## **DAFTAR PUSTAKA**

- Abugre, J. B. (2017). Relations at workplace, cynicism and intention to leave: a proposed conceptual framework for organisations. International Journal of Organizational Analysis, 25(2), 198-216.
- Al Halbusi, H., Tang, T. L. P., Williams, K. A., & Ramayah, T. (2022). Do ethical leaders enhance employee ethical behaviors? Organizational justice and ethical climate as dual mediators and leader moral attentiveness as a moderator--Evidence from Iraq's emerging market. Asian Journal of Business Ethics, 11(1), 105-135.
- Alkhadra, W. A., Khawaldeh, S., & Aldehayyat, J. (2022). Relationship of ethical leadership, organizational culture, corporate social responsibility and organizational performance: a test of two mediation models. International Journal of Ethics and Systems, (ahead-of-print).
- Alkhateri, A. S., Abuelhassan, A. E., Khalifa, G. S., Nusari, M., & Ameen, A. (2018). The Impact of perceived supervisor support on employees turnover intention: The Mediating role of job satisfaction and affective organizational commitment. International Business Management, 12(7), 477-492.
- Avey, J., Palanski, M., & Walumbwa, F. (2011). When leadership goes unnoticed: The moderating role of follower self-esteem on the relationship between ethical leadership and follower behavior. Journal of Business Ethics, 98(4), 573-582.
- Babalola, M. T., Stouten, J., & Euwema, M. (2016). Frequent change and turnover intention: The moderating role of ethical leadership. Journal of Business Ethics, 134, 311-322.
- Chen, Y., Zhang, J., Liu, C. E., Liu, T., & He, W. (2021). Work-related identity discrepancy and employee innovation behavior: the role of intrinsic motivation and self-construal. Chinese Management Studies, 15(5), 1143-1156.
- Danish, R. Q., Hafeez, S., Hafiz, F. A., Mehta, A. M., Ahmad, M. B., & Ali, M. (2020). *Impact of ethical leadership on organizational commitment and organizational citizenship behavior with mediating role of intrinsic motivation*. International Review of Management and Marketing, 10(4), 25.
- Deci, E. L., & Ryan, R. M. (2012). *Motivation, personality, and development within embedded social contexts: an overview of self-determination theory.*
- Dysvik, A., & Kuvaas, B. (2010). Exploring the relative and combined influence of mastery-approach goals and work intrinsic motivation on employee turnover intention. Personnel review, 39(5), 622-638.

- Elci, M., Şener, İ., Aksoy, S., & Alpkan, L. (2012). The impact of ethical leadership and leadership effectiveness on employees' turnover intention: The mediating role of workrelated stress. Procedia-Social and Behavioral Sciences, 58, 289-297.
- El-Zohiry, A. A., & Abd-Elbaqy, K. Y. (2019). The moderating effect of intrinsic motivation on the relationship between psychological capital and organizational citizenship behaviors. Management Review: An International Journal, 14(2), 4-32.
- Gillet, N., Fouquereau, E., Coillot, H., Cougot, B., Moret, L., Dupont, S., ... & Colombat, P. (2018). The effects of work factors on nurses' job satisfaction, quality of care and turnover intentions in oncology. Journal of advanced nursing, 74(5), 1208-1219.
- Hair Jr, J. F., Howard, M. C., & Nitzl, C. (2020). Assessing measurement model quality in PLS-SEM using confirmatory composite analysis. Journal of Business Research, 109, 101-110.
- Hair Jr, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2021). A primer on partial least squares structural equation modeling (PLS-SEM). Sage publications.
- Hanaysha, J. R., Kumar, V. A., In'airat, M., & Paramaiah, C. (2022). Direct and indirect effects of servant and ethical leadership styles on employee creativity: mediating role of organizational citizenship behavior. Arab Gulf Journal of Scientific Research, (ahead-of-print).
- Hassi, A., Balambo, M. A., & Aboramadan, M. (2021). Impacts of spirituality, intrinsic religiosity and Islamic work ethics on employee performance in Morocco: The mediating role of intrinsic motivation. Journal of Islamic Accounting and Business Research, 12(3), 439-456.
- Strengers, J., Mutsaers, L., Van Rossum, L., & Graamans, E. (2022). *The organizational culture of scale-ups and performance*. Journal of Organizational Change Management, 35(8), 115-130.
- Julmi, C., Pereira, J. M., Bramlage, J. K., & Jackenkroll, B. (2022). Explaining the relationship between ethical leadership and burnout facets in the academic context: the mediating role of illegitimate tasks. International Journal of Organization Theory & Behavior, 25(1/2), 39-55.
- Kartono, (2017). Personality, Employee Engagement, Emotional Intellegence, Job Burnout Pendekatan dalam melihat Turnover Intention.

- Kim, J. (2018). The contrary effects of intrinsic and extrinsic motivations on burnout and turnover intention in the public sector. International journal of manpower.
- Kim, S. H., Kim, M., & Holland, S. (2020). Effects of intrinsic motivation on organizational citizenship behaviors of hospitality employees: The mediating roles of reciprocity and organizational commitment. Journal of Human Resources in Hospitality & Tourism, 19(2), 168-195.
- Kim, S. S., Pak, J., & Son, S. Y. (2023). Do calling-oriented employees take charge in organizations? The role of supervisor close monitoring, intrinsic motivation, and organizational commitment. Journal of Vocational Behavior, 140, 103812.
- Mahmoud, A. B., Reisel, W. D., Fuxman, L., & Mohr, I. (2021). A motivational standpoint of job insecurity effects on organizational citizenship behaviors: A generational study. Scandinavian journal of psychology, 62(2), 267-275.
- Marquardt, D. J., Manegold, J., & Brown, L. W. (2022). *Integrating relational* systems theory with ethical leadership: How ethical leadership relates to employee turnover intentions. Leadership & organization development journal, 43(1), 155-179.
- Miao, S., Rhee, J., & Jun, I. (2020). How much does extrinsic motivation or intrinsic motivation affect job engagement or turnover intention? A comparison study in China. Sustainability, 12(9), 3630.
- Nguyen, N. T. T., Nguyen, N. P., & Hoai, T. T. (2021). Ethical leadership, corporate social responsibility, firm reputation, and firm performance: A serial mediation model. Heliyon, 7(4), e06809.
- Nili, F., & Tasavori, M. (2022). Linking an autonomy-supportive climate and employee creativity: the influence of intrinsic motivation and company support for creativity. European Business Review, (ahead-of-print).
- Oh, S., & Roh, S. C. (2022). Intrinsic motivation for work activities is associated with empathy: Investigating the indirect relationship between intrinsic motivation for work activities and social support through empathy and prosocial behavior. Personality and Individual Differences, 189, 111487.
- Organ ,Dennis. W. (1988) Organizational Citizenship Behavior: The Good Soldier Syndrome, by. Lexington, MA: Lexington. Books
- Özkan, A. H. (2021). A meta-analysis of the variables related to turnover intention among IT personnel. Kybernetes, 51(4), 1584-1600.
- Pham, T. T. L., Chang, H. Y., Wong, A. M. K., Van, V. H., & Teng, C. I. (2022). Mental health of healthcare professionals: headaches and professional

- commitment interact to impact nurse turnover intention. International Journal of Workplace Health Management, (ahead-of-print).
- Potipiroon, W., & Ford, M. T. (2017). Does public service motivation always lead to organizational commitment? Examining the moderating roles of intrinsic motivation and ethical leadership. Public Personnel Management, 46(3), 211-238.
- Santhanam, N., & Srinivas, S. (2019). Modeling the impact of employee engagement and happiness on burnout and turnover intention among blue-collar workers at a manufacturing company. Benchmarking: An International Journal, 27(2), 499-516.
- Sekaran, U., & Bougie, R. (2016). Research methods for business: A skill building approach. john wiley & sons.
- Shafique, I., N Kalyar, M., & Ahmad, B. (2018). The nexus of ethical leadership, job performance, and turnover intention: The mediating role of job satisfaction. Interdisciplinary Description of Complex Systems: INDECS, 16(1), 71-87.
- Shareef, R. A., & Atan, T. (2019). The influence of ethical leadership on academic employees' organizational citizenship behavior and turnover intention: Mediating role of intrinsic motivation. Management Decision, 57(3), 583-605.
- Shareef, R. A., & Atan, T. (2019). The influence of ethical leadership on academic employees' organizational citizenship behavior and turnover intention: Mediating role of intrinsic motivation. Management Decision, 57(3), 583-605.
- Srivastava, S., & Agrawal, S. (2020). Resistance to change and turnover intention: a moderated mediation model of burnout and perceived organizational support. Journal of Organizational Change Management, 33(7), 1431-1447.
- Suifan, T. S., Diab, H., Alhyari, S., & Sweis, R. J. (2020). Does ethical leadership reduce turnover intention? The mediating effects of psychological empowerment and organizational identification. Journal of Human Behavior in the Social Environment, 30(4), 410-428.
- Suryani, N. K., Yoga, G. A. D. M., & Sugianingrat, I. A. P. W. (2018). *Impact of Human Resources Management Practice on Employee Satisfaction and Customer Satisfaction (case study SMEs in Bali, Indonesia)*. International Journal Of Sustainability, Education, And Global Creative Economic (Ijsegce), 1(1), 59-62.

- Tan, L. P., Yap, C. S., Choong, Y. O., Choe, K. L., Rungruang, P., & Li, Z. (2019). Ethical leadership, perceived organizational support and citizenship behaviors: The moderating role of ethnic dissimilarity. *Leadership & Organization Development Journal*.
- Trisno, T., & Abror, A. (2019). The Influence of Ethical Leadership, Intrinsic Motivation, And Work Commitments on Job Satisfaction (Study of the Ministry of Religion, Padang City and Pasaman District). Adv. Econ. Bus. Manag. Res, 97, 310-320.
- Tsen, M. K., Gu, M., Tan, C. M., & Goh, S. K. (2022). Does flexible work arrangements decrease or increase turnover intention? A comparison between the social exchange theory and border theory. International Journal of Sociology and Social Policy, 42(11-12), 962-983.
- Wang, Y. D., & Sung, W. C. (2016). Predictors of organizational citizenship behavior: Ethical leadership and workplace jealousy. Journal of Business Ethics, 135, 117-128.
- Xu, S., Martinez, L. R., Van Hoof, H., Tews, M., Torres, L., & Farfan, K. (2018). The impact of abusive supervision and co-worker support on hospitality and tourism student employees' turnover intentions in Ecuador. Current issues in Tourism, 21(7), 775-790.
- Yazdanshenas, M., & Mirzaei, M. (2022). Leadership integrity and employees' success: role of ethical leadership, psychological capital, and psychological empowerment. International Journal of Ethics and Systems, (ahead-of-print).
- Zainun, N. F. H., Johari, J., & Adnan, Z. (2021). Machiavellianism, locus of control, moral identity, and ethical leadership among public service leaders in Malaysia: the moderating effect of ethical role modelling. International Journal of Sociology and Social Policy, 41(9/10), 1108-1133.
- Zara, a., shehzad, a., zameer, m., arshad, n., tariq, a., & abid, g. (2022). impact of employee autonomy and family motivation on organizational citizenship behavior: mediation of intrinsic motivation and moderation of fairness perception. bulletin of business and economics (bbe), 11(2), 271-291.
- Zheng, Y., Epitropaki, O., Graham, L., & Caveney, N. (2022). Ethical leadership and ethical voice: The mediating mechanisms of value internalization and integrity identity. Journal of Management, 48(4), 973-1002.