DAFTAR PUSTAKA

Amelia, R., Adnans, A. A., & Zahreni, S. (2020). The Effect of Perceived Organizational Support and Optimism on Job Insecurity in Contract Employees. *International Journal of Progressive Sciences and Technologies (IJPSAT*, *24*(1), 229–233. http://ijpsat.ijsht-journals.org

Artz, B., & Kaya, I. (2014). *Job insecurity and job satisfaction in the United States: the case of public sector union workers*.

Ashford, S. J., Lee, C., & Bobko, P. (1989). Content, Causes, and Consequences of Job Insecurity: A Theory-Based Measure and Substantive Test. In *Source: The Academy of Management Journal* (Vol. 32, Issue 4). Academy.

Baran, B. E., & Woznyj, H. M. (2021). Managing VUCA: The human dynamics of agility. *Organizational Dynamics*, *50*(2). https://doi.org/10.1016/j.orgdyn.2020.100787

Bateman, T., & Crant, M. (1993). *The Proactive Component of Organizational Behavior a Measure and Correlates*. Journal of Organizational Behavior.

Bateman, T. S., & Crant, J. M. (1993). The proactive component of organizational behavior: A measure and correlates. In *JOURNAL OF ORGANIZATIONAL BEHAVIOR* (Vol. 14).

Baumeister, R. F., Gailliot, M., DeWall, C. N., & Oaten, M. (2006). Self-regulation and personality: How interventions increase regulatory success, and how depletion moderates the effects of traits on behavior. *Journal of Personality*, *74*(6), 1773–1802. https://doi.org/10.1111/j.1467-6494.2006.00428.x

Bennett, N., & Lemoine, G. J. (2014). What a difference a word makes: Understanding threats to performance in a VUCA world. In *Business Horizons* (Vol. 57, Issue 3, pp. 311–317). Elsevier Ltd. https://doi.org/10.1016/j.bushor.2014.01.001

Bergeron, D. M., Schroeder, T. D., & Martinez, H. A. (2014). Proactive Personality at Work: Seeing More to Do and Doing More? *Journal of Business and Psychology*, *29*(1), 71–86. https://doi.org/10.1007/s10869-013-9298-5

Bernarto, I., Bachtiar, D., Sudibjo, N., Suryawan, I. N., Purwanto, A., & Asbari, M. (2020). Effect of Transformational Leadership, Perceived Organizational Support , Job Satisfaction Toward Life Satisfaction: Evidences from Indonesian Teachers. *International Journal of Advanced Science and Technology*, *29*(03), 5495–5503.

Blackmore, C. (2011). Antecedents of Job Insecurity in Restructuring Organisations: An Empirical Study. In • 7 • *New Zealand Journal of Psychology* (Vol. 40, Issue 3).

Bogler, R., & Nir, A. E. (2012). The importance of teachers' perceived organizational support to job satisfaction: What's empowerment got to do with it? *Journal of Educational Administration*, *50*(3), 287–306. https://doi.org/10.1108/09578231211223310

Bohle, S. A. L., Chambel, M. J., Medina, F. M., & Da Cunha, B. S. (2018). The role of perceived organizational support in job insecurity and performance. *RAE Revista de Administracao de Empresas*, *58*(4), 393–404. https://doi.org/10.1590/S0034-759020180405

Buitendach, J. H., & De Witte, H. (2005). Job insecurity, extrinsic and intrinsic job satisfaction and affective organisational commitment of maintenance workers in a parastatal. *South African Journal of Business Management*, *36*(2), 27–38. https://doi.org/10.4102/sajbm.v36i2.625

Burke, R. J., & Deszca, E. (1982). Preferred organizational climates of Type A individuals. *Journal of Vocational Behavior*, *21*(1), 50–59. https://doi.org/10.1016/0001-8791(82)90052-5

Campbell, L., & Marshall, T. (2011). Anxious attachment and relationship processes: An interactionist perspective. *Journal of Personality*, *79*(6), 1219–1250. https://doi.org/10.1111/j.1467-6494.2011.00723.x

Chen, H., & Eyoun, K. (2020). *Do Mindfulness and Perceived Organizational Support Work? Fear of COVID-19 on Restaurant Frontline Employees' Job Insecurity and Emotional Exhaustion*. *January*.

Cheung, F. Y. L., Wu, A. M. S., & Ching Chi (Cindia), L. (2019). Effect of job insecurity, anxiety and personal resources on job satisfaction among casino employees in macau: a moderated mediation analysis. *Journal of Hospitality Marketing and Management*, *28*(3), 379–396. https://doi.org/10.1080/19368623.2019.1525332

Choi, H., & Chiu, W. (2017). Influence of the perceived organizational support, job satisfaction, and career commitment on football referees' turnover intention. *Journal of Physical Education and Sport*, *17*, 955–959. https://doi.org/10.7752/jpes.2017.s3146

Cook, J., Hepworth, S., Wall, T., & Peter, W. (2015). The Experience of Work : A Compendium and Review of 249 Measurements and Their Use. *The British Journal Of Sociology*, *34*(4), 602–603.

Crant, J. M., & Jiang, K. (2017). *Proactive Personality : A twenty-year review*. *July*.

Cullen, K. L., Edwards, B. D., Casper, W. C., & Gue, K. R. (2014). Employees' Adaptability and Perceptions of Change-Related Uncertainty: Implications for Perceived Organizational Support, Job Satisfaction, and Performance. *Journal of Business and Psychology*, *29*(2), 269–280. https://doi.org/10.1007/s10869-013-9312-y

Darvishmotevali, M., & Ali, F. (2020). Job insecurity, subjective well-being and job performance: The moderating role of psychological capital. *International Journal of Hospitality Management*, *87*(January), 102462. https://doi.org/10.1016/j.ijhm.2020.102462

Daryono. (2023). Analysis Human Resource Performance with Balanced Scorecard Assessment. *International Sustainable Competitiveness Advantage 2023*.

Daryono, D. (2011). IDENTIFIKASI DAN ANALISIS PENINGKATAN TINGKAT ENGAGEMENT PEGAWAI FAKULTAS EKONOMI UNSOED: SIKAP POSITIF PEGAWAI DAN ORGANISASI (KOMITMEN, KETERIKATAN, KETERLIBATAN) DALAM PENCAPAIAN KEBERHASILAN ORGANISASI. *PERFORMANCE: Vol. 13 No.1 Maret 2011 (p.11-27)*.

Davis, C., & Katzman, M. (1997). *Charting New Territory : Body Esteem , Weight Satisfaction , Depression , and Self-Esteem Among Chinese Males and Females in Hong. 36*, 449–459.

De Cuyper, N., De Witte, H., Vander Elst, T., Handaja, Y., Vander Eist, T., De Cuyper, N., De Witte, H., Vander Eist, T., Handaja, Y., & De Cuyper FWO-Vlaanderen, N. (2010). Objective Threat of Unemployment and Situational Uncertainty During a Restructuring: Associations with Perceived Job Insecurity Objective Threat of Unemployment and Situational Uncertainty During a Restructuring: Associations with Perceived Job Insecurity and Strain. *Source: Journal of Business and Psychology*, *25*(1), 75–85. https://doi.org/10.1007/sl

De Cuyper, N., Notelaers, G., & De Witte, H. (2009). Job Insecurity and Employability in Fixed-Term Contractors, Agency Workers, and Permanent Workers: Associations With Job Satisfaction and Affective Organizational Commitment. *Journal of Occupational Health Psychology*, *14*(2), 193–205. https://doi.org/10.1037/a0014603

De Witte. (2005). Job insecurity: review of the international literature on definitions, prevalence, antecedents and consequences. *Journal of The Industrial Psychology*, *31 (4)*(1–6).

De Witte, H., & Näswall, K. (2003). "Objective" vs "subjective" job insecurity: Consequences of temporary work for job satisfaction and organizational commitment in four European countries. *Economic and Industrial Democracy*, *24*(2), 149–188. https://doi.org/10.1177/0143831X03024002002

De Witte, H., Vander Elst, T., & De Cuyper, N. (2015). *Job Insecurity, Health and Well-Being. April 2016*, 109–128. https://doi.org/10.1007/978-94-017-9798-6_7

Devani, I. (2019). DOES PERCEIVED DISCRIMINATION AFFECT JOB SATISFACTION AMONG TEACHERS AND STAFF? *Jurnal Manajemen Dan Pemasaran Jasa*.

Indyastuti, D., & Syaefurrohman, R. (2015). *PERBEDAAN KEPUASAN KEBUTUHAN PSIKOLOGIS DASAR DAN MOTIVASI KERJA ANTARA DOSEN-DOSEN DI KABUPATEN BANYUMAS DAN DAERAH ISTIMEWA YOGYAKARTA*.

Di Stefano, G., Venza, G., & Aiello, D. (2020). Associations of Job Insecurity With Perceived Work-Related Symptoms, Job Satisfaction, and Turnover Intentions: The Mediating Role of Leader–Member Exchange and the Moderating Role of Organizational Support. *Frontiers in Psychology*, *11*(July), 1–9. https://doi.org/10.3389/fpsyg.2020.01329

Donald, M. F., Hlanganipai, N., & Richard, S. (2016). The relationship between perceived organizational support and organizational commitment among academics: the mediating effect of job satisfaction. *Investment Management and Financial Innovations*, *Volume 13*(Issue 3).

Dwiyanti, R., & Abdilla, S. K. (2018). The Effect of Job Insecurity on Organizational Commitment in Impermanent Temporary Employees of an Indonesian Company. *Expert Journal of Business and Management*, *6*(1), 40–48. http://Business.ExpertJournals.com

Dyne, L. Van, Lepine, J. A., & Lepine, J. A. (2013). *HELPING AND VOICE EXTRA-ROLE BEHAVIORS : EVIDENCE OF CONSTRUCT AND PREDICTIVE VALIDITY*. *41*(1), 108–119.

Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Perceived Organizational Support. *Journal of Applied Psychology*, *71*(3), 500–507.

Erdogan, B., & Bauer, T. N. (2005). Enhancing Career Benefits of Employee Proactive Personality : the Role of. *Personnel*, 859–891.

Frese, M., & Fay, D. (2001). *PERSONAL INITIATIVE : AN ACTIVE PERFORMANCE CONCEPT FOR WORK IN THE 21st CENTURY*.

Gallie, D., Felstead, A., Green, F., & Inanc, H. (2017). The hidden face of job insecurity. *Work, Employment and Society*, *31*(1), 36–53. https://doi.org/10.1177/0950017015624399

Gouldner, A, W. (1960). The Norm of Reciprocity: A Preliminary Statement. *American Sociological Review*, *25*(2), 161–178.

Hair, J. F., Hult, G. T. M., Ringle, C. M., Sarstedt, M., Danks, N. P., & Ray, S. (2021). *Partial Least Squares Structural Equation Modeling (PLS-SEM) Using R*. Springer International Publishing. https://doi.org/10.1007/978-3-030-80519-7

Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2019). When to use and how to report the results of PLS-SEM. In *European Business Review* (Vol. 31, Issue 1, pp. 2–24). Emerald Group Publishing Ltd. https://doi.org/10.1108/EBR-11-2018-0203

Hair, J. F., Sarstedt, M., Hopkins, L., & Kuppelwieser, V. G. (2014). Partial least squares structural equation modeling (PLS-SEM): An emerging tool in business research. In *European Business Review* (Vol. 26, Issue 2, pp. 106–121). Emerald Group Publishing Ltd. https://doi.org/10.1108/EBR-10-2013-0128

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

Hngoi, C. L., Abdullah, N. A., Wan Sulaiman, W. S., & Zaiedy Nor, N. I. (2023). Relationship between job involvement, perceived organizational support, and organizational commitment with job insecurity: A systematic literature review. *Frontiers in Psychology*, *13*. https://doi.org/10.3389/fpsyg.2022.1066734

Imam Ghozali. (2016). *Aplikasi Analisis Multivariete SPSS 23*. Badan Penerbit Universitas Diponegoro.

Islam, T., & Ahmed, I. (2018). Mechanism between perceived organizational support and transfer of training: Explanatory role of self-efficacy and job satisfaction. *Management Research Review*, *41*(3), 296–313. https://doi.org/10.1108/MRR-02-2017-0052

Jiang, L., & Lavaysse, L. M. (2018). Cognitive and Affective Job Insecurity: A Meta-Analysis and a Primary Study. *Journal of Management*, *44*(6), 2307–2342. https://doi.org/10.1177/0149206318773853

Judge, T. A., & Larsen, R. J. (2001). Dispositional affect and job satisfaction: A review and theoretical extension. *Organizational Behavior and Human Decision Processes*, *86*(1), 67–98. https://doi.org/10.1006/obhd.2001.2973

Knapp, J. R., Smith, B. R., & Sprinkle, T. A. (2017). Is It the Job or the Support? Examining Structural and Relational Predictors of Job Satisfaction and Turnover Intention for Nonprofit Employees. *Nonprofit and Voluntary Sector Quarterly*, *46*(3), 652–671. https://doi.org/10.1177/0899764016685859

Kock, N., & Lynn, G. S. (2012). Lateral Collinearity and Misleading Results in Variance-Based SEM: An Illustration and Recommendations. *Journal of the Association for Information Systems*, *13*(7). http://ssrn.com/abstract=2152644Electroniccopyavailableat:https://ssrn.com/abstract=2152644Electroniccopyavailableat:http://ssrn.com/abstract=2152644

Koen, J., & Parker, S. K. (2020). In the eye of the beholder: How proactive coping alters perceptions of insecurity. *Journal of Occupational Health Psychology*, *25*(6), 385–400. https://doi.org/10.1037/ocp0000198

Koen, J., & van Bezouw, M. J. (2021). Acting Proactively to Manage Job Insecurity: How Worrying About the Future of One's Job May Obstruct

Future-Focused Thinking and Behavior. *Frontiers in Psychology*, *12*. https://doi.org/10.3389/fpsyg.2021.727363

Koole, S. L., Schlinkert, C., Maldei, T., & Baumann, N. (2019a). Becoming who you are: An integrative review of self-determination theory and personality systems interactions theory. In *Journal of Personality* (Vol. 87, Issue 1, pp. 15–36). Blackwell Publishing Ltd. https://doi.org/10.1111/jopy.12380

Koole, S. L., Schlinkert, C., Maldei, T., & Baumann, N. (2019b). Becoming who you are: An integrative review of self-determination theory and personality systems interactions theory. In *Journal of Personality* (Vol. 87, Issue 1, pp. 15–36). https://doi.org/10.1111/jopy.12380

Kuhl, J., Kazen, M., & Sander, K. (2006). Putting self-regulation theory into practice A user's manual.pdf. *Journal of Applied Psychology*.

Kuhl, J., Quirin, M., & Koole, S. L. (2021). The functional architecture of human motivation: Personality systems interactions theory. In *Advances in Motivation Science* (Vol. 8, pp. 1–62). Elsevier Ltd. https://doi.org/10.1016/bs.adms.2020.06.001

Kumar, M., Jauhari, H., Rastogi, A., & Sivakumar, S. (2018). Managerial support for development and turnover intention: Roles of organizational support, work engagement and job satisfaction. *Journal of Organizational Change Management*, *31*(1), 135–153. https://doi.org/10.1108/JOCM-06-2017-0232

Kuo, C. C., Ye, Y. C., Chen, M. Y., & Chen, L. H. (2019). Proactive personality enhances change in employees' job satisfaction: The moderating role of psychological safety. *Australian Journal of Management*, *44*(3), 482–494. https://doi.org/10.1177/0312896218818225

Kurtessis, J. N., Eisenberger, R., Ford, M. T., Buffardi, L. C., Stewart, K. A., & Adis, C. S. (2017). Perceived Organizational Support: A Meta-Analytic Evaluation of Organizational Support Theory. *Journal of Management*, *43*(6), 1854–1884. https://doi.org/10.1177/0149206315575554

Langerak, J. B., Koen, J., & van Hooft, E. A. J. (2022). How to minimize job insecurity: The role of proactive and reactive coping over time. *Journal of Vocational Behavior*, *136*. https://doi.org/10.1016/j.jvb.2022.103729

Li, M., Wang, Z., Gao, J., & You, X. (2017). Proactive Personality and Job Satisfaction: the Mediating Effects of Self-Efficacy and Work Engagement in Teachers. *Current Psychology*, *36*(1), 48–55. https://doi.org/10.1007/s12144-015-9383-1

Li, N., Liang, J., & Crant, J. M. (2010). The Role of Proactive Personality in Job Satisfaction and Organizational Citizenship Behavior: A Relational Perspective. *Journal of Applied Psychology*, *95*(2), 395–404. https://doi.org/10.1037/a0018079

Lin, X. S., Chen, Z. X., Ashford, S. J., Lee, C., & Qian, J. (2018). A self-consistency motivation analysis of employee reactions to job insecurity: The roles of organization-based self-esteem and proactive personality. *Journal of Business Research*, *92*, 168–178. https://doi.org/10.1016/j.jbusres.2018.07.028

Liu, W. (2004). Perceived Organizational Support: Linking Human Resources Management Practices With Important Work Outcomes. *University of Maryland*, 1–61.

Llosa, J. A., Menéndez-Espina, S., Rodríguez-Suárez, J., Agulló-Tomás, E., & Boada-Grau, J. (2017). Spanish validation of the Job Insecurity Scale JIS-8/ Viability of the cognitive and affective model. *Psicothema*, *29*(4), 577–583. https://doi.org/10.7334/psicothema2017.59

Lochab, A., & Nath, V. (2020). Proactive personality, goal orientation and meta-skills as predictors of protean and boundaryless career attitudes. *South Asian Journal of Business Studies*, *9*(1), 130–143. https://doi.org/10.1108/SAJBS-01-2019-0014

Locke, E. A. (1969). *What is Job Satisfaction?*

Lopes, S., Chambel, M. J., Castanheira, F., & Oliveira-Cruz, F. (2015). Measuring job satisfaction in Portuguese military sergeants and officers: Validation of the job descriptive index and the job in general scale. *Military Psychology*, *27*(1), 52–63. https://doi.org/10.1037/mil0000060

Maan, A. T., Abid, G., Butt, T. H., Ashfaq, F., & Ahmed, S. (2020). Perceived organizational support and job satisfaction: a moderated mediation model of proactive personality and psychological empowerment. *Future Business Journal*, *6*(1), 1–10. https://doi.org/10.1186/s43093-020-00027-8

Major, D. A., Turner, J. E., & Fletcher, T. D. (2006). Linking proactive personality and the big five to motivation to learn and development activity. *Journal of Applied Psychology*, *91*(4), 927–935. https://doi.org/10.1037/0021-9010.91.4.927

Nemteanu, M. S., Dinu, V., & Dabija, D. C. (2021). Job insecurity, job instability, and job satisfaction in the context of the COVID-19 pandemic. *Journal of Competitiveness*, *13*(2), 65–82. https://doi.org/10.7441/JOC.2021.02.04

Orbell, S. (2003). Personality systems interactions theory and the theory of planned behaviour: Evidence that self-regulatory volitional components enhance enactment of studying behaviour. *British Journal of Social Psychology*, *42*(1), 95–112. https://doi.org/10.1348/014466603763276144

Ouyang, Z., Sang, J., Li, P., & Peng, J. (2015). Organizational justice and job insecurity as mediators of the effect of emotional intelligence on job satisfaction: A study from China. *Personality and Individual Differences*, *76*, 147–152. https://doi.org/10.1016/j.paid.2014.12.004

Pacheco, G., Morrison, P. S., Cochrane, B., Blumenfeld, S., & Rosenberg, B. (2010). Understanding Insecure Work. *New Zealand Work Research Institute*.

Pan, B., Shen, X., Liu, L., Yang, Y., & Wang, L. (2015). Factors associated with job satisfaction among university teachers in northeastern region of China: A cross-sectional study. *International Journal of Environmental Research and Public Health*, *12*(10), 12761–12775. https://doi.org/10.3390/ijerph121012761

Parker, S. K., & Collins, C. G. (2010). *Taking Stock : Integrating and Differentiating Multiple Proactive Behaviors*. *36*(3), 633–662. https://doi.org/10.1177/0149206308321554

Partina, A., Harsono, M., Runing, S., & Haryono, T. (2017). The Role of Perceived Organizational Support in the Relationship between Job insecurity and organizational citizenship behavior. *Paper Knowledge . Toward a Media History of Documents*, 12–26.

Pienaar, J., De Witte, H., Hellgren, J., & Sverke, M. (2013). The cognitive/affective distinction of job insecurity: Validation and differential relations. In *Southern African Business Review* (Vol. 17).

Plomp, J., Tims, M., Akkermans, J., Khapova, S. N., Jansen, P. G. W., & Bakker, A. B. (2016). Career competencies and job crafting: How proactive employees influence their well-being. *Career Development International*, *21*(6), 587–602. https://doi.org/10.1108/CDI-08-2016-0145

Probst, T. M. (2000). Wedded to the Job: Moderating Effects of Job Involvement on the Consequences of Job Insecurity. *Journal of Occupational Health Psychology*, *5*(1), 63–73. https://doi.org/10.KB7//1076-8998.5.I.63

Probst, T. M., & Brubaker, T. L. (2001). The effects of job insecurity on employee safety outcomes: cross-sectional and longitudinal explorations. *Journal of Occupational Health Psychology*, *6*(2), 139–159. https://doi.org/10.1037/1076-8998.6.2.139

Putu, N., Andriyanti, V., Wayan, I., & Supartha, G. (2021). Effect of perceived organizational support on organizational citizenship behavior with job satisfaction as mediating variables. *American Journal of Humanities and Social Sciences Research*, *5*, 46–55. www.ajhssr.com

Raziq, A., & Maulabakhsh, R. (2015). Impact of Working Environment on Job Satisfaction. *Procedia Economics and Finance*, *23*(October 2014), 717–725. https://doi.org/10.1016/s2212-5671(15)00524-9

Reisel, W. D., Chia, S.-L., Maloles, C. M., & Slocum, J. W. (2007). The Effects of Job Insecurity on Satisfaction and Perceived Organizational Performance. *Journal of Leadership & Organizational Studies*, *14*(2), 106–116. https://doi.org/10.1177/1071791907308055

Reisel, W., Probst, T., Chia, S. L., Maloles, C., & König, C. (2010). The effects of job insecurity on job satisfaction, organizational citizenship behavior, deviant behavior, and negative emotions of employees. *International Studies of Management and Organization*, *40*(1), 74–91. https://doi.org/10.2753/IMO0020-8825400105

Rhoades, L., & Eisenberger, R. (2002). Perceived organizational support: A review of the literature. *Journal of Applied Psychology*, *87*(4), 698–714. https://doi.org/10.1037/0021-9010.87.4.698

Rhoades, L., Eisenberger, R., & Armeli, S. (2001). Affective commitment to the organization: The contribution of perceived organizational support. In *Journal of Applied Psychology* (Vol. 86, Issue 5, pp. 825–836). https://doi.org/10.1037/0021-9010.86.5.825

Richter, A., Näswall, K., Bernhard-Oettel, C., & Sverke, M. (2014). Job insecurity and well-being: The moderating role of job dependence. *European Journal of Work and Organizational Psychology*, *23*(6), 816–829. https://doi.org/10.1080/1359432X.2013.805881

Robbins, S. P., & Judge, T. A. (2013). *Organizational Behavior* (15th ed.). Pearson Education. https://www.ptonline.com/articles/how-to-get-better-mfi-results

Roberts, H. E., & Foti, R. J. (1998). *EVALUATING THE INTERACTION BETWEEN SELF-LEADERSHIP AND WORK STRUCTURE IN PREDICTING JOB SATISFACTION*. *12*(3), 257–267.

Rosenblatt, Z., & Ruvio, A. (1996). A Test of a Multidimensional Model of Job Insecurity : The Case of Israeli Teachers Author (s): Zehava Rosenblatt and Ayalla Ruvio Source : Journal of Organizational Behavior , Vol . 17 , Special Issue : Work Values Worldwide Published by : Wiley Stable. *Journal of Organizational Behavior*, *17*(1996), 587–605.

Salvador, A., Moreira, L., Pitacho, 2022, Salvador, M., Moreira, A., & Pitacho, L. (2022). *Citation: Perceived Organizational Culture and Turnover Intentions: The Serial Mediating Effect of Perceived Organizational Support and Job Perceived Organizational Culture and Turnover Intentions: The Serial Mediating Effect of Perceived Organizational Support and Job Insecurity*. https://doi.org/10.3390/socsci

Scott, S. G., Bruce, R. A., Scott, S. G., & Bruce, R. A. (2013). *DETERMINANTS OF INNOVATIVE BEHAVIOR : A PATH MODEL OF INDIVIDUAL INNOVATION IN THE WORKPLACE*. *37*(3), 580–607.

Seibert, S., Crant, M., & Kraimer, M. (1999). Proactive Personality and Career Success. *Journal of Applied Psychology*, *84*(3), 416–427.

Seibert, S. E., Grant, J. M., & Kraimer, M. L. (1999). Proactive Personality and Career Success. In *Journal of Applied Psychology* (Vol. 84, Issue 3).

Smit, N. W. H., De Beer, L. T., & Pienaar, J. (2016). Work stressors, job insecurity, union support, job satisfaction and safety outcomes within the iron ore mining environment. *SA Journal of Human Resource Management*. https://doi.org/10.4102/sajhrm

Sokro, E., Pillay, S., & Bednall, T. (2021). The effects of perceived organisational support on expatriate adjustment, assignment completion and job satisfaction. *International Journal of Cross Cultural Management*, *21*(3), 452–473. https://doi.org/10.1177/14705958211061007

Spector, P. E. (1985). Measurement of Human Service Staff Satisfaction: Development of the Job Satisfaction Survey. In *American Journal of Community Psychology* (Vol. 13, Issue 6).

Sverke, M., Låstad, L., Hellgren, J., Richter, A., & Näswall, K. (2019). A meta-analysis of job insecurity and employee performance: testing temporal aspects, rating source, welfare regime, and union density as moderators. *International Journal of Environmental Research and Public Health*, *16*(14). https://doi.org/10.3390/ijerph16142536

Syachradjat. (2015). Kebijakan, implementasi serta permasalahan diseputar kontrak kerja/perjanjian kerja waktu tertentu haruskah kontrak kerja dihapuskan? *Artikel Ketenagakerjaan*.

Taber, K. S. (2018). The Use of Cronbach's Alpha When Developing and Reporting Research Instruments in Science Education. *Research in Science Education*, *48*(6), 1273–1296. https://doi.org/10.1007/s11165-016-9602-2

Tayfur Ekmekci, O., Bayhan Karapinar, P., Metin Camgoz, S., Ozsoy Ozmen, A., & Kumbul Guler, B. (2021). Academics' Responses to Job Insecurity: The Mediating Effect of Job Satisfaction. *Higher Education Policy*, *34*(1), 218–237. https://doi.org/10.1057/s41307-018-00129-7

Taylor, M. S., & Giannantonio, C. M. (1993). Forming, Acfap ting, and Terminating the Employment Relationship: A Review of the Literature from Individual, Organizational, & In terac tionis t Perspec fives. In *Journal of Management* (Vol. 19, Issue 2).

Thompson, J. A. (2005). Proactive personality and job performance: A social capital perspective. *Journal of Applied Psychology*, *90*(5), 1011–1017. https://doi.org/10.1037/0021-9010.90.5.1011

Tolentino, L. R., Raymund, P., Garcia, J. M., Lu, V. N., Restubog, S. L. D., Bordia, P., & Plewa, C. (2013). Career adaptation: The relation of adaptability to goal orientation, proactive personality, and career optimism. *Journal of Vocational Behavior*, *February*. https://doi.org/10.1016/j.jvb.2013.11.004

Turban, D. B., & Keon, T. L. (1993a). Organizational Attractiveness: An Interactionist Perspective. *Journal of Applied Psychology*, *78*(2), 184–193. https://doi.org/10.1037/0021-9010.78.2.184

Turban, D. B., & Keon, T. L. (1993b). Organizational Attractiveness: An Interactionist Perspective. *Journal of Applied Psychology*, *78*(2), 184–193. https://doi.org/10.1037/0021-9010.78.2.184

Vujičić, D., Jovičić, A., Lalić, D., Gagić, S., & Cvejanov, A. (2015). The relation between job insecurity, job satisfaction and organizational commitment among employees in the tourism sector in Novi Sad. *Economic and Industrial Democracy*, *36*(4), 633–652. https://doi.org/10.1177/0143831X14527017

Wang, D., Weng, Q., Kiani, A., & Ali, A. (2022). Job insecurity and unethical pro-organizational behavior: The joint moderating effects of moral identity and proactive personality. *Personality and Individual Differences*, *195*. https://doi.org/10.1016/j.paid.2022.111685

Wang, H., & Lei, L. (2023). Proactive personality and job satisfaction: Social support and Hope as mediators. *Current Psychology*, *42*(1), 126–135. https://doi.org/10.1007/s12144-021-01379-2

Weiss, D., Dawis, R., England, G., & Loftquist, L. (1967). *Manual for the Minnesota Satisfaction Questionnaire*.

Witte, H. De. (1999). Job Insecurity and Psychological Well-being: Review of the Literature and Exploration of Some Unresolved Issues. *European Journal of Work and Organizational Psychology*, *8*(2), 155–177. https://doi.org/10.1080/135943299398302

Wolfe, E., Phelps, C. C., & Phelps, C. C. (2014). *TAKING CHARGE AT WORK : EXTRAROLE EFFORTS TO INITIATE WORKPLACE CHANGE*. *42*(4), 403–419.

Wulandari, S. Z., & Indartono, S. (2021). The role of tacit knowledge sharing and critical adaptability in the dynamic effect of training quality on organisational performance: the model of Indonesian banking industry. *International Journal of Management and Enterprise Development*, *20*(3), 295. https://doi.org/10.1504/IJMED.2021.118421

Wulandari, S. Z., Pariyanti, E., & Febriyanto, F. (2023). Turnover Intention among employees of Small and Medium Enterprises (SMEs): the moderating role of Employee Engagement. *Jurnal Organisasi Dan Manajemen*, *19*(2), 410–423. https://doi.org/10.33830/jom.v19i2.3711.2023

Yaşlıoğlu, M., Karagülle, A. Ö., & Baran, M. (2013). An Empirical Research on the Relationship between Job Insecurity, Job Related Stress and Job Satisfaction in Logistics Industry. *Procedia - Social and Behavioral Sciences*, *99*, 332–338. https://doi.org/10.1016/j.sbspro.2013.10.501

Yeves, J., Bargsted, M., Cortes, L., Merino, C., & Cavada, G. (2019). Age and perceived employability as moderators of job insecurity and job satisfaction: A moderated moderation model. *Frontiers in Psychology*, *10*(APR). https://doi.org/10.3389/fpsyg.2019.00799

Yi-Feng Chen, N., Crant, J. M., Wang, N., Kou, Y., Qin, Y., Yu, J., & Sun, R. (2021). When there is a will there is a way: The role of proactive personality in combating COVID-19. *Journal of Applied Psychology*, *106*(2), 199–213. https://doi.org/10.1037/apl0000865

Yuliani, F., Syahrul, L., Lukito, H., & Hidayat, T. (2021). Affective Commitment in Questions: Does LMX, POS, and Job Satisfaction being Answer? *Enrichment: Journal of Management*, *12*(1). www.enrichment.iocspublisher.org

Zheng, X., Diaz, I., Tang, N., & Tang, K. (2014a). Job insecurity and job satisfaction: The interactively moderating effects of optimism and person-supervisor deep-level similarity. *Career Development International*, *19*(4), 426–446. https://doi.org/10.1108/CDI-10-2013-0121

Zheng, X., Diaz, I., Tang, N., & Tang, K. (2014b). Job insecurity and job satisfaction: The interactively moderating effects of optimism and person-supervisor deep-level similarity. *Career Development International*, *19*(4), 426–446. https://doi.org/10.1108/CDI-10-2013-0121

Zhou, L., Li, S., Zhou, L., Tao, H., & Bouckenooghe, D. (2023). The effects of perceived organizational support on employees' sense of job insecurity in times of external threats: an empirical investigation under lockdown conditions in China. *Asian Business and Management*. https://doi.org/10.1057/s41291-023-00219-4

Zumrah, A. R., & Boyle, S. (2015). The effects of perceived organizational support and job satisfaction on transfer of training. *Personnel Review*, *44*(2), 236–254. https://doi.org/10.1108/PR-02-2013-0029