DAFTAR PUSTAKA

Abdillah, W., & Hartono, J. 2015. *Partial Least Square (PLS): alternatif structural equation modeling (SEM) dalam penelitian bisnis*. Yogyakarta: Penerbit Andi.

Aboobaker, N., Edward, M. and Zakkariya, K.A. 2020, *Workplace spirituality, work-family conflict and intention to stay: An intrinsic motivational perspective among teachers*, Journal of Applied Research in Higher Education, Vol. 12 No. 4, pp. 787-801.

Aboobaker, N., Edward, M., & K.A., Z. 2020. *Workplace spirituality and employee loyalty: an empirical investigation among millennials in India*. Journal of Asia Business Studies, 14(2), 211–225.

Agarwala, T. 2003, *Innovative human resource practices and organizational commitment: an empirical investigation*, International Journal of Human Resource Management, Vol. 14 No. 2, pp. 175-198.

Al-Jarradi, K. 2011. *An investigation into the effectiveness of the reward system in the government sector in the sultanate of oman and the potential for introducing a total reward strategy*. Ph.D. thesis, University of Manchester.

Al-sharafi *et al*. 2018. *The Effect of Training and Career Development on Employees Retention –A Study on the Telecommunication Organizations in Yemen*. The Journal of Social Sciences Research, SPI 2, 420–430.

Alias, N. E., Zailan, N. A., Jahya, A., Othman, R., & Sahiq, A. N. M. (2019). *The Effect of Supportive Work Environment on Employee Retention at Malaysia Information, Communication, and Technology (ICT) Industry.* International Journal of Academic Research in Business and Social Sciences, 9(8), 61–77.

Ansari, K. R., & Bijalwan, P. 2017. *Team Effectiveness: A Relational Approach with Employee Retention*. Metamorphosis: A Journal of Management Research, 16(2), 115–121. doi:10.1177/0972622517731408

Ashmos, D. P., & Duchon, D. 2000. *Spirituality at work: A conceptualization and measure*. Journal of Management Inquiry, 9(2), 134e145.

Ashraf, M.A. 2018. *Influences of working condition and faculty retention on quality education in private universities in bangladesh: an analysis using SEM*, International Journal of Educational Management.

Azwar, S. 2013. *Metode penelitian (Edisi ke-1)*. Yogyakarta: Pustaka Pelajar.

Bailey, C., Yeoman, R., Madden, A., Thompson, M., & Kerridge, G. (2018). *A Review of the Empirical Literature on Meaningful Work: Progress and Research Agenda*. Human Resource Development Review.

Bamel, U. K., Rangnekar, S., Stokes, P., & Rastogi, R. 2013. *Organizational climate and managerial effectiveness: An Indian perspective*. International Journal of Organizational Analysis, 21(2), 198–218.

Becker, J.M, Kelin, K, and Wetzels, M. (2012). *Hierachical Latent variable Models in PLS-SEM : Guidelines for Using Reflective-Formative Type Models*. Long Range Planing (45), 359-394.

Beudean, P. 2009. *Employee retention. building organizational commitment. recommendations for nonprofit organizations.* Transylvanian Review of Administrative Sciences, 5(25), 40-50.

Bhattacharya, Y. 2015. *Employee Engagement as a Predictor of Seafarer Retention: A Study among Indian Officers.* The Asian Journal of Shipping and Logistics.

Blau, P. M. 1964. *Social exchange theory*. *Retrieved September*, *3*(2007), 62.

Boswell, C., Tully, J., & Mills, T. (2017). *Mindfulness training: Building a supportive environment*. Journal of Educational Administration.

Burack, E.H. 1999*, Spirituality in the workplace*, Journal of Organizational Change Management, Vol. 12 No. 4, pp. 280-91.

Carmeli, A., & Weisberg, J. 2006. *Exploring turnover intentions among three professional groups of employees. Human Resource Development*

Chin, W.W. (2000) *Frequently Asked Questions-Partial Least Squares and PLS-Graph*. http://disc-nt.cba.uh.edu/chin/plsfaq/plsfaq.htm

Culver, K. C., Young, R. L., and Barnhardt, C. L. 2020. *Communicating support: Examining perceived organisational support among faculty members with differing appointment types. Innovative Higher Education*, pp. 1-17.

Delmas, M. A., and Pekovic, S. 2018. *Organisational configurations for sustainability and employee productivity: A qualitative comparative analysis approach.* Business & Society, vol. 57, no. 1, pp. 216-251.

Delmas, M. A., and Pekovic, S. 2018. *Organisational configurations for sustainability and employee productivity: A qualitative comparative analysis approach.* Business & Society, vol. 57, no. 1, pp. 216-251.

Devost, R. 2010. *Correlation between the leadership practices of lead ministers and the workplace spirituality of their churches as reported by church members.* Dissertations, 329.

Eisenberger, R., Huntington, R., Hutchison, S. and Sowa, D. 1986) *Perceived organizational support*, Journal of Applied Psychology, Vol. 71 No. 3, pp. 500-507.

Foster, B., Wahyu, A.P., Reyta, F., Saputra, J. 2019. *The role of smarthome technology for improving supply chain and perceived value on housing retailer*. International Journal of Supply Chain Management, 2019, 8(4), pp. 894–900.

Gayathri, R., Sivaraman, G. G., & Kamalambal, R. R. 2012. *Employee retention strategies in BPO's: An empirical investigation*. Interdisciplinary Journal of Contemporary Research in Business, *3*(12), 572–583.

Ghosh, K. and Sahney, S. 2011. *Impact of organizational sociotechnical system on managerial retention: a general linear modeling approach*, Journal of Modelling in Management, Vol. 6 No. 1, pp. 33-59.

Ghozali, I and Latan, H. (2012). *Partial Least Squares Konsep, Metode dan Aplikasi menggunakan Program WarpPLS 4.0*. Semarang : Badan Penerbit Universitas Diponegoro.

Ghozali, I. 2014. *SEM Metode Alternatif dengan menggunakan Partial Least Squares (PLS)*. Semarang: Badan Penerbit Universitas Diponegoro.

Ghozali, I. 2016. *Aplikasi analisis Multivariete dengan program IBM SPSS 23 (edisi 8). Cetakan Ke VIII.* Semarang: Badan Penerbit Universitas Diponegoro.

Ghozali, I. 2021. *Partial Least Squares Konsep, Teknik, dan Aplikasi Menggunakan Program SmartPLS 3.2.9 Untuk Penelitian Empiris Edisi 3*. Semarang: Badan Penerbit Universitas Diponegoro.

Ghozali, I. 2018. *Aplikasi Analisis Multivariate dengan Program SPSS 25*. Semarang: Badan Penerbit Universitas Diponegoro.

Ginanjar, I.R., Hurriyati, R., Adiwibowo, L., Gaffar, V., Saputra, J. 2019. *The role of supply chain management consumer attitude as intervening between brand images, perceived value and revisiting intention.* International Journal of Supply Chain Management, 8(4), pp. 901–906.

Gouldner, A. W. 1960. *The norm of reciprocity: A preliminary statement.* American Sociological Review, 161–178.

Govaerts, N., Kyndt, E., Dochy, F. and Baert, H., *Influence of learning and working climate on the retention of talented employees*, Journal of Workplace Learning, *23*, no. 1, 35-55, 2011.

Griffin, R. W. 2004. *Manajemen*. Jakarta: Erlangga, 15–16.

Guchait, P., & Cho, S. 2010. *The impact of human resource management practices on intention to leave of employees in the service industry in India: The mediating role of organizational commitment.* The International Journal of Human Resource Management, 21(8), 1228–1247.

Gunter, H. 2001. *Critical approaches to leadership in education*. The Journal of Educational Enquiry, 2, 94-108.

Hafiza, N.S., Shah, S.S, Jamsheed, H., & Zaman, K. (2011). *Relationship between rewards and employee's motivation in the non-profit organizations of Pakistan.* Business Intelligence Journal, 4(2), 327–334.

Hair Jr., Joseph F, Black, W.C., Babin, B.J., and Anderson, R.E. 2010. *Multivariate Data Analysis: A Global Perspective*. New Jersey: Perason Prentice Hall.

Halil, N., & Cem, T. 2010. *An investigation of the role of justice in turnover intentions, job satisfaction, and organizational citizenship behavior in hospitality industry*. International Journal of Hospitality Management, 29, 33–41.

Hardani, *et al*. 2020. *Metode Penelitian Kualitatif & Kuantitatif.* Yogyakarta: Pustaka Ilmu.

Harter, J. K., Schmidt, F. L., and Hayes, T. L., *Business-unit-level relationship between employee satisfaction, employee engagement, and business outcomes: A meta-analysis*. Journal of Applied Psychology, vol. 87, no. 2,pp. 268-279, 2002.

Hawley, C. A., & Stilwell, J. A. 1993. *The myth of the mid-day shift overlap. Journal of Nursing Management*, 1(2), 57–67.

Herman, R.E. 1999. *Keeping good people—Strategies for solving the #1 problem facing business today*. Winchester, VA: Oakhill Press.

Homans, G. C. 1958. *Social behavior as exchange*. American Journal of Sociology, 63(6), 597–606.

Honiball, G., Geldenhuys, D. and Mayer, C. 2014. *Acknowledging others as whole beings: managers' perceptions of spirituality and health in the South African workplace*, International Review of Psychiatry, Vol. 26 No. 3, pp. 289-301.

Houghton, J.D., Neck, C.P. and Krishnakumar, S. 2016. *The what, why, and how of spirituality in the workplace revisited: a 14-year update and extension*, Journal of Management, Spirituality & Religion, Vol. 13 No. 3, pp. 177-205.

Hussein, H. 2021. *Impact of Supportive Work Environment on Employees Intention to Stay in Hotel*, Journal of the Faculty of Tourism and Hotels-University of Sadat City, Vol. 5, Issue (1/2).

Ibrahim, R.Z.A.R., Saputra, J., Ali, S.N.M., Dagang, M.M., Bakar, A.A. 2019. *Organizational justice and job satisfaction among Malaysian workers*. Opcion, 2019, 35(89), pp. 494–513

Imran, R., Allil, K. and Mahmoud, A.B. 2017.*Teacher's turnover intentions: examining the impact of motivation and organizational commitment*, International Journal of Educational Management, Vol. 31 No. 6, pp. 828-842.

Jena, L. K., & Pradhan, S. 2018 The *Mediating Role of Organizational Citizenship Behavior: A Study of Workplace Spirituality and Employee Retention in Indian Industries.* Performance Improvement. doi:10.1002/pfi.21805

Jogiyanto, Hartono. 2010. *Metodologi penelitian bisnis: Salah kaprah dan pengalaman-pengalaman, Edisi I. Yogyakarta: BPFE.*

Juhdi, N., Pa'wan, F., & Hansaram, R. M. K. 2013. *HR practices and turnover intention: The mediating roles of organizational commitment and organizational engagement in a selected region in Malaysia.* The International Journal of Human Resource Management, 24(15), 3002–3019.

Karakas, F. 2010. *Spirituality and performance in organizations: a literature review*, Journal of Business Ethics, Vol. 94 No. 1, pp. 89-106.

Karthi, R., & Devi, P. J. 2012. *A study on employee retention in leading multinational automobile sector in India. International Journal of Management Research and Reviews*, *2*(9), 1474.

Kay, B., & Evans, J. 1999. *Love 'em or lose 'em—Getting good people to stay.* San Francisco, CA: Berrett-Koehler Publishers, Inc.

Kennedy, E. and Daim, T.U. 2010. *A strategy to assist management in workforce engagement and employee retention in the high tech engineering environment*, Evaluation and Program Planning, Vol. 33 No. 4, pp. 468-476.

Ketchand, A.A. and Strawser, J.R. 2001. *Multiple dimensions of organizational commitment: implications for future accounting research*, Behavioral Research in Accounting, Vol. 13 pp. 1-26.

Kinjerski, V.M. and Skrypnek, B.J. 2004, *Defining spirit at work: finding common ground*, Journal of Organizational Change Management, Vol. 17 No. 1, pp. 26-42.

Krahnke, K., Giacalone, R. A., & Jurkiewicz, C. L. 2003. *Point-counterpoint: measuring workplace spirituality*. Journal of Organizational Change Management, 16(4), 396–405. doi:10.1108/09534810310484154

Kreisman, B.J. 2002. *Identification of the drivers of employee dissatisfaction and turnover.* Unpublished Doctoral Dissertation. Austin, TX: University of Texas.

Kriger, M.P. and Hanson, B.J. 1999. *A value based paradigm for creating truly healthy organizations*, Journal of Organizational Change Management, Vol. 12 No. 4, pp. 302-17.

Krishnakumar, S., & Neck, C. P. 2002. *The "what", "why" and "how" of spirituality in the workplace. Journal of managerial psychology. 17*(3), 153-164.

Kuncoro, Mudrajad. 2013. *Metode Riset untuk Bisnis dan Ekonomi Edisi 4*. Jakarta: Erlangga.

Kundu, S.C. and Lata, K. 2017. *Effects of supportive work environment on employee retention: Mediating role of organizational engagement*, International Journal of Organizational Analysis, Vol. 25 No. 4, pp. 703-722.

Kurtessis, J.N., Eisenberger, R., Ford, M.T., Buffardi, L.C., Stewart, K.A. and Adis, C.S. .2017. *Perceived organizational support: a Meta-analytic evaluation of organizational support theory*, Journal of Management, Vol. 43 No. 6, pp. 1854-1884.

Kusaeri, K., & Suprananto, S. 2012. *Pengukuran Dan Penilaian Pendidikan.* Yogyakarta: Graha Ilmu.

Kyndt, E., Dochy, F., Michielsen, M., & Moeyaert, B. 2009. *Employee retention: Organisational and personal perspectives*. Vocations and Learning, *2*(3), 195–215.

Lamba, S., & Choudhary, N. 2013. *Impact of HRM practices on organizational commitment of employees*. International Journal of Advancements in Research & Technology, 2(4), 407–423.

Larkin, I., Brantley-Dias, L., & Lokey-Vega, A. 2016. *Job Satisfaction, Organizational Commitment, and Turnover Intention of Online Teachers in the K-12 Setting*. *Online Learning*, *20*, 26–51.

Lavine, M., Bright, D., Powley, E. H., & Cameron, K. S. 2014. *Exploring the generative potential between positive organizational scholarship and management, spirituality, and religion research*. Journal of Management, Spirituality & Religion, 11(1), 6e26.

Luthans, F., Norman, S. M., Avolio, B. J., & Avey, J. B. 2008. *The mediating role of psychological capital in the supportive organizational climate—employee performance relationship.* Journal of Organizational Behavior, 29(2), 219–238.

Ma Prieto, I., & Pilar Pérez-Santana, M. 2014. *Managing innovative work behavior: The role of human resource practices*. Personnel Review, *43*(2), 184–208.

Mathis, R. L., & Jackson, J. H. 2006. *Manajemen Sumber Daya Manusia (judul asli: Human Resource Management).* Penerjemah Diana Angelica. Jakarta: Salemba Empat.

Miller, D.1992, *The Generic Strategy Trap*, Journal of Business Strategy, Vol. 13 No. 1, pp. 37-41.

Milliman, J., Andrew, J. and Ferguson, C.J. 2003. *Workplace spirituality and employee work attitudes*, Journal of Organizational Change Management, Vol. 16 No. 4, pp. 426-447.

Milliman, J., Gatling, A. and Kim, J.S. 2018. *The effect of workplace spirituality on hospitality employee engagement, intention to stay, and service delivery*, Journal of Hospitality and Tourism Management, Vol. 35, pp. 56-65.

Milliman, J., Gatling, A., & Bradley-Geist, J. C. 2017. *The implications of workplace spirituality for person–environment fit theory*. Psychology of Religion and Spirituality, 9(1), 1–12.

Mitroff, I & Denton, E. 1999 *A study of spirituality in the workplace*. Sloan Management Review, 40(4), 83-92

Motlou, R. G., Singh, S., & Karodia, A. M. 2016. *An evaluation of the impact of job satisfaction on employee retention at Lonmin Rowland Shaft North West province*. Kuwait Chapter of the Arabian Journal of Business and Management Review, 5(10), 15.

Naz, S., Li, C., Nisar, Q. A., Khan, M. A. S., Ahmad, N., & Anwar, F. 2020. *A Study in the Relationship Between Supportive Work Environment and Employee Retention: Role of Organizational Commitment and Person–Organization Fit as Mediators*. SAGE Open, 10(2).

Nazir, M. 2014. *Metode Penelitian*. Bogor: Penerbit Ghalia Indonesia.

Newman, A., Thanacoody, R. and Hui, W., *The effects of perceived organisational support, perceived supervisor support and intra-organizational network resources on turnover intentions: A study of Chinese employees in multinational enterprises*, Personnel Review, vol. 41, no. 1, pp. 56-72, 2012.

Pradhan, R.K., Jena, L.K., & Soto, C.M. 2017. *Workplace spirituality in Indian organizations: Construction of reliable and valid measurement scale*. Business: Theory and Practice, 18(1), 43–53.

Prakash, & Philimis. 2022, *Factors affecting employee retention in IT Sector*, International Journal of Advanced Research in Commerce, Management & Social Science (IJARCMSS), Vol. 5, pp. 19-25.

Rego, A. and Cunha, M.P.E. 2008, *Workplace spirituality and organizational commitment: an empirical study*, Journal of Organizational Change Management, Vol. 21 No. 1, pp. 53-75.

Rehman, W., Degirmen, S., Hassan, M., & Jalil, F. 2021. *Revisiting the Role of Servant Leadership and Workplace Spirituality on Employees' Retention: A Mediating Role of Employee Engagement*. International Journal of Innovation, Creativity and Change. Volume 15, Issue 2, 2021.

Rhoades, L., Eisenberger, R., & Armeli, S. 2001. *Affective com- mitment the organization: The role contribution of perceived organizational support*. Journal of Applied Psychology, 86, 825–836.

Richman, A.L., Civian, J.T., Shannon, L.L., Jeffrey Hill, E. and Brennan, R.T. 2008, *The relationship of perceived flexibility, supportive work-life policies, and use of formal flexible arrangements and occasional flexibility to employee engagement and expected retention*, Community, Work & Family, Vol. 11 No. 2, pp. 183-197.

Salisbury, W. D., Chin, W. W., Gopal, A., & Newsted, P. R. 2002. *Better theory through measurement—Developing a scale to capture consensus on appropriation*. Information Systems Research, 13(1), 91–103.

Samgnanakkan, S. 2010. *Mediating role of organizational commitment on HR practices and turnover intention among ICT professionals*. Journal of Management Research, 10(1), 39–61.

Seashore, S.E., Lawler, E.E., Mirvis, P.H. and Cammann, C. 1982) *Observing and Measuring Organizational Change: A Guide to Field Practice*. New York, NY: Wiley.

Sekaran, Uma & Bougie, Roger. 2019. *Metode Penelitian untuk Bisnis I: Pendekatan Pengembangan-Keahlian 6th Edition.* Jakarta: Salemba Empat.

Sekaran, Uma & Bougie, Roger. 2019. *Metode Penelitian untuk Bisnis II: Pendekatan Pengembangan-Keahlian 6th Edition.* Jakarta: Salemba Empat.

Sharma, M. L., & Hussain, A. 2012. *Workplace spirituality and engagement among employees in public and private sector organization*. International Journal of Social and Allied Research, 1(1), 5-9.

Sugiyono. 2014. *Metode Penelitian Bisnis*. Penerbit Alfabeta.

Sugiyono. 2018. *Metodologi Penelitian Kuantitatif, Kualitatif, dan R&D*. Alfabrta.

Tanwar, K. and Prasad, A. 2016. *Exploring the relationship between employer branding and employee retention*, Global Business Review, Vol. 17 No. 3, pp. 186S-206S.

Thibaut, J. W., & Kelley, H. H. 1959. *The social psychology of groups*.

Thompson, W.D. 2000. *Can you train people to be spiritual?*, Training and Development, Vol. 54 No. 12, pp. 18-19.

Tischler, L. .1999. *The growing interest of spirituality in business: a long term socio-economic explanation*, Journal of Organizational Change Management, Vol. 12 No. 4, pp. 273-9.

Tongco, M. D. C. (2007). *Purposive Sampling as a Tool for Informant Selection.* Ethnobotany Research and Applications, 5, 147.

Turner, J. 1999. *Spirituality in the workplace*, caMagazine, Vol. 132 No. 10.

Umamaheswari, S., & Krishnan, J. 2016. *Work force retention:Role of work environment, organization commitment, super- visor support and training & development in ceramic sanitary ware industries in India*. Journal of Industrial Engineering and Management, 9(3), 612–633.

Yusliza, MY., Faezah, JN., Muhammad, JSZ., & Ramayah, T 2021. *Analyzing the Relationship Between Supportive Work Environment and Employee Retention*.