DAFTAR PUSTAKA

Aiman-Smith, L., Bauer, T. and Cable, D. (2001), "Are you attracted? Do you intend to pursue? A recruiting policy-capturing study", *Journal of Business and Psychology*, Vol. 16, pp. 219-37.

Albinger, H. and Freeman, S., 2000. *Journal of Business Ethics*, 28(3), pp.243-253.

Alonso-Almeida, M., Fernández de Navarrete, F. and Rodriguez-Pomeda, J., 2014. Corporate social responsibility perception in business students as future managers: a multifactorial analysis. *Business Ethics: A European Review*, 24(1), pp.1-17.

Argandoña, A. and von Weltzien Hoivik, H., 2009. Corporate Social Responsibility: One Size Does Not Fit All. Collecting Evidence from Europe. *Journal of Business Ethics*, 89(S3), pp.221-234.

Backhaus, K.B., Stone, B.A., and Heiner, K. (2002), "Exploring the relationship between corporate social performance and employer attractiveness", Business and Society, Vol. 41 No. 3, pp. 292-318.

Berthon, P., Ewing, M., & Hah, L. L. (2005). Captivating company: dimensions of attractiveness in employer branding. International journal of advertising, 24(2), 151-172.

Breaugh, J., 2013. Employee Recruitment. *Annual Review of Psychology*, 64(1), pp.389-416.

Cable, D. and Turban, D., 2003. The Value of Organizational Reputation in the Recruitment Context: A Brand-Equity Perspective. *Journal of Applied Social Psychology*, 33(11), pp.2244-2266.

Catano, V. and Morrow Hines, H., 2016. The influence of corporate social responsibility, psychologically healthy workplaces, and individual values in attracting millennial job applicants. *Canadian Journal of Behavioural Science / Revue canadienne des sciences du comportement*, 48(2), pp.142-154.

Connelly, B., Certo, S., Ireland, R. and Reutzel, C., 2010. Signaling Theory: A Review and Assessment. *Journal of Management*, 37(1), pp.39-67.

Esen, E., 2013. *The Influence Of Corporate Social Responsibility (CSR) Activities On Building Corporate Reputation*.

Fombrun, C., Ponzi, L. and Newburry, W. (2015). Stakeholder Tracking and Analysis: The RepTrak® System for Measuring Corporate Reputation. *Corporate Reputation Review*, 18(1), pp.3-24.

Greening, D. and Turban, D., 2000. Corporate Social Performance As a Competitive Advantage in Attracting a Quality Workforce. *Business & Society*, 39(3), pp.254-280.

Gully, S., Phillips, J., Castellano, W., Han, K. and Kim, A. (2013). A Mediated Moderation Model of Recruiting Socially and Environmentally Responsible Job Applicants. *Personnel Psychology*, 66(4), pp.935-973.

Gomes, D. and Neves, J., 2011. Organizational attractiveness and prospective applicants' intentions to apply. Personnel Review, 40(6), pp.684-699.

Hameed, I., Riaz, Z., Arain, G. and Farooq, O., 2016. How Do Internal and External CSR Affect Employees' Organizational Identification? A Perspective from the Group Engagement Model. Frontiers in Psychology, 7.

Hair, J., n.d. *Advanced Issues In Partial Least Squares Structural Equation Modeling*.

Highhouse, S., Lievens, F., & Sinar, E. F. (2003). Measuring attraction to organizations. Educational and psychological Measurement, 63(6), 986- 1001.

Highhouse, S., Brooks, M. and Gregarus, G., 2009. An Organizational Impression Management Perspective on the Formation of Corporate Reputations. Journal of Management, 35(6), pp.1481-1493.

Jones, D., Willness, C. and Madey, S., 2014. Why Are Job Seekers Attracted by Corporate Social Performance? Experimental and Field Tests of Three Signal-Based Mechanisms. Academy of Management Journal, 57(2), pp.383-404.

Lemmink, J., Schuijf, A. and Streukens, S., 2003. The role of corporate image and Company employment image in explaining application intentions. Journal of Economic Psychology, 24(1), pp.1-15.

Lis, B. (2012), "The relevance of corporate social responsibility for a sustainable human resource management: an analysis of organizational attractiveness as a determinant in employees' selection of a (potential) employer", Management Revue, Vol. 23 No. 3, pp. 279-295.

Lockwood, N.R. 2003. Work/Life Balance: Challenges and Solutions. SHRM Research Department. USA:Society for Human Resource Management.

Maden, C., Arıkan, E., Telci, E. and Kantur, D., 2012. Linking Corporate Social Responsibility to Corporate Reputation: A Study on Understanding Behavioral Consequences. Procedia - Social and Behavioral Sciences, 58, pp.655-664.

Melo, T. and Garrido-Morgado, A., 2011. Corporate Reputation: A Combination of Social Responsibility and Industry. Corporate Social Responsibility and Environmental Management, 19(1), pp.11-31.

Rynes, S. L., Bretz Jr, R. D., & Gerhart, B. (1991). The importance of recruitment in job choice: A different way of looking. Personnel Psychology, 44(3), 487-521.

Saini, G. K., Gopal, A., & Kumari, N. (2015). Employer brand and job application decisions: Insights from the best employers. Management and Labour Studies, 40(1-2), 34-51.

Sekaran, U. and Bougie, R., 2016. *Research Methods For Business: A Skill Building Approach Seventh Edition*. John Wiley & Sons.

Story, J., Castanheira, F. and Hartig, S., 2016. Corporate social responsibility and organizational attractiveness: implications for talent management. Social Responsibility Journal, 12(3), pp.484-505.

Tekleab, A., Takeuchi, R., & Taylor, M. (2005). Extending the Chain of Relationships Among Organizational Justice, Social Exchange, and Employee Reactions: The Role of Contract Violations. Academy Of Management Journal, 48(1), 146-157.

Turker, D., 2008. Measuring Corporate Social Responsibility: A Scale Development Study. Journal of Business Ethics, 85(4), pp.411-427.

Twenge, J., 2010. A Review of the Empirical Evidence on Generational Differences in Work Attitudes. Journal of Business and Psychology, 25(2), pp.201-210.

Tsai, W. and Yang, I. (2010). Does Image Matter to Different Job Applicants? The influences of corporate image and applicant individual differences on

organizational attractiveness. International Journal of Selection and Assessment, 18(1), pp.48-63

Waples, C. and Brachle, B. (2019). Recruiting millennials: Exploring the impact of CSR involvement and pay signaling on organizational attractiveness. Corporate Social Responsibility and Environmental Management.

Zhang, Q., Cao, M., Zhang, F., Liu, J. and Li, X. (2019). Effects of corporate social responsibility on customer satisfaction and organizational attractiveness: A signaling perspective. Business Ethics: A European Review, 29(1), pp.20-34.