

DAFTAR PUSTAKA

- Agha, K., Azmi, F. T., & Irfan, A. (2017). *Work-Life Balance and Job Satisfaction: An Empirical study Focusing on Higher Education Teachers in Oman. International Journal of Social Science and Humanity, Vol. 7, No. 3, March 2017. Doi: 10.18178/ijssh.2017.7.3.813.*
- Alzyoud, A. A. Y., Ahmed, U., Alzgoool, M. R. H., & Pahi, M. H. (2019). *Leaders' Emotional Intelligence and Employee Retention: Mediation of Job Satisfaction in the Hospitality Industry. International Journal of Financial Research, Vol. 10, No. 3, Special Issue, 2019. 1-10.*
- Anwar, M. (2017). Pengaruh Motivasi, Kecerdasan Emosional, dan Kepemimpinan Transformasional Terhadap Kinerja Melalui Kepuasan Kerja Dosen Perguruan Tinggi Swasta Di Banjarmasin. *Jurnal Ekonomi dan Bisnis, Vol.10, No.2, September 2017. 147-166.*
- Andriani, M. & Widiawati, K. (2017). Penerapan Motivasi Karyawan Menurut Teori Dua Faktor Frederick Herzberg Pada PT Aristika Kreasi Mandiri. *Jurnal Administrasi Kantor, Vol. 5, No.1, Juni 2017. 83-98.*
- Anuradha, B. (2015). *A Conceptual Framework on Work-Life Balance Challenges in Harmonizing Professional Prospects & Personal Aspects. The International Journal of Business & Management, Vol. 3, Issue 8, August 2015. 82-85.*
- Ameer, M. H., Bhatti, S., & Baig, S. (2014). *Impact of Employee Empowerment on Job Satisfaction. International Knowledge Sharing Platform, Vol.4, No.9, 2014. 114-125.*
- Aprillia, F. & Mukti, A. H. (2018). Pengaruh Lingkungan Kerja dan *Perceived Organization Support (POS)* terhadap Kepuasan Kerja dan Dampaknya Terhadap Retensi Karyawan. *Jurnal Ilmiah Bisnis, Pasar Modal, dan UMKM, Vol. 1, No.1, Juni 2018. 19-26.*
- Ardan, M. & Jaelani, A. (2021). *Manajemen Sumber Daya: Turnover Intention Dapat Mempengaruhi Kualitas Kinerja Perusahaan.* Jawa Tengah: Pena Persada.
- Arif, B. & Farooqi, Y. A. (2014). *Impact of Work Life Balance on Job Satisfaction and Organizational Commitment Among University Teachers: A Case Study of University of Gujrat, Pakistan. International Journal of Multidisciplinary Sciences and Engineering, Vol. 5, No. 9, September 2014. 24-29.*
- Asean Mercer, (2020). *Mercer Prediksi Kenaikan Gaji Karyawan Indonesia Pada Tahun 2020 Akan Meningkat.* Diakses pada September 2021, dari

<https://www.asean.mercer.com/newsroom/indonesia-salary-increase-to-rise-in-2020-id.html>.

- Austyn, T., Lindawati, T., & Pradana, W. (2017). Pengaruh Pemberdayaan Karyawan dan Lingkungan Tempat Kerja Terhadap Kepuasan Kerja dan Loyalitas Kerja Karyawan Pada Perusahaan UMKM di Surabaya dan Madura. *Jurnal Ilmiah Mahasiswa Manajemen, Vol 6, No. 2, Desember 2017*. 125-132.
- Biason, R. (2020). *The Effect of Job Satisfaction on Employee Retention. International Journal of Economics, Commerce, and Management, Vol. VIII, Issue 3, March 2020*. 405-413.
- Deloitte Indonesia, (2019). *Generasi Milenial Dalam Industri 4.0: Berkas Bagi Sumber Daya Manusia Indonesia Atau Ancaman?*. Diakses pada Oktober 2021, dari <https://www2.deloitte.com/content/dam/Deloitte/id/Documents/about-deloitte/id-about-dip-edition-1-chapter-2-id-sep2019.pdf>.
- Dimiyanti, J. (2013). *Metodologi Penelitian Pendidikan dan Aplikasi Pada Pendidikan Anak Usia Dini (PAUD)*. Jakarta: Kencana.
- Ganapathi, I. M. D. (2016). Pengaruh *Work-Life Balance* Terhadap Kepuasan Kerja Karyawan (Studi pada PT. Bio Farma Persero). *Ecodemica. Vol. IV, No. 1, April 2016*, 125-135.
- Gaya Makmur Tractors, (n.d). *Profile Gaya Makmur Tractors*. Diakses pada September 2021, dari <https://gmtractors.net/index.php/aboutus/detail/5>.
- Garson, G. D. (2016). *Partial Least Squares: Regression & Structural Equation Models*. USA: Statistical Associates Publishing.
- Ghozali, H. I. & Latan, H. (2020). *Partial Least Squares, Konsep, Teknik, dan Aplikasi Menggunakan Program SmartPLS 3.0*. Semarang: Universitas Diponegoro Semarang.
- Gill, A. (2010). *The Relations of Transformational Leadership and Empowerment with Employee Job Satisfaction: A Study among Indian Restaurant Employees. Business and Economics Journal, Vol. 2010, BEJ-18*. 1-10.
- Gul, A., Akbar, S., & Jan, Z. (2012). *Role of Capacity Development, Employee empowerment and Promotion on Employee Retention in the banking sector of Pakistan. International Journal of Academic Research in Business and Social Sciences, Vol. 2, No. 9, September 2012*. 284-300.
- Hanafi, B. D. (2017). Pengaruh Motivasi Dan Lingkungan Kerja Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Mediasi Pada PT BNI Life Insurance. *Jurnal Pendidikan Ekonomi dan Bisnis, Vol. 5, No. 1 Maret 2017*. 73-89. DOI: doi.org/10.21009/JPEB.005.1.6

- Harvida, D. A. & Wijaya, C. (2020). Faktor Yang Mempengaruhi Turnover Karyawan Dan Strategi Retensi Sebagai Pencegahan Turnover Karyawan: Sebuah Tinjauan Literatur. *Jurnal Ilmu Administrasi Negara*, Vol. 16, No. 1, Juli 2020. 13-23.
- Hee, O. C. & Rhung, L. X. (2019). *Motivation and Employee Retention among Millennials in Malaysia*. *International Journal of Academic Research in Business and Social Sciences* Vol. 9, No. 2, Feb 2019. 876-884. DOI: 10.6007/IJARBS/v9-i2/5629.
- Hong, E. N. C., Hao, L. N., Kumar, R., Ramedran, C., & Kadiresan, V. (2012). *An Effectiveness of Human Resource Management Practices on Employee Retention in Institute of Higher learning: A Regression Analysis*. *International Journal of Business Research and Management*, Vol. 3, Issue 2, 2012. 60-79.
- Indrayani, Susila. (2014). Analisis Faktor-Faktor Yang Berhubungan Dengan Keinginan Pindah Kerja Perawat Rumah Sakit X Balikpapan Tahun 2014. *Jurnal ARSI/Februari 2016*, Vol. 2, No. 2. 150-161.
- Iqbal, S., Ehsan, S., Rizwan, M., Noreen, M., (2014). *The Impact of Organizational Commitment, Job Satisfaction, Job Stress and Leadership Support on Turnover Intention in Educational Institutes*. *International Journal of Human Resource Studies* ISSN 2162-3058 2014, Vol. 4, No. 2. 181-195. Doi:10.5296/ijhrs.v4i2.5906.
- Irfan, A. & Azmi, F. T. (2015). *Antecedents and Outcomes of Work-life Balance*. *The International Journal of Business & Management (ISSN 2321 – 8916)*, Vol. 3, Issue 1. 1-5.
- Johennes, L. A. C. & Chou, T. K. (2017). *Employee Perceptions of Talent Management Effectiveness on Retention*. *Global Business and Management Research: An International Journal*, Vol. 9, No. 3, 2017. 46-58.
- Juliana, & Djakasaputra, A. (2020). *Leadership, Compensation dan Motivation Terhadap Kepuasan Kerja Karyawan di Hotel Citi International Sun Yat Sen*. *Jurnal Ekonomi & Manajemen Universitas Bina Sarana Informatika*, Vol. 18, No. 1, 1 Maret 2020. 23-30. DOI: <https://doi.org/10.31294/jp.v17i2>.
- Khera, A. (2015). *Impact of Employee Empowerment on Job Satisfaction: An Empirical Analysis of Banks in Chandigarh, (India)*. *International Research Journal of Human Resources and Social Sciences* Volume - 2, Issue - 7 (July 2015). 30-39.

- Kinlaw, D. C. (1995). *The Practice of Empowerment, Making the Most of Human Competence*. USA: Gower Publishing.
- Lisdayanti,. (2015). Pengaruh Kepuasan Kerja Terhadap Retensi Karyawan Pada PT. Bumi Sari Prima Pematangsiantar. *Jurnal Maker, Vol. 1, No. 1, Juni 2015*. 30-38.
- Luthans, F. (2011). *Organizational Behavior, An Evidence-Based Approach (12th Edition)*. USA: McGraw-Hill.
- Mathis, R. L., Jackson, J. H., Valentine, S. R., & Meglich, P. A. (2017). *Human Resources Management, Fifteenth Edition*. USA: Cengage Learning.
- Mukhtazara,. (2020). *Prosedur Penelitian Pendidikan*. Yogyakarta: Absolute Media.
- Mukhid, A. (2021). *Metode Penelitian, Pendekatan Kuantitatif*. Surabaya: Jakad Media Publishing.
- Mulyadi,. (2007). *Sistem Perencanaan dan Pengendalian Manajemen*. Jakarta: Salemba Empat.
- Murray, W. C. & Mark, R. H. (2021). *Impacts of Employee Empowerment and Organizational Commitment on Workforce Sustainability*. 1-14. <https://doi.org/10.3390/su13063163>.
- Nasrudin, J. (2019). *Metodologi Penelitian Pendidikan, Buku Ajar Praktis Cara Membuat Penelitian*. Bandung: Panca Terra Firma.
- Nurlinawati, I., Andayasari, L., & Syachroni. (2017). Hubungan antara Motivasi Kerja, Kepuasan Kerja, dan Karakteristik Tenaga Kesehatan Aparatur Sipil Negara (ASN) terhadap Retensi Bekerja di Puskesmas: Analisis Data Risnakes 2017. *Media Penelitian dan Pengembangan Kesehatan, Vol. 30, No. 2, Juni 2020*, 97-108. DOI: <https://doi.org/10.22435/mpk.v30i2.2674>.
- Permata, P. R. & Rahardja, Edi. (2016). Analisa Pengaruh Sistem Reward, Motivasi Kerja, dan Komitmen Organisasional terhadap Retensi Karyawan (Studi Pada Karyawan PT Primayudha Mandirijaya). *Diponegoro Journal of Management, Vol. 5, No. 4, 2016*. 1-11.
- Pradhan, P., Kamlanabhan, Tj., Thulasiraj, RD., & Muraleedharan, Vr. (2014). *Employee Empowerment. Journal of Multidisciplinary Research in Healthcare, Vol. 1, No. 1, October 2014*. 53-62. DOI: 10.15415/jmrh.2014.11005.
- Priyono,. & Marnis. (2008). *Manajemen Sumber Daya Manusia*. Sidoarjo: Zifatama.
- Rangkuti, A. A. (2017). *Statistika Inferensial untuk Psikologi dan Pendidikan*. Jakarta: Kencana.

- Ramadhani, M. (2017). Analisis Pengaruh Keseimbangan Kehidupan Kerja terhadap Kesuksesan Karier (Studi pada Karyawan PT. Asuransi Jiwa Generali Indonesia). *Jurnal FEB Universitas Brawijaya Malang*.
- Robert Walters, (2020). *Salary Survey 2020 Greater China dan South East Asia*. Diakses pada September 2021, dari <https://www.robertwalters.com.sg/content/dam/robert-walters/global/files/salary-survey/robert-walters-ss2020-south-east-asia-greater-china.pdf>
- Robbins, S. P. & Judge, T. A. (2013). *Organizational Behavior (15th Edition)*. USA: Pretince Hall.
- Roflin, E., Liberty, I. C., & Pariyana. (2020). *Populasi, Sampel, Variabel Dalam Penelitian Kedokteran*. Pekalongan: Nasya Expanding Management.
- Rozzaid, Y., Herlambang, T., & Devi, A. M. (2015). Pengaruh Kompensasi dan Motivasi terhadap Kepuasan Kerja Karyawan (Studi Kasus Pada PT. Nusapro Telemedia Persada Cabang Banyuwangi). *Jurnal Manajemen Dan Bisnis Indonesia, Vol. 1, No. 2, Desember 2015*. 201-220.
- Santoso,. (2019). *Mahir Statistik Parametrik*. Jakarta: Elex Media Komputindo.
- Saeed, K. & Farooqi, Y. A. (2014). *Examining the Relationship between Work Life Balance, Job Stress and Job Satisfaction Among University Teachers (A Case of University of Gujrat)*. *International Journal of Multidisciplinary Sciences and Engineering, Vol. 5, No. 6, June 2014*. 10-15.
- Saleem, M. A. & Rasheed, Iqra. (2014). *Impact of Employee Empowerment on Job Satisfaction*. *International Knowledge Sharing Platform, Vol.4, No.11, 2014*. 59-69.
- Septiawan, B., Masrunik, e., & Rizal, M. (2020). *Motivasi Kerja dan Gen Z Teori dan Penerapan*. Zaida Digital Publishing.
- Sergio, R. P. & Rylova, M. (2018). *Employee Engagement and Empowerment As Gateway Towards Retention: The Case Of Volkswagen Group*. *Journal Of Eastern European and Central Asian Research, Vol.5, No.2, 2018*. 120-130. DOI: <http://dx.doi.org/10.15549/jeecar.v5i2.242>.
- Shah, M. & Asad, M. (2017). *Effect of Motivation on Employee Retention: Mediating Role of Perceived Organizational Support*. *European Online Journal of Natural and Social Sciences 2018, Vol.7, No 2*. 511-520.
- Sholihin, M. & Ratmono, D. (2021). *Analisis SEM-PLS Dengan WarpPLS 7.0 Untuk Hubungan Nonlinier Dalam Penelitian Sosial dan Bisnis*. Yogyakarta: Andi.

- Silaban, M. & Margaretha, M. (2021). *The Impact Work-Life Balance toward Job Satisfaction and Employee Retention: Study of Millennial Employees in Bandung City, Indonesia. International Journal of Innovation and Economic Development. Vol. 7, Issue 3, August 2021. 18-26. DOI: 10.18775/ijied.1849-7551-7020.2015.73.2002.*
- Silalahi, E. M. (2021). *Buku Referensi Intellectual Capital Improve Your Employee Productivity and Performance.* Yogyakarta: Deepublish.
- Sugiyono,. (2020). *Metode Penelitian Kuantitatif Kualitatif dan R&D.* Bandung: Alfabeta.
- Sukmadewi, A. W. & Dewi, A. A. S. K. (2020). Kepuasan Kerja Memediasi Hubungan Kompensasi Terhadap Retensi Karyawan. *E-Jurnal Manajemen, Vol. 9, No. 3 2020. 1089-1108. DOI: https://doi.org/10.24843/EJMUNUD.2020.v09.i03.p14.*
- Suwaji, R. & Sabella, R. I. (2019). Pengaruh Motivasi Dan Kompensasi Terhadap Retensi Karyawan PT. Aerofood ACS Kota Surabaya. *Jurnal Mitra Manajemen Online. Vol. 3 No. 10 Oktober 2019. 976-990. 976-990.*
- Tarjo,. & Herawati, N. (2021). *Financial Fraud Pendeteksian Menggunakan Aplikasi Beneish M-Score dan Data Mining.* Indramayu: Adanu Abimata.
- Thomas, K. W. & Velthouse, B. A. (1990). *Cognitive Element of Empowerment: An "Interpretive" Model of Intrinsic Task Motivation. The Academy of Management Review, Vol. 15, No. 4 October 1990. 666-681.*
- Tirta, A. H. & Enrika, A. (2020). *Understanding the impact of reward and recognition, work life balance, on employee retention with job satisfaction as mediating variable on millennials in Indonesia. Journal of Business and Retail Management Research, Vol. 14, Issue 3, July 2020. 88-99.*
- Tohardi, A. (2019). *Pengantar Metodologi Penelitian Sosial + Plus.* Tanjungpura: Tanjungpura Universitas Press.
- Ukil, M. I. (2016). *The Impact of Employee Empowerment on Employee Satisfaction and Service QualityCE: Empirical Evidence from Financial Enterprizes in Bangladesh.*
- Ullah, A. A., Aziz, A., Ibrahim, H., Mehmood, W., & Abbas, Y. A. (2020). *The Impact of Job Security, Job Satisfaction and Job Embeddedness on Employee Retention: An Empirical Investigation of Pakistan's Health-Care Industry. Journal of Asia Business Studies, Emerald Publishing Limited. DOI 10.1108/JABS-12-2020-0480.*
- Undang-undang Republik Indonesia Nomor 45 Tahun 2015. Penyelenggaraan Program Jaminan Pensiun. Jakarta.

- Uno, H. B. (2021). *Teori Motivasi dan Pengukuran: Analisis di Bidang Pendidikan*. Jakarta: Bumi Aksara.
- Violetta, V. & Edalmen. (2020). Pengaruh Kompensasi Terhadap Retensi Karyawan Dengan Kepuasan Kerja Sebagai Variabel Mediasi. *Jurnal Manajerial dan Kewirausahaan, Vol. II, No. 4/2020*, 1086-1095.
- Yustini, T. & Yuliza. (2020). *Manajemen Sumber Daya Manusia, Analisis Kajian di Masa Pandemi Covid-19*. Malang: Literasi Nusantara.
- Zacharias, T., Wenno, I. H., & Laurens, S. (2019). *Metode Penelitian Sosial Teori dan Aplikasi*. Sidoarjo: Uwais Inspirasi Indonesia.
- Zakariah, A. & Afrinai, V. (2021). *Analisis Statistik Dengan SPSS untuk Penelitian Kuantitatif*. Sulawesi Tenggara: Yayasan Pondok Pesantren Al Mawaddah Warrahmah Kolaka.
- Zamzam, F., & Marnisah, L. (2021). *Model Penulisan Tesis Manajemen Kuantitatif Berbasis Analisis dan Implikasi Manajerial*. Yogyakarta: Deepublish

