

## REFERENSI

- Al-Jabari, B., Ghazzawi, I. (2019). Organizational commitment : A review of the conceptual and empirical literature. *International Leadership Journal*, 11 (1), 78–119.
- Anitha, J., & Begum, F. N. (2016). Role of organizational culture and employee commitment in employee retention. *ASBM Journal of Management*, 9(1), 17.
- Apridar., Adamy, M. (2017). The Effect of Job Satisfaction and Work Motivation on Organizational Commitment and Organizational Citizenship Behavior in BNI in the Working Area of Bank Indonesia Lhokseumawe. *Emerald Reach Proceedings Series*, 1, 1–5, doi 10.1108/978-1-78756-793-1-00063
- Arshadi, N. (2011). The relationship of perceived organizational support (POS) with organizational commitment, in-role performance, and turnover intention: Mediating role of felt obligation. *Procedia-Social and Behavioral Sciences*, 30, 1103-1108
- Ashraf, Z., Jaffri, A., Sharif, M., & Khan, M. (2012). Increasing employee organizational commitment by correlating goal setting, employee engagement and optimism at the workplace. *European Journal of Business and Management*. 4.
- Aziz, H. M., Othman, B. J., Gardi, B., Ahmed, S. A., Sabir, B. Y., Ismael, N. B., Hamza, P. A., Sorguli, S., Ali, B. J., & Anwar, G. (2021). Employee commitment: the relationship between employee commitment and job satisfaction. *Journal of Humanities and Education Development*, 3(3), 54–66.
- Balassiano, M., & Salles, D. (2012). Perceptions of equity and justice and their implications on affective organizational commitment: A confirmatory study in a teaching and research institute. *Brazilian Administration Review*, 9(3), 268-286. <https://doi.org/10.1590/S1807-76922012000300003>
- Caldwell, D. F., Chatman, J. A., O'Reilly, C.A. (1990). Building organizational commitment: A multifirm study. *Journal of Occupational Psychology*, 63(3), 245–261. doi:10.1111/j.2044-8325.1990.tb00525.x

- Cloutier, O., Felusiak, L., Hill, C., & Jones, E. J. (2015). the importance of developing strategies for employee retention. *Journal of Leadership, Accountability and Ethics*, 12(2), 119-129.
- Cook, R.D. & S. Weisberg. (1982). *Residuals and Influence in Regression*. Chapman and Hall. New York.
- Dias, Pereira, Costa, Gonçalves, Rui. (2020). Implications of organizational factors on employee retention. *International Journal of Work Organization and Emotion*. 11, 323. 10.1504/IJWOE.2020.113700.
- Faloye, D. O. (2014). Organizational commitment and turnover intentions: Evidence from Nigerian paramilitary organization. *International Journal of Business & Economic Development*, 2(3), 23-34
- Gouthier, M.H.J., & Rhein, M. (2011). Organizational pride and it's positive effects on employee behavior. *Journal of Service Management*, 22(5), 633-649. <https://doi.org/10.1108/09564231111174988>
- Hedayat, A., Sogolitappeh F. N., Shakeri, R., & Abasifard, M. (2018). Relationship between Organizational Commitment and Job Satisfaction. *International Letters of Social and Humanistic Sciences*, 81, 30-38
- Khalid, K., & Nawab, S. (2018). Employee participation and employee retention in view of compensation. *SAGE Open*. <https://doi.org/10.1177/2158244018810067>
- Khalid, A. (2015). Relationship between organizational commitments, employee engagement and career satisfaction a case of university of gujarat, pakistan. *Journal of South Asian Studies*, 3(2), 323-330.
- Kreitner, R., & Knicki, A. (2009). *Organizational Behavior (9 ed.)*. New York: McGraw-Hill.
- Kundu, S.C. and Lata, K. (2017), Effects of supportive work environment on employee retention: mediating role of organizational engagement. *International Journal of Organizational Analysis*, 25(4), 703-722. <https://doi.org/10.1108/IJOA-12-2016-1100>
- Kumar, P., Mehra, A., Inder, D., & Sharma, N. (2016). Organizational commitment and intrinsic motivation of regular and contractual primary health care providers. *Journal of Family Medicine and Primary Care*, 5, (1), 94-100.

- Loan, L.T.M. (2020). The influence of organizational commitment on employees' job performance: The mediating role of job satisfaction. *Management Science Letters*, 10 (2020), 3307–3312.
- Luz, C. M. D. R., de Paula, S. L., & de Oliveira, L. M. B. (2018). Organizational commitment, job satisfaction and their possible influences on intent to turnover. *Revista de Gestão*.
- Naqvi, S. M. M. R., & Bashir, S. (2015). IT-expert retention through organizational commitment: A study of public sector information technology professionals in Pakistan. *Applied Computing and Informatics*, 11(1), 60-75.
- Nguyen, A. K, Do, P., & Grall, A. (2014). Condition-based maintenance for multi-component systems using importance measure and predictive information. *International Journal of Systems Science: Operations & Logistic*, 1(4), 228-245
- Nydia, Y.T. (2012). Pengaruh komitmen organisasional terhadap kinerja karyawan lapangan spbu coco pertamina mt haryono. (Skripsi). Fakultas Ilmu Sosial & Politik Universitas Indonesia.
- Martin, S. S. (2008). Relational and economic antecedents of organizational commitment. *Personnel Review*, 37(6), 589-608.
- Mathis, R.L. & J.H. Jackson. (2006). *Human Resource Management: Manajemen Sumber Daya Manusia*. Terjemahan Dian Angelia. Jakarta: Salemba Empat.
- McDonald, D. J., & Makin, P. J. (2000). The psychological contract, organizational commitment and job satisfaction of temporary staff. *Leadership & Organization Development Journal*, 21(2), 84-91.
- Meyer, J. P., & Allen, N. J. (1991). A three-component conceptualization of organizational commitment. *Human resource management review*, 1(1), 61-89.
- Morrow, P. C. (2011). Managing organizational commitment: Insights from longitudinal research. *Journal of Vocational Behavior*, 79, 18-35. <http://dx.doi.org/10.1016/j.jvb.2010.12.008>
- Parveen, S. (2019). Exploring the impact of organizational commitment on employee's performance. *International Journal of Business and Management Invention*, 8(12), 25-34

- Putra, I. P. A. P. A., & Utama, I. W. M. (2018). Pengaruh budaya organisasi komitmen organisasional dan kompensasi terhadap retensi karyawan. *E-Jurnal Manajemen Unud*, 7(11), 5930-5954.
- Roy, R., & Konwar. J. (2020). Workplace happiness: a conceptual framework. *International Journal of Scientific & Technology Research*, 9(01), 4452-4459.
- Sesilia, J. (2021) Pengaruh dukungan lingkungan kerja terhadap retensi karyawan dengan keterikatan organisasional sebagai variabel mediasi (studi pada karyawan universitas atma jaya yogyakarta). (Skripsi). Universitas Atma Jaya Yogyakarta.
- Seashore, S. E. et al. (1982). Observing and Measuring Organizational Change: A Guide to Field Practice. New York: Wiley.
- Setia M. S. (2016). Methodology Series Module 3: Cross-sectional Studies. *Indian journal of dermatology*, 61(3), 261–264. <https://doi.org/10.4103/0019-5154.182410>
- Sharma, G. (2017). Pros and cons of different sampling techniques. *International journal of applied research*, 3(7), 749-752.
- Singh, S., & Dixit, P. K. (2011). Employee retention: The art of keeping the people who keep you in business. *International Journal of Business and Management Research*, 1, 441-448.
- Spector, P.E. (2000). *Industrial & organizational psychology: Research and practice*. (10th edn.). New York: Wiley & Sons.
- Soenanta, A., Akbar, M., & Sariwulan, R. T. (2021). Effect of job design and organizational commitment to employee retention in a lighting company. *Linguistics and Culture Review*, 5(S3), 1161-1171. <https://doi.org/10.21744/lingcure.v5nS3.1834>
- Sow, M., Anthony, P., & Berete, M. (2016). Normative organizational commitment and its effects on employee retention. *Business and Economic Research*, 6(1), 137- 147. doi:10.5296/ber.v6il.9018
- Steel, R. P., Griffeth, R. W., & Hom, P. W. (2002). Practical retention policy for the practical manager. *The Academy of Management Executive*, 16(2), 149-162.
- Sugiyono. (2019). Metode Penelitian Kuantitatif. Bandung: Alfabeta.

- Tadesse, W. M. (2018). Factors affecting employee retention in Ethiopian public organizations. *Journal of Strategic Human Resource Management*, 7(3), 22.
- Tampubolon, V. S., & Sagala, E. J. (2020). Pengaruh kepuasan kerja dan komitmen organisasi terhadap turnover intention pada karyawan pt. bum divisi pmks. *Business Management Journal*, 16(2), 65-79.
- Uyanik, G. K., Guler, N. (2013). A Study on Multiple Linear Regression Analysis. *Procedia-Social and Behavioral Sciences*. 10, 234-240. <https://doi.org/10.1016/j.sbspro.2013.12.027>
- Van Dyk, J., & Coetzee, M. (2012). Retention factors in relation to organisational commitment in medical and information technology services. *SA Journal of Human Resource Management*, 10(2), Art. 433, 11 pages. <http://dx.doi.org/10.4102/sajhrm.v10i2.433>
- Wickramasinghe, G. L. D., & Perera, M. P. A. (2022). Total Productive Maintenance, Affective Commitment and Employee Retention in Apparel Production. *Merits*, 2(4), 304–313. MDPI AG. Retrieved from <http://dx.doi.org/10.3390/merits2040021>
- Xuecheng, W., Iqbal, Q., & Saina, B. (2022). Factors Affecting Employee's Retention: Integration of Situational Leadership With Social Exchange Theory. *Frontiers in psychology*, 13, 872105. <https://doi.org/10.3389/fpsyg.2022.872105>