



DAFTAR PUSTAKA

- Aasland, M. S., Skogstad, A., Notelaers, G., Nielsen, M. B., & Einarsen, S. (2010). *The prevalence of destructive leadership behavior*. British Journal of Management, 21(2), 438–452.
- Adams, J. S. (1965). *Inequity in social exchange*. Advances in Experimental Social Psychology, 2, 267–299.
- Ågotnes, K. W., Skogstad, A., Hetland, J., Olsen, O. K., Espenvik, R., Bakker, A. B., & Einarsen, S. V. (2021). *Daily work pressure and exposure to bullying-related negative acts: The role of daily transformational and laissez-faire leadership*. European Management Journal, 39(4), 423–433.
- Aiken, L. S., & West, S. G. (1991). *Multiple regression: Testing and interpreting interactions*. Sage Publications.
- Akgunduz, Y., & Eryilmaz, G. (2018). *Does turnover intention mediate the effects of job insecurity and co-worker support on social loafing?*. International Journal of Hospitality Management.
- Ali, S., Shah, A., & Khan, M. (2018). *Factors affecting turnover intention: An empirical study in the service sector*. International Journal of Human Resource Studies, 8(3), 1-16.
- Amabile, T. M. (2004). *The intrinsic motivation principle: The role of creativity in leadership*. In A. K. Smith (Ed.), Leadership and innovation: Theory and practice.
- Ancarani, A., Di Mauro, C., & Salerno, S. (2019). *Turnover intention: A study of employees' behavioral tendencies*. European Journal of Business and Management Research.
- Andrianto, S. (2014). *The role of laissez-faire leadership in organizational dynamics*. Journal of Organizational Leadership Studies, 4(2), 59-72.
- Andrianto, E. (2020). *The influence of leadership styles on employee motivation and performance: A case study of the Laissez-Faire style*. Journal of Leadership and Organizational Studies, 5(3), 102-115.
- Baron, R. M., & 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), 1173–1182.



- Bass, B. M., & Avolio, B. J. (1990). *Developing transformational leadership: 1992 and beyond*. Journal of European Industrial Training, 14, 21–27.
- Beachs, D. (2003). *Critical work conditions and employee turnover: A theoretical framework*. In J. Mueller (Ed.), *Employee retention in challenging environments* (pp. 102-115).
- Blau, P. (1964), *Exchange and Power in Social Life*, John Wiley & Sons, New York, NY.
- Breevaart, K., & Zacher, H. (2019). *Main and interactive effects of weekly transformational and laissez-faire leadership on followers' trust in the leader and leader effectiveness*. Journal of Occupational and Organizational Psychology, 92(2), 384–409.
- Buch, R., Martinsen, O. L., & Kuvaas, B. (2015). *The destructiveness of laissez-faire leadership behavior: The mediating role of economic leader-member exchange relationships*. Journal of Leadership & Organizational Studies, 22(1), 115–124.
- Carmeli, A., & Weisberg, J. (2019). *The impact of employee organizational identification and psychological empowerment on turnover intention*. Journal of Managerial Psychology, 34(5), 341-356.
- Choi, S. (2011). *The impact of organizational justice on turnover intention: A study of distributive, procedural, and interpersonal justice*. The Journal of Applied Psychology, 96(5), 1161-1171.
- Cicilia, F. (2017). *Teori Keadilan Distributif dan Dampaknya terhadap Turnover Intention di Perusahaan*. Journal of Organizational Behavior, 15(2), 112-125.
- Cochran, W. G. (1977). *Sampling techniques* (3rd ed.). Wiley.
- Collings, D. G., Scullion, H., & Vaiman, V. (2018). *Global talent management and employee turnover: Insights and perspectives*. International Journal of Human Resource Management, 29(10), 1736-1755.
- Colquitt, J. A. (2001). *On the dimensionality of organizational justice: A construct validation of a measure*. Journal of Applied Psychology, 86, 386–400.
- Colquitt, J. A., LePine, J. A., Wesson, M. J., & Gellatly, I. R. (2015). *Organizational behavior: Improving performance and commitment in the workplace* (4th ed.). McGraw-Hill Education.



Cooper, D.R. & Schindler, P.S. (2014). *Business Research Methods*, 12th. McGraw-Hill.

Cowherd, D. M., & Levine, D. I. (2004). *Product Quality and Pay Fairness between Lower-Level Employees and Top Management: An Investigation of Distributive Justice Theory*. *Administrative Science Quarterly*, 37, 302-320.

Creswell, J. W. (2009). *Research design: Qualitative, quantitative, and mixed methods approaches* (3rd ed.). SAGE Publications.

Cropanzano, R. (2007). *Justice in the workplace: From theory to practice*. Routledge.

Cropanzano, R., Bowen, D. E., & Gilliland, S. W. (2017). *The management of organizational justice*. Routledge.

Cropanzano, R., Goldman, B. and Folger, R. (2003a), *Deontic justice: the role of moral principles in workplace fairness*, *Journal of Organizational Behavior*, Vol. 24 No. 8, pp. 1019-24.

Crossley, C.D., Bennett, R.J., Jex, S.M. and Burnfield, J.L. (2007), *Development of a global measure of job embeddedness and integration into a traditional model of voluntary turnover*, *Journal of Applied Psychology*, Vol. 92 No. 4, pp. 1031-42.

Doyle, A. (2019). *Telework: Growth supported economic activity during the pandemic, but future impacts are uncertain*. U.S. Government Accountability Office.

Emiroglu, M. (2023). *Demographic factors and turnover intention: A study in the hospitality industry*. *Journal of Human Resources and Management*, 20(4), 123-145.

Emiroglu, B., Akova, O., & Tanriverdi, H. (2015). *The relationship between turnover intention and demographic factors in hotel businesses: A study at five-star hotels in Istanbul*. *Procedia - Social and Behavioral Sciences*, 207, 385-397.

Ertürk, S. (2020). *The effect of quality of work-life on job satisfaction and turnover intention: A study among teachers*. *Journal of Organizational Behavior*, 45(2), 334-345.

Fang, W., Wang, L., & Yang, J. (2018). *Distributive justice and its impact on employee behavior: A review*. *Journal of Business Research*, 88, 98-106.



- Furtner, M. R., Rauthmann, J. F., & Baldegger, U. (2017). *Leading yourself and leading others: Linking self-leadership to transformational, transactional, and laissez-faire leadership*. Frontiers in Psychology.
- Gilliand, M. (1993). *The perceived fairness of the hiring process: An attributional explanation of the effects of procedures and outcomes*. In M. Cicilia (Ed.), *Distributive justice theory and its application*; Cicilia, M. (2017). *Teori keadilan distributif dalam konteks organisasi*.
- Graen, G. B. (1982). *Role-making processes within complex organizations*. In D. S. P. (Ed.), *Leadership: The art of influencing people*.
- Greenberg, J. (1990). *Organizational justice: Yesterday, today, and tomorrow*. Journal of Management, 16(2), 399–432.
- Gupta, V., & Singh, S. (2017). *Distributive justice as a moderator in organizational outcomes*. Journal of Business & Psychology, 32(4), 431-448.
- Gupta, S. (2022). *Impact of Organizational Factors on Employee Turnover Intention*. Human Resource Development Journal, 28(3), 435-450.
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2019). *A primer on partial least squares structural equation modeling (PLS-SEM)* (2nd ed., p. 638-642). SAGE Publications.
- Hair, J.F. dan Hair Jr., J.F. (2010). *Multivariate Data Analysis: A Global Perspective*. Pearson. Boston.
- Harms, P. D., et al. (2018). *Laissez-Faire Leadership and Employee Outcomes: A Comprehensive Review*. Journal of Leadership & Organizational Studies, 25(3), 183-198.
- Hartono, J. (2013). *Analisis regresi berjenjang (Hierarchical regression analysis)*. Yogyakarta: BPFE.
- Hayes, A. F. (2013) *Methodology in the social sciences. Introduction to mediation, moderation, and conditional process analysis: A regression-based approach*. Guilford Press.
- Hom, P.W. and Griffeth, R.W. (1991), *A structural equation model of the process of employee turnover: cross-sectional and longitudinal tests*, Journal of Applied Psychology, Vol. 76 No. 3, pp. 350-66.
- Hom, M. L., & Griffeth, R. W. (2000). *Employee turnover: A meta-analysis and review with implications for research*. Journal of Applied Psychology, 85(2), 249-277.



- Hom, P. W., Lee, T. W., Shaw, J. D., & Hausknecht, J. P. (2017). *One hundred years of turnover research: Looking back and looking forward*. Journal of Applied Psychology, 102(3), 522-533.
- Hu, B., Harold, C. M., & Kim, D. (2023). *Stealing time on the company's dime: Examining the indirect effect of laissez-faire leadership on employee time theft*. Journal of Business Ethics, 183(2), 475–493.
- Hussain, M., & Liu, S. (2018). *The influence of workplace factors on turnover intention: Evidence from Pakistan*. Asian Journal of Business Research, 9(1), 1-19.
- Janssen, O. (2004), *How fairness perceptions make innovative behavior more or less stressful*, Journal of Organizational Behavior, Vol. 25 No. 2, pp. 201-15.
- Janssen, O. (2000), *Job demands, perceptions of effort-reward fairness and innovative work behaviour*, Journal of Occupational and Organisational Psychology, Vol. 73 No. 3, pp. 287-302.
- Jensen, J. M., & Ryan, A. M. (2010). *Distinguishing justice constructs: The role of method effects*. Journal of Business and Psychology, 25(1), 65–76.
- Jiang, H. (2012). *A model of work-life conflict and quality of employee-organization relationships (EORs): Transformational leadership, procedural justice, and family-supportive workplace initiatives*. Public Relations Review, 38(2), 231–245.
- Jin and Men. (2023). *How Avoidant Leadership Style Turns Employees Into Adversaries: The Impact of Laissez-Faire Leadership on Employee-Organization Relationships and Employee Communicative Behavior*: International Journal of Business Communication.
- Jin, X. (2023). *Laissez-faire leadership: Impacts on organizational performance and employee satisfaction*. Journal of Leadership Studies, 45(2), 123–145.
- Johnson, R. A., & Bhattacharyya, G. K. (2010). *Statistics for business and economics (9th ed.)*. Pearson Education.
- Kaur, R., & Randhawa, P. (2020). *Employee engagement and turnover intention: The moderating role of organizational culture*. International Journal of Business and Globalisation, 24(1), 53-72.
- Kim, H., & Kao, D. (2020). *Antecedents of turnover intention: A meta-analysis study in the United States*. Children and Youth Services Review, 47, 214-223.



- Kim, Y., Kang, M., Lee, E., & Yang, S. U. (2019). *Exploring crisis communication in the internal context of an organization: Examining moderated and mediated effects of employee organization relationships on crisis outcomes*. Public Relations Review, 45(3), 101777.
- Kinnunen, U., & Mauno, S. (2003). *Turnover intention and job satisfaction: The role of organizational commitment*.
- Klasmeier, K. N., Schleu, J. E., Millhoff, C., Poethke, U., & Bormann, K. C. (2022). *On the destructiveness of laissez-faire versus abusive supervision: A comparative, multilevel investigation of destructive forms of leadership*. European Journal of Work and Organizational Psychology, 31(3), 406–420.
- Kyndt, E., Dochy, F., & Baert, H. (2016). *The impact of work-related factors on turnover intention: A study of Belgian employees*. Frontiers in Psychology, 7, 1925.
- Lee, J., Kim, S., & Park, H. (2018). *Employees' expectations and job satisfaction: Compensation, career development, and work-life balance*. Journal of Organizational Behavior, 39(3), 312–335.
- Li, A., & Cropanzano, R. (2021). *Distributive justice and its effects on organizational outcomes*. Journal of Organizational Behavior, 42(3), 112–129.
- Malos, R. (2012). *Leadership styles. Annals of Eftimie Murgu University Resita, Fascicle II*, Economic Studies.
- Martin, T.N., Price, J.L. and Mueller, C.W. (1981), *Job performance and turnover*, Journal of Applied Psychology, Vol. 66 No. 1, pp. 116-9.
- Memon, M. A., Salleh, R., & Baharom, M. N. R. (2016). *The link between training satisfaction, work engagement, and turnover intention*. European Journal of Training and Development, 40(6), 407-429.
- Men, X. (2023). *Employees' relationships with organizations and their involvement in negative megaphone behavior or intention to leave the company*. Journal of Organizational Psychology, 58(2), 198–215.
- Miller, S. P. (2019). *Social exchange theory*. Salem Press Encyclopedia. Retrieved from <https://search-ebscohost-com.ezproxy.umuc.edu/login.aspx?direct=true&db=ers&AN=89677631&site=eds-live&scope=site>.



- Mueller, C. W. (2003). *Job satisfaction, turnover intentions, and turnover behavior: A comparison of hierarchical and job-related models*. Social Science Research, 32(3), 227-240.
- Neves, P., Santos, S., & Almeida, F. (2018). *The impact of organizational support and turnover intention in the service sector*. Journal of Workplace Behavioral Health, 33(3), 203-218.
- Notoatmodjo, S. (2018) *Metodologi Penelitian Kesehatan*. Cetakan Ketiga, Jakarta: Rineka Cipta.
- Panuwatwanich, K., Stewart, R. A., & Mohamed, S. (2008). *The role of climate for innovation in enhancing business performance*. Engineering Construction & Architectural Management, 15(5), 407–422.
- Pareke, Fahrudin. JS. (2004). *Hubungan Keadilan Dan Kepuasan Dengan Keinginan Berpindah: Peran Komitmen Organisasional Sebagai Variabel Pemediasi*. Jurnal Siasat Bisnis.
- Park, J., & Min, K. H. (2020). *Turnover intention in the hospitality industry: A meta-analysis*. International Journal of Hospitality Management.
- Park, K. A., & Johnson, K. R. (2019). *Job satisfaction, work engagement, and turnover intention of CTE health science teachers*. International Journal for Research in Vocational Education and Training, 6(3), 224-242.
- Porter, L. W., & Steers, R. M. (1973). *Organizational commitment, job satisfaction, and turnover among psychiatric technicians*. Journal of Applied Psychology, 57(1), 16–20.
- Robbins, S. P., & Coulter, M. (2002). *Management* (7th ed.). Prentice Hall.
- Robbins, S. P., & Judge, T. A. (2007). *Organizational behavior* (12th ed.). Prentice Hall.
- Rosch, P. (2001), *The quandary of job stress compensation*, *Health and Stress*, Vol. 3, pp. 1-4.
- Rousseau, D. M. (2010). *Psychological contracts in organizations: Understanding written and unwritten agreements*. SAGE Publications.
- Sarstedt, M., Ringle, C. M., & Hair, J. F. (2014). *When to use and how to report the results of PLS-SEM*. European Business Review, 26(1), 2-10.
- Schindler, R. M. (2019). *Business research methods* (13th ed.). McGraw-Hill Education.



Sekaran, U., & Bougie, R. (2016). *Research methods for business: A skill-building approach* (7th ed.). Wiley.

Semi, S., & Jinuk, K. (2017). *Turnover intention among employees in organizations: A review of the literature*.

Shaw, J.D., Delery, J.E., Jenkins, G.D., & Gupta, N. (2018). *Turnover intention and its predictors: A comprehensive review of research*. Journal of Applied Psychology, 103(6), 883-895.

Shih and Susanto, Ely. (2010). *Is innovative behavior really good for the firm? Innovative work behavior, conflict with coworkers and turnover intention: moderating roles of perceived distributive fairness*: Innovative behavior Journal.

Siagian, S. P. (2003). *Teori dan Praktek Kepemimpinan*, (Jakarta: Rinekacipta), h.38.

Skogstad, A., Aasland, M. S., Nielsen, M. B., Hetland, J., Matthiesen, S. B., & Einarsen, S. (2015). *The relative effects of constructive, laissez-faire, and tyrannical leadership on subordinate job satisfaction*. Zeitschrift für Psychologie, 222(4), 221–232.

Skogstad, A., Einarsen, S., Torsheim, T., Aasland, M. S., & Hetland, H. (2007). *The destructiveness of laissez-faire leadership behavior*. Journal of Occupational Health Psychology, 12(1), 80–92.

Spell, C.S. and Arnold, T. (2007), *An appraisal perspective of justice, structure, and job control as antecedents of psychological distress*, Journal of Organizational Behavior, Vol. 28 No. 6, pp. 729-51.

Suma, Saimir., & Lesha, Jonida. (2013). *Job Satisfaction And Organizational Commitment: The Case Of Shkodra Municipality*. European Scientific Journal, p41-51.

Tett, R.P. and Meyer, J.P. (1993), *Job satisfaction, organizational commitment, turnover intention, and turnover: path analyses based on meta analytic findings*, Personnel Psychology, Vol. 46 No. 2, pp. 259-93.

Tierney, P., & Tepper, B. J. (2007). *Introduction to The Leadership Quarterly special issue: Destructive leadership*. The Leadership Quarterly, 18, 171–173.

Ujjwal, S., & Piyush Pranjali, D. R. (2023). *International Journal Of Law Management & Humanities K-Pop & Hyper-Consumerism: A Colorful*



Chaos. International Journal of Law Management & Humanities, 6, 2147–2154.

Wang, Y., Zhang, L., & Li, J. (2021). *The impact of high turnover rates on organizational stability and competitiveness in talent acquisition*. *Journal of Human Resource Management*, 42(4), 312–330.

Xie, J.L., Schaubroeck, J. and Lam, S.S.K. (2008), *Theories of job stress and the role of traditional values: a longitudinal study in China*, *Journal of Applied Psychology*, Vol. 93 No. 4, pp. 831-48.

Yang, J. (2017). *Gaya kepemimpinan dalam organisasi: Perspektif dan aplikasi*.

Zuniga, et al. (2019). *The impact of job dissatisfaction on employee turnover intention: A study of organizational factors*. *Journal of Organizational Behavior*.