## REFERENCES

- Abdillah, W & Jogiyanto. (2009). Partial least square (pls) alternative sem dalam penelitian bisnis. *Penerbit Andi: Yogyakarta*. Hal 262.
- Abbasi, S.M & Hollman, K.W (2000). Turnover: The real bottom line. *Journal of Public Personnel Management* (29), 333-342
- Agarwal, et al. (2012). Linking LMX, innovative work behavior and turnover intentions: the mediating role of work engagement. *Career Development International Journal*.
- Ahmad, Arrfat. (2018). The relationship among job characteristics organizational commitment and employee turnover intention: A reciprocation perspective. *Journal of Emerald Insight*, 74-91.
- Alarcon, G.M., & Edwards, J.M (2011). The relationship of work engagement, job satisfaction and turnover intention. *Journal of Emerald Insight*. 294-298.
- Albrecht, S.L et al., (2015). Employee engagement, human resource management practices and competitive advantage: an integrated approach. *Journal of Organizational Effectiveness: People and Performance*. 7-35.
- Allen, N & Meyer., J. (2000). Commitment in the Workplace: Theory, Research, and Application. *Sage Publications*.
- Alniacik, E et al., (2016). Does person-organization fit moderate the effects of affective commitment and job satisfaction on turnover intentiosn?. *Journal of Elsevier*, 274-281.
- Alniacik, U et al., (2011). Independent and join effects of perceived corporate reputation, affective commitment and job satisfaction on turnover intention. *Journal of Elsevier*, 1177-1189.

- Awang, A., Amir, A.R & Osman, W. (2013). Job behavioral factors and turnover intention: a case study at sime darby property limited. *International Journal of Advances in Management and Economics*, 2(6): 103-115.
- Babin, B.J., Hair, J.F. and Boles, J.S. (2008). Publishing research in marketing journals using structural equation modeling. *Journal of Emerald Insight*. 279-285.
- Bakker, A.B & Costa, P.L. (2014). Chronic job burnout and daily functioning: a theoretical analysis. *Journal of Elsevier*, 112-119.
- Bezdrob, M & Sunje, A.(2020). Transient nature of the employees' job satisfaction: the case of the IT industry in Bosnia and Herzegovina. *Journal of European Academy*.
- Boreum, J & Jessica., L. (2019). Exploring the impact of training, job tenure, and education-job and skills-job matches on employee turnover intention. *Journal of Emerald Insight*, 214-230
- Carmeli, A & Weisberg, J. (2006). Exploring turnover inetations among three professional groups of employees. *Human Resource Devlopment International*, 9(2), 191-206.
- Chaohui, Wang, et al. (2020). Effects of professional identity on turnover intention in China's hotel employees: The mediating role of employee engagement and job satisfaction. *Journal of Hospitality and Tourism Management*, 45, 10-22.
- Ezzat, A & Ehab, M. (2018). The determinants of job satisfaction in the Egyptian labor market. *Journal of Emerald Insight*, 54-72.
- Farrukh, M., Chong, W.Y & Mansori, S. (2017). Organizational commitment: an empirical analysis of personality traits. *Journal of Emerald Insight, 18-34*.

- Gambacorta, R & Iannario, M. (2013). Measuring job satisfaction with CUB models. *Labour*, 27(2), 198-224.
- Gupta, M & Shaheen, M. (2017). Impact of work engagement on turnover intention: moderation by psychological capital in India. Verslas Teorija ir Praktika. 136-143.
- Guzeller, C.O & Celiker, N. (2019). Examining the relationship between organizational commitment and turnover intention via a meta-analysis. *Journal of emerald insight.*
- Hair, et al. (1998). Multivariate data analysis. 5<sup>th</sup> edition. *Prentice hall*. Upper Saddle River: New Jersey.
- Hair, et al. (2014). A primer on partial least squares structural equation modeling. Journal of Thousand Oaks.
- Hair, et al. (2014). Partial least square structural equation modeling: an emerging tool in business research. *Journal of Emerald Insight*. 106-130.
- Hair, J. F., Anderson, R. E., Tatham, R. L & William, C. Black. (2010). Multivariate Data Analysis: Pearson. *New Jersey*.
- Halbesleben, J.R.B. (2010). A meta-analysist of work engagement: relationship with burnout, demands, resources and consequences. *Emerald Insight Journal*.
- Harter, et al (2002). Business-Unit-Level Relationship Between Employee Satisfaction, Employee Engagement, and Business Outcomes: A Meta-Analysis. *Journal of Applied Psychologi* 87(2).
- Hancock, J. et al (2013). Meta-analytic review of employee turnover as a predictor of firm performance. *Journal of management* 39(3), 573-603.

- Hayward, D., et al. (2016). A qualitative study of experienced nurses' voluntary turnover: learning from their perspectives. *Journal of Clinical Nursing*, 25 (9-10), 1336-1345.
- Hylton, T.E (2013). The relationship between job satisfaction, organizational commitment, and turnover intent among certified rehabilitation counselors. *Dissertation of Rehhabilitation Counselors Education – Doctor of Philosophy*. Michigan State University.
- Karam, E.P., et al. (2017). Authentic leadership and high-performance human resource practices: implications for work engagement. *Journal of emeraldinsight*, 35, 103-153
- Keller, R.T. (1994). The role of performance and abstenteeism in the prediction of turnover. *Journal of academy of Management*, 176-183.
- Kim, W & Hyun, Y.S. (2017). The impact of personal resources on turnover intention: the mediating effects of work engagement. *Journal of emeraldinsight*,1-35.
- Locke, E.A., (1969). Organizational behavior and human performance. *Journal of Elsevier*. 309-336.
- Locke, E.A., (1976). The nature and causes of job satisfaction. In: Dunnette, M.D., Ed., Handbook of Industrial and Organizational Psychology, Vol.1, 1297-1343.
- Luz, C.M., Paula, S.L & Oliveira, M.L. (2016). Organizational commitment, job satisfaction and their possible influences on intent to turnover. *Journal of emeraldinsight*, 84-101.

- Meyer, J.P & Allen, N.J. (1991). A three component conceptualization of organizational commitment. *Human resource management review*. 1 (1): 61-89.
- Mobley et al. (1978). An evaluation of precursor of hospital employee turnover. Journal of Applied Psychology. 408-414.
- Ntisa, A.A. (2015). Job satisfaction, organisational commitment, turnover intention, absenteeism and work performance amongst academics within south african universities of technology. *Doctoral thesis vaal university of technology*
- Olaniyan, O.S., & Hystad, S.W., (2009). Employees' psychological capital, job satisfaction, insecurity, and intention to quit. *Journal of Elsevier*.
- Ozbag, G.K., & Ceyhun, G.C., (2014). Does job satisfaction mediate the relationship between work family conflict and turnover? A study of Turkish marine pilots. *Journal of Elsevier*, 643-649.
- O'Reilly III, C.A., Chatman, J., & Caldwell, D.f., (1991). People and organizational culture: a profile comparison approach to assessing person-organization fit. *Journal of Academy of Management*, 34, 487-516.
- Pawirosumarto, S., Sarjana, P.K., & Gunawan, R., (2016). The effect of work environment, leadership style, and organizational culture towards job satisfaction and its implication towards employee performance in parador hotels and resorts, Indonesia. *Journal of Emerald Insight*.
- Penley, L.E., & Gould, S. (1988). Etzioni's model of organizational involvement: a perspective for understanding commitment to organizations. *Journal of Organizational Behavior*, 9(1), 43-59.

- Perryer, C., Jordan, C., Firns, I & Travaglione, A. (2010). Predicting turnover intentions: the interactive effects of organizational commitment and perceived organizational support. *Journal of Emerald Insight*.
- Phillips, J.J., & Connel, A.O. (2003). Managing employee retention: a strategic accountability approach. *Journal of Elsevier*. Butterworth-Heinemann. Chelsea.
- Porter, et.al., (1974). Organizational commitment, job satisfaction and turnover among psychiatric technicians. *Journal of Applied Psychology*, 59(5), 603-609.
- Pryce, A.C., (2016). Strategies to reduce employee turnover in small retail business. Walden University Scholar Work.
- Rainayee, A.R., (2013). Employee turnover intention: job stress or perceived alternative external opportunities. *International Journal of Information, business and management*, Vol.5, No.1.
- Roodt, G., Rieger, H.S., & Sempane, M.E., (2002). Job satisfaction inrelation to organizational culture. *SA Journal of industrial Psychology*, Vol.28, 23-30.
- Schaufeli, W.B., (2012). Work Engagement. What do we know and where do we go?. *Romanian Journal of Applied Psychology*, Vol.14, No.1, 3-10.
- Schaufeli, W. B., Salanova, M., González-Romá, V., Bakker, A.B. (2002). The measurement of engagement and burnout: A two sample confirmatory factor analytic approach. *Journal of Happiness Studies*, 3(1), 71-92
- Schneider, B., & Snyder, R.A., (1975). Some relationship between job satisfaction and organizational climate. *Journal of Applied Psychology*, Vol.60, No.3, 318-328.

- Shuck, B., Reio, T. G., & Rocco, T. (2014). Employee engagement: An examination of antecedent and outcome variables. Human Resource Development International, 14, 427-445
- Simone, S.D., Planta. A., & Cicotto. G. (2018). The role of job satisfaction, work engagement, self-efficacy and agentic on nurses' turnover intention and patien satisfaction. *Journal of Elsevier*. 130-140.
- Sekaran, U. (2006). Metodologi penelitian untuk bisnis: edisi 8.
- Sekaran, U. (2006). Research methods for business . Hoboken: NJ: John Wiley &Sons.
- Sekaran, U., & Bougie, R., (2016). Research methods for business: a skill building approach, 7<sup>th</sup> edition. *New Jersey: Wiley*.
- Serhan, C., Nehmeh, N & Sioufi, I. (2021). Assessing the effect of organizational commitment on turnover intentions amongst Islamic bank employee. *Journal of Emerald Insight*.
- Sikora, D., Ferris, G.R., & Iddekinge, C.H.V., (2015). Line manager implementation perceptions as mediator of relations between high performance and employee outcomes. *Journal of PubMed.gov*.
- Simone, S, D., Planta, A & Cicotto, G. (2017). The role of job satisfaction, work engagement, self-efficacy and and agentic capacities on nurses' turnover intention and patient satisfaction. *Journal of Elsevier*.
- Skelton, A.R., Nattress, D., & Dwyer, R.J. (2018). Predicting manufacturing employee turnover intention. *Journal of emeraldinsight*, 101-117.
- Spector, P.E., (1997). Measurement of human service Stafff satisfaction survey. American journal of community psychology, 13(6), 693-713.

- Stamolampros, P., et al., (2019). Job satisfaction and employee turnover determinants in high contact services: insights from employees' online reviews. *Journal of Elsevier*. 130-147.
- Tett, R.P., & Meyer, J.P., (1993). Job satisfaction, organizational commitment, turnover intention, and turnover: Path analysis based on meta-analytic findings. *Personal psychology*, 46 (2): 259-293.
- Urbach, N., & Athlemann, F. (2010). Structural equation modeling in informations system research using partial least square. *Journal of Information Technology Theory and Application*.
- Xin, Zhang., et al., (2018). How social media usage affects employees' job satisfaction and turnover intention: An empirical study in China. *Journal of Information & Management.*
- Y.-H. Huang., et al., (2016). Beyond safety outcomes: an investigation of the impact of safety climate on job satisfaction, employee engagement and turnover using social exchange theory as th theoretical framework. *Journal of Elsevier.* 248-257
- Yong, Li., Hui, Huang., & Yi-Yi, Chen. (2020). Organizational climate, job satisfaction and turnover in voluntary child welfare workers. *Journal of Elsevier*.
- You-De, Dai, et al., (2020). Work engagement and job burnout? Roles of regulatory foci, supervisors' organizational embodiment and psychological ownership. *Journal of Hospitality and Tourism Management*, 46, 114-122.
- Yousef, A.D. (1997). Satisfaction with job security as a predictor of organizational commitment and job performance in a multicultural environment. *Journal of emeraldinsight*, 184-195

Zopiatis, A., Constanti, & P., Thheocharous, A.L. (2013). Job involvement, commitment, satisfaction and turnover: Evidence from hotelemployees in Cyprus. *Journal of Elsevier Tourism Management*, 129-140. Elsevier

