

DAFTAR PUSTAKA

- Abelson, M. A., & Baysinger, B. D. (1984). Optimal and Dysfunctional Turnover: Toward an Organizational Level Model. *Academy of Management Review*, 9 (2). 331-341.
- Abubakar, R.A., Chauhan, A., & Kura K. M. (2014). Role of demographic variables in predicting turnover intention among registered nurses in nigerian public hospitals. *International Journal of Business and Technopreneurship*, 4 (3), 373-383.
- Ajzen, I. (2005). *Attitudes, Personality, and Behaviour*. New York: Mc Graw Hill.
- Angeline, T. (2011). Managing generational diversity at the workplace expectations and perceptions of different generations expectations and perceptions of different generations. *African Journal of Business Management*, 5 (2). 249-255.
- Anjayani, A. D. (2005). *The Relationship Between Psychological Climate, Job Involvement And Intention To Turnover In Savoy Homann Bidakara Hotel Bandung*. (Thesis tidak dipublikasikan). Fakultas Manajemen Universitas Gadjah Mada, Yogyakarta.
- Annual Report Bursa Efek Indonesia tahun 2016*. Diunduh dari <http://annualreport.id/annualreport/pt-bursa-efek-indonesia-laporan-tahunan-2016> tanggal 10 Januari 2018.
- Azwar, S. (2012). *Penyusunan Skala Psikologi*. Yogyakarta: Pustaka Pelajar.
- Azwar, S. (2013). *Metode Penelitian*. Yogyakarta: Pustaka Pelajar.
- Becker, H. S. (1960). Notes on the Concept of Commitment. *The American Journal of Sociology*, 66 (1). 32-40.
- Beynen, J. (2016). Millennials and Turnover: Generational problem or outdated Company practices. Diunduh dari <https://srghr.com/workforce-development-employers/millennials-turnover-generational-problem-outdated-company-practices/> tanggal 18 Juni 2018.
- Biswas, S. (2009). Job satisfaction and job involvement as mediators of the relationship between psychological climate and turnover intention. *South Asian Journal of Management*, 16 (1), 27-43.

- Biswas, S. (2010). Relationship between psychological climate and turnover intentions and its impact on organisational effectiveness: A study in Indian organisations. *IIMB Management Review*, 22, 102-110.
- Brown, S. P., & Leigh, T. W. (1996). A new look at psychological climate and its relationship to job involvement, effort and performance. *Journal of Applied Psychology*, 81 (4). 358-368.
- Chandra, D. O., Hubeis, A. V. S., & Sukandar, D. (2017). Kepuasan kerja generasi x dan generasi y terhadap komitmen kerja di bank mandiri palembang. *Jurnal Aplikasi Bisnis dan Manajemen*, 3 (1). 12-22.
- Creswell, J. W. (2005). *Educational Research: Planning, Ponducting and Evaluating Quantitative and Qualitative Research*. New Jersey: Pearson Education. Inc.
- Dartey-Baah, K. & Amoako. G. K. (2011). Application of Frederick Herzbergs Two-Factor theory in assessing and understanding employee motivation at work: a Ghanaian Perspective. *European Journal of Business and Management*. 3 (9).
- De Meuse, K. P. & Mlodzik, K. J. (2010). A second look at generational differences in the workforce: implication for HR and talenta management. *Korn/Ferry Leadership and Talent Consulting*. 33 (2): 51-58.
- Dickson, M. W., Resik, C. J., & Hanges, P. J. (2006). When Organizational Climate is Unambiguous, It is also strong. *Journal of Applied Psychology*. 91 (2). 351-364.
- Dupre, K. E., & Day, A. L. (2007). The effects of supportive management and job quality on the turnover intentions and health of military personnel. *Human Resource Management*, 46 (2), 185–201.
- Ertas, N. (2015). Turnover intentions and work motivations of millennial employees in federal service. *Public Personnel Management*, 44(3), 401-42.
- Emiroglu, B. D., Akova, O., & Haluk, T. (2015). The relationship between turnover intention and demographic factors in hotel businesses: a study at five star hotels in istanbul. *Social and Behavioral Sciences*, 207. 385 397.
- Fajariah, A. (2017). *Hubungan antara worklife balance dengan komitmen organisasi pada karyawan generasi Y*. (Skripsi tidak dipublikasikan). Fakultas Psikologi Universitas Gadjah Mada, Yogyakarta.

- Field, A. (2009). *Discovering Statistics Using SPSS*. London: Sage Publications Ltd.
- Fishbein, M., & Ajzen, I. (1975). *Belief, Attitude, Intention, and Behavior: An Introduction to Theory and Research*. MA: Addison-Wesley.
- Gibson, J. L., Ivancevich, J. M., & Donnelly, J. H. (1995). *Organization*. USA: Richard D. Irwin, Inc.
- Hay Group. (2014). Worker turnover rate rising. Diunduh dari <http://www.haygroup.com/sg/press/details.aspx?id=38222> tanggal 2 January 2018.
- Ho, J. A., Sambasivan, M., & Liew, E. Y. (2013). The relationship between job insecurity, shock, and turnover intention, amongst survivors of organizational downsizing. *Pertanika Journal of Social Sciences & Humanities*, 21, 101- 114.
- Huffman, A. H., & Olson, K. J. (2016). Gender Differences In Perceptions Of Resources And Turnover Intentions Of Work-Linked Couples In Masculine Occupations. *Wiley Online Library*. DOI: 10.1002/smi.2709.
- James, L. R., & Jones, A. P. (1974). Organizational Climate: A review of theory and Research. *Psychological Bulletin*. 81 (12). 1096-1112.
- James, L. R., Hater, J. J., Gent, M. J., & Bruni, J. R. (1978). Psychological climate: implications from cognitive social learning theory and interactional psychology. *Personnel Psychology*. 31.
- James, L. A., & James, L. R. (1989). Integrating work Environment perceptions: Exploration into the measurement of meaning. *Journal of applied psychology*, 74, 739-751.
- Jex, S. M., & Britt, T. W. (2008). *Organizational Psychology a Scientist Practitioner Approach*. New Jersey: John Wiley & Sons, Inc.
- Kahn, W. A. (1990). Psychological condition of personal engagement and disengagementat work. *Academic of Management Journal*, 33, 992-724.
- Kahn, R.L., Wolfe, D.M., Quinn, R.P., Snoek, J.D. & Rosenthal, R.A. (1964) *Organizational Stress: Studies in Role Conflict and Ambiguity*. Wiley, New York.
- Kamus Besar Bahasa Indonesia. [Online]. Diunduh dari kbbi.kemdikbud.go.id/ tanggal 20 Januari 2018.

- Kapoor, N. M. (2013). 1 in 4 Indian Employees Set To Switch Jobs As Growth Picks Up. Diunduh dari <http://haygroup.com> tanggal 30 Desember 2017.
- Karlowicz, K. A., & Ternus, M. P. (2009). Issues influencing psychiatric nurse retention during the First year of employment: a case analysis. *Journal of Nursing Management*. 17. 49-58.
- Kiewitz, C., Hochwarter, W., Ferris, G., & Castro, S. (2002). The role of psychological climate in neutralizing the effects of organizational politics on work outcomes. *Journal of Applied Social Psychology*. 32 (6), 1189-1207.
- Kowske, B. J., Rasch, R., Wiley, J. (2010). Millennials lack of attitude problem : an examination of generational effects on work attitudes. *J Bus Psychol*. 25. 265-279.
- Kratz, H. (2013). Maximizing Millennials: The Who, How, and Why of Managing Gen Y. Diunduh dari <https://onlinemba.unc.edu/blog/geny-in-the-workplace/> pada tanggal 20 Juni 2018.
- Kreitner, R., & Kinicki, A. (2010). *Organizational Behavior*. 9th edition. United State of America: McGraw-Hill International.
- Lee, T. W., & Mitchell, T. R. (1994). An Alternative approach: the unfolding model of voluntary employee turnover. *Academy of Management Review*. 19 (1). 51-89.
- Lin, She-Cheng., & Lin, J. S-J. (2011). Impacts of coworkers relationship on organizational commitment and intervening effects of job satisfaction. *African Journal of Business Management*. 5 (8), 3396-3409.
- Lyness, K. S., & Judiesch, M. K. (2001). Are female managers quitters? The relationships of gender, promotions, and family leaves of absence to voluntary turnover. *Journal of Applied Psychology*, 86(6), 1167-1178.
- Maarja. (2017). *Labor Costs in Indonesia and the Employment Culture*. Diunduh dari [emerhub:https://emerhub.com/indonesia/labor-costs-culture-indonesia/](https://emerhub.com/indonesia/labor-costs-culture-indonesia/) tanggal 2 Januari 2018.
- March, J., & Simon, H. (1958). *Organizations*. New York: Wiley.
- Mendes, F., & Stander, M.W. (2011). Positive organisation: The role of leader behaviour in work engagement and retention. *SA Journal of Industrial Psychology/SA Tydskrif vir Bedryfsielkunde*, 37(1), Art. #900, 13 pages.
- Meyer, J. P., & Allen, N. J. (1991). Three-component conceptualization of organizational commitment. *Human Resource Management Review*. 1(1).61-89.

- Mobley, W. H. (1977). Intermediate linkages in the relationship between job satisfaction and employee turnover. *Journal of Applied Psychology*. 62 (2). 237-340.
- Mobley, W.H. (1982). Some Unanswered Questions in Turnover and Withdrawal Research. *Academy of Management Review*. 7 (1). 111-116.
- Mobley, W. H. (1986). *Pergantian Karyawan: Sebab-Akibat dan Pengendaliannya*. Penerjemah: Nurul Iman. PT. Gramedia: Jakarta Pusat.
- 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.
- Mundi, D. A. (2012). *Hubungan antara komunikasi yang efektif atasan kepada bawahan dengan intensi turnover pada karyawan divisi news & current affairs Kompas Inspirasi Indonesia*. (Skripsi tidak dipublikasikan). Fakultas Psikologi Universitas Gadjah Mada, Yogyakarta.
- Ngantung, D. (2013). Survei membuktikan: 60 % anak muda Indonesia suka berpindah tempat kerja. Diunduh dari: <http://www.tirubunnews.com> tanggal 20 Januari 2018.
- O'Neill, B. S., & Arendt. L. A. (2008). Psychological climate and work attitudes: the importance of telling the right story. *Journal of Leadership and Organizational Studies*, 14 (4), 353-370.
- Parker, C. P., Baltes, B. B., Young, S. A., Huff, J. W., Altmann, R. A., Lacost, H. A., & Roberts, J. E. (2003). Relationship between psychological climate perceptions and work outcomes: a meta analytic review. *Journal of Organizational Behavior*. 24. 389-416
- Passer, M. W., & Smith, R. F. (2008). *Psychology-The Science of Mind and Behavior 4th edition*. New York: Mc Graw-Hill.
- Porter. L. W.. & Steers. R. M. (1973). Organizational, work, and personal factors in employee turnover and absenteeism. *Psychological Bulletin*, 80: 151 176.
- Prahadi, Y. (2015). *Turnover talenta tinggi, ini dia pemicunya*. Diunduh dari <https://swa.co.id/swa/trends/management/turnover-talent-tinggi-ini-dia-pemicunya-survei> tanggal 2 Januari 2018.
- Price, J. L. (2001). Reflections on the determinants of voluntary turnover. *International Journal of Manpower*, 22, 600-624.

- Price, J. L., & Mueller, C. W. (1981). A causal model of turnover for nurses. *Academy of Management Journal*, 24 (3), 543-565.
- Queiri, A., & Madbouly, A. (2017). Generation Y-turnover: a complementary fit perspective. *Journal of Economics and Behavioral Studies*. 9 (1). 217-231.
- Rahasia, R. (2014). *Analisis Pengaruh Perilaku Kepemimpinan Transformasional dan Iklim Psikologis pada Kinerja Karyawan*. (Skripsi tidak dipublikasikan). Yogyakarta: Universitas Gadjah Mada.
- Ramdhani, N. (2011). Penyusunan alat pengukur berbasis theory of planned behavior. *Buletin Psikologi*, 19 (2), 55-69.
- Republik Indonesia. (1995). Undang-undang No. 8 Tahun 1995 tentang Pasar Modal. Lembaran Negara RI Tahun 1995, No.64. Sekretariat Negara, Jakarta.
- Robbins, S. P. (2003). *Organizational Behavior*. New Jersey: Prentice Hall Inc.
- Robbins, S. P., & Judge, T. A. (2013). *Organizational Behavior* (ed. 15). New Jersey: Pearson Education.
- Sachau, D. A. (2007). Resurrecting the motivation hygiene theory: Herzberg and the positive psychology movement. *Human Resource Development Review*. 6 (4) 377-393.
- Sahin, F. (2011) Affective commitment as a mediator of the relationship between psychological climate and turnover intention. *World Applied Sciences Journal*, 14 (4): 523-530.
- Staw, B. M. (1980). The consequences of turnover. *Journal of Occupational Behaviour*. 1 (253-273).
- Steele, J. P., & Fullagar, C. J. (2009). Facilitators and outcomes of student engagement in a college setting. *The Journal of Psychology: Interdisciplinary and Applied*. 143:1, 5-27, DOI: 10.3200/JRLP.143.1.5-27.
- Suhartadi, I. (2017). Generasi Millennial Mulai Mendominasi Tempat Kerja. Diunduh dari <http://www.beritasatu.com/ipitek/434927-generasi-millennial-mulai-mendominasi-tempat-kerja.html> tanggal 20 Juni 2018.
- Super, D. (1984). *Career and life Development*. San Fransisco: Jossey Bass.
- Thayer, S. (2008). *Psychological climate and its relationship to employee engagement and` organizational citizenship behaviors*. (Disertasi

tidak dipublikasikan). Doctor of Philosophy, Capella University, Minnesota.

- Tse, H. H. M, Huang, X. & Lam, W. (2013). Why does transformasional leadership matter for employee turnover? A multi-foci sosial exchange perspective. *The Leadership Quarterly*, 24, 763-776.
- Ulndag, O., Khan, S., & Guden, N. (2011). The effects of job satisfaction, organizational commitment, organizational citizenship behavior on turnover intentions. *Hospitality Review*. 29 (2).
- Utley, D. R., Westbrook, J., & Turner, S. (1997). The relationship between Herzberg's two-factor theory and quality improvement implementation. *Engineering Management Journal*. 9:3. 5-14.
- Woodard, G., Cassill, N., & Herr, D. (1994). The relationship between psychological climate and work motivation in a retail environment. *The International Review of Retail, Distribution and Consumer Research*, 4(3), 297-314. doi: 10.1080/09593969400000022.
- Yavorsky, J. E., Dush, C. M. K., & Schoppe-Sullivan, S. J. (2015). The production of inequality: The gender division of labor across the transition to parenthood. *Journal of Marriage and Family*. 77. 662-679. DOI:10.1111/jomf.12189
- Yusoff, W. F. W., Kian, T. S., & Idris, M. T. M. (2013). Herzberg's two-factor theory of work motivation: does it works for todays environment?. *Global Journal of Commerce & Management Perspective*. 2(5): 18-22.



UNIVERSITAS
GADJAH MADA

Peran Iklim Psikologis terhadap Intensi &i> Turnover &i>
CARINNA ANDIVA P, Sri Hartati, Dra., M.Si., Psikolog
Universitas Gadjah Mada, 2018 | Diunduh dari <http://etd.repository.ugm.ac.id/>