



Kepustakaan

- Abdalla, A., Elsetouhi, A., Negm, A., & Abdou, H. (2018). Perceived person-organization fit and turnover intention in medical centers: The mediating roles of person-group fit and person-job fit perceptions. *Personnel Review*, 47(4), 863–881. <https://doi.org/10.1108/PR-03-2017-0085>
- Akgunduz, Y., & Sanli, S. C. (2017). The effect of employee advocacy and perceived organizational support on job embeddedness and turnover intention in hotels. *Journal of Hospitality and Tourism Management*, 31, 118–125. <https://doi.org/10.1016/j.jhtm.2016.12.002>
- Anh Do, D., Diem Doan, Q., Khanh Vu, L., Thi Le, T., Minh Tran, N., & Linh Nguyen, G. (2023). Antecedents of turnover intention among gen Z in Vietnam: The mediating role of affective commitment. *Cogent Business and Management*, 10(3). <https://doi.org/10.1080/23311975.2023.2267811>
- Azwar, S. (2017). *Reliabilitas dan validitas* (Vol. 4). Pustaka Pelajar.
- Berisha, G., & Lajçi, R. (2020). Fit to last? Investigating how person-job fit and person-organization fit affect turnover intention in the retail context. *Organizations and Markets in Emerging Economies*, 11(2), 407–428. <https://doi.org/10.15388/omee.2020.11.40>
- Betz, C. L. (2019). Generations X, Y, and Z. *Journal of Pediatric Nursing*, 44, A7–A8. <https://doi.org/10.1016/j.pedn.2018.12.013>
- Dawis, R. V., & Lofquist, L. H. (1976). Personality style and the process of work adjustment. *Journal of Counseling Psychology*, 23(1), 55–59. <https://doi.org/doi.org/10.1037/0022-0167.23.1.55>
- De Smet, A., Dowling, B., Mugayar-Baldocchi, M., & Schaninger, B. (2022, Maret 9). *Gone for now, or gone for good? How to play the new talent game and win back workers*. McKinsey & Company. <https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/gone-for-now-or-gone-for-good-how-to-play-the-new-talent-game-and-win-back-workers>
- Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Perceived organizational support. *Journal of Applied Psychology*, 71(3), 500–507. <https://doi.org/10.1037/0021-9010.71.3.500>
- Fitria, Y., & Roza Linda, M. (2019). Perceived organizational support and work life balance on employee turnover intention. *Proceedings of the 1st International Conference on Economics, Business, Entrepreneurship, and Finance (ICEBEF 2018)*, 503–506. <https://doi.org/10.2991/icebef-18.2019.107>
- Gagliardi, N., Grinza, E., & Rycx, F. (2023). Workers' tenure and firm productivity: New evidence from matched employer-employee panel data. *Industrial Relations*, 62(1), 3–33. <https://doi.org/10.1111/irel.12309>



- Genç, E. (2022). Person organization fit, perceived organizational support. *Theory and Research in Social, Human and Administrative Sciences*, 1–24.
- Hilmiana, Purwanti, T., Kartono, & Astuti, R. P. (2020). Person-organization fit and job satisfaction on turnover intention. *Proceedings on Engineering Sciences*, 2(2), 107–118. <https://doi.org/10.24874/PES02.02.001>
- Hitka, M., & Balážová, Ž. (2015). The impact of age, education and seniority on motivation of employees. *Business: Theory and Practice*, 16(1), 113–120.
- Ivanov, P. R., & Usheva, M. N. (2021). Influence of the hierarchy position and education degree on the preferences of motivators in the modern expertise. *Economics and Management*, XVIII(1), 96–108. <https://doi.org/10.37708/em.swu.v18i1.8>
- Jing, J., & Yan, J. (2022). Study on the effect of employees' perceived organizational support, psychological ownership, and turnover intention: A case of China's employee. *International Journal of Environmental Research and Public Health*, 19(10). <https://doi.org/10.3390/ijerph19106016>
- Kalidass, A., & Bahron, A. (2015). The relationship between perceived supervisor support, perceived organizational support, organizational commitment and employee turnover intention. *International Journal of Business Administration*, 6(5), 82–89. <https://doi.org/10.5430/ijba.v6n5p82>
- Kinicki, A., & Fugate, M. (2016). *Organizational behavior* (Vol. 1). McGraw-Hill Education.
- 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., Schneider, B., & Su, R. (2023). Person-organization fit theory and research: Conundrums, conclusions, and calls to action. *Personnel Psychology*, 76(2), 375–412. <https://doi.org/10.1111/peps.12581>
- Kurniawaty, K., Ramly, M., & Ramlawati. (2019). The effect of work environment, stress, and job satisfaction on employee turnover intention. *Management Science Letters*, 9(6), 877–886. <https://doi.org/10.5267/j.msl.2019.3.001>
- Lauver, K. J., & Kristof-Brown, A. (2001). Distinguishing between employees' perceptions of person-job and person-organization fit. *Journal of Vocational Behavior*, 59(3), 454–470. <https://doi.org/10.1006/jvbe.2001.1807>
- Li, Z., Liu, J., Li, H., Huang, Y., & Xi, X. (2023). Primary healthcare pharmacists' perceived organizational support and turnover intention: Do gender differences exist? *Psychology Research and Behavior Management*, 16, 1181–1193. <https://doi.org/10.2147/PRBM.S406942>



- Lim, G. (2022, Juni 22). *68% of Indonesia's employees willing to forgo higher salaries or job promotions for work-life balance: Michael Page.* Michael Page. <https://www.michaelpage.co.id/about-us/media-releases/68-indonesias-employees-willing-forgo-higher-salaries-work-life-balance>
- Liu, B., Liu, J., & Hu, J. (2010). Person-organization fit, job satisfaction, and turnover intention: An empirical study in the Chinese public sector. *Social Behavior and Personality*, 38(5), 615–626. <https://doi.org/10.2224/sbp.2010.38.5.615>
- Mahmoud, A. B., Fuxman, L., Mohr, I., Reisel, W. D., & Grigoriou, N. (2021). "We aren't your reincarnation!" workplace motivation across X, Y and Z generations. *International Journal of Manpower*, 42(1), 193–209. <https://doi.org/10.1108/IJM-09-2019-0448>
- Meese, K., Boitet, L., Sweeney, K., Gorman, C. A., Nassetta, L., Patel, N., & Rogers, D. (2024). Don't go: Examining the relationships between meaning, work environment and turnover intention across the entire healthcare team. *Journal of Multidisciplinary Healthcare*, 17, 353–366. <https://doi.org/10.2147/JMDH.S437816>
- Michaels, C. E., & Spector, P. E. (1982). Causes of employee turnover: A Test of the Mobley, Griffeth, Hand, and Meglino model. *Journal of Applied Psychology*, 67(1), 53-59. <https://doi.org/10.1037/0021-9010.67.1.53>
- Mobley, W. H., Griffeth, R. W., Hand, H. H., Meglino, B. M., & Mobley, H. (1979). Review and conceptual analysis of the employee turnover process. *Psychological Bulletin*, 86(3), 493–522. <https://doi.org/10.1037/0033-2909.86.3.493>
- Mobley, W. H., Horner, S. O., & Hollingsworth, A. T. (1978). An evaluation of precursors of hospital employee turnover. *Journal of Applied Psychology*, 63(4), 408–414. <https://doi.org/10.1037/0021-9010.63.4.408>
- Oktug, Z. (2013). The moderating effects of age and tenure on the relationship between organizational identification and job satisfaction. *Management*, 3(4), 218–222. <https://doi.org/10.5923/j.mm.20130304.04>
- Peng, J. C., Lee, Y. L., & Tseng, M. M. (2014). Person-organization fit and turnover intention: Exploring the mediating effect of work engagement and the moderating effect of demand-ability fit. *Journal of Nursing Research*, 22(1), 1–11. <https://doi.org/10.1097/jnr.0000000000000019>
- Perangin-angin, S. (2014). *Peran kesesuaian individu-organisasi terhadap perilaku kewargaan organisasional yang dimediasi oleh keterikatan kerja* (Tesis tidak dipublikasikan). Universitas Gadjah Mada.
- Pratama, C. P., Handriyono, & Tobing, D. S. (2023). The effect of person job fit and person organization fit on turnover intention with employee engagement as an intervening variable (empirical study on employees of the sales promoter division of realme big Jember). *East Asian Journal of Multidisciplinary Research (EAJMR)*, 2(12), 4815–4826.



- Price, J. L. (2001). Reflections on the determinants of voluntary turnover. *International Journal of Manpower*, 22(7), 600–624. <https://doi.org/10.1108/EUM0000000006233>
- Purwaningrum, E. K., Suhariadi, F., & Fajrianti. (2020). Participation and commitment to change on middle managers in Indonesia: The role of perceived organizational perceived organizational. *Global Business Review*, 1–18.
- Puspita, D. A. (2020). *Peran psychological capital, leader member exchange, dan person-organization fit terhadap perilaku kerja inovatif karyawan startup* (Tesis tidak dipublikasikan). Universitas Gadjah Mada.
- PwC Indonesia. (2022, Juni 9). *Fenomena great resignation akan terus berlanjut hingga 2023*. <https://www.pwc.com/id/en/media-centre/pwc-in-news/2022/indonesian/fenomena-great-resignation-akan-terus-berlanjut-hingga-2023.html>
- Rhoades, L., & Eisenberger, R. (2002). Perceived organizational support: A review of the literature. *Journal of Applied Psychology*, 87(4), 698–714. <https://doi.org/10.1037/0021-9010.87.4.698>
- Robbins, S., & Judge, T. (2017). *Organizational behavior* (17th ed.). Pearson Education Limited.
- Shantz, C. A. (2003). Person-organization fit: Individual differences, socialization, and outcomes. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 64(3-B).
- Shore, L. M., & Tetrick, L. E. (1991). A construct validity study of the survey of perceived organizational support. *Journal of Applied Psychology*, 76(5), 637–643. <https://doi.org/10.1037/0021-9010.76.5.637>
- Skelton, A. R., Nattress, D., & Dwyer, R. J. (2020). Predicting manufacturing employee turnover intentions. *Journal of Economics, Finance and Administrative Science*, 25(49), 101–117. <https://doi.org/10.1108/JEFAS-07-2018-0069>
- Souza, M. D., Kilimnik, Z. M., Sant'Anna, A. de S., Fundação Getúlio Vargas, A., & Diniz, D. M. (2023). Organizational support, social support, and turnover intention in Brazilians IT professionals. *Revista Economia & Gestão*, 23(64), 6–24.
- Suárez-Albanchez, J., Gutierrez-Broncano, S., Jimenez-Estevez, P., & Blazquez-Resino, J. J. (2022). Organizational support and turnover intention in the Spanish IT consultancy sector: Role of organizational commitment. *Cogent Social Sciences*, 8(1). <https://doi.org/10.1080/23311886.2022.2051790>
- Suciati, A. S., Erlina, R., & Ahadiat, A. (2021). The effect of person organization fit on employee performance with organizational commitment mediation variables. *International Journal of Environmental, Sustainability, and Social Sciences*, 2(3), 337–349. <https://jurnalkeberlanjutan.com/index.php/ijesss>
- Sugiyono. (2014). *Metode penelitian kuantitatif, kualitatif, dan R&D*. Alfabeta.



- Takaya, R., Arsil, A., & Ramli, A. H. (2020). Perceived organizational support and turnover intention. *Proceedings of the International Conference on Management, Accounting, and Economy (ICMAE 2020)*, 59–63. <https://doi.org/10.2991/aebmr.k.200915.015>
- Tett, R., & Meyer, J. P. (1993). Job satisfaction, organizational commitment, turnover intention, and turnover: Path analyses based on meta-analytic findings. *Personnel Psychology*, 46, 259–293.
- Tianingrum, D. (2019). *Intensi turnover ditinjau dari kestabilan anchor dan kepuasan kerja karyawan milenial (Tesis tidak dipublikasikan)*. Universitas Gadjah Mada.
- Vizano, N. A., Sutawidjaya, A. H., & Endri, E. (2021). The effect of compensation and career on turnover intention: Evidence from Indonesia. *Journal of Asian Finance, Economics and Business*, 8(1), 471–478. <https://doi.org/10.13106/jafeb.2021.vol8.no1.471>
- Wang, Q., & Wang, C. (2020). Reducing turnover intention: perceived organizational support for frontline employees. *Frontiers of Business Research in China*, 14(6).
- Widharti, Yosepha, M., & Darokah, M. (2010). *Hubungan kualitas kehidupan kinerja dan komitmen karir dengan intensi turnover pada karyawan TB*. Gramedia (Tesis tidak dipublikasikan). Universitas Gadjah Mada.
- Zhu, L. L., Wang, H. J., Xu, Y. F., Ma, S. T., & Luo, Y. Y. (2023). The effect of work engagement and perceived organizational support on turnover intention among nurses: A meta-analysis based on the Price-Mueller model. *Hindawi: Journal of Nursing Management*, 1–14. <https://doi.org/10.1155/2023/3356620>