

## DAFTAR PUSTAKA

- 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.
- Abera, E., Yitayal, M., & Gebreslassir, M. (2014). Turnover Intention and Associated Factors Among Health Professionals in University of Gondar Referral Hospital, Northwest Ethiopia. *International Journal of Economics and Management Sciences*, 3(4), 67–74.
- Adriaenssens, J., De Gucht, V., & Maes, S. (2015). Causes and consequences of occupational stress in emergency nurses, a longitudinal study. *Journal of Nursing Management*, 23(3), 346–358.
- Alhamwan, M., Mat, N. B., & Muala, I. Al. (2015). The Impact of Organizational Factors on Nurses Turnover Intention Behavior at Public Hospitals in Jordan: How Does Leadership, Career Advancement and Pay-Level Influence the Turnover Intention Behavior among Nurses. *Journal of Management and Sustainability*, 5(2), 154–161.
- Aljedaani, S. M. (2017). Nurses' Perceptions of Nursing as a Profession and Its Impact on Their Intention to Leave Their Career: Staff Nurses in Jeddah City. *IOSR Journal of Nursing and Health Science*, 06(02), 13–23.
- Arnaiz, H. . (2018). Pengaruh Person Organization Fit dan Iklim Psikologikal Pada Kepuasan Kerja Studi Pada Karyawan Di Divisi Engineering PT Sarihusada Generasi Mahardhika. *Unpublished Tesis*, Universitas Gadjah Mada.
- Asegid, A., Belachew, T., & Yimam, E. (2014). Factors Influencing Job Satisfaction and Anticipated Turnover among Nurses in Sidama Zone Public Health Facilities, South Ethiopia. *Nursing Research and Practice*, 2014, 1–26.
- Atitsogbui, J., & Amponsah-Tawiah, K. (2019). Turnover intention and job fit among nurses in Ghana: Does psychological climate matter? *Nursing Open*, 6(2), 546–557.
- Azwar, S. (2012). *Penyusunan Skala Psikologi*. Pustaka Pelajar. Yogyakarta

- Cable, D. M., & DeRue, D. S. (2002). The convergent and discriminant validity of subjective fit perceptions. *Journal of Applied Psychology*, 87(5), 875–884.
- Cable, D. M., & Judge, T. A. (1996). Person-organization fit, job choice decisions, and organizational entry. *Organizational Behavior and Human Decision Processes*, 67(3), 294–311.
- Chen, H., Li, G., Li, M., Lyu, L., & Zhang, T. (2018). A cross-sectional study on nurse turnover intention and influencing factors in Jiangsu Province, China. *International Journal of Nursing Sciences*, 5(4), 396–402.
- Dasgupta, P. (2019). *Job Commitment in Relation to Turnover Intention of Nurses : An Empirical Study. December.*
- Dewanto, A., & Wardhani, V. (2018). Nurse turnover and perceived causes and consequences: A preliminary study at private hospitals in Indonesia. *BMC Nursing*, 17(Suppl 2), 1–7.
- Elizabeth, M. L. (2012). Hubungan Antara Pelanggaran Kontrak Psikologis Menurut Perawat Dengan Intention To Quit Dan Kepuasan Kerja Perawat Rumah Sakit X Tahun 2011. *Unpublished Thesis*, Universitas Indonesia.
- Erni, S., & Agusdin, F. L. M. (2019). the Influence of Compensation, Job Satisfaction and Organizational Commitment on Nurses' Turnover Intention At Accredited Health Services of East Lombok Regency, Indonesia. *Russian Journal of Agricultural and Socio-Economic Sciences*, 91(7), 141–147.
- Ferede, A., Kibret, G. D., Million, Y., Simeneh, M. M., Belay, Y. A., & Hailemariam, D. (2018). Magnitude of Turnover Intention and Associated Factors among Health Professionals Working in Public Health Institutions of North Shoa Zone, Amhara Region, Ethiopia. *BioMed Research International*, 2018.
- Findik, M., Öğüt, A., & Çağlıyan, V. (2013). An evaluation about person - organization fit, job satisfaction, and turnover intention: A case of health institution. *Mediterranean Journal of Social Sciences*, 4(11), 434–440.
- Getie, G. A., Betre, E. T., & Hareri, H. A. (2015). Assessment of Factors Affecting Turnover Intention Among Nurses Working at Governmental Health Care Institutions in East Gojjam, Amhara Region, Ethiopia, 2013. *American*

- Journal of Nursing Science*, 4(3), 107.
- Griffeth, R. W., & Hom, P. W. (1988). A Comparison of Different Conceptualizations of Perceived Alternatives in Turnover Research. *Journal of Organizational Behavior*, 9(2), 103–111.
- Griffiths, P., Saville, C., Ball, J., Jones, J., Pattison, N., & Monks, T. (2020). Nursing workload, nurse staffing methodologies and tools: A systematic scoping review and discussion. *International Journal of Nursing Studies*, 103.
- Gulo, W. (2002). *Metodologi Penelitian*. Gramedia Widiasarana Indonesia.
- Hailu, T., Sisay, D., & Negash, E. (2016). *Factors Affecting Turnover Intention among Health Professionals in Specialized Hospitals – Specifically at Jimma University Specialized Hospital*. 8(22), 195–201.
- Halter, M., Boiko, O., Pelone, F., Beighton, C., Harris, R., Gale, J., Gourlay, S., & Drennan, V. (2017). The determinants and consequences of adult nursing staff turnover: A systematic review of systematic reviews. *BMC Health Services Research*, 17(1), 1–20.
- Handoko, T. H. (2014). *Manajemen Personalia dan Sumberdaya Manusia* (2nd ed.). BPFPE.
- Hom, P. W., Allen, D. G., & Griffeth, R. W. (1988). *Employee Retention and Turnover - Why Employees Stay or Leave*. Routledge.
- Hossain, M. S., Rahman, S. M. T., & Labony, S. S. (2015). Effects of Recruitment and Selection Process on Employee Turnover and Its Consequence on Organization's Profitability-A Study on Financial Sector of Bangladesh. *European Journal of Business and Management Wwww.Iiste.Org ISSN*, 7(35), 36–44. [www.iiste.org](http://www.iiste.org)
- Husna, A., & Suryana, B. (2017). *Metodologi Penelitian dan Statistik*. Kementerian Kesehatan Republik Indonesia.
- Kakemam, E., Sokhanvar, M., & Chegini, Z. (2018). *Hospital Nurses' Job Security and Turnover Intention and Factors Contributing to Their Turnover Intention: A Cross-Sectional Study*. January.
- Kreitner, R., & Kinicki, A. (2013). *Organizational Behavior* (10th Editi). McGraw Hill.

- Kuntardina, A. (2017). *Nurses and Staff Turnover Intentions in Private Hospitals*. 131(Icoi), 98–103.
- Labrague, L. J., McEnroe – Petite, D. M., Tsaras, K., Cruz, J. P., Colet, P. C., & Gloe, D. S. (2018). Organizational commitment and turnover intention among rural nurses in the Philippines: Implications for nursing management. *International Journal of Nursing Sciences*, 5(4), 403–408.
- Lestari, N. A. (2017). *Manajemen Sumber Daya Manusia & Perilaku Organisasional* (H. K. Tjahjono (ed.); Vol. 53, Issue 9). Program Pascasarjana Universitas Muhammadiyah Yogyakarta.
- Luthans, F. (2012). Personality, Perception, and Employee Attitudes. In *Organizational Behavior: An Evidence-Based Approach* (12th ed.). McGraw Hill.
- Maharani, D. P. A., & Mashuri, N. A. (2019). The Relationship of Staff Job Satisfaction and Intention to Leave from a Hospital. *Jurnal Administrasi Kesehatan Indonesia*, 7(1), 81–88.
- Makhamara, F. H. (2016). Influence of strategic recruitment and selection on employee performance in the health sector in Kenya. *Strategic Journal of Business & Change Management*, 3(3).
- Marwansyah. (2019). *Manajemen Sumber Daya Manusia* (2nd ed.). Alfabeta.
- Mobley, W. H. (2011). *Pergantian Karyawan-Sebab, Akibat dan Pengendaliannya*. IPPM & PT Pustaka Binaman Pressindo.
- Mobley, W. H., Griffeth, R. W., Hand, H. H., & Meglino, B. M. (1979). Review and conceptual analysis of the employee turnover process. *Psychological Bulletin*, 86(3), 493–522.
- Momanyi, N. B., & Kaimenyi, C. K. (2015). An Investigation into Factors Causing High Nurse Turnover in Mission Hospitals in Kenya: A Case for PCEA CHOGORIA Hospital. *International Journal of Academic Research in Business and Social Sciences*, 5(4), 55–86.
- Nagaya, Y. (2018). A Review of Factors Affecting Nursing Turnover in Japan. *Biomedical Journal of Scientific & Technical Research*, 12(3), 9263–9271.
- Naseer, A., Perveen, K., Afzal, M., Waqas, A., & Gilani, S. A. (2017). The Impact

- of Leadership Styles on Staff Nurses' Turnover Intention. *Saudi Journal of Medical and Pharmaceutical Sciences*, 4929(December), 1133–1138.
- O'Reilly, C. A., Chatman, J. A., & Caldwell, D. F. (1991). People and organizational culture: a profile comparison approach to assessing person-organization fit. *Academy of Management Journal*, 34(3), 487–516.
- Piasentin, K. A., & Chapman, D. S. (2006). Subjective person-organization fit: Bridging the gap between conceptualization and measurement. *Journal of Vocational Behavior*, 69(2), 202–221.
- Pooyan, A., Eberhardt, B. J., & Szigeti, E. (1988). Predictors of Registered Nurses' Intention to Quit: Implication for The Management of Health Care Human Resources in North Dakota Hospital. *North Dakota Economic Studies*, 54, 11–39.
- Price, J. L., & Mueller, C. W. (1981). A causal model for turnover for nurses. *Academy of Management Journal*. *Academy of Management*, 24(3), 543–565.
- Ridlo, I. A. (2018). *Turn Over ( Literature Review ) in Bahasa for Healthcare. February 2016.*
- Robbins, S. P., & Judge, T. A. (2015). *Perilaku Organisasi* (16th ed.). Salemba Empat.
- Rusbult, C. E., Farrell, D., Rogers, G., & Mainous, A. G. (1988). Impact of Exchange Variables on Exit, Voice, Loyalty, and Neglect: An Integrative Model of Responses to Declining Job Satisfaction. *Academy of Management Journal*, 31(3), 599–627.
- Schneider, E. (1987). The people make the place. *Personnel Psychology*, 437–453.
- Silva, M. P. da, & Shinyashiki, G. T. (2014). The Human Resource Management Can Reduce Turnover? *Journal of Management Research*, 6(2), 39.
- Sokhanvar, M., Kakeman, E., Chegini, Z., & Sarbakhsh, P. (2018). Hospital Nurses' Job Security and Turnover Intention and Factors Contributing to Their Turnover Intention: A Cross-Sectional Study. *Nursing and Midwifery Studies*, 7(3), 133–140.
- Spector, P. (1997). *Job satisfaction: Application, assessment, causes and consequences*. Sage.

- Supeli, A., & Creed, P. A. (2014). The incremental validity of perceived goal congruence: the assessment of person-organisation Fit. *Journal of Career Assessment*, 22(1), 28–42.
- Suryani, C. . (2017). Faktor-Faktor yang Berhubungan dengan Keinginan Pindah Kerja (Turnover Intention) Perawat Non PNS di RSUPN Dr Cipto Mangunkusumo. *Unpublished Tesis*, Universitas Gadjah Mada. Yogyakarta.
- Sutherland, M., & Wöcke, A. (2011). The symptoms of and consequences to selection errors in recruitment decisions. *South African Journal of Business Management*, 42(4), 23–32.
- Yang, H., Lv, J., Zhou, X., Liu, H., & Mi, B. (2017). Validation of work pressure and associated factors influencing hospital nurse turnover: A cross-sectional investigation in Shaanxi Province, China. *BMC Health Services Research*, 17(1), 1–11.
- Zhang, M., Yan, F., Wang, W., & Li, G. (2017). Is the effect of person-organisation fit on turnover intention mediated by job satisfaction? A survey of community health workers in China. *BMJ Open*, 7(2), 1–8.