

DAFTAR PUSTAKA

- Alcover, C.-M., Rico, R., Turnley, W. H., & Bolino, M. C. (2016). Understanding the changing nature of psychological contracts in 21st century organizations. *Organizational Psychology Review*, 7(1), 4–35. doi: 10.1177/2041386616628333.
- Andersson, L. M., & Bateman, T. S. (1997). Cynicism in the workplace: some causes and effects. *Journal of Organizational Behavior*, 18(5), 449–469. doi: 10.1002/(sici)1099-1379(199709)18:5<449::aid-job808>3.0.co;2-o.
- Arshad, R., & Sparrow, P. (2010). Downsizing and survivor reactions in Malaysia: modelling antecedents and outcomes of psychological contract violation. *The International Journal of Human Resource Management*, 21(11), 1793–1815. doi: 10.1080/09585192.2010.505080.
- Barling, J., Clegg, S. R., & Cooper, C. L. (Eds.). *The SAGE Handbook of Organizational Behavior: Volume I - Micro Approaches*. (2008), 17–33. doi: 10.4135/9781849200448.
- Brady, D. L., Brown, D. J., & Liang, L. H. (2017). Moving beyond assumptions of deviance: The reconceptualization and measurement of workplace gossip. *Journal of Applied Psychology*, 102(1), 1–25. doi: 10.1037/apl0000164.
- Cartwright, S., & Holmes, N. (2006). The meaning of work: The challenge of regaining employee engagement and reducing cynicism. *Human Resource Management Review*, 16(2), 199–208. doi: 10.1016/j.hrmmr.2006.03.012.
- Chiaburu, D. S., Peng, A. C., Oh, I.-S., Banks, G. C., & Lomeli, L. C. (2013). Antecedents and consequences of employee organizational cynicism: A meta-analysis. *Journal of Vocational Behavior*, 83(2), 181–197. doi: 10.1016/j.jvb.2013.03.007.
- Cole, M. S., Bruch, H., & Vogel, B. (2006). Emotion as mediators of the relations between perceived supervisor support and psychological hardiness on employee cynicism. *Journal of Organizational Behavior*, 27(4), 463–484. doi: 10.1002/job.381.
- Conway, N., & Briner, R. B. (2002). A daily diary study of affective responses to psychological contract breach and exceeded promises. *Journal of Organizational Behavior*, 23(3), 287–302. doi: 10.1002/job.139.
- Decoster, S., Camps, J., Stouten, J., Vandevyvere, L., & Tripp, T. M. (2013). Standing by Your Organization: The Impact of Organizational Identification and Abusive Supervision on Followers' Perceived Cohesion and Tendency to Gossip. *Journal of Business Ethics*, 118(3), 623–634. doi: 10.1007/s10551-012-1612-z.
- Dunbar, R. I. M. (2004). Gossip in Evolutionary Perspective. *Review of General Psychology*, 8(2), 100–110. doi: 10.1037/1089-2680.8.2.100.
- Foster, E. K. (2004). Research on Gossip: Taxonomy, Methods, and Future Directions. *Review of General Psychology*, 8(2), 78–99. doi: 10.1037/1089-2680.8.2.78.

- Frieder, R. E., Hochwarter, W. A., & Deortentiis, P. S. (2015). Attenuating the negative effects of abusive supervision: The role of proactive voice behavior and resource management ability. *The Leadership Quarterly*, 26(5), 821–837. doi: 10.1016/j.leaqua.2015.06.001.
- Gakovic, A., & Tetrick, L. E. (2003). Psychological contract breach as a source of strain for employees. *Journal of business and Psychology*, 18(2), 235-246.
- Ghozali, I., & Latan, H. (2015). Partial Least Squares, konsep, teknik dan aplikasi menggunakan program Smartpls 3.0 untuk penelitian empiris. *Semarang: Badan Penerbit UNDIP*.
- Grandey, A. A. (2003). When "the Show Must Go On": Surface Acting And Deep Acting As Determinants Of Emotional Exhaustion And Peer-Rated Service Delivery. *Academy of Management Journal*, 46(1), 86–96. doi: 10.2307/30040678.
- Grosser, T. J., Lopez-Kidwell, V., & Labianca, G. (2010). A Social Network Analysis of Positive and Negative Gossip in Organizational Life. *Group & Organization Management*, 35(2), 177–212. doi: 10.1177/1059601109360391.
- Hair, J. F. (2017). *A primer on partial least squares structural equation modeling (Pls-Sem)*. Thousand Oaks (Calif.): SAGE Publications, Inc.
- Investasi Industri Alkes dan Farmasi Naik Signifikan: Ekonomi. (2019, October 14). Retrieved from <https://ekonomi.bisnis.com/read/20191014/9/1158650/investasi-industri-alkes-dan-farmasi-naik-signifikan>
- James, M. S., & Shaw, J. C. (2016). Cynicism Across Levels in the Organization. *Journal of Managerial Issues*, 28(1/2), 83.
- John Wiley & Sons. (2016). *Research Methods For Business: a Skill Building Approach*. New York, NY.
- Johnson, J. L., & Oleary-Kelly, A. M. (2003). The effects of psychological contract breach and organizational cynicism: not all social exchange violations are created equal. *Journal of Organizational Behavior*, 24(5), 627–647. doi: 10.1002/job.207.
- Kanalsatu.com. (n.d.). Gubernur Jatim Dorong BUMD Jadi 'World Class Company'. Retrieved from <https://kanalsatu.com/id/post/53577/gubernur-jatim-dorong-bumd-jadi---world-class-company--->
- Kasa Husada. (n.d.). Retrieved from <http://www.wirajatim.com/company-member/92-kasa-husada.html>.
- Kim, A., Moon, J., Shin, J., & Lee, B. (2015). "Justice Perceptions, Perceived Insider Status, and Gossip at Work: A Social Exchange Perspective". *Academy of Management Proceedings*, 2015(1), 16587. doi: 10.5465/ambpp.2015.16587abstract.
- Koeske, G. F., & Koeske, R. D. (1989). Construct Validity of the Maslach Burnout Inventory: A Critical Review and Reconceptualization. *The Journal of Applied Behavioral Science*, 25(2), 131–144. doi: 10.1177/0021886389252004.

- Kuo, C.-C., Lu, C.-Y., & Kuo, T.-K. (2013). The Impact of Workplace Gossip on Organizational Cynicism: Insights from the Employment Relationship Perspective. *Cross-Cultural Design. Cultural Differences in Everyday Life Lecture Notes in Computer Science*, 44–50. doi: 10.1007/978-3-642-39137-8_6.
- Kuo, C.-C., Chang, K., Quinton, S., Lu, C.-Y., & Lee, I. (2014). Gossip in the workplace and the implications for HR management: a study of gossip and its relationship to employee cynicism. *The International Journal of Human Resource Management*, 26(18), 2288–2307. doi: 10.1080/09585192.2014.985329.
- Kurland, N. B., & Pelled, L. H. (2000). Passing the Word: Toward a Model of Gossip and Power in the Workplace. *The Academy of Management Review*, 25(2), 428. doi: 10.2307/259023.
- Leon, M. R., & Halbesleben, J. R. B. (2015). Coworker Responses to Observed Mistreatment: Understanding Schadenfreude in the Response to Supervisor Abuse. *Research in Occupational Stress and Well-Being Mistreatment in Organizations*, 167–192. doi: 10.1108/s1479-355520150000013006.
- Lian, H., Brown, D. J., Ferris, D. L., Liang, L. H., Keeping, L. M., & Morrison, R. (2014). Abusive Supervision and Retaliation: A Self-Control Framework. *Academy of Management Journal*, 57(1), 116–139. doi: 10.5465/amj.2011.0977.
- Liegman, A. A. (2015). *An interconnected perspective of organizational change cynicism (OCC)* (Doctoral dissertation, TUI University).
- Maslach, C., & Leiter, M. (2016). Burnout. *Stress: Concepts, Cognition, Emotion, and Behavior*, 351–357. doi: 10.1016/b978-0-12-800951-2.00044-3
- Michel, J. S., Newness, K., & Duniewicz, K. (2015). How Abusive Supervision Affects Workplace Deviance: A Moderated-Mediation Examination of Aggressiveness and Work-Related Negative Affect. *Journal of Business and Psychology*, 31(1), 1–22. doi: 10.1007/s10869-015-9400-2.
- Michelson, G., Iterson, A. V., & Waddington, K. (2010). Gossip in Organizations: Contexts, Consequences, and Controversies. *Group & Organization Management*, 35(4), 371–390. doi: 10.1177/1059601109360389.
- Michelson, G., & Mouly, S. (2000). Rumour and gossip in organisations: a conceptual study. *Management Decision*, 38(5), 339–346. <https://doi.org/10.1108/00251740010340508>.
- Mitchell, M. S., & Ambrose, M. L. (2007). Abusive supervision and workplace deviance and the moderating effects of negative reciprocity beliefs. *Journal of Applied Psychology*, 92(4), 1159–1168. doi: 10.1037/0021-9010.92.4.1159
- Morrison, E. W., & Robinson, S. L. (1997). When Employees Feel Betrayed: A Model Of How Psychological Contract Violation Develops. *Academy of Management Review*, 22(1), 226–256. doi: 10.5465/amr.1997.9707180265.

- Özler, D. E., & Atalay, C. G. (2011). A research to determine the relationship between organizational cynicism and burnout levels of employees in health sector. *Business and management review*, 1(4), 26-38.
- Piccoli, B., & Witte, H. D. (2015). Job insecurity and emotional exhaustion: Testing psychological contract breach versus distributive injustice as indicators of lack of reciprocity. *Work & Stress*, 29(3), 246–263. doi: 10.1080/02678373.2015.1075624.
- Perry, R. W., & Mankin, L. D. (2004). Understanding Employee Trust in Management: Conceptual Clarification and Correlates. *Public Personnel Management*, 33(3), 277–290. doi: 10.1177/009102600403300303.
- Restubog, S. L. D., Zagenczyk, T. J., Bordia, P., Bordia, S., & Chapman, G. J. (2012). If You Wrong Us, Shall We Not Revenge? Moderating Roles of Self-Control and Perceived Aggressive Work Culture in Predicting Responses to Psychological Contract Breach. *Journal of Management*, 41(4), 1132–1154. doi: 10.1177/0149206312443557.
- Robbins, J. M., Ford, M. T., & Tetrick, L. E. (2012). Perceived unfairness and employee health: A meta-analytic integration. *Journal of Applied Psychology*, 97(2), 235–272. doi: 10.1037/a0025408.
- Robinson, S. L., & Morrison, E. W. (2000). The development of psychological contract breach and violation: a longitudinal study. *Journal of Organizational Behavior*, 21(5), 525–546. doi: 10.1002/1099-1379(200008)21:5<525::aid-job40>3.0.co;2-t.
- Robinson, S. L., & Rousseau, D. M. (1994). Violating the psychological contract: Not the exception but the norm. *Journal of Organizational Behavior*, 15(3), 245–259. doi: 10.1002/job.4030150306.
- Rosanas, J. M., & Velilla, M. (2003). Loyalty and trust as the ethical bases of organizations. *Journal of Business Ethics*, 44(1), 49-59.
- Rousseau, D. M. (1995). *Psychological Contracts in Organizations: Understanding Written and Unwritten Agreements*, Sage, Newbury Park, CA.
- Suazo, M. M. (2009). The mediating role of psychological contract violation on the relations between psychological contract breach and work-related attitudes and behaviors. *Journal of Managerial Psychology*, 24(2), 136–160. doi: 10.1108/02683940910928856.
- Tayfur, O., Karapinar, P. B., & Camgoz, S. M. (2013). The mediating effects of emotional exhaustion cynicism and learned helplessness on organizational justice-turnover intentions linkage. *International Journal of Stress Management*, 20(3), 193–221. doi: 10.1037/a0033938.
- Tepper, B. J. (2000). Consequences of Abusive Supervision. *Academy of Management Journal*, 43(2), 178–190. doi: 10.5465/1556375.
- Tepper, B. J. (2007). Abusive Supervision in Work Organizations: Review, Synthesis, and Research Agenda. *Journal of Management*, 33(3), 261–289. doi: 10.1177/0149206307300812.

- Tepper, B. J., Carr, J. C., Breaux, D. M., Geider, S., Hu, C., & Hua, W. (2009). Abusive supervision, intentions to quit, and employees' workplace deviance: A power/dependence analysis. *Organizational Behavior and Human Decision Processes*, *109*(2), 156–167. doi: 10.1016/j.obhdp.2009.03.004.
- Tomprou, M., Rousseau, D. M., & Hansen, S. D. (2015). The psychological contracts of violation victims: A post-violation model. *Journal of Organizational Behavior*, *36*(4), 561–581. doi: 10.1002/job.1997.
- Trust and the New Employee-Employer Contract. (n.d.). Retrieved from <https://www.edelman.com/research/trust-and-new-employee-employer-contract>.
- Undang-Undang Nomor 13 Tahun 2003. (n.d.). Retrieved from <https://www.hukumonline.com/pusatdata/detail/13146/undangundang-nomor-13-tahun-2003>
- Wilson, A. B., Mcnellis, C., & Latham, C. K. (2018). Audit firm tenure, auditor familiarity, and trust: Effect on auditee whistleblowing reporting intentions. *International Journal of Auditing*, *22*(2), 113–130. doi: 10.1111/ijau.12108
- Wu, T.-Y., & Hu, C. (2009). Abusive Supervision and Employee Emotional Exhaustion. *Group & Organization Management*, *34*(2), 143–169. doi: 10.1177/1059601108331217.
- Xu, A. J., Loi, R., & Lam, L. W. (2015). The bad boss takes it all: How abusive supervision and leader–member exchange interact to influence employee silence. *The Leadership Quarterly*, *26*(5), 763–774. doi: 10.1016/j.leaqua.2015.03.002.
- Yam, K. C., Fehr, R., Keng-Highberger, F. T., Klotz, A. C., & Reynolds, S. J. (2016). Out of control: A self-control perspective on the link between surface acting and abusive supervision. *Journal of Applied Psychology*, *101*(2), 292–301. doi: 10.1037/apl0000043.
- Zellars, K. L., Tepper, B. J., & Duffy, M. K. (2002). Abusive supervision and subordinates organizational citizenship behavior. *Journal of Applied Psychology*, *87*(6), 1068–1076. doi: 10.1037/0021-9010.87.6.1068.
- Zhang, J., & Liu, J. (2018). Is abusive supervision an absolute devil? Literature review and research agenda. *Asia Pacific Journal of Management*, *35*(3), 719–744. doi: 10.1007/s10490-017-9551-y.