

DAFTAR PUSTAKA

- Adhithian, T. (2017). Pengaruh Persepsi Dukungan Supervisor dan Komitmen Organisasi terhadap Turnover Intention. *Business Management*, 1–14.
- Baldonado, A. M. (2018). Leadership and Gen Z: Motivating Gen Z Workers and Their Impact to the Future. *International Journal of Managerial Studies and Research*, 6(1). <https://doi.org/10.20431/2349-0349.0601008>
- Bashir, A., Amir, A., Jawaad, M., & Hasan, T. (2020). Work conditions and job performance: An indirect conditional effect of motivation. *Cogent Business and Management*, 7(1). <https://doi.org/10.1080/23311975.2020.1801961>
- Bhate, R. (2013). Supervisor Supportiveness : *Supervisor Supportivness: Global Perspectives*, June, 1–8.
- Bui, H. T. M., Zeng, Y., & Higgs, M. (2017). The role of person-job fit in the relationship between transformational leadership and job engagement. *Journal of Managerial Psychology*, 32(5), 373–386. <https://doi.org/10.1108/JMP-05-2016-0144>
- Cable, D. M., & DeRue, D. S. (2002). The convergent and discriminant validity of subjective fit perceptions. *Journal of Applied Psychology*, 87(5), 875–884. <https://doi.org/10.1037/0021-9010.87.5.875>
- Chen, P., Sparrow, P., & Cooper, C. (2016). The relationship between person-organization fit and job satisfaction. *Journal of Managerial Psychology*, 31(5), 946–959. <https://doi.org/10.1108/JMP-08-2014-0236>
- Deschênes, A. A. (2021). Satisfaction with work and person–environment fit: are there intergenerational differences? An examination through person–job, person–group and person–supervisor fit. *International Journal of Organization Theory and Behavior*, 24(1), 60–75. <https://doi.org/10.1108/IJOTB-02-2020-0025>
- Dhir, S., Dutta, T., & Ghosh, P. (2020a). Linking employee loyalty with job satisfaction using PLS–SEM modelling. *Personnel Review*. <https://doi.org/10.1108/PR-03-2019-0107>
- Dhir, S., Dutta, T., & Ghosh, P. (2020b). Linking employee loyalty with job satisfaction using PLS–SEM modelling. *Personnel Review*. <https://doi.org/10.1108/PR-03-2019-0107>
- Dulloh, M., Limgiani, L., & Suwardi, L. A. (2024). Analyze the work environment to improve employee performance. *Revenue Journal: Management and Entrepreneurship*, 1(2), 127–134. <https://doi.org/10.61650/rjme.v2i1.3>

- Frempong, L. N., Agbenyo, W., & Darko, P. A. (2018). The Impact of Job Satisfaction on Employees' Loyalty and Commitment: A Comparative Study Among Some Selected Sectors in Ghana. In *European Journal of Business and Management* www.iiste.org ISSN (Vol. 10, Issue 12). Online. <https://www.researchgate.net/publication/325102489>
- Gynning, B. E., Christiansen, F., Lidwall, U., & Brulin, E. (2024). Impact of work–life interference on burnout and job discontent: A one-year follow-up study of physicians in Sweden. *Scandinavian Journal of Work, Environment & Health*. <https://doi.org/10.5271/sjweh.4181>
- Heryati, A. (2016). Pengaruh Kompensasi Dan Beban Kerja Terhadap Employee Royalty Di Departemen Operasi Pt. Pupuk Sriwidjaja Palembang. *Jurnal Ecoment Global*, 1(2), 56. <https://doi.org/10.35908/jeg.v1i2.204>
- Iqbal, M. T., Latif, W., & Wahab, N. (2012). The Impact of Person Job Fit on Job Satisfaction and its Subsequent Impact on Employees Performance. *Mediterranean Journal of Social Sciences*, 3(2), 523–530. <https://doi.org/10.5901/mjss.2012.v3n2.347>
- Julianti dkk (2015) dalam Bangun, O. V., Supartha, I. W. G., & Subudi, M. (2017). Pengaruh Person-Job Fit Dan Person-Organization Fit Terhadap Komitmen Organisasional Dan Organizational Citizenship Behavior (Ocb). *E-Jurnal Ekonomi Dan Bisnis Universitas Udayana* 6.5 (2017): 2071-2102, 5, 2071–2102.
- Kalidass, A., & Bahron, A. (2015). The Relationship between Perceived Supervisor Support, Perceived Organizational Support, Organizational Commitment and Employee Turnover Intention. *International Journal of Business Administration*, 6(5). <https://doi.org/10.5430/ijba.v6n5p82>
- Kristof, A. L. (1996). Person-Organization Fit: An Integrative Review of Its Conceptualizations, Measurement and Implications. *Personnel Psychology*, 49.
- Lee, M. S., & Han, S. L. (2019). The effects of relationship bonds on bank employees' psychological responses and boundary-spanning behaviors: An empirical examination of the JD–R model. *International Journal of Bank Marketing*, 38(3), 578–599. <https://doi.org/10.1108/IJBM-12-2018-0358>
- Liu, C., Wang, C., & Wang, H. (2021). How do leaders' positive emotions improve followers' person–job fit in China? The effects of organizational identification and psychological safety. *Leadership and Organization Development Journal*, 42(2), 161–177. <https://doi.org/10.1108/LODJ-09-2019-0388>

- Masakure, O. (2016). The effect of employee loyalty on wages. *Journal of Economic Psychology*, 56(August), 274–298. <https://doi.org/10.1016/j.joep.2016.08.003>
- Mazur-Wierzbicka, E. (2021). Determinants of Employee Loyalty from the Perspective of Employees of Socially Responsible Organizations. In *European Research Studies Journal: Vol. XXIV*.
- Mensah, J. K., & Bawole, J. N. (2018). Testing the mediation effect of person-organisation fit on the relationship between talent management and talented employees' attitudes. *International Journal of Manpower*, 39(2), 319–333. <https://doi.org/10.1108/IJM-08-2016-0162>
- Morley, M. J. (2007). Person-organization fit. *Journal of Managerial Psychology*, 22(2), 109–117. <https://doi.org/10.1108/02683940710726375>
- Newman, A., Thanacoody, R., & Hui, W. (2011). The effects of perceived organizational support, perceived supervisor support and intra-organizational network resources on turnover intentions: A study of Chinese employees in multinational enterprises. *Personnel Review*, 41(1), 56–72. <https://doi.org/10.1108/00483481211189947>
- Nur Iplik, F., Can Kilic, K., & Yalcin, A. (2011). The simultaneous effects of person-organization and person-job fit on Turkish hotel managers. *International Journal of Contemporary Hospitality Management*, 23(5), 644–661. <https://doi.org/10.1108/09596111111143386>
- Onwuchekwa, F. C., Udekwe, E. E., & Arachie, A. E. (2018). Person Job Fit (PJF) and Employee Performance in Selected Commercial Banks in Anambra State. *Journal of Finance and Accounting*, 9(11), 153–161.
- Rahmadani, V. G., & Sebayang, I. R. (2017). The Influence of Person-Organization Fit and Person-Job Fit on Work Engagement Among Policemen in Sumatera Utara. *INTERNATIONAL JOURNAL OF MANAGEMENT SCIENCE AND BUSINESS ADMINISTRATION*, 4(1), 45–51. <https://doi.org/10.18775/ijmsba.1849-5664-5419.2014.41.1006>
- Raziq, A., & Maulabakhsh, R. (2015). Impact of Working Environment on Job Satisfaction. *Procedia Economics and Finance*, 23, 717–725. [https://doi.org/10.1016/s2212-5671\(15\)00524-9](https://doi.org/10.1016/s2212-5671(15)00524-9)
- Rishipal. (2019). Employee loyalty and counter-productive work behaviour among employees in the Indian hospitality sector. *Worldwide Hospitality and Tourism Themes*, 11(4), 438–448. <https://doi.org/10.1108/WHATT-04-2019-0020>
- Robbins, S., & Timothy, J. (2018). *Essential of Organizational Behaviour*.

- Rodrigues, F. R., Pina e Cunha, M., Castanheira, F., Bal, P. M., & Jansen, P. G. W. (2020). Person-job fit across the work lifespan – The case of classical ballet dancers. *Journal of Vocational Behavior*, 118(December 2019), 103400. <https://doi.org/10.1016/j.jvb.2020.103400>
- Santoso, D., & Irwantoro, I. (2014). Pengaruh person-organization fit (p-o fit) terhadap Organization Citizenship Behaviour (OCB) dengan Job Satisfaction dan komitmen organisasi sebagai variabel intervening (Studi pada KPPBC TMP Tanjung Emas Semarang). *Jurnal NeO-Bis*, 8(1), 1–16.
- Sekaran, U., & Bougie, R. (2016). *Research Methods for Business* (Seventh Ed). Wiley.
- Sunarsi, D. (2019). The Analysis of The Work Environmental and Organizational Cultural Impact on The Performance and Implication of The Work Satisfaction. *Jurnal Ilmiah Administrasi Pubik*, 9, 237–246. <http://ojs.unm.ac.id/iap>
- Taheri, R. H., Miah, Md. S., & Kamaruzzaman, Md. (2020). Impact of Working Environment on Job Satisfaction. *European Journal of Business and Management Research*, 5(6). <https://doi.org/10.24018/ejbmr.2020.5.6.643>
- Vabiola, O., Supartha, I. W. G., & Subudi, M. (2017). Pengaruh Person-Job Fit Dan Person-Organization Fit Terhadap Komitmen Organisasional Dan Organizational Citizenship Behavior (Ocb). *E-Jurnal Ekonomi Dan Bisnis Universitas Udayana* 6.5 (2017): 2071-2102, 5, 2071–2102. <https://ojs.unud.ac.id/index.php/EEB/article/download/29794/18688/>
- Vernando, G., & Le, M. (2022). PENGARUH LINGKUNGAN KERJA DAN JOB SATISFACTION TERHADAP EMPLOYEE ROYALTY DI INDUSTRI KREATIF. *Jurnal Manajerial Dan Kewirausahaan*, 4(1), 236–256.
- Yao, T., Qiu, Q., & Wei, Y. (2019). Retaining hotel employees as internal customers: Effect of organizational commitment on attitudinal and behavioral loyalty of employees. *International Journal of Hospitality Management*, 76(September 2017), 1–8. <https://doi.org/10.1016/j.ijhm.2018.03.018>
- Yumuk, Y., & Kurgun, H. (2020). The role of organizational culture types on person-organization fit and organizational alienation levels of hotel workers. In *Advanced Series in Management* (Vol. 24, pp. 83–104). Emerald Group Holdings Ltd. <https://doi.org/10.1108/S1877-636120200000024007>
- Zhenjing, G., Chupradit, S., Ku, K. Y., Nassani, A. A., & Haffar, M. (2022). Impact of Employees' Workplace Environment on Employees' Performance: A Multi-Mediation Model. *Frontiers in Public Health*, 10. <https://doi.org/10.3389/fpubh.2022.890400>