

DAFTAR PUSTAKA

- Abet, Z., Anuar, M. A. M., Arshad, M. M., & Ismail, I. A. (2024). Factors affecting turnover intention of Nigerian employees: The moderation effect of organizational commitment. *Heliyon*, *10*(1).
- Adriano, J. A., & Callaghan, C. (2023). Retention and turnover of staff undertaking degree studies: insights and evidence from South Africa. *Personnel Review*, *52*(4), 1188-1208.
- Aguinis, H. (2020). Performance management for dummies. Herman Aguinis. Hoboken. NJ: John Wiley & Sons, *Personnel Psychology*, *1*(1), 1-351.
- Allen, D. G., Bryant, P. C., & Vardaman, J. M. (2010). Retaining talent: Replacing misconceptions with evidence-based strategies. *Academy of Management Perspectives*, *24*(2), 48-64.
- Allen, N.J. & Meyer, J.P. (1990), The measurement and antecedents of affective, continuance and normative commitment to the organization. *Journal of Occupational Psychology*, *63*(1), 1-18, doi: 10.1111/j.2044-8325.1990.tb00506.x
- Amanda Enander & José Cardoso. (2020). How is employee turnover related to employee retention? A systemic review on two sets of meta-analyses. *Lund University Publications*.
- Amri, A. R., Ribhan, R., & Ahadiat, A. (2022). The influence of job satisfaction and psychological well-being on turnover on hospital employees. *Syntax Literate; Jurnal Ilmiah Indonesia*, *7*(2), 2677. <https://doi.org/10.36418/syntax-literate.v7i2.6332>.
- Amushila, J., & Bussin, M. H. (2021). The effect of talent management practices on employee retention at the Namibia University of Science and Technology: administration middle-level staff. *SA Journal of Human Resource Management*, *19*, 11.
- Autrey, R. L., Bauer, T. D., Jackson, K. E., & Klevsky, E. (2019). Deploying “connectors”: A control to manage employee turnover intentions?. *Accounting, Organizations and Society*, *79*, 101059.
- Badan Pusat Statistik (BPS). (2024). [Seri 2010] Laju Pertumbuhan PDB Seri 2010 (Persen), 2024. Diakses pada 20 September 2024, <https://www.bps.go.id/id/statistics-table/2/MTA0IzI=/pertumbuhan-ekonomi--triwulan-i-2024.html>
- Badan Pusat Statistik (BPS). (2025). Proporsi Tenaga Kerja pada Sektor Industri Manufaktur (Persen), 2022-2024). Diakses pada 20 Maret 2025, <https://www.bps.go.id/id/statistics-table/2/MTIxNyMy/proporsi-tenaga-kerja-pada-sektor-industri-manufaktur.html>

- Bibi, P., Ahmad, A., & Majid, A. H. A. (2018). The impact of training and development and supervisor support on employees retention in academic institutions: The moderating role of work environment. *Gadjah Mada International Journal of Business*, 20(1), 113-131.
- Bram, Damianus. (2023, Mei). Industri Tekstil Indonesia, Bangkit atau Mati? Radar Solo. <https://radarsolo.jawapos.com/opini/841705142/industri-tekstil-indonesia-bangkit-atau-mati>. Diakses pada 15 November 2024.
- Brouwers, M., & Paltu, A. (2020). Toxic leadership: Effects on job satisfaction, commitment, turnover intention and organisational culture within the South African manufacturing industry. *SA Journal of Human Resource Management*, 18(1), 1-11.
- Bolt, E. E. T., Winterton, J., & Cafferkey, K. (2022). A century of labour turnover research: A systematic literature review. *International Journal of Management Reviews*, 24(4), 555–576. <https://doi.org/10.1111/ijmr.12294>
- CEIC Data. (2025). *GDP: SNA 2008: Export of Goods and Service*. Diakses pada 5 Februari 2025, dari <https://www.ceicdata.com>
- Choi, Y., & Park, N. K. (2020). Examining the pull, the push, and their simultaneous effects on managerial turnover. *Management Decision*, 58(12), 2639-2654.
- Coetzee, M. (2021). When Protean Career Values Intertwine with Employee–Employer Obligations: Reviewing Digital Era Work Mindsets for Modern Psychological Contract Practices. *Redefining the Psychological Contract in the Digital Era: Issues for Research and Practice*, 95-109.
- Coetzee, M., & Deas, A. (Eds.). (2021). *Redefining the psychological contract in the digital era: Issues for research and practice*. Springer Nature.
- Cohen, G., Blake, R. S., & Goodman, D. (2016). Does turnover intention matter? Evaluating the usefulness of turnover intention rate as a predictor of actual turnover rate. *Review of Public Personnel Administration*, 36(3), 240-263.
- Colquitt, J. A., Conlon, D. E., Wesson, M. J., Porter, C. O., & Ng, K. Y. (2001). Justice at the millennium: A meta-analytic review of 25 years of organizational justice research. *Journal of Applied Psychology*, 86(3), 425-445.
- Darmawan, Agus Dwi. (2024, Oktober). Sektor Utama Penggerak Perekonomian di Kabupaten Boyolali pada 2023. Databoks. Diakses pada 1 November 2024. <https://databoks.katadata.co.id/ekonomi-makro/statistik/498768781398d2b/sektor-utama-penggerak-perekonomian-di-kabupaten-boyolali-pada-2023>.
- Dunford, B. B., Mumford, K. J., Boss, R. W., Boss, A. D., & Boss, D. S. (2020). Integrated conflict management systems pay off with lower levels of formal grievances and lower turnover rates. *ILR Review*, 73(2), 528-551.

- Dockel, A., Basson, J. S., & Coetzee, M. (2006). The effect of retention factors on organisational commitment: An investigation of high technology employees. *SA Journal of Human Resource Management*, 4(2), 20-28.
- Eby, L. T., & Robertson, M. M. (2020). The psychology of workplace mentoring relationships. *Annual Review of Organizational Psychology and Organizational Behavior*, 7(1), 75-100.
- Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Perceived organizational support. *Journal of Applied Psychology*, 71(3), 500-507.
- Eisenberger, R., Stinglhamber, F., Vandenberghe, C., Sucharski, I. L., & Rhoades, L. (2002). Perceived supervisor support: Contributions to perceived organizational support and employee retention. *Journal of Applied Psychology*, 87(3), 565.
- Ergun, G. S., Bozkurt, H. O., Arslan, E., Kendir, H., & Yayla, O. (2023). Psychological capital as a moderator in the relationship between job insecurity, job stress, and hotel employees' turnover intention during the Russia-Ukraine war. *International Journal of Hospitality Management*, 111, 103475.
- Funk, S. (2024). Does being a leader make them stay? Short-and long-term effects of supervisory responsibility on turnover intentions. *Human Resource Management Journal*.
- Fauzan, Ahmad Muzdaffar. (2024, Mei). Kemenperin: Industri tekstil-pakaian tumbuh ekspansif karena ekspor. Berita Antara. Diakses pada 20 September 2024, <https://www.antaranews.com/berita/4104984/kemenperin-industri-tekstil-pakaian-tumbuh-ekspansif-karena-ekspor>.
- Fauzan, Ahmad Muzdaffar. (2024, Mei). Kemenperin: Industri tekstil sektor unggulan tingkatkan devisa negara. Berita Antara. Diakses pada 20 September 2024, <https://www.antaranews.com/berita/4114779/kemenperin-industri-tekstil-sektor-unggulan-tingkatkan-devisa-negara>.
- Ferreira, N., Coetzee, M., & Potgieter, I.L. (2022). Validity of the career embeddedness scale as predictor of affective commitment. *South African Journal of Industrial Psychology*, 48(1), a1956. <https://doi.org/10.4102/sajip.v48i0.1956>.
- Floyd, T. M., Gerbasi, A., & Labianca, G. (Joe). (2024). The role of sociopolitical workplace networks in involuntary employee turnover. *Social Networks*, 76(October 2023), 215–229. <https://doi.org/10.1016/j.socnet.2023.10.005>
- Ganji, S.F.G., Johnson, L.W., Sorkhan, V.B., & Banejad, B. (2021). The effect of employee empowerment, organizational support, and ethical climate on turnover intention: The mediating role of job satisfaction. *Iranian Journal of Management Studies*, 14(2), 311–329. <https://doi.org/10.22059/IJMS.2020.302333.674066>.

- Gelencsér, M., Kőműves, Z. S., Hollósy-Vadász, G., & Szabó-Szentgróti, G. (2024). Modelling employee retention in small and medium-sized enterprises and large enterprises in a dynamically changing business environment. *International Journal of Organizational Analysis*.
- Gillis, J. R. (1994). Memory and identity: The history of a relationship. *Commemorations: The politics of national identity* (pp. 1-24). Princeton University Press. <https://doi.org/10.1515/9780691186658-003>
- Ghani, B., Zada, M., Memon, K. R., Ullah, R., Khattak, A., Han, H., & Araya-Castillo, L. (2022). Challenges and strategies for employee retention in the hospitality industry: A review. *Sustainability*, 14(5), 2885.
- Graen, G. B., & Uhl-Bien, M. (1995). Relationship-based approach to leadership: Development of leader-member exchange (LMX) theory of leadership over 25 years: Applying a multi-level multi-domain perspective. *Leadership Quarterly*, 6(2), 219-247.
- Greenhaus, J. H., & Powell, G. N. (2006). When work and family are allies: A theory of work-family enrichment. *Academy of Management Review*, 31(1), 72-92.
- Haar, J. M., Russo, M., Suñe, A., & Ollier-Malaterre, A. (2014). Outcomes of work-life balance on job satisfaction, life satisfaction and mental health: A study across seven cultures. *Journal of Vocational Behavior*, 85(3), 361-373.
- Hammond, L. S., & Coetzee, M. (2022). An exploration of factors influencing the retention of senior female employees in a financial services organisation. *SA Journal of Human Resource Management*, 20, 1997.
- Hausknecht, J. P., Rodda, J., & Howard, M. J. (2009). Targeted employee retention: Performance-based and job-related differences in reported reasons for staying. *Human Resource Management*, 48(2), 269-288.
- Hidranto, Firman. (2024, Juni). Industri Tekstil dan Pakaian Tumbuh Makin Positif. [Indonesia.go.id](https://indonesia.go.id/kategori/editorial/8259/industri-tekstil-dan-pakaian-tumbuh-makin-positif?lang=1). Diakses pada 15 November 2024. <https://indonesia.go.id/kategori/editorial/8259/industri-tekstil-dan-pakaian-tumbuh-makin-positif?lang=1>.
- Hom, P.W., Allen, D.G., & Griffeth, R.W. (2019). Employee Retention and Turnover: Why Employees Stay or Leave (1st ed.). *Routledge*. <https://doi.org/10.4324/9781315145587>
- Hom, P. W., Lee, T. W., Shaw, J. D., & Hausknecht, J. P. (2017). One hundred years of employee turnover theory and research. *Journal of Applied Psychology*, 102(3), 530-545.
- Hossain, G., & Mahmood, M. (2018). Employee Turnover in the Garment Industry in Bangladesh: An Organization-level Perspective. *South Asian Journal of*

Human Resources Management, 5(2), 129–149.
<https://doi.org/10.1177/2322093718791368>.

- Hossain, M. I., Mia, M. A., & Hooy, C. W. (2023). Employee turnover and the credit risk of microfinance institutions (MFIs): International evidence. *Borsa Istanbul Review*, 23(4), 936–952. <https://doi.org/10.1016/j.bir.2023.04.001>
- Hur, Y. (2024). Assessing the Effects of Workplace Contextual Factors on Turnover Intention: Evidence from US Federal Employees. *Public Organization Review*, 1-21.
- Islam, T., Ali, G., & Ahmed, I. (2022). Learning climate and employee retention: The role of development and empowerment. *Journal of Healthcare Engineering*, 2022, 1–8.
- Jena, L., & Nayak, U. (2023). Organizational career development and retention of millennial employees: the role of job engagement and organizational engagement. *Asia-Pacific Journal of Business Administration*. <https://doi.org/10.1108/apjba-07-2022-0323>.
- Judge, T. A., Weiss, H. M., Kammeyer-Mueller, J. D., & Hulin, C. L. (2017). Job attitudes, job satisfaction, and job affect: A century of continuity and of change. *Journal of Applied Psychology*, 102(3), 356-374.
- Kabir, M. M., Uddin, M. S., & Akter, N. (2017). Effect of some factors of organizational culture in retaining employees in readymade garments industries in Bangladesh: An observation. *Stanford Journal of Business Studies*, 7(2), 165–177.
- Kar, S., & Misra, K. C. (2013). Nexus between work life balance practices and employee retention-The mediating effect of a supportive culture. *Asian social science*, 9(11), 63.
- Kassing, J. W., Piemonte, N. M., Goman, C. C., & Mitchell, C. A. (2012). Dissent expression as an indicator of work engagement and intention to leave. *The Journal of Business Communication* (1973), 49(3), 237-253.
- Korder, S., Kulesa, S., Breuherr, D., Vernim, S., & Reinhart, G. (2023). The role of work system-related factors on skilled workers' turnover intentions – A study in small and medium-sized manufacturing enterprises in Southern Germany. *International Journal of Industrial Ergonomics*, 93, 103406. <https://doi.org/10.1016/j.ergon.2022.103406>
- Kristal, T., Cohen, Y., & Navot, E. (2020). Workplace compensation practices and the rise in benefit inequality. *American Sociological Review*, 85(2), 271-297.
- Kumar, K. K., Mishra, S. K., & Budhwar, P. (2021). Employee Turnover in India: Insights from the Public–Private Debate. In *Emerald Publishing Limited eBooks* (pp. 213–238). <https://doi.org/10.1108/978-1-83909-293-020211011>.

- Kyndt, E., Dochy, F., Michielsen, M., & Moeyaert, B. (2009). Employee retention: Organisational and personal perspectives. *Vocations and Learning*, 2(3), 195-215.
- Kwenin, D.O, Konovsky, M., dan Pugh S. D., (2014) “Citizenship Behaviour and Social Exchange”, *Academy of Management Journal*, 37(3).
- Latorre, P., López-Ospina, H., Maldonado, S., Guevara, C. A., & Pérez, J. (2024). Designing employee benefits to optimize turnover: A prescriptive analytics approach. *Computers & Industrial Engineering*, 197, 110582.
- Le, H., Lee, J., Nielsen, I., & Nguyen, T. L. A. (2023). Turnover intentions: The roles of job satisfaction and family support. *Personnel Review*, 52(9), 2209-2228.
- Le, L. H., Hancer, M., Chaulagain, S., & Pham, P. (2023). Reducing hotel employee turnover intention by promoting pride in job and meaning of work: A cross-cultural perspective. *International Journal of Hospitality Management*, 109, 103409.
- Liu, Y., Han, R., Mao, Y., & Xiao, J. (2024). The indirect relationship between employee job performance and voluntary turnover: A meta-analysis. *Human Resource Management Review*, 34(4), 101039. <https://doi.org/10.1016/j.hrmr.2024.101039>
- Maertz, C.P., Jr., & Campion, M.A. (1998). 25 years of voluntary turnover research: A review and critique. *International Review of Industrial and Organizational Psychology*, 13, 49- 81.”
- Maertz Jr, C. P., Keith, M. G., Raghuram, S., Porter, C. M., & Dalton, G. L. (2023). Advancing theory and practice on managing dysfunctional turnover: developing an improved measure of turnover reasons. *Group & Organization Management*, 48(5), 1387-1429.
- Marozva, R. R., Barkhuizen, E. N., & Mageza-Mokhethi, M. E. (2024). Factors affecting the retention of millennial academics. *SA Journal of Human Resource Management*, 22, 2301.
- Mc Williams, J., Noblet, A., & Cooper, C. (2008). Regrettable turnover.
- McGinley, S., Dogru, T., & Sharma, A. (2024). The effect of job abundance on tourism employee turnover. *International Journal of Hospitality Management*, 119, 103718.
- Mercer. (2021). Dissatisfaction with pay and benefits, limited career advancement are key drivers of employee turnover in ASEAN, says Mercer’s latest survey. Mercer.com. Diakses pada 20 September 2024, <https://www.mercer.com/en-my/about/newsroom/key-drivers-of-employee-turnover-in-asean/>

- Meyer, J. P., & Allen, N. J. (1991). A three-component conceptualization of organizational commitment. *Human resource management review*, 1(1), 61-89.
- Midhat Ali, M., Qureshi, S. M., Memon, M. S., Mari, S. I., & Ramzan, M. B. (2021). Competency framework development for effective human resource management. *SAGE open*, 11(2), 21582440211006124.
- Mitchell, T. R., Holtom, B. C., Lee, T. W., Sablinski, C. J., & Erez, M. (2001). Why people stay: Using job embeddedness to predict voluntary turnover. *Academy of Management Journal*, 44(6), 1102–1121.
- Mossarah, A. (2023). Investigating factors that impact employee turnover in the medical device industry in the United Arab Emirates. *Social Sciences and Humanities Open*, 7(1), 100492. <https://doi.org/10.1016/j.ssaho.2023.100492>
- Ndiango, S., Gabriel, D., & Changalima, I. A. (2024). Give me my flowers before I die! Linking employee recognition, job satisfaction and employee retention in logistics companies: A multigroup analysis. *Social Sciences & Humanities Open*, 10, 101053.
- Noranee, Shereen., Som, Mat., Adam, Nur Atiqah., Aziz, Rozilah Abdul., Shahrudin, Shafiq. (2021). Relationship between Human Resource Practices and Employee Retention at a Private University: Work Environment as a Moderator. *Global Business and Management Research: An International Journal*.
- Olafsen, A. H., Jauvin, F., Cécire, P., & Forest, J. (2024). Money talks? The motivational mechanisms of base pay on well-being and work performance. *Scandinavian Journal of Psychology*, 65(6), 1027-1038.
- Park, T. Y., & Shaw, J. D. (2013). Turnover rates and organizational performance: a meta-analysis. *Journal of applied psychology*, 98(2), 268.
- Pham, C. T., Phung, D., Nguyen, T. L. H., Nguyen, T. V., & Chu, C. (2023). The Double Burden of Work and Life and Turnover Intention Among Migrant Garment Workers: A Case Study From an Industrial Zone in Vietnam. *Journal of Population & Social Studies*, 31.
- Pham, N. T., Tuan, T. H., Le, T. D., Nguyen, P. N. D., Usman, M., & Ferreira, G. T. C. (2023). Socially responsible human resources management and employee retention: The roles of shared value, relationship satisfaction, and servant leadership. *Journal of Cleaner Production*, 414, 137704.
- Pieters, W. R., van Zyl, E., & Nel, P. (2020). Testing a model of turnover intention: Lecturers at the University of Namibia. *SA Journal of Human Resource Management*, 18, 12.
- Potgieter, I. L., Coetzee, M., & Ferreira, N. (2018). The role of career concerns and workplace friendship in the job embeddedness–retention practices satisfaction link. *SA Journal of Industrial psychology*, 44(1), 1-9.

- Priambodo, R. I. (2018). Analisis Faktor-Faktor yang Memengaruhi Terjadinya Turnover Karyawan pada PT X. *Business and Finance Journal*, 3(1). <https://doi.org/10.33086/bfj.v3i1.414>.
- Pu, B., Sang, W., Ji, S., Hu, J., & Phau, I. (2024). The effect of customer incivility on employees' turnover intention in hospitality industry: A chain mediating effect of emotional exhaustion and job satisfaction. *International Journal of Hospitality Management*, 118, 103665.
- Rajapakshe, W. (2018). An analysis of major factors affecting labor turnover in the apparel industry in Sri Lanka: Policy alternations for solving the problem. *International Journal of Academic Research in Economics and Management Sciences*, 7(3). <https://doi.org/10.6007/ijarems/v7-i3/4542>
- Ramanan, H., Shensa, A., Guth, V., Rhoads, C., & Linkov, F. (2024). Attitudes and preferences about retention: A survey study of nursing home employees. *Geriatric Nursing*, 60, 186-190.
- Ridlo, Ilham Akhsanu (2012). Turnover Karyawan “Kajian Literatur”. Surabaya: PH Movement Publication.
- Rubenstein, A. L., Eberly, M. B., Lee, T. W., & Mitchell, T. R. (2018). Surveying the forest: A meta-analysis, moderator investigation, and future-oriented discussion of the antecedents of voluntary employee turnover. *Personnel psychology*, 71(1), 23-65.
- Saks, A. M. (2006). Antecedents and consequences of employee engagement. *Journal of Managerial Psychology*, 21(7), 600-619.
- Scott, J., Waite, S., & Reede, D. (2021). Voluntary employee turnover: A literature review and evidence-based, user-centered strategies to improve retention. *Journal of the American College of Radiology*, 18(3), 442-450.
- Selesho, R. A., & Matjie, M. A. (2024). Exploring turnover intentions of employees at a South African government education council. *SA Journal of Human Resource Management*, 22, 2251.
- Senayah, W. K., & Biney-Aidoo, V. (2024). Antecedents of turnover intentions and organizational commitment of workers in the apparel industry: The moderating effect of creative behavior and instrumental readiness. *Social Sciences & Humanities Open*, 10, 101119.
- Shaw, J. D., Gupta, N., & Delery, J. E. (2005). Alternative conceptualizations of the relationship between voluntary turnover and organizational performance. *Academy of Management Journal*, 48(1), 50-68.
- Shum, C., Kim, H. J., Calhoun, J. R., & Putra, E. D. (2024). “I was so scared I quit”: Uncanny valley effects of robots’ human-likeness on employee fear and industry turnover intentions. *International Journal of Hospitality Management*, 120(April), 103762. <https://doi.org/10.1016/j.ijhm.2024.103762>.

- Stajkovic, A. D., & Luthans, F. (2003). Behavioral management and task performance in organizations: Conceptual background, meta-analysis, and test of alternative models. *Personnel Psychology*, 56(1), 155-194.
- Stevens, L., & Wrenn, C. (2013). Exploratory (qualitative) research. *Concise encyclopedia of church and religious organization marketing*, 53.
- Strenitzerova, M., & Komackova, S. (2023). The Impact of Age Diversity on Employee Turnover and Loyalty in the Postal Sector. *Transportation Research Procedia*, 74, 172–179. <https://doi.org/10.1016/j.trpro.2023.11.127>
- Stofberg, R., Mabaso, C. M., & Bussin, M. H. (2022). Employee responses to pay transparency. *SA Journal of Industrial Psychology*, 48(1), 1-12.
- Suárez-Albanchez, J., Gutierrez-Broncano, S., Jimenez-Estevéz, P., & Blázquez-Resino, J. J. (2022). Organizational support and turnover intention in the Spanish IT consultancy sector: Role of organizational commitment. *Cogent Social Sciences*, 8(1), 2051790.
- Takawira, N., & Coetzee, M. (2019). Psychosocial resources, support, and career satisfaction among professional women: A South African study. *Journal of Psychology in Africa*, 29(3), 208-216.
- Tett, R. P., & Meyer, J. P. (1993). Job satisfaction, organizational commitment, turnover intention, and turnover: Path analyses based on meta-analytic findings. *Personnel Psychology*, 46(2), 259–293.
- Towerswatson.com. (2012). Tower Watsons Global Workforce Study: Organisations Face A Huge Retention Risks With Nearly Two-Thirds of The Indonesian Workforce Not Highly Engaged. Diakses pada 12 November 2024 dari <http://www.towerswatson.com/enID/Press/2012/09/organisations-face-a-huge-retention-risk-with-nearly-two-thirds-of-the-indonesianworkforce>.
- Urumsah, D., Quaddus, M., & Galbrieth, J. (2011). An Investigation into the Factors Influencing Consumers to Use E-Services of Indonesian Airlines: The Role of Motivation. *19th European Conference on Information Systems: ICT and Sustainable Service Development*.
- Van Dierendonck, D., Haynes, C., Borrill, C., & Stride, C. (2004). Leadership behavior and subordinate well-being. *Journal of Occupational Health Psychology*, 9(2), 165-175.
- Van Dyk, J., Coetzee, M., & Takawira, N. (2013). Satisfaction with retention factors as predictors of the job embeddedness of medical and information technology services staff. *Southern African Business Review*, 17(1), 57-75.
- Wang, P., & Walumbwa, F. O. (2007). Family-friendly programs, organizational commitment, and work withdrawal: The moderating role of transformational leadership. *Personnel Psychology*, 60(2), 397-427.

- Whitener, E. M., Brodt, S. E., Korsgaard, M. A., & Werner, J. M. (1998). Managers as initiators of trust: An exchange relationship framework for understanding managerial trustworthy behavior. *Academy of management review*, 23(3), 513-530.
- Yamamoto, H. (2011). The relationship between employee benefit management and employee retention. *The International Journal of Human Resource Management*, 22(17), 3550–3564. <https://doi.org/10.1080/09585192.2011.560871>.
- Yin, R. K. (2011). *Qualitative Research from Start to Finish*. The Guilford Press.
- Zhang, Z., Yu, X., & Liu, X. (2022). Do I decide my career? Linking career stress, career exploration, and future work self to career planning or indecision. *Frontiers in Psychology*, 13, 997984.
- Zhou, K., Xia, Y., Zhang, G., He, W., & Jiang, K. (2024). Delayed pay and employee turnover: The buffering role of pay-for-performance. *Human Resource Management*, 63(1), 121-139.
- Zimmerman, R. D., Swider, B. W., & Boswell, W. R. (2019). Synthesizing content models of employee turnover. *Human Resource Management*, 58(1), 99-114.