

DAFTAR PUSTAKA

- Adekola, B. (2011). Career Planning and Career Management As Correlates for Career Development and Job Satisfaction. *Australian Journal of Business and Management Research*, 01(02), 100–113. <https://doi.org/10.52283/nswrca.ajbmr.20110102a07>
- Alkahtani, A. H. (2015). Investigating Factors that Influence Employees' Turnover intention: A Review of Existing Empirical Works. *International Journal of Business and Management*, 10(12), 152–166. <https://doi.org/http://dx.doi.org/10.5539/ijbm.v10n12p152>
- Antoniu, E. (2010). Career Planning Process and Its Role in Human Resource Development. *Annals of the University of Petroșani Economics*, 10(2), 13–22.
- Asrulla, Risnita, Jailani, M. S., dan Jeka, F. (2023). Populasi dan Sampling (Kuantitatif), Serta Pemilihan Informan Kunci (Kualitatif) dalam Pendekatan Praktis. *Jurnal Pendidikan Tambusai*, 7(3), 26320–26332.
- Azmi Facriyah, dan Yulyar Kartika Wijayanti. (2021). The Effect of Competency, Compensation and Work Discipline on Employee Performance in Service Division PT. United Motors Center Suzuki Surabaya. *Journal of Applied Management and Business (JAMB)*, 2(1), 31–40. <https://doi.org/10.37802/jamb.v2i1.159>
- Bangun, W. (2012). Manajemen sumber daya manusia. Erlangga.
- Darmawan, D. (2013). *METODE PENELITIAN KUANTITATIF* (Ed. 1). Bandung, PT Remaja Rosdakarya.
- Dessler, G. (2020). *Human Resource Management* (Ed. 16). New York, Pearson Education.
- Dewi, R. S., dan Nurhayati, M. (2021). The Effect of Career Development on Turnover intention with Job Satisfaction and Organizational Commitment as Mediators, Study at PT Control Systems Arena Para Nusa. *European Journal of Business and Management Research*, 6(4), 11–18. <https://doi.org/10.24018/ejbm.2021.6.4.918>
- Freeman, S. C. (1993). Donald Super: A perspective on career development. *Journal of Career Development*, 19(4), 255–264. <https://doi.org/10.1007/BF01354628>
- Fry, M., Curtis, K., Considine, J., dan Shaban, R. Z. (2017). Using observation to collect data in emergency research. *Australasian Emergency Nursing Journal : AENJ*, 20(1), 25–30. <https://doi.org/10.1016/j.aenj.2017.01.001>

- Garvin, D. A. (1993). Building a learning organization. *Harvard Business Review*, 71(4), 78–91.
- Greenhaus, J. H., Callanan, G. A., dan Godshalk, V. M. (2018). *Career Management for Life* (Ed. 5). New York, Routledge. <https://doi.org/https://doi.org/10.4324/9781315205991>
- Hair, J. F., Hult, G. T. M., Ringle, C. M., Sarstedt, M., Danks, N. P., dan Ray, S. (2021). *An Introduction to Structural Equation Modeling*. In: *Partial Least Squares Structural Equation Modeling (PLS-SEM) Using R. Classroom Companion: Business*. <https://doi.org/10.1007/978-3-030-80519-75>
- Handaya, S., Suyanto, Jayadi, dan Indri Astuti. (2024). Analisis Mutasi, Kompensasi Dan Pengembangan Karir Terhadap *Turnover intention* Pegawai Dengan Kepuasan Kerja Sebagai Variabel Intervening Pada Direktorat Jenderal Bea Dan Cukai. *Jurnal Manajemen*, 20(2), 43–65. <https://doi.org/10.25170/jm.v20i2.5155>
- Handoko, H. (2014). *Manajemen Personalia dan Sumber Daya Manusia* (Ed. 2). Yogyakarta, BPFE.
- Hasyim, W., dan Jayantika, L. A. (2021). Pengaruh Pengembangan Karir, Kepuasan Kerja Dan Komitmen Organisasi Terhadap Intensi Turnover Karyawan Di Kawasan Industri MM2100. *Universitas Pelita Bangsa*, 5(3), 27–34.
- Heryati, A. (2016). Pengaruh Kompensasi Dan Beban Kerja Terhadap Loyalitas Karyawan Di Departemen Operasi Pt. Pupuk Sriwidjaja Palembang. *Jurnal Ecoment Global*, 1(2), 56–75. <https://doi.org/10.35908/jeg.v1i2.204>
- Iba, Z., dan Wardhana, A. (2024). *Operasionalisasi Variabel, Skala Pengukuran dan Instrumen Penelitian Kuantitatif*. Purbalingga, Eureka Media Aksara.
- Iqbal, S., Ehsan, S., Rizwan, M. dan Noreen, M. (2014). The impact of organizational commitment, job satisfaction, job stress and leadership support on *turnover intention* in educational institutes. *International Journal of Human Resource Studies*, 4(2), 181-195.
- Janna, N. M., dan Herianto, H. (2021). Konsep uji validitas dan reliabilitas dengan menggunakan SPSS.
- Jantitya, S. V., dan Sari, D. P. (2014). Analisis pengaruh disiplin kerja, motivasi, dan pengembangan karier terhadap kinerja karyawan (Studi kasus di PT ABC (Persero) Tbk Cabang Daan Mogot Jakarta). *Industrial Engineering Online Journal*, 3(3).
- Jeong, J.-S., dan Kwon, Y.-J. (2006). Definition of scientific hypothesis: A generalization or a causal explanation? *Journal of the Korean Association for*

Science Education, 26(5), 637–645.
<https://doi.org/10.14697/JKASE.2006.26.5.637>

- Kim, S., Tam, L., Kim, J.-N., dan Rhee, Y. (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*, 22(3), 308–328.
- Kintani, A. C. S., dan Wahyuningtyas, R. (2024). Effect on *turnover intention*: Career development, compensation and job stress. *Tennessee Research International of Social Sciences*, 6(2), 124–136.
- Larasati, N., Kuspriyono, T., dan Warpindyastuti, L. D. (2023). Pengaruh pelatihan dan pengembangan karir terhadap kinerja karyawan pada CV Windita Putri Bahari. *Jurnal Penelitian Ekonomi Manajemen dan Bisnis*, 2(4), 68–81. <https://doi.org/10.55606/jekombis.v2i4.2559>
- Malayu, H. (2008). *Manajemen Daya Manusia*. Jakarta, PT. Bumi Aksara.
- Marcella, J., dan Ie, M. (2022). Pengaruh stres kerja, kepuasan kerja, dan pengembangan karir terhadap *turnover intention* karyawan. *Jurnal Muara Ilmu Ekonomi dan Bisnis*.
- Mathis, R. L., dan Jackson, J. H. (2006). *Human resource management* (11th ed.). Cincinnati, OH: South-Western College Pub.
- Mondy, R. W., dan Martocchio, J. J. (2016). *Human resource management* (14th ed.). England: Pearson Education Ltd.
- Mustika, M., Prihanto, Y. J. N., dan Winarno, P. (2021). The effects of compensation and benefit satisfaction on *turnover intention*. *Conference Series*, 3(2), 249–265. <https://doi.org/10.34306/conferenceseries.v3i2.594>
- Notoatmojo, S. (2009). Pengembangan sumber daya manusia. PT Rineka Cipta.
- Noviyanti, N., Astriani, F., Wibisono, C., dan Kenedi, J. (2023). The influence of work discipline, motivation, and compensation on employee performance through competence at health centers. *Environment and Social Psychology*, 8(2). <https://doi.org/10.54517/esp.v8i2.1738>
- Nurfahrani, A., dan Armaniah, H. (2023). Pengaruh kompensasi dan gaya kepemimpinan terhadap *turnover intention* karyawan. *Madani: Jurnal Ilmiah Multidisiplin*, 1(7).
- Ongori, H. (2007). A review of the literature on employee turnover. *African Journal of Business Management*, 1, 49–54.

- Opatha, H. H. D. N. P. (2021). A simplified study of definitions of human resource management.
- Patnaik, B. C., dan Padhi, P. (2012). Compensation management: A theoretical preview. *Trans Asian Journal of Marketing and Management Research*, 1(1), 39–48.
- Periyadi, I., Indiyati, D., dan Sary, F. P. (2024). The impact of compensation and motivation on *turnover intention* of employees providing labor services in mining business license areas, Mimika Regency, Papua Province. *Journal of Business and Management Studies*, 6(3), 85–93. <https://doi.org/10.32996/jbms.2024.6.3.9>
- Prasetyo, M. A. M. (2018). Peranan perilaku organisasi dan manajemen strategi dalam meningkatkan produktivitas output pendidikan. *Idarah (Jurnal Pendidikan dan Kependidikan)*, 2(1), 80–101.
- 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). <https://doi.org/10.37676/ekombis.v4i2.283>
- Priadana, M. S., dan Sunarsi, D. (2021). Metode penelitian kuantitatif. Pascal Books.
- Purba, C. B., dan Karwur, I. C. (2018). The Influence of Career Development, Organizational Culture, and Leadership on *Turnover intention* At PT. Cafom Sourcing. *International Journal of Economics, Business and Management Research*, 2(06), 69–80. www.ijebmr.com
- Rajagukguk, T. (2017). Pengaruh perilaku organisasi terhadap prestasi karyawan pada PT Perkebunan Nusantara II (Persero) Medan. *Jurnal Ilmiah Methonomi*, 3(2), 124–137.
- Indiyati, D., & Sary, F. P. (2024). The impact of compensation and motivation on turnover intention of employees providing labor services in mining business license areas, Mimika Regency, Papua Province. *Journal of Business and Management Studies*, 6(3), 85–93.
- Ridha, N. (2017). Proses penelitian, masalah, variabel, dan paradigma penelitian. *Hikmah*, 14(1), 62–70.
- Risnita, R. (2017). Pendekatan penelitian kuantitatif dan kualitatif serta tahapan penelitian. *Jurnal Genta Mulia*, 15(1), 82–92.
- Riyanto, S., dan Hatmawan, A. A. (2020). Metode riset penelitian kuantitatif: Penelitian di bidang manajemen, teknik, pendidikan, dan eksperimen. Deepublish.

- Rizaldy, I., Juniaty, F. D., Begawanita, N., dan Karyaningsih, P. D. (2024). Pengaruh gaya kepemimpinan otokratis dan pengembangan karir karyawan terhadap *turnover intention*. SSRN. <https://ssrn.com/abstract=3866809>
- Robbins, S. P. (1992). Essentials of organizational behavior. New Jersey: Prentice Hall International, Inc.
- Rozalena, A., dan Dewi, S. K. (2016). Panduan praktik menyusun dan pelatihan karyawan pengembangan karier. Raih Asa Sukses.
- Saklit, I. W. (2017). Pengaruh Gaya Kepemimpinan Dan Pengembangan Karir Terhadap Intensi Turnover: Kepuasan Kerja Sebagai Mediator. *Jurnal Manajemen*, 21(3), 472–496. <https://doi.org/https://doi.org/10.24912/jm.v21i3.263>
- Santiago Caicedo, R. E., Lucas Jr., R., dan Rossi-Hansberg, E. (2019). Learning, career paths, and the distribution of wages. American Economic Journal: Macroeconomics, 11(1), 49–88. <https://doi.org/10.1257/mac.20170223>
- Saputra, E. K., Zainiyah, Z., Abriyoso, O., dan Rizki, M. (2022). Pengaruh kompensasi terhadap *turnover intention* karyawan pada PT Bintan Megah Abadi. Aksara: Jurnal Ilmu Pendidikan Nonformal, 8(2), 1491–1500.
- Sarosa, S. (2021). Analisis data penelitian kualitatif. PT Kanisius.
- Sarstedt, M., Ringle, C. M., dan Hair, J. F. (2017). Partial least square structural equation modeling. Dalam Homburg, C., Klarmann, M., dan Vomberg, A. (Eds.), Handbook of marketing research. Springer, Cham.
- Subekhi, A., dan Jauhar, M. (2013). Pengantar teori dan perilaku organisasi. Prestasi Pustaka.
- Prasetyo, A., Sary, F. P., Disastra, G. M., & Dudija, N. (2023). Digital talent management in Indonesia. *Sustainable Development and the Digital Economy*, 19, 17–33.
- Vizano, N. A., Sutawidjaya, A. H., dan Endri, E. (2021). The effect of compensation and career on *turnover intention*: Evidence from Indonesia. *The Journal of Asian Finance, Economics, and Business*, 8(1), 471–478. <https://doi.org/10.13106/JAFEB.2021.VOL8.NO1.471>
- W. Bohlander, G., dan Scott, S. (2017). *Principles of Human Resource Management*. South-Western, Cengage Learning.
- Wakhinuddin. (2020). Perkembangan karir: Konsep dan implikasinya. UNP Press.
- Yadewani, D., dan Wijaya, R. (2021). The effect of compensation and career development on employee *turnover intention* in the culinary sector. ADPEBI

International Journal of Business and Social Science, 1(1), 37–44.
<https://doi.org/10.54099/aijbs.v1i1.28>

Zaki, H., dan Marzolina, M. (2016). Pengaruh beban kerja dan kompensasi terhadap *turnover intention* melalui kepuasan kerja pada karyawan PT Adira Quantum Multifinance Cabang Pekanbaru. Jurnal Tepak Manajemen Bisnis, 8(3).

Maswar, M.(2017).Analisis deskriptif nilai UAS ekonomitika mahasiswa dengan program SPSS 23 & eviews 8.1. Jurnal Pendidikan Islam Indonesia, 1(2), 273-292.<https://doi.org/10.35316/jpii.v1i2.54>

Martias, Lilih Deva. "Statistika deskriptif sebagai kumpulan informasi." *Fihris: Jurnal Ilmu Perpustakaan Dan Informasi* 16, no. 1 (2021): 40-59.

Priyanto, S., dan Nurtjahjono, D. S. (2020). Pengaruh kompensasi, pengembangan karir, dan kepuasan kerja terhadap *turnover intention* karyawan. Jurnal Riset Ekonomi dan Manajemen, 20(1)

Muliati, Lisdewi, and Ade Susiana. "Produktivitas Kerja Karyawan Dipengaruhi Oleh Jenjang Karir Dan Etos Kerja Pada Pt. Victory Chinglueh Indonesia." *Dynamic Management Journal* 7.1 (2023): 45-55.

Indiyati, D., & Sary, F. P. (2024). The impact of compensation and motivation on turnover intention of employees providing labor services in mining business license areas, Mimika Regency, Papua Province. *Journal of Business and Management Studies*, 6(3), 85–93.

Hair Jr, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2017). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)* (2nd ed.). Sage Publications.

Wahyuningtyas, R., Sule, E. T., Kusman, M., & Soemaryani, I. (2015). Employee turnover intentions in hotel: How to reduce it? *Advanced Science Letters*, 21(4), 719–722