Gill, S. A. (2022). The Impact of Transformational Leadership on Affective Organizational Commitment and Job Performance: The Mediating Role of Employee Engagement. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.831060>
- Junaenah, I., Mohd Yunus, A. S., & Hashim, N. (2022). Adequacy of Public Information for Meaningful E-Participation in Policy-Making: Human Rights-Based. *Journal of Southeast Asian Human Rights*, 6(2). <https://doi.org/10.19184/jseahr.V6i2.32420>
- Jung, H. S., Jung, Y. S., & Yoon, H. H. (2021). COVID-19: The effects of job insecurity on the job engagement and turnover intent of deluxe hotel employees and the moderating role of generational characteristics. *International Journal of Hospitality Management*, 92. <https://doi.org/10.1016/j.ijhm.2020.102703>
- Kahn, W. A. (1990). Psychological conditions of personal engagement and disengagement at work. *Academy of Management Journal*, 33(4), 692–724. <https://doi.org/10.5465/256287>
- Khalis, F., & Ariani, D. W. (2024). The Effect of Employee Engagement, Work Environment, and Organizational Learning on Organizational Commitment at the Nimco Indonesia. *Formosa Journal of Multidisciplinary Research*, 3(7), 2559–2572. <https://doi.org/10.55927/fjmr.v3i7.10074>
- Khan, K. K. A., Ahmed, M. U., & Sodhar, S. M. (2024). Organizational Commitment and Higher Education Institutions Functions: An Aspect of Modern Business Education in Pakistan. *Bulletin of Business and Economics (BBE)*, 13(3), 190–196. <https://doi.org/10.61506/01.00448>
- Kim, W., & Park, J. (2017). Examining Structural Relationships between Work Engagement, Organizational Procedural Justice, Knowledge Sharing, and

- Innovative Work Behavior for Sustainable Organizations. *Sustainability*, 9(2), 205. <https://doi.org/10.3390/su9020205>
- Kirti, K., & Goyal, S. (2022). Adoption of Employee Engagement practices at the workplace: Higher Educational Institutes. *Journal of Positive School Psychology*, 6(2).
- Kuleto, V., Milena, I. P., Stanescu, M., Ranković, M., Šević, N. P., Păun, D., & Teodorescu, S. (2021). Extended reality in higher education, a responsible innovation approach for generation y and generation z. *Sustainability (Switzerland)*, 13(21). <https://doi.org/10.3390/su132111814>
- Kurniati, E. D. (2022). *Buku Diktat Metodologi Penelitian Bisnis*. Lakeisha.
- Lan, Y., Xia, Y., Zhang, X., Deng, H., & Han, C. (2023). A bittersweet experience: How does engaging in servant leader behaviors influence the actor's work engagement. *Current Psychology*, 42(23). <https://doi.org/10.1007/s12144-022-03119-6>
- Ledingham, J. A. (2003). Explicating relationship management as a general theory of public relations. *International Journal of Phytoremediation*, 21(1). https://doi.org/10.1207/S1532754XJPRR1502_4
- Ledingham, J. A. (2016). Explicating Relationship Management as a General Theory of Public Relations Explicating Relationship Management as a General Theory of Public Relations. *Journal of Public Relations Research*, February.
- Li, Q., Lourie, B., Nekrasov, A., & Shevlin, T. (2022). Employee Turnover and Firm Performance: Large-Sample Archival Evidence. *Management Science*, 68(8). <https://doi.org/10.1287/mnsc.2021.4199>
- Lim, P. K., Koay, K. Y., & Chong, W. Y. (2021). The effects of abusive supervision, emotional exhaustion and organizational commitment on cyberloafing: a moderated-mediation examination. *Internet Research*, 31(2). <https://doi.org/10.1108/INTR-03-2020-0165>
- Lo, Y.-C., Lu, C., Chang, Y.-P., & Wu, S.-F. (2024). Examining the influence of organizational commitment on service quality through the lens of job involvement as a mediator and emotional labor and organizational climate as moderators. *Heliyon*, 10(2), e24130. <https://doi.org/10.1016/j.heliyon.2024.e24130>
- Ma, Y. (2022). Role of Communication Strategies in Organizational Commitment, Mediating Role of Faculty Engagement: Evidence From English Language Teachers. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.921797>

- Makhubele, B. W., Peral, S. L., Hoole, C., & Morgan, B. (2023). Job crafting, flow, and job performance: A mediational analysis. *SA Journal of Industrial Psychology*, 49. <https://doi.org/10.4102/sajip.v49i0.1996>
- Marsh, E., Vallejos, E. P., & Spence, A. (2022). The digital workplace and its dark side: An integrative review. In *Computers in Human Behavior* (Vol. 128). <https://doi.org/10.1016/j.chb.2021.107118>
- Martha, Z., Hakim, L., & Ihsani, A. F. A. (2023). Public Relations Implemented in Islamic Philanthropic Organizations at LAZISNU. *KARSA Journal of Social and Islamic Culture*, 31(1). <https://doi.org/10.19105/karsa.v31i1.8328>
- Masiero, S., & Arvidsson, V. (2021). Degenerative outcomes of digital identity platforms for development. *Information Systems Journal*, 31(6), 903–928. <https://doi.org/10.1111/isj.12351>
- Memon, M. A., Ting, H., Cheah, J. H., Thurasamy, R., Chuah, F., & Cham, T. H. (2020). Sample size for survey research: Review and recommendations. *Journal of Applied Structural Equation Modeling*, 4(2). [https://doi.org/10.47263/jasem.4\(2\)01](https://doi.org/10.47263/jasem.4(2)01)
- Mowday, R. T., Steers, R. M., & Porter, L. W. (1979). The measurement of organizational commitment. *Journal of Vocational Behavior*, 14(2), 224–247. [https://doi.org/10.1016/0001-8791\(79\)90072-1](https://doi.org/10.1016/0001-8791(79)90072-1)
- Mu'azaroh, H. S., Hanoum, S., & Rai, N. M. G. (2021). Pengaruh Employee Communication dan Job Engagement terhadap Organizational Commitment pada Saat Pandemi Covid-19 di Indonesia. *Jurnal Sains Dan Seni ITS*, 10(1). <https://doi.org/10.12962/j23373520.v10i1.60150>
- Mu'azaroh, H. S., Hanoum, S., & Rai, N. M. G. (2021). Pengaruh Employee Communication dan Job Engagement terhadap Organizational Commitment pada Saat Pandemi Covid-19 di Indonesia. *Jurnal Sains Dan Seni ITS*, 10(1). <https://doi.org/10.12962/j23373520.v10i1.60150>
- Mulyanti, R. Y. (2021). Perbedaan Nilai-Nilai Kerja Generasi Baby Boomer, Generasi X Dan Generasi Y. *Jurnal Ekobis : Ekonomi Bisnis & Manajemen*, 11(1). <https://doi.org/10.37932/j.e.v11i1.251>
- Nabhan, F., & Munajat, M. (2023). The role of work engagement and organizational commitment in improving job performance. *Cogent Business and Management*, 10(2). <https://doi.org/10.1080/23311975.2023.2235819>
- Naqshbandi, M. M., Kabir, I., Ishak, N. A., & Islam, M. Z. (2024). The future of work: work engagement and job performance in the hybrid workplace. *The Learning Organization*, 31(1), 5–26. <https://doi.org/10.1108/TLO-08-2022-0097>

- Nascimento, I. J. B. Do, Pizarro, A. B., Almeida, J. M., Azzopardi-Muscat, N., Gonçalves, M. A., Björklund, M., & Novillo-Ortiz, D. (2022). Infodemics and health misinformation: a systematic review of reviews. In *Bulletin of the World Health Organization* (Vol. 100, Issue 9). <https://doi.org/10.2471/BLT.21.287654>
- Nguyen, H. M., & Ngo, T. T. (2020). Psychological capital, organizational commitment and job performance: A case in Vietnam. *Journal of Asian Finance, Economics and Business*, 7(5). <https://doi.org/10.13106/JAFEB.2020.VOL7.NO5.269>
- Ninaus, K., Diehl, S., & Terlutter, R. (2021). Employee perceptions of information and communication technologies in work life, perceived burnout, job satisfaction and the role of work-family balance. *Journal of Business Research*, 136. <https://doi.org/10.1016/j.jbusres.2021.08.007>
- Nurjanah, S., Pebianti, V., & Handaru, A. W. (2020). The influence of transformational leadership, job satisfaction, and organizational commitments on Organizational Citizenship Behavior (OCB) in the inspectorate general of the Ministry of Education and Culture. *Cogent Business and Management*, 7(1), 1–12. <https://doi.org/10.1080/23311975.2020.1793521>
- Oh, H. J., Kim, J., Chang, J. J. C., Park, N., & Lee, S. (2023). Social benefits of living in the metaverse: The relationships among social presence, supportive interaction, social self-efficacy, and feelings of loneliness. *Computers in Human Behavior*, 139. <https://doi.org/10.1016/j.chb.2022.107498>
- Okojie, G., Ismail, I. R., Begum, H., Ferdous Alam, A. S. A., & Sadik-Zada, E. R. (2023). The Mediating Role of Social Support on the Relationship between Employee Resilience and Employee Engagement. *Sustainability*, 15(10), 7950. <https://doi.org/10.3390/su15107950>
- Pace, W. R., & Faules, D. F. (2006). *Komunikasi Organisasi, Strategi Meningkatkan Kinerja Perusahaan*. PT. Remaja Rosdakarya.
- Park, J., Han, S. J., Kim, J., & Kim, W. (2022). Structural relationships among transformational leadership, affective organizational commitment, and job performance: the mediating role of employee engagement. *European Journal of Training and Development*, 46(9). <https://doi.org/10.1108/EJTD-10-2020-0149>
- Parker, K. A., Geegan, S. A., Pfeiffer, S. N., George, A. M., Jaffe, D. E., Grumbein, A., Scheuer, S., & Brown, A. D. (2024). Engaging a new generation of donors: A relationship management theory approach to communication between nonprofits and millennials. *Journal of Philanthropy and Marketing*, 29(1). <https://doi.org/10.1002/nvsm.1816>

- Pratiwi, R. E., & Suhaeni, T. (2020). "Menjaga Komitmen Karyawan Millennial": Peran Mediasi Keterlibatan Karyawan terhadap Person- Organization (P-O) Fit dan Komitmen Organisasi. *Prosiding The 11th Industrial Research Workshop and National Seminar*, 26-27 Agus.
- Putri, D. N. (2023). Pengaruh perceived organizational support terhadap work engagement: peran mediasi affective commitment dan moderasi co-worker support. *Jurnal Ilmu Manajemen*, 11(2), 368–376. <https://doi.org/10.26740/jim.v11n2.p368-376>
- Putri, N. A. L. (2024). Komitmen Organisasi Pada Karyawan Generasi Milenial di Indonesia: Tinjauan Literatur. *BRPKM: Buletin Riset Psikologi Dan Kesehatan Mental*, 1(1), 1–9.
- Rahmanda, E., Feranza, F. Y., Sari, N. J., Putri, S. T., & Ferdiana, R. (2025). Peran Komunikasi Internal dalam Corporate Communication untuk Meningkatkan Employee Engagement. *Konsensus: Jurnal Ilmu Pertahanan, Hukum Dan Ilmu Komunikasi*, 2(1), 118–132. <https://doi.org/10.62383/konsensus.v2i1.620>
- Rosyad, G. S., & Nugraheni, R. (2021). Pengaruh Komitmen Organisasi Dan Motivasi Kerja Terhadap Kinerja Karyawan (Studi pada Karyawan Tidak Tetap dan Kontrak CV. Inspira). *Jurnal Studi Manajemen Organisasi*, 16(2), 18–31. <https://doi.org/https://doi.org/10.14710/jsmo.v16i2.39169>
- Saks, A. M., Gruman, J. A., & Zhang, Q. (2022). Organization engagement: a review and comparison to job engagement. *Journal of Organizational Effectiveness*, 9(1). <https://doi.org/10.1108/JOEPP-12-2020-0253>
- Sampene, A. K., Li, C., & Esther Agyeiwaa, O. (2024). Green human resource to stimulate low carbon behaviour through the mediation role of innovation practices and organizational commitment. *International Journal of Innovation Studies*, 8(4), 364–380. <https://doi.org/10.1016/j.ijis.2024.09.001>
- Santoso, N. R., Sulistyaningtyas, I. D., & Pratama, B. P. (2022). Transformational Leadership During the COVID-19 Pandemic: Strengthening Employee Engagement Through Internal Communication. *Journal of Communication Inquiry*. <https://doi.org/10.1177/01968599221095182>
- Sarstedt, M., Ringle, C. M., & Hair, J. F. (2021). Partial Least Squares Structural Equation Modeling (PLS-SEM) using SmartPLS 3.0: An Updated and Practical Guide to Statistical Analysis. *Handbook of Market Research*, May 2020.
- Schaufeli, W. (2021). Engaging Leadership: How to Promote Work Engagement? In *Frontiers in Psychology* (Vol. 12). <https://doi.org/10.3389/fpsyg.2021.754556>

- Seema, Choudhary, V., & Saini, G. (2021). Effect of Job Satisfaction on Moonlighting Intentions: Mediating Effect of Organizational Commitment. *European Research on Management and Business Economics*, 27(1), 1–11. <https://doi.org/10.1016/j.iedeen.2020.100137>
- Shankland, R., Haag, P., Tessier, D., Buchs, C., El-Jor, C., & Mazza, S. (2024). Review of the effects of social and emotional learning on mental health and academic outcomes: The role of teacher training and supportive interactions. *Journal of Epidemiology and Population Health*, 72(3), 202750. <https://doi.org/10.1016/j.jep.2024.202750>
- Sharon, S. M., & Meilani, Y. C. F. P. (2023). Pengaruh Perceived Organization Support, Information and Communication Technologies terhadap Job Satisfaction dengan Mediasi Work-Family Balance Selama Pandemi Covid-19. *Jurnal Ilmiah Manajemen, Ekonomi, & Akuntansi (MEA)*, 7(2). <https://doi.org/10.31955/mea.v7i2.2689>
- Sim, M., Kim, S. Y., & Suh, Y. (2022). Sample Size Requirements for Simple and Complex Mediation Models. *Educational and Psychological Measurement*, 82(1). <https://doi.org/10.1177/00131644211003261>
- Singh, N., Singh, K., & Parmar, H. (2024). Leveraging brand reputation for job engagement in the digital food delivery context. *Acta Psychologica*, 251, 104615. <https://doi.org/10.1016/j.actpsy.2024.104615>
- Singhal, S., Shah, R. B., Piparva, K. G., & Dutta, S. (2023). Are we providing complete drug information to its users? Status of information adequacy of package insert in India. *Journal of Family Medicine and Primary Care*, 12(7). https://doi.org/10.4103/jfmpc.jfmpc_1883_22
- Sojanah, J., Juliana, J., Sari, A. P., Putra, M. P. Z., Mulyana, D., Nafiana, D., & Inomjon, Q. (2025). The Influence of Employee Engagement on Employee Performance is Mediated by Organizational Commitment. *Journal of Information Systems Engineering and Management*, 10(4s), 177–187. <https://doi.org/10.52783/jisem.v10i4s.490>
- Srimulyo, K., Yuadi, I., Hu, C.-C., Indarwati, I. S. A., Gunarti, E., & Pratiwi, F. D. (2024). A Comprehensive Analysis of Information Quality in E-Learning: An Example of Online Learning with Brainly. *TEM Journal*, 3205–3220. <https://doi.org/10.18421/TEM134-55>
- Steenkamp, H., & Dhanesh, G. S. (2023). Care-based relationship management during remote work in a crisis: Empathy, purpose, and diversity climate as emergent employee-organization relational maintenance strategies. *Public Relations Review*, 49(4). <https://doi.org/10.1016/j.pubrev.2023.102371>
- Subakti, H., Putranti, E. C., Hudzafidah, K., Yuliana, R., Musyarofah, S., Alfiyah,

- Si., Widaryanti, Hayati, N., Bintari, V. I., Nuswantara, D. A., Anggono, A., Krisprimandoyo, A., Klaudia, S., Hariyati, & Amalo, F. (2022). *Metodologi Penelitian Kuantitatif dan Kualitatif*. CV Media Sains Indonesia.
- Sugiyono. (2019). *Metode Penelitian Kualitatif, Kuantitatif dan R&D*.
- Suharto, B., & Suprpto, S. (2023). The Role of Organizational Commitment and Employee Engagement in Mediating The Impact of Perceived Organizational Support on Employee Performance. *Dinasti International Journal of Management Science*, 4(6), 1215–1225. <https://doi.org/10.31933/dijms.v4i6.1960>
- Sutiyem, S., Dessy Trismiyanti, Muthia Roza Linda, Riza Yonita, & Suheri, S. (2020). The Impact Of Job Satisfaction And Employee Engagement On Organizational Commitment. *Dinasti International Journal of Education Management And Social Science*, 2(1), 55–66. <https://doi.org/10.31933/dijemss.v2i1.597>
- Thelen, P. D., & Formanchuk, A. (2022). Culture and internal communication in Chile: Linking ethical organizational culture, transparent communication, and employee advocacy. *Public Relations Review*, 48(1). <https://doi.org/10.1016/j.pubrev.2021.102137>
- To, W. M., & Huang, G. (2022). Effects of equity, perceived organizational support and job satisfaction on organizational commitment in Macao's gaming industry. *Management Decision*, 60(9). <https://doi.org/10.1108/MD-11-2021-1447>
- Tohari, A. (2024). The Impact of Digital Information Flow on Generation Z's Religious Awareness. *Jurnal Penelitian Agama*, 25(2), 191–208. <https://doi.org/10.24090/jpa.v25i2.2024.pp191-208>
- Tutar, H., Erdem, A. T., & Karademir, Ö. (2022). Moderator role of old and new Y generation differences in the effect of perceptions of self-efficiency on decision-making strategies. *Management Research Review*, 45(5). <https://doi.org/10.1108/MRR-01-2021-0026>
- Valentini, C. (2021). Trust research in public relations: an assessment of its conceptual, theoretical and methodological foundations. *Corporate Communications*, 26(1). <https://doi.org/10.1108/CCIJ-01-2020-0030>
- Vasudevan, A., Prabakaran, R., Sam, T. H., Ruiteng, X., Nagaraj, S., Ramachandran, S. D., & Beleya, P. (2023). Effective Communication Management in Remote Working Environment on Project Management Success. *Res Militaris*, 13(2).
- Verčič, T. A. (2021). The impact of employee engagement, organizational support

and employer branding on internal communication satisfaction . *Public Relations Review*, 47(1).

- Walden, J., Jung, E. H., & Westerman, C. Y. K. (2017). Employee communication, job engagement, and organizational commitment: A study of members of the Millennial Generation. *Journal of Public Relations Research*, 29(2–3), 73–89. <https://doi.org/10.1080/1062726X.2017.1329737>
- Weiss, M., & Zacher, H. (2022). Why and when does voice lead to increased job engagement? The role of perceived voice appreciation and emotional stability. *Journal of Vocational Behavior*, 132. <https://doi.org/10.1016/j.jvb.2021.103662>
- Wen, B., Zhou, X., Hu, Y., & Zhang, X. (2020). Role Stress and Turnover Intention of Front-Line Hotel Employees: The Roles of Burnout and Service Climate. *Frontiers in Psychology*, 11. <https://doi.org/10.3389/fpsyg.2020.00036>
- Wen, T., Chen, Y., Syed, T. A., & Ghataoura, D. (2025). Examining communication network behaviors, structure and dynamics in an organizational hierarchy: A social network analysis approach. *Information Processing & Management*, 62(1), 103927. <https://doi.org/10.1016/j.ipm.2024.103927>
- Westrum, R. (2014). The study of information flow: A personal journey. *Safety Science*, 67. <https://doi.org/10.1016/j.ssci.2014.01.009>
- Yadav, A., Pandita, D., & Singh, S. (2022). Work-life integration, job contentment, employee engagement and its impact on organizational effectiveness: a systematic literature review. *Industrial and Commercial Training*, 54(3). <https://doi.org/10.1108/ICT-12-2021-0083>
- Yu, W., Zhao, G., Liu, Q., & Song, Y. (2021). Role of big data analytics capability in developing integrated hospital supply chains and operational flexibility: An organizational information processing theory perspective. *Technological Forecasting and Social Change*, 163. <https://doi.org/10.1016/j.techfore.2020.120417>
- Zainab, B., Akbar, W., & Siddiqui, F. (2022). Impact of transformational leadership and transparent communication on employee openness to change: mediating role of employee organization trust and moderated role of change-related self-efficacy. *Leadership and Organization Development Journal*, 43(1). <https://doi.org/10.1108/LODJ-08-2020-0355>
- Zequiri, M. (2021). Access and its contribution to achieving trust and satisfaction in inter-ethnic relationships. *Corporate Communications*, 26(1). <https://doi.org/10.1108/CCIJ-01-2020-0013>

- Zhang, M., & Zhao, Y. (2021). Job characteristics and millennial employees' creative performance: a dual-process model. *Chinese Management Studies*, 15(4). <https://doi.org/10.1108/CMS-07-2020-0317>
- Zhou, L., Tetgoum Kachie, A. D., Xu, X., Quansah, P. E., Epalle, T. M., Ampon-Wireko, S., & Nkrumah, E. N. K. (2022). COVID-19: The effects of perceived organizational justice, job engagement, and perceived job alternatives on turnover intention among frontline nurses. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.920274>
- Zwijze-Koning, K. H., & De Jong, M. D. T. (2005). Auditing information structures in organizations: A review of data collection techniques for network analysis. *Organizational Research Methods*, 8(4). <https://doi.org/10.1177/1094428105280120>

