

## REFERENCES

- Abelson, M. A. 1987. Examination of Avoidable and Unavoidable Turnover. *Journal of Psychology*, 72: 382-386.
- Ahmed, M and N. Nawaz. 2015. Impact of Organizational Commitment on Employee Turnover: A Case Study of Pakistan International Airlines (PIA). *Industrial Engineering Letters*. Vol. 5 (8)
- Anne P. Crick, Andrew Spencer, (2011) "Hospitality quality: new directions and new challenges", *International Journal of Contemporary Hospitality Management*, Vol. 23 Issue: 4, pp.463-478
- Avolio, B., Gardner, W., Walumbwa, F., Luthans, F. and May, D. (2004), "Unlocking the mask: a look at the process by which authentic leaders impact follower attitudes and behaviors", *The Leadership Quarterly*, Vol. 15 No. 6, pp. 801-823.
- Avolio, B. and Gardner, W. (2005), "Authentic leadership development: getting to the root of positive forms of leadership", *The Leadership Quarterly*, Vol. 16 No. 3, pp. 315-338.
- Azanza, G., Moriano, J.A. Molero, Mangin, J.L., (2015) "The effects of authentic leadership on turnover intention", *Leadership & Organization Development Journal*, Vol. 36 Issue: 8, pp.955-971.
- Barney, J.B. (1991), "Firm resources and sustained competitive advantage", *Journal of Management*, Vol. 17 No. 5, pp. 99-120.
- Baron, R.M. and Kenny, D.A. (1986), "The moderator-mediator variable distinction in social psychological research: conceptual, strategic, and statistical considerations", *Journal of Personality and Social Psychology*, Vol. 51 No. 6, pp. 1173-1182.
- Barron, P. (2008) "Education and talent management: implications for the hospitality industry", *International Journal of Contemporary Hospitality Management*, Vol. 20 Issue: 7, pp.730-742.
- DeConinck, J. and Stilwell, D. (2004), "Incorporating organizational justice, role states, pay satisfaction and supervisor satisfaction in a model of turnover intentions", *Journal of Business Research*, Vol. 57 No. 3, pp. 225-231. 195
- DeConinck, J. (2010) "The effect of organisational justice, perceived organisational support, and perceived supervisor support on marketing", *Journal of Business Research*, 63, pp. 1349-1355

- Gardner, W., Avólio, B., Luthans, F., May, D. and Walumbwa, F. (2005), “Can you see the real me? A self-based model of authentic leader and follower development”, *The Leadership Quarterly*, Vol. 16 No. 6, pp. 343-372.
- Gatling,A, Kang, H.J, Kim, J.S., (2016) "The effects of authentic leadership and organizational commitment on turnover intention", *Leadership & Organization Development Journal*, Vol. 37 Issue: 2, pp.181-199.
- Giallonardo, L.M., Wong, C.A. and Iwasiw, C.L. (2010), “Authentic leadership of preceptors: predictor of new graduate nurses’ work engagement and job satisfaction”, *Journal of nursing management*, Vol. 18 No. 8, pp. 993-1003.
- Gustafson, C. M. (2002). “Employee turnover: a study of private clubs in the USA” ,*International Journal of Contemporary Hospitality Management*, 14(3), 106–113.
- Hinkin, T.R. & Tracey, J.B. (2000) ‘The cost of turnover’, *Cornell Hotel and Restaurant Administration Quarterly*, Vol. 41 No. 3, pp. 14-21
- Iverson, R. D., & Deery, M. (1997). “Turnover culture in the hospitality industry.” *Human Resource Management Journal*, 7(4), 71–82.
- Javid, Muhammad & Luqman, Kashif & Amir, Hina & Umair, Tahira. (2015). “Authentic leadership affects Employee’s Attitudes (Affective Commitment) through the Mediation Role of Personal Identification and Organizational Identification”, *International Journal of Academic Research in Business and Social Sciences*. 5.
- Oh, J., Cho, D., Lim, D.H. (2018) "Authentic leadership and work engagement: the mediating effect of practicing core values", *Leadership & Organization Development Journal*, Vol. 39 Issue: 2, pp.276-290
- Oh, J., Oh, S. (2017) "Authentic leadership and turnover intention: does organizational size matter?", *Leadership & Organization Development Journal*, Vol. 38 Issue: 7, pp.912-926
- Leroy, Hannes, Tony Simons, Michael E. Palanski (2011). Authentic Leadership and Behavioral Integrity as Drivers of Follower Commitment and Performance. *Springer Science Business Media B.V.* 2011.
- Lee, T.W. and Mowday, R.T. (1987), “An empirical investigation of Steers and Mowday’s model of turnover”, *Academy of Management Journal*, Vol. 30 No. 4, pp. 721-743.
- Lee, C. C., Huang, S. H., & Zhao, C. Y. (2012). A study on factors affecting turnover intention of hotel employees. *Asian economic and financial*, 868-

870.

- Leroy, H., Palanski, M.E. and Simons, T. (2012), "Authentic leadership and behavioral integrity as drivers of follower commitment and performance", *Journal of Business Ethics*, Vol. 107 No. 3, pp. 255-264.
- Liu, Y., Fuller, B., Hester, K., Bennett, R.J. and Dickerson, M.S. (2018), "Linking authentic leadership to subordinate behaviors", *Leadership & Organization Development Journal*, Vol. 39 No. 2, pp. 218-233.
- Ma, S.J., Chen, J.Q. and Wang, L. (2003) A Study on the Causes of Employee Turnover. *China Human Resources Development*, 9, 18-20.
- Meyer, J.P., Stanley, D.J., Herscovitch, L. and Topolnytsky, L. (2002), "Affective, continuance, and normative commitment to the organization: a meta-analysis of antecedents, correlates, and consequences", *Journal of Vocational Behavior*, Vol. 61 No. 1, pp. 20-52.
- Meyer, J.P., Allen N.J., & Smith, C.A. (1993). "Commitment to organizations and occupations: extension and test of three- component conceptualization," *Journal of Applied Psychology*, 78:538-51.
- Meyer, J.P and N.J Allen, (1991). A three-component conceptualization of organizational commitment. *Human Resource Management Review.*, 1:61-89.
- Milman, A., & Dickson, D. (2014). Employment characteristics and retention predictors among hourly employees in large US theme parks and attractions. *International Journal of Contemporary Hospitality Management*, 26, 447-469.
- Mobley, W.H., Horner, S.O. and Hollingworth, A.T. (1978), "An evaluation of precursors of hospital employee turnover", *Journal of Applied Psychology*, Vol. 63 No. 4, pp. 408-414.
- Moorman, Robert & Grover, Steven. (2009). "Why does leader integrity matter to followers? An uncertainty management-based explanation". *International Journal of Leadership Studies*. 5. 102-114.
- Moorman, RH, Blakely, GL & Darnold, T.C. (2018), "Understanding How Perceived Leader Integrity Affects Follower Trust: Lessons From the Use of Multidimensional Measures of Integrity and Trust", *Journal of Leadership and Organizational Studies*, vol. 25, no. 3, pp. 277-289.
- Neuza Ribeiro, Daniel Gomes, Shaji Kurian, (2018) "Authentic leadership and

- performance: the mediating role of employees' affective commitment", *Social Responsibility Journal*, Vol. 14 Issue: 1, pp.213-225.
- Nwokocha, I., & Iheriohanma, E. (2015). "Nexus Between Leadership Style, Employee Retention and Performance In Organisations in Nigeria". *European Scientific Journal*.
- O'Neill, J. W., & Davis, K. (2011). Work stress and well-being in the hotel industry. *International Journal of Hospitality Management*, 30(2), 385–390.
- Saeed, Iqra & Waseem, Momina & Sikander, Sidra & Rizwan, Muhammad. (2014). The relationship of Turnover intention with job satisfaction, job performance, Leader member exchange, Emotional intelligence and organizational commitment. *International Journal of Learning and Development*. 4. 10.529.
- Semedo, S., Coelho, A. and Ribeiro, N. (2016), "Effects of authentic leadership, affective commitment and job resourcefulness on employees' creativity and individual performance", *Leadership & Organization Development Journal*, Vol. 37 No. 8, pp. 1038-1055.
- Simons, T., Friedman, R., Liu, L. A., & Parks, J. M. (2008). "The importance of behavioral integrity in a multicultural workplace", *Cornell Hospitality Reports*, 8(17), 6-16.
- Simons, T. (2002). "Behavioral integrity: The perceived alignment between managers' words and deeds as a research focus. *Organization Science*, 13(1), 18-35. •
- Somunoglu, S., Erdem, E., & Erdem, U. (2012). Organizational commitment in healthcare sector workers: Sample of Denizli city. *Healthmed*, 6, 2362-2369.
- Stinglhamber F. and Vandenberghe, C. (2003), "Organizations and supervisors as sources of support and targets of commitment: A longitudinal study", *Journal of Organizational Behavior*, Vol. 24 No. 3, pp. 251–270.
- Thomas W. Nichols, Rod Erakovich, (2013) "Authentic leadership and implicit theory: a normative form of leadership?", *Leadership & Organization Development Journal*, Vol. 34 Issue: 2, pp.182-195.
- Tnay, E., Othman, A. E. A., Siong, H. C., & Lim, S. L. O. (2013). The Influences of Job Satisfaction and Organizational Commitment on Turnover Intention. *Procedia - Social and Behavioral Sciences*, 97, 201–208.
- Walumbwa, F.O., Avolio, B.J., Gardner, W.L., Wernsing, T.S. and Peterson, S.J. (2007), "AL: development and validation of a theory-based measure",

*Journal of Management*, Vol. 34 No. 1, pp. 89-126.

Walumbwa, F., Avolio, B., Gardner, W., Wernsing, T. and Peterson, S. (2008), "Authentic leadership: development and validation of a theory-based measure", *Journal of Management*, Vol. 34 No. 1, pp. 89-126.

Weber, Anna & Weibler, Jürgen & Petersen, Malte. (2013). "To thine own self be true": The effects of enactment and life storytelling on perceived leader authenticity. *The Leadership Quarterly*. 24. 477–495. 10.1016/j.leaqua.2013.03.003.

Wong, Y.-W., & Wong, Y. (2017). "The effects of perceived organisational support and affective commitment on turnover intention". *Journal of Chinese Human Resources Management*, 8(1), 2–21.

Yan Liu, Bryan Fuller, Kim Hester, Rebecca J. Bennett, Marcia Simmering Dickerson, (2018) "Linking authentic leadership to subordinate behaviors", *Leadership & Organization Development Journal*, Vol. 39 Issue: 2, pp.218-233

Zhang, Y. (2016) A Review of Employee Turnover Influence Factor and Countermeasure, *Journal of Human Resource and Sustainability Studies*, 4, 85-91.

Zhang, M. and Li, S.Z. (2002) A Review of Psychological Casual Models of Employee Voluntary Turnover. *Journal of Developments in Psychological*, 3, 330-341.

<https://www.bps.go.id/dynamictable/2015/11/09/980/tingkat-penghunian-kamar-pada-hotel-bintang-di-indonesia-2008---2018.html>, accessed on October 20, 2018.

<https://www.bps.go.id/dynamictable/2015/09/23/950/tingkat-penghunian-kamar-hotel-dan-akomodasi-lainnya-menurut-provinsi-2000---2016.html>, accessed on October 20, 2018.

<https://www.bps.go.id/statictable/2009/04/08/1377/jumlah-tamu-indonesia-pada-hotel-bintang-menurut-provinsi-tahun-2003-2016.html>, accessed on October 20, 2018.

<https://www.bps.go.id/statictable/2009/04/08/1378/jumlah-tamu-asing-pada-hotel-non-bintang-menurut-provinsi-tahun-2003-2016.html>, accessed on October 20, 2018.

<https://www.bps.go.id/statictable/2009/04/08/1379/jumlah-tamu-indonesia-pada-hotel-non-bintang-menurut-provinsi-tahun-2003-2016.html>, accessed on October 20, 2018.

<https://www.bps.go.id/statictable/2009/04/08/1376/jumlah-tamu-asing-pada-hotel-bintang-menurut-provinsi-tahun-2003-2015.html>, accessed on October 20, 2018.

<https://www.bps.go.id/pressrelease/2018/08/01/1474/jumlah-kunjungan-wisman-ke-indonesia-juni-2018-mencapai-1-32-juta-kunjungan.html>, accessed on October 20, 2018.

<https://yogyakarta.bps.go.id/dynamictable/2017/08/02/50/ketenagakerjaan.html>, accessed on October 20, 2018.

Minister of PAN RB No. 11/2014 [http://sdm.ugm.ac.id/web/sk/2015\\_permenpan-6-2015\\_pedoman-pembatasan-pertemuan-di-luar-kantor.pdf](http://sdm.ugm.ac.id/web/sk/2015_permenpan-6-2015_pedoman-pembatasan-pertemuan-di-luar-kantor.pdf)