

DAFTAR PUSTAKA

- A Juliandi. (2018). Structural equation model based partial least square (SEM-PLS): Menggunakan SmartPLS. *Jurnal Pelatihan SEM-PLS Program Pascasarjana Universitas Batam*. <https://doi.org/10.5281/zenodo.1243777>
- A.A. Anwar Prabu Mangkunegara. (2009). *Manajemen Sumber Daya Manusia Perusahaan*, Bandung: Remaja Rosdakarya.
- Adam, K., & Irwan. (2015). Metode Partial Least Square (PLS) Dan Terapannya (Studi Kasus: Analisis Kepuasan Pelanggan terhadap Layanan PDAM Unit Camming Kab. Bone). 53–68.
- Allen, N.J., dan Meyer, J.P. 1990. The measurement and antecedents of affective, continuance, and normative commitment to organization. *Journal of occupational psychology*, 63, 1–18.
- Augusty, Ferdinand. 2006. *Metode Penelitian Manajemen: Pedoman Penelitian untuk skripsi, Tesis dan Disertai Ilmu Manajemen*. Semarang: Universitas Diponegoro.
- Bangun, Wilson. 2012. *Manajemen Sumber Daya Manusia*. Jakarta : Erlangga.
- Cámara, S. B., Fuentes, J. M., & Marín, J. M. M. (2015). Cloud computing, Web 2.0, and operational performance: The mediating role of supply chain integration. *International Journal of Logistics Management*, 26(3), 426–458. <https://doi.org/10.1108/IJLM-07-2013-0085>
- De Saá-Pérez, P., & García-Falcón, J. M. (2002). A Resource-Based View of Human Resource Management and Organizational Capabilities Development. *International Journal of Human Resource Management*, 13, 123-400. <https://doi.org/10.1080/09585190110092848>
- Dessler, Gary. 2005. *Manajemen Sumber Daya Manusia*. Alih Bahasa : Eli Tanya. Penyunting Bahasa : Budi Supriyanto. Jakarta : Indeks.
- Dewi, C.M. (2008). *Faktor-faktor komitmen kerja ibu asuh panti asuhan*. Skripsi (tidak diterbitkan). Surakarta: Fakultas Psikologi Universitas Muhammadiyah Surakarta.
- Dharma, Surya. 2012. *Manajemen Kinerja Falsafah Teori dan Penerapannya*. Yogyakarta: Pustaka Pelajar.
- Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Dukungan organisasi yang dirasakan. *Jurnal Psikologi Terapan*, 71 (3), 500–507. <https://doi.org/10.1037/0021-9010.71.3.500>
- Fathoni. 2006. *Organisasi dan Manajemen Sumber Daya Manusia*. Jakarta : Rineka Cipta.
- Folakemi Ohunakin (2022). Do employees' perceived compensation system influence turnover intentions and job performance? The role of

- communication satisfaction as a moderator. *Tourism Management Perspective*.
<https://doi.org/10.1016/j.tmp.2022.100970>.
<https://doi.org/10.1016/j.tmp.2022.100970>
- Gardner, D.G., Van Dyne, L., Pierce, J.L. (2004) The effects of pay level on organization- based self-esteem and performance. A field study. *Journal of occupational and organizational psychology*. 77(1). p. 307-322
- Gerhart, B., & Feng, J. (2021). The Resource-Based View of the Firm, Human Resources, and Human Capital: Progress and Prospects. *Journal of Management*, 47, 1796-1819. <https://doi.org/10.1177/0149206320978799>
- "Haeruddin M I M, Asri A, Firdaus F, Mustafa M Y, Abraham F P A P, Haeruddin M I W. Running' with the Devil: A Study on Athletes' Compensation and Turnover Intention. *Ann Appl Sport Sci* 2022; 10 (1) URL: <http://aassjournal.com/article-1-992-en.html>"
- Hair Jr., J.F., et al. (2014) Partial Least Squares Structural Equation Modeling (PLS-SEM): An Emerging Tool in Business Research. *European Business Review*, 26, 106-121.
- Halimah Tika Nur, dkk. 2016 Pengaruh Job Insecurity, Kepuasan Kerja, dan Lingkungan Kerja Terhadap Turnover Intention (Studi pada pramuniaga Gelael Supermarket). *Jurnal Penelitian Manajemen*, Vol. 2 No. 2, Semarang: Universitas Pandanaran Semarang.
- Harnoto. (2002). *Manajemen Sumber Daya Manusia*. Edisi Kedua. Jakarta: PT. Prehallindo
- Hasibuan, Malayu. (2017). *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.
- Hassanpour MK, Chong CW, Chong SC, et al. HR practices and turnover intention; the mediating role of organizational commitment in Tehran: a cross-sectional study. *F1000research*. 2021 ;10:1130. DOI: 10.12688/f1000research.73351.2. PMID: 36312528; PMCID: PMC9582578.
- "Herzanita S. (2023). PENGARUH WORK LIFE BALANCE DAN KOMPENSASI TERHADAP TURNOVER INTENTION DENGAN STRES KERJA SEBAGAI VARIABEL MEDIASI PADA KARYAWAN MILENIAL PT XYZ. *Dynamic Management Journal*.
<http://dx.doi.org/10.31000/dmj.v7i4>."
- HM Mahfuzur Rahman dan Valliappan Raju (2020). Employee Turnover Intention through Human Resource Management Practices: A Review of Literature. DO - 10.47857/irjms.2020.v01si02.035
- Santoso, B., Wibowo, A., Effendi, M. S., Narmaditya, B. S., & Fahrizal, I. (2023). Does organizational climate moderate compensation for turnover intention? Lesson from Sharia banks. *Corporate Governance and*

- Organizational Behavior Review, 7(4), 60–69. <https://doi.org/10.22495/cgobrv7i4p5>
- Jinuk Oh, 2020. "Employee perceptions of HRM practices and their turnover intentions: evidence from South Korea," Evidence-based HRM, Emerald Group Publishing Limited, vol. 8(2), pages 145-160, March.
- Kanchana, L., & Jayathilaka, R. (2023). Factors impacting employee turnover intentions among professionals in Sri Lankan startups. PLOS ONE, 18(2), e0281729. <https://doi.org/10.1371/journal.pone.0281729>
- Kusbiantari, Dyah. 2013. "Upaya Menurunkan Turnover Melalui peningkatan Motivasi Intrinsik Pada Guru PAUD". Dalam Majalah Ilmiah Pawiyatan, Volume XX No. 1. Hal 93-103 Semarang: FIP IKIP Veteran Semarang
- Lai. 2011. The influence of compensation system design on employee satisfaction. African journal of business management. 10.5897/AJBM11.005
- Maarif, M. S. dan Lindawati, K. 2014. Manajemen Pelatihan: Upaya Mewujudkan Kinerja Unggul dan Pemahaman Employee-Engagement. Bogor (ID): IPB Press.
- Manalu, S., Broto, F. S. W. W. ., & Kristiyani, A. M. . (2023). The Influence of Compensation, Work Environment, and Workload on Turnover Intention Phenomena at Royal Orchid Garden Hotel . International Journal of Business and Applied Economics, 2(4), 569–584. <https://doi.org/10.55927/ijbae.v2i4.5261>
- Manurung, M. T & Ratnawati, I. 2012. Analisis Pengaruh Stres Kerja dan Kepuasan Kerja terhadap Turnover Intention Karyawan: Studi pada STIKES Widya Husada Semarang. Diponegoro Journal of Management. 1 (2): 145-157.
- Mathis, dan Jackson, 2017, Manajemen Sumber Daya Manusia Edisi 9, dialihbahasakan oleh Jimmy Sadeli dan Bayu Prawira Hie, Salemba Empat, Jakarta.
- Mathis, R.L. and J.H. Jackson. 2018. Human Resource Management: Manajemen Sumber Daya Manusia. Terjemahan Dian Angelia. Edisi Kesepuluh. Jakarta: Salemba Empat.
- Michael, Leibunon and Weintein, Harold P. (1993), Money is Everything, annual.
- Mobley. 2011. Pergantian Karyawan: Sebab, Akibat dan Pengendaliannya. PT Pustaka Binaman Pressindo: Jakarta.
- Moehariono. 2012. "Pengukuran Kinerja Berbasis Kompetensi". Jakarta: Raja Grafindo Persada.
- Mondy, R. Wayne and Noe, Robert. M(1993). Human Resource Management. New Jersey: Allyn & Bacon.
- Mulyadi. 2016. Manajemen Sumber Daya Manusia. Bogor. IN Media.

- Nugroho. 2018. Pengaruh Kompensasi Dan Lingkungan Kerja Terhadap Turnover intention Pramuniaga PT Circle K Indonesia Utama Cabang Yogyakarta. Skripsi Universitas Negeri Yogyakarta. Yogyakarta
- Priansa, Donni Juni. 2018. Perencanaan & Pengembangan SDM. Bandung. Alfabeta.
- Purnama, Eka Desy; Nugroho, Arisetyanto; Widayati, Christina Catur; Widjaja, Purnamawati Helen; Marsita, Yuni. Calitatea: Acces la Success; Bucharest Vol. 23, Iss. 190, (Oct 2022): 362-370. DOI:10.47750/QAS/23.190.38
- Ramlah, S., Sudiro, A., & Juwita, H. A. J. (2021). The influence of compensation and job stress on turnover intention through mediation of job satisfaction. *International Journal of Research in Business and Social Science* (2147- 4478), 10(4), 117–127. <https://doi.org/10.20525/ijrbs.v10i4.1206>
- Ridlo, I.A. 2012. Turnover Karyawan “Kajian Literatur”. Surabaya : Public Health Movement.
- Rivai, Veithzal & Ahmad Fawzi Mohd. Basri. 2005. Performance Appraisal: Untuk Sistem Yang Tepat Untuk Menilai Kinerja Karyawan dan Meningkatkan Daya Saing Perusahaan. Jakarta: PT. Raja Grafindo Persada
- Rodrigue, S. and Cox, S. (2024), "Should I stay or should I go: how pay secrecy influences turnover intentions", *Employee Relations*, Vol. 46 No. 1, pp. 99-114. <https://doi.org/10.1108/ER-01-2023-0032>
- Sally S., Lee S., & Reese T. 2013. The influence of high performance work systems on voluntary turnover of new hires in US state governments. *Personnel Review*. 10.1108/00483481311320426
- Sekaran, U. dan Bougie, R. (2016) Metode Penelitian untuk Bisnis: Pendekatan Pengembangan Keterampilan. Edisi ke-7, Wiley & Sons, West Sussex.
- Simamora Henry. 2015. Manajemen Sumber Daya Manusia. Yogyakarta : SIE YKPN.
- Simamora, Henry. 2001. Manajemen Sumber Daya Manusia (Edisi Ketiga). Yogyakarta : STIE YKPN
- Stofberg, R., Bussin, M. dan Mabaso, CM (2022), "Transparansi gaji, keinginan berpindah kerja, dan peran mediasi dari dukungan organisasi dan keadilan organisasi", *Hubungan Karyawan*, Vol. 44 No. 7, hlm. 162-182. <https://doi.org/10.1108/ER-02-2022-0077>
- Sugiyono. 2015. Metode Penelitian Kuantitatif, Kualitatif Dan R&D. Alfabeta: Bandung.
- Sugiyono. 2017. Metode Penelitian Kuantitatif, Kualitatif Dan R&D. Alfabeta: Bandung.

- Sugiyono. 2018. *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Alfabeta: Bandung.
- Sugiyono. 2019. *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Alfabeta: Bandung.
- Sutanto, E. M., & Gunawan, C. (2013). Kepuasan kerja, komitmen organisasional dan turnover intention. *Jurnal Mitra Ekonomi dan Manajemen Bisnis* Vol. 4(1), 76-88.
- Toly, Agus A. 2001. Analisis Faktor-faktor yang Mempengaruhi Turnover Intentions pada Staf Kantor Akuntan Publik. Dalam *Jurnal Akuntansi dan Keuangan Universitas Kristen Petra Surabaya* vol. 3 no. 2, hal 102-125.
- Tua, MARIHOT E.H. 2007. *Manajemen Sumber Daya Manusia*. Jakarta: PT. Grasindo
- Vandenberghe, C., & Tremblay, M. (2008). The role of pay satisfaction and organizational commitment in turnover intentions: A two-sample study. *Journal of Business and Psychology*, 22(3), 275–286. <https://doi.org/10.1007/s10869-008-9063-3>
- "Vizano, N., Sutawidjaya, A., & Endri. (2021). The Effect of Compensation and Career on Turnover Intention: Evidence from Indonesia. *Journal of Asian Finance Economics and Business*. ER. 10.13106/jafeb.2021.vol8.no1.471"
- Wibowo. 2013. *Perilaku dalam Organisasi*. Jakarta: PT. Raja Grafindo Persada
- Zulfa, E., & Azizah, S. (2020). Pengaruh Kompensasi dan Lingkungan Kerja Non-Fisik Terhadap Turnover Intention dengan Job Satisfaction sebagai Variabel Intervening. *Jurnal Ilmiah Mahasiswa Manajemen, Bisnis Dan Akuntansi (JIMMBA)*, 2(2), 129-143. <https://doi.org/10.32639/jimmba.v2i2.456>