

DAFTAR PUSTAKA

- Afsar, Bilal, Asad Shahjehan, and Syed Imad Shah. 2018. "Frontline Employees' High-Performance Work Practices, Trust in Supervisor, Job-Embeddedness and Turnover Intentions in Hospitality Industry." *International Journal of Contemporary Hospitality Management* 30(3):1436–52. doi: 10.1108/IJCHM-11-2016-0633.
- Agarwal, Upasna A., and Vishal Gupta. 2018. "Relationships between Job Characteristics, Work Engagement, Conscientiousness and Managers' Turnover Intentions: A Moderated-Mediation Analysis." *Personnel Review* 47(2):353–77. doi: 10.1108/PR-09-2016-0229.
- Ampofo, Emmanuel Twumasi, Alan Coetzer, and Paul Poisat. 2017. "Relationships between Job Embeddedness and Employees' Life Satisfaction." *Employee Relations* 39(7):951–66. doi: 10.1108/ER-10-2016-0199.
- Ampofo, Emmanuel Twumasi, Alan Coetzer, and Pattanee Susomrith. 2017. *The Job Embeddedness-Turnover Intentions Relationship: Evidence from Thailand Learning and Competence Development in SMEs View Project Conceptualisation and Roles of Quality Assurance in Private Universities: Evidence from Ghana View Project*.
- Bakker, Arnold B., and Simon Albrecht. 2018a. "Work Engagement: Current Trends." *Career Development International* 23(1):4–11.
- Bakker, Arnold B., and Simon Albrecht. 2018b. "Work Engagement: Current Trends." *Career Development International* 23(1):4–11.
- Bakker, Arnold B., and Michael P. Leiter. 2010. *Work Engagement A Handbook of Essential Theory and Research*.
- Bayu Surya Parwita, Gde, Ni Nyoman Suryani, Ni Komang Ayu Adriani, Fakultas Ekonomi, and Universitas Mahasaraswati Denpasar. 2019. *KEPUASAN KERJA DAN KOMITMEN ORGANISASI PENGARUHNYA TERHADAP TURNOVER INTENTION*.
- Belete, Alubelkassaw. 2018. "Turnover Intention Influencing Factors of Employees: An Empirical Work Review." *Journal of Entrepreneurship & Organization Management* 07(03):23–31. doi: 10.4172/2169-026x.1000253.

- Busari, Abdul Halim ; Mughal, Yasir Hayat ; Khan, Sajjad Nawaz;, and Asif Kiyani, Shahid Rasool ; Ayub. 2017. "Journal of Management Development." *Journal of Management Development* 25(8). doi: 10.1108/jmd.2006.02625haa.001.
- Coetzer, Alan, Chutarat Inma, Paul Poisat, Janice Redmond, and Craig Standing. 2019. "Does Job Embeddedness Predict Turnover Intentions in SMEs?" *International Journal of Productivity and Performance Management* 68(2):340–61. doi: 10.1108/IJPPM-03-2018-0108.
- Dechawatanapaisal, Decha. 2018. "The Moderating Effects of Demographic Characteristics and Certain Psychological Factors on the Job Embeddedness – Turnover Relationship among Thai Health-Care Employees." *International Journal of Organizational Analysis* 26(1):43–62. doi: 10.1108/IJOA-11-2016-1082.
- Eldor, Liat. 2016. "Work Engagement: Toward a General Theoretical Enriching Model." *Human Resource Development Review* 15(3):317–39. doi: 10.1177/15344484316655666.
- Ezaili Alias, N., N. Hazieqah Rohmanan, S. Ismail, W. L. Koe, and R. Othman. 2018. "Factors Influencing Turnover Intention in a Malaysian Manufacturing Company." *KnE Social Sciences* 3(10):771. doi: 10.18502/kss.v3i10.3171.
- Federman. 2009. *Employee Engagement: A Roadmap for Creating Profits, Optimizing Performance, and Increasing Loyalty*. SanFransisco: JosseyBass.
- Ghozali, Imam. 2014. *Structural Equation Modeling, Metode Alternatif Dengan Partial Least Square (PLS)*. 4th ed. Semarang: Badan Penerbit Universitas Diponegoro.
- Ghozali, Imam. 2017. *Model Persamaan Struktural, Konsep Dan Aplikasi Dengan Program AMOS 24 Update Bayesian SEM*. Badan Penerbit Universitas Diponegoro.
- Ghozali, Imam. 2018. *Aplikasi Analisis Multivariate Dengan Program SPSS 25*. . Badan Penerbit Universitas Diponegoro.
- Guilding, Chris, Dawne Lamminmaki, and Lisa Mcmanus. 2014. "International Journal of Hospitality Management Staff Turnover Costs : In Search of Accountability." *International Journal of Hospitality Management* 36:231–43. doi: 10.1016/j.ijhm.2013.10.001.

- Gunawan, Santi, and Kurniati W. Andani. 2020. *Faktor-Faktor Yang Mempengaruhi Turnover Intention Karyawan Pada PT Permata Prima Canindo Di Jakarta*.
- Gupta, Manish, and Musarrat Shaheen. 2017. "Impact of Work Engagement on Turnover Intention: Moderation by Psychological Capital in India." *Business: Theory and Practice* 18:136–43. doi: 10.3846/btp.2017.014.
- Hisbullah, Ahmad Aldy, and Umi Anugrah Izzati. 2021. *Hubungan Antara Optimisme Dengan Work Engagement Pada Guru HUBUNGAN ANTARA OPTIMISME DENGAN WORK ENGAGEMENT PADA GURU Umi Anugrah Izzati*.
- Holtom, Brooks C., and Bonnie S. O'Neill. 2004. "Job Embeddedness : A Theoretical Foundation for Developing a Comprehensive Nurse Retention Plan." 34(5):216–27.
- Huang, Hongwei, Xue Xia, Wenxi Zhao, Xiaoqing Pan, and Xiaoqiang Zhou. 2021. "Overwork, Job Embeddedness and Turnover Intention among Chinese Knowledge Workers." *Asia Pacific Journal of Human Resources* 59(3):442–59. doi: 10.1111/1744-7941.12272.
- Indrasari, Yayuk. 2020. "EFESIENSI SALURAN DISTRIBUSI PEMASARAN KOPI RAKYAT DI DESA GENDING WALUH KECAMATANSEMPOL (IJEN) BONDOWOSO." *Jurnal Manajemen Pemasaran* 4:44–50. doi: 10.9744/pemasaran.14.1.44–50.
- Ismael, Ferman Omar, Mehmet Yeşiltaş, and Simbarashe Rabson Andrea. 2021. "The Impact of Corporate Social Responsibility on Organisational Citizenship Behaviour, Work Engagement, and Job Embeddedness." *International Journal of Sustainable Entrepreneurship and Corporate Social Responsibility* 6(1):19–29. doi: 10.4018/ijsecsr.2021010102.
- Karatepe, Osman M., and Ronate Ndiangang Ngeche. 2012. "Does Job Embeddedness Mediate the Effect of Work Engagement on Job Outcomes? A Study of Hotel Employees in Cameroon." *Journal of Hospitality Marketing and Management* 21(4):440–61. doi: 10.1080/19368623.2012.626730.
- Kartika, Galih, and Debora E. Purba. 2018. "Job Satisfaction and Turnover Intention: The Mediating Effect of Affective Commitment." *Psychological Research on Urban Society* 1(2):100. doi: 10.7454/proust.v1i2.34.
- Kasmir. 2019. *Manajemen Suber Daya Manusia (Teori Dan Praktik)*. 1st ed. Depok: PT. RAJAGRAFINDO.

- Khairuddin, Muhammad Hizam, and Sulaiman Baputey. 2019. *Work Engagement Mediating the Relationship between Person-Job Fit and Intentions to Leave among Government Nurses in Peninsular Malaysia*. Vol. 6.
- Khan, Masood, Sidra Aziz, Bilal Afsar, and Ayesha Latif. 2018. "The Effect of Job Embeddedness on Turnover Intentions, Work Engagement, and Job Performance." *Journal of Tourism & Hospitality* 07(03). doi: 10.4172/2167-0269.1000354.
- Kiazad, Kohyar, Brooks C. Holtom, Peter W. Hom, and Alexander Newman. 2015. "Job Embeddedness: A Multifoci Theoretical Extension." *Journal of Applied Psychology* 100(3):641–59. doi: 10.1037/a0038919.
- Kismono, Gugup. 2011. "The Relationships between Job Embeddedness, Work-Family Conflict, and the Impact of Gender on Turnover Intention: Evidence from the Indonesian Banking Industry." *Curtin University* (June):1–280.
- Lai, PC. 2018. "Research Methodology for Novelty Technology." *Journal of Information Systems and Technology Management*. doi: 10.4301/s1807-1775201815010.
- Lee, Xianyin, Boxu Yang, and Wendong Li. 2017. "Los Factores Que Influyen En La Satisfacción En El Trabajo y Su Relación Con La Intención de Baja Laboral: Tomando a Los Empleados Que Inician Su Carrera Como Ejemplo." *Anales de Psicología* 33(3):697–707. doi: 10.6018/analesps.33.3.238551.
- Lu, Lu, Allan Cheng Chieh Lu, Dogan Gursay, and Nathan Robert Neale. 2016. "Work Engagement, Job Satisfaction, and Turnover Intentions: A Comparison between Supervisors and Line-Level Employees." *International Journal of Contemporary Hospitality Management* 28(4):737–61. doi: 10.1108/IJCHM-07-2014-0360.
- Lutfi, Asep Muhammad, and Nardi Sunardi. 2019. *PENGARUH CURRENT RATIO (CR), RETURN ON EQUITY (ROE), DAN SALES GROWTH TERHADAP HARGA SAHAM YANG BERDAMPAK PADA KINERJA KEUANGAN PERUSAHAAN (Pada Perusahaan Manufaktur Sektor Makanan Dan Minuman Yang Terdaftar Di Bursa Efek Indonesia)*. Vol. 2.
- Made Putrawan, I. 2019. "Employees' Performance Based on Leadership Styles and Big-Five Personality Mediated by Integrity." *International Journal of Innovative Technology and Exploring Engineering* 9(1):3052–55. doi: 10.35940/ijitee.A9133.119119.

- Markus. 2020. "Pengaruh Kualitas Pelayanan Dan Fasilitas Terhadap Kepuasan (Studi Kasus Pada Spbu Muara Siban Kecamatan Pinang Kabupaten Lahat.)"
- Memon, Mumtaz Ali, Rohani Salleh, Muhammad Zeeshan Mirza, Jun Hwa Cheah, Hiram Ting, Muhammad Shakil Ahmad, and Adeel Tariq. 2021. "Satisfaction Matters: The Relationships between HRM Practices, Work Engagement and Turnover Intention." *International Journal of Manpower* 42(1):21–50. doi: 10.1108/IJM-04-2018-0127.
- Mitchell, Terence R., Brooks C. Holtom, Thomas W. Lee, Chris J. Sablinski, and Miriam Erez. 2001. "Why People Stay: Using Job Embeddedness to Predict Voluntary Turnover." *Academy of Management Journal* 44(6):1102–21. doi: 10.5465/3069391.
- Mitchell, Terence R., and Thomas W. Lee. 2001. "5. The Unfolding Model of Voluntary Turnover and Job Embeddedness: Foundations for a Comprehensive Theory of Attachment." *Research in Organizational Behavior* 23:189–246. doi: 10.1016/S0191-3085(01)23006-8.
- Monje Amor, Ariadna, José Pablo Abeal Vázquez, and José Andrés Faña. 2020. "Transformational Leadership and Work Engagement: Exploring the Mediating Role of Structural Empowerment." *European Management Journal* 38(1):169–78. doi: 10.1016/j.emj.2019.06.007.
- Mufarrikah, Jufi Lailatul, Muhammad Salis Yuniardi, and Nandy Agustin Syakarofath. 2020. "Peran Perceived Organizational Support Terhadap Work Engagement Karyawan." *Gajah Mada Journal of Psychology (GamaJoP)* 6(2). doi: 10.22146/gamajop.56396.
- Nabella, Annisa Nana. 2021. *Jurusan Manajemen Fakultas Ekonomika Dan Bisnis Universitas Negeri Surabaya*. Vol. 9.
- Nurdin, Ismail, and Sri Hartati. 2019. *Metodologi Penelitian Sosial*. Surabaya: Media Sahabat Surabaya.
- Peltokorpi, Vesa. 2013. "Job Embeddedness in Japanese Organizations." *International Journal of Human Resource Management* 24(8):1551–69. doi: 10.1080/09585192.2012.723636.
- Pitts, Davit, John Marven, and Sergio Fernandez. 2011. "So Hard to Say Goodbye? Turnover Intention among U.S. Federal Employees."

- Prahara, Sowanya Ardi. 2020. "Budaya Organisasi Dengan Work Engagement Pada Karyawan." *Jurnal RAP (Riset Aktual Psikologi Universitas Negeri Padang)* 10(2):232. doi: 10.24036/rapun.v10i2.106977.
- Rafiq, Muhammad, Weiwei Wu, Tachia Chin, and Muhammad Nasir. 2019. "The Psychological Mechanism Linking Employee Work Engagement and Turnover Intention: A Moderated Mediation Study." *Work* 62(4):615–28. doi: 10.3233/WOR-192894.
- Rai, Alka, Piyali Ghosh, Ragini Chauhan, and Navin Kumar Mehta. 2017. *Influence of Job Characteristics on Engagement: Does Support at Work Act as Moderator?* Vol. 37.
- Rarasanti, Ida Ayu Putri, and I. Wayan Suana. 2016. "PENGARUH JOB EMBEDDEDNESS,KEPUASAN KERJA,DAN KOMITMEN ORGANISASIONAL TERHADAP TURNOVER INTENTION KARYAWAN." *E-Jurnal Manajemen Unud* 5.
- Rayton, Bruce, Zeynep Yalabik, and Andriana Rapti. 2019. "Fit Perceptions, Work Engagement, Satisfaction and Commitment." *Journal of Managerial Psychology* 34(6):401–14. doi: 10.1108/JMP-02-2018-0074.
- Reza, Muhammad, Anugrah Meilano, and Rini Nugraheni. 2017. "ANALISIS PENGARUH LINGKUNGAN KERJA DAN KOMPENSASI TERHADAP TURNOVER INTENTION DENGAN KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING (Studi Pada Karyawan Laksana Baru Swalayan Majenang)." *DIPONEGORO JOURNAL OF MANAGEMENT* 6:1–11.
- Robertson, Ivan T., and Cary L. Cooper. 2010. "Full Engagement: The Integration of Employee Engagement and Psychological Well-Being." *Leadership and Organization Development Journal* 31(4):324–36. doi: 10.1108/01437731011043348.
- Safitri, Diaya Ayu, and Suharnomo. 2022. "ANALISIS PENGARUH OTONOMI KERJA (JOB AUTONOMY), KETERLIBATAN KERJA (WORK ENGAGEMENT), DAN KEPUASAN KERJA (JOB SATISFACTION) TERHADAP KEINGINAN UNTUK KELUAR (TURNOVER INTENTION)." <https://Ejournal3.Undip.Ac.Id/Index.Php/Djom/Index> 11.
- Saklit, Wayan. 2017. *Saklit: Pengaruh Gaya Kepemimpinan Dan Pengembangan Karir Terhadap Intensi Turnover* PENGARUH GAYA KEPEMIMPINAN DAN PENGEMBANGAN KARIR TERHADAP INTENSI TURNOVER: KEPUASAN KERJA SEBAGAI MEDIATOR. Vol. XXI.

- Sari, Rini Kurnia, Hafidz Fadilah Fajar, Renaldy Buana Rizqi, and Rheza Alif Putra. 2019. "Analisis Faktor-Faktor Yang Mempengaruhi Tingkat Keinginan Keluar Karyawan Perusahaan Retail." *ISOQUANT: Jurnal Ekonomi, Manajemen Dan Akuntansi* 3(2):45. doi: 10.24269/iso.v3i2.285.
- Satya Cahyana, Krisna, Sowanya Ardi Prahara, Jurusan Psikologi, Fakultas Psikologi Universitas Mercu Buana Yogyakarta Kampus, and Alamat korespondensi. 2020. "WORK ENGAGEMENT DENGAN INTENSI TURNOVER PADA KARYAWAN."
- Schaufeli, Wilmar B., and Arnold B. Bakker. 2004. "Job Demands, Job Resources, and Their Relationship with Burnout and Engagement: A Multi-Sample Study." *Journal of Organizational Behavior* 25(3):293–315. doi: 10.1002/job.248.
- Shibiti, R., J. Mitonga-Monga, and M. Y. Lerotholi. 2018. "Perceived Job Embeddedness in Relation to Work Engagement in Tshwane Municipality Public Schools." *Journal of Contemporary Management DHET* 15:78–99.
- Soelton, Mochamad, Putri Ayu Lestari, Harefaan Arief, and Ratyuhono Linggarnusantra Putra. 2020. "The Effect of Role Conflict and Burnout Toward Turnover Intention at Software Industries, Work Stress as Moderating Variables." *120(Icmeb 2019):185–90*. doi: 10.2991/aebmr.k.200205.034.
- Sugiyono. 2015a. *Metode Penelitian Kuantitatif, Kualitatif, Dan R&D*.
- Sugiyono. 2015b. *Metode Penelitian Manajemen*. 4th ed. edited by Setiyawami. Bandung: Alfabeta.
- Sugiyono. 2016. *Metode Penelitian Pendidikan: Pendekatan Kuantitatif, Kualitatif, Dan R&D*. Bandung: Alfabeta.
- Sugiyono. 2019. *Metode Penelitian Kuantitatif, Kualitatif Da R&D*. Bandung: Alfabeta.
- Sun, Tao, Xiao Wen Zhao, Li Bin Yang, and Li Hua Fan. 2012. "The Impact of Psychological Capital on Job Embeddedness and Job Performance among Nurses: A Structural Equation Approach." *Journal of Advanced Nursing* 68(1):69–79. doi: 10.1111/j.1365-2648.2011.05715.x.
- Takawira, Ndayiziveyi, Melinde Coetzee, and Dries Schreuder. 2014. "Job Embeddedness, Work Engagement and Turnover Intention of Staff in a Higher Education Institution: An Exploratory Study." *SA Journal of Human Resource Management* 14(1):1–10. doi: 10.4102/sajhrm.v12i1.524.

- Tan, Kim-Lim, Pei-Lin Sim, Fu-Quan Goh, Choi-Meng Leong, and Hiram Ting. 2020. "Overwork and Overtime on Turnover Intention in Non-Luxury Hotels: Do Incentives Matter?" *Journal of Hospitality and Tourism Insights* 3(4):397–414. doi: 10.1108/jhti-09-2019-0104.
- Yang, Juan, Bo Pu, and Zhenzhong Guan. 2019. "Entrepreneurial Leadership and Turnover Intention in Startups: Mediating Roles of Employees' Job Embeddedness, Job Satisfaction and Affective Commitment." *Sustainability (Switzerland)* 11(4). doi: 10.3390/su11041101.
- Yu, Jongsik, Antonio Ariza-montes, Gabriele Giorgi, Aejoon Lee, and Heesup Han. 2020. "Sustainable Relationship Development between Hotel Company and Its Employees : Linking Job Embeddedness , Job Satisfaction , Self-E Ffi Cacy , Job Performance , Work Engagement , and Turnover." 5.
- Zaluchu, Sonny Eli. 2020. "STRATEGI PENELITIAN KUALITATIF DAN KUANTITATIF DI DALAM PENELITIAN AGAMA." *Januari* 28(1):28–38.
- Zhao, Erdong, and Liwei Liu. 2010. "Comments on Development of Job Embeddedness about Study on Turnover and Exploration into Application in Enterprises." 6(6):63–72.