

DAFTAR PUSTAKA

- Aboobaker, N., Edward, M., dan Zakkariya, K.A. (2019). Workplace spirituality, employee wellbeing and intention to stay: a multi group analysis of teachers' career choice. *International Journal of Educational Management*, Vol. 33, No.1, pp. 28-44.
- Abualrub, R. F., dan Narallah, M. A. (2017). Leadership behaviors, organizational culture and intention to stay amongst jordanian nurses. *International Nursing Review*, Vol. 64, No. 4, pp. 520-527.
- Acheampong, A., Muhammed, M. A., dan Agyapong, K. (2016). Perceived quality of work life and work performance among university academic staff. *International Journal of Current Research and Academic Review*, Vol. 4, No. 4, pp. 1-13.
- Agus, A., dan Selvaraj, R. (2020). The mediating role of employee commitment in the relationship between quality of work life and the intention to stay. *Employee Relation: The International Journal*, Vol.42, No.6, pp. 0142-5455.
- Akar, H. (2018). The relationship between quality of work life, school alineation, burnout, affective commitment and organizational citizenship: a study on teachers. *European Journal of Educational Research*, Vol. 7, No. 2, pp. 169-180.
- Allen, N. J., dan Meyer, J. P. (1996). Affective, continuance, and normative commitment to the organization: an examination of construct validity. *Journal of Vocational Behavior*, Vol. 49, No. 3, pp. 252-276.
- Al-Meer, A. R. A. (1989). Organizational commitment: a comparison of westerners, asians, and saudis. *International Studies of Management and Organization*, Vol. 19, No. 2, pp. 78-84.
- Aslam, M. S., dan Safdar, U. (2012). The influence of job burnout on intention to stay in the organization: mediating role of affective commitment. *Journal of Basic and Applied Scientific Research*, Vol. 2, No. 4, pp. 4016-4025.
- Baron, R. M., dan Kenny, D. A. (1986). The moderator-mediator variable distinction in social psychological research: conceptual, strategies, and statistical considerations. *Journal of Personality and Social Psychology*, Vol. 51, No. 6, pp. 1173-1182.
- Bassi, L. J., dan Van Buren, M. E. (1999). Valuing investments in intellectual capital. *Journal of Technology Management*, Vol. 18, No. 5-8, pp. 414-432.
- Bernadin, J. H., dan Russell, J. E. (1998). *Human Resource Management: An Experimental Approach*. New York: McGraw-Hill Education.
- Bluedorn, A. C. (1982). A unified model of turnover from organizations. *Human Relation*, Vol. 35, No. 2, pp. 135-153.
- Boisvert, M. (1977). *The quality of working life: an analysis*. Human Relations, Vol. 26, No.1/2, pp. 155-160.
- Brooks, B. A., dan Anderson, M. A. (2004). Defining quality of nursing work life. *Nursing Economics*, Vol. 23, No. 6, pp. 319-325.

- Chami-Malaeb, dan Garavan, T. (2013). Talent and leadership development practices as drivers of intention to stay in lebanese organizations: the mediating role of affective commitment. *The International Journal of Human Resource Management*, Vol. 24, No. 21, pp. 4046-4062.
- Chamorro-Premuzic. (2016). Talent matters even more than people think. *Harvard Business Review*.
- Chang, E. (1999). Career commitment as a complex moderator of organizational commitment and turnover intention. *Human Relation*, Vol. 52, No. 10, pp. 1257-1278.
- Chiftcioglu, A. (2011). The relationship between perceived external prestige and turnover intention: an empirical investigation. *Corporate Reputation Review*, Vol. 13, No.4, pp. 248-263.
- Cohen, J. (1992). *Statistical Power Analysis*. Cambridge University Press, Vol. 1, No. 3, pp. 98-101.
- Cowden, T. L., dan Cummings, G. G. (2015). Testing a theoretical model of clinical nurses' intent to stay. *Health Care Management Review*, Vol. 40, No. 2, pp. 169-181.
- Dallessio, A., Silverman, W., dan Schuck, J. (1986). Paths to turnover: a re-analysis and review of existing data on the mobility, hornor, and hollingsworth's turnover model. *Human Relation*, Vol. 39, pp. 245-264.
- Dechawatanapaisal, D. (2017). The mediating role of organizational embeddedness on the relationship between quality of work life and turnover. *International Journal of Manpower*, Vol. 38, No. 5, pp. 696-711.
- DeTienne, K., Agle, B., Philips, J. C., dan Ingerson, M. C. (2012). The impact of moral stress compared to other stressors on employee fatigue, job satisfaction, and turnover: an empirical investigation. *Journal of Business Ethics*, Vol. 110, No. 3, pp. 378-391.
- Dinas Kesehatan Sumatera Utara. (2017). *Profil Kesehatan Provinsi Sumatera Utara Tahun 2017*. Dinas Kesehatan Sumatera Utara.
- Dinas Kesehatan Sumatera Utara. (2018). *Profil Kesehatan Provinsi Sumatera Utara Tahun 2018*. Dinas Kesehatan Sumatera Utara.
- Dinas Kesehatan Sumatera Utara. (2019). *Profil Kesehatan Provinsi Sumatera Utara Tahun 2019*. Dinas Kesehatan Sumatera Utara.
- Efraty, D., Sirgy, M. J., dan Claiborne, C. B. (1991). The effect of personal alienation on organizational identification: a quality-of-work-life model. *Journal of Business and Psychology*, Vol. 6, No. 1, pp. 57-78.
- Flowers, V. S., dan Hughes, C. L. (1973). Why Employees Stay. *Harvard Business Review*.
- George, J., dan Jones, G. (2008). *Understanding and Managing Organizational Behavior*. Upper Saddle River, New Jersey: Pearson Prentice Hall.
- George, J., dan Jones, G. (2016). *Contemporary Management 9th Edition*. New York: McGraw Hill Education.
- Ghosh, P., Satyawadi, R., Joshi, J. P., dan Shadman, M. (2013). Who stays with you? factors predicting employees' intention to stay. *International Journal of Organizational Analysis*, Vol. 21, No.3, pp. 288-337.

- Gillies, D. A. (1994). *Nursing Management: A System Approach 3th Edition*. W.B. Saunders Company.
- Glazer, S., dan Kruse, B. (2008). The role of organizational commitment in occupational stress models. *International Journal of Stress Management*, Vol. 15, No. 4, pp. 329-344.
- Gong, Y., Xin, K. R., Law, K. S., dan Chang, S. (2009). Human resource management and firm performance: the differential role of managerial affective and continuance commitment. *Journal of Applied Psychology*, Vol. 94, No. 1, pp. 263-275.
- Goperma, C., dan Dolai, S. (2018). An analysis of factors influencing employees intention to stay in the organization. *Journal of Emerging Technologies and Innovative Research*, Vol. 5, No. 1, pp. 970-983.
- Griffeth, R., Hom, P. W., dan Gaertner, S. (2000). A meta-analysis of antecedents and correlates of employee turnover: update, moderator tests, and research implications for the next millenium. *Journal of Management*, Vol. 26, No. 3, pp. 463-488.
- Gupta, A., dan Singh, V. (2018). Enhancing intention to stay among software proffesionals. *Academia Revista Lationamericana de Administracion*, Vol. 30, No. 33, pp. 569-584.
- Hair, J. F., Hult, G.T., Ringle, C. M., dan Sarstedt, M. (2014). *A primer on partial least squares structural equation modeling*. Los Angeles: Sage.
- Halbesleben, J. R. B. (2006). Sources of social support and burnout: a meta-analytic test of the conservation of resources model. *Journal of Applied Psychology*, Vol. 91, No. 5, pp. 1134-2006.
- Harsono. (2005). *Manajemen Sumber Daya Manusia*. Yogyakarta: UPFE-UMY.
- Heffner, T. S., dan Rentsch, J. R. (2001). Organizational commitment and social interaction: a multiple constituencies approach. *Journal of Vocational Behavior*, Vol. 59, No. 3, pp. 471-490.
- Hewitt Associates. (2004). *Strategies for Cost Management of the HR Function*. Timely Topics Survey Results.
- Hosseinabadi, M. B., Ebrahimi, M. H., Khanjani, N., Bigane, J., Mohammadi, S., dan Abdolahfard, M. (2019). The effect of amplitude and stability of circadian rhythm and occupational stress on burnout syndrome and job dissatisfaction among irregular shift working nurses. *Journal of Clinical Nursing*, Vol. 28, No. 9-10, pp. 1868-1878.
- Huang, T. C., Lawler, J., dan Lei, C. Y. (2007). The effect of quality of work life on commitment and turnover intention. *Social Behavior and Personality An International Journal*, Vol. 35, No. 6, pp. 735-750.
- Johanim, J., Yean, T. F., Adnan, Z., dan Yahya, K. (2012). Promoting employee intention to stay: do human resource management practices matter?. *International Journal of Economics and Management*, Vol. 6, No.2, pp. 396-416.
- Kamel, M. M. (2013). The mediating role of affective commitment in the relationship between quality of work life and intention to leave. *Life Science Journal*, Vol. 10, No.4, pp. 1062-1067.

- Kementerian Kesehatan Republik Indonesia. (2019). *Profil Kesehatan Indonesia Tahun 2019*. Kementerian Kesehatan Republik Indonesia.
- Kim, M., Choi, L., Borchgrevink, C. P., Knutson, B., dan Cha, J. (2017). Effects of gen y htel employee's voice and team-member exchange on satisfaction and affective commitment between the U.S. and China. *International Journal of Contemporary Hospitality Management*, Vol. 30, No. 5, pp. 2230-2248.
- Kock, N. (2018). *WarpPLS 6.0 User Manual Version 6.0*. Laredo, Texas: ScriptWarp Systems.
- Kodwani, A., dan Kumar, S., S. (2004). Employee retention: issues and challenges. *HRM Review*, pp. 15-20.
- Kreitner, R., dan Kinichi, A. (2004). *Organizational Behavior*. Boston: McGraw-Hill Education.
- Lau, R. (2000). Quality of work life and performance an ad hoc investigation of two key elements in the service profit chain model. *International Journal of Service Industry Management*, Vol. 11, No. 5, pp. 422-437.
- Lau, R., dan May, B. E. (1998). A win-win paradigm for quality of work life and business performance. *Human Resource Development*, Vol. 9, No. 3, pp. 211-226.
- Lee, Y. W., Dai, Y. T., Park, C., dan Mccreary, L. L. (2013). Predicting quality of work lige on nurses' intention to leave. *Journal of Nursing Scholarship*, Vol. 45, No. 2, pp. 152-160.
- Liu, J. C. (2000). The analysis of person-ornization culuter fit and no-turnover intention using data from employee of chinese potroleum corporation (in chinese). *Master Thesis*. Institute of Business Management, National Sun Yet-Sen University.
- Martel, J., dan Dupuis, G. (2006). Quality of work life: theoretical and methodological problems and presentation of a new model and measuring instrument. *Social Indicatrns Research*, Vol. 77, No. 2, pp. 333-368.
- Md Zain, A. Y., Mintawati, H., dan Minai, M. S. (2018). Quality of work life and affective commitment: a study of blue collar employee in northern malaysia. *International Journal of Innovative Research and Development*, Vol. 7, No. 8, pp. 7-14.
- Mebarki, B., Fouatih, A., El Amine, M., dan Mokdad, M. (2019). Quality of work life and idfferences in demographic characteristics among managerial staff in algerian tertiary sector. *Quality of Work Life and Total Quality Management*, Vol. 62, No. 3, pp. 435-442.
- Mercurio, Z. A. (2015). Affective commitment as a core essence of organizational commitment: an integrative literature review. *Human Resource Development Review*, Vol. 14, No. 4, pp. 389-414.
- Meyer, J. P., Becker, T., dan Van Dick, R. (2006). Social identities and commitments at work: toward an integrative model. *Journal of Organizational Behavior*, Vol. 27, No.5, pp. 665-683.
- Meyer, J. P., dan Allen, N. (1990). The measurement and antecedents of affective, continuance and normative commitment to the organization. *Journal of Occupational Psychology*, Vol. 63, No. 1, pp. 1-18.

- Meyer, J. P., Paunonen, S. V., Gellatly I. R., Goffin, R. D., dan Jackson, D. N. (1989). Organizational commitment and job performance: it's the nature of the commitment that counts. *Journal of Applied Psychology*, Vol. 74, No. 1, pp. 152-156.
- Mobley, W. H., Horner, S. O., dan Hollingsworth, A. T. (1978). An evaluation of precursors of hospital employee turnover. *Journal of Applied Psychology*, Vol. 64, No.4, pp. 408-414.
- Mosadeghrad, A. M. (2013). Quality of working life an antecedent to employee turnover intention. *International Journal of Health Policy and Management*, Vol. 1, No. 1, pp. 49-58.
- Mowday, R. T., Porter, L. W., dan Steers, R. M. (2013). *Employee-organization Linkages: The Psychology of Commitment, Absenteeism and Turnover*. Neew York: Academic Press.
- Naim, M. F., dan Lenka, U. (2016). Knowledge sharing as an intervention for gen y employees' intention to stay. *Industrial and Commercial Training*, Vol. 48, No. 3, pp. 142-148.
- Nancarrow, S., Pit, J. B. S. W., dan Ariss, S. (2014). Intention to stay and intention to leave: are they two sides of the same coin? a cross-sectional structural equation modelling study among health and social care workers. *Journal of Occupational Health*.
- Nayak, T., Sahoo, C. K., dan Mohanty, P. K. (2018). Workplace empowerment, quality of work life and employee commitment: a study on Indian healthcare sector. *Journal of Asia Business Studies*, Vol. 12, No. 2, pp. 117-135.
- Newstrom, J. W. (2011). *Organizational Behavior: Human Behavior at Work*. New York: McGraw-Hill Education.
- Oyewobi, L. O., Oke, A. E., dan Adeneye, T. D. (2019). Influence of organizational commitment on work-life balance and organizational performance of female construction professionals. *Engineering, Construction and Architectural Management*, Vol. 26, No. 10, pp. 2243-2263.
- Permarupan, P. Y., Saufi, R. A., Kasim, R. S. R., dan Balakrishnan, B. KPD. (2013). The impact of organizational climate on emoloyee's work passion and organizational commitment. *Social and Behavioral Sciences*, Vol. 107, No. pp. 88-95.
- Reddit, J., Gregory, A. M., dan Ro, H. (2017). An examination of organizational commitment and intention to stay in the timeshare industry: variations across generations in the workplace. *International Journal of Hospitality and Tourism Administration*, Vol. 20, No. 3, pp.1-20.
- Satoh, M., Watanabe, I., Asakura, K. (2017). Occupational commitment and job satisfaction mediate effort-reward imbalance and theintention to continue nursing. *Japan Journal of Nursing Science*, Vol. 14, No. 1, pp. 49-60.
- Schindler, P. S. (2019). *Business Research Methods 13th*. New York: McGraw Hill Education
- Sekaran, U., dan Bougie, R. (2013). *Research Methods for Business: A Skill-Building Approach 6th Edition*. New York: Wiley.
- Shahid, H., J. (2018). Poverty and health: the challenges for GPs. *Social Determinants of Health*, pp. 109-114.

