

DAFTAR PUSTAKA

- [1] M. Widi, "Pengantar Manajemen," *Univ. Nusant. PGRI Kediri*, vol. 01, pp. 1–7, 2017.
- [2] Y. . Nuryatno, K. I. A. H. Indah, and A. Merdiyanti, "ANALYSIS OF EMPLOYEE WORKLOAD IN THE AFTERSALES DEPARTMENT OF," vol. 5, no. 2, pp. 318–333, 2023.
- [3] Asih, "Pengaruh Karakteristik Individu dan Kompensasi terhadap Turnover Intention," *J. Ris. Manaj. dan Bisnis*, vol. 1, no. 1, pp. 25–35, 2021, doi: 10.29313/jrmb.v1i1.37.
- [4] Ernest and Young, "Wellbeing, Pay and Career Advancement Opportunities Prolong Workplace Tensions for Southeast Asian (SEA) Employees, Including Indonesia," *EY Work Reimagined Surv. 2023*, pp. 1–10, 2023.
- [5] Sadewo, Putra, Tiwa, and Sobila, "Analisis Mobilitas Tenaga Kerja Hasil Sakernas 2022," vol. Vol. 8, 2023.
- [6] Ardan and Jaelani, *Manajemen Sumber daya manusia: Turnover intention dapat mempengaruhi kualitas kinerja perusahaan*. 2021.
- [7] Karomah, "Pengaruh Kepuasan Kerja Dan Job Insecurity Terhadap Turnover Intention Pada Pegawai Kontrak Sekolah X," *J. Ilmu Manajemen, Vol. 17, Nomor 2, 2020*, vol. 17, pp. 38–47, 2020.
- [8] Palahudin and R. T. Agustianto, "Turnover Karyawan pada PT Linggutntera," *Karimah Tauhid*, vol. 2, no. 5, pp. 1532–1543, 2023.
- [9] A. Junaedi, "Labour Turn Over," *J. Akunt.*, vol. 11, no. 2, pp. 74–91, 2017.
- [10] B. Wine, M. R. Osborne, and E. T. Newcomb, "On Turnover in Human Services," *Behav. Anal. Pract.*, vol. 13, no. 2, pp. 492–501, 2020, doi: 10.1007/s40617-019-00399-6.
- [11] B. Xiong, X. Wu, and Q. Sui, "The impact of transformational leadership on the turnover intention of the new generation of knowledgeable employees: A moderated mediation model," *Front. Psychol.*, vol. 13, no. January, pp. 1–14, 2023, doi: 10.3389/fpsyg.2022.1090987.
- [12] A. M. Saks, "Antecedents and consequences of employee engagement," *J.*

Manag. Psychol., vol. 21, no. 7, pp. 600–619, 2006, doi:
10.1108/02683940610690169.

- [13] M. H. Lin, Y. H. Yen, T. F. Chuang, P. Sen Yang, and M. Da Chuang, “The impact of job stress on job satisfaction and turnover intentions among bank employees during the COVID-19 pandemic,” *Front. Psychol.*, vol. 15, no. October, pp. 1–19, 2024, doi: 10.3389/fpsyg.2024.1482968.
- [14] B. H. M. Wibowo, M. Margono, and N. Noermijati, “The Effect Of Job Stress And Organizational Climate On Turnover Intention: Mediating Role Of Job Satisfaction,” *Int. J. Business, Law, Educ.*, vol. 4, no. 2, pp. 1408–1426, 2023, doi: 10.56442/ijble.v4i2.336.
- [15] A. Aman-Ullah, A. Aziz, H. Ibrahim, W. Mehmood, and A. Aman-Ullah, “The role of compensation in shaping employee’s behaviour: a mediation study through job satisfaction during the Covid-19 pandemic,” *Rev. Gest.*, vol. 30, no. 2, pp. 221–236, 2023, doi: 10.1108/REGE-04-2021-0068.
- [16] Alonso, “Jurnal Al-Hikam,” vol. 5, no. 1, pp. 1–11, 2024.
- [17] F. N. Khalilah and L. Amalia, “The Influence Of Transformational Leadership , Work Engagement On Turnover Intention With Job Insecurity Mediation In Millennial And Z Generations In East Jakarta Construction Companies,” pp. 1–13, 2023.
- [18] A. Rambi, R. J. Pio, and W. Rumawas, “Kepemimpinan dan Kepuasan Kerja Kaitannya dengan Turnover Intention,” *Productivity*, vol. 1, no. 3, pp. 222–227, 2020.
- [19] Satibi and Retnowati, “PENGARUH KEPEMIMPINAN, BUDAYA ORGANISASI DAN STRES KERJA TERHADAP TURNOVER INTENTION,” no. September 2024, 2024.
- [20] A. Bagit and L. F. Tamengkel, “Pengaruh Pengembangan SDM dan Keterlibatan Kerja Terhadap Turnover Intention Pada Karyawan PT . Pegadaian (Persero) Cabang Bisnis Mikro Manado Selatan,” vol. 4, no. 1, pp. 112–124, 2023.
- [21] D. Z. Mulyadi, S. Kusumawati, A. Razak, and R. Rahmatia, “Pengaruh Keterlibatan Kerja Dan Keseimbangan Kerja Terhadap Turnover Intention Karyawan Pada PT. Makassar Mandiri Putra Utama Mitsubishi Beta Berlian

- Kendari,” *IJMA (Indonesian J. Manag. Accounting)*, vol. 4, no. 2, p. 313, 2023, doi: 10.21927/ijma.2023.4(2).313-323.
- [22] L. K. Sepang, “Pengaruh Pelatihan Kerja Dan Keterlibatan Kerja Terhadap Turnover Intention Karyawan PT . Royal Coconut Airmadidi,” vol. 4, no. 4, pp. 463–470, 2023.
- [23] Y. Mataram, S. Semarang, I. Efitriana, and L. Liana, “Pengaruh Kompensasi , Lingkungan Kerja , dan Gaya Kepemimpinan Terhadap Turnover Intention (Studi Pada,” vol. 5, no. 2, pp. 182–188, 2022.
- [24] T. Sembiring, “PENGARUH BEBAN KERJA , DISIPLIN KERJA , DAN KOMPENSASI TERHADAP TURNOVER INTENTION KARYAWAN PT . MEDIA SURYA PRODUKSI,” vol. 12, pp. 1–13, 2023.
- [25] D. A. N. Arianto and E. Wahyuningsih, “Pengaruh kepemimpinan, keterlibatan kerja dan kompensasi finansial terhadap niat keluar karyawan,” *J. Inspirasi Bisnis dan Manaj.*, vol. 6, no. 1, p. 1, 2022, doi: 10.33603/jibm.v6i1.6176.
- [26] D. Armanda, H. Dewi, H. Pasrizal, and N. Aslami, *BUKU Manajemen*. 2022.
- [27] M. E. Widiana, *BUKU AJAR*. 2020.
- [28] Adamy, *Manajemen Sumber daya manusia*, vol. 4, no. 1. 2016.
- [29] Armstrong and Taylor, *HUMAN RESOURCE MANAGEMENT PRACTICE*. 2020. doi: 10.4135/9780857021496.
- [30] A. Supriadi *et al.*, *Manajemen Sumber Daya Manusia*, vol. 106, no. 1. 2022.
- [31] S. Tsauri, *MSDM - Manajemen Sumber Daya Manusia*, vol. 35, no. 17. 2013.
- [32] F. E. Fiedler and J. L. Macaulay, “The leadership situation: A missing factor in selecting and training managers,” *Hum. Resour. Manag. Rev.*, vol. 8, no. 4, pp. 335–350, 1998, doi: 10.1016/S1053-4822(99)00003-0.
- [33] Kaligis, *Kepemimpinan Dalam Manajemen Sumber Daya Manusia*. 2021.
- [34] Y. Yulius, *Manajemen Sumber Daya Manusia*. 2022.
- [35] N. Insan, “Kepemimpinan Transaktional,” pp. 1–23, 2016.
- [36] I. Mattalitti, D. Sari, L. Ode, A. Harlan, and A. Rahman, “KOTA

KENDARI,” vol. 7, no. 4, pp. 2059–2068, 2024.

- [37] Tewal, M. Dr. Adolfina, SE., M. Merinda H.Ch. Pandowo, SE., and Ms. Dr. Hendra N. Tawas, SE., *Perilaku Organisasi*, vol. 11, no. 1. 2017.
- [38] D. Great, *Mendorong Keterlibatan Karyawan Melalui Program Pengembangan Karir yang Menarik*. 2023.
- [39] S. Ekowati and T. Ariani, “Kualitas Kehidupan Kerja, Keterlibatan Kerja Dan Kepuasan Kerja Karyawan PT. WOM Cabang Bengkulu,” *EKOMBIS Rev. J. Ilm. Ekon. dan Bisnis*, vol. 10, no. S1, pp. 229–236, 2022, doi: 10.37676/ekombis.v10is1.2027.
- [40] Y. Liana, S. Viva Pratiwi, A. Lating, and T. Djafri, “Pelatihan, Keterlibatan Kerja Dan Kompetensi Terhadap Kinerja Karyawan,” *J. Manaj. Dirgant.*, vol. 16, no. 1, pp. 32–40, 2023, doi: 10.56521/manajemen-dirgantara.v16i1.912.
- [41] H. Jayusman, “Pengaruh Keterlibatan Kerja Terhadap Kinerja Karyawan Cv. Menara Pangkalan Bun,” *Magenta*, vol. 12, no. 2, pp. 129–140, 2024.
- [42] K. J. M. Michael C. Jensen, “Performance pay and top management.pdf,” *J. Polit. Econ.*, vol. 98, no. 2, pp. 225–264, 1990.
- [43] Syafri and Alwi, *Manajemen Sumber Daya Manusia Dalam Organisasi Publik*, vol. 11, no. 1. 2014.
- [44] D. Kristanti, A. Charviandi, P. Juliawati, and B. Harto, *Manajemen Sumber Daya Manusia Manajemen Sumber Daya Manusia*, no. 1. 2023.
- [45] Gee and Gohae, “Pareto: Jurnal Riset Manajemen dan Bisnis,” *J. Ris. Manaj. Dan Bisnis*, vol. 6, no. 1, pp. 10–22, 2021.
- [46] Zunaidah, Susetyo, and Hadjri, “Kompenasi,” p. 111, 2020.
- [47] M. T. Ganyang, “Manajemen Sumber Daya Manusia Konsep dan Realita,” 2018.
- [48] L. M. Shore and H. J. Martin, “Job Satisfaction and Organizational Commitment in Relation to Work Performance and Turnover Intentions,” *Hum. Relations*, vol. 42, no. 7, pp. 625–638, 1989, doi: 10.1177/001872678904200705.
- [49] E. K. Saputra, Z. Zainiyah, O. Abriyoso, and M. Rizki, “Pengaruh Kompenasi Terhadap Turnover Intention Karyawan Pada PT. Bintan

- Megah Abadi," *Aksara J. Ilmu Pendidik. Nonform.*, vol. 8, no. 2, p. 1491, 2022, doi: 10.37905/aksara.8.2.1491-1500.2022.
- [50] W. H. Mobley, "Intermediate linkages in the relationship between job satisfaction and employee turnover," *J. Appl. Psychol.*, vol. 62, no. 2, pp. 237–240, 1977, doi: 10.1037/0021-9010.62.2.237.
- [51] Febriansyah and Ginting, "7 Dimensi Employee Engagement," 2020.
- [52] A. B. Bakker and E. Demerouti, "The Job Demands-Resources model: State of the art," *J. Manag. Psychol.*, vol. 22, no. 3, pp. 309–328, 2007, doi: 10.1108/02683940710733115.
- [53] P. M. Blau, "Justice in Social Exchange," *Sociol. Inq.*, vol. 34, no. 2, pp. 193–206, 1964, doi: 10.1111/j.1475-682X.1964.tb00583.x.
- [54] D. A. Safitri, "ANALISIS PENGARUH OTONOMI KERJA (JOB AUTONOMY), KETERLIBATAN KERJA (WORK ENGAGEMENT), DAN KEPUASAN KERJA (JOB SATISFACTION) TERHADAP KEINGINAN UNTUK KELUAR (TURNOVER INTENTION)," vol. 11, pp. 1–14, 2022.
- [55] M. Shohib, K. F. Mauladi, and M. Yaskun, "Pengaruh Kepemimpinan, Kompensasi, Dan Komitmen Organisasional Terhadap Turnover Intention Karyawan Di Perusahaan Kontraktor Tambang Melalui Kepuasan Kerja Sebagai Variabel Intervening," *J-MACC J. Manag. Account.*, vol. 7, no. 1, pp. 22–38, 2024, doi: 10.52166/j-macc.v7i1.6308.
- [56] F. Hermanto, P. S. Manajemen, U. Sarjanawiyata, and T. Yogyakarta, "Pengaruh Kepemimpinan Pemberdayaan , Motivasi Kerja Dan Beban Kerja Terhadap Turnover Intention Karyawan PT Genah Yogyakarta Fahri Hermanto," vol. 2, no. 2, pp. 69–83, 2024.
- [57] A. Sihabudin and R. Setyawasih, "PENGARUH KOMPENSASI DAN KEPUASAN KERJA TERHADAP TURNOVER," vol. 2, no. 3, pp. 747–761, 2022.
- [58] R. . Harahap, R. Setianingsih, and R. R. Ramadhan, "Pengaruh Kompensasi , Komitmen Organisasi Dan Kepuasan Kerja Terhadap Turnover Intention di Ria Catering Pekanbaru," vol. 3, no. 2017, pp. 462–475, 2023.
- [59] Amrudin, R. Priyanda, and T. S. Agustina, *METODOLOGI PENELITIAN*

KUANTITATIF. 2022.

- [60] Sugiyono, *METODE PENELITIAN KUANTITATIF KUALITATIF DAN R&D*. 2013.
- [61] A. W. Kurniawan and Z. Puspitaningtyas, *Metode penelitian kuantitatif*. 2016.
- [62] Syahrir, Danial, and E. Yulianda, *APLIKASI METODE SEM-PLS*. 2020.
- [63] Abdullah, *metodelogi penelitian kuantitatif*. 2015.
- [64] Haryono, *Sem, Metode Penelitian, Untuk Pls, Smart*. 2016.
- [65] J. F. Hair, C. M. Ringle, and M. Sarstedt, *Partial Least Squares Structural Equation Modeling (PLS-SEM) Using R*, no. October 2023. 2022. doi: 10.1007/978-3-030-80519-7.
- [66] Kolistiawan, *Pelatihan sem pls*. 2022.
- [67] Wahyudin, Rismaningsih, Hernaeny, and Astuti, *Pengantar Statistika*, vol. 11, no. 1. 2019.
- [68] L. Ru and H. Ibrahim, “Relationships Between Leadership Style, Career Development, Work Stress, and Turnover Intention in a High-Tech Industry: Moderating Role of Psychological Contract,” *Probl. Perspect. Manag.*, vol. 22, no. 4, pp. 253–267, 2024, doi: 10.21511/ppm.22(4).2024.20.
- [69] V. Tri Wulandari and G. Pratama Hafidz, “The Influence of Job Stress, Workaholism and Work Engagement on Job Satisfaction and Turnover Intention in the Garment Industry,” *Int. J. Soc. Sci. Educ. Commun. Econ. (SINOMICS JOURNAL)*, vol. 2, no. 2, pp. 341–354, 2023, doi: 10.54443/sj.v2i2.142.
- [70] W. W. Wijono, R. P. Sitorus, A. Utama, F. Arta, and U. N. Jakarta, “The Effect of Compensation on Turnover Intention across Generations X, Y, and Z: Evidence from PT ASN,” vol. 11, no. 01, pp. 31–46, 2025.
- [71] M. B. Bernard, “From Transactional to Transformative Leadership: Learning to Share the Vision,” *Acorn*, vol. 19, no. 3, pp. 4–6, 2006.
- [72] D. A. E. Tantio, N. Ayni, U. D. Untari, and ..., “The Impact of Talent Management and Knowledge Management on Employee Performance,” ... *Res. Critics* ..., vol. 5, no. 2, pp. 2082–2099, 2024.

- [73] E. Putri and F. Anisa, "Pengaruh Kompensasi, Kepuasan Kerja, Dan Stres Kerja Terhadap Turnover Intention," *J. Fokus Manaj. Bisnis*, vol. 12, no. 2, pp. 194–205, 2022, doi: 10.12928/fokus.v12i2.6665.