

DAFTAR PUSTAKA

- Agarwala, T. (2003). Innovative Human Resource Practices and Organizational Commitment: An Empirical Investigation. *The International Journal of Human Resource Management*. 14(2), 175-197.
- Anindita, K. (2019). Apa itu HRIS? | Pengertian dan Fungsi HRM Software. *Businessstech* [online]. Tersedia: <https://www.hashmicro.com/id/blog/apa-itu-hris-pengertian-fungsi-hrm-software/> [16 Desember 2019].
- Anjum, M.A., Anjum, P., dan Ammarah, A. (2017). Relationship Dynamics of Burnout, Turnover Intentions and Workplace Incivility Perceptions. *Business and Economic Review*. 9(3), 155-172.
- Arasli, A.M.A.H. (2016). Dear Top Management Please Don't Make Me Cynic: Intention to Sabotage. *Journal of Management Development*. 35(10), 1-22.
- Arshadi, N. dan Fateme, S. (2013). Workplace Characteristics and Turnover Intention: Mediating Role of Emotional Exhaustion. *Procedia Social and Behavioral Sciences*. 84(2013), 640-645.
- Badan Pengelola Dana Perkebunan Kelapa Sawit. (2018). Sawit Indonesia, Sepenting Apa? [online]. Tersedia: <https://www.bdpd.or.id/id/apa-itu-sawit-indonesia/sawit-indonesia-sepenting-apa/> [19 Februari 2020].
- Barratt, C.L. (2015). *Do Creative Employees Engage In More Citizenship and Counterproductive Work Behaviors?*. Disertasi Doktor Filosofi pada Universitas Texas A&M: tidak diterbitkan.
- Batista, L. dan Thomas, G.R.J. (2019). Occupational Stress and Instigator Workplace Incivility as Moderated by Personality: A Test of An Occupational Stress and Workplace Incivility Model. *Journal of Organizational Psychology*. 19(2), 38-49.
- Bissola, R. dan Barbara, I. (2014). The Unexpected Side of Relational e-HRM: Developing Trust in The HR Department. *Employee Relations*, 36(4), 376-397.
- Black, N.D. (2020). Compensating Employees in Micro-sized Social Enterprises with Innovative HR Practices. *Employee Relations*, 74(4).
- Departemen SDM dan Umum. (2019). Dokumen Kepegawaian. Lebak: PT Perkebunan Nusantara VIII Kebun Kertajaya.
- Direktorat Jenderal Perkebunan. (2018). Data Perkebunan Nasional. Jakarta: Kementerian Pertanian.

- Dysvik, A. dan Kuvaas, B. (2013). Perceived Job Autonomy and Turnover Intention: The Moderating Role of Perceived Supervisor Support. *European Journal of Work Organizational Psychology*. 22(5), 563-573.
- Dysvik, A. dan Kuvaas, B. (2013). Perceived Job Autonomy and Turnover Intention: The Moderating Role of Perceived Supervisor Support. *European Journal of Work Organizational Psychology*. 22(5), 563-573.
- Edison, E., Yohny, A., dan Imas, K. (2016). *Manajemen Sumber Daya Manusia Strategi dan Perubahan dalam Rangka Meningkatkan Kinerja Pegawai dan Organisasi*. Bandung: Alfabeta.
- Fukui, S., Wei, W., dan Michelle, P.S. (2019). Impact of Supervisory Support on Turnover Intention: The Mediating Role of Burnout and Job Satisfaction in a Longitudinal Study. *Administration and Policy in Mental Health and Mental Health Services Research*. 46(4), 488-497.
- Gabungan Pengusaha Kelapa Sawit Indonesia. (2018). Dokumen Eskpor dan Impor. Jakarta: Direktorat Jenderal Bea dan Cukai.
- Ghozali, I. (2013). *Aplikasi Analisis Multivariate dengan Program IBM SPSS 21* (Edisi 7). Semarang: Universitas Diponegoro.
- Gillies. (1994). *Nursing Management: System approach* (3rd Edition). Philadelphia: W.B. Saunders Company.
- Haider, M., Amran, R., Chaudhry, S.A., Rosman, B.M.Y., Omair, M.M., Alamzeb, A., Ahmed, A., Shaheryar, N., dan Fariha, T. (2015). The Impact of Human Resource Practices on Employee Retention in The Telecom Sector. *International Journal of Economics and Financial Issues*. 5(Special Issue), 63-69
- Hamali, A.Y. (2016). *Pemahaman Manajemen Sumber Daya Manusia Strategi Mengelola Karyawan* (Cetakan Kesatu). Jakarta: Center for Academic Publishing Services.
- Hee, O.C. dan Koh, R.J. (2018). The Influence of Human Resource Management Practices on Employee Performance in The Manufacturing Sector in Malaysia. *International Journal of Human Resource Studies*. 8(2), 129-147.
- Hendryadi dan Rachma, Z. (2018). Hubungan Workplace Incivility dan Turnover Intention: Efek Moderasi Gender. *Jurnal Inovasi FEB UNMUL*. 14(2), 123-133.
- Hermawan, A. dan Yusran, H. L. (2017). *Penelitian Bisnis: Pendekatan Kuantitatif*. Depok: Kencana.

- Huang, H.T. dan Chieh-Peng, L. (2017). Assessing Ethical Efficacy, Workplace Incivility, and Turnover Intention: A Moderated-Mediation Model. *Review of Managerial Science*.
- Indrawati. (2015). *Metode Penelitian Manajemen dan Bisnis*. Bandung: Refika Aditama.
- Jehanzeb, K., Hamid, A.B., dan Rasheed, A. (2015). What is The Role of Training and Job Satisfaction On Turnover Intentions?. *International Business Research*. 8, 208-220.
- Josef, E.S. (2017). Pengaruh Dimensi Keadilan Organisasional Terhadap Perilaku Kerja Kontraproduktif Karyawan PT Gading Murni Surabaya. *Jurnal Ilmu Manajemen*. 5(1), 1-9.
- Joy, M. M. dan Ramesh, K. (2016). Importance of Innovative Human Resource Practices in Controlling Counterproductive Work Behaviors. *International Journal of Science Technology and Management*. 5(12), 340-347.
- Joy, M.M., Beena, V.S., Merry, J.C., dan Ramesh, K. (2015). Importance of Innovative Human Resource Practices in Promoting Organizational Citizenship Behaviors. *International Journal of Marketing and Human Resource Management (IJHRM)*. 7(2), 61-66.
- Kim, S., Lisa, T., Jeong-Nam, K., dan Yunna, R. (2017). Determinants of Employee Turnover Intention: Understanding The Roles of Organizational Justice, Supervisory Justice, Authoritarian Organizational Culture and Organization-Employee Relationship Quality. *Corporate Communications: An International Journal of Research Collection Lee Kong Chian School of Business*. 22(3), 308-328.
- Kloutsiniotis, P.V. dan Dimitri, M. (2017). Linking Innovative Human Resource Practices, Employee Attitudes and Intention to Leave in Healthcare Services. *Employee Relations*. 39(1), 34-53.
- Koster, F. (2019). Innovative HRM: A Review of The Literature. *Journal of Technology Management and Innovation*. 14(2), 97-106.
- Kumar, M.S. dan Archana, P. (2017). Innovative Human Resource Practices: Literature Review and Related Issues. *International Journal of Scientific Research and Management (IJSRM)*. 5(7), 6417-6430.
- Kuncoro, M. (2014). *Metode Riset untuk Bisnis dan Ekonomi* (Edisi 4). Jakarta: Erlangga.
- Kurniawan, A., (2014). *Metode Riset untuk Ekonomi dan Bisnis*. Bandung: Alfabeta.

- Kwame, K.E., Francois, M., Patience, A.N.B., dan Mathias, K.W.D. (2017). "The Effect of Employee Turnover on the Performance of Zoomlion Ghana Limited". *Journal of Business and Economic Development*. 2(2), 116-122. [Online]. Tersedia: <http://article.sciencepublishinggroup.com/html/10.11648.j.jbed.20170202.17.html>. [19 November 2019].
- Latan, H. (2013). *Model Persamaan Struktural Teori dan Implementasi Amos 21.0*. Bandung: Alfabeta.
- Leiter, M.P. (2013). *Analyzing and Theorizing The Dynamics of The Workplace Incivility Crisis*. Amsterdam: Springer.
- Li, H. dan Yanling, C. (2019). The Relationship between Human Resource Management and Employee Counterproductive Work Behavior in New Ventures. *5th International Conference on Social Science and Higher Education*. 336. 1108-1111.
- Mahfooz, Z., Aniq, A., Qasim, A.N., Maryam, I., dan Muhammad, A., (2017). Does Workplace Incivility and Workplace Ostracism Influence The Employees' Turnover Intention? Mediating Role of Burnout and Job Stress and Moderating Role of Psychological Capital. *International Journal of Academic Research in Business and Social Sciences*. 7(8), 398-413.
- Malisetty, S., Malathi, N. dan CH.Bala, N.R. (2018). Evaluating the Impact of HR Practices on Employee Deviant Behavior: An Exploratory Study on Employees of IT Industry. *Indian Journal of Pulic Health Research and Development*. 9(11), 17-21.
- Marakas, G.M. dan James, A.O. (2017). *Pengantar Sistem Informasi* (Edisi 16). Diterjemahkan oleh: Dennies Anisa Belgies. Jakarta: Salemba Empat.
- Masole, S.A. (2015). The Impact of Human Resource Practices on Employee Deviant Behavior (Case Study: Employees of The Department of Justice). *Journal of Applied Environmental and Biological Sciences*. 5(12), 305-312.
- Mehar, M.R., Muhammad, A., dan Ali, H., (2018). Impact of Workplace Deviance Behaviors on Turnover Intention of Employees in Pakistan. *Edelweiss Applied Science and Technology*. 2(1), 169-175.
- Mohammed, A. dan Abubakar, H.A. (2016). Dear Top Management Please Don't Make Me Cynic: Intention to Sabotage. *Journal of Management Development*. 35(10).
- Nazir, T. dan Ungku N. (2016). Interrelationship of Incivility, Cynicism and Turnover Intention. *International Review of Management and Marketing*. 6(1), 146-154.

- Priansa, D.J. (2017). *Perilaku Organisasi Bisnis* (Cetakan Kesatu). Bandung: Alfabeta.
- Priansa, D.J. (2018). *Perencanaan dan Pengembangan Sumber Daya Manusia* (Cetakan Ketiga). Bandung: Alfabeta.
- PT Perkebunan Nusantara VIII. (2019). Logo perusahaan, [online]. Tersedia: https://www.ptpn8.co.id/portfolio_skill/logo/ [5 November 2019].
- PT Perkebunan Nusantara VIII. *Annual Report Tahun 2015, 2016, 2017, dan 2018*. [Online]. Tersedia: <https://www.ptpn8.co.id/laporan-annual-report/> [3 November 2019].
- Putra, E.M. dan Made, A.W. (2015). Pengaruh Kepuasan Kerja Terhadap *Turnover Intention* dengan Komitmen Organisasi Sebagai Variabel *Intervening* Pada PT. Autobagus Rent Car Bali. *E-Jurnal Manajemen UNUD*. 4(4), 1100-1118.
- Rijamampianina, R. (2015). Employee Turnover Rate and Organizational Performance in South Africa. *Problems and Perspectives in Management*. 13(4), 240-253.
- Robinson, S.L. dan Rebecca, J.B. (1995). A Typology of Deviant Workplace Behaviors: A Multidimensional Scaling Study. *The Academy of Management Journal*. 38(2), 555-572.
- Santoni, A. dan Muhammad, N.H. (2018). The Model of Turnover Intentions of Employees. *International Review of Management and Marketing*. 8(6), 93-100.
- Santoso, S. (2018). *Konsep Dasar dan Aplikasi SEM dengan Amos 24*. Jakarta: Elex Media Komputindo.
- Sarwono, J. (2017). *Metode Riset Skripsi Pendekatan Kuantitatif (Menggunakan Prosedur SPSS)*. Jakarta: Elex Media.
- Sedarmayanti. (2017). *Perencanaan dan Pengembangan Sumber Daya Manusia untuk Meningkatkan Kompetensi, Kinerja, dan Produktivitas Kerja* (Cetakan Kesatu). Bandung: Refika Aditama.
- Sinambela, L.P. (2016). *Manajemen Sumber Daya Manusia Membangun Tim Kerja yang Solid Untuk Meningkatkan Kinerja* (Cetakan Kesatu). Jakarta: Bumi Aksara.
- Sugiarto. (2017). *Metodologi Penelitian Bisnis*. Yogyakarta: Andi.
- Sugiyono. (2018). *Metode Penelitian Kuantitatif* (Cetakan Kesatu). Bandung: Alfabeta.

- Sujarweni, W. (2015). *Metodologi Penelitian: Bisnis & Ekonomi*. Yogyakarta: Pustaka Baru Press.
- Sulistiyani, A.T. dan Rosidah. (2018). *Manajemen Sumber Daya Manusia Pendekatan Teoretik dan Praktik untuk Organisasi Publik* (Cetakan Kesatu). Yogyakarta: Gava Media.
- Sunyoto, D. (2015). *Manajemen dan Pengembangan Sumber Daya Manusia* (Cetakan Pertama). Jakarta: Center for Academic Publishing Services.
- Tiara, S. dan Amri. (2017). Pengaruh Kepuasan Kerja Terhadap *Turnover Intention* dengan Komitmen Organisasi Sebagai Pemediator Pada Dinas Cipta Karya Provinsi Aceh. *Jurnal Ilmiah Mahasiswa Ekonomi Manajemen*. 2(3), 95-107.
- Tziner, A., Edna, R., Ruth, R., dan Alexander, B. (2015). Work Stress and Turnover Intention Among Hospital Physicians: The Mediating Role of Burnout and Work Satisfaction. *Journal of Work and Organizational Psychology*. 31(2015), 207-213.
- Wen, B., Xiaoman, Z., Yaou, H., dan Xiao, Z. (2020). Role Stress and Turnover Intention of Front-Line Hotel Employees: The Roles of Burnout and Service Climate. *Journal of Front Psychology*. 11(36), 1-13.
- Widhiarso, W. (2011). Belajar Metodologi Penelitian | Contoh Pemaketan Butir-butir dalam Pemodelan Persamaan Struktural (SEM) [online]. Tersedia: <http://widhiarso.staff.ugm.ac.id/wp/content/view/full/19444> [19 Mei 2020].
- Wonowijoyo, S.M.T. dan Sherly, R.T. (2018). Pengaruh *Organizational Commitment* dan Kepuasan Kerja Terhadap *Turnover Intention* di PT Kediri Matahari Corn Mills. *Agora*. 6(1), 1-9.
- Worthington, D. L., dan Bodie, G. (2018). *The Sourcebook of Listening Research: Methodology and Measures*. Hoboken: Wiley and Sons.
- Wynen, J., Wouter, V.D., Jan, M., dan Carl, D. (2018). Linking Turnover To Organizational Performance: The Role of Process Performance. *Public Management Review*.
- Xiu, L., Xin, L., Zhao, C., dan Wei, X. (2017). Strategic Flexibility, Innovative HR Practices, and Firm Performance. *Personel Review*. 46(7), 1336-1357.
- Yu, C. (2014). *The Reality of Counterproductive Work Behaviors*. White paper pada The University of Auckland. Auckland: Tidak diterbitkan.
- Zulganef. (2018). *Metode Penelitian Bisnis dan Manajemen* (Edisi Pertama). Bandung: Refika Aditama.

Zuraida, U., Aurik, G., Rudy, B., dan Aria, B.P. (2017). The Impact of Human Resource Practices, Employee Quality and Innovation on Performance: An Analysis of Woven Fabric SMEs. *International Journal of Applied Business and Economic Research*. 15(20), 283-291.