

## DAFTAR PUSTAKA

- Ackerman, Courtney. 2017. "11 Mindfulness Questionnaires, Scales dan Assessments For Measuring Awareness" Positive Psychology, 8 Februari. Diakses pada 8 Agustus 2019 pukul 01:27. <https://positivepsychology.com/mindfulness-questionnaires-scales-assessments-awareness/>
- Alexander, J.A., Bloom, J.R. and Nuchols, B.A., 1994. Nursing turnover and hospital efficiency: an organization-level analysis. *Industrial relations: a journal of economy and society*, 33(4), pp.505-520.
- Alias, N.E., Rohmanan, N.H., Ismail, S., Koe, W.L. and Othman, R., 2018. "Factors Influencing Turnover Intention in a Malaysian Manufacturing Company" in *International Conference on Economics, Business and Economic Education 2018*. KnE Social Sciences, pp.771-787. DOI 10.18502/kss.v3i10.3171
- Amemiya, Rei, and Yosuke Sakairi. "The effects of passion and mindfulness on the intrinsic motivation of Japanese athletes." *Personality and Individual Differences* 142 (2019): 132-138.
- Aggarwal, Y.P., 2008. Meaning of the term-descriptive survey research method. *International Journal of Transformations in Business Management*, Volume, (1).
- Aiken, L.S., West, S.G. and Reno, R.R., 1991. *Multiple regression: Testing and interpreting interactions*. Sage.
- Anderson, S.E., Coffey, B.S. and Byerly, R.T., 2002. Formal organizational initiatives and informal workplace practices: Links to work-family conflict and job-related outcomes. *Journal of management*, 28(6), pp.787-810.
- Anik, S. (2013). "Faktor yang Berhubungan dengan Turnover Intentions Perawat di Rumah Sakit Ibnu Sina YW-UMI Makassar". Diakses pada 17 November 2019 pukul 15:13. <http://pasca.unhas.ac.id>
- Alotaibi, M., 2008. Voluntary turnover among nurses working in Kuwaiti hospitals. *Journal of Nursing Management*, 16(3), pp.237-245.
- Baer, Ruth A., et al. "Using self-report assessment methods to explore facets of mindfulness." *Assessment* 13.1 (2006): 27-45.
- Badan Pusat Statistik. 2019. "Keadaan Pekerja di Indonesia Agustus 2018" BPS, 27 Februari. Diakses pada 5 Agustus 2019 pukul 18:15. <https://www.bps.go.id/publication/2018/11/30/de7c87ed6a6ec2513667033e/keadaan-pekerja-di-indonesia-agustus-2018.html>
- Bajaj, Badri, and Neerja Pande. "Mediating role of resilience in the impact of mindfulness on life satisfaction and affect as indices of subjective well-

- being." *Personality and Individual Differences* 93 (2016): 63-67.
- Bajaj, Badri, Ragini Gupta, and Neerja Pande. "Self-esteem mediates the relationship between mindfulness and well-being." *Personality and Individual Differences* 94 (2016): 96-100.
- Baker, Mary. 2019. "Gartner Quarterly Update on Global Workforce Trends" Gartner, 12 Juni. Diakses pada 31 Juli 2019 pukul 09:57. <https://www.gartner.com/smarterwithgartner/gartner-quarterly-update-on-global-workforce-trends/>
- Baron, Louis. "Authentic leadership and mindfulness development through action learning." *Journal of Managerial Psychology* 31.1 (2016): 296-311.
- Baron, R.M. and Kenny, D.A., 1986. The moderator–mediator variable distinction in social psychological research: Conceptual, strategic, and statistical considerations. *Journal of personality and social psychology*, 51(6), p.1173.
- Basrah, Hendryadi. 2014. "Metode Pengumpulan Data" *Academia Edu*, 31 Januari. Diakses pada 6 Agustus 2019 pukul 22:38. [https://www.academia.edu/5997638/Metode\\_Pengumpulan\\_Data](https://www.academia.edu/5997638/Metode_Pengumpulan_Data)
- Berndt, T. (1981). Effects of Friendship on Prosocial Intentions and Behavior. *Child Development*, 52, 636-643.
- Best, John W. and Kahn, J.V., 2007. *Research in Education*, New Delhi. Prentice Hall of India Private
- Bellavia, G., dan Frone, M., 2005. Work-family conflict. In J. Barling, E. K. Kelloway, dan M. Frone (Eds.), *Handbook of work stress* (pp. 185-221).
- Bishop, S.R., Lau, M., Shapiro, S., Carlson, L., Anderson, N.D., Carmody, J., Segal, Z.V., Abbey, S., Speca, M., Velting, D. and Devins, G., 2004. Mindfulness: A proposed operational definition. *Clinical psychology: Science and practice*, 11(3), pp.230-241.
- Blomme, Robert J., Arjan Van Rheede, and Debbie M. Tromp. "Work-family conflict as a cause for turnover intentions in the hospitality industry." *Tourism and Hospitality Research* 10.4 (2010): 269-285.
- Blomme, R.J., Sok, J. and Tromp, D.M., 2013. The influence of organizational culture on negative work-home interference among highly educated employees in the hospitality industry. *Journal of Quality Assurance in Hospitality dan Tourism*, 14(1), pp.1-23.
- Bond, J.T., Thompson, C. and Galinsky, E., 2002. prottas, D.(2002). Highlights of the National Study of the Changing Workforce (NSCW), executive summary, p.2.
- Boudreau, J.W. and Ramstad, P.M., 2007. *Beyond HR: The new science of human*

capital. Harvard Business Press.

- Broach, D., dan Dollar, C. (2006). Comparison of intent-to-leave with actual turnover within the FAA. Oklahoma City, OK: Federal Aviation Administration Civil Aerospace Medical Institution.
- Brotheridge, C.M. and Lee, R.T., 2005. Impact of Work-Family Interference on General Well-Being: A Replication and Extension. *International Journal of Stress Management*, 12(3), p.203.
- Brown, K.W. and Ryan, R.M., 2003. The benefits of being present: mindfulness and its role in psychological well-being. *Journal of personality and social psychology*, 84(4), p.822.
- Brown, K.W., Ryan, R.M. and Creswell, J.D., 2007. Addressing fundamental questions about mindfulness. *Psychological Inquiry*, 18(4), pp.272-281.
- Burrill, Steve dan Beaudoin, Doug. 2019. "2019 US and Global Health Care Industry Outlook : Life-Sciences-Health-Care" Deloitte. 4-20. Diakses pada 17 November 2019 pukul 13:07 <https://www2.deloitte.com/us/en/pages/life-sciences-and-health-care/articles/us-and-global-health-care-industry-trends-outlook.html#>
- Byron, K., 2005. A meta-analytic review of work-family conflict and its antecedents. *Journal of vocational behavior*, 67(2), pp.169-198.
- C. Andrews, Martha, K. Michele Kacmar, and Charles Kacmar. "The mediational effect of regulatory focus on the relationships between mindfulness and job satisfaction and turnover intentions." *Career Development International* 19.5 (2014): 494-507.
- Carlo, J.L., Lyytinen, K. and Boland Jr, R.J., 2012. Dialectics of collective minding: contradictory appropriations of information technology in a high-risk project. *MIS Quarterly*, 36(4), pp.1081-1108.
- Carlson, L.E. and Brown, K.W., 2005. Validation of the Mindful Attention Awareness Scale in a cancer population. *Journal of psychosomatic research*, 58(1), pp.29-33.
- Chen, H., Ayoun, B. and Eyoun, K., 2018. Work-Family conflict and turnover intentions: A study comparing China and US hotel employees. *Journal of Human Resources in Hospitality dan Tourism*, 17(2), pp.247-269.
- Chiesa, A. and Serretti, A., 2009. Mindfulness-based stress reduction for stress management in healthy people: a review and meta-analysis. *The journal of alternative and complementary medicine*, 15(5), pp.593-600.
- Chiva, R. and Habib, J., 2015. A framework for organizational learning: zero, adaptive and generative learning. *Journal of Management dan Organization*,

21(3), pp.350-368.

Coltrane, S., 2000. Research on household labor: Modeling and measuring the social embeddedness of routine family work. *Journal of Marriage and family*, 62(4), pp.1208-1233.

Dane, E., 2011. Paying attention to mindfulness and its effects on task performance in the workplace. *Journal of management*, 37(4), pp.997-1018.

Dane, E. dan Brummel, Bradley. (2014). Examining workplace mindfulness and its relations to job performance and turnover intention. *Human Relations*. 67. 105-128. 10.1177/0018726713487753.

Davidson, R.J., Kabat-Zinn, J., Schumacher, J., Rosenkranz, M., Muller, D., Santorelli, S.F., Urbanowski, F., Harrington, A., Bonus, K. and Sheridan, J.F., 2003. Alterations in brain and immune function produced by mindfulness meditation. *Psychosomatic medicine*, 65(4), pp.564-570.

Dessler, G. 2013. *Human Resource Management*, 13th ed. Essex: Pearson Education Ltd (DG) Ulrich, D. 1997. *Human Resource Champions*. Boston, Mass: Harvard Business School Press.

Dewanto, A., Wardhani, V. Nurse turnover and perceived causes and consequences: a preliminary study at private hospitals in Indonesia. *BMC Nurs* 17, 52 (2018) doi:10.1186/s12912-018-0317-8

Dex, S. and Bond, S., 2005. Measuring work-life balance and its covariates. *Work, employment and society*, 19(3), pp.627-637.

Duffield, C.M., Roche, M.A., Homer, C., Buchan, J. and Dimitrelis, S., 2014. A comparative review of nurse turnover rates and costs across countries. *Journal of advanced nursing*, 70(12), pp.2703-2712.

Eagly, A.H. and Karau, S.J., 1991. Gender and the emergence of leaders: A meta-analysis. *Journal of personality and social psychology*, 60(5), p.685.

Eby, L.T., Casper, W.J., Lockwood, A., Bordeaux, C. and Brinley, A., 2005. Work and family research in IO/OB: Content analysis and review of the literature (1980–2002). *Journal of vocational behavior*, 66(1), pp.124-197.

Eberth, J. and Sedlmeier, P., 2012. The effects of mindfulness meditation: a meta-analysis. *Mindfulness*, 3(3), pp.174-189.

Edayani, Safrina, 2014. “Turnover Perawat Pelaksana di Rumah Sakit Swasta di Kota Medan”. Tesis. Program Studi Magister Ilmu Keperawatan Universitas Sumatera Utara.

Faramita, N.I., Winarni, I. and Mansur, M., 2015. Kajian Turnover Intention Perawat di RSX Prasetya Husada Malang (Permasalahan dan Penyebabnya). *Jurnal Aplikasi Manajemen*, 13(1), pp.25-35.

- Frewen, P.A., Evans, E.M., Maraj, N., Dozois, D.J. and Partridge, K., 2008. Letting go: Mindfulness and negative automatic thinking. *Cognitive therapy and research*, 32(6), pp.758-774.
- Friedman, SD. and JH. Greenhaus. 2000. *Work and family-- Allies or enemies?*. New York. Oxford University Press.
- Fu, C.K. and Shaffer, M.A., 2001. The tug of work and family: Direct and indirect domain-specific determinants of work-family conflict. *Personnel review*, 30(5), pp.502-522.
- Galinsky, E., 2001. Toward a new view of work and family life. *Working families: The transformation of the American home*, pp.168-186.
- Gaskell, Adi. 2014. "How High Employee Turnover Harms Your Performance" Salesforce, 11 November. Diakses pada 3 Agustus 2019 pukul 15:15. <https://www.salesforce.com/blog/2014/11/how-high-employee-turnover-harms-your-performance.html>
- Ghozali, Imam. (2016). *Aplikasi Analisis Multivariate dengan Program IBM SPSS 23*. Semarang: BPFE Universitas Diponegoro.
- Gintalas, A., 2011. The Concept of Methodology and Method (article in Lithuanian). *Societal Studies*, 3(3), pp.983-996.
- Glomb, T.M., Duffy, M.K., Bono, J.E. and Yang, T., 2011. Mindfulness at work. In *Research in personnel and human resources management* (pp. 115-157). Emerald Group Publishing Limited.
- Good, Darren J., et al. "Contemplating mindfulness at work: An integrative review." *Journal of management* 42.1 (2016): 114-142.
- Goode, W. J. 1960. A theory of role strain. *American Sociological Review*, 25: 483–496.
- Greenhaus, J.H., Parasuraman, S. and Collins, K.M., 2001. Career involvement and family involvement as moderators of relationships between work–family conflict and withdrawal from a profession. *Journal of occupational health psychology*, 6(2), p.91.
- Greenhaus, J.H. and Beutell, N.J., 1985. Sources of conflict between work and family roles. *Academy of management review*, 10(1), pp.76-88.
- Griffeth, R.W., Hom, P.W. and Gaertner, S., 2000. A meta-analysis of antecedents and correlates of employee turnover: Update, moderator tests, and research implications for the next millennium. *Journal of management*, 26(3), pp.463-488.
- Gunaprasida, N dan Wibowo A, 2019, "The Effect of Work-Family Conflict and Flexible Work Arrangement on Turnover Intention: Do Female and Male

- Employees Differ?" *Jurnal Siasat Bisnis UII* Vol 23, No 1 (2019).
- Haar, J.M., 2004. Work-family conflict and turnover intention: Exploring the moderation effects. *New Zealand Journal of Psychology*, 33(1), pp.35-39.
- Haar, J.M., Roche, M. and Taylor, D., 2012. Work-family conflict and turnover intentions of indigenous employees: the importance of the whanau/family for Maori. *The International Journal of Human Resource Management*, 23(12), pp.2546-2560.
- Haryati, 2007. "Turn Over tenaga perawat di Rumah Sakit Harapan Bunda Batam". Tesis. Universitas Gadjah Mada
- Heather K. Spence, and Roberta Fida. "A time-lagged analysis of the effect of authentic leadership on workplace bullying, burnout, and occupational turnover intentions." *European Journal of Work and Organizational Psychology* 23.5 (2014): 739-753.
- Heriagus, A., 2019. "Peluang Kerja Perawat Laki-laki di Rumah Sakit Lebih Terbuka Dibandingkan dengan Perawat Perempuan." *Kompasiana*, 27 Mei. Diakses pada 5 Juni 2020 pukul 04:51. <https://www.kompasiana.com/alfinheriagus16/5ceb74f495760e1db662cfa2/peluang-kerja-perawat-laki-laki-di-rumah-sakit-lebih-terbuka-dibandingkan-dengan-perawat-perempuan>
- Herndon, F., 2008. Testing mindfulness with perceptual and cognitive factors: External vs. internal encoding, and the cognitive failures questionnaire. *Personality and Individual Differences*, 44(1), pp.32-41.
- Hillmer, S., Hillmer, B. and McRoberts, G., 2005. The Real Costs of Employee Turnover: Lessons from a Callcenter,,. *Human Resource Select*, 1, pp.19-30.
- Hopley, Lee. 2018. "Manufacturing Employees Get Itchy Feet as Labour Turnover Increase" *The HR Director*, 11 April. Diakses pada 6 Agustus 2019 pukul 17:49. <https://www.thehrdirector.com/business-news/labour/manufacturing-employees-turnover/>
- Howard, J.L., 2008. Balancing conflicts of interest when employing spouses. *Employee Responsibilities and Rights Journal*, 20(1), pp.29-43.
- Howland, Daphne. 2018. "Retailers are Seeing High Employee Turnover" *Retail Dive*, 1 November. Diakses pada 31 Juli 2019 pukul 14:12. <https://www.retaildive.com/news/retailers-are-seeing-high-employee-turnover/542396/>
- Hunt, S.T., 2009. Nursing turnover: Costs, causes, dan solutions. *Success Factors for Healthcare*, pp.1-12.



- Igwenagu, Chinelo. (2016). *Fundamentals of research methodology and data collection*.
- Jadeun, Amat. 2019. "Metode Penelitian" *Academia*, 3 Agustus. Diakses pada 6 Agustus 2019 pukul 11:22. <https://www.academia.edu/6999981/2MetodePenelitianLaschinger>
- Kapoor, N.M. (2013). 1 in 4 Indian Employees Set To Switch Jobs As Growth Picks Up. Hay Group New Release. <http://haygroup.com>
- Kementrian Keuangan, 2019. "APBN 2019". Diakses pada 17 November 2019 pukul 14:27. <https://www.kemenkeu.go.id/apbn2019>
- Kenny, David. 2018. "Moderator Variable" *davidakenny.net*, 15 September. Diakses pada 17 November pukul 03:52. <http://davidakenny.net/cm/moderation.htm>
- Kiburz, Kaitlin M. "Being Present at Work and at Home: Can a Mindfulness-Based Intervention Reduce Work-Family Conflict?." (2012).
- Killingsworth, M.A. and Gilbert, D.T., 2010. A wandering mind is an unhappy mind. *Science*, 330(6006), pp.932-932.
- Kismono, G., 2011. The relationships between job embeddedness, work-family conflict, and the impact of gender on turnover intention: evidence from the Indonesian banking industry (Doctoral dissertation, Curtin University).
- Kumar, R., 2019. *Research methodology: A step-by-step guide for beginners*. Sage Publications Limited.
- Lacey, L. M., dan McNoldy, T. P., 2007. "Turnover Rates nn NC Home Health and Hospice Agencies. North Carolina Center For Nursing - Quick Facts". Diakses pada 17 November 2019 pukul 15.05. [www.NCcenterfornursing.org/research/](http://www.NCcenterfornursing.org/research/)
- Lawson, Katie M., et al. "Understanding work-family spillover in hotel managers." *International journal of hospitality management* 33 (2013): 273-281.
- Lee, R.T. and Ashforth, B.E., 1996. A meta-analytic examination of the correlates of the three dimensions of job burnout. *Journal of applied Psychology*, 81(2), p.123.
- Long, E.C. and Christian, M.S., 2015. Mindfulness buffers retaliatory responses to injustice: A regulatory approach. *Journal of Applied Psychology*, 100(5), p.1409.
- Lusiati, A., dan Supriyanto, S., 2013. "Dampak Faktor Individu, Faktor Pekerjaan dan Faktor Organisasi pada Kepuasan Kerja dan Intensi Turnover Perawat". Fakultas Kesehatan Masyarakat, Universitas Airlangga, Surabaya. *Jurnal Administrasi Kesehatan Indonesia*, 1, 2.

- Mansour, S. and Tremblay, D.G., 2016. Workload, generic and work–family specific social supports and job stress: Mediating role of work–family and family–work conflict. *International Journal of Contemporary Hospitality Management*, 28(8), pp.1778-1804.
- Mennino, S.F., Rubin, B.A. and Brayfield, A., 2005. Home-to-job and job-to-home spillover: The impact of company policies and workplace culture. *The Sociological Quarterly*, 46(1), pp.107-135.
- Ministry of Health Republic of Indonesia Rumah Sakit Online. Direktorat Jenderal Pelayanan Kesehatan; 2016 [updated 5 December 2016]. Available from: <http://sirs.yankes.kemkes.go.id/rsonline/report/>
- Mobley, W.H., Horner, S.O. and Hollingsworth, A.T., 1978. An evaluation of precursors of hospital employee turnover. *Journal of Applied psychology*, 63(4), p.408.
- Nabong, Tristan Kirby Mansueto. An exploratory study of work-family conflicts and enrichment of front-line hotel employees in the Philippines. MS thesis. University of Stavanger, Norway, 2012.
- Nelms, Danny. 2018. “2018 Retention Report Truth dan Trends in Turnover” Academia, 30 April. Diakses pada 6 Agustus 2019 pukul 15:11. <http://info.workinstitute.com/retentionreport2018>
- Netemeyer, R.G., Boles, J.S. and McMurrian, R., 1996. Development and validation of work–family conflict and family–work conflict scales. *Journal of applied psychology*, 81(4), p.400.
- Nilsson, Håkan, and Ali Kazemi. "Reconciling and thematizing definitions of mindfulness: The big five of mindfulness." *Review of General Psychology* 20.2 (2016): 183-193.
- NSI Nursing Solutions, 2019. “2019 National Health Care Retention dan RN Staffing Report” [nsinursingsolutions.com](http://nsinursingsolutions.com), Maret. Diakses pada 17 November 2019 pukul 13:11. <http://www.nsinursingsolutions.com/Files/assets/library/retention-institute/2019%20National%20Health%20Care%20Retention%20Report.pdf>
- Nyklíček, Ivan, and Mona Irrmischer. "For whom does mindfulness-based stress reduction work? Moderating effects of personality." *Mindfulness* 8.4 (2017): 1106-1116.
- Oliver, Nick, et al. "Collective Mindfulness, Resilience and Team Performance." *Academy of Management Proceedings*. Vol. 2017. No. 1. Briarcliff Manor, NY 10510: Academy of Management, 2017.
- Porter, S. and Ayman, R., 2010. Work flexibility as a mediator of the relationship



between work–family conflict and intention to quit. *Journal of Management dan Organization*, 16(3), pp.411-424.

Post, Corinne, et al. "Work–family conflict and turnover intentions among scientists and engineers working in RnD." *Journal of Business and Psychology* 24.1 (2009): 19-32.

Purani, K. and Sahadev, S., 2007. The moderating role of industrial experience in the job satisfaction, intention to leave relationship: an empirical study among salesmen in India. *Journal of Business dan Industrial Marketing*, 23(7), pp.475-485.

Rabenu, Edna, Aharon Tziner, and Gil Sharoni. "The relationship between work–family conflict, stress, and work attitudes." *International Journal of Manpower* 38.8 (2017): 1143-1156.

Raharjo, Sahid. 2015. "Analisis Regresi dengan Variabel Moderating dalam SPSS" Konsistensi, 6 Mei. Diakses pada 17 November pukul 17:32. <https://www.spssindonesia.com/2016/08/cara-melakukan-uji-f-simultan-dalam.html>

Raharjo, Sahid. 2016. "Cara Melakukan Uji F Simultan dalam Analisis Regresi Linear Berganda" SPSS Indonesia, 27 Maret. Diakses pada 16 November pukul 23:51. <https://www.spssindonesia.com/2016/08/cara-melakukan-uji-f-simultan-dalam.html>

Ramona, Suci, and Arma Yuliza Afriyanto. "Pengaruh corporate social responsibility terhadap nilai perusahaan dengan Profitabilitas sebagai variabel moderating." *Jurnal Mahasiswa Prodi Akuntansi Fakultas Ekonomi* 3.1 (2017).

Raza, Basharat, et al. "Impact of trait mindfulness on job satisfaction and turnover intentions: Mediating role of work–family balance and moderating role of work–family conflict." *Cogent Business dan Management* 5.1 (2018): 1542943.

Reb, Jochen, Jayanth Narayanan, and Zhi Wei Ho. "Mindfulness at work: Antecedents and consequences of employee awareness and absent-mindedness." *Mindfulness* 6.1 (2015): 111-122.

Riadi, Muchlisin. 2018. "Pengertian, Jenis, Penyebab dan Perhitungan Turnover Karyawan" *Kajian Pustaka*, 6 Februari. Diakses pada 9 Agustus 2019 pukul 02:46. <https://www.kajianpustaka.com/2018/02/pengertian-jenis-penyebab-dan-perhitungan-turnover.html>

Ridwan. 2018. "INDEF: Pertumbuhan Industri Manufaktur Sepanjang 2018 Akan Tumbuh Stagnan di Angka 5 Persen" *Industycoid*, 5 Januari. Diakses pada 6 Agustus 2019 pukul 18:43. <https://www.industry.co.id/read/22765/indef-pertumbuhan-industri-manufaktur-sepanjang-2018-akan-tumbuh-stagnan->

di-angka-5-persen

- Roche, M.A., Duffield, C.M., Homer, C., Buchan, J. and Dimitrelis, S., 2015. The rate and cost of nurse turnover in Australia. *Collegian*, 22(4), pp.353-358.
- Roche, M., Haar, J.M. and Luthans, F., 2014. The role of mindfulness and psychological capital on the well-being of leaders. *Journal of occupational health psychology*, 19(4), p.476.
- Segal, Z.V., Teasdale, J.D., Williams, J.M. and Gemar, M.C., 2002. The mindfulness-based cognitive therapy adherence scale: Inter-rater reliability, adherence to protocol and treatment distinctiveness. *Clinical Psychology dan Psychotherapy*, 9(2), pp.131-138.
- Sekaran, U., 2006. *Research Methods for Business, A Skill Building Approach*, Fourth Edition, Wiley.
- Sekaran, U., dan Bougie, R., 2010. *Research methods for business: a skill-building approach*. New Jersey: John Wiley and Sons Ltd.
- Sekaran, U. and Bougie, R., 2013. Edisi 6. *Research Methods for Business*.
- Sekaran, U. and Bougie, R., 2016. *Research methods for business: A skill building approach*. John Wiley dan Sons.
- Shao, Ruodan, and Daniel P. Skarlicki. "The role of mindfulness in predicting individual performance." *Canadian Journal of Behavioural Science/Revue canadienne des sciences du comportement* 41.4 (2009): 195.
- Sharma, A., 2012. Work-family conflict and job satisfaction: Moderating effects of gender and the salience of the family and work roles. *Advances in Asian Social Science*, 1(1), pp.151-161.
- Shockley, K.M., Shen, W., DeNunzio, M.M., Arvan, M.L. and Knudsen, E.A., 2017. Disentangling the relationship between gender and work-family conflict: An integration of theoretical perspectives using meta-analytic methods. *Journal of Applied Psychology*, 102(12), p.1601.
- Smallwood, J. and Schooler, J.W., 2015. The science of mind wandering: empirically navigating the stream of consciousness. *Annual review of psychology*, 66, pp.487-518.
- Solimun, 2010. "Pemodelan Persamaan Struktural Pendekatan PLS" Fakultas MIPA Universitas Brawijaya, Malang.
- Somol, Mark. 2017. "The Top 7 Causes of Employee Turnover" *Zeal*, 11 April. Diakses pada 4 Agustus 2019 pukul 18:15. <https://zeal.technology/employee-turnover>/Steiber, Nadia. "Reported levels of time-based and strain-based conflict between work and family roles in Europe: A multilevel approach." *Social Indicators Research* 93.3 (2009):

469-488.

Sugiyono, 2013. *Statistika untuk Penelitian*. CV. ALFABETA, Bandung.

Tacón, A.M., Caldera, Y.M. and Ronaghan, C., 2004. Mindfulness-Based Stress Reduction in women with breast cancer. *Families, Systems, dan Health*, 22(2), p.193.

Tse-fu, K., 2008. *Mindfulness in Early Buddhism*. London dan New York.

Tobing, P, S. 2010. "Pengaruh Karakteristik Perawat dan Lingkungan Kerja Terhadap Keinginan Pindah Kerja (Intention Turnover) Perawat di Rumah Sakit Swasta Kota Medan". Tesis. Program Studi Administrasi Kesehatan. Fakultas Kesehatan Masyarakat. Universitas Sumatera Utara. Medan.

Wadlinger, H.A. and Isaacowitz, D.M., 2011. Fixing our focus: Training attention to regulate emotion. *Personality and Social Psychology Review*, 15(1), pp.75-102.

Walsh, Isabelle, and Carole Daniel. "Mindfulness: Review and Identification of Research Gaps." *Academy of Management Proceedings*. Vol. 2018. No. 1. Briarcliff Manor, NY 10510: Academy of Management, 2018.

Wang, I.A., Lee, B.W. and Wu, S.T., 2017. The relationships among work-family conflict, turnover intention and organizational citizenship behavior in the hospitality industry of Taiwan. *International Journal of Manpower*, 38(8), pp.1130-1142.

Watford, T.S. and Stafford, J., 2015. The impact of mindfulness on emotion dysregulation and psychophysiological reactivity under emotional provocation. *Psychology of Consciousness: Theory, Research, and Practice*, 2(1), p.90.

Wibowo, Kuntjoro D. B., 2018. "Tantangan Pertumbuhan Industri Pelayanan Kesehatan di Indonesia" INDO-HCF, Jakarta 25 April. Diakses pada 17 November 2019 pukul 13:18. <https://www.indohcf.com/files/2018-04/03.-dr.-daniel-budi-wibowo-indohcf-2018.pptx>

Widowati, Hari. 2019. "Tingkat Partisipasi Angkatan Kerja Perempuan Indonesia Rendah Dibanding Negara ASEAN: Data Bank Dunia" Kata Data, 9 Mei. Diakses pada 6 Agustus 2019 pukul 21:15. <https://databoks.katadata.co.id/datapublish/2019/05/09/tingkat-partisipasi-angkatan-kerja-perempuan-indonesia-rendah-dibanding-negara-asean>

Williams, J. Mark G. "Mindfulness, depression and modes of mind." *Cognitive Therapy and Research* 32.6 (2008): 721.

Wynen, J dan Kleizen, B 2017, "Improving dynamics or destroying human capital?"

The nexus between excess turnover and performance” Review of Managerial Science, pp. 1-23. <https://doi.org/10.1007/s11846-017-0249-9>

Yu, Lingtao, and Mary Zellmer-Bruhn. "Introducing team mindfulness and considering its safeguard role against conflict transformation and social undermining." *Academy of Management Journal* 61.1 (2018): 324-347.

Zhou, Shiyi, et al. "Work–Family Conflict and Mental Health Among Female Employees: A Sequential Mediation Model via Negative Affect and Perceived Stress." *Frontiers in psychology* 9 (2018): 544.