

## DAFTAR PUSTAKA

- Abelson, M. A. (1987). Examination of Avoidable and Unavoidable Turnover. *Journal of Applied psychology*, 72(3), 382.
- Addai, P., Kyeremeh, E., Abdulai, W., & Sarfo, J. O. (2018). Organizational Justice and Job Satisfaction as Predictors of Turnover Intentions among Teachers in the Offinso South District of Ghana. (2018). *European Journal of Contemporary Education*, 7(2). doi:[10.13187/ejced.2018.2.235](https://doi.org/10.13187/ejced.2018.2.235)
- Alam, A., & Asim, M. (2019). Relationship Between Job Satisfaction And Turnover Intention. *International Journal of Human Resource Studies*, 9(2), 163. doi:[10.5296/ijhrs.v9i2.14618](https://doi.org/10.5296/ijhrs.v9i2.14618)
- Alhamwan, M., Mat., N. B., & Muala, I. A. (2015). The Impact of Organizational Factors on Nurses Turnover Intention Behavior at Public Hospitals in Jordan: How Does Leadership, Career Advancement and Pay-Level Influence the Turnover Intention Behavior among Nurses. *Journal of Management and Sustainability*, 5(2), 154-161. doi:[10.5539/jms.v5n2p154](https://doi.org/10.5539/jms.v5n2p154)
- Alharbi, J., Wilson, R., Woods, C., & Usher, K. (2016). The Factors Influencing Burnout and Job Satisfaction Among Critical Care Nurses: A Study of Saudi Critical Care Nurses. *Journal of Nursing Management*, 24(6), 1-10. doi:[10.1111/jonm.12386](https://doi.org/10.1111/jonm.12386)
- Ariyabuddhiphongs, V., & Kahn, S. I. (2017). Transformational Leadership and Turnover Intention: The Mediating Effects of Trust and Job Performance on Café Employees in Thailand. *Journal of Human Resources in Hospitality & Tourism*, 16(2), 215-233. doi:[10.1080/15332845.2016.1202730](https://doi.org/10.1080/15332845.2016.1202730)
- Badan Pusat Statistik. (2020). *Berita Resmi Statistik (No.86/11/Th. XXIII, 05 November 2020): Keadaan Ketenagakerjaan Indonesia Agustus 2020*. Jakarta: BPS RI.
- Badan Pusat Statistik. (2021). *Berita Resmi Statistik (No.7/01/Th. XXIV, 21 Januari 2021): Hasil Sensus Penduduk 2020*. Jakarta: BPS RI.
- Batura, N., Skordis-Worrall, J., Thapa, R., Basnyat, R., & Morrison, J. (2016). Is The Job Satisfaction Survey A Good Tool to Measure Job Satisfaction Amongst Health Workers in Nepal? Results of A Validation Analysis. *BMC Health Services Research*, 16(1), 1-13. doi:[10.1186/s12913-016-1558-4](https://doi.org/10.1186/s12913-016-1558-4)
- Bektaş, Ç. (2017). Explanation of Intrinsic and Extrinsic Job Satisfaction Via Mirror Model. *Business & Management Studies: An International Journal*, 5(3), 627-639. doi:[10.15.295/bmij.v5i3.118](https://doi.org/10.15.295/bmij.v5i3.118)

- Čábelková, I., Abrhám, J., & Strielkowski, W. (2015). Factors Influencing Job Satisfaction in Post-transition Economies: The Case of The Czech Republic. *International Journal of Occupational Safety and Ergonomics*, 21(4), 448-456. doi:[10.1080/10803548.2015.1073007](https://doi.org/10.1080/10803548.2015.1073007)
- Carvajal, M. J., Popovici, I., & Hardigan, P. C. (2018). Gender differences in the measurement of pharmacists' job satisfaction. *Human Resources for Health*, 16(1). doi:[10.1186/s12960-018-0297-5](https://doi.org/10.1186/s12960-018-0297-5)
- Cho, Y. J., & Song, H. J. (2017). Determinants of Turnover Intention of Social Workers: Effects of Emotional Labor and Organizational Trust. *Public Personnel Management*, 46(1), 41-65. doi:[10.1177/0091026017696395](https://doi.org/10.1177/0091026017696395)
- Colquitt, J. A., Lepine, J. A., & Wesson, M. J. (2018). *Organizational Behavior: Improving Performance and Commitment* (6th ed.). New York, NY: McGraw-Hill Education.
- Cooper, D. R., & Schindler, P. S. (2014). *Business Research Methods* (12th ed.). New York: McGraw-Hill/Irwin.
- Daskin, M., Arasli, H., & Kasim, A. (2015). The Impact of Management Commitment to Service Quality, Intrinsic Motivation and Nepotism on Frontline Employees' Affective Work Outcomes. *International Journal of Management Practice*, 8(4), 269-295. doi:[10.1504/ijmp.2015.073492](https://doi.org/10.1504/ijmp.2015.073492)
- De Simone, S., Planta, A., & Cicotto, G. (2018). The Role of Job Satisfaction, Work Engagement, Self-Efficacy and Agentic Capacities on Nurses' Turnover Intention and Patient Satisfaction. *Applied Nursing Research*, 39(1), 130-140. doi:[10.1016/j.apnr.2017.11.004](https://doi.org/10.1016/j.apnr.2017.11.004)
- Dessler, G. (2014). *Fundamentals of Human Resource Management* (3rd ed.). London: Pearson.
- Dwivedi, S. (2015). Turnover Intentions: Scale Construction & Validation. *Indian Journal of Industrial Relations*, 50(3), 452-468. Diambil kembali dari [www.jstor.org/stable/24549107](http://www.jstor.org/stable/24549107)
- Edmonds, W. A., & Kennedy, T. D. (2017). *An Applied Guide to Research Design: Quantitative, Qualitative, and Mixed Methods* (2nd ed.). Los Angeles: SAGE.
- Ekhsan, M. (2019). The Influence Job Satisfaction and Organizational Commitment on Employee Turnover Intention. *Journal of Business, Management, and Accounting*, 1(1), 48-55. Diambil kembali dari <http://e-journal.stie-kusumanegara.ac.id/index.php/jobma/article/view/74>

- Fajri, N., Haryadi, H., & Darmawati, D. (2019). Person-Job Fit On Turnover Intention: Mediated Employee Engagement. *International Conference on Rural Development and Enterpreneurship 2019: Enhancing Small Busniness and Rural Development Toward Industrial Revolution 4.0*, 5(1), 320-327. Diambil kembali dari <http://jp.feb.unsoed.ac.id/index.php/Icore/article/view/1493>
- Folia, R. (2019). *IMR 2019: 11 Alasan Mengapa Millennial Mudah Pindah Kerja*. Diambil kembali dari IDN Times: <https://www.idntimes.com/news/indonesia/rosa-fofia/imr-2019-11-alasan-mengapa-millennial-mudah-pindah-kerja/full>. Diakses pada 20 Februari 2020.
- Griffin, R. W., & Moorhead, G. (2014). *Organizational Behavior: Managing People and Organizations (11th ed.)*. Mason, OH: South-Western, Cengage Learning.
- Gyensare, M. A., Otoo, E. A., Asare, J.-A., & Twumasi, E. (2015). Antecedents and Consequence of Employee Turnover Intention: Empirical Evidence From Ghana. *Management Science Letters*, 5(8), 781-796. doi:[10.5267/j.msl.2015.5.010](https://doi.org/10.5267/j.msl.2015.5.010)
- Hadi, S., Ningsih, N. H. I., & Maniza, L. H. (2019). Pengaruh Kepuasan Kerja, Keterlibatan Kerja dan Komitmen pada Organisasi Terhadap Turnover Intentions Di PT Sumber Purnama Sakti Mataram. *JUPE: Jurnal Pendidikan Mandala*, 4(4), 51-64. Diambil kembali dari <http://ejournal.mandalanursa.org/index.php/JUPE/article/view/678>
- Haider, S., Jabeen, S., & Ahmad, J. (2018). Moderated Mediation between Work Life Balance and Employee Job Performance: The Role of Psychological Wellbeing and Satisfaction with Coworkers. *Revista de Psicología Del Trabajo y de Las Organizaciones*, 34(1), 29–37. doi:[10.5093/jwop2018a4](https://doi.org/10.5093/jwop2018a4)
- Hapsari, W. (2019). Adaptasi Alat Ukur Kepuasan Kerja Untuk Tenaga Kesehatan di Indonesia. *PRAXIS*, 2(1), 107-116. doi:[10.24167/praxis.v2i1.2303](https://doi.org/10.24167/praxis.v2i1.2303)
- Hauret, L., & Williams, D. R. (2017). Cross-National Analysis of Gender Differences in Job Satisfaction. *Industrial Relations: A Journal of Economy and Society*, 56(2), 203–235. doi:[10.1111/irel.12171](https://doi.org/10.1111/irel.12171)
- Hidayat, A. S. (2018). Pengaruh Kepuasan Kerja Terhadap Komitmen Organisasi dan Turnover Intention. *Jurnal Manajemen dan Pemasaran Jasa*, 11(1), 51-66. doi:[10.25105/jmpj.v11i1.2516](https://doi.org/10.25105/jmpj.v11i1.2516)

- Husein, N. M., & Hanifah, H. (2019). The Effect of Job Satisfaction on Employee Performance Through Coaching as Intervening Variables in Banjarmasin Government. *Proceedings of the 2nd Padang International Conference on Education, Economics, Business and Accounting (PICEEBA-2 2018)*. doi:[10.2991/piceeba2-18.2019.72](https://doi.org/10.2991/piceeba2-18.2019.72)
- Ibrahim, M. G., Hilman, H., & Kaliappen, N. (2016). Effect of Job Satisfaction on Turnover Intention: An Empirical Investigation on Nigerian Banking Industry. *International Journal of Organizational & Business Excellence*, 1(2), 1-8. Diambil kembali dari <http://www.ijobe.uum.edu.my/index.php/49-uncategorised/147-effect-of-job-satisfaction-on-turnover-intention-an-empirical-investigation-on-nigerian-banking-industry>
- Jadoo, S. A., Aljunid, S. M., Dastan, I., Tawfeeq, R. S., Mustafa, M. A., Ganasegeran, K., & AlDubai, S. A. (2015). Job Satisfaction and Turnover Intention among Iraqi Doctors - A Descriptive Cross-Sectional Multicentre Study. *Human Resources for Health*, 13(21), 1-11. doi:[10.1186/s12960-015-0014-6](https://doi.org/10.1186/s12960-015-0014-6)
- Khan, F., Mateen, A., Hussain, B., Sohail, M., & Khan, A. (2017). Factors Affecting Job Turnover: A Case Study of Private Schools of District Swat. *Sarhad Journal of Management Sciences*, 3(1), 46-56. Diambil kembali dari <http://journal.suit.edu.pk/index.php/sjms/article/view/73>
- Kim, M. J., & Choi, J. (2015). Effects of Perception of the Healthcare Accreditation, and Job Stress on Turnover Intention in Nurses. *Journal of Muscle and Joint Health*, 22(2), 87-95. doi:[10.5953/jmjh.2015.22.2.87](https://doi.org/10.5953/jmjh.2015.22.2.87)
- Kurniawati, L., Nurrochmah, S., & Katmawanti, S. (2017). Hubungan antara tingkat pendidikan, status pekerjaan dan tingkat pendapatan dengan usia perkawinan pertama wanita di Kelurahan Kotalama Kecamatan Kedungkandang Kota Malang. *PREVENTIA*, 2(1), 1-10. Diambil kembali dari <http://journal.um.ac.id/index.php/preventia/article/view/9984>
- Labrague, L. J., Gloe, D., McEnroe, D. M., Konstantinos, K., & Colet, P. (2018). Factors Influencing Turnover Intention Among Registered Nurses In Samar Philippines. *Applied Nursing Research*, 39(1), 200-206. doi:[10.1016/j.apnr.2017.11.027](https://doi.org/10.1016/j.apnr.2017.11.027)
- Li, N., Zhang, L., Xiao, G., Chen, J., & Lu, Q. (2019). The Relationship Between Workplace Violence, Job Satisfaction and Turnover Intention In Emergency Nurses. *International Emergency Nursing*, 45(1), 50-55. doi:[10.1016/j.ienj.2019.02.001](https://doi.org/10.1016/j.ienj.2019.02.001)

- Maqbali, M. A. (2015). Factors That Influence Nurses' Job Satisfaction: A Literature Review. *Nursing Management*, 22(2), 30-37. doi:[10.7748/nm.22.2.30.e1297](https://doi.org/10.7748/nm.22.2.30.e1297)
- Mathieu, C., & Babiak, P. (2016). Corporate Psychopathy and Abusive Supervision: Their Influence on Employees' Job Satisfaction and Turnover Intentions. *Personal and Individual Differences*, 91(1), 102-106. doi:[10.1016/j.paid.2015.12.002](https://doi.org/10.1016/j.paid.2015.12.002)
- Maulina, R. (2019). *Sekilas Tentang HR dan Tantangan HR Professional Pada Healthcare Industry*. Diambil kembali dari <https://sleekr.co/blog/sekilas-tentang-hr-dan-tantangan-hr-profesional-pada-healthcare-industry/>. Diakses pada 27 April 2020
- McPhail, R., Patiar, A., Herington, C., Creed, P., & Davidson, M. (2015). Development and Initial Validation of A Hospitality Employees' Job Satisfaction Index: Evidence From Australia. *International Journal of Contemporary Hospitality Management*, 27(8), 1814-1838. doi:[10.1108/ijchm-03-2014-0132](https://doi.org/10.1108/ijchm-03-2014-0132)
- Mehta, C. R. & Patel, N. R. (2012). *IBM SPSS Exact Tests*. U.S.: IBM Corp.
- Melati, S. (2018). *8 Cara Menumbuhkan Loyalitas Karyawan Terhadap Perusahaan*. Diambil kembali dari LinovHR: <https://www.linovhr.com/cara-menumbuhkan-loyalitas-karyawan/>. Diakses pada 27 Februari 2020
- Monica, T. J. & Putra, M. S. (2017). Pengaruh Stres Kerja, Komitmen Organisasional, Dan Kepuasan Kerja Terhadap Turnover Intention. *E-Jurnal Manajemen*, 6(3), 1644-1673. Diambil kembali dari <https://ojs.unud.ac.id/index.php/Manajemen/article/view/28478>
- Mukherjee, S., & Ahmed, S. (2020). A Study of HR Factors Relationship And Its Impact on Employee Retention- A Case Study of Varun Beverages Limited, Guwahati, Assam. *Our Heritage*, 68(1), 7800-7821. Diambil kembali dari [https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=3546934](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3546934)
- Munir, R. I. & Rahman, R. A. (2016). Determining Dimensions of Job Satisfaction Using Factor Analysis. *Procedia Economics and Finance*, 37(1), 488-496. doi:[10.1016/s2212-5671\(16\)30156-3](https://doi.org/10.1016/s2212-5671(16)30156-3)
- Nasution, M. I. (2017). Pengaruh Stres Kerja, Kepuasan Kerja dan Komitmen Organisasi Terhadap Turnover Intention Medical Representative; *MIX: Jurnal Ilmiah Manajemen*, 7(3). Diambil kembali dari [http://publikasi.mercubuana.ac.id/index.php/Jurnal\\_Mix/article/view/1981](http://publikasi.mercubuana.ac.id/index.php/Jurnal_Mix/article/view/1981)

- Naufal, I. Z. & Prasetyo, A. P. (2017). Pengaruh Stres Kerja terhadap Turnover Intention pada Karyawan CV. Sukahati Pratama. *SMART – Study & Management Research*, 14(3). Diambil kembali dari <http://stembia.ac.id/file/7.%20Ikbar%20Naufal%20%20Z.pdf>
- Ngadi, Meilianna, R., & Purba, Y. A. (2020). Dampak Pandemi Covid-19 Terhadap Phk Dan Pendapatan Pekerja Indonesia. *Jurnal Kependudukan Indonesia, Edisi Khusus Demografi dan COVID-19*, 43-48. Diambil kembali dari [https://ejurnal.kependudukan.lipi.go.id/index.php/jki/article/view/576/pdf?fbclid=IwAR15M-d9x6s-o1fquGSdJCXWkaOIYwz\\_lxXwSF18ZOH5xjTCJimEYQm-S6g](https://ejurnal.kependudukan.lipi.go.id/index.php/jki/article/view/576/pdf?fbclid=IwAR15M-d9x6s-o1fquGSdJCXWkaOIYwz_lxXwSF18ZOH5xjTCJimEYQm-S6g).
- Nindyati, A. D. (2017). Pemaknaan Loyalitas Karyawan Pada Generasi X dan Generasi Y (Studi Pada Karyawan Di Indonesia). *Journal of Psychological Science and Profession*, 1(3), 59-66. doi:<https://doi.org/10.24198/jpsp.v1i3.15230>
- Ningsih, N. K. W. S. & Putra, M. (2019). Pengaruh Stres Kerja, Kepuasan Kerja dan Komitmen Organisasional Terhadap Turnover Intention Pada Karyawan. *E-Jurnal Manajemen*, 8(10), 5907 - 5927. doi:[10.24843/EJMUNUD.2019.v08.i10.p02](https://doi.org/10.24843/EJMUNUD.2019.v08.i10.p02)
- O'Connor, J. (2018). The Impact of Job Satisfaction on the Turnover Intent of Executive Level Central Office Administrators in Texas Public School Districts: A Quantitative Study of Work-Related Constructs. *Education Sciences*, 8(2), 69. doi:[10.3390/educsci8020069](https://doi.org/10.3390/educsci8020069)
- O'Donnell, R. (2019). *The HR Challenges Shaping the Healthcare Industry*. Diambil kembali dari <https://www.zenefits.com/workest/hr-challenges-in-healthcare-industry/>. Diakses pada 27 April 2020
- Özpehlivan, M., & Acar, A. Z. (2015). Assessment of A Multidimensional Job Satisfaction Instrument. *Procedia - Social and Behavioral Sciences*, 210, 283-290. doi:[10.1016/j.sbspro.2015.11.368](https://doi.org/10.1016/j.sbspro.2015.11.368)
- Popescu, C., Georgescu, A., & Grapă, B. G. (2019). The Role and The Importance of Human Resources in Obtaining Organization Performances. *Valahian Journal of Economic Studies*, 10(24), 79-88. doi:[10.2478/vjes-2019-0008](https://doi.org/10.2478/vjes-2019-0008)
- Pradana, R. (2018). *Seberapa Pentingkah Loyalitas Karyawan pada Perusahaan?* Diambil kembali dari Glints: <https://glints.com/id/lowongan/loyalitas-karyawan-pada-perusahaan/>. Diakses pada 27 Februari 2020
- Prasetyo, A. P., Luturlean, B. S., & Agathanisa, C. (2019). Examining Employee's Compensation Satisfaction and Work Stress in A Retail Company and Its Effect to Increase Employee Job Satisfaction. *International Journal of Human Resource Studies*, 9(2), 239-265. doi:[10.5296/ijhrs.v9i2.14791](https://doi.org/10.5296/ijhrs.v9i2.14791)



- Prasongko, D. (2019). *Daya Saing Indonesia Merosot 5 Peringkat, Indef: Karena Mutu SDM*. Diambil kembali dari Tempo.co: <https://bisnis.tempo.co/read/1258871/daya-saing-indonesia-merosot-5-peringkat-indef-karena-mutu-sdm>. Diakses pada 27 Februari 2020
- Prawitasari, A. (2016). Faktor-Faktor yang Mempengaruhi Turnover Intention Karyawan Pada PT. Mandiri Tunas Finance Bengkulu. *Ekombis Review: Jurnal Ilmiah Ekonomi dan Bisnis*, 4(2), 177-186. Diambil kembali dari <https://jurnal.unived.ac.id/index.php/er/article/view/283>
- Priyatno, D. (2018). *Panduan Praktis Olah Data Menggunakan SPSS*. Yogyakarta: Penerbit Andi.
- Questibrilia, B. (2020). *Tentang HR di Industri Medis*. Diambil kembali dari <https://jojonomic.com/blog/hr-di-industri-medis/>. Diakses pada 27 April 2020
- Rahadian, L. (2019). *Revolusi Industri 4.0, Inovasi, dan Kualitas SDM Indonesia*. Diambil kembali dari Bisnis.com: <https://infografik.bisnis.com/read/20190814/547/1136393/revolusi-industri-4.0-inovasi-dan-kualitas-sdm-indonesia>. Diakses pada 20 Februari 2020
- Rhee, M.-K., Park, S. K., & Lee, C.-K. (2019). Pathways from workplace flexibility to turnover intention: Role of work-family conflict, family-work conflict, and job satisfaction. *International Journal of Social Welfare*, 29(1), 51–61. doi:[10.1111/ijsw.12382](https://doi.org/10.1111/ijsw.12382)
- Riduwan, dan Kuncoro, E. A. (2017). *Cara Menggunakan dan Memakai Path Analysis (Analisis Jalur) (Edisi ke-7)*. Bandung: Alfabeta.
- Robbins, S. P., dan Judge, T. A. (2013). *Organizational Behavior (15th ed.)*. New Jersey: Pearson Education Inc.
- Robbin, S. P., & Judge, T. A. (2018). *Essentials of Organizational Behavior (14th ed.)*. Essex, England: Pearson Education Limited.
- Sampeadi, S., Sari, R., & Sunardi, S. (2018). Perbedaan Organizational Citizenship Behavior (OCB), Kepuasan Kerja dan Stres Kerja Berdasarkan Gender pada Perawat Instalasi Rawat Inap RSD Balung Kabupaten Jember. *BISMA: Jurnal Bisnis dan Manajemen*, 12(3), 341-350. doi:[10.19184/bisma.v12i3.9003](https://doi.org/10.19184/bisma.v12i3.9003)
- Saraih, U. N., & Aris, A. Z. (2016). Factors Affecting Turnover Intention among Academician in The Malaysian Higher Educational Institution. *Review of Integrative Business & Economics Research*, 6(1), 1-16. Diambil kembali dari <https://ssrn.com/abstract=3015075>

- Sarwono, J., & Budiono, H. (2012). *Statistik Terapan: Aplikasi untuk Riset Skripsi, Tesis, dan Disertasi*. Jakarta: PT Elex Media Komputindo.
- Satwari, T., Al Musadieg, M., & Afrianty, T. W. (2016). Pengaruh Komitmen Organisasional Terhadap Turnover Intention (Survei Pada Karyawan Hotel Swiss-Belinn Malang). *Jurnal Administrasi Bisnis*, 40(2), 177-186. Diambil kembali dari <http://administrasibisnis.studentjournal.ub.ac.id/index.php/jab/article/view/1622>
- Scandura, T. A. (2019). *Essentials of Organizational Behavior: An Evidence-Based Approach* (2nd ed.). Thousand Oaks, CA: Sage.
- Scholtz, B., Belle, J.-P. V., Njenga, K., Serenko, A., & Palvia, P. (2019). The Role of Job Satisfaction in Turnover and Turn-away Intention of IT Staff in South Africa. *Interdisciplinary Journal of Information, Knowledge, and Management*, 14, 77-97. doi:[10.28945/4267](https://doi.org/10.28945/4267)
- Sekaran, U., & Bougie, R. (2016). *Research Methods for Business: A Skill-Building Approach* (7th ed.). Chichester: John Wiley & Sons.
- Simanullang, R. T., & Ratnaningsih, I. Z. (2018). Hubungan Antara Kesejahteraan Psikologis Dengan Keterikatan Kerja Pada Perawat Instalasi Rawat Inap di Rumah Sakit X Kota Semarang. *Empati*, 7(4), 290-296. Diambil kembali dari <https://ejournal3.undip.ac.id/index.php/empati/article/view/23479>
- Snell, S., & Morris, S. (2019). *Managing Human Resources* (18th ed.). Boston, MA: Cengage Learning, Inc.
- Squires, J. E., Hoben, M., Linklater, S., Carleton, H. L., Graham, N., & Estabrooks, C. A. (2015). Job Satisfaction among Care Aides in Residential Long-Term Care: A Systematic Review of Contributing Factors, Both Individual and Organizational. *Nursing Research and Practice*, 2015, 1-24. doi:[10.1155/2015/157924](https://doi.org/10.1155/2015/157924)
- Sujarweni, W. V. (2015). *Metodologi Penelitian - Bisnis & Ekonomi*. Yogyakarta: Pustaka Baru Press.
- Taherdoost, H. (2019). What Is the Best Response Scale for Survey and Questionnaire Design; Review of Different Lengths of Rating Scale/Attitude Scale/Likert Scale. *International Journal of Academic Research in Management*, 8(1), 1-10. Diambil kembali dari [https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=3588604](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3588604)
- Tavassoli, T., & Sune, A. (2018). A National Study on The Antecedents and Outcomes of Work-life Balance in Iran. People: *International Journal of Social Sciences*, 3(3), 1616-1636. doi:[10.20319/pijss.2018.33.16161636](https://doi.org/10.20319/pijss.2018.33.16161636)



- Torrington, D., Hall, L., Atkinson, C., & Taylor, S. (2017). *Human Resource Management* (10th ed.). New York: Pearson Education Limited.
- Tubay, J. B. (2019). The Role of Job Satisfaction and Organizational Commitment on Turnover Intentions of Accounting Professionals in Big 3 Auditing Firms in the Philippines with Moderating Effect of Leader-member Exchange. *International Review of Management and Marketing*, 9(2). doi:[10.32479/irmm.7632](https://doi.org/10.32479/irmm.7632)
- Wen, T., Zhang, Y., Wang, X., & Tang, G. (2018). Factors Influencing Turnover Intention Among Primary Care Doctors: A Cross Sectional Study in Chongqing, China. *Human Resources for Health*, 16(1), 1-11. doi:[10.1186/s12960-018-0274-z](https://doi.org/10.1186/s12960-018-0274-z)
- Wen, Y., Zhu, F., & Liu, L. (2016). Person–Organization Fit and Turnover Intention: Professional Identity as A Moderator. *Social Behavior and Personality: An International Journal*, 44(8), 1233-1242. doi:[10.2224/sbp.2016.44.8.1233](https://doi.org/10.2224/sbp.2016.44.8.1233)
- Willis, N., Chavkin, N., & Leung, P. (2016). Finding “Health” and “Meaning” in Texas-Sized Turnover: Application of Seminal Management Principles for Administration and Research in U.S. *Public Child Welfare Agencies. Advances in Social Work*, 17(2), 116-113. doi:[10.18060/20856](https://doi.org/10.18060/20856)
- Wilson, N. A. (2015). Factors That Affect Job Satisfaction and Intention to Leave of Allied Health Professionals in A Metropolitan Hospital. *Australian Health Review*, 39(3), 290-294. doi:[10.1071/ah14198](https://doi.org/10.1071/ah14198)
- Wiranatha, I. B. A., & Surya, I. B. K. (2016). Pengaruh kepuasan kerja dan komitmenorganisasional Terhadap keinginan keluar karyawan pada made ferry Motor Denpasar. *E-Jurnal Manajemen*, 5(9). Diambil kembali dari <https://ojs.unud.ac.id/index.php/Manajemen/article/view/23471>
- World Health Organization. (2019). Delivered by women, led by men: A gender and equity analysis of the global health and social workforce. *Human Resources for Health Observer Series No. 24*. Diambil kembali dari <https://apps.who.int/iris/bitstream/handle/10665/311322/9789241515467-eng.pdf>
- Zeffane, R., & Melhem, S. J. (2017). Trust, Job Satisfaction, Perceived Organizational Performance and Turnover Intention. *Employee Relations*, 39(7), 1148-1167. doi:[10.1108/er-06-2017-0135](https://doi.org/10.1108/er-06-2017-0135)