

DAFTAR PUSTAKA

- Abd-Ellatif, E.E., Anwar, M.M., AlJifri, A.A., dan el Dalatony, M.M. (2021). Fear of COVID-19 and Its Impact on Job satisfaction and Turnover intention Among Egyptian Physicians. *Safety and Health at Work*, 12(4), 490-495.
- Ali, B.J., dan Anwar, G. (2021). Work Engagement: How Does Employee Work Engagement influence Employee Satisfaction? *International Journal of Advanced Engineering, Management and Science*, 7(6), 10-21.
- Altahtooth, U. (2018). The effect of job satisfaction and workload on it project employee *turnover intention* in the Madinah Government of Saudi Arabia. *International Journal of Business and Social Science*, 9(8), 107-115.
- Ansori. (2021). Pengaruh Kepuasan Kerja dan Komitmen Organisasi Terhadap *Turnover intention* Pegawai Dinas Komunikasi Dan Informatika Kota Bandar Lampung. *Jurnal SOLMA*.
- Arikunto, S. (2013). *Prosedur Penelitian: Suatu Pendekatan Praktik*. Jakarta: Rineka Cipta.
- Aziz, H.M., Othman, B.J., Gardi,B., Ahmed, S.A., Sabir, B.Y., Ismael, N.B., Hamza, P.A., Sorguli, S., Ali, B.J., dan Anwar, G. (2021). Employee Commitment: The Relationship between Employee Commitment And Job satisfaction. *Journal of Humanities and Education Development*, 3(3), 54-66.
- Bakker, A.B., Demerouti, E., dan Schaufeli, W. (2003) Dual processes at work in a call centre: An application of the job demands-resources model. *European Journal of Work and Organizational Psychology*, 12(4), 393-417.
- Bakker, A.B. dan Demerouti, E. (2007). The Job Demands-Resources model: state of the art. *Journal of Managerial Psychology*.
- Bakker, A.B. dan Leiter, M.P. (2010) Work Engagement: A Handbook of Essential Theory and Research. *Psychology Press, Hove*.
- Bakker, A.B. dan Daniels, K. (2012). A Day in the Life of A Happy Worker. *London: Psychology Press*.
- Biro, M.M. (2018). 7 Keys To Make Your Employees Love Your Company. Forbes. <https://www.forbes.com/sites/meghanbiro/2018/10/15/7-keys-to-make-your-employees-love-your-company/?sh=79c2bc821261>

- Bollen, K.A. dan Stine, R.A. (1993). *Bootstrapping Goodness-of-Fit Measures in Structural Equation Models*. SAGE Publications, Ltd.
- Chasanah, N. (2008). Analisis Empowerment, Self Efficacy dan Budaya Organisasi Terhadap Kepuasan Kerja Dalam Meningkatkan Kinerja Karyawan (Study Empiris pada Karyawan PT. Mayora Tbk Regional Jateng dan DIY).
- Chasanah, U. dan Saputra, D. (2021). Pengaruh kepuasan kerja terhadap *turnover intention* yang dimediasi oleh workplace incivility. *Kajian Bisnis Sekolah Tinggi Ilmu Ekonomi Widya Wiwaha*, 29(2), 1-17. doi: 10.32477/jkb.v29i2.241.
- Daenuri, R., dan Pitri, M.T. (2020). Pengaruh motivasi kerja dan stres kerja terhadap kinerja karyawan pada pt. glostar indonesia i cikembar kabupaten sukabumi (studi pada divisi production planning inventory control). *Jurnal Mahasiswa Manajemen*, 1(1). <https://journal.stiepasim.ac.id/index.php/JMM/issue/view/22>
- Dale, J., Potter, R., Owen, K., Parsons, N., Realpe, A., dan Leach, J. (2015) Retaining the general practitioner workforce in England: what matters to GPs? A crosssectional study. *BMC Family Practice*, 16(140).
- Deng, J., Guo, Y., Ma, T., Yang, T., dan Tian, X. (2019). How job stress influences job performance among Chinese healthcare workers: a cross-sectional study. *Environmental Health and Preventive Medicine*, 24(1), 2. <https://doi.org/10.1186/s12199-018-0758-4>
- Dewi, A., dan Agustina, M.D.P. (2021). Pengaruh Kepuasan Kerja dan Stres Kerja terhadap *Turnover intention* Karyawan. *Widya Amrita: Jurnal Manajemen, Kewirausahaan Dan Pariwisata*, 1(3), 1076-1088. <https://doi.org/10.32795/widyaamrita.v1i3.1452>
- Dodanwala, T.C., dan Santoso, D.S. (2021). The mediating role of job stress on the relationship between job satisfaction facets and *turnover intention* of the construction professionals. *Engineering, Construction and Architectural Management*, 29(4), 1777-1796
- Dwinijanti, L., Adhikara, M.F.A., dan Kusumapradja, R. (2020). Job satisfaction and *turnover intention* among public sector nurses: Is workload and burnout the issue? *JEMA: Jurnal Ilmiah Bidang Akuntansi Dan Manajemen*, 17(1), 67. <https://doi.org/10.31106/jema.v17i1.4951>
- Erenstein, C.F., dan McCaffrey, R. (2007). How healthcare work environments influence nurse retention. *Holistic Nursing Practice*, 21, 303-307. <https://doi.org/10.1097/01.HNP.0000298615.25222.de>

- Fasbender, U., Van der Heijden, B.I.J.M., dan Grimshaw, S. (2019). Job satisfaction, Job stress and Nurses' *Turnover intentions*: The Moderating Roles of On-the-job and Off-the-job Embeddedness. *Journal of Advanced Nursing*, 75(2), 327-337.
- Ferdinand, A. (2006). *Metode Penelitian Manajemen: Pedoman Penelitian untuk skripsi, Tesis dan Disertai Ilmu Manajemen*. Semarang: Universitas Diponegoro.
- Ganster, D.C., dan Schaubroeck, J. (1991). Work stress and employee health. *Journal of management*, 17(2), 235-271. <https://doi.org/10.1177%2F014920639101700202>
- Ghozali, I. dan Fuad, H. (2005). *Structural equation modeling: teori, konsep, & aplikasi dengan program Lisrel 8.54*. Semarang: Badan Penerbit Universitas Diponegoro.
- Ghozali, I. (2009). *Aplikasi Analisis Multivariate dengan Program SPSS*. Semarang: Badan Penerbit Universitas Diponegoro.
- Ghozali, I. (2014). *Structural Equation Modeling, Metode Alternatif dengan Partial Least Square (PLS)*. Edisi 4. Semarang: Badan Penerbit Universitas Diponegoro.
- Ghozali, I. (2017). *Model Persamaan Struktural Konsep Dan Aplikasi Program AMOS 24*. Semarang: Badan Penerbit Universitas Diponegoro.
- Ghozali, I. (2018). *Aplikasi analisis multivariate dengan program IBM SPSS 25*. Badan Penerbit Universitas Diponegoro.
- Greenberg, J., Baron, R.A., dan Grover, R.A. (1993). *Behavior in organizations: Understanding and managing the human side of work*
- Hair, J.F., Black, W.C., Babin, B.J., dan Anderson, R.E. (2014). *Multivariate Data Analysis, 7th Edition (new int. ed.)*. Harlow: Pearson Education Limited
- Hamza, P.A., Othman, B.J., Gardi, B., Sorguli, S., Aziz, H.M., Ahmed, S.A., Sabir, B.Y., Ismael, N.B., Ali, B.J., dan Anwar, G. (2021). Recruitment and Selection: The Relationship between Recruitment and Selection with Organizational Performance. *International Journal of Engineering, Business and Management*, 5(3), 1-13. <https://doi.org/10.22161/ijebm.5.3.1>
- Hartono, J. (2014). *Metode Penelitian Bisnis*". Edisi Ke-6. Yogyakarta: Universitas Gajah Mada.

- Haryono, S., Muhammadiyah, U., Yusda, Y., Ambarwati, I., Mohd, Y., dan Saad, S.M. (2019). Do organizational climate and organizational justice enhance job performance through job satisfaction? A study of Indonesian employees. *Academy of Strategic Management Journal*, 18(1).
- Heryanda, K.K. (2019). The effect of job insecurity on *turnover intention* through work satisfaction in employees of PT Telkom Access Singaraja. *International Journal of Social Science and Business*, 3(3), 198-205. <https://ejournal.undiksha.ac.id/index.php/IJSSB/index>
- Hasyim, W. (2021). Motivasi, Disiplin Dan Kepuasan Kerja Pengaruhnya Terhadap Kinerja Karyawan. *IKRAITH-Humaniora*, 5(3), 35-43.
- Hayajneh, N., Suifan, T., Obeidat, B., Abuhashesh, M., Alshurideh, M., dan Masa'deh, R. (2021). The relationship between organizational changes and job satisfaction through the mediating role of job stress in the Jordanian telecommunication sector. *Management Science Letters*, 315-326. <https://doi.org/10.5267/j.msl.2020.8.001>
- Ibrahim, R.N., dan Suhariadi, F. (2021). Pengaruh Kepuasan dan Stres Kerja terhadap *Turnover intention* pada Pengurangan Gaji Karyawan Saat Pandemi. *Buletin Riset Psikologi Dan Kesehatan Mental (BRPKM)*, 1(2), 1388. <https://doi.org/10.20473/brpkm.v1i2.28619>
- Ihsani, A.R. (2019). Pengaruh stres kerja terhadap *turnover intention* dengan komitmen organisasi dan kepuasan kerja sebagai variabel intervening di PT Cipta Sarina Vidi Yogyakarta (Unpublished bachelor's thesis). Universitas Islam Indonesia, Yogyakarta.
- Imran, B., Mariam, S., Aryani, F., dan Ramli, A.H. (2020). Job Stress, Job Satisfaction and *Turnover intention*. *International Conference on Management, Accounting, and Economy (ICMAE 2020)*, 290-292.
- Indriantoro, N., dan Supomo, B. (2013). *Metodologi Penelitian Bisnis Untuk Akuntansi & Manajemen*. Yogyakarta: BPFE.
- Iskamto, D. (2021). Stress and Its Impact on Employee Performance. *International Journal of Social and Management Studies*, 02(3), 142-148. <http://www.ijosmas.org>
- Ivancevich, J.M., Konopaske, R., dan Matteson, M.T. (2006). *Organizational Behavior And Management, 7th Edition*. McGraw Hill
- Jabid, A., Fahri, J., Buamonabot, I., dan Arilaha, M. (2019). Relationship between job satisfaction and positive affect on *turnover intention* (Study in non-bank financing institutions in Ternate City, Indonesia). *Proceedings of the*

- Proceedings of the 4th International Conference on Accounting, Management, and Economics, ICAME 2019.*
<https://doi.org/10.4108/eai.25-10-2019.2295316>
- Judge, T.A., dan Watanabe, S. (1994). Individual differences in the nature of the relationship between job and life satisfaction. *Journal of Occupational and Organizational Psychology*, 67, 101-107.
- Kessler, R.C. dan Bromet, E.J. (2013). *Encyclopedia of Management Theory*. Vol. 2. Thousand Oaks: SAGE Publications, Ltd.
- Kurniawaty, K., Ramly, M., dan Ramlawati. (2019). The effect of work environment, stress, and job satisfaction on employee *turnover intention*. *Management Science Letters*, 9(6), 877-886.
<https://doi.org/10.5267/j.msl.2019.3.001>
- Kustodian Sentral Efek Indonesia, (2022). Investor Pasar Modal Tembus 10 Juta. *KSEI Press Release*.
- Lahat, M.A. dan Marthanti, A. S. (2021). The effect of work engagement and work stress on job satisfaction and their impact on *turnover intention* of Gojek Partners in Jakarta. *International Journal of Social and Management Studies (IJOMAS)*, 2(6), 40-50.
- Li, J., Liu, H., van der Heijden, B., dan Guo, Z. (2021). The role of filial piety in the relationships between work stress, job satisfaction, and *turnover intention*: A moderated mediation model. *International Journal of Environmental Research and Public Health*, 18(2), 1-14.
<https://doi.org/10.3390/ijerph18020714>
- Liu, J., Zhu, B., Wu, J., dan Mao, Y. (2019). Job satisfaction, work stress, and *turnover intentions* among rural health workers: a cross-sectional study in 11 western provinces of China. *BMC Family Practice*.
<https://doi.org/10.1186/s12875-019-0904-0>
- Macdonald, S. dan MacIntyre, P. (1997). The Generic Job Satisfaction Scale: Scale Development and Its Correlates. *Employee Assistance Quarterly*, 13(2), 1-16.
- Mathis, R.L., dan Jackson, J.H. (2010). *Human Resource Management & Entrepreneurship (13th ed.)*. South-Western College Pub.
- Microsoft, (2022). Work Trend *Index* Pulse Report (Report No. Sep-3697v2).
<https://www.microsoft.com/en-us/worklab/work-trend-index/hybrid-work-is-just-work>.

- Mobley, W.H. (1977). Intermediate linkages in the relationship between job satisfaction and employee turnover. *Journal of Applied Psychology*, 62(2), 237-240
- Mobley, W.H. (2011). *Pergantian Karyawan: Sebab, Akibat dan pengendaliannya*. Jakarta: PT Pustaka Binaman Pressindo.
- Mobley, W.H., Griffeth, R.W., Hand, H.H., dan Meglino, B.M. (1979). Review and Conceptual Analysis of the Employee Turnover Process. *Psychological Bulletin*, 86(3), 493-522.
- Mobley, W.H., Horner, S.O., dan Hollingsworth, A.T. (1978). An Evaluation of Precursors of Hospital Employee Turnover. *Journal of Applied Psychology*, 63(4), 408-414
- Moleong, L.J. (2017). *Metode Penelitian Kualitatif, cetakan ke-36*. Bandung: PT.Remaja Rosdakarya Offset.
- Mulyanto, H. dan Wulandari, A. (2010). *Penelitian: Metode & Analisis*. CV Agung Semarang
- Nanda, A., Soelton, M., Luiza, S., Tama, E., dan Saratian, P. (2020). The effect of psychological work environment and work loads on turnover interest, work stress as an intervening variable. *Advances in Economics, Business and Management Research*, 120, 225-231.
- Novariani, F. dan Ramli, A.H. (2020). The Mediating Role of Job Satisfaction in the Hospital. *International Conference on Management, Accounting, and Economy (ICMAE 2020)*, 293-297.
- Nurdiansyah, R., Mariam, S., Ameido, M.A., dan Ramli, A.H. (2020). Work Motivation, Job satisfaction and Employee Performance. *Business and Entrepreneurial Review*, 20(2), 153. <https://doi.org/10.25105/ber.v20i2.8006>
- Park, J. (2007). Work stress and job performance. *Canada: Statistics Canada*, 75(1).
- Porter, J. (2015). How Google And Others Help Employees Burn Off Stress In Unique Ways. Fast Company, Inc. <https://www.fastcompany.com/3053048/how-google-and-other-companies-help-employees-burn-off-stress-in-unique-ways>
- Purnomo, A.K. dan Pebriani, W. (2020). anteseden *turnover intention* pada karyawan rumah sakit “X” Bandung Barat. *MBIA*, 19(1), 2655-8262.

- Pragholapati, A., Yosep, I., dan Soemantri, I. (2020). The Correlation Of Resilience With Nurses Work stress In Emergency Unit Rumah Sakit Al Islam (RSAI) Bandung. *Sorume HSJ*, 1(1).
- Ramlawati, R., Trisnawati, E., Yasin, N.A., dan Kurniawaty, K. (2021). External alternatives, job stress on job satisfaction and employee *turnover intention*. *Management Science Letters*, 511-518. <https://doi.org/10.5267/j.msl.2020.9.016>
- Ramli, A.H. (2019). Organizational Culture, Job Satisfaction Also Employee Accomplishment in the Private Hospital. *Business and Entrepreneurial Review*, 19(2), 157-168
- Ratnasari, S.L. dan Lestari, L. (2020). Effect of leadership style, workload and job insecurity on *turnover intention*. *International Journal of Innovation, Creativity and Change*, 11(12), 299-313.
- Rezaiean, A., Givi, M.E., Givi, H.E., dan Nasrabadi, M.B. (2010). The relationship between organizational justice and organizational citizenship behaviors: The mediating role of organizational commitment, satisfaction and trust. *Research Journal of Business Management*, 4(2), 112-120. <https://doi.org/10.3923/rjbm.2010.112.120>
- Robbins, S.P. dan Judge, T.A. (2018). *Essentials Organizational Behavior, 14th Edition*. USA: Pearson International Edition Prentice-Hall
- Sabrina, R. (2021). *Manajemen Sumber Daya Manusia*. UMSU Press.
- Schnake, M.E., dan Dumler, M. (2003). Level of measurement and analysis research issue in organizational behavior. *Journal of Occupational and Organizational Psychology*, 76(2), 283-301.
- Sekaran, U. dan Bougie, R. (2016). *Research Methods for Business: A Skill Building Approach (7th ed.)*. West Sussex: John Wiley & Sons Ltd
- Shukla, A. dan Srivastava, R. (2016). *Development of short questionnaire to measure an extended set of role expectation conflict, coworker support and work-life balance: The new job stress scale*. Cogent Business & Management.
- Silaen, S. (2018). *Metodologi Penelitian Sosial Untuk Penulisan Skripsi dan Tesis*. Bandung: In Media.
- Sinaga, R., Normi, S., dan Panjaitan, M. (2021). Pengaruh motivasi dan pelatihan kerja terhadap kinerja karyawan pada PT. Perkebunan Nusantara IV Kebun Adolina Perbauangan. *Jurnal Ilmu Manajemen METHONOMIX*, 4(1), 17-24.

- Siregar, S. (2016). *Statistika Deskriptif untuk Penelitian Dilengkapi Perhitungan Manual dan Aplikasi SPSS Versi 17*. Jakarta: PT Raja Grafindo Persada.
- Sturman, M.C., dan Trevor, C.O. (2001). The Implications of Linking the Dynamic Performance and Turnover Literatures. *Journal of Applied Psychology*, 86(4), 684-696. <https://doi.org/10.1037/0021-9010.86.4.684>
- Sugiyono. (2015). *Metode Penelitian Kombinasi (Mix Methods)*. Bandung: Alfabeta.
- Sugiyono. (2018). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Alfabeta.
- Sunyoto, D. (2013). *Perilaku Organisasional: Teori, Kuesioner, dan Proses Analisis Data*. Yogyakarta: Center For Academic Publishing Service.
- Supriadi, K., Trang, I., dan Rogi, M. (2021). Analisis faktor-faktor yang menyebabkan *turnover intention* di PT. Sinar galesong prima cabang boulevard manado. *Jurnal EMBA*, 9(3), 1215-1224.
- Suryawan, R., Komang, A.I., dan Suwandana, G.M. (2021). Transformational leadership, work stress and *turnover intention*: the mediating role of job satisfaction. *American Journal of Humanities and Social Sciences Research*, 5(1), 146-157.
- Tigar, L. (2018). The Innovative Ways These Companies Are Managing Employee Stress. Fast Company, Inc. <https://www.fastcompany.com/40564709/the-innovative-ways-these-companies-are-managing-employee-stress>
- Tulangow, M.J., Saerang, D.P.E., dan Rumokoy, F.S. (2018). The effect of job stress, work environment and workload on employee *turnover intention* (Case study at PT. WIKA Realty Manado). *Jurnal EMBA*, 6(2), 474-482
- Umar, H. (2013). *Metode Penelitian untuk Skripsi dan Tesis*. Jakarta: Rajawali.
- Wang, Q., Gan, K., Wei, H.Y., Sun, A., Wang, Y., dan Zhou, X.M. (2022). Public service motivation and public employees' *turnover intention*: the role of job satisfaction and career growth opportunity. *Personnel Review*. <https://doi.org/10.1108/PR-11-2020-0836>
- Wei, Y.C. (2022). Are satisfied employees less inclined to quit? Moderating effects of human capital and abusive supervision. *Evidence-based HRM: a Global Forum for Empirical Scholarship*, 10(4), 439-456
- Wexley, K.N. dan Yukl, G.A. (1984). *Organizational behavior and personnel psychology*. Richard D. Irwin, Inc.

- Yunita, P.I. dan Saputra, I.G.N.W.H. (2019). Millennial generation in accepting mutations: Impact on work stress and employee performance. *International Journal of Social Sciences and Humanities*, 3(1), 102-114. <https://doi.org/10.29332/ijssh.v3n1.268>
- Zikmund, W.G., Babin, B.J., Carr, J.C., dan Griffin, M. (2013). *Business Research Methods, 9th Edition*. Cengage Learning.