

DAFTAR PUSTAKA

- Abid, H. R., Gul, H., & Azimi, A. B. (2023). Examining the Moderating Role of Conscientiousness on Abusive Supervision and Emotional Exhaustion Leading to Employee Creativity. *International Journal of Science and Business*, 26(1), 103–123. <https://doi.org/10.58970/IJSB.2159>
- Afsar, B., & Umrani, W. A. (2019). Transformational leadership and innovative work behavior. *European Journal of Innovation Management*, 23(3), 402–428. <https://doi.org/10.1108/EJIM-12-2018-0257>
- Ahmed, H., & Sigamony, C. (2020). Effect of Employee Creativity on Project Performance with the Mediating Role of Knowledge Sharing and Moderating Role of Openness to Experience. *Global Social Sciences Review*, V(II), 137–148. [https://doi.org/10.31703/gssr.2020\(V-II\).13](https://doi.org/10.31703/gssr.2020(V-II).13)
- Ahmed Iqbal, Z., Abid, G., Arshad, M., Ashfaq, F., Athar, M. A., & Hassan, Q. (2021). Impact of Authoritative and Laissez-Faire Leadership on Thriving at Work: The Moderating Role of Conscientiousness. *European Journal of Investigation in Health, Psychology and Education*, 11(3), 667–685. <https://doi.org/10.3390/ejihpe11030048>
- Aiken, L. S., & West, S. G. (1991). *Multiple regression: Testing and interpreting interactions*. Sage Publications.
- Allport, G. W., & Odbert, H. S. (1936). Trait-names: A psycho-lexical study. *Psychological Monographs*, 47(1), i–171. <https://doi.org/10.1037/h0093360>
- American Psychological Association. (2019). *Stress in America™ 2019: Stress and Current Events*.
- Anderson, N., Potočnik, K., & Zhou, J. (2014). Innovation and Creativity in Organizations. *Journal of Management*, 40(5), 1297–1333. <https://doi.org/10.1177/0149206314527128>
- Antequera-Jurado, R., Moreno-Rosset, C., & Ramírez-Uclés, I. (2024). The specific psychosocial modulator factors of emotional adjustment in infertile individuals compared to fertile people. *Current Psychology*, 43(2), 1943–1951. <https://doi.org/10.1007/s12144-023-04436-0>
- Azeem, M., Ahmed, M., Haider, S., & Sajjad, M. (2021). Expanding competitive advantage through organizational culture, knowledge sharing and organizational innovation. *Technology in Society*, 66, 101635. <https://doi.org/10.1016/j.techsoc.2021.101635>
- Bank Indonesia. (2021). *Survei Pekerja Gig di Indonesia: Tren dan Dampak Ekonomi*.
- Bank Indonesia. (2022). *Profil Demografi Pekerja Gig di Indonesia*.
- BARRICK, M. R., & MOUNT, M. K. (1991). THE BIG FIVE PERSONALITY DIMENSIONS AND JOB PERFORMANCE: A META- ANALYSIS. *Personnel Psychology*, 44(1), 1–26. <https://doi.org/10.1111/j.1744-6570.1991.tb00688.x>
- Bauer, T. N. (2010). *Onboarding New Employees: Maximizing Success*. SHRM Foundation. <https://www.scribd.com/document/865611817/Onboarding-New-Employees-Maximizing-Success-pdf>
- BEKRAF. (2018). *Laporan Perkembangan Ekonomi Kreatif dan Gig Economy 2017-2018*.
- Bhargava, M., Sharma, A., Mohanty, B., & Lahiri, M. M. (2022). Moderating Role of Personality in Relationship to Financial Attitude, Financial Behaviour, Financial

- Knowledge and Financial Capability. *International Journal of Sustainable Development and Planning*, 17(6), 1997–2006. <https://doi.org/10.18280/ijstdp.170635>
- Bojanowska, A., & Urbańska, B. (2021). Individual values and well-being: The moderating role of personality traits. *International Journal of Psychology*, 56(5), 698–709. <https://doi.org/10.1002/ijop.12751>
- Cattell, R. B. (1946). *Description and measurement of personality*. World Book.
- Ching, G.-S. (2021). The Moderating Role of Personality in the Relationship between Internet Use and Study Abroad Difficulties. *International Journal of Environmental Research and Public Health*, 18(14), 7707. <https://doi.org/10.3390/ijerph18147707>
- Choi, C., & Mwakatumbula, H. (2020). Digital skills for gig workers in digital platforms. *Digital Skills Insights*. https://www.researchgate.net/publication/344927745_Digital_skills_for_gig_workers_in_digital_platforms?utm_source=chatgpt.com#:~:text=Download,citation-,Copy,-link
- Cohen, J., Cohen, P., West, S. G., & Aiken, L. S. (2003). *Applied multiple regression/correlation analysis for the behavioral sciences (3rd ed.)*. Lawrence Erlbaum Associates.
- Contreras, F., Baykal, E., & Abid, G. (2020). E-Leadership and Teleworking in Times of COVID-19 and Beyond: What We Know and Where Do We Go. *Frontiers in Psychology*, 11. <https://doi.org/10.3389/fpsyg.2020.590271>
- Cook, C., Diamond, R., Hall, J. V., List, J. A., & Oyer, P. (2020). The gender earnings gap in the gig economy: Evidence from over a million rideshare drivers. *National Bureau of Economic Research*. <https://doi.org/https://doi.org/10.3386/w26684>
- Cui, G., Wang, F., & Zhang, Y. (2023). Buffer or boost? the role of openness to experience and knowledge sharing in the relationship between team cognitive diversity and members' innovative work behavior. *Current Psychology*, 42(29), 25233–25245. <https://doi.org/10.1007/s12144-022-03633-7>
- Damianus, A. & L. G. R. M. (2023). Promoting Innovative Work Behavior Through Innovative Work Environment. *Divine Word International Journal of Management and Humanities*, 2(3), 374–412. <https://dwijmh.org/index.php/dwijmh/index>
- Darvishmotevali, M., Altinay, L., & De Vita, G. (2023). Job autonomy and innovative work behavior: A meta-analytic review. *Personnel Review*. <https://doi.org/https://doi.org/10.1108/PR-05-2022-0365>
- Deloitte. (2023). *2023 Gen Z and Millennial Survey*. <https://www.deloitte.com/global/en/issues/work/genz-millennial-survey.html>
- Despinur Dara, Hamidah, S. (2022). Job autonomy, Work Satisfaction, and Innovative work behavior: Investigation of Indonesian Lecturers. *Journal of Positive School Psychology*, 6(2). <https://journalppw.com/index.php/jpsp/article/view/1685/934>
- Dettmers, J., & Bredehöft, F. (2020). The Ambivalence of Job Autonomy and the Role of Job Design Demands. *Scandinavian Journal of Work and Organizational Psychology*, 5(1). <https://doi.org/10.16993/sjwop.81>
- DeYoung, C. G., Peterson, J. B., & Higgins, D. M. (2005). Sources of Openness/Intellect: Cognitive and Neuropsychological Correlates of the Fifth Factor of Personality.

- Journal of Personality*, 73(4), 825–858. <https://doi.org/10.1111/j.1467-6494.2005.00330.x>
- DeYoung, C. G., Quilty, L. C., & Peterson, J. B. (2007). Between facets and domains: 10 aspects of the Big Five. *Journal of Personality and Social Psychology*, 93(5), 880–896. <https://doi.org/10.1037/0022-3514.93.5.880>
- Dong, R., & Wang, P. (2024). 工作自主性的“过犹不及”效应：资源消耗与心理健康的关系 [The Too-Much-of-a-Good-Thing Effect of Job Autonomy: Resource Depletion and Psychological Health]. *Journal of Industrial Psychology (China)*, 42(1), 45–58.
- Duanguppama, S., Jadesadalug, V., & Ponchaitiwat, K. (2025a). Influence of Employee Well-Being and Work Flexibility on Innovative Work Behavior and Job Performance: A Comparative Study of Full-Time and Gig Workers in Digital Business. *Tourism and Hospitality*, 6(4), 166. <https://doi.org/10.3390/tourhosp6040166>
- Duanguppama, S., Jadesadalug, V., & Ponchaitiwat, K. (2025b). Influence of Employee Well-Being and Work Flexibility on Innovative Work Behavior and Job Performance: A Comparative Study of Full-Time and Gig Workers in Digital Business. *Tourism and Hospitality*, 6(4), 166. <https://doi.org/10.3390/tourhosp6040166>
- Eldesouky, L., & John, O. P. (2023). Openness to Experience and Health: A Review of the Literature. *Frontiers in Neurology*, 14.
- Endler, N. S., & Magnusson, D. (1976). Toward an interactional psychology of personality. *Psychological Bulletin*, 83(5), 956–974. <https://doi.org/10.1037/0033-2909.83.5.956>
- Field, A. (2018). *Discovering statistics using IBM SPSS statistics (5th ed.)*. Sage Publications.
- Fiers, F. (2024). Resilience in the gig economy: digital skills in online freelancing. *Journal of Computer-Mediated Communication*, 29(5). <https://doi.org/10.1093/jcmc/zmae014>
- FRIED, Y., & FERRIS, G. R. (1987). THE VALIDITY OF THE JOB CHARACTERISTICS MODEL: A REVIEW AND META- ANALYSIS. *Personnel Psychology*, 40(2), 287–322. <https://doi.org/10.1111/j.1744-6570.1987.tb00605.x>
- Ganter, A., & Hecker, A. (2014). Configurational paths to organizational innovation: qualitative comparative analyses of antecedents and contingencies. *Journal of Business Research*, 67(6), 1285–1292. <https://doi.org/10.1016/j.jbusres.2013.03.004>
- Ghimire, S., Haron, A. J., & Bhatti, H. S. (2021). NoTransformational Leadership and Employee Creativity in an Information Technology (IT) Enterprises: Moderating Role of Openness to Experience. *Journal of Human Resource and Sustainability Development*, 10(3), 1–5.
- Ghozali, I. (2021). *Aplikasi Analisis Multivariate dengan Program IBM SPSS 26 (10th ed.)*. Badan Penerbit Universitas Diponegoro.
- Gill, A. A., Ansari, R. H., Iqbal, S., & Asim, J. (2021). Examine the individual's behavioural intentions to use Green Information technology: Moderating role of personality trait conscientiousness. *Journal of Contemporary Issues in Business and Government*, 26(02). <https://doi.org/10.47750/cibg.2020.26.02.162>

- Goldberg, L. R. (1990). An alternative “description of personality”: The Big-Five factor structure. *Journal of Personality and Social Psychology*, 59(6), 1216–1229. <https://doi.org/10.1037/0022-3514.59.6.1216>
- Gong, Y., Kim, T.-Y., & Zhu, J. (2024). A contingency perspective on job autonomy and innovation: The role of knowledge intensity. *Human Resource Management*, 63(1), 45–62.
- González-Anta, B., Orengo, V., Zornoza, A., Peñarroja, V., & Gamero, N. (2021). Sustainable Virtual Teams: Promoting Well-Being through Affect Management Training and Openness to Experience Configurations. *Sustainability*, 13(6), 3491. <https://doi.org/10.3390/su13063491>
- Graham, M., Stewart, A., Stanford, J., Abraham, J., Ziegler, J., MacDonald, R., & Giazitzoglu, A. (2020). Making Sense of Gig Work. *LMIC-CIMT*.
- Grant, A. M., & Schwartz, B. (2011). Too Much of a Good Thing. *Perspectives on Psychological Science*, 6(1), 61–76. <https://doi.org/10.1177/1745691610393523>
- Graziano, W. G., & Eisenberg, N. (1997). Agreeableness. In *Handbook of Personality Psychology* (pp. 795–824). Elsevier. <https://doi.org/10.1016/B978-012134645-4/50031-7>
- Gujarati, D. N., & Porter, D. C. (2009). *Basic econometrics (5th ed.)*. McGraw-Hill.
- Guo, L., Jiang, W., & Zhang, J. (2021). Corporate social responsibility and innovative work behavior: Evidence from the hospitality industry. *International Journal of Contemporary Hospitality Management*, 33(2), 664–686.
- Hackman, J. R., & Oldham, G. R. (1976). Motivation through the design of work: test of a theory. *Organizational Behavior and Human Performance*, 16(2), 250–279. [https://doi.org/10.1016/0030-5073\(76\)90016-7](https://doi.org/10.1016/0030-5073(76)90016-7)
- Hair et al. (2019). *Multivariate Data Analysis (8th ed.)*. Cengage.
- Hair, J. F., Ringle, C. M., & Sarstedt, M. (2011). PLS-SEM: Indeed a Silver Bullet. *Journal of Marketing Theory and Practice*, 19(2), 139–152. <https://doi.org/10.2753/MTP1069-6679190202>
- Hapsari, P. A., & Kartikasari, D. (2023). Pengaruh Gaya Kepemimpinan dan Lingkungan Kerja terhadap Kinerja Karyawan Generasi Z. *Jurnal Ekonomi Dan Bisnis Perbanas*, 5(1), 45–54.
- Hassi, A., Rohlfer, S., & Jebsen, S. (2025). Organizational climate for initiative and innovative work behavior: A moderated mediation model. *Evidence-based HRM*.
- Hassi, A., Rohlfer, S., & Jebsen, S. (2022). Empowering leadership and innovative work behavior: the mediating effects of climate for initiative and job autonomy in Moroccan SMEs. *EuroMed Journal of Business*, 17(4), 503–518. <https://doi.org/10.1108/EMJB-01-2021-0010>
- Hathaway, L., & O’Shields, B. (2022). Understanding and Engaging Generation Z. *ACSM’S Health & Fitness Journal*, 26(4), 39–42. <https://doi.org/10.1249/FIT.0000000000000774>
- Hayes, A. F. (2018). *Introduction to mediation, moderation, and conditional process analysis: A regression-based approach (2nd ed.)*. The Guilford Press.

- Hildenbrand, K., Sacramento, C. A., & Binnewies, C. (2018). Transformational leadership and burnout: The role of thriving and followers' openness to experience. *Journal of Occupational Health Psychology, 23*(1), 31–43. <https://doi.org/10.1037/ocp0000051>
- Howard, J. L., Gagné, M., Morin, A. J. S., & Forest, J. (2021). Examining the relationships between work motivation and psychological health and distress: A longitudinal test of basic psychological needs theory. *Work & Stress, 35*(2), 175–193.
- Hu, Y., & Lü, W. (2024). Meaning in life and health behavior habits during the COVID-19 pandemic: Mediating role of health values and moderating role of conscientiousness. *Current Psychology, 43*(16), 14935–14943. <https://doi.org/10.1007/s12144-022-04020-y>
- Humphrey, S. E., Nahrgang, J. D., & Morgeson, F. P. (2007). Integrating motivational, social, and contextual work design features: A meta-analytic summary and theoretical extension of the work design literature. *Journal of Applied Psychology, 92*(5), 1332–1356. <https://doi.org/10.1037/0021-9010.92.5.1332>
- Huu, L. T. (2023). Digital autonomy and innovative work behavior among IT employees: The mediating role of job satisfaction. *Journal of Innovation & Knowledge, 8*(3).
- ILO. (2021). *World Employment and Social Outlook: The role of digital labour platforms in transforming the world of work*. <https://www.ilo.org/publications/flagship-reports/role-digital-labour-platforms-transforming-world-work>
- Indeed. (2024). Unemployment benefits for self-employed, contract, and gig workers. *Indeed*. <https://www.indeed.com/career-advice/finding-a-job/unemployment-for-self-employed>
- Indonesia), A. (Asosiasi P. J. I. (2023). *Survei Penetrasi Internet di Indonesia 2023*.
- International Labour Office. (2023). *Digital labour platforms and the future of work: Insights into the gig economy and youth employment*.
- 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>
- Jauk, E. (2019). The neurobiology of openness as a personality trait. *Frontiers in Neurology*. <https://doi.org/https://doi.org/10.3389/fneur.2023.1235345>
- John, O. P., & Srivastava, S. (1999). *The Big Five Trait taxonomy: History, measurement, and theoretical perspectives*. Guilford Press. <https://psycnet.apa.org/record/1999-04371-004>
- K, P. (2024). Understanding the Role of Company Culture and Human Resource Policies on Innovative Work Practice: A Field Study among Women Workers in South India's IT Industry. *Pakistan Journal of Life and Social Sciences (PJLSS), 22*(2). <https://doi.org/10.57239/PJLSS-2024-22.2.00642>
- Karasek, R. A. (1979). Job Demands, Job Decision Latitude, and Mental Strain: Implications for Job Redesign. *Administrative Science Quarterly, 24*(2), 285. <https://doi.org/10.2307/2392498>
- Kaufman, S. B., Quilty, L. C., Grazioplene, R. G., Hirsh, J. B., Gray, J. R., Peterson, J. B., & DeYoung, C. G. (2016). Openness to Experience and Intellect Differentially Predict Creative Achievement in the Arts and Sciences. *Journal of Personality, 84*(2), 248–258. <https://doi.org/10.1111/jopy.12156>

- Kementerian Ketenagakerjaan Republik Indonesia. (2023). *Statistik Ketenagakerjaan dan Dampak Gig Economy 2023*.
- Kolot, A., Herasymenko, O., & Shevchenko, A. (2023). GIG ECONOMY AS A FORM OF MODERN WORK PRACTICES: SCIENTIFIC DISCOURSE AND PRACTICAL ASPECTS. *Věda a Perspektivy*, (2(21)). [https://doi.org/10.52058/2695-1592-2023-2\(21\)-9-23](https://doi.org/10.52058/2695-1592-2023-2(21)-9-23)
- Le, H., Oh, I.-S., Robbins, S. B., Iliès, R., Holland, E., & Westrick, P. (2011). Too much of a good thing: Curvilinear relationships between personality traits and job performance. *Journal of Applied Psychology*, 96(1), 113–133. <https://doi.org/10.1037/a0021016>
- Lee, S., Park, J., & Kim, K. (2023). When does job autonomy promote innovation? Examining the moderating roles of psychological safety and task interdependence. *Journal of Organizational Behavior*, 44(2).
- Lemeshow, S., Hosmer, D. W., Klar, J., & Lwanga, S. K. (1990). *Adequacy of sample size in health studies*.
- Lewin, K. (1935). *A dynamic theory of personality; selected papers*. McGraw-Hill book company. https://catalog.nlm.nih.gov/discovery/fulldisplay?docid=alma99316333406676&context=L&vid=01NLM_INST:01NLM_INST&lang=en&search_scope=MyInstitution&adaptor=LocalSearchEngine&tab=LibraryCatalog&query=mesh,exact,Personality,AND&mode=advanced&offset=20
- Li, N., & Zhu, Y. (2021). Team temporal leadership and innovative work behavior: A multilevel mediated model. *Journal of Leadership & Organizational Studies*, 29(1), 131–144.
- Liu, W., He, C., Jiang, Y., Ji, R., & Zhai, X. (2020). Effect of Gig Workers' Psychological Contract Fulfillment on Their Task Performance in a Sharing Economy—A Perspective from the Mediation of Organizational Identification and the Moderation of Length of Service. *International Journal of Environmental Research and Public Health*, 17(7), 2208. <https://doi.org/10.3390/ijerph17072208>
- Liu, Z., Ge, L., & Peng, W. (2016). How organizational tenure affects innovative behavior? *Nankai Business Review International*, 7(1), 99–126. <https://doi.org/10.1108/NBRI-01-2016-0001>
- Lukes, M., & Stephan, U. (2017). Measuring employee innovation. *International Journal of Entrepreneurial Behavior & Research*, 23(1), 136–158. <https://doi.org/10.1108/IJEER-11-2015-0262>
- Lyons, S. T., & Schweitzer, L. (2016). A Qualitative Exploration of Generational Identity: Making Sense of Young and Old in the Context of Today's Workplace. *Work, Aging and Retirement*, waw024. <https://doi.org/10.1093/workar/waw024>
- MacCann, C., Duckworth, A. L., & Roberts, R. D. (2009). Empirical identification of the major facets of Conscientiousness. *Learning and Individual Differences*, 19(4), 451–458. <https://doi.org/10.1016/j.lindif.2009.03.007>

- Maran, M., Ghezzi, A., & Giudici, A. (2023). Platformized freelancers as strategic innovators: Exploring innovative work behavior in digital labor markets. *Technovation*.
- McCrae, R. R. (1996). Social consequences of experiential openness. *Psychological Bulletin*, *120*(3), 323–337. <https://doi.org/10.1037/0033-2909.120.3.323>
- McCrae, R. R., & Costa, P. T., Jr. (1999). *A five-factor theory of personality*. Guilford Press.
- McCrae, R. R., & Costa, P. T. (1997a). Conceptions and Correlates of Openness to Experience. In *Handbook of Personality Psychology* (pp. 825–847). Elsevier. <https://doi.org/10.1016/B978-012134645-4/50032-9>
- McCrae, R. R., & Costa, P. T. (1997b). Personality trait structure as a human universal. *American Psychologist*, *52*(5), 509–516. <https://doi.org/10.1037/0003-066X.52.5.509>
- Mischel, W. (2013). *Personality and Assessment*. Psychology Press. <https://doi.org/10.4324/9780203763643>
- Mohd Hed, N., & Rosli, N. A. (2025). Navigating the Gig Economy: What Drives Malaysian Youth? *Journal of Applied Youth Studies*. <https://doi.org/10.1007/s43151-025-00192-z>
- Morgeson, F. P., Delaney-Klinger, K., & Hemingway, M. A. (2005). The Importance of Job Autonomy, Cognitive Ability, and Job-Related Skill for Predicting Role Breadth and Job Performance. *Journal of Applied Psychology*, *90*(2), 399–406. <https://doi.org/10.1037/0021-9010.90.2.399>
- Morgeson, F. P., & Humphrey, S. E. (2006). The Work Design Questionnaire (WDQ): Developing and validating a comprehensive measure for assessing job design and the nature of work. *Journal of Applied Psychology*, *91*(6), 1321–1339. <https://doi.org/10.1037/0021-9010.91.6.1321>
- Ng, T. W. H., & Feldman, D. C. (2010). Organizational Tenure and Job Performance. *Journal of Management*, *36*(5), 1220–1250. <https://doi.org/10.1177/0149206309359809>
- Nordin, W. N. A. W. M., Kamil, N. L. M., & Govindaraju, V. G. R. (2024). Multilevel study of transformational leadership and work behavior: Job autonomy matters in public service. *Management Research Review*, *47*(10).
- Ok, C., Cho, E., & Park, J. (2023). The Impact of Workaholism on Job Satisfaction Depending on Personality: Focusing on the Moderating Role of Conscientiousness. *The Institute of Management and Economy Research*, *14*(4), 217–231. <https://doi.org/10.32599/apjb.14.4.202312.217>
- Oldham, G. R., & Hackman, J. R. (2010). Not what it was and not what it will be: The future of job design research. *Journal of Organizational Behavior*, *31*(2–3), 463–479. <https://doi.org/10.1002/job.678>
- Opoku Mensah, A., & Koomson, S. (2021). Openness to experience moderates psychological contract breach–job satisfaction tie-in. *PSU Research Review*, *5*(3), 215–228. <https://doi.org/10.1108/PRR-03-2020-0008>
- Owusu, N. K., Boateng, R. K., Agyei, P. M., Annan, J. M., Ayensu, E., & Andoh, R. P. K. (2025). Job autonomy and innovative work behaviour among teachers in Ghana:

- mediating role of employee work engagement. *On the Horizon: The International Journal of Learning Futures*, 33(2), 186–198. <https://doi.org/10.1108/OTH-06-2024-0032>
- Özkara, Z. U. (2024). Örgütsel Sinizmin Görev Performansı Üzerindeki Etkisi: Sorumluluk Bilincinin Düzenleyicilik Rolü (The Effect of Organizational Cynicism on Task Performance: The Moderating Role of Conscientiousness). *Journal of Business Research - Turk*. <https://doi.org/10.20491/isarder.2024.1886>
- Parker, S. K., Axtell, C. M., & Turner, N. (2001). Designing a safer workplace: Importance of job autonomy, communication quality, and supportive supervisors. *Journal of Occupational Health Psychology*, 6(3), 211–228. <https://doi.org/10.1037/1076-8998.6.3.211>
- Parker, S. K., Morgeson, F. P., & Johns, G. (2017). One hundred years of work design research: Looking back and looking forward. *Journal of Applied Psychology*, 102(3), 403–420. <https://doi.org/10.1037/apl0000106>
- Pervin, L. A., & John, O. P. (2001). *Personality: Theory and research (8th ed.)*. John Wiley & Sons. https://www.researchgate.net/publication/278672153_Personality_theory
- Pierce, J. R., & Aguinis, H. (2013). The Too-Much-of-a-Good-Thing Effect in Management. *Journal of Management*, 39(2), 313–338. <https://doi.org/10.1177/0149206311410060>
- QUINONES, M. A., FORD, J. K., & TEACHOUT, M. S. (1995). THE RELATIONSHIP BETWEEN WORK EXPERIENCE AND JOB PERFORMANCE: A CONCEPTUAL AND META-ANALYTIC REVIEW. *Personnel Psychology*, 48(4), 887–910. <https://doi.org/10.1111/j.1744-6570.1995.tb01785.x>
- Robbins, S. P., & Judge, T. A. (2019). *Organizational behavior (18th ed.)*. Pearson. https://www.pearson.com/en-us/subject-catalog/p/organizational-behavior/P200000006036/9780136879619?srsltid=AfmBOorjpx2SrfKnEswaFyYGZZ1kl46Aiu8bHE7yqOui_kKXPY5OPC1P
- Roberts, B. W., Jackson, J. J., Fayard, J. V., Edmonds, G., & Meints, J. (2009). Conscientiousness. In *Handbook of individual differences in social behavior* (pp. 369–381). Guilford Press.
- Samimi Dehkordi, S., Radević, I., Černe, M., Božič, K., & Lamovšek, A. (2025). The Three-Way Interaction of Autonomy, Openness to Experience, and Techno-Invasion in Predicting Employee Creativity. *The Journal of Creative Behavior*, 59(1). <https://doi.org/10.1002/jocb.679>
- Sashkin, M. (1982). WORK REDESIGN J. R. Hackman and G. R. Oldham Reading, MA: Addison-Wesley, 1980, xxvii + 330 pp. *Group & Organization Studies*, 7(1), 121–124. <https://doi.org/10.1177/105960118200700110>
- Sawang, S., O'Connor, P. J., Kivits, R. A., & Jones, P. (2020). Business Owner-Managers' Job Autonomy and Job Satisfaction: Up, Down or No Change? *Frontiers in Psychology*, 11. <https://doi.org/10.3389/fpsyg.2020.01506>
- Schmidt, F. L., & Hunter, J. E. (1998). The validity and utility of selection methods in personnel psychology: Practical and theoretical implications of 85 years of research findings. *Psychological Bulletin*, 124(2), 262–274. <https://doi.org/10.1037/0033-2909.124.2.262>

- Scott, S. G., & Bruce, R. A. (1994). DETERMINANTS OF INNOVATIVE BEHAVIOR: A PATH MODEL OF INDIVIDUAL INNOVATION IN THE WORKPLACE. *Academy of Management Journal*, 37(3), 580–607. <https://doi.org/10.2307/256701>
- Sears, G. J., & Han, Y. (2021). Do employee responses to organizational support depend on their personality? The joint moderating role of conscientiousness and emotional stability. *Employee Relations: The International Journal*, 43(5), 1130–1146. <https://doi.org/10.1108/ER-06-2020-0267>
- Seemiller, C., & Grace, M. (2016). *Generation Z Goes to College*. Jossey-Bass.
- Shakil, R. M., Memon, M. A., & Ting, H. (2023). Inclusive leadership and innovative work behaviour: the mediating role of job autonomy. *Quality & Quantity*, 57(S4), 707–721. <https://doi.org/10.1007/s11135-021-01102-0>
- Singh, P. (2022). Conscientiousness moderates the relationship between neuroticism and health- risk behaviors among adolescents. *Scandinavian Journal of Psychology*, 63(3), 256–264. <https://doi.org/10.1111/sjop.12799>
- Siyoto, S., & Sodik, A. (2015). *Dasar Metodologi Penelitian*. Literasi Media Publishing. https://www.researchgate.net/publication/314093441_Dasar_Metodologi_Penelitian
- Spreitzer, G. M. (1995). PSYCHOLOGICAL, EMPOWERMENT IN THE WORKPLACE: DIMENSIONS, MEASUREMENT AND VALIDATION. *Academy of Management Journal*, 38(5), 1442–1465. <https://doi.org/10.2307/256865>
- Srikanth, P. B., Thakur, M., & Dust, S. B. (2022). The curvilinear relationship between abusive supervision and performance: The moderating role of conscientiousness and the mediating role of attentiveness. *Journal of Business Research*, 150, 663–675. <https://doi.org/10.1016/j.jbusres.2022.05.073>
- Stiglbauer, B., & Kovacs, C. (2018). The more, the better? Curvilinear effects of job autonomy on well-being from vitamin model and PE-fit theory perspectives. *Journal of Occupational Health Psychology*, 23(4), 520–536. <https://doi.org/10.1037/ocp0000107>
- Sugiarto, W., Suyasa, P. T. Y. S., & Lie, D. (2017). Peran Conscientiousness sebagai Moderator dari Hubungan Job Resources dan Work Engagement Karyawan Information Technology (IT) pada PT. X. *Jurnal Muara Ilmu Sosial, Humaniora, Dan Seni*, 1(1), 296–303. <https://doi.org/10.24912/jmishumsen.v1i1.369>
- Sugiyono. (2017). *Metode penelitian kuantitatif, kualitatif, dan R&D*. Alfabeta.
- Sun, Y., Lu, Y., Wang, B., & Ma, X. (2022). The role of digital platforms in freelancers' innovative work behavior: Evidence from Chinese content creators. *Information & Management*, 59(2).
- Tran Pham, T. K. (2024). How does ethical leadership enhance employees' innovative behavior? The roles of work group cohesiveness and openness to experience. *International Journal of Innovation Science*. <https://doi.org/10.1108/IJIS-09-2024-0262>
- Utami, D., Rahardjo, K., & Prasetya, A. (2023). The role of organizational culture in strengthening the autonomy-innovation link: Evidence from Indonesian manufacturers. *Asian Business & Management*, 22(1), 112–135.

- Van Wingerden, J., Poell, R. F., & Kirchner, K. (2020). Autonomy and relatedness in work design: An analysis of their impact on work engagement and performance in gig workers. *Journal of Vocational Behavior*.
- Wahyuni, D., & Rahman, M. F. W. (2025). The effect of digital job resources on innovative work behavior through digital engagement. *Journal of Digital Business and Innovation Management*, 4(2), 145–162.
- Wan, Z., Zhang, L., Wang, L., & Zhang, F. (2024). Navigating autonomy: unraveling the dual influence of job autonomy on workplace well-being in the gig economy. *Frontiers in Psychology*, 15. <https://doi.org/10.3389/fpsyg.2024.1369495>
- Wang, L., Wang, Y., Liu, S., Zhang, H., Wei, N., & Zhou, B. dkk. (2025). Comparative analysis of innovative behavior in migrant workers and local employees in the Greater Bay Area of China. *Frontiers in Psychology*.
- Wang, Z., & Men, L. R. (2024). *Bridging Gaps in the Gig Economy: Strategic Communication and Employee-Organization Relationships*. <https://doi.org/10.2139/ssrn.5017741>
- Watson, D., & Clark, L. A. (1997). Extraversion and Its Positive Emotional Core. In *Handbook of Personality Psychology* (pp. 767–793). Elsevier. <https://doi.org/10.1016/B978-012134645-4/50030-5>
- Widiger, T. A., & Oltmanns, J. R. (2017). Neuroticism is a fundamental domain of personality with enormous public health implications. *World Psychiatry*, 16(2), 144–145. <https://doi.org/10.1002/wps.20411>
- Wijanarko, K. S., & Purba, H. P. (2018). Hubungan Cyberloafing dengan Innovative Work Behavior pada Pekerja Generasi Milenial dalam Industri Kreatif Digital. *INSAN Jurnal Psikologi Dan Kesehatan Mental*, 3(2), 101. <https://doi.org/10.20473/jpkm.V3I22018.101-113>
- Williams, A. (2020). Twenge, J. M. (2017). iGen: Why Today's Super- Connected Kids Are Growing Up Less Rebellious, More Tolerant, Less Happy and Completely Unprepared for Adulthood. New York, NY: Atria. ISBN: 978- 1- 5011- 5201- 6 paperback. 342 pp. *Family and Consumer Sciences Research Journal*, 48(3), 290–293. <https://doi.org/10.1111/fcsr.12345>
- Wong, E. Y., Hui, R. T., & Kong, H. (2023). Perceived usefulness of, engagement with, and effectiveness of virtual reality environments in learning industrial operations: the moderating role of openness to experience. *Virtual Reality*, 27(3), 2149–2165. <https://doi.org/10.1007/s10055-023-00793-0>
- Wu, C.-H., Parker, S. K., & de Jong, J. P. J. (2014). Need for Cognition as an Antecedent of Individual Innovation Behavior. *Journal of Management*, 40(6), 1511–1534. <https://doi.org/10.1177/0149206311429862>
- Yoon, H. J., Sung, S. Y., Choi, J. N., & Lee, K. (2015). Exploring the curvilinear relationship between job autonomy and job crafting: The role of leader support. *Journal of Organizational Behavior*.
- Zelma, E. (2024). GIG ECONOMY – FLEXIBLE COOPERATION OR A FORM OF PRECARIZATION? *Edukacja Ekonomistów i Menedżerów*, 71(1). <https://doi.org/10.33119/EEIM.2024.71.6>

- Zhou, E. (2020). The “Too-Much-of-a-Good-Thing” Effect of Job Autonomy and Its Explanation Mechanism. *Psychology*, *11*(02), 299–313. <https://doi.org/10.4236/psych.2020.112019>
- Zhu, N., Liu, Y., Zhang, J., Liu, J., Li, J., Wang, S., & Gul, H. (2022). How and why non-balanced reciprocity differently influence employees’ compliance behavior: The mediating role of thriving and the moderating roles of perceived cognitive capabilities of artificial intelligence and conscientiousness. *Frontiers in Psychology*, *13*. <https://doi.org/10.3389/fpsyg.2022.1029081>

