

DAFTAR PUSTAKA

- 80% employee turnover is caused by bad hiring decision, here are the 5 costs suffered by the company. (2018). Integrity Asia.
- Ajzen, I. (1991). The theory of planned behavior. *Organizational Behavior and Human Decision Processes*, 50(2), 179–211. [https://doi.org/10.1016/0749-5978\(91\)90020-T](https://doi.org/10.1016/0749-5978(91)90020-T)
- Allen, N. J., & Meyer, J. P. (2000). Construct Validation in Organizational Behavior Research: The Case of Organizational Commitment. In *Problems and Solutions in Human Assessment* (pp. 285–314). Springer US. https://doi.org/10.1007/978-1-4615-4397-8_13
- Alniaçik, E., Alniaçik, Ü., Erat, S., & Akçin, K. (2013). Does Person-organization Fit Moderate the Effects of Affective Commitment and Job Satisfaction on Turnover Intentions? *Procedia – Social and Behavioral Sciences*, 99, 274–281. <https://doi.org/10.1016/j.sbspro.2013.10.495>
- Azwar, S. (2004). *Metode Penelitian*. Pustaka Pelajar.
- Azwar, S. (2012). *Reliabilitas dan Validitas*. Pustaka Pelajar.
- Bawono, A. (2006). *Multivariate Analysis dengan SPSS*. Salatiga: STAIN Salatiga Press.
- Bergman, M. E. (2006). *The relationship between affective and normative commitment: review and research agenda*. *Journal of Organizational Behavior*, 27(5), 645–663. <https://doi.org/10.1002/job.372>
- Bothma, C. F. C., & Roodt, G. (2013). *The validation of the turnover intention scale*. *SA Journal of Human Resource Management*, 11(1). <https://doi.org/10.4102/sajhrm.v11i1.507>
- Bryman, A. (2012). *Social Research Methods* (4th ed.). Oxford University Press Inc.
- Dewi, N. K. C. P. (2019). *Pengaruh Kepuasan Kerja terhadap Turnover Intention yang Dimediasi dengan Komitmen Organisasi pada Karyawan Nusa Penida Beach Inn*. *Jurnal Pendidikan Ekonomi Undiksha*, 9(2), 527. <https://doi.org/10.23887/jjpe.v9i2.20147>
- Fox, S. R., & Fallon, B. J. (2003). *Modelling the effect of work/life balance on job satisfaction and turnover intentions*. *Australian Journal of Psychology*, 55, 123–124.
- Ghozali, I. (2018). *Aplikasi Analisis Multivariate Dengan Program IBM SPSS 25*.



Gillis, J. R. (1994). *Introduction. Memory and Identity: The History of a Relationship. In Commemorations* (pp. 1–24). Princeton University Press.
<https://doi.org/10.1515/9780691186658-003>

Hobbs, M., Klachky, E., & Cooper, M. (2020). *Job satisfaction assessments of agricultural workers help employers improve the work environment and reduce turnover*. California Agriculture, 74(1), 30–39. <https://doi.org/10.3733/ca.2020a0002>

Ikey, C., Dadie, B., & Nugraheni, R. (2016). *Analisis Pengaruh Komitmen Organisasi Dan Kepemimpinan terhadap Kinerja Karyawan dengan Kepuasan Kerja sebagai Variabel Intervening (Studi pada PT. Madu Baru Bantul Yogyakarta)*. DIPONEGORO JOURNAL OF MANAGEMENT, 5(2), 1–14. <http://ejournal-s1.undip.ac.id/index.php/dbr>

Jones, G. R., & George, J. M. (2016). *Contemporary management*.

Kharina, Zulkarnain, & Naully, M. (2018). *The effect of person-organization fit and hardiness on turnover intention among graduate trainee of a private palm oil enterprise in Indonesia*. Journal of Administrative and Business Studies, 4(1). <https://doi.org/10.20474/jabs-4.1.3>

Kristof, A. L. (1996). *PERSON-ORGANIZATION FIT: AN INTEGRATIVE REVIEW OF ITS CONCEPTUALIZATIONS, MEASUREMENT, AND IMPLICATIONS*. Personnel Psychology, 49(1), 1–49. <https://doi.org/10.1111/j.1744-6570.1996.tb01790.x>

Kristof-Brown, A., ZIMMERMAN, R., & Johnson, E. (2005). *Consequences of Individual's Fit at Work: A Meta-Analysis of Person-Job, Person-Organization, Person-Group, and Person-Supervisor Fit*. Personnel Psychology, 58, 281–342.
<https://doi.org/10.1111/j.1744-6570.2005.00672.x>

Macey, W. H., & Schneider, B. (2008). *The Meaning of Employee Engagement*. Industrial and Organizational Psychology, 1(1), 3–30. <https://doi.org/10.1111/j.1754-9434.2007.0002.x>

Meyer, J. P., & Allen, N. J. (1991). *A three-component conceptualization of organizational commitment*. Human Resource Management Review, 1(1), 61–89.
[https://doi.org/10.1016/1053-4822\(91\)90011-Z](https://doi.org/10.1016/1053-4822(91)90011-Z)

Meyer, J. P., Allen, N. J., & Smith, C. A. (1993). *Commitment to organizations and occupations: Extension and test of a three-component conceptualization*. Journal of Applied Psychology, 78(4), 538–551. <https://doi.org/10.1037/0021-9010.78.4.538>



- Meyer, J. P., Stanley, D. J., Herscovitch, L., & Topolnytsky, L. (2002). *Affective, Continuance, and Normative Commitment to the Organization: A Meta-analysis of Antecedents, Correlates, and Consequences*. *Journal of Vocational Behavior*, 61(1), 20–52. <https://doi.org/10.1006/jvbe.2001.1842>
- Muchinsky, P. M., & Monahan, C. J. (1987). *What is person-environment congruence? Supplementary versus complementary models of fit*. *Journal of Vocational Behavior*, 31(3), 268–277. [https://doi.org/10.1016/0001-8791\(87\)90043-1](https://doi.org/10.1016/0001-8791(87)90043-1)
- Muliawan, A. D., Green, P. F., & Robb, D. A. (2009). *The turnover intentions of information systems auditors*. *International Journal of Accounting Information Systems*, 10(3), 117–136. <https://doi.org/10.1016/j.accinf.2009.03.001>
- Perez, M. (2008). *TURNOVER INTENT Human Resource Management*.
- Pratama, E. N., Suwarni, E., & Handayani, M. A. (2021). *Pengaruh Kepuasan Kerja dan Komitmen Organisasi terhadap Turnover Intention dengan Person Organization Fit sebagai Variabel Moderasi*. In JEB. *Journal of Economic and Business Research* (Vol. 1, Issue 1). <http://jurnal.teknokrat.ac.id/index.php/JEB>
- Price, J. L. (1977). *The Study of Turnover*. Iowa State University Press, Ames, 45–60.
- Ramlawati, R., Trisnawati, E., Yasin, N. A., & Kurniawaty, K. (2021). *External alternatives, job stress on job satisfaction and employee turnover intention*. *Management Science Letters*, 511–518. <https://doi.org/10.5267/j.msl.2020.9.016>
- Rhoades, L., Eisenberger, R., & Armeli, S. (2001). *Affective commitment to the organization: The contribution of perceived organizational support*. *Journal of Applied Psychology*, 86(5), 825–836. <https://doi.org/10.1037/0021-9010.86.5.825>
- Ridlo, I. A. (2012). *Turn Over (Literature Review) in Bahasa for Healthcare*. <https://www.researchgate.net/publication/295755034>
- Roodt, G. (2004). *Turnover Intention Scale (TIS-6)*.
- Schindler, P. S. (2019). *Business Research Methods* (13th ed.). McGraw-Hill/Irwin.



- Simons, T., & Roberson, Q. (2003). *Why managers should care about fairness: The effects of aggregate justice perceptions on organizational outcomes*. Journal of Applied Psychology, 88(3), 432–443. <https://doi.org/10.1037/0021-9010.88.3.432>
- Solinger, O. N., van Olffen, W., & Roe, R. A. (2008). *Beyond the three-component model of organizational commitment*. Journal of Applied Psychology, 93(1), 70–83. <https://doi.org/10.1037/0021-9010.93.1.70>
- Spector, P. (1994). *Job Satisfaction Survey*. University of South Florida, Tampa, FL.
- Spector, P. (1997). *Job Satisfaction: Application, Assessment, Causes, and Consequences*. SAGE Publications, Inc. <https://doi.org/10.4135/9781452231549>
- Steel, R. P., & Ovalle, N. K. (1984). *A review and meta-analysis of research on the relationship between behavioral intentions and employee turnover*. Journal of Applied Psychology, 69(4), 673–686. <https://doi.org/10.1037/0021-9010.69.4.673>
- Subramanian, S., & Vinothkumar, M. (2009). *Hardiness personality, self-esteem and occupational stress among IT professionals*. Journal of the Indian Academy of Applied Psychology, 35, 48–56.
- Sugiyono. (2018). *Metode Penelitian Kuantitatif*. Alfabeta.
- Suryabrata, S. (2004). *Metodologi Penelitian*. Pustaka Pelajar.
- Wood, J. M., Zeffane, R., & Wallace, J. (1998). *Organisational Behaviour An Asia-Pacific Perspective*. John Wiley and Sons : USA., 1994.
- Woods, J. L. (1995). *Managing hospitality human resources*.
- Zeffane, R., & Bani Melhem, S. J. (2017). *Trust, job satisfaction, perceived organizational performance and turnover intention*. Employee Relations, 39(7), 1148–1167. <https://doi.org/10.1108/ER-06-2017-0135>
- Zirwatul, R., Ibrahim, A. R., Mohd, M., Azlina, D., & Bakar, A. (2014). *Job Satisfaction Among Malaysian Employees: An Application of Spector's Job Satisfaction Survey in the South East Asian Context (Kepuasan Kerja dalam Kalangan Pekerja Malaysia: Aplikasi Kajiselidik Kepuasan Kerja Spector dalam Konteks Asia Tenggara)*. In Jurnal Pengurusan (Vol. 41).