

## Understanding Generation Z: A Decade of Psychological Well-Being Research

Okki Trinanda\*, Yunia Wardi, Susi Evanita

Universitas Negeri Padang

\*Corresponding author, e-mail: [okki.trinanda@fe.unp.ac.id](mailto:okki.trinanda@fe.unp.ac.id)

### ARTICLE INFO

Received 06 May 2025

Accepted 25 June 2025

Published 26 June 2025

**Keywords:** *Generation Z, Psychological Well-Being, Systemic Literature Review, Human Resource Management, Mental Health*

**DOI:**

<http://dx.doi.org/10.24036/jmpe.v8i2.17323>

### ABSTRACT

In the past decade, the psychological well-being of Generation Z has gained remarkable attention in Human Resource Management studies. However, the research remains fragmented, leaving significant knowledge gaps. This article aims to consolidate and critically analyze existing literature, providing a systematic review of key themes, methodologies, and findings to guide future research. This study systematically reviewed 332 peer-reviewed publications spanning 2017–2023. The analysis employed referencing network metrics, identified research trends and evaluated methodological strengths and limitations to present a cohesive narrative on Gen Z's psychological well-being. The review reveals a substantial surge in publications, emphasizing Gen Z's mental health challenges and coping mechanisms. However, current studies often focus on favorable variables, lack advanced methodological rigor, and over-rely on cross-sectional designs. This article highlights the need for diversified frameworks, longitudinal approaches, and interdisciplinary collaborations to deepen understanding. As one of the first comprehensive literature reviews on Gen Z's psychological well-being, this article bridges research gaps and offers actionable insights for scholars and practitioners in Human Resource Management and beyond.



This is an open access article distributed under the Creative Commons 4.0 Attribution License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original work is properly cited. ©2025 by author.

### INTRODUCTION

Human Resource Management academicians have long researched Psychological well-being (Hati & Pradhan, 2021; Lowe, 2020), but studies on Generation Z have only developed in the last five years since 2017. Born amidst the rapid development of technology and information,

Generation Z is often referred to as "digital natives" because they grew up with easy access to digital devices, the internet, and social media from an early age (Anggraini & Marsasi, 2024). Their strong and unique characteristics emerge from the challenges they face, as well as how they adapt to the ever-changing environment (Shalsabilah & Firmansyah, 2023).

Since the year 2021, there has been a significant increase in the trajectory. While early publications were situated in education and focused on young people's mental health in schools (Green & Elliott, 2010) this research has expanded along several lines over the last three years. It is multidisciplinary and multi-sectored, and it has been discussed internationally.

The substantial increase in scholarly works on the Psychological Well-Being of Generation Z has satisfied those interested in this subject matter. However, it also prompts an inquiry into the potential trajectory of research in this domain, explicitly concerning its future development as a prominent research stream with significant implications for the field of Human Resource Management. Key questions—such as how digital habits, social dynamics, and workplace expectations interact with mental health—are still underexplored. Gen Z are very open to the use of new technologies, including smart devices, artificial intelligence (AI), and digital payments such as e-wallets and cryptocurrencies (Arsakiyana & Sulistyowati, 2022). They prefer to shop online through e-commerce or social media, and prioritize digital security and privacy by being more selective in sharing personal information. Generation Z also prefers to express themselves and find identity through social media, actively participating in communities that align with their interests or values (Almi & Rahmi, 2020).

Additionally, existing studies often adopt narrow methodological approaches, favoring survey-based, cross-sectional designs over more robust frameworks. This fragmentation limits the applicability of findings, leaving HR practitioners and policymakers without actionable insights. Due to the current state of research, it can be stated that the investigation into the Psychological well-being of Generation Z is still in its initial stages. Indeed, some researchers harbor reservations regarding the integrity of this concept.

Undoubtedly, numerous significant concerns exist. Generation Z, sometimes called "Gen Z," warrants considerable attention in comprehending and analyzing diverse facets of their Psychological formation. (Patel, 2017) With this knowledge, businesses and managers can formulate human resource management strategies tailored to the needs and preferences of the dynamic generation. (Seemiller & Grace, 2018). In addition, the presence of mentally healthy young individuals is crucial for fostering a resilient and empathetic society. (Harker, 2001). Furthermore, it is essential to consider the study of Generation Z as a fundamental basis for academic disciplines to provide novel and pertinent insights that can contribute to human resource studies.

This article aims to conduct a comprehensive and organized examination and synthesis of the existing body of research on the Psychological well-being of Generation Z, specifically focusing on studies published from 2017 onwards. This article follows a systematic literature review methodology, in which we employed the PRISMA model (Preferred Reporting Items for Systematic Reviews and Meta-Analyses) to ensure a structured and transparent review process (Lamichhane et al., 2025).

We conducted the review in adherence to the PRISMA guidelines, which promote transparency and rigor in systematic reviews (Huda et al., 2025). The PRISMA checklist was used to ensure that all critical elements—such as study selection criteria, data extraction methods, and synthesis approaches—were thoroughly documented. Our systematic approach minimizes bias, enhances replicability, and facilitates the integration of findings to guide future research.

This article is organized in the following manner. Initially, a comprehensive elucidation of the methodological approach employed in this scholarly study is provided. Furthermore, we offer a concise overview and analyze various academic literature and relevant documents on the subject matter. Again, a comprehensive summary of the review's general conclusions is provided. In conclusion, we examine the current state of research on the Psychological well-being of Generation Z. This assessment involved the utilization of several metrics and established scholarly consensus as reference points. Our analysis specifically identified three overarching domains that warrant additional scholarly investigation: theoretical frameworks, research methodologies, and the measurement of key concepts.

## METHODOLOGY

This systematic literature review was motivated by three key factors. First, the increasing scholarly interest in Gen Z's psychological well-being warrants a comprehensive review to consolidate existing findings and guide future research. Second, a clear definition of the concept allows researchers to navigate this emerging field effectively. Finally, despite the growing number of studies, no prior systematic review has comprehensively examined this topic.

Systematic literature reviews stand apart from narrative reviews and meta-analyses by adhering to a rigorous methodological framework. While narrative reviews offer topical descriptions and meta-analyses focus on statistical aggregation, systematic reviews ensure a structured synthesis of diverse literature sources, minimizing bias and enhancing replicability. This approach provides a balanced overview of current knowledge, identifies significant gaps, and proposes future research directions.

To ensure the systematic review was conducted transparently and in line with established best practices, we adhered to the PRISMA (Preferred Reporting Items for Systematic Reviews and Meta-Analyses) guidelines (Lamichhane et al., 2025). The PRISMA framework guided us in reporting the study selection process and synthesizing findings, ensuring that we followed a rigorous, reproducible, and transparent methodology (Resho & Singh, 2024).

**Table 1. PRISMA Checklist**

Eligibility criteria	minimum of 10 citations from journal articles that apply peer review
Information sources	Google Scholar Scopus Web of Science PubMed JSTOR

	IEEE Xplore
Search strategy	Comes from keyword: "Gen Z Psychological well-being" and "Generation Z Psychological well-being"
Selection process	The first step involves eliminating duplicate results from all three databases and filtering based on the eligibility criteria.
Data collection process	Using EndNote software for data collections, and exporting results to Microsoft Excel for advanced filtering
Data items	332 articles meet the criteria
Data Synthesis	The synthesis of the data in this review was primarily qualitative, focusing on thematic analysis to identify key trends, findings, and gaps in the literature regarding the psychological well-being of Generation Z. Studies were categorized based on common themes, including mental health challenges, coping mechanisms, digital habits, and workplace expectations.
Methodological approach	The synthesis employed a descriptive and thematic approach to identify key variables affecting Gen Z's psychological well-being, such as digital usage, mental health issues, coping strategies, and socio-environmental factors. It systematically categorized these elements to facilitate a broader understanding.
Weight of Evidence	Studies were weighted based on their methodological rigor (e.g., sample size, design, and data quality). Recent studies with higher citation frequency were given priority in the synthesis to highlight the most influential and relevant findings.
Integration of study types	The review synthesized studies of varying designs (qualitative, quantitative, mixed methods) to ensure a comprehensive view of the topic. Emphasis was placed on integrating both cross-sectional and longitudinal studies to examine trends and implications over time.

Use of statistical methods	For studies that employed quantitative methods, a summary of findings using basic statistical methods (e.g., mean, standard deviation) was provided. However, due to the diversity of study designs, meta-analysis was not conducted.
Interpretation of results	The results were synthesized and interpreted by considering contextual factors, including geographic location, demographic differences, and the role of technology in shaping Gen Z's psychological well-being.

The review was conducted using six major online databases, covering studies published between 2015 and 2023. The keywords "Gen Z Psychological well-being" and "Generation Z Psychological well-being" were used to capture relevant publications. Only peer-reviewed articles were included to maintain quality standards, though this may have narrowed the scope of eligible studies. Initial searches identified approximately 2,500 records, which were filtered using predefined inclusion criteria to yield 332 articles for detailed analysis.

While this focus ensures high-quality findings, it also introduces limitations. Excluding non-peer-reviewed sources, such as conference papers or unpublished studies, may overlook valuable insights. Furthermore, the reliance on English-language publications may have excluded regional perspectives from non-English-speaking countries. These limitations are acknowledged as areas for improvement in future research.

### SYSTEMIC LITERATURE REVIEW AND ANALYSIS

The graph depicts the notable surge in scholarly attention towards Gen Z's psychological well-being, as evidenced by the number of publications over time. (see Figure 1).

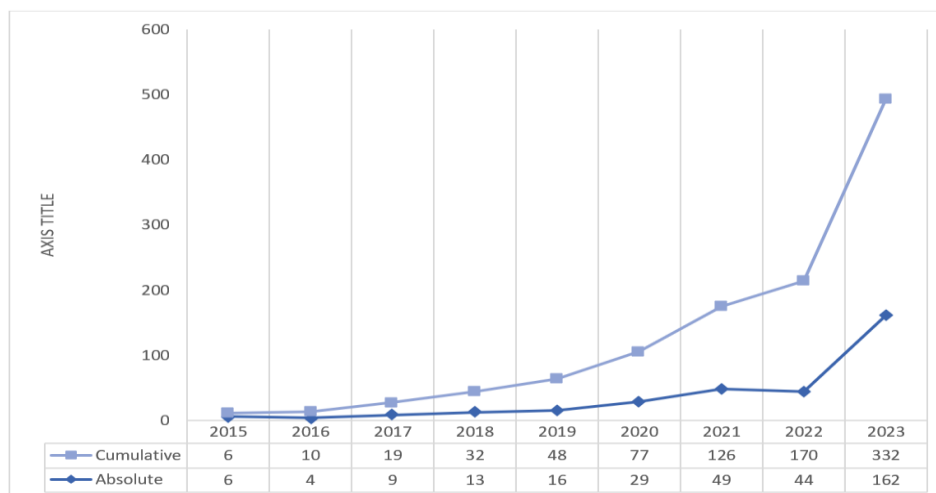


Figure 1: Number of publications on Gen'Z Psychological well-being

In the first phase, starting with the article by Durand-Bush, McNeill, and Harding (2015), published in the *Canadian Journal of Counseling and Psychotherapy* until 2017, 35 articles were published with an average of 11.6 publications per year. The number of publications increased sharply from 2018 to 2020 to 157, averaging 52.3 per year. Finally, the number of publications peaked in 2021-2023 with 628 articles, an average of 209.3 per year. This sharp increase illustrates the rapid growth of the topic of Gen Z's Psychological well-being.

#### *Analysis of Referencing Network*

We created a matrix using the mutual references between the studies in our dataset. We performed a network analysis to determine which publications are the most notable in the scientific discourse on Gen Z's Psychological well-being. More precisely, we computed two separate directional (one-sided) centrality measures, usually recognized as prominence or importance rather than quality in network graph theory (Wasserman & Faust, 1994). For each investigation, an in-degree centrality metric was first calculated. This metric represents the in-degree of a study or the ratio of an article's citations by other studies in our dataset to the total number of studies.

Furthermore, we adjusted the in-degree centrality values by accounting for the time elapsed since the publication of each study. This adjustment addressed the bias toward citing older studies more frequently than recent ones, considering that older studies cannot cite newer ones. This allows more recent, often-referenced research to achieve better scores and demonstrate their relative influence. The analysis involved individual network analyses for each year, exclusively considering papers published in that year or afterward. This led to the creation of a supplementary metric known as adjusted in-degree centrality. Although the networks have different sizes across the years, the in-degree centrality values can be easily compared (Wasserman & Faust, 1994, p. 179). Table 1 provides a comprehensive overview of the top 10 studies ranked by their scores in each metric. These studies exhibit a high degree of similarity.

**Table 1. In-degree centrality scores from network analyses**

Study	Description	Times Cited	In-degree centrality	Rank	In degree adjusted	Rank
Langer et al. (2017)	This study examines whether a mindfulness-based program improves cognitive performance and Psychological well-being in patients with a first episode of schizophrenia and a high-risk mental state.	1801	.853	1	.853	1
Turner (2015)	The paper discusses Generation Z, its values, technology, and social media use, and how it may develop societal	1240	.757	2	.762	2

	interest. The author advises parents, teachers, and therapists.					
Seemiller and Grace (2017)	This article describes Gen Z's learning, engagement, and service.	743	.524	3	.530	3
Przybylski and Weinstein (2019)	This article shows that modest digital technology use is not dangerous and may be beneficial in a connected world.	732	.459	4	.467	4
Saladino et al. (2020)	The most vulnerable groups—children, college students, and health workers—are more likely to acquire post-traumatic stress disorder, anxiety, depression, and other symptoms, according to research.	668	.409	5	.467	5
Twenge and Campbell (2018)	Teens who spent more time on screens (e.g., social media, the Internet, texting, gaming) and less time on non-screen activities (e.g., in-person social engagement, sports/exercise, homework, and religious services) had lower Psychological well-being.	666	.443	6	.449	6
(Schroth, 2019)	Psychological well-being was lower when adolescents spent more time on screens and higher in years when they spent more time on non-screen activities, with activity changes preceding well-being losses.	547	.418	7	.430	7
Seemiller and Grace (2018)	Provides insight into Generation Z's job objectives, religious views and practices, entertainment and hobbies, social issues, relationships with friends and family, health and wellness, money management, and more.	480	.362	8	.373	8
Kwong et al. (2021)	The data show pandemic-related youth worry. Depression and anxiety are more common in some demographics during the COVID-19 pandemic. This is crucial for planning mental health services and long-term effects after the pandemic.	469	.350	9	.362	9
Lattie et al. (2019)	Results reveal that digital mental health therapies can improve depression, anxiety, and Psychological well-being among college students, but further	438	.344	10	.356	10

research is needed to determine their efficacy.

#### *Publication outlets*

Based on the type of publication in the dataset that was collected, it was found that only 23 (6.9%) were book chapters, while the majority (332 articles/93.07%) were publications in scientific journals. It was identified that there were only two journals that had published the Gen'Z Psychological well-being theme five or more times, namely *Frontiers in Psychology* and *Sustainability*.

#### *Countries studied*

Proper sample selection is essential for ensuring the generalizability of empirical research. The generalizability of the findings may be constrained if the majority of research is based on samples from the same geographic location, educational level, level of government, or similar kinds of interviewees. We conducted a thorough analysis to determine the geographical source of the empirical data utilized in prior research by identifying the specific nations where the data were gathered (refer to Table 2).

An analysis of empirical data in 46.39 % of the studies (154) was undertaken using samples from the United States. Of the remaining 174 cases, 63 were derived from data collected in Europe and 65 from Asia. This indicates that 28 studies included samples from regions outside of Europe and Asia. We identified eight studies conducted in Africa and 8 in South America, both locations historically inadequately represented in human resource management research. However, it is essential to note that these results may only partially represent our emphasis on publishing in the English language.

**Table 2. Distribution of the origins of empirical data used in the studies**

Country (ISO Code) <sup>a</sup>	Freq. <sup>b</sup>	% <sup>b</sup>	Continent	Freq.	%
US	154	46.39	Europe	63	18.98
IT, TW	29	8.73	North America	176	53.01
DK	19	5.72	Asia	65	19.58
NO	17	5.12	Oceania	12	3.61
CH, KR	16	4.82	Africa	8	2.41
JP	15	4.52	South America	8	2.41
CN	14	4.22			
ES, SE	13	3.92			
NL	10	3.01			
DE	9	2.71			
GB	8	2.41			
CA	7	2.11			
AU, FR, FR	6	1.81			

AT, FI, IL, SI, BG, HU, RU	5	1.51
BR, MT, NZ, LT, MX, PK	4	1.20
CL, CZ, EU, IN, LV, PL, TH, UY, ZA, CY, EG, IE, IR, PH, PT, TR, ZA	3	.90
AD, BD, CR, GE, HK, JM, MD, MY, RO, RW, SK, UA, VN, AR, BF, CR, GE, HK, JM, MA, ML, PE, RS	3	.90
<b>Total</b>	<b>332</b>	<b>332</b>

#### *Methods used*

We also complete this research with a study regarding the type of data collection, whether cross-sectional or longitudinal. Most studies used survey research (176 instances, 53.01%), a small number of studies used individual interviews (48 instances, 14.46%), experimental data (10 instances, 3.01%), document or content analysis (5 instances, 1.51%), non-survey related archival data (2 instances, 0.60%), focus group (1 instance, 0.30%) or field study (1 instance, 0.30%). Most studies used cross-sectional designs (320 instances, 96.38%), and a few used longitudinal data (12 instances, 3.61%).

Furthermore, analytical methods are summarized in Table 3. The research most frequently carried out is univariate and descriptive statistics (75 instances, 22.59%), multivariate such as factor analysis (48 instances, 14.46%), multiple regression (63 instances, 18.98%), and structural equation modeling (65 instances, 19.58%). Most of the research was qualitative research (57 instances, 17.17%), and only a few were bivariate in the form of linear regression (20 instances, 6.02%). Apart from that, there are four that use methods other than those mentioned above.

**Table 3. Analytical Method**

Analytical Method <sup>a</sup>	Freq	%b
Univariate: descriptive statistics	75	22.59
Multivariate: factor analysis	48	14.46
Multivariate: multiple regression	63	18.98
Multivariate: structural equation modeling	65	19.58
Qualitative research	57	17.17
Bivariate: linear regression	20	6.02
Other	4	1.20
<b>Total</b>	<b>332</b>	<b>100</b>

#### **SUMMARY OF FINDINGS**

The increasing popularity of Psychological well-being research in Human Resource Management is partly due to increasing mental health awareness. Although it is still relatively

new, research on this topic has been conducted worldwide. The analysis carried out in this systemic literature review found several important points:

1. The publication of publications regarding Gen Z's psychological well-being began in 2015. Since that year, the number of publications has increased sharply, especially in 2022-2023. This aligns with Perry's (2014) explanation that research progress usually has three waves of evolution. The first wave is called "definition and measurement," then the second wave is called "assessing and confirming," and the last wave is "learning from past research and filling gaps." It can be said that research on Gen Z's Psychological well-being has entered the third wave of evolution.
2. North America is the most dominant region in this research topic; more than half (53.01%) of Gen Z's Psychological well-being research was conducted there. This topic is also very popular on two other continents: Asia (18.98%) and Asia (19.58%).
3. Research on Gen Z's Psychological well-being is a cross-disciplinary topic. Popular research in this field is usually related to health and psychology. Meanwhile, discussing this topic in Human Resource Management is still relatively new.
4. Most studies used a multivariate approach with structural equation modeling (19.58%) and multiple regression (18.98%). Moreover, only a few used a qualitative approach (17.17%).
5. Researchers have confirmed that mindfulness-based programs, learning engagement, religious views, and others influence Gen Z's psychological well-being. The researchers also found that the use of technology is one of the main factors that can determine the Psychological well-being of this young generation. Teenagers who use gadgets more (screen time) usually have worse Psychological well-being. For this reason, sports, homework, religious service, and other activities are needed to maintain Psychological well-being.
6. Early research also explains various symptoms of Psychological well-being problems, such as stress disorder, anxiety, depression, and others.
7. Finally, it is necessary to integrate Psychological well-being research into human resource management studies. The same topic is "Psychological Well-Being," where research is carried out in one organization.

## DISCUSSION AND FUTURE RESEARCH

The results of our analysis are promising for the field of Human Resource Management research, as they indicate that researchers are generating innovative knowledge that is making an important impact beyond their discipline. Gen Z Psychological well-being is a novel study idea developed by the HRM community. Its influence is evidence of the field's intellectual vigor and enhances its position in the social sciences.

Our analysis uncovers some weaknesses in the current research endeavor. Future studies must address at least three significant constraints to enhance the quality and influence of research output. Initially, researchers have shown the Psychological well-being of Gen Z as a favorable characteristic and have examined its correlation with other favorable variables but not unfavorable ones. Furthermore, employing more advanced scientific approaches is vital to

establishing robust proof of crucial research inquiries. Moreover, researchers have adhered closely to a prevailing measuring technique and have shown a preference for survey study designs. Utilizing a single metric and method in this approach has facilitated the gathering of knowledge, but it may be constraining our comprehension of the concept. Public service motivation probably possesses supplementary dimensions and characteristics.

## CONCLUSIONS

The review affirms the significant surge in scholarly attention towards the Psychological well-being of Generation Z in the past decade. A growing international research community has answered the call for advancing theory and measurement scales. The study of the factors that influence and the consequences of Psychological well-being in Generation Z has been extensive, as it should be. Our systematic literature review is timely because it is crucial to consolidate and integrate the existing research findings in a subject that has generated significant study interest in a relatively short timeframe. Researchers in this field will find valuable guidance on research requirements that we have extracted from the literature. Those with a moderate interest in the subject, who have been overwhelmed by the information available, may find our thorough analysis beneficial.

Scholars must engage in critical thinking regarding the concept of Psychological well-being to guarantee a productive future for study in this field. As stated in the introduction, research on the Psychological well-being of Generation Z is still in its early stages, but it is progressing and producing more studies. While the scientific validity of the idea is still under discussion, it has undeniably resonated with the HRM community, where numerous scholars and professionals acknowledge the necessity for a better comprehension of the factors that appeal to Gen Z in the workplace and drive their motivation.

## REFERENCES

- Almi, S. N., & Rahmi, E. (2020). Pengaruh Digital Literacy Terhadap Kesiapan Berwirausaha di Era-digital Mahasiswa Fakultas Ekonomi Universitas Negeri Padang. *Jurnal Ecogen*. <https://pdfs.semanticscholar.org/eabc/0dadaa5fae13c75a78e217d039af4ccd5681.pdf>
- Anggraini, M. C., & Marsasi, E. G. (2024). The Influence of Self-Esteem and Brand Trust to Optimize Brand Loyalty Based on Social Identity Theory in Generation Y & Z. *Jurnal Ecogen*.
- Arsakiyana, D., & Sulistyowati, R. (2022). Pengaruh Pembelajaran Kewirausahaan, Entrepreneurial Traits, dan Literasi Digital terhadap Rintisan Bisnis Mahasiswa. *Jurnal Ecogen*. <https://www.academia.edu/download/90397678/5055.pdf>
- Green, M., & Elliott, M. (2010). Religion, health, and psychological well-being. *Journal of Religion and Health*. <https://doi.org/10.1007/s10943-009-9242-1>
- Harker, K. (2001). Immigrant generation, assimilation, and adolescent psychological well-being. *Social Forces*. <https://academic.oup.com/sf/article-abstract/79/3/969/2234390>
- [https://www.researchgate.net/profile/Kathryn-Tillman/publication/249901837\\_Immigrant\\_Generation\\_Assimilation\\_and\\_Adolescent\\_Psychological\\_Well-Being/links/55a555a608aef604aa043865/Immigrant-Generation-Assimilation-and-Adolescent-Psychological-Well-Being.pdf](https://www.researchgate.net/profile/Kathryn-Tillman/publication/249901837_Immigrant_Generation_Assimilation_and_Adolescent_Psychological_Well-Being/links/55a555a608aef604aa043865/Immigrant-Generation-Assimilation-and-Adolescent-Psychological-Well-Being.pdf)

- Hati, L., & Pradhan, R. K. (2021). Antecedents and Consequences of Employee Well-being: A theoretical framework. *Emotion, Well-being, and Resilience*. <https://doi.org/10.1201/9781003057802-28>
- Huda, N., Suanda, J., & Ahamed, N. (2025). Systematic Literature Review on Digital Marketing in Women's Healthcare Using the PRISMA Model. *Bangladesh Journal of Medical ...* <https://banglajol.info/index.php/BJMS/article/view/81525>
- Kwong, A., Pearson, R., & Adams, M. (2021). Mental health before and during the COVID-19 pandemic in two longitudinal UK population cohorts. *The British Journal of ...*
- Lamichhane, B., Lamichhane, S., & Pandey, P. (2025). Impact of Digital Marketing on Business Performance: A PRISMA Model. *Journal of Development ...* <https://nepjol.info/index.php/jdr/article/view/75888>  
<https://nepjol.info/index.php/jdr/article/download/75888/58236>
- Langer, Á., Schmidt, C., Mayol, R., & Díaz, M. (2017). The effect of a mindfulness-based intervention in cognitive functions and psychological well-being applied as an early intervention in schizophrenia and high .... <https://doi.org/10.1186/s13063-017-1967-7>
- Lattie, E. G., Adkins, E. C., & Winquist, N. (2019). Digital mental health interventions for depression, anxiety, and enhancement of psychological well-being among college students: systematic review. *Journal of medical ...* <https://www.jmir.org/2019/7/e12869/>
- Lowe, G. (2020). Creating healthy organizations: Taking action to improve employee well-being. *Creating Healthy Organizations*. <https://doi.org/10.3138/9781487531645>
- Patel, D. (2017). What Gen Zs FOMO means for marketers. Retrieved from ht tps.
- Przybylski, A. K., & Weinstein, N. (2019). Digital screen time limits and young children's psychological well-being: Evidence from a population-based study. *Child development*. <https://doi.org/10.1111/cdev.13007>
- Resho, & Singh, N. P. (2024). Prisma Model-Driven Systematic Literature Review on the Effectiveness of Organisational Cultural Intelligence and Communication for Global Leadership Readiness. *Asia-Pacific Journal of Management ...* <https://doi.org/10.1177/2319510X241247100>
- Saladino, V., Algeri, D., & Auriemma, V. (2020). The psychological and social impact of Covid-19: new perspectives of well-being. *Frontiers in psychology*. <https://doi.org/10.3389/fpsyg.2020.577684>
- Schroth, H. (2019). Are you ready for Gen Z in the workplace? *California Management Review*. <https://doi.org/10.1177/0008125619841006>
- Seemiller, C., & Grace, M. (2017). Generation Z: Educating and engaging the next generation of students. *About campus*. <https://doi.org/10.1002/abc.21293>
- Seemiller, C., & Grace, M. (2018). *Generation Z: A century in the making*.
- Shalsabilah, N., & Firmansyah, F. (2023). The influence of content marketing and product knowledge on generation Z purchase intention in using Bank Syariah Indonesia services. *Jurnal Ecogen*. <http://repository.uin-malang.ac.id/16358/>  
<http://repository.uin-malang.ac.id/16358/2/16358.pdf>
- Turner, A. (2015). Generation Z: Technology and social interest. *The journal of individual Psychology*. <https://doi.org/10.1186/s13063-017-1967-7>
- Twenge, J. M., & Campbell, W. K. (2018). Associations between screen time and lower psychological well-being among children and adolescents: Evidence from a population-based study. *Preventive medicine reports*. <https://www.sciencedirect.com/science/article/pii/S2211335518301827>