

Daftar Pustaka

- Aditeresna, K. A. R., & Mujiati, N. W. (2018). *Pengaruh kompensasi, kepuasan kerja dan pengembangan karir terhadap retensi karyawan di Kutabex Hotel*. Udayana University.
- Adams, J. S. (1963). *Toward an understanding of inequity*. *Journal of Abnormal and Social Psychology*, 67(5), 422–436. <https://doi.org/10.1037/h0040968>
- Adams, J. S. (1965). Inequity in social exchange. In L. Berkowitz (Ed.), *Advances in Experimental Social Psychology* (Vol. 2, pp. 267–299). Academic Press.
- Afsar, B., & Badir, Y. (2017). Workplace spirituality, perceived organizational support and innovative work behavior: The mediating effects of person-organization fit. *Journal of Workplace Learning*, 29(2), 95–109.
- Dewi, Astaginy, N., & Ismanto, I. (2025). The Effect of Perceived Organizational Support and Nonphysical Work Environment on Retention. *Perkembangan Kajian Sosial*, 2(1), 1–10.
- Astuti, D. M. Y., & Dewi, A. S. K. (2019). *Pengaruh Lingkungan Kerja Non Fisik Dan Keterlibatan Organisasional Terhadap Retensi Karyawan*. Udayana University.
- BPS Kab. Blora. (2025). *Keadaan Ketenagakerjaan Kabupaten Blora Agustus 2025*. Badan Pusat Statistik Kab. Blora.
- BPS Kab. Blora. (2026). *Kabupaten Blora Dalam Angka 2026*. Badan Pusat Statistik Kab. Blora.
- Badan Pusat Statistik Kabupaten Rembang. (2026). *Kabupaten Rembang Dalam Angka 2026*. Rembang: Badan Pusat Statistik Kabupaten Rembang.
- BPS Kab. Grobogan (2025). *Kabupaten Grobogan Dalam Angka 2025*. Badan Pusat Statistik Kab, Grobogan.
- Badan Pusat Statistik Kabupaten Wonogiri. (2026). *Kabupaten Wonogiri Dalam Angka 2026*. Wonogiri: Badan Pusat Statistik Kabupaten Wonogiri.
- Chiang, C.-F., & Hsieh, T.-S. (2012). The impacts of perceived organizational support and psychological empowerment on job performance: The mediating effects of organizational citizenship behavior. *International Journal of Hospitality Management*, 31(1), 180–190.
- Darmika, N., & Sriathi, A. A. A. (2019). The Influence of Career Development, Organizational Commitment and Perceived Organizational Support on Employee Retention'. *Udayana University Management E-Journal*, 8(7), 4153.
- Das, B. L., & Baruah, M. (2013). Employee retention: A review of literature. *Journal of Business and Management*, 14(2), 8–16.
- Decembria, D. (2025, December 11). *Hampir 50% Karyawan Aktif Cari Kerja Baru karena Stres*. <https://www.bloombergtechnoz.com/detail-news/93180/hampir-50-karyawan-aktif-cari-kerja-baru-karena-stres> <diakses Pada 1 Juni 2026>.
- Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Perceived organizational support. *Journal of Applied Psychology*, 71(3), 500.
- Eisenberger, R., Rhoades Shanock, L., & Wen, X. (2020). *Perceived organizational support: Why caring about employees counts*. *Annual Review of Organizational Psychology and Organizational Behavior*, 7, 101–124. <https://doi.org/10.1146/annurev-orgpsych-012119-044917>
- Fitrianda, R., & Widawati, L. (2025). Pengaruh Persepsi Dukungan Organisasi terhadap Work-Life Balance Karyawan Generasi Z PT. X. *Bandung Conference Series: Psychology Science*, 5(2), 1341–1350.
- Ghozali, I. (2021). *Aplikasi Analisis Multivariate dengan Program IBM SPSS 26*. Badan Penerbit Universitas Diponegoro.
- Kramer, R. M. (1999). Trust and distrust in organizations: Emerging perspectives, enduring questions. *Annual Review of Psychology*, 50(1), 569–598.
- Kyndt, E., Dochy, F., Michielsen, M., & Moeyaert, B. (2009). Employee retention: Organisational and personal perspectives. *Vocations and Learning*, 2(3), 195–215.

- Lemeshow, S. (1990). *Adequacy of sample size in health studies*. Wiley.
- Locke, E. A. (1976). The nature and causes of job satisfaction. *Handbook of Industrial and Organizational Psychology*.
- Mardhani, K. K., & Dewi, A. S. K. (2022). *Pengaruh kompensasi komitmen organisasional terhadap retensi karyawan dimediasi oleh kepuasan kerja RSUD Bhakti Rahayu Denpasar* [Skripsi]. Udayana University.
- Maslow, A. H. (1943). A theory of human motivation. *Psychological Review*, 50(4), 370.
- Mathis, R. L., Jackson, J. H., Valentine, S. R., & Meglich, P. A. (2017). *Human resource management*. Cengage learning.
- Mayer, R. C., Davis, J. H., & Schoorman, F. D. (1995). An integrative model of organizational trust. *Academy of Management Review*, 20(3), 709–734.
- Meyer, J. P., & Allen, N. J. (1991). A three-component conceptualization of organizational commitment. *Human Resource Management Review*, 1(1), 61–89.
- Mobley, W. H. (1977). Intermediate linkages in the relationship between job satisfaction and employee turnover. *Journal of Applied Psychology*, 62(2), 237.
- Mowday, R. T., Porter, L. W., & Steers, R. M. (2013). *Employee—organization linkages: The psychology of commitment, absenteeism, and turnover*. Academic press.
- Mubarak, E. S., Arbi, H., Hasana, R. U., Saksomo, L., & Salam, R. (2024). The Determinants of Employee Retention at the Ministry of Finance of the Republic of Indonesia. *Journal Of Global Economics, Management And Business Research* Учредителю: IK Press, 16(2), 21–34.
- Pithaloka, D. A., & Ardiyanti, N. (2024). The effect of perceived organizational support on intention to stay mediated by employee engagement and job satisfaction. *Jurnal Aplikasi Manajemen*, 22(2), 476–491.
- Pritchard, R. D. (1969). Equity theory: A review and critique. *Organizational Behavior and Human Performance*, 4(2), 176–211.
- Putra, I. B. G. S., & Rahyuda, A. G. (2016). *Pengaruh kompensasi, lingkungan kerja dan perceived organizational support (POS) terhadap retensi karyawan*. Udayana University.
- Rhoades, L., & Eisenberger, R. (2002). Perceived organizational support: a review of the literature. *Journal of Applied Psychology*, 87(4), 698.
- Robbins, S. P., & Judge, T. A. (2023). *Organizational behavior* (19th ed.). Pearson.
- Robbins, S. P., & Judge, T. (2021). *Organizational behavior*. Pearson South Africa.
- Sabila, Z. N., Gumelar, G., & Akbar, Z. (2024). Sustainable Workforce: The Role of Employee Engagement on Perceived Organizational Support to Employee Retention. *Philanthropy: Journal of Psychology*, 8(1), 65–85.
- Samuel, M. O., & Chipunza, C. (2009). Employee retention and turnover: Using motivational variables as a panacea. *African Journal of Business Management*, 3(9), 410.
- Shaw, J. D. (2011). Turnover rates and organizational performance: Review, critique, and research agenda. *Organizational Psychology Review*, 1(3), 187–213.
- Sugiyono, S. (2021). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Alfabeta.
- Tett, R. P., & Meyer, J. P. (1993). Job satisfaction, organizational commitment, turnover intention, and turnover: path analyses based on meta-analytic findings. *Personnel Psychology*, 46(2), 259–293.