DAFTAR PUSTAKA

Abia, Mike dan Brown, Irwin. (2020). Conceptualizations of E-recruitment: A Literature Review and Analysis. *International Federation for Information Processing Springer International Publishing 370 - 379*

Adenuddin Alwy, M. (2022). Manajemen Sumber Daya Manusia Di Era Digital Melalui Lensa Manajer Sumber Daya Manusia Generasi Berikutnya. *SIBATIK JOURNAL: Jurnal Ilmiah Bidang Sosial, Ekonomi, Budaya, Teknologi, Dan Pendidikan,* 1(10), 2265–2276. https://doi.org/10.54443/sibatik.v1i10.334

Ajzen, Icek. (1991). *The Theory of Planned Behaviour, Organizational Behaviour and Human Decision Processes*, Volume 50, Issue 2, 1991, Pages 179-211, ISSN 0749-5978. https://doi.org/10.1016/0749-5978(91)90020-T.

Anisti, *et. al.* (2024). Tantangan Literasi Digital Generasi Z: Kajian Sistematic Lirature Review. *Jurnal Media Bahasa, Sastra, dan Budaya Wacana,* Volume 30 Nomor 2 tahun 2024, ISSN 0853-5876.

APJII. (2024). *Jumlah Pengguna Internet Indonesia Tembus 2211 Juta Orang*. https://apjii.or.id/berita/d/apjii-jumlah-pengguna-internet-indonesia-tembus-221-juta-orang

APJII. (2025). *Survei Penetrasi Internet dan Perilaku Penggunaan Internet Indonesia 2025*.

Arum, *et. al.* (2023). Karakteristik Generasi Z. *Accounting Student Research Journal*, 2(1), 59–72.

Auliya, P. N., & Arransyah, M. F. (2023). Penerapan Model UTAUT untuk Mengetahui Minat Perilaku Konsumen dalam Penggunaan QRIS. *Ekonomi, Keuangan, Investasi Dan Syariah (EKUITAS),* 4(3), 885–892. https://doi.org/10.47065/ekuitas.v4i3.2808.

Barokah, Firda Umil, & Gunawan, Ahmad. (2023). Global : Jurnal Lentera BITEP Strategi Rekrutmen dan Seleksi yang Efektif untuk Meningkatkan Kualitas Tenaga Kerja. *Global: Jurnal Lentera BITEP,* 01(02), 60–65. https://lenteranusa.id/

BPS. 2020. *Statistik Demografi Indonesia (Hasil Sensus Penduduk 2020)*.

Deni, Rido Satria Rama dan Nurlinda, R. A. (2022). Analisis Faktor-Faktor Yang Mempengaruhi *Behavioral Intention* Dan *Use Behavior* Pada Aplikasi Tiktok Shop. *Jurnal Ekonomi*, 13(November), 230.

Detik. 2023. *Survei Terbaru Milenial-Gen Z: Open-minded, Kritis, Suka Sains, pun Gemar Mitos.* https://www.detik.com/edu/detikpedia/d-7023553/survei-terbaru-milenial-gen-z-open-minded-kritis-suka-sains-pun-gemar-mitos

Dhiman, Neeraj dan Arora, Neelike. (2018). Adoption Of E-Recruitment Mobile Apps: A Study Based On Utaut2 Framework. *Journal of Organisation & Human Behaviour* Vol 7 (2 & 3) 2018, 55-63. http://publishingindia.com/johb/

Escalera, Jasmine. (2025). *Job Applications Are So Frustrating, 57% of Workers Quit Before Finishing.* https://www.livecareer.com/resources/job-search-frustration.

Fakhrurrozi, M., & Muafi, M. (2024). *Use Behavior* Analysis Of Job Seekers Using The E-*Recruitment* System In The Special Region Of Yogyakarta. *EKOMBIS REVIEW: Jurnal Ilmiah Ekonomi Dan Bisnis*, 12(4), 3625–3638. https://doi.org/10.37676/ekombis.v12i4.6633

Firmansyah, *et. al.* (2022). Persaingan Jobseeker bagi Fresh Graduate di Era Milenial. *Jurnal Sahmiyya Vol 1 No 1 2022.*

Ghozali, Imam, Latan, Hengky. (2015). *Partial Least Squares Konsep, Metode dan Aplikasi Menggunakan Program WARPPLS 4.0*. Badan Penerbit Universitas Diponegoro. ISBN: 978.602.097.229.9

Ghimire, B., Upadhyay, J., Joshi, S. P., Subedi, S., & Karki, P. (2024). Analyzing the Cognitive Approach of Nepali Youth Job Seekers towards Online *Recruitment*. *The Harvest,* 3(1), 1–20. https://doi.org/10.3126/harvest.v3i1.64173

Hair, J. F., Hult, G. T. M., Ringle, C. M., Sarstedt, M., Danks, N. P., & Ray, S. (2021). Evaluation of the Structural Model. In: Partial Least Squares Structural Equation Modeling (PLS-SEM) Using R. Classroom Companion: Business. Springer, Cham. *In Structural Equation Modeling: A Multidisciplinary Journal* (Vol. 30, Issue 1).

Handayani, Wahyu Prabawani Putri. (2023). The UTAUT Implementation Model in Defining the Behavioral Intention of Mobile Banking Users. *Jurnal Manajemen Bisnis* Vol 14 No 2. http://dx.doi.org/10.18196/mb.v14i2.18649.

Hartono, J. (2018). *Metodologi Penelitian Bisnis*.

Hilyah, A., Shiddieq, D. F., Lestari, N. S., & Susilawati, W. (2024). Analisis Penerimaan Pengguna Aplikasi Kitabisa Menggunakan Model UTAUT-3. Jutisi : *Jurnal Ilmiah Teknik Informatika Dan Sistem Informasi*, 13(1), 172. https://doi.org/10.35889/jutisi.v13i1.1742

Kassim, Normalini Md; Mohamad, Wan Normila; Talib, Z. M. (2021). Mobile Shopping Acceptance Among Millennials In Malaysia Public University. *Electronic Journal of Business and Management,* 6(March), 1–19.

Katadata. 2023. *Ini Situs Lowongan Kerja yang Banyak Digunakan Masyarakat Indonesia, Ada Favoritmu?*. https://databoks.katadata.co.id/ketenagakerjaan/statistik/d3babc72ef8f0b5/ini-situs-lowongan-kerja-yang-banyak-digunakan-masyarakat-indonesia-ada-favoritmu.

Khanam, L., Abdullah Mahfuz, M., & Aftab Uddin, M. (2015). Students' *Behavioral Intention* and Acceptance of e-*Recruitment* System: A Bangladesh Perspective Leading employees' creative engagement toward innovative behavior by their

psychological empowerment View project Students' *Behavioral Intention* and Acceptance. *Proceedings of the 12Th International Conference on Innovation and Management*, 1297–1303. https://www.researchgate.net/publication/282636517

Khechine, Hager, Lakhal, Sawsen dan Njambou, Paterne. (2016). A Meta-Analysis Of The UTAUT Model: Eleven Years Later. *Canadian Journal of Administrative Sciences* 33: 138–152 (2016). DOI: 10.1002/CJAS.1381

Khillare, P. Y., & Shirsale, S. K. (2017). A Study of Conceptual Framework of E-*Recruitment* in Current Business Scenario. *International Journal of Research in Management,* 07(1), 35–39. http://www.indusedu.org/pdfs/IJRMEC/IJRMEC_1044_63616.pdf

Kholifah, Ahsan & Fatimah. (2023). Determinan Rekrutmen Online Generasi Y dan Z di Perusahaan ABC. *Jurnal Manajemen dan Bisnis Indonesia Vol 09 No 01 Juni 2023. p -ISSN :2443-2830.*

Koleva, V. (2023). E-*Recruitment* and Generation Z Job-Seekers. *HR and Technologies*, 1, 63–75. https://ideas.repec.org/a/arb/journl/y2023i1p63-75.html

Kulviwat, Songpo, Bruner, Gordon C., & Al-Shuridah, Obaid. (2009). The Role of *Social Influence* on Adoption of High Tech Innovations: The Moderating Effect of Public/Private Consumption. *Journal of Business Research* 706 – 712

Maurer, Steven D., Cook, David P. (2011). Using Company Web Sites To E-Recruit Qualified Applicants: A Job Marketing Based Review Of Theory-Based Research. *Journal Computer in Human Behavior.* Vol 7 Jan 2011. https://doi.org/10.1016/j.chb.2010.07.013

Moghaddam, H. A., Rezaei, S., & Amin, M. (2015). Examining job seekers' perception and behavioural intention toward online *recruitment*: A PLS path modelling approach. *Journal for Global Business Advancement*, 8(3), 305–325. https://doi.org/10.1504/JGBA.2015.071331

Mulyati, Y., & Putra, Y. B. (2025). Pengaruh *Performance Expectancy* Dan *Effort Expectancy* Terhadap *Behavioral Intention* Dengan Satisfaction Sebagai Variabel Mediasi Pada Penggunaan Layanan E-Wallet Di Kota Padang. *Jurnal Minartis*, 04(1), 22–35. http://jurnal.minartis.com/index.php/jppisb

Ng, Thomas W.H. Feldman, Daniel C. (2007). The School-To-Work Transition: A Role Identity Perspective. *Journal of Vocational Behavior* Vol 71. https://doi.org/10.1016/j.jvb.2007.04.004

Nurhayati, D. (2024). Analisis Penerimaan dan Penggunaan Teknologi UTAUT3 dalam Layanan Musik Digital. *MALCOM: Indonesian Journal of Machine Learning and Computer Science,* 5(1), 175–189. https://doi.org/10.57152/malcom.v5i1.1650

Putri dan Zaman. (2024). Pengaruh Kompensasi, Lingkungan Kerja dan E-*recruitment* terhadap Daya Tarik Perusahaan bagi Pelamar Kerja (Studi pada Generasi Z di Tribuana Global Group). *Al Qalam: Jurnal Ilmiah Keagamaan dan Kemasyarakatan Vol. 18, No. 1.* P-ISSN: 1907-4174.

Rahman, M., & Patra, A. (2020). Shared values of e-*recruitment* portal: Determinant factors of job- seekers ' intention to use job portals. *Taylor's Business Review*, 9(1), 1–31.

Rahmawati, SE. MM., D. R., & Ratnasari, SE. MM., D. S. D. (2021). Pengaruh online *recruitment* dan persepsi pencari kerja terhadap niat melamar pekerjaan (studi pada mahasiswa semester akhir di kota malang. *EKONIKA Jurnal Ekonomi Universitas Kadiri*, 6(2), 266. https://doi.org/10.30737/ekonika.v6i2.1500

Raja, R. V, & Thenmozhi, R. (2020). The Study on E-*Recruitment* Adoption Among Young Job Seekers in Chennai Using Utaut Model. Studies in Indian Place Names, 59, 481–488.

Rehman, Saqib, *et. al.* (2022). Talent Acquisition And Technology: A Step Towards

Sustainable Development. *Frontiers in Psychology* 1-6

Ryu, J. S., & Fortenberry, S. (2021). *Performance Expectancy* and *Effort Expectancy* in Omnichannel Retailing. *Journal of Industrial Distribution & Business*, 12(4), 27–34.

Paulin, Sudha. (2023). a Study on the Challenges and Opportunities of E-*Recruitment* on Job Seekers in Chennai. 8(3), 2456–4184. www.ijnrd.org

Safitri, Devita. (2026). *Apakah Lulusan Kampus 2 Tahun Lalu-Lebih dan SMA Bisa Daftar Magang Nasional?* https://www.detik.com/edu/detikpedia/d-8552286/apakah-lulusan-kampus-2-tahun-lalu-lebih-dan-sma-bisa-daftar-magang-nasional.

Sugiarto, Adrian Herma, Maria, Evi, & Nataliani, Yessica. (2026). Information System Adoption and *Use Behavior* of QRIS As A Digital Payment Infrastructure Amonga Generation Z. *Jurnal Ilmiah Ilmu Terapan Universitas Jambi,* Vol 10 No 2, 709 – 724

Sugiyono. (2024). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung: Penerbit Alfabeta.

Suzianti, A., Devi, G. A. R. K., & Fathia, S. N. (2024). Analysis of Blue-Collar Workers' Intention to Use a Job-Seeking Application Feature using Unified Theory of Acceptance and Use of Technology Model. *International Journal of Technology,* 15(2), 442–454. https://doi.org/10.14716/ijtech.v15i2.6689

Taherdoost, H. (2020). Importance of Technology Acceptance Assessment for Successful Implementation and Development. HAL : hal-0255739.

Tahir, R., Harto, B., Rukmana, A. Y., Subekti, R., Waty, E., Situru, A. C., & Sepriano. (2023). *Transformasi Bisnis di Era Digital (Teknologi Informasi dalam Mendukung Transformasi Bisnis di Era Digital)*. In Sonpedia Publishing (Issue

August).

Taktek, E., Brka, M., Shtewi, O., Ekare, S., & Zawawi, M. (2023). A Study on the acceptance of e-*recruitment* systems in Libya's higher education sector-Unified Theory of Acceptance and Use of Technology Model (UTAUT). *LJAST Libyan Journal of Applied Science and Technology*, 11(02), 96–102.

Tannady, H., Dewi, C. S., & Gilbert. (2024). Exploring Role of Technology *Performance Expectancy*, Application *Effort Expectancy*, Perceived Risk and Perceived Cost On Digital *Behavioral Intention* of GoFood Users. *Jurnal Informasi Dan Teknologi,* 6, 80–85. https://doi.org/10.60083/jidt.v6i1.477

Tumiwa, Johan R. & Tuegeh, Oktavia. D. R. (2025). Technology Among Young Agro-Entrepreneurs in Coastal Manado: An Analysis Using the Technology Acceptance Model (TAM). *Jurnal Agroekoteknologi Terapan.* Vol 6 No 1. ISSN:2797-0647.

Venkatesh, V., Morris, M. G., Davis, G. B., & Davis, F. D. (2003). User acceptance of information technology: Toward a unified view. *MIS Quarterly: Management Information Systems,* 27(3), 425–478. https://doi.org/10.2307/30036540

Venkatesh, V., Thong, J. Y. L., & Xin Xu. (2012). Consumer Acceptance and Use of Information Technology: Extending The Unified Theory of Acceptance and Use of Technology. *MIS Quarterly,* 36(1), 157–178.

Wijaya, Cindy Natalia, *et. al.* (2023). The Power Of E-Recruitment And Employer Branding On Indonesian Millennials' Intention To Apply For A Job. *Psychology*. 13:1062525. doi: 10.3389/fpsyg.2022.1062525