

DAFTAR PUSTAKA

- Abelson, M.A. (1987). Examination of Avoidable and Unavoidable Turnover. *Journal of Applied Psychology*, 3 (72), 382-386.
- Abraham, S. (2012). Job satisfaction as an antecedent to employee engagement. *Journal of Management*, 8(2): 27-28.
- Afandi, P. (2018). *Manajemen Sumber Daya Manusia*. Pekanbaru Riau: Zanafa Publishing.
- Ahmad, A. (2018). The relationship among job characteristics organizational commitment and employee *turnover intentions* : A reciprocation perspective. *Journal of Work-AppliedManagement*, 10(1), 74-92. Doi: DOI 10.1108/JWAM-09-2017-0027
- Almazrouei, H. S., Zacca, R., Evans, J. M., & Dayan, M. (2018). Great Expectations: The Moderating Role of Pre-Departure Opinion on the Relationship between Organizational Justice and Expatriates' Commitment and kepuasan kerja. *Journal of Global Mobility*, 6(2), 178–193. <https://doi.org/10.1108/JGM-07-2017-0031>
- Andrade, M. S., Westover, J. H., & Peterson, J. (2019). Kepuasan kerja and Gender. *Journal of Business Diversity*, 19(3).
- Arikunto, S. (2019). Prosedur Penelitian. Jakarta: Rineka cipta.
- Asih, G. Y., Widhiastuti, H., & Dewi, R. (2018). stress kerja (Issue 1). Semarang University Press. <https://doi.org/10.16309/j.cnki.issn.1007-1776.2003.03.004>

- Aydogdu, S., & Asikgil, B. (2011). An empirical study of the relationship among kepuasan kerja, komitmen organisasi and *turnover intention*. International review of management and marketing, 1(3), 43-53.
- Aziz, Abdul. (2016). Pengaruh Kepemimpinan Transformasional, Budaya Organisasi Dan Motivasi Terhadap Komitmen Organisional Pada PT Kusuma Sandang Mekarjaya Yogyakarta. Skripsi Universitas Muhamadiyah Yogyakarta.
- Aziz, Hidayat. (2017). Metode penelitian Keperawatan dan Teknik Analisis Data. Jakarta: Salemba Medika.
- Bachri, F. ., & Solekah, N. A. . (2021). Organizational Commitment as Mediating Variable of Employee Job Satisfaction Toward Turnover Intentions . *INOBIS: Jurnal Inovasi Bisnis Dan Manajemen Indonesia*, 4(2), 151 - 162. <https://doi.org/10.31842/jurnalinobis.v4i2.174>
- Bayarcelik, E. B., & Findikli, A. M. (2016). The Mediating Effect of kepuasan kerja On The Relation Between Organizational Justice Perception And Intention To Leave. *Procedia – Social and Behavioral Sciences*, 235, 403 – 411. Doi: <https://doi.org/10.1016/j.sbspro.2016.11.050>
- Bhatti, M. H., Bhatti, M. H., Akram, M. U., Hashim, M., & Akram, Z. (2016). Relationship between stress kerja and komitmen organisasi: An empirical study of banking sector. *Journal of Business Management and Economics*, 7(1), 29-37. (2011). Stress kerja, job performance and komitmen organisasi in a multinational company: An empirical study in two countries. *International Journal of Business and Social Science*, 2(20).
- Bisen, V., & Priya. (2010). Industrial Psychology (Vol. 148)

- Bramantara, G. N. B., & Kartika Dewi, A. A. S. (2015). Pengaruh kepuasan kerja dan Komitmen organisasi terhadap Turnover intention Karyawan pada Krisna Oleh-Oleh Khas Bali Iii. E-Jurnal Manajemen Universitas Udayana, 4(1).
- Brunetto, Y., Teo, S. T., Shacklock, K., & Wharton, R. F. (2012). Emotional intelligence, kepuasan kerja, well-being and engagement: explaining organisational commitment and *turnover intentions* in policing. Human Resource Management Journal, 1-14. doi:10.1111/j.1748-8583.2012.00198.x
- Cha, Jae Min., Kim Seung Hyun., Cichy, Ronald F. (2011). kepuasan kerja, Komitmen organisasi, and Contextual Performance: Examining Effects of Work Status and Emotional Intelligence among Private Club Staff Members. Psychology & Marketing, 21(6): pp: 405-424.
- Chao, M. C., Jou, R. C., Liao, C. C., & Kuo, C. W. (2015). Workplace stress, kepuasan kerja, job performance, and *turnover intention* of health care workers in rural Taiwan. Asia Pacific Journal of Public Health, 27(2), NP1827-NP1836.
- Chikmah (2017). Analisis Pengaruh Komitmen afektif, Komitmen berkelanjutan dan Komitmen normatif terhadap Kinerja Guru. E-Prints UMS.
- Chin, W. W. (1998). The partial least squares approach to structural equation modeling. Modern methods for business research, 295(2), 295-336.
- Chiu, W., Won, D., & Bae, J. (2019). Internal marketing, komitmen organisasi, and job performance in sport and leisure services. Sport, Business and Management, 1-19. doi:10.1108/SBM-09-2018-0066

- Cho, S-H., Lee, J. Y., Mark, B. A., & Yun, S-C. (2012). Turnover of new graduate nurses in their first job using survival analysis. *Journal of Nursing Scholarship*, 44 (1), 63–70.
- Chondro Rini, Woro Kusumawardani (2020). Pengaruh stress kerja Dan lingkungan kerja Terhadap Keterlibatan Kerja Dan Dampaknya Pada Etika Kerja Karyawan (Studi Kasus Pada PT. Pos Indonesia Jakarta Utara). Skripsi thesis, Sekolah Tinggi Ilmu Ekonomi Indonesia Jakarta
- Clugston, M. (2000). The mediating effects of multidimensional commitment on kepuasan kerja and intent to leave. *Journal of organizational behavior*, 21(4), 477-486.
- Cohen, J. (1988). Set correlation and contingency tables. *Applied psychological measurement*, 12(4), 425-434.
- Cooper, Arnold C. & Artz, Kendall W. (1995). "Determinants of satisfaction for entrepreneurs," *Journal of Business Venturing*, Elsevier, vol. 10(6), pages 439-457, November.
- De Gieter, S., Hofmans, J., & Pepermans, R. (2011). Revisiting the impact of kepuasan kerja and komitmen organisasi on nurse *turnover intention*: An individual differences analysis. *International journal of nursing studies*, 48(12), 1562-1569.
- De Smet, P., Sans, S., Dramaix, M., Boulenguez, C., De Backer, G., Ferrario, M. A. R. C. O., ... & Kornitzer, M. (2005). Gender and regional differences in perceived stress kerja across Europe. *The European Journal of Public Health*, 15(5), 536-545.

- Dewa Ayu P. K dan I Gusti Ayu M. D. (2016). Pengaruh Komitmen organisasional, Dukungan Sosial, Dan Iklim Etika Terhadap Turnover intention. E-Jurnal Manajemen Unud, Vol. 5, No. 2.
- Dharma, Hatono. (2013). kepuasan kerja, Komitmen organisasional dan Turnover intention. Jurnal Mitra Ekonomi dan Manajemen Bisnis. Vol.4, No.1. Hal.76-88.
- Diana, AE, Mukhtadi, APE, & lainnya. (2020). Kualitas Kehidupan Kerja dan Kinerja Perawat: Mediasi Kepuasan Kerja di Era Pandemi. Tinjauan Sistematis di Farmasi , 1739– 1745
- Erlyanti Indah Novi. (2019). Pengaruh lingkungan kerja dan Ambiguitas Peran Terhadap Komitmen organisasi Anggota Kepolisian Santuan Lalu Lintas Polres Bogor Kota Polda Jawa Barat. Universitas Nadhatul Ulama Sidoarjo. Sidoarjo.
- Fahmi, Irham. (2016). Manajemen Sumber Daya Manusia Teori dan Aplikasi. Bandung: PT.Alfabeta.
- Faisal, N., & Dewi, I. G. A. M. (2019). *Pengaruh Kompensasi, Lingkungan Kerja, dan Budaya Organisasi Terhadap Komitmen Organisasional Karyawan* (Doctoral dissertation, Udayana University).
- Fayyazi, M., & Aslani, F. (2015). The Impact of Work-Life Balance on Employees' kepuasan kerja and Turnover intention; the Moderating Role of Komitmen berkelanjutan. International Letters of Social and Humanistic Sciences, 51, 33–41.

Febriani, Ni Made Tina dan Ayu Desi Indrawati. (2019). Pengaruh Motivasi, Kompensasi, serta lingkungan kerja Fisik Terhadap Kinerja Karyawan Hotel The Niche Bali. E-Jurnal Manajemen Universitas Udayana, 2(5):15-25.

Firth, Lucy., Mellor, David J., Moore, Kathleen A., Loquet, Claude. (2014). How Can Managers Reduce Employee Intention to Quit?. Journal of Managerial Psychology, 19(2): pp: 170-187.

Fitriantini, R., Agusdin, A., & Nurmayanti, S. (2019). Pengaruh Beban Kerja, kepuasan kerja dan Stres Kerja terhadap Turnover intention Tenaga Kesehatan Berstatus Kontrak di Rsud Kota Mataram. Distribusi - Journal of Management and Business, 8(1), 28–38.

<https://doi.org/10.29303/distribusi.v8i1.100>

Ghozali, I. (2015). Aplikasi Analisis Multivariate dengan Program SPSS. Semarang: Badan Penerbit Universitas Diponegoro.

Hair Jr, J. F., Matthews, L. M., Matthews, R. L., & Sarstedt, M. (2017). PLS-SEM or CB-SEM: updated guidelines on which method to use. International Journal of Multivariate Data Analysis, 1(2), 107-123.

Hanaysha, Jalal. (2016). Testing the Effects of Employee Engagement, Work Environment, and Organizational Learning on Organizational Commitment. Procedia - Social and Behavioral Sciences. 229. 289-297. 10.1016/j.sbspro.2016.07.139.

Handoko, T. Hani. (2020). Manajemen Personalia dan Sumber Daya Manusia, Cetakan kesebelas. Yogyakarta: BPEE.

- Hayes, B., Douglas, C., & Bonner, A. (2015). Lingkungan kerja, kepuasan kerja, stress and burnout among haemodialysis nurses. *Journal of nursing management*, 23(5), 588-598.
- Henry Simamora, (2016). *Manajemen Sumber Daya Manusia*, Gramedia, Jakarta
- Huang, Yueng-Hsiang & Lee, Jin & McFadden, Anna & Murphy, Lauren & Robertson, Michelle & Cheung, Janelle & Zohar, Dov. (2015). Beyond safety outcomes: An investigation of the impact of safety climate on job satisfaction, employee engagement and turnover using social exchange theory as the theoretical framework. *Applied Ergonomics*. 55. 10.1016/j.apergo.2015.10.007.
- Hussain, T., & Asif, S. (2012). Is employees' *turnover intention* driven by komitmen organisasi and perceived organizational support. *Journal of quality and technology management*, 8(2), 1-10.
- Irawan, F., & Ie, M. (2022, April). The effect of lingkungan kerja and kepuasan kerja on employee komitmen organisasi. In 3rd Tarumanagara International Conference on the Applications of Social Sciences and Humanities (TICASH 2021) (pp. 1452-1457). Atlantis Press.
- Iswahyudi, I. (2017). Pengaruh Lingkungan Kerja, Budaya Organisasi, terhadap Komitmen Organisasi dalam Meningkatkan Kinerja Pegawai pada UPT Perpustakaan Universitas Jember. *BISMA: Jurnal Bisnis Dan Manajemen*, 11(1), 50-61. doi:10.19184/bisma.v11i1.6208
- Jafar, Sunarty. (2018). Pengaruh Stres Kerja dan kepuasan kerja Terhadap Kinerja Karyawan Pada Kantor Telekomunikasi Indonesia Regular VII.Universitas Islam Negeri Alauddin Makasar.

Jain, R. and Kaur, S. (2014) Impact of Work Environment on Job Satisfaction. International Journal of Scientific and Research Publications, 4, 1-8.

Jamal, Muhammad. (2011). Job Stress, Job Performance and Organizational Commitment in a Multinational Company:An Empirical Study in two Countries. International Journal of Business and Social Science. 2 (20) : pp: 20-29

Kaswan, Ade Sadikin. (2015). Pengembangan Sumber Daya Manusia. Bandung : Alfabeta

Khan, dkk (2018). Impact of Corporate Social Responsibility Job Attitudes: Job Satisfaction and Organizational Commitment of Banking Sector Employeeof Pakistan. SEISENSE Journal of Management.

Khan, Feryal., and Sohail Zafar. 2013. An Emperical Study of Affective Commitment across Demographic Groups in the Banking Sector of Pakistan. Pakistan Journal of Commerce and Social Sciences, 7(3): 555 – 563.

Khan, M. S., Kundu, G. M., Khan, S., Khan, I., Khan, H., & Yar, N. B. (2014). The Cause-& Effect and Correlation between kepuasan kerja and Komitmen organisasi on Intention to leave among the Academicians in higher Educational Institutions of Khyber Pakhtunkhwa, Pakistan. International Journal of Academic Research in Business and Social Sciences, 4(2), 100.

<https://doi.org/10.6007/IJARBSS/v4-i2/609>

Khatibi, A. H. Asadi and M. Hamidi. (2019). The Relationship Between stress kerja and Komitmen organisasi in National Olympic and Paralympic Academy. World Journal of Sport Science, 2(4): pp: 272-278.

- Kreitner, Robert dan Angelo Kinicki. (2014). Perilaku Organisasi. Edisi 9. Buku 1. Jakarta: Salemba Empat.
- L. Mathis, Robert & H. Jackson, John. (2016). Human Resource Management (edisi 10). Jakarta : Salemba Empat.
- Labrague, L. J., McEnroe-Petitte, D. M., Tsaras, K., Cruz, J. P., Colet, P. C., & Gloe, D. S. (2018). Komitmen organisasi and *turnover intention* among rural nurses in the Philippines: Implications for nursing management. International journal of nursing sciences, 5(4), 403-408.
- Lambert, E. G., Cluse-Tolar, T., Pasupuleti, S., Prior, M., & Allen, R. I. (2012). A test of a turnover intent model. Administration in Social Work, 36(1), 67-84.
- Lambert, E. G., Qureshi, H., Frank, J., Klahm, C., & Smith, B. (2017). stress kerja, job involvement, kepuasan kerja, and komitmen organisasi and their associations with job burnout among Indian police officers: a research note. Journal of Police and Criminal Psychology, 33(2), 85- 99. doi:10.1007/s11896-017-9236-y
- Lum L, Kervin J, Clark K, Reid F, Sirola W. (2018) Explaining nursing turnover intent: kepuasan kerja, pay satisfaction, or komitmen organisasi?. Journal of Organizational Behavior. 19(3):305-320.
- Luthans, Fred. (2011). Perilaku organisasi. Yogayakarta : Andi
- Luz, C. M. D., R., Paula, S. L. D., & Oliveira, L. M. B. D. (2018). Komitmen organisasi, kepuasan kerja and Their Possible Influences on Intent to Turnover. Emerald Publishing Limited, 25(1), 84–101.

Martínez-Mesa, J., González-Chica, D. A., Duquia, R. P., Bonamigo, R. R., & Bastos, J. L. (2016). Sampling: how to select participants in my research study?. *Anais brasileiros de dermatologia*, 91(3), 326–330.

<https://doi.org/10.1590/abd1806-4841.20165254>

Mathieu, J. E., & Farr, J. L. (1991). Further evidence for the discriminant validity of measures of komitmen organisasi, job involvement, and kepuasan kerja. *Journal of applied psychology*, 76(1), 127.

Mathis, Robert L. and Jackson, John H. (2016). Human Resource Management, Edisi ke Sepuluh. Jakarta : Salemba Empat.

Mobley, W. H., Griffeth, R. W., Hand, H. H., & Meglino, B. M. (1979). Review and conceptual analysis of the employee turnover process. *Psychologicalbulletin*, 86(3), 493.

Mosadeghrad, A. M., Ferlie, E., & Rosenberg, D. (2008). A study of the relationship between kepuasan kerja, komitmen organisasi and *turnover intention* among hospital employees. *Health services management research*, 21(4), 211-227.

Mowday, R. T., Steers, R. M., & Porter, L. W. (1979). The measurement of organizational commitment. *Journal of vocational behavior*, 14(2), 224-247.

Nafisah, C. A., Sunaryo, H., & Wahono, B. (2020). Pengaruh Beban Kerja, Stres Kerja dan lingkungan kerja terhadap Turnover intention pada Karyawan CV. Mitra Jaya Company Malang Oleh. *Jurnal Ilmiah Riset Manajemen*, 33–48.
<http://www.riset.unisma.ac.id/index.php/jrm/article/view/8199>.

- Nart, S., & Batur, O. (2014). The relation between work-family conflict, stress kerja, komitmen organisasi and job performance: A study on Turkish primary teachers. European journal of research on Education, 2(2), 72-81.
- Nitisemito, (2018), Manajemen Sumber Daya Manusia, Pustaka setia, Bandung.
- Nitisemito. (2019). Manajemen Personalia dan Manajemen Sumber Daya Manusia, Edisi 4. Jakarta: Ghalia Indonesia.
- Notoatmodjo, S (2018). Metodologi Penelitian Kesehatan. Jakarta: Rineka Cipta.
- Novitasari, D. (2020). stress kerja and Turnover intention : Understanding the Role of Leadership and Komitmen organisasi. International Journal of Science and Management Studies, 3(5), 1–14.
- Novliadi, F. (2017). “Intensi Turnover Karyawan Ditinjau Dari Budaya Perusahaan Dan kepuasan kerja”. Medan : Universitas Sumatera Utara.
- Novriyadhi, R. O., & Riana, I. G. (2015). Pengaruh Keadilan Organisasional Terhadap kepuasan kerja Dan Komitmen organisasi Pada PT Astra International Auto 2000 Denpasar. E-Jurnal Manajemen, 4(6).
- Nugroho, Y. B., & Waruwu, A. W. (2018). Pengaruh stress kerja Terhadap Turnover intention Dengan Burnout Sebagai Variabel Mediasi Pada Karyawan Kantor Pusat BPJS Kesehatan. Conference on Manegement and Behavioral Studies, 59 – 67
- Nurkardina, Ardini. (2020). “Pengaruh Lingkungan Kerja Dan Beban Kerja Karyawan Terhadap Komitmen Organisional Studi Pada Kantor Kepolisian Resort (Polres) Kediri Kota” 21 (1): 1–9

Nursalam. (2017). Metodologi Penelitian Ilmu Keperawatan (4th ed). Jakarta : Salemba Medika.

Nursyamsi, I. (2012). Pengaruh Kepemimpinan, Pemberdayaan, dan Stres Kerja Terhadap Komitmen organisasional serta dampaknya terhadap Kinerja Dosen. Conference in Business, Accounting, and Management (CBAM) Universitas Islam Sultan Agung (Unissula) Semarang. h:1-16.

Pangarso, A., & Ramadhyanti, V. (2015). Pengaruh lingkungan kerja non fisik terhadap kepuasan kerja Dosen tetap studi pada fakultas komunikasi dan Bisnis Universitas Telkom Bandung. *Kinerja*, 19(2), 174-193.

Pawirosumarto, S., Sarjana, P. K., & Muchtar, M. (2017). Factors Affecting Employee Performance of PT.Kiyokuni Indonesia. International Journal of Law and Management, 59(4), 602–614.

Perryer, C., Jordan, C., Firns, I., & Travaglione, A. (2010). Predicting *turnover intentions*: The interactive effects of komitmen organisasi and perceived organizational support. *Management Research Review*, 33(9), 911-923.

Pirouz, D. M. (2006). An overview of partial least squares. Available at SSRN 1631359.

Pophal, Lin Grensing. (2012). Human Resource Book. Terjemahan: Sugiri. Jakarta. Prenada.

Prabowo, A. T. (2017). Pengaruh Budaya Organisasi dan Religiusitas terhadap Komitmen Karyawan pada Organisasi (Doctoral dissertation, Universitas Sumatera Utara).

Pramadani, (2012). Hubungan Antara Komitmen organisasi Dengan Kesiapan Untuk Berubah Pada Karyawan Divisi Enterprise Service (DES) Telkom Ketintang Surabaya. Perpustakaan Universitas Airlangga.

Pranata, G. D., Salit, I. G., & Netra, K. (2019). Pengaruh Stres Kerja terhadap Turnover intention Melalui Mediasi Komitmen organisasional pada Restoran Queen's Tandoor Seminyak. EJurnal Manajemen Universitas Udayana, 8(6), 3531–3559. <https://doi.org/https://doi.org/10.24843/EJMUNUD.2019.v08.i06.p09>

Princess, CK (2021). The Influence of Organizational Culture and Work Experience on Employee Organizational Commitment of Sales Force Pt. World Innovative Telecommunication Jember. In Digital Repository Universitas Jember (September 2019 Issue, pp. 2019–2022). Faculty of Economics and Business, University of Jember.

Pugliesi, K. (1999). The consequences of emotional labor: Effects on work stress, kepuasan kerja, and well-being. *Motivation and emotion*, 23, 125-154.

Purwanto, A., & Sudargini, Y. (2021). Exploring Factors Affecting the Purchase Intention of Halal Food Products: An Empirical Study on Student Consumers. *International Journal of Social and Management Studies*, 2(4), 13-21.

Putra, K. A. R., & Suana, I. W. (2016). Pengaruh Komitmen organisasional Dan Job Insecurity Terhadap Turnover intention Pada Karyawan Arma Museum & Resort Ubud. *Ejurnal Manajemen Universitas Udayana*, 5(12).

Putra, P. A. J. K., & Utama, I. W. M. (2018). Pengaruh Komitmen Organisasional Dan Iklim Organisasi Terhadap Turnover Intention Karyawan Pada PT. Jayakarta Balindo. *E-Jurnal Manajemen Unud*, 7(2), 555-583.

- Putri Rarasanti, I. A., & Suana, I. W (2016). Pengaruh Job Embeddedness, kepuasan kerja, Dan Komitmen organisasional Terhadap Turnover intention Karyawan. E-Jurnal Manajemen Universitas Udayana, 5(7).
- Qureshi, M. I. (2013). Relationship Between stress kerja, Workload, Environment and Employees Turnover intention: What We Know, What Should We Know. World Applied Sciences Journal, 23(6): pp: 764-770.
- Raziq, A., & Maulabakhsh, R. (2015). Impact of working environment on kepuasan kerja. Procedia Economics and Finance, 23, 717-725.
- Risambessy, A. (2019). “Pengaruh Praktek Pengembangan Sumber Daya Manusia Terhadap Turnover intention Dengan Melalui Kepercayaan Dalam Organisasi Sebagai Variabel Mediasi pada CV. Syahid Husada Surabaya”. Skripsi. Surabaya : Sekolah Tinggi Ilmu Ekonomi Perbanas.
- Robbins, S., Judge, T. A., Millett, B., & Boyle, M. (2013). *Organisational behaviour*. Pearson Higher Education AU.
- Rodriguez, E. F., Fernandez, R. G., & Arias, A. M. (2020). Business and Institutional Determinants of Effective Tax Rate in Emerging Economies. Economic Modelling. <https://doi.org/10.1016/j.econmod.2020.02.011>.
- Rodríguez-Fernández, M., Herrera, J., & de Las Heras-Rosas, C. (2021). Model of Organizational Commitment Applied to Health Management Systems. International journal of environmental research and public health, 18(9), 4496. <https://doi.org/10.3390/ijerph18094496>
- Roopa S, Rani M. (2012). Questionnaire Designing for a Survey. Journal of Indian Orthodontic Society;46(4_suppl1):273-277. doi:10.5005/jp-journals-10021-

- Safitri, I. (2019). Pengaruh Stres Kerja, Burnout dan Komitmen Organisasi terhadap Turnover Intention pada Karyawan PT Alkagra Seni Glass (Doctoral dissertation, Universitas Mercu Buana Jakarta).
- Safitri, I.P. Wahyu. Rahardjo, Kusdi. Djudi, Moch. (2014). Analisis Perbedaan Komitmen Organisasi Berdasarkan Status Karyawan (Studi Pada Karyawan PT. Kobexindo Tractors Tbk. Representative Office Bengkulu). *Jurnal Administrasi Bisnis*, 10(1):215-239.
- Safitri. (2013). Hubungan antara kepuasan kerja dan Komitmen organisasi terhadap Turnover intention. *Jurnal Penelitian Psikologi*. 1(2). 433-435.
- Santosa Halim, W. (2016). Analisis Rekrutmen dan Seleksi Karyawan pada Perusahaan Bihun Cahaya Tiga Tunggal. *Agora*, 4(1), 179–185.
- Sarasanti, Dwi Eka Sari. (2016). Pengaruh Lingkungan Kerja Fisik dan Non Fisik Terhadap Kepuasaan Kerja dan Kinerja Karyawan. Skripsi. Fakultas Ilmu Administrasi. Malang : Universitas Brawijaya.Pa
- Sari, R. R. N. (2016). Pengaruh kepuasan kerja Dan Komitmen organisasional Terhadap Intention to Leave Pada Karyawan Produksi Mitra Produksi Sigaret (Mps) Ngoro-Jombang. *Jurnal Bisnis dan Manajemen*, 3(1).
- Sastroasmoro, S., Ismael, S. (2014). Dasar-Dasar Metodologi Penelitian Klinis. Jakarta: Sagung Seto.
- Sedarmayanti, S., & Siswanto, E. N. (2014). Pengaruh Tata Ruang Kantor Terhadap Kinerja Pegawai di Dinas Tenaga Kerja Transmigrasi dan Sosial Kota Cimahi. *Jurnal Ilmu Administrasi: Media Pengembangan Ilmu Dan Praktek Administrasi*, 11(3), 501–510. <https://doi.org/10.31113/jia.v11i3.66>

- Sekaran, U., & Bougie, R. (2016). Research methods for business: A skill building approach. john wiley & sons.
- Sentana, I. K. A. D., & Surya, I. B. K. (2017). Pengaruh kepuasan kerja dan Komitmen organisasional terhadap Turnover intention. E-Jurnal Manajemen Unud, 6(10), 5232–5261.
- Shamaa, R. A., Rabayah, W. A., & Khasawneh, R. T. (2015). The effect of kepuasan kerja and work engagement on komitmen organisasi. Journal of Organizational Behavior, 14(4), 7- 27. Retrieved from <https://pdfs.semanticscholar.org/20d9/46864c3b3c8ae4412db7199a8672cb9c1396.pdf>
- Singh, S. K., & Singh, A. P. (2019). Interplay of Organizational Justice, Psychological Empowerment, Organizational Citizenship Behavior, and kepuasan kerja in the Context Of Circular Economy. Management Decision, 57, 937–952.
- Siregar, N. A. (2020). Pengaruh Masa Kerja, Kepuasan Kerja dan Lingkungan Kerja terhadap Komitmen Organisasi pada PT. Lingga Tiga Sawit Sigambal. *SIMEN (Akuntansi Dan Manajemen) STIES*, 11(1), 30-38.
- Solis, E. R. R., & Monroy, V. I. B. (2015). Between love and war: the effects of komitmen afektif in organizational politics and organizational performance. Journal of organizational culture, communications and conflict, 19(2), 69.
- Soomro, B. A., & Shah, N. (2019). Determining the impact of entrepreneurial orientation and organizational culture on job satisfaction, organizational commitment, and employee's performance. *South Asian Journal of Business Studies*, 8(3), 266-282.

- Sopiah, & Sangadji, E. M. (2020). The Effect of stress kerja on Turnover intention Through kepuasan kerja of Government Commercial Bank Employees. International Conference on Islam, Economy, and Halal Industry, 2020, 66–82. <https://doi.org/10.18502/kss.v4i9.7317>.
- Stewart, S. M., Bing, M. N., Gruys, M. L., & Helford, M. C. (2007). Men, women, and perceptions of lingkungan kerjas, komitmen organisasi, and *turnover intentions*. *Journal of Business and Public Affairs*, 1(1), 1-21.
- Stratton, S. (2021). Population Research: Convenience Sampling Strategies. *Prehospital and Disaster Medicine*, 36(4), 373-374. doi:10.1017/S1049023X21000649
- Subagyo, Amir. (2014). Pengaruh lingkungan kerja dan self efficacy terhadap komitmen organisasional Dosen politeknik Negeri Semarang. Politeknik Negeri Semarang. Semarang.
- Sugiyono. (2014). Metode Penelitian Pendidikan Pendekatan Kuantitatif, Kualitatif, dan R&D. Bandung: Alfabeta.
- Sunengsih Dewi Nani. (2014). Pengaruh lingkungan kerja, kepribadian, dan komunikasi interpersonal terhadap komitmen organisasi (Dosen Universitas Darma Persada di Jakarta). Universitas Darma Persada Jakarta. Jakarta
- Sungu, L. J., Weng, Q., & Xu, X. (2019). Organizational commitment and job performance: Examining the moderating roles of occupational commitment and transformational leadership. *International Journal of Selection and Assessment*, 27(3), 280-290.

- Sunyoto, D., & Burhanudin. (2015). Teori Perilaku Organisasi. Yogyakarta: CAPS (Center of Academic Publishing Service).
- Suryanatha, A., & Ardana, K. (2014). Pengaruh Kepemimpinan Transformasional dan Komitmen organisasi terhadap kepuasan kerja Karyawan dan Organizational Citizenship Behavior (OCB) Pada Baleka Resort Hotel & Spa Legian. E-Jurnal Manajemen Universitas Udayana, 3(4), 1155–1169.
- Sutanto, E. M., & Gunawan, C. (2013). kepuasan kerja, komitmen organisasional dan *turnover intention*. Jurnal Mitra Ekonomi dan Manajemen Bisnis Vol. 4(1), 76-88.
- Sutardi, D., Novitasari, D., Asbari, M., Silitonga, N., Nugroho, Y. A., Hutagalung, D., Mustofa, Chidir, G., Basuki, S., & Yuwono, T. (2020). Pengaruh Work-Family Conflict, Stres Kerja dan Social Support terhadap kepuasan kerja: Studi Kasus pada Guru Wanita di Tangerang. EduPsyCouns: Journal of Education, Psychology and Counseling, 2(1), 482–498. <https://ummaspul.e-journal.id/Edupsycouns/article/view/513>.
- Sutrisno, E. (2019). Manajemen Sumber Daya Manusia (Pertama). PRENADAMEDIA GROUP.
- Tewal, B., Adolfina, Pandowo, M. C. H., & Tawas, H. N. (2017). Prilaku Organisasi. Bandung: CV. Patra Media Grafindo.
- Thacker LR. (2020). What Is the Big Deal About Populations in Research? Progress in Transplantation;30(1):3-3. doi:10.1177/1526924819893795

- Velnampy, T and Aravinthan. S. A. (2013). Occupational Stress and Komitmen organisasi in Private Banks: A Sri Lankan Experience. European Journal of Business and Management. 5(7): pp: 78-99.
- Wateknya, Yoga. (2016). Pengaruh Komitmen Organisasi dan Kepuasan Kerja terhadap Turnover Intention pada Karyawan PT. Kharisma Rotan Mandiri. Skripsi. Universitas Negeri Yogyakarta.
- Widodo, Setyo Djoko (2014). Influence of Leadership And lingkungan kerja To kepuasan kerja And Impact To Employee Performance (Study On Industrial Manufacture In West Java). Journal of Economics and Sustainable Development ISSN 2222-1700 (Paper) ISSN 2222-2855 (Online) Vol.5, No.26, 2014
- Yaddanapudi, S., & Yaddanapudi, L. N. (2019). How to design a questionnaire. *Indian journal of anaesthesia*, 63(5), 335–337.
https://doi.org/10.4103/ija.IJA_334_19
- Yuliana,Y.,Lisa,L.,Nancy,N.,Chandra,W.,&Aigan,W.(2019). Analisis Penerapan Promsi Pada PT. Adam Dani Lestari Medan. Seminar Nasional Teknologi Komputer&Sains (SAINTEKS),1(1).
- Yuniar, I. R., dan Kurniawati M., (2018). “Pengaruh Asset Growth, Leverage, Earning Variability, Dividen Payout Ratio dan Total Asset Turnover Terhadap Beta Saham Syariah”, Journal of Economic, Business and Engineering, vol.I no. 1, hlm. 107-117.
- Yuniar, Syafitri Oktavia. (2022). Pengaruh Kompensasi, Keadilan Organisasi, Dan kepuasan kerja Terhadap Turnover intention Dengan Komitmen organisasi

Sebagai Mediasi Pada Karyawan Milenial PT. XYZ. S1 thesis, STIE
Indonesia Banking School.

