

REFERENSI

- Abdullah & Hasan. 2017. Factors affecting employee turnover and sound retention strategies in business organization: *a conceptual view*” *Problems and Perspectives in Management*”, 15(1), 63-71. doi:10.21511/ppm.15(1).2017.06
- Adams J. S. 1963. Towards an understanding of inequity, *Journal of Abnormal and Social Psychology*, 67, p. 422-436.
- Adeniji A. A. 2012. Osibanjo A. O., Human resource management: *Theory and practice*, Pumark.
- Agyeman, C. M., District, K., Nadu, T., District, K., & Nadu, T. 2014. *Employee Demographic Characteristics and Their Effects on Turnover and Retention in MSMEs*, (1), 12–29.
- Alias, N. E., Noor, N. M., & Hassan, R. 2014. *Examining the Mediating Effect of Employee Engagement on the Relationship between Talent Management Practices and Employee Retention in the Information and Technology (IT) Organizations in Malaysia*, 2(2), 227–242.
- Allen, N. J., & Meyer, J. P. 1990. The measurement and antecedents of affective continuance and normative commitment of the organizations. *Journal of Occupational Psychology*, 63, 1-18.
- Alves. 2016. *Humanistic Management as Strategic Factor in the Productivity of Sustainable Organizations*
- Amadasu, D.E. 2003. Personnel and the Nigerian Management Crisis: Ajaokuta Iron and Steel Mill Examined. *Abuja Management. Rev.* 1:4
- Amion, 2016. *Humanistic Management to achieve a healthy organization*
- Amstrong, 2012, *Amstrong's handbook of human resource mangement practice*, 12th Edition
- Anand, P. 2013. *The Effect of Rising Health Insurance Costs on Compensation and Employment. Mathematica Policy Research*, 1-49.
- [Antoncic, J. A., & Antoncic, B. 2011. Employee loyalty and its impact on firm growth. Intern ational Journal of Management and Information Systems, 15\(1\), 81-87. https://doi.org/10.19030/ijmis.v15i1.1598](https://doi.org/10.19030/ijmis.v15i1.1598)
- Arnold, H. J.; and Feldman, D. C. 1982. *A Multivariate Analysis of the Determinants of Job Turnover*”, *Journal of Applied*
- Awan WA. 2013. Impact of Employee Orientation on Retention: A Case of Service Sector Organization in Pakistan. *Interdisciplinary Journal of Contemporary Research in Business*, vol 5, no 4.

- Baumeister, R. F. 1997. Identity, self-concept, and self-esteem: The self-lost and found. In R. Hogan, J. Johnson, & S. Briggs (Eds.), *Handbook of personality psychology* (pp. 681–710). San Diego, CA: Academic Press.
- Bashaw, E. R., & Grant, S. E. 1994. Exploring the distinctive nature of work commitments: their relationships with personal characteristics, job performance and the propensity to leave. *Journal of personal selling and sales management*, 14(2), 41–56.
- Bal & Jong. 2016. From Human Resource Management to Human Dignity Development: *A Dignity Perspective on HRM and The Role of Workplace Democracy, Dignity and Organizations*.
- Bal. 2016. From human resource management to human dignity development: *a dignity perspective on hrm and the role of workplace democracy*
- Berger 2008. Best practice of talent management, mengidentifikasi, mengembangkan dan mempromosikan orang terbaik untuk menciptakan keunggulan organisasi, *Seri managemen SDM* No 11
- Boxall, P., Macky, K., & Rasmussen, E. 2000, Labour turnover and retention in New Zealand; the causes and consequences of leaving and staying with employers. *Asia Pacific Journal of Human Resources*, 41 (2), pp. 196-214.
- Brandtstaedter, J., & Greve, W. 1994. The aging self: Stabilizing and protective processes. *Developmental Review*, 14, 52– 80.
- [Britannica, E. 1998. The definition of Loyalty. Retrieved from http://www.web2010.com.marceric/archive/arc3.htm](http://www.web2010.com.marceric/archive/arc3.htm)
- Brodie, A. S. 1995. Salesforce Turnover in Direct Selling Organizations in the United Kingdom and France. *Master's Thesis, Keele University*
- Butar Butar 2018. National Culture and Paternalistic Leadership: Indonesian Business Context, *Journal of Business and Entrepreneurship*, 6(2), 58-62
- [Buchanan, D. R. 2008. Ethics in Public Health Research Autonomy, Paternalism, and Justice: Ethical Priorities in Public Health, 98\(1\), 15–21. https://doi.org/10.2105/AJPH.2007.110361](https://doi.org/10.2105/AJPH.2007.110361)
- Bruh, R. H. 2003. A possible solution to the principle-agent problem posted by the contemporary CEO. *Journal of Business Ethics*, 48(4), 401-402.
- Bender, R., & Moir, L. 2006. Does best practice in setting executive pay in the UK encourage good behavior. *Journal of Business Ethics*, 67(1), 75-91.

- Chen, Xiao Ping, Marion B. Eberly, Ting Ju Chiang, Jiing Lih Farh, and Bor Shiuan Cheng. 2014. "Affective Trust in Chinese Leaders: Linking Paternalistic Leadership to Employee Performance." *Journal of Management*. doi: 10.1177/0149206311410604.
- Caesarani, A. C. 2016. Pengaruh stres kerja terhadap komitmen karyawan dan turnover intention pada sari segara resort villa & spa Fakultas Ekonomi dan Bisnis Universitas Udayana (Unud), Bali , Indonesia *Persaingan dalam dunia bisnis di era globalisasi sekarang ini semakin ketat* (9), 5722–5753
- Chandiok, S. 2012. Employee retention in indian textile industry : *a study on grasim bhiwani textile limited*, 1(6), 90–101.
- Churchill R, Davies P, Caldwell D, Moore THM, Jones H, Lewis G, Hunot V. 2012. Humanistic therapies versus other psychological therapies for depression (Protocol)
- Curtis, S., & Wright, D. 2001. Retaining employees—the fast track to commitment. *Management Research News*, 24(8), 59–64.
- Carsten, J. M.; and Spector, P. E. 1987. Unemployment, Job Satisfaction, and Employee Turnover: A Meta-Analytic Test of the Muchinsky Model. *Journal of Applied Psychology*, Vol. 72, pp. 374-381.
- Cascio, W.F., 2000. *Managing Human Resources: Productivity, Quality of Work Life, and Profits*. (6th Edition). Boston: McGrawHill, Irwin.
- Chen, Xiao Ping, Marion B. Eberly, Ting Ju Chiang, Jiing Lih Farh, and Bor Shiuan Cheng. 2014. "Affective Trust in Chinese Leaders: Linking Paternalistic Leadership to Employee Performance." *Journal of Management*. doi: 10.1177/0149206311410604.
- Chen. 2011. *From a paternalistic model towards what?* HRM trends in Korea and Taiwan Johnkseok Bae Korea University Business School, Seoul, South Korea National Sun Yat-sen University, Taiwan, and Chris Rowley City University, London, UK
- Cheng et all 2004, Paternalistic leadership and subordinate responses: Establishing a leadership model in Chinese organizations, *Asian Journal of Social Psychology*.
- Chen, Zhou and Klyver, 2018. Collective Efficacy: Linking Paternalistic Leadership to Organizational Commitment. *Journal of Business Ethics*

- Cutler, G. 2001. *Internet summons Pete to jump ship. Research Technology Management*
- Chung-Hsiung Fang, Sue-Ting Chang, Guan-Li Chen 2009 *Applying Structural Equation Model to Study of the Relationship Model among leadership style, satisfaction, Organization commitment and Performance in hospital industry.*
- Cowherd, D.M., & Levine, D.I. 1992. Product quality and pay equity between lower-level employees and top management: An investigation of distributive justice theory. *Administrative Science Quarterly*, 37, 302-320
- [Cox, T.H. and Blake, S. 1991. Managing Cultural Diversity: Implications for Organizational Competitiveness. The Executive, 5, 45-56. https://doi.org/10.5465/AME.1991.4274465](https://doi.org/10.5465/AME.1991.4274465)
- Das, B L and Baruah, M.2013. Employee Retention: A Review of Literature. *IOSR Journal of Business and Management (IOSR-JBM)* (reff: 143)
- D'Amato, Alessia, and Regina Herzfeldt. 2008. "Learning Orientation, Organizational Commitment and Talent Retention across Generations: A Study of European Managers." *Journal of Managerial Psychology*. doi: 10.1108/02683940810904402.
- Deloitte. 2010. "Trust in the Workplace 2010 Ethics & Workplace Survey." *Ethics - Deloitte LLP*.
- Denton, J. (2000), Using Web-based projects in a systems design and development course". *Journal of Computer Information Systems*, Vol. 40 No.3, pp.85-7
- Diener, F. K. & Biswas-Diener, N. H., 2002. A meta-analysis of the effects of organizational behavior modification on task performance, 1975-1995. *Academy of Management Journal*, 40.
- De Gieter, Sara, Rein De Cooman, Joeri Hofmans, Roland Pepermans, and Marc Jegers. 2012. "Pay-Level Satisfaction and Psychological Reward Satisfaction as Mediators of the Organizational Justice-Turnover Intention Relationship." *International Studies of Management and Organization* 42(1):50–67. doi: 10.2753/IMO0020-8825420103.
- Darwito, 2015, Peran orientasi kepemimpinan berbasis NMA dalam meningkatkan kinerja karyawan, Program Doktor Ilmu Ekonomi UNDIP, Semarang, Pustaka Magister
- Deci, E. L., & Ryan, R. M. 1995. *Human autonomy: The basis for true self-esteem. In M*
- Edwards, M. R., & Peccei, R. 2010. Perceived organizational support, organizational identification, and employee outcomes. *Journal of Personnel Psychology*, 9(1), 17-26

- Eisenberger, R., Armeli, S., Rexwinkel, B., Lynch, P. D., & Rhoades, L. 2001. *Reciprocation of perceived organizational support*. *Journal of Applied Psychology*, 86, 42–51.
- Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. 1986. Perceived organizational support. *Journal of Applied Psychology*, 71, 500–507.
- Eisenhardt, K.M. 1989. Agency theory: An assessment and review. *Academy of Management Review*, 14, 57-74.
- Elton Mayo** (1948) *The human problems of an industrial solution.*, London, Routledge.
- Fama, E.F., & Jensen, M.C. 1983. Separation of ownership and control. *Journal of Law and Economics*, 26, 301-325.
- Fauzan N, Fauzi B, Ahmad F, Gelaidan HM. *The Employee Retention Status in Paddy and Rice Industry in Malaysia*. 2013;18(5):642-650. doi:10.5829/idosi.mejsr.2013.18.5.11732
- Ferdinand, 2014, Metode Penelitian Management, Pedoman Penelitian untuk Akripsi, Tesis dan Desertasi Ilmu Manamagmen, Semarang, BP Universitas Diponegoro, Edisi ke lima
- Fiorito, J., Bozeman, D. P., Young, A., & Meurs, J. A. 2007. Organizational commitment, human resource practices, and organizational characteristics. *Journal of Managerial Issues*, 186-207
- Foong-ming, Tan. 2008. *Lingking Carreer Development Practices to tunrover: The Mediator of Perceived Organization Support*. *Journal of Business and Public Affair*. Volume 2, Issue 1, 2008. (reff: 17)
- Fishman, Charles., 1998. The war for talent. *Fast Company*, Issue 16 (July), 104.
- Frank, F. D., Finnegan, R. P., Taylor, C. R. 2004. The race for talent: Retaining and engaging workers in the 21st century. *Human Resource Planning*, 27(3), 12-25.
- Freeman. 1984. published his landmark book, *Strategic Management: A Stakeholder Approach*,
- Gberevbie DE.2008. *Staff Recruitment, Retention Strategies and Performance of Selected public and Private organizations in Nigeria*. Ph.D. Thesis. Coll.Bus.Soc.Sci., Covenant Uni., Ota.
- Gardner DG, Van Dyne L, Pierce JL 2004. The effects of pay level on organization-based self-esteem and performance: a field study. *Journal of Occup. Organ. Psychology.*, 77(3): 307-322

- Gelade, G. A, Dobson, P., & Gilbert, P. 2006. National differences in organizational commitment: Effect of economy, product of personality, or consequence of culture? *Journal of Cross Cultural Psychology*, 37, 542-556
- Ghazanfar, Faheem; Shuai Chuanmin; Muhammad Mahroof Khan and Mohsin Bashir, 2011, A Study of Relationship between Satisfaction with Compensation and Work Motivation, *International Journal of Business and Social Science* Vol. 2 No. 1; January 2011.
- Gill, P. S., Dugger, J., & Norton, F. (2014). The Relationship between Compensation and Selected Dimensions of Employee Engagement in a Mid-Sized Engineering Services Firm Author : The Relationship between Compensation and Selected Dimensions of Employee Engagement in a Mid-Sized Engineering Services, 30(1), 1–12.
- Göncü, Aycan and Johnson, 2014, Effects of Paternalistic and Transformational Leadership on Follower Outcomes, *The International Journal of Management and Business*, Vol. 5 Issue 1, June 2014
- Gong, Q., Liang, J., & Zhang, H. 2015. Causal Effects of Stock Options on Employee Retention : *A Regression Discontinuity Approach*, (547).
- Gonzalez, J.A. and DeNisi, A.S. (2009) Cross-Level Effects of Demography and Diversity Climate on Organizational Attachment and Firm Effectiveness. *Journal of Organizational Behavior*, 30, 21-40. <https://doi.org/10.1002/job.498>
- Gozali, Imam, and Hengky Latan. 2015. *Patrial Least Squeres Konsep, Teknik, Dan Aplikasi Menggunakan Program SmartPLS3.0. Semarang.*
- Green, F. 2008. Leeway for the Loyal: A Model of Employee Discretion, *British Journal of Industrial Relations*, 46(1), 1-32.
- Gupta, Anil. K, Govindrajan, Vijay 1986. Resources sharing among SBUs: Strategy antecedents and administrative implications. *Academy Management Journal*, vol. 29, p. 695-714.
- Guth, W. D. and R. Tagiuri 1965. Personal values and corporate strategies. *Harvard Business Review* 43 (September–October), 123–132.
- Hall, M., & Smith, D. (in press). Mentoring and turnover intentions in public accounting. *Accounting, Organizations and Society*.

- Hair, Joe F., Marko Sarstedt, Christian M. Ringle, and Jeannette A. Mena. 2012. "An Assessment of the Use of Partial Least Squares Structural Equation Modeling in Marketing Research." *Journal of the Academy of Marketing Science*. doi: 10.1007/s11747-011-0261-6.
- Hair, Joseph F., Christian M. Ringle, and Marko Sarstedt. 2012. "Partial Least Squares: The Better Approach to Structural Equation Modeling?" Long Range Planning.
- Harrington, D.; Bean, N.; Pintello, D.; and Mathews, D. 2001. Job Satisfaction and Burnout: *Predictors of Intentions to Leave a Job in a Military Setting, Administration in Social Work*, Vol. 25, No.3, pp. 1-16.
- Hassan, Roshidi. 2016. "The Role of Human Capital Management in Enhancing Engagement and Retention Among Top Talent in Organization: A Critical Literature Review." *Journal of Emerging Economies and Islamic Research*. doi: 10.24191/jeeir.v4i4.9103.
- Held, K. M. 2001. Money and subjective well-being it's not the money, it's the motives, *Journal of Personality and Social Psychology*, 80.
- Hitchcock D. E., Willard M., *Why teams can fail and what to do about it: essential tools for anyone implementing self-directed work teams*, Chicago: Irwin, 1995.
- Hilliard, Ivan. 2013. "Responsible Management, Incentive Systems, and Productivity." *Journal of Business Ethics*. doi: 10.1007/s10551-012-1570-5.
- Hull, 1943. *Principle of Behavior, an Introduction to behavior theory*, D. Appleton Century Company Inc. New York.
- Hull, 1952, *A Behavior system, An Introduction to Behavior Theory Concerning the Individual Organism*, Yale University Press.
- Hofstede, G. 1980. *Culture's consequences: International differences in work-related values*. Beverly Hills, CA: Sage.
- Hofstede, G. 1980. Motivation, leadership, and organization. Do American theories apply abroad? *Organizational Dynamics*, 42-63.
- Hofstede, G. 1994. *Management scientists are human*. *Management Science*, 40, 4 –14.
- Hoerr, P., (2000). *Compensation and work motivation, Consortium for Policy Research in Education*.
- Hytter, A. (2007). *Retention strategies in France and Sweden*. *The Irish Journal of Management*, 28(1): pp.59–79.
- Heneman, F. (2003). *Behavioral management and task performance in organizations: conceptual background, meta-analysis, and test of alternative models*. *Personnel Psychology*, 56.

- Heat, Dan, Heath, Chip (2009). *The curse of incentive*. Fast Company, p. 48 – 49.
- Holtom, B. C., Mitchell, T. R., Lee, T. W., & Eberly, M. B. (2008). *Turnover and retention research: A glance at the past, a closer review of the present, and a venture into the future*. *The Academy of Management Annals*, 2(1), 231-274
- Igalens, J. , Rousell P. 1999. A study of the relationships between compensation package, work motivation and job satisfaction", *Journal of Organizational Behavior* 20: 1003-1025. (reff: 34)
- Imna M, Hassan Z. 2015. Influence of Human Resource Management practices on Employee Retention in Maldives Retail Industry :1-28.
- Irawanto. 2008. Aplikasi Kepemimpinan Paternalistik di Indonesia, *Journal of Human Capital*, Vol 1, No1
- Irawanto & Ramsey. 2011. Paternalistic Leadership and Employee Responses in Javanese culture, *Gadjah Mada International Journal of Business*, Vol. 13, No. 2 (May - August 2011): 185 – 203.
- Irawanto. 2011. Exploring Paternalistic Leadership and its Application to the Indonesian Context, *a Dissertation of Doctor of Philosophy in cross –culture Leadership*.
- Jaros, S. J., Jermier, J. M., Koehler, J. W., & Sincich, T. 1993. Effects of continuance, affective, and moral commitment on the withdrawal process: An evaluation of eight structural equation models. *Academy of Management Journal*, 36, 951-995.
- Jewell, L. N.; and Segall, M. (1990). *Contemporary Industrial/Organizational Psychology*, West Publishing Company, St. Paul
- Joiner, T., Bartram, T., & Garreffa, T. (2004). The effects of mentoring on perceived career success, commitment and turnover intentions. *The Journal of American Academy of Business*, 5(1/2), 163-170.
- Kerr, J., & Slocum, J. W. 1987. *Managing Corporate Culture through Reward System*. *Academy of Management Executive*, 1(2): 99 -108
- Kigo, Sammy Kihari, and Gachunga Hazel. 2016. "Effect of Talent Management Strategies on Employee Retention in the Insurance Industry." *The Strategic Journal of Business and Change Management*.

- Kim, H.-S. (2017) The Impact of Diversity Climate for Women on Female Employees' Intentions to Stay: A Cross-Cultural Study on South Korea and Norway. *American Journal of Industrial and Business Management*, 7, 1-14. <http://dx.doi.org/10.4236/ajibm.2017.71001>
- Kaliprasad, M. (2006). *The human factor I: attracting, retaining, and motivating capable people*. *Cost Engineering*, 48(6), 20–26.
- Kohn A., *Punished by rewards: the trouble with gold stars, incentive plans, A's, praise and other bribes*, Boston: Houghton Mifflin, 1993.
- Kumar, D. N. S., & Shekhar, N. (2012). Perspectives envisaging employee loyalty: A case analysis. Journal of Management Research, 12(2), 100-112. Retrieved from <http://search.proquest.com/docview/1033786746?accountid=14407>
- Kumari, Neha and Afroz, Nishat. (2013). The Impact of Affective Commitment in Employees Life Satisfaction. *Global Journal of Management and Business Research Interdisciplinary*. 13(7): 1-7.
- Lee, Ye Hoon, Boyun Woo, and Yukyoum Kim. 2018. “Transformational Leadership and Organizational Citizenship Behavior: Mediating Role of Affective Commitment.” *International Journal of Sports Science and Coaching*. doi: 10.1177/1747954117725286.
- Lee, 2001. Paternalistic Human Resource Practices: Their Emergence and Characteristics Author(s): Source: *Journal of Economic Issues*, Dec., 2001, Vol. 35, No. 4 (Dec., 2001), pp. 841-869
- Liberman, 2013. The impact of a Paternalistic Style of Management and Delegation of Authority on Job Satisfaction and Organizational Commitment in Chile and the US, *INNOVAR. Revista de Ciencias Administrativas y Sociales*, vol. 24, núm. 53, julio-septiembre, 2014, pp. 187-196
- Liou, S.-R., & Cheng, C.-Y. 2008. Building organizational commitment of Asian nurses in the United States. *Journal of Nursing Administration*, 38(1), 8-10.
- Locke, E.A, 1976. *The Nature and Cause of Job Satisfaction*, In M. Dunnette (Ed.), *Handbook of Industrial and Organizational Psychology (Rand McNally, Chicago) 1976*, p.1300.
- Liu, Y.A. and Wang, F. (2006). *A Study on the Influence Factors of Employee Turnover Intention, Enterprise Economy*, 6, pp. 42-44.
- Liu, Baohua, Pei Yu Sun, and Yongliang Zeng. 2020. “Employee-Related Corporate Social Responsibilities and Corporate Innovation: Evidence from China.” *International Review of Economics and Finance* 70(August):357–72. doi: 10.1016/j.iref.2020.07.008.

- Macklin, R. 2017. *The Doctor – Patient Relationship in Different Cultures*.
- Mathieu, J. E., & Zazac, D. 1990. A review and meta -analysis of the antecedents, correlates, and consequences of organization commitment. *Psychological Bulletin*, 108, 171-194
- Medina, E. 2012. Job Satisfaction and Employee Turnover Intention : *What does Organizational Culture Have To Do With It ?*, 1–44.
- Melé, 2013 Antecedents and current situation of humanistic Management. *African Journal of Business Ethics* • Vol. 7 • Issue 2 • 2013 Conference Edition
- Meyer, J. & Smith. 1997. *Commitment in the Workplace: Theory, Research, and Application*. Thousand Oaks, CA.: Sage Publications.
- Martínez, .. Paternalism as a Positive Form of Leadership in the Latin American Context: Leader Benevolence, Decision-making Control and Human Resource Management Practices
- Masibigiri, V. and Nienaber, H. 2011. Factors affecting the retention of Generation X public servants: An exploratory study. *South African Journal of Human Resource Management*, 9(1): pp. 44-54.
- Maslow AH (1943) *A theory of human motivation*. *Psychol. Rev.* 50 (4), 370-396.
- Maslow, A. H. (1954). *Motivation and personality*. New York: Harper. Copyright @ 1954 by Herper& Row, Publisher, Inc. Copyright @ 1970 by Abraham H Maslow Reprinted fom the English Edition by Harper & Row Publishers 1954
- Maydeu-Olivares, A., and C. García-Forero. 2010. “Goodness-of-Fit Testing.” in *International Encyclopedia of Education*.
- Merchant, Kenneth A., Van der stede, Win a (2007). *Management control system: Performance Measurement, Evaluation, and Incentive*. Essex: Pearson Education Limited.
- J. Meyer and N. Allen, *A three component conceptualization of organizational commitment*, *Human Resource Management Review* vol. 1, pp. 67, 1991.
- Mowday, R. T., Porter, L. W., & Steers, R. M. 1982. *Employee-organizational Linkages*. New York: Academic Press, New York, NY
- J.P. Meyer, D. J. Stanley, L. Herscovitch, and L. Topolnytsky, *Affective, continuance, and normative commitment to the organization: A meta-analysis of antecedents, correlates, and consequences*, *Journal of Vocational Behavior*, vol. 61, pp. 20-52, 2002.

- J. P. Meyer and L. Herscovitch, "Commitment in the workplace: Toward a general model," *Human Resource Management Review*, vol. 11, pp. 299-326, 2001.
- Meyer, J. P., & Allen, N. J. 1984. Testing the —side-bet theory of organizational commitment: Some methodological considerations. *Journal of Applied Psychology*, 69, 372-378.
- McKenzie, S. (1995), *Distinguishing marks*, *Marketing Week*, 17 November, pp. 13-15
- Meyer, J. & Smith. (1997). *Commitment in the Workplace: Theory, Research, and Application*. Thousand Oaks, CA.: Sage Publications.
- Melé (2016) Understanding Humanistic Management, *Humanist Manag J* (2016) 1:33–55
- Maydeu-Olivares, A., and C. García-Forero. 2010. "Goodness-of-Fit Testing." in *International Encyclopedia of Education*.
- McCollum, J. S. 2001. Team-based rewards: current empirical evidence and directions for future research, *Research in Organizational Behavior*, 20.
- Meyer, J. P., & Herscovitch, L. 2001. *Commitment in the workplace: Toward a general model*. *Human Resource Management Review*, 11(3), 316.
- Mitchell, T. R., & Lee, T. W. 2001. *The unfolding model of voluntary turnover and job embeddedness: Foundations for a comprehensive theory of attachment*. *Research in Organizational Behavior*, 23, 189-246.
- Mitchell, T. R., Holtom, B. C., Lee, T. W., Sablinski, C. J., & Erez, M. 2001. Why people stay: Using job embeddedness to predict voluntary turnover. *Academy of Management Journal*, 44, 1102–1121.
- Milkovich GM, Newman JM. 2004. *Compensation (8th ed.)*. IOSR Journal of Business and Management (IOSR-JBM) e-ISSN: 2278-487X, p-ISSN: 2319-7668. Volume 14, Issue 2 (Nov. - Dec. 2013), PP 08-16 www.iosrjournals.org
- Moncraz, E., Zhao, J., and Kay, C. 2009. An exploratory study on US lodging properties', organizational practices and employee turnover and retention. *International Journal of Contemporary Hospitality Management*, 21 (4). 437-458.
- Mohrman, M. & Odden, P., 1996. Motivating employees in a new governance era: the (69) performance paradigm revisited, *Public Administration Review*, 66.
- Mowday, R. T., Porter, L. W., & Steers, R. M. 1982. *Employee-organizational Linkages*. New York: Academic Press, New York, NY

- Mowday, R.T., Porter, L.W., and Steers, R.M. 1979., *Journal of Vocational Behavior*, 14, 224-227.
- Muhoho, J. M. E. 2014. Assessment of factors influencing employee retention in Tanzania ' s work organisations, *9*(2), 687–697.
- Musa, B. M., Ahmed, I., & Bala, A. 2014. Effect of Motivational Incentives on Staff Turnover in Hotel Industry in Gombe State, *16*(3), 36–42.
- Msengeti, D. M. 2015. Effects of Pay and Work Environment on Employee Retention : A Study of Hotel Industry in Mombasa, *5*(4), 1–10.
- Ben, N., & El, R. 2020. The impact of Human Resources Information Systems on individual innovation capability in Tunisian companies : The moderating role of affective commitment. *European Research on Management and Business Economics*, 26(1), 18–25. <https://doi.org/10.1016/j.iedeen.2019.12.001>
- Nazia S, Begum B. 2013. *Employee Retention Practices In Indian Corporate – A Study Of Select Mnc s*. 2013;4(3):361-368.
- Negandhi, A. R. and B. C. Reiman. 1971. A contingency theory of organization reexamined in the context of a developing country. *Academy of Management Journal* 15 (June), 137–146.
- Neog BB. *Factors Affecting Employee' s Retention*. 2015;3(1):9-18. (reff: 144)
- [Ng, T.W.H., & Feldman, D.C. 2009. Occupational embeddedness and job performance. Journal of Organizational Behavior, 30, 863–891. http://dx.doi.org/10.1002/job.580](http://dx.doi.org/10.1002/job.580)
- Němečková, I. (2017). The role of benefits in employee motivation and retention in the financial sector of the Czech Republic. *Economic Research-Ekonomska Istraživanja*, 30(1), 1–11. <https://doi.org/10.1080/1331677X.2017.1314827>
- Noe R. A., Hollenbeck J. R., Gerhart B., Wright P. 2003, *Human resource management: gaining a competitive advantage*, New York: McGraw-Hil/Irwin, 2003.
- Nurcahyanto, Rofiaty & Mintarti Rahayu, 2018. paternalistic leadership on gen-y employees' turnover intentions with motivation and satisfaction as a mediato
- O'Reilly, C. A., & Chatman, J. 1986. Organizational commitment and psychological attachment: The effects of compliance, identification, and internalization on prosocial behavior. *Journal of Applied Psychology*, 71, 492-499.
- Ocho, L. O. 1984. *Cultural and environmental influences on work attitudes*. In P. N. O.

- Odden, P. & Kelley, D.C., (2002). Do goals mediate the effects of incentives on performance? *Academy of Management Review*, 5.
- Oloke, Olayinka C., Abiodun S. Oni, Daniel O. Babalola, and Raphael A. Ojelabi. 2017. "Incentive Package, Employee's Productivity and Performance of Real Estate Firms in Nigeria." *European Scientific Journal, ESJ*. doi: 10.19044/esj.2017.v13n11p246.
- Oracle, A., & Paper, W. 2012. *The Future of Talent Management : Four Stages of Evolution*, (June).
- Osibanjo O A, Adeniji A A, Falola H O, Heirsmac Princess Thelma. 2014. Compensation packages: a strategic tool for employees' performance and retention. *Leonardo Journal of Sciences*. P. 65 – 84
- Ouarasse, O. A., & van de Vijver, F. J. 2005. The role of demographic variables and acculturation attitudes in predicting sociocultural and psychological adaptation in Moroccans in the Netherlands. *International Journal of Intercultural Relations*, 29, 251–272.
- Palmer, Benjamin R., and Gilles Gignac. 2012. "The Impact of Emotionally Intelligent Leadership on Talent Retention, Discretionary Effort and Employment Brand." *Industrial and Commercial Training*. doi: 10.1108/00197851211193372.
- Paoching & Hung Chichun 2009 The Relationship of Paternalistic Leadership and organizational Citizenship Behavior: The Mediating Effect of Upward Communication , *The Journal of Human Resource and Adult Learning* Vol. 5, Num. 2, December 2009
- Parandeh, Akram, Morteza Khaghanizade, Eesa Mohammadi, and Jamileh Mokhtari-Nouri. 2016. "Nurses' Human Dignity in Education and Practice: An Integrated Literature Review." *Iranian Journal of Nursing and Midwifery Research*.
- Patgar, S., & Vijayakumar, N. (2015). *A study on the factors affecting employee retention in a textile*, 1(2), 5–9. *International Journal of Recent Research in Civil and Mechanical Engineering (IJRCME)* Vol. 1, Issue 2, Available at: www.paperpublications.org
- P. Pattanayak, 2011, Reward System And Its Impact On Employee Motivation In Commercial Bank Of Sri Lanka Plc, In Jaffna District, Global Journal of Management and Business Research, Volume 11 Issue 4 Version 1.0, pp. 85-92. [Online] Available through: https://globaljournals.org/GJMBR_Volume11/9-Reward-System-And-Its-Impact-OnEmployee.pdf [Accessed 23rd Mar 2016].
- Pfeffer, J., Sutton, Robert, I. 200). *What's Wrong with Pay-for-Performance*. *Industrial Management*, vol. 48. Issue 2, p.12-17.

- Phanuef W. Employee loyalty doesn't equal longevity. The Training Source, 2013. Retrieved from http://www.leadingforloyalty.com/employee_loyalty.html
- Pierce, L. G., & Geyer, P. D. 1991. Combining intention with investment to predict withdrawal behavior. *Journal of Social Psychology*, 131(1), 117-124.
- Pellegrini & Terri A. Scandura 2008, Paternalistic Leadership: A Review and Agenda for Future Research, *Journal of Management*, Vol. 34 No. 3, June 2008 566-593
- Pellegrini and Scandura, 2008. *Paternalistic Leadership: A Review and Agenda for Future Research*. *Journal of Management* · June 2008
- Perry, M. & Paarlberg, A., 2006. *New and Better Forms of Teacher Compensation Are Possible*, *Phi Delta*
- Perry, R. J., 1997. *Merit pay and the evaluation problem: Why most merit pay plans fail and few survive*, *Harvard Educational Review*.
- Porter, L. W., Steers, R. M., Mowday, R. T., & Boulian, P. V. 1974. Organizational commitment, job satisfaction, and turnover among psychiatric technicians. *Journal of Applied Psychology*, 59, 603-609.
- Powell, D. M., & Meyer, J. P. (2004). Side-bet theory and the three-component model of organizational commitment. *Journal of Vocational Behavior*, 65(1), 157-177.
- Ribeiro, Neuza, Ana Patrícia Duarte, Rita Filipe, and Rui Torres de Oliveira. 2020. "How Authentic Leadership Promotes Individual Creativity: The Mediating Role of Affective Commitment." *Journal of Leadership and Organizational Studies*. doi: 10.1177/1548051819842796.
- Richard, O.C., Barnett, T., Dwyer, S. and Chadwick, K. 2004 Cultural Diversity in Management, Firm Performance, and the Moderating Role of Entrepreneurial Orientation Dimensions. *Academy of Management Journal*, 47, 255-266. <https://doi.org/10.2307/20159576>
- Richardson, L. R., 1999. Gainsharing: a critical review and a future research agenda. *Journal of Management*, 21
- Randall, D. M. 1987. Commitment and the organization: The organization man revisited. *Academy of Management Review*, 12 (3): 460–71.
- Randhawa Gurpreet (2007). *Relationship between Job Satisfaction and Turnover Intentions : An Empirical Analysis*, *Indian Management Studies Journal 11*

- Reece, E. Albert, Olan Nugent, Richard P. Wheeler, Charles W. Smith, Aubrey J. Hough, and Charles Winter. 2008. "Adapting Industry-Style Business Model to Academia in a System of Performance-Based Incentive Compensation." *Academic Medicine*.
- Rehman, R.R and Waheed, A. 2012 Individual's leadership and decision making styles: a study of banking sector of Pakistan. *Journal Of Behavioural Sciences*, 22(3):pp. 70-89.
- Ribeiro, Neuza, Ana Patrícia Duarte, Rita Filipe, and Rui Torres de Oliveira. 2020. "How Authentic Leadership Promotes Individual Creativity: The Mediating Role of Affective Commitment." *Journal of Leadership and Organizational Studies*. doi: 10.1177/1548051819842796
- Riketta, M. 2005. Organizational identification: A meta-analysis. *Journal of Vocational Behavior*, 66, 358-384
- Richard, O.C., Barnett, T., Dwyer, S. and Chadwick, K. (2004) Cultural Diversity in Management, Firm Performance, and the Moderating Role of Entrepreneurial Orientation Dimensions. *Academy of Management Journal*, 47, 255-266. <https://doi.org/10.2307/20159576>
- Rizal M, Idrus M S, Djumahir, Mintarti R. 2014. Effect of Compensation on Motivation, Organizational Commitment, and High performance employee (Studies at Local Revenue Management in Kendari City). *International Journal of Business and Management Invention*. P. 64 – 79
- Robbins, S. P. 2012. *Organizational Behavior*. New York: Pearson Prentice Hal.
- Rodgers, W., & Gago, S. 2003. A model capturing ethics and executive compensation. *Journal of Business Ethics*, 48(2), 189-202.
- Samuel, M. O., & Chipunza, C. 2009. Employee retention and turnover : Using motivational variables as a panacea, 3(8), 410–415. <https://doi.org/10.5897/AJBM09.125>
- Sanjeevkumar, 2012 the mediating role of employee's organization
- Sanjeevkumar V., Wang W. 2012. *A case study on determinants of human resource practices influencing retention of employees in Kedah State Development Corporation , Malaysia*. :42-53. (reff: 15)
- Sandhya, K. and Kumar, D.P. 2014 Employee retention – a strategic tool for organizational growth and sustaining competitiveness. *Journal of Strategic Human Resource Management*, 3(3): pp. 42-45 (reff: 117)

- Scott, K. Dow, Thomas McMullen, and Mark Royal. 2012. "Retention of Key Talent and the Role of Rewards." *Journal of International Studies*.
- Shah, Maitri. 2011. "Talent Retention through Employer Branding." *Journal of Marketing & Communication*.
- Sheikh MA, Qamar WU, Iqbal F. *Impact of Human Resource Management (HRM) Practices on Employee Retention (A Case Study of Education and Banking Sector in Bahawalpur)*.
- Sheridan, John E. Organizational Culture and Employee Retention. The Academy of Management Journal, Vol. 35, No. 5 (Dec., 1992), pp. 1036-1056, Academy of Management. Stable URL: <http://www.jstor.org/stable/256539>
- Shoaib, M., Noor, & Tirmizi., 2009. *Determinants of employee retention in telecom sector of Pakistan. Proceedings 2nd CBRC Lahore, Pakistan*.
- Shoaib, C., Aamir, A., Adnan, M., Qazi, M., & Hussain, J. 2015. Total Rewards and Retention: Case Study of Higher Education Institutions in Pakistan. *Procedia - Social and Behavioral Sciences, 210*, 251–259. <https://doi.org/10.1016/j.sbspro.2015.11.365>
- Shore, L. M., & Shore, T. H. 1995. *Perceived organizational support and organizational justice*
- Silzer, & Dowel (2009), *Strategic Diven Talent Management , A Leadership imperative, The Profesional Practice series*.
- Simon, B., & Kristian, H. 2007. *Labor turnover in the retail industry. The International Journal of Retail and Distribution Management, 35* (4), pp. 289-307.
- Sinha, C., & Sinha, R. 2012. Factors affecting employee retention: A comparative analysis of two organizations from heavy engineering industry. *European Journal of Business and Management, 4*(3), 146-163.
- Skinner, 1971. *Beyond Freedom nd Dignity*, Alfred A. Knoff, New York, 1971
- Skinner, 1974. *About Behaviorism*, Vintage Books, A Division of Rndom House, New York, 1974
- Smilansky, 2008, *Developing Executive Talent, Metode efektif untuk mengidentifikasi dan mengembangkan pemimpin dalam perusahaan, PPM , Seri Mangemen Submer Daya Manusia 17*

- Soltani, E., Ahmed, P. K., Liao, Y. Y., & Anosike, P. U. 2014. Qualitative middle-range research in operations management. *International Journal of Operations & Production Management*, 34(8), 1003-1027.
- Stajkovic, O. F. and Luthans, S. R., 2006. *Show Me the Evidence! Proven and Promising Programs for America's Schools*, Thousand Oaks, CA: Corwin Press.
- Steel, R.P., Griffeth, R.W., & Hom, P.W. 2002. Practical retention policy for the practical manager. *Academy of Management Executive*, 16, 149-162.
- Springer, A. 2013. building strategy of talent retention on basis of achievement goal theory of motivation - theoretical assumptions, 12–18.
- Springer, 2014, *Global Talent Management, Challenges, Strategies and opportunities; Management for Professional* , Springer International Publishing Switzerland
- Suharnomo, 2016, *Managemen Indonesia, Strategi mengelola karyawan dalam perspektif budaya nasional*, Jakarta, Rajawali Press.
- Swing, Berna Gercek 2012. *Honor and Shame in honor and dignity culture: How can you re-affirm your own honor once it is tarnished?* Iowa State University, *Theses and Dissertation*
- Syahreza, D. S., Lumbanraja, P., & Dalimunthe, R. F. 2017. Compensation , Employee Performance , and Mediating Role of Retention.
- Thakur A. 2014. A Study on Factors Affecting Employee Retention in Retail Sector. *International Journal on Multidisciplinary Consortium. Volume 1, Issue 2, September 2014.*
- Taing, M. U., Groff, K. W., Granger, B. P., Jackson, E. M., & Johnson, R. E. (2011). The multidimensional nature of continuance commitment: Commitment owing to economic exchanges versus lack of employment alternatives. *Journal of Business and Psychology*, 26, 269-284.
- Tan, J. X., Tunku, U., & Rahman, A. 2015. The Effects of Benevolent Leadership in Ameliorating Turnover Problem in Hotel Industry, 4(4), 322–336.
- Tan, Zhiying. 2017. The Impact of Paternalistic Leadership on Innovation and Performance in Chinese Public Hospitals
- Taplin, I.M., Winterton, J.Winterton, R. 2003. Understanding Labour Turnover in a Labour Intensive Industry: Evidence from British Clothing Industry." *Journal of Manage. Stud.* 40:4.

[Taras, V. 2008. Catalogue of instruments for measuring culture. Retrieved from http://vtaras.com/files/Culture_Survey_Catalogue.pdf](http://vtaras.com/files/Culture_Survey_Catalogue.pdf)

- Tian, Qing, and Juan I. Sanchez. 2017. "Does Paternalistic Leadership Promote Innovative Behavior? The Interaction between Authoritarianism and Benevolence." *Journal of Applied Social Psychology*. doi: 10.1111/jasp.12431.
- Thorndike, 1927, The law of effect, *The American Journal of Psychology*, Vol 39, No 1 / 4 (Dec 1927). University of Illinois Press.
- Thorndike, 1928. Human Learning, The messenger lectures on the University, Fifth series, 1928-1929, Johnson Reprint Company Limited 111 Fifth Avenue, New York, Johnson Reprint Company Limited Berkeley Square House,
- Vasquez, D., Administration, B., College, C., & Lauderdale, F. 2014. Employee Retention for Economic Stabilization: A Qualitative Phenomenological Study in the Hospitality Sector, *3*(1), 1–17.
- Vroom, V.H. (1964). *Work and motivation*. New York, NY: Wiley.
- Vecchio, Susan Del and Judy Wagner, 2010. *Motivation and monetary incentives: A closer look*. *Journal of Management and Marketing Research*
- Van der Stede, Wim A. (2003). *The effect of national culture on Management control and incentive system design in multi-business firm: Evidence on Intracorporate isomorphism*. *European Accounting Review*, Vol. 12, p. 263 – 285
- Vella, 2016, Power, paternalism and children on the Move, *Vella Journal of International Humanitarian Action*.
- Wagner, C. M. 2007. Organizational commitment as a predictor variable in nursing turnover research: literature review. *Journal of Advanced Nursing*, 60(3), 235-247.
- Wang, B. Y., Yang, C., & Wang, K. 2012. Comparing Public and Private Employees' Job Satisfaction and Turnover, *41*(3), 557–574.
- Dodi wirawan 2011. Paternalistic leadership Indonesian context Pegawai negeri di Indonesia lebih suka dengan kepemimpinan model paternalisti
- Wright, P. M., & Kehoe, R. R. 2007. Human resource practices and organizational commitment: A deeper examination. *Asia Pacific Journal of Human Resources*, 46(1), 6.
- Walker, J.W. 2001. *Perspectives of Human resource planning*. 24 (1):6-10.
- Wikipedia, 2015. http://en.m.wikipedia.org/wiki/war_for_talent

- Wotruba, T. R.; and Tyagi, P. K. 1991. Met Expectations and Turnover in Direct Selling", *Journal of Marketing*, Vol. 55, pp. 2425.
- Yoon, D. P., Kelly, M., Yoon, D. P., & Kelly, M. J. 2008. Organizational Excellence and Employee Retention in Social Work
- Yousef, D. A. 2001. Gibic work ethic: A moderator between organizational Commitment and job Satisfaction in a cross-cultural context. *Personal Review* , 152-169.
- Zhang, Y. 2016. A Review of Employee Turnover Influence Factor and Countermeasure, (June), 85–91.
- Zawadzki, 2017 Dignity in the Workplace. The Perspective of Humanistic Management, *Journal of Management and Business Administration. Central Europe*” Vol. 26, No. 1/2018, p. 171–188 .
- Zawadzki1 2017, Dignity in the Workplace. The Perspective of Humanistic Management
- Zawadzki1 2018, Dignity in the Workplace. The Perspective of Humanistic Management
- Zhao, W. & Zhou, X. (2008). *Intra-organizational Career advancement and voluntary turnover in a multinational bank in Taiwan. Career Development International Journal*, 13 (5), pp. 402-424.
- Zhang, Y. (2016). A Review of Employee Turnover Influence Factor and Countermeasure, (June), 85–91.
- Žitinski* 2012, Paternalism as a field of bioethical concern
- Zhiying, 2017, The Impact of Paternalistic Leadership on Innovation and Performance in Chinese Public Hospitals, Thesis submitted as partial requirement for the conferral of the degree of Doctor of Management