

DAFTAR PUSTAKA

- Afsar, B., Badir, Y., & Khan, M. M. (2015). Person-job fit, person-organization fit and innovative work behavior: The mediating role of innovation trust. *Journal of High Technology Management Research*, 26(2), 105–116. <https://doi.org/10.1016/j.hitech.2015.09.001>
- Ahlenius, M., Berggren, B., Kågström, J., & Åge, L. J. (2024). The role of gained trust: effects on intrinsic motivation, person-job fit and turnover intentions among real estate brokers. *Property Management*. <https://doi.org/10.1108/PM-01-2024-0010>
- Aslan, H. (2019). Mediating Role of Person-Organization Fit in Person Job Fit's Effect on Job Satisfaction. In *Bilimler Fakültesi Dergisi Journal of Economics and Administrative Sciences* (Vol. 3, Issue 2).
- Buitendach, J. H., & Rothmann, S. (2009). The validation of the Minnesota Job Satisfaction Questionnaire in selected organisations in South Africa. *SA Journal of Human Resource Management*, 7(1). <https://doi.org/10.4102/sajhrm.v7i1.183>
- Choi, S. B., Tran, T. B. H., & Kang, S. W. (2017). Inclusive Leadership and Employee Well-Being: The Mediating Role of Person-Job Fit. *Journal of Happiness Studies*, 18(6), 1877–1901. <https://doi.org/10.1007/s10902-016-9801-6>
- Chowdhury, M. S., Yun, J., & Kang, D. S. (2021). Towards sustainable corporate attraction: The mediating and moderating mechanism of person–organization fit. *Sustainability (Switzerland)*, 13(21). <https://doi.org/10.3390/su132111998>
- Dalgic, A. (2022). The Effects of Perosn-Job Fit and Person-Organization Fit on Turnover Intention: The Mediation Effect of Job Resourcefulness. *Journal of Gastronomy Hospitality and Travel (JOGHAT)*. <https://doi.org/10.33083/joghat.2022.136>
- Desiana, P. M., Andrias, M. S., & Ahyinaa, G. S. (2024). The Mediating Effect o Employee Engagement And Well-Being on Turnover Intention In Indonesia. *Problems and Perspectives in Management*, 22(2), 477–487. [https://doi.org/10.21511/ppm.22\(2\).2024.37](https://doi.org/10.21511/ppm.22(2).2024.37)
- Ghozali, I., & Latan, H. (2015). *Partial least squares: Konsep, teknik, dan aplikasi menggunakan program: SmartPLS 3.0: Untuk penelitian empiris*. Badan Penerbit Undip.

- Hafni, S., Absah, Y., Gusrini, V., & Pohan, R. (2023). The Effect of Person-Organization Fit and Person Job Fit on Turnover Intention with Work Engagement as Mediator at PT. Telekomunikasi Indonesia Regional I Sumatera. In *International Journal of Educational Review. Law And Social Sciences |IJERLAS*.
- Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2019). When to use and how to report the results of PLS-SEM. In *European Business Review* (Vol. 31, Issue 1, pp. 2–24). Emerald Group Publishing Ltd. <https://doi.org/10.1108/EBR-11-2018-0203>
- Hair, Jr., J. F., Hult, G. T. M., Ringle, C., & Sarstedt, M. (2016). A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM). *Thousand Oaks, CA: Sage Publications.*
- Hamid, R. S., & Anwar, S. M. (2019). Structural Equation Modeling (SEM) Berbasis Varian (1st ed.). *PT Inkubator Penulis Indonesia.*
- Herrity, jennifer. (2024, September 18). *Maslow's Hierarchy of Needs: Applying It in the Workplace.*
- Hossain, A., Khatun, M., & Shanjabin, S. (2024). Impact of person-job fit and person-organization fit on employee engagement: Moderating role of supervisor support. *Annals of Human Resource Management Research*, 3(2), 97–114. <https://doi.org/10.35912/ahrmr.v3i2.1885>
- Indriyani, R., & Bellinda Sutanto, M. (2021). Peranan Person Organization Fit Dan Person Job Fit Dalam Meningkatkan Job Satisfaction Dengan Work Engagement Sebagai Mediasi. *Majalah Ekonomi: Telaah Manajemen, Akuntansi Dan Bisnis*, 26(1).
- Jobstreet.com. (2022, June 30). *73% Karyawan Tidak Puas dengan Pekerjaan Mereka.* <https://id.jobstreet.com/id/career-advice/article/73-karyawan-tidak-puas-dengan-pekerjaan-mereka>
- Jung, H. S., Hwang, Y. H., & Yoon, H. H. (2023). Impact of Hotel Employees' Psychological Well-Being on Job Satisfaction and Pro-Social Service Behavior: Moderating Effect of Work-Life Balance. *Sustainability (Switzerland)*, 15(15). <https://doi.org/10.3390/su151511687>
- Kakar, A. S., Kruger, N., Durrani, D. K., Khan, M. A., & Meyer, N. (2022). Work-life balance practices and organizational cynicism: The mediating role of person-job fit. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.979666>
- Kakar, A. S., Saufi, R. A., Devadhasan, B. D., Meyer, N., Vetrivel, S. C., & Magda, R. (2021). The mediating role of person-job fit between work-life

balance (Wlb) practices and academic turnover intentions in india's higher educational institutions. *Sustainability (Switzerland)*, 13(19). <https://doi.org/10.3390/su131910497>

Lee, Q. L., Tan, C. S., & Krishnan, S. A. P. (2022). The mediating role of job satisfaction and work engagement in the relationship between self-reported person-job fit and job performance. *Organisationsnaya Psichologiya*, 12(2), 183–197. <https://doi.org/10.17323/2312-5942-2022-12-2-183-197>

Mahardika, C. P., Handriyono, H., & Tobing, D. S. K. (2023). The Effect of Person Job Fit and Person Organization Fit on Turnover Intention with Employee Engagement as an Intervening Variable (Empirical Study on Employess of the Sales Promoter Division of Realme Big Jember). *East Asian Journal of Multidisciplinary Research*, 2(12), 4815–4826. <https://doi.org/10.55927/eajmr.v2i12.6874>

Maloba, M. N., & Pillay-Naidoo, D. (2022). Person–organisation fit, job satisfaction and intention to leave in the South African social development sector. *South African Journal of Economic and Management Sciences*, 25(1), 11. <https://doi.org/10.4102/sajems.v25i1.4572>

Mashat, R. M., Abourokbah, S. H., & Salam, M. A. (2024). Impact of Internet of Things Adoption on Organizational Performance: A Mediating Analysis of Supply Chain Integration, Performance, and Competitive Advantage. *Sustainability (Switzerland)*, 16(6). <https://doi.org/10.3390/su16062250>

Mendes, E. (2011, May 31). U.S. Job Satisfaction Struggles to Recover to 2008 Levels. *GALLUP STUDIES*. <https://news.gallup.com/poll/147833/Job-Satisfaction-Struggles-Recover-2008-Levels.aspx>

Oraman, Y., Azabagaoglu, M. O., & Inan, I. H. (2011). The firms' survival and competition through global expansion: A case study from food industry in FMCG sector. *Procedia - Social and Behavioral Sciences*, 24, 188–197. <https://doi.org/10.1016/j.sbspro.2011.09.021>

Park, H. I., Monnot, M. J., Jacob, A. C., & Wagner, S. H. (2011). Moderators of the Relationship Between Person-Job Fit and Subjective Well-Being Among Asian Employees. *International Journal of Stress Management*, 18(1), 67–87. <https://doi.org/10.1037/a0021854>

Sekaran, U. (2006). Research Methods for Business. *Jakarta: Salemba Empat*.

- Shah, S., & Ayub, M. (2021). The Impact of Person-Job Fit, Person-Organization Fit on Job Satisfaction. In *Journal of Entrepreneurship, Management and Innovation* (Vol. 3, Issue 1).
- Sparrow, P., & Cooper, C. (2014). Organizational effectiveness, people and performance: new challenges, new research agendas. *Journal of Organizational Effectiveness*, 1(1), 2–13. <https://doi.org/10.1108/JOEPP-01-2014-0004>
- Spector, P. E. (1997). Job Satisfaction: Application, Assessment, Causes, and Consequences. *California: SAGE*.
- Sugiyono. (2013). Metode Penelitian Pendidikan (Pendekatan Kuantitatif, Kualitatif dan R&D). *Bandung: Alfabeta*.
- Sugiyono. (2019). Metodelogi Penelitian Kuantitatif dan Kualitatif Dan R&D. *Alfabeta*.
- The Conference Board. (2019, August 29). *Poll: Job Satisfaction Climbs to Highest Level in Over Two Decades*. PR Newswire. <https://www.prnewswire.com/news-releases/poll-job-satisfaction-climbs-to-highest-level-in-over-two-decades-300909167.html>
- Tho, H. H. P., Thong, B. Q., Phuong, N. N. D., & Anh, V. T. N. (2024). Enhancing Work Engagement and Job Satisfaction: An Empirical Study on the Impact of Role Stress, Person-Organization Fit, and Fun at Work. *Journal of Logistics, Informatics and Service Science*. <https://doi.org/10.33168/jliss.2024.0918>
- Watanabe, Y., Takemura, K., Nakayama, M., Gobel, M. S., Domae, H., & Uchida, Y. (2024). Person-organization fit in Japan: A longitudinal study of the effects of clan culture and interdependence on employee well-being. *Current Psychology*, 43(17), 15445–15458. <https://doi.org/10.1007/s12144-023-05389-0>
- Yang, W., & Xu, S. (2024). Should We Be More Mindful? The Joint Impact of an Abusive Work Environment and Mindfulness on Employee Well-Being and Turnover Intentions. *Journal of Hospitality and Tourism Research*, 48(4), 712–724. <https://doi.org/10.1177/10963480231156832>
- Yildiz, A., & Uzunbacak, H. H. (2021). The Effect of Person-Organization Fit on Job Satisfaction: The Role of Workplace Happiness. *Mehmet Akif Ersoy Üniversitesi İktisadi ve İdari Bilimler Fakültesi Dergisi*, 8(3), 1670–1698. <https://doi.org/10.30798/makuiibf.912718>
- Zendrato, M. E., & Mardiana, N. (2024). The effect of employee well-being on job satisfaction with work-life balance as a mediating variable. *Asian*

Journal of Economics and Business Management, 3(1), 465–471.
<https://doi.org/10.53402/ajebm.v3i1.392>

Zheng, X., Zhu, W., Zhao, H., & Zhang, C. (2015). Employee well-being in organizations: Theoretical model, scale development, and cross-cultural validation. *Journal of Organizational Behavior, J. Organiz. Behav.*, 36, 621–644. <https://doi.org/10.1002/job.1990>

