

Daftar Pustaka

- Angeline, F. G., & Yanuar. (2023). *PENGARUH LEADERSHIP DAN JOB SATISFACTION TERHADAP TURNOVER INTENTION (COMMITMENT SEBAGAI VARIABEL MEDIASI) PADA PT XYZ Latar belakang leadership dan job satisfaction agar dapat mengurangi turnover intention pada karyawan PT PT XYZ . Total kuesioner yang. 05(01), 250–258.*
- Anisa, N., Bagis, F., Widhiandono, H., & Hidayah, A. (2026). *Exploration of Absenteeism , Affective Commitment , Organizational Justice , and Job Opportunities as Determinants of Health Care Employee Turnover Intention. 15(2), 93–108.* <https://doi.org/10.32502/jim.v15i2.1508>
- Arum, A. I. (2022). Pengaruh person organization fit terhadap turnover intention : person job fit sebagai variabel mediasi. *Jurnal Ilmu Manajemen, 10(2)*, 634–647.
- Ayu, S., Uktutias, M., Masyfufah, L., & Iswati, S. (2021). *Jurnal Kesehatan Jurnal Kesehatan. Jurnal Kesehatan, 9(1), 15–20.*
- Bachri, F., & Solekah, N. A. (2021). *Organizational Commitment as Mediating Variable of Employee Job Satisfaction Toward Turnover Intentions. 04(02), 152–161.*
- Burstein, G., & Zuckerman, I. (2023). Deconstructing Risk Factors for Predicting Risk Assessment in Supply Chains Using Machine Learning Deconstructing Risk Factors for Predicting Risk Assessment in. *Journal OfRisk and Financial Management, 16(97), 16.*
- Cahyaningsih, P. N., Kirana, K. C., & Welsa, H. (2021). Analisis Organizational Trust dan Komitmen Organisasi terhadap Turnover Intention pada Pekerja Generasi Milenial dengan Kepuasan Kerja sebagai Variabel Intervening Putri. *Jurnal Manajemen Dan Sains, 6(2), 500–505.* <https://doi.org/10.33087/jmas.v6i2.318>
- Cropanzano, R., & Mitchell, M. S. (1972). *Social Exchange Theory : An Interdisciplinary Review. 31(6), 874–901.*
- Ersoy, A. (2024). *The Relationship between Job Satisfaction and Turnover Intention : A Meta-Analysis. 11(October), 115–124.* <https://doi.org/10.18394/iid.1464432>
- Fajar, Y. M. D. (2025). Journal of Applied Economics. *Journal of Applied Economics in Developing Countries, 10(2), 73–83.*
- Fitria, A., Pahlawan, S., & Wahyuni, P. (2022). *The effect of workload and work environment on employee turnover intention mediated by job satisfaction. 7(2), 93–101.*
- Ghozali, I. (2016). *APLIKASI ANALISIS MULTIVARIATE (A. H. S (ed.); 22nd ed.)*. Badan Penerbit Undip.
- Hafizza, A., Zamnuri, M., Hidayana, N., & Noor, M. (2026). *Issues and Perspectives in Business and Social Sciences. 6(1), 15–28.*
- Handaru, A. W., Rahman, N. F., & Parimita, W. (2021). *Pengaruh Job Insecurity Dan Komitmen Organisasi Terhadap Turnover Intention Pada Karyawan Industri Manufaktur (Automotive dan Metal Part). 12(1), 15–39.*
- Hanifa, M., Widagdo, B., & Rumijati, A. (2024). The Mediating Role of Job Satisfaction in the Relationship Between Human Resource Management Practices and Turnover Intention. *Jurnal Manajemen Bisnis, 15(1), 32–56.* <https://doi.org/10.18196/mb.v15i1.19059>
- Harsono, Y., & Aprilianty, E. (2022). *TERHADAP TURNOVER INTENTION KARYAWAN YAYASAN. 2(3), 343–353.*

- Id, H. J., Li, X., & Li, G. (2024). *Impact of corporate social responsibility on employee loyalty : Mediating role of person- organization fit and employee trust.* 1–18. <https://doi.org/10.1371/journal.pone.0300933>
- Karim, M., & Sutianingsih. (2024). *THE EFFECT OF PERSON JOB FIT , PERSON ORGANIZATION FIT ON ORGANIZATIONAL COMMITMENT WITH JOB SATISFACTION AS AN.* 3(1), 2023.
- Kristof, A. M. Y. L. (1996). *PERSON-ORGANIZATION FIE AN INTEGRATIVE REVIEW OF ITS CONCEPTUALIZATIONS , MEASUREMENT , AND IMPLICATIONS.*
- Likardo, D. D., & Praningrum. (2025). The effect of perceived organizational support and organizational commitment on turnover intention : Mediated by job satisfaction. *Jurnal Fokus Mnajemen Bisnis*, 15(1), 37–54.
- Luh, N., & Widyanti, T. (2022). *Pengaruh Kepuasan Kerja Dan Komitmen Organisasi Terhadap Turnover Intention.* 2(1), 33–45.
- Mangumbahang, C., Taroreh, R., & Palendeng, I. (2023). *PENGARUH KEPUASAN KERJA , STRES KERJA , DAN LINGKUNGAN KERJA TERHADAP TURNOVER INTENTION PADA KARYAWAN PT . PELANGI SULUT THE INFLUENCES OF JOB SATISFACTION , JOB STRESS , AND JOB ENVIRONMENT ON TURNOVER INTENTION AT PT. PELANGI SULUT C.* Mangumbahang ., R. Taroreh ., I. Palendeng. 11(3), 1510–1519.
- Mardiansah, A. (2021). *Pengaruh Stres Kerja dan Kepuasan Kerja Terhadap Turnover Intention Perawat Rumah Sakit Prima Pekanbaru.* 14(2), 58–63.
- Mardikaningsih, R., & Munir, M. (2021). *Studi Tentang Variabel Kepemimpinan , Komitmen Organisasi dan Intensi Turnover.* 2(1), 17–21.
- Martini, N., Moeins, A., Madiistriyatno, H., Zami, A., & Sudrajat, A. (2023). *Effect of Job Environmental , Job Loads and Compensation to Job Satisfaction and Implications on Turnover Intentions in Manufacturing Company.* 14(1), 1–20. <https://doi.org/10.18196/mb.v14i1.15059>
- Mobley, W. H. (1977). *i J.* 62(2), 237–240.
- Noraazian, & Khalip. (2016). A three-Component Conceptualization of Organizational Commitment. *International Journal Of Academic In Business And Social Sciences*, 6(12), 16–23. <https://doi.org/10.6007/IJARBSS/v6-i12/2464>
- Peeters, M., Marina, L., & Dewi, L. (2024). Workers are ready for change . Are leaders ready to engage them? In *Indonesia Hopes and Fears Survey 2024 Workers* (p. 39). pwc.com/hopesandfears.
- Pratama, E. N., Suwarni, E., Handayani, M. A., & Indonesia, U. T. (2022). *Pengaruh Kepuasan Kerja dan Komitmen Organisasi terhadap Niat Pindah Kerja dengan Kesesuaian Individu-Organisasi sebagai Variabel Moderator.* 6(c), 74–82.
- Puhakka, I. J. A., Nokelainen, P., & Pylväs, L. (2021). Learning or Leaving ? Individual and Environmental Factors Related to Job Satisfaction and Turnover Intention. *Vocations and Learning*, 481–510. <https://doi.org/10.1007/s12186-021-09275-3>
- Ramli, Y. (2023). *No Title.* 55123110108.
- Robbins, S. P., & Judge, T. A. (2016). *Organizational Behavior* (17th ed.).
- Sari, R. S., & Subyantoro, A. (2023). *Journal Manajemen dan Bisnis.* 7(1), 1–9.

- Stark, H. P., Smith, R. W., & Carter, N. T. (2025). *Organizational Commitment Profiles and Employee Well-Being : Exploratory and Confirmatory Latent Profile Analyses*. 9, 639–673.
- Sugiyono. (2020). *Metode Penelitian Kuantitatif Kualitatif.pdf* (M. DR. Ir. Sutopo. S.Pd (ed.); cetakkan k). Alfabeta. <https://doi.org/Sugiyono,2023>
- Suhakim, A. I., Badrianto, Y., Bangsa, U. P., Korespondensi, E., & Karyawan, T. I. (2021). *Pengaruh Gaya Kepemimpinan Transformasional , Kepuasan Kerja dan Komitmen Organisasi Terhadap Turnover Intention*. 137–146.
- Vizano, N. A., Sutawidjaya, A. H., & Endri, E. (2021). The Effect of Compensation and Career on Turnover Intention : Evidence from Indonesia. *Journal Of Asian Finance, Economics and Business*, 8(1), 471–478. <https://doi.org/10.13106/jafeb.2021.vol8.no1.471>
- Widiastini, N. M. A. (2021). *TURNOVER INTENTION*. 3(1), 81–86.
- Woerikom, M. Van, Christina, M., & Bakker, A. B. (2022). Human Resource Management Review Considering strengths use in organizations as a multilevel construct. *Human Resource Management Review*, 32(3), 100767. <https://doi.org/10.1016/j.hrmr.2020.100767>
- Yusoff, N. A., & Yusoff, Y. M. (2023). *SUPPORTIVE WORK ENVIRONMENT AND TURNOVER INTENTION : TESTING THE MEDIATION EFFECT OF PERSON-ORGANIZATION FIT*. 4(4), 53–60.