

DAFTAR PUSTAKA

- Ahn, J. Y., & Chaoyu, W. (2019). Job stress and turnover intention revisited: Evidence from Korean firms. *Problems and Perspectives in Management*, 17(4), 52–61. [https://doi.org/10.21511/ppm.17\(4\).2019.05](https://doi.org/10.21511/ppm.17(4).2019.05)
- Astono Dwi, A. (2019). Pengaruh Konflik Peran Dan Stres Kerja Terhadap Kinerja Karyawan (Studi Pada Karyawan PT.Glory Industrial Semarang II Di Semarang). *Jurnal Ilmu Manajemen Dan Akuntansi Terapan (JIMAT)* 10 (1), 122-132, 2019, 10, 2015–2019.
- Armariena, D. N. (2018). Penulisan Puisi Bertema Lokal Budaya Dengan Model Sugesti Imajinasi Mahasiswa. *Parataksis: Jurnal Bahasa, Sastra, Dan Pembelajaran Bahasa Indonesia*, 1(1). <https://doi.org/10.31851/parataksis.v1i1.2248>.
- Blanco-Encomienda, F. J., García-Cantero, R., & Latorre-Medina, M. J. (2020). Association between Work-Related Rumination, Work Environment and Employee Well-Being: A Meta-Analytic Study of Main and Moderator Effects. *Social Indicators Research*, 150(3), 887–910. <https://doi.org/10.1007/s11205-020-02356-1>
- Boivin, J., Bunting, L., Koert, E., Chinieng, U., & Verhaak, C. (2017). Perceived challenges of working in a fertility clinic: A qualitative analysis of work stressors and difficulties working with patients. *Human Reproduction*, 32(2), 403–408. <https://doi.org/10.1093/humrep/dew326>
- Bonneville-Roussy, A., Evans, P., Verner-Filion, J., Vallerand, R. J., & Bouffard, T. (2017). Motivation and coping with the stress of assessment: Gender differences in outcomes for university students. *Contemporary Educational Psychology*, 48, 28–42.
- Boudrias, V., Trépanier, S. G., Foucreault, A., Peterson, C., & Fernet, C. (2020). Investigating the role of psychological need satisfaction as a moderator in the relationship between job demands and turnover intention among nurses. *Employee Relations*, 42(1), 213–231. <https://doi.org/10.1108/ER-10-2018-0277>.
- BPS Provinsi Jawa Barat. (2021). *Provinsi Jawa Barat Dalam Angka 2021*.
- Cleveland, S., & Ellis, T. J. (2015). *The Impact of Role Conflict , Role Ambiguity , and Locus of Control on Organizational Knowledge Sharing Practices*. <https://doi.org/10.1109/HICSS.2015.457>

- Cahyani, W., & Frianto, A. (2019). Peran Dukungan Sosial Terhadap Stres Kerja Sebagai Peningkatan Kinerja Karyawan. *Jurnal Ilmu Manajemen*, 7(3), 868–876.
- De Raeve, L., Jansen, N. W. H., van den Brandt, P. A., Vasse, R. M., & Kant, I. (2022). Risk factors for interpersonal conflicts at work. *Scandinavian Journal of Work, Environment and Health*, 34(2), 96–106. <https://doi.org/10.5271/sjweh.1223>
- Dewi, T. R., Dyah, P., & Sihite, J. (2020). Pengaruh Abusive Supervision Terhadap Turnover Intention Karyawan Hotel. *Mercubuana.Ac.Id*, 6(03), 384–392.
- Dodanwala, T., Shrestha, P., & Santoso, D. S. (2021). Role Conflict Related Job Stress among Construction Project Professionals: The Moderating Role of Age and Organization Tenure. *Construction Economics and Building*, 21(4), 21–37. <https://doi.org/10.5130/ajceb.v21i4.7609>
- Donley, J. (2021). The Impact of Work Environment on Job Satisfaction: Pre-COVID Research to Inform the Future. *Nurse Leader*, 19(6), 585–589. <https://doi.org/10.1016/j.mnl.2021.08.009>.
- Ertureten, A., & Cemalcilar, Z. (2013). *The Relationship of Downward Mobbing with Leadership Style and Organizational Attitudes*. 205–216. <https://doi.org/10.1007/s10551-012-1468-2>
- Fristiyanti, M. (2022). Pengaruh komitmen organisasi dan konflik peran terhadap Turnover Intention di PT.Malugo Indonesia. *Jurnal Penelitian Dan Aplikasi Sistem Dan Teknik Industri*, VIII(3), 311–325.
- Gibson, J. L., Ivanevich, J. M., Donnelly, J. H., & Konopaske, R. (2012). *Organizations (Behavior, Structure, Processes)* (Fourteenth). McGraw-Hill Irwin.
- Gracious, J., & Fouziya, R. (2018). Role Conflict , Role Overload and Intention to Quit the Job Among Women IT Professionals in Kerala. *Organization People & US*, 9(2), 1–12.
- Griffeth, R. W., Hom, P. W., & Gaertener, S. (2000). A meta-analysis of antecedents and correlates of employee turnover : Update, moderator test, and research implications for the millenium. *Journal of Management*, 463–488.
- Ghozali, H. I. (2018). *Aplikasi Analisis Multivariate dengan Program SPSS 25* (9th ed.). Universitas Diponegoro.
- Handoko, T. H. (2012). *Manajemen Personalia dan Sumber Daya Manusia*. Yogyakarta: BPFE.
- Haholongan, R. (2018). Stres Kerja, Lingkungan Kerja Terhadap Turnover Intention Perusahaan. *Jurnal Manajemen Indonesia*, 18(1), 61–67.

<https://doi.org/10.25124/jmi.v18i1.1260>

- Hairus et al. (2017). Pengaruh Kontrol Diri dan Lingkungan Kerja terhadap Stres Kerja Guru SMA Negeri di Kecamatan Kampar. *Jurnal Manajemen Pendidikan*, 5(1), 72–76.
- Hong, X., Liu, Q., & Zhang, M. (2021). Dual Stressors and Female Pre-school Teachers' Job Satisfaction During the COVID-19: The Mediation of Work-Family Conflict. *Frontiers in Psychology*, 12(June). <https://doi.org/10.3389/fpsyg.2021.691498>
- Harvida, D. A., & Wijaya, C. (2020). Faktor Yang Mempengaruhi Turnover Karyawan dan Strategi Retensi Sebagai Pencegahan Turnover Karyawan : Sebuah Tinjauan Literatur. *Jurnal Ilmu Administrasi Negara*, 16(1), 13–23.
- Jayasinghe, P. N., & Kaluarachchige, I. P. (2021). Effect of Role Stress on Turnover Intention of Non-Executive Staff in a Selected Hotel in Sri Lanka. *FUTURE OF WORK*, 307.
- Junaidi, A., Sasono, E., Wanuri, W., & Emiyati, D. W. (2020). The effect of overtime, job stress, and workload on turnover intention. *Management Science Letters*, 10(16), 3873–3878. <https://doi.org/10.5267/j.msl.2020.7.024>.
- Juwita, K., & Arintika, D. (2018). Dampak Konflik Peran Terhadap Stres Dan Kepuasan Kerja Karyawan Pt. Jombang Intermedia Press (Jawa Pos Radar Jombang). *Jurnal Manajemen Indonesia*, 18(2), 105. <https://doi.org/10.25124/jmi.v18i2.1237>
- Kapitan, A., & Kartika Dewi, A. A. S. (2019). Pengaruh Konflik Kerja, Kepemimpinan Dan Lingkungan Kerja Terhadap Stres Kerja Pegawai Pd Pasar Kota Denpasar. *E-Jurnal Manajemen Universitas Udayana*, 8(5), 3220. <https://doi.org/10.24843/ejmunud.2019.v08.i05.p23>
- Kurniawati, D. (2018). Pengaruh Konflik Peran, Stres Kerja, Locus Of Control, Dan Komitmen Organisasional Terhadap Turnover Intention Studi Kasus pada Kantor Akuntan Publik di Jawa Tengah dan DIY. *REKSA: Rekayasa Keuangan, Syariah Dan Audit*, V412.154.
- Kismiati, M. M., & Sitorus, T. (2019). Pengaruh Gaya Kepemimpinan Terhadap Niat Keluar Yang Dimediasi Oleh Kondusifitas Lingkungan Kerja. *Journal of Business & Applied Management*, 12(1), 71–90. <https://core.ac.uk/download/pdf/268050039.pdf>
- Kakada, P., & Deshpande, Y. M. (2018). *The Empirical Study of Work Environment and Job Stress among Technical Faculty*. 20(1), 29–33. <https://doi.org/10.9790/487X-2001042933>

- Kemenperin. (2018). Industri Manufaktur Diandalkan Serap Tenaga Kerja 600.000 Orang per Tahun. Retrieved from <https://kemenperin.go.id/artikel/18979/Industri-Manufaktur-Diandalkan-Serap-Tenaga-Kerja-600.000-Orang-per-Tahun>
- Kismiati, M. M., & Sitorus, T. (2019). Pengaruh Gaya Kepemimpinan Terhadap Niat Keluar Yang Dimediasi Oleh Kondusifitas Lingkungan Kerja. *Journal of Business & Applied Management*, 12(1), 71–90. <https://core.ac.uk/download/pdf/268050039.pdf>
- Kurniawaty, K., Ramly, M., & Ramlawati. (2019). The effect of work environment, stress, and job satisfaction on employee turnover intention. *Management Science Letters*, 9(6), 877–886. <https://doi.org/10.5267/j.msl.2019.3.001>.
- Lee, B. K., Seo, D. K., Lee, J. T., Lee, A. R., Jeon, H. N., & Han, D. U. (2016). Impact of work environment and work-related stress on turnover intention in physical therapists. *Journal of Physical Therapy Science*, 28(8), 2358–2361. <https://doi.org/10.1589/jpts.28.2358>
- Lin, C. (2017). *Understanding turnover intention in cross-country business management*. 46(8), 1717–1737. <https://doi.org/10.1108/PR-07-2016-0176>
- Lok, S. Y. P., Ling, Y. H., Ponnampalam, P. K., & Chen, Y. S. (2019). The Effects of Role Conflict and Work-Life Conflict on the Turnover Intention of Academic Employees. *Global Business and Management Research*, 11(2), 351–355. Retrieved from <https://search.proquest.com/scholarly-journals/effects-role-conflict-work-life-on-turnover/docview/2236676600/se-2?accountid=136549>
- Lutgen-Sandvik, P., Hood, J. N., & R.P., J. (2016). The impact of positive organizational phenomena and workplace bullying on individual outcomes. *Journal of Managerial Issues*, 28, 30–49.
- Lutfi, A. M., & Sunardi, N. (2019). PENGARUH CURRENT RATIO (CR), RETURN ON EQUITY (ROE), DAN SALES GROWTH TERHADAP HARGA SAHAM YANG BERDAMPAK PADA KINERJA KEUANGAN PERUSAHAAN (Pada Perusahaan Manufaktur Sektor Makanan dan Minuman Yang terdaftar di Bursa Efek Indonesia). *Jurnal SEKURITAS (Saham, Ekonomi, Keuangan Dan Investasi)*, 2(3), 83. <https://doi.org/10.32493/skt.v2i3.2793>
- Lazarus, R. S., & Folkman, S. (1988). Coping as a mediator of emotion. *Journal of Personality and Social Psychology*, 54(3), 466–475

- Lestari, P. (2019). Pengaruh Koflik Peran Dan Burnout Terhadap Turnover Intention Dengan Stres Kerja Sebagai Variabel Intervening Pada Karyawan PT ELECTRONIC DATA INTERCHANGE INDONESIA. *Psychology*.
- Lukmawati Yuliani, E. (2020). PENGARUH JOB STRESS, KONFLIK PERAN, KEPUASAN KERJA DAN KOMITMEN ORGANISASI TERHADAP TURNOVER INTENTION (STUDI KAP DI SURABAYA). *Analisa Akuntansi Dan Perpajakan*, 4(69), 5–24.
- Luh Tesi Riani, N., & Putra, M. S. (2017). Pengaruh Stres Kerja, Beban Kerja Dan Lingkungan Kerja Non Fisik Terhadap Turnover Intention Karyawan. *E-Jurnal Manajemen Unud*, 6(11), 5970–5998
- Lutfi, A. M., & Sunardi, N. (2019). PENGARUH CURRENT RATIO (CR), RETURN ON EQUITY (ROE), DAN SALES GROWTH TERHADAP HARGA SAHAM YANG BERDAMPAK PADA KINERJA KEUANGAN PERUSAHAAN (Pada Perusahaan Manufaktur Sektor Makanan dan Minuman Yang terdaftar di Bursa Efek Indonesia). *Jurnal SEKURITAS (Saham, Ekonomi, Keuangan Dan Investasi)*, 2(3), 83. <https://doi.org/10.32493/skt.v2i3.2793>
- Mayora, M., & Purwanto, E. (2019). Pengaruh Kepemimpinan Transformasional Dan Kepemimpinan Otentik Terhadap Niat Keluar Karyawan Dengan Mediasi Komitmen Afektif. *Journal of Business and Applied Management*, 12(2), 57–68.
- Mulyono, H. (2019). Pengaruh Kepemimpinan Dan Motivasi Terhadap Kinerja Karyawan Di Pt Roxy Prameswari Lubuklinggau. *Menara Ekonomi, ISSN : 2407-8565; E-ISSN: 2579-5295*, V(2), 34–43.
- Miner, K. N., Smittick, A. L., He, Y., & Costa, P. L. (2019). Organizations Behaving Badly: Antecedents and Consequences of Uncivil Workplace Environments. *Journal of Psychology: Interdisciplinary and Applied*, 0(0), 1–27. <https://doi.org/10.1080/00223980.2019.1578191>
- Meirun, T., Bano, S., Javaid, M. U., Arshad, M. Z., Shah, M. U., Rehman, U., Parvez, Z. A., & Ilyas, M. (2020). Nuances of COVID-19 and Psychosocial Work Environment on Nurses' Wellbeing: The Mediating Role of Stress and Eustress in Lieu to JD-R Theory. *Frontiers in Psychology*, 11(October), 1–11. <https://doi.org/10.3389/fpsyg.2020.570236>.
- Markus. (2020). Pengaruh Kualitas Pelayanan Dan Fasilitas Terhadap Kepuasan

- Pelanggan (Studi Kasus Pada Spbu Muara Siban Kecamatan Pulau Pinang Kabupaten Lahat. *MOTIVASI: Jurnal Manajemen Dan Bisnis*, 5(2), 88
5–891. <https://jurnal.um-palembang.ac.id/motivasi/article/view/2886>
- Mattoasi, M., Lukum, A., & Budi, N. H. (2021). Pengaruh Return on Equity (Roe) Dan Earning Per Share (Eps) Terhadap Harga Saham Pada Perusahaan Manufaktur Sub Sektor Makanan Dan Minuman Yang Terdaftar Di Bursa Efek Indonesia Tahun 2015-2019. *Jurnal Riset Akuntansi Tridinanti (Jurnal Ratri)*, 3(1). <https://doi.org/10.52333/ratri.v3i1.811>
- Mulyono, H. (2019). Pengaruh Kepemimpinan Dan Motivasi Terhadap Kinerja Karyawan Di Pt Roxy Prameswari Lubuklinggau. *Menara Ekonomi, ISSN : 2407-8565; E-ISSN: 2579-5295*, V(2), 34–43.
- Muhamad Ekhsan, & Septian, B. (2021). Pengaruh Stres Kerja, Konflik Kerja dan Kompensasi Terhadap Kinerja Karyawan. *MASTER: Jurnal Manajemen Strategik Kewirausahaan*, 1(1), 11–18. <https://doi.org/10.37366/master.v1i1.25>
- Musyaddat, L. E., Surati, & Saufi, A. (2017). Pengaruh Dukungan Sosial, Beban Kerja Dan Lingkungan Kerja Terhadap Stres Kerja Perawat Rumah Sakit Jiwa Mutiara Sukma Provinsi Nusa Tenggara Barat. *Jurnal Magister Manajemen*, 6(4), 1–16.
- Nasution, I. M. (2017). Pengaruh Stres Kerja, Kepuasan Kerja Dan Komitmen Organisasi Terhadap Turnover Intention Medical Representative. *MIX: Jurnal Ilmiah Manajemen*, 7(3), 224238.
- Nur, Ismi, R. (2017). PENGARUH KONFLIK PERAN, AMBIGUITAS PERAN DAN STRES KERJA TERHADAP KINERJA KARYAWAN Ismi Rija Nur, Tetra Hidayati, Siti Maria Fakultas Ekonomi dan Bisnis Universitas Mulawarman, Indonesia. *Jurnal Manajemen*, 8(1), 1–18.
- Noeary, S. A., Purnomo, A. K., & Waruwu, F. (2020). Kepuasan kerja sebagai variabel mediasi pada pengaruh stres kerja terhadap niat keluar. *Jurnal Manajemen Maranatha*, 20(1), 31–40. <https://doi.org/10.28932/jmm.v20i1.2752>.
- Putra, D. I. G., & &Utama, M. I. W. (2017). Pengaruh Lingkungan Kerja dan Kepuasan Kerja Terhadap Turnover Intention di Mayaloka Villas Seminyak. *E-Jurnal Manajemen Unud*, 6(9), 5116–5143.
- Putri, E. I. P., & Irfani, H. A. (2020). Pengaruh Kepuasan Kerja dan Lingkungan Kerja Terhadap Turnover Intention di PT. Neuronworks Indonesia. *Prosiding Manajemen*, 6(2), 802–808.

- Parayitam, S., Usman, S. A., & Namasivaayam, R. R. (2020). *Knowledge management and emotional exhaustion as moderators in the relationship between role conflict and organizational performance : evidence from India*. <https://doi.org/10.1108/JKM-03-2020-0184>
- Putra, I. D. G. D. (2017). Pengaruh Lingkungan Kerja dan Kepuasan Kerja Terhadap Turnover Intention di Mayaloka Villas Seminyak. *E-Jurnal Manajemen Unud*, 6(9), 5116–5143.
- Qureshi, M. I., Iftikhar, M., Abbas, S. G., Hassan, U., Khan, K., & Zaman, K. (2013). Relationship between job stress, workload, environment and employees turnover intentions: What we know, what should we know. *World Applied Sciences Journal*, 23(6), 764–770. <https://doi.org/10.5829/idosi.wasj.2013.23.06.313>.
- Rijasawitri, D. P., & Suana, I. W. (2020). Pengaruh Kepuasan Kerja, Stres Kerja, Dan Lingkungan Kerja Non Fisik Terhadap Turnover Intention. *E-Jurnal Manajemen Universitas Udayana*, 9(2), 466. <https://doi.org/10.24843/ejmunud.2020.v09.i02.p04>
- Rehman, N., & Mubashar, T. (2017). Job Stress, Psychological Capital and Turnover Intentions in Employees of Hospitality Industry. *Journal of Behavioural Sciences*, 27(2), 59.
- Robbins, S. P. (2015). *Perilaku Organisasi*. Jakarta: Salemba Empat.
- Sedarmayanti. (2013). *Manajemen Sumber Daya Manusia*. Bandung: PT. Refika Aditama
- Sudirman, N. H. O., Taurusyanti, D., & Yusnita, N. (2021). Hubungan Lingkungan Kerja dengan Kinerja Karyawan pada Sahira Butik Hotel. *Jurnal Online Mahasiswa (JOM) Bidang Manajemen*, 6(3), 1–13.
- Susanto, N. H., & Lestari, C. (2018). Problematika Pendidikan Islam di Indonesia: Eksplorasi Teori Motivasi Abraham Maslow dan David McClelland. *Edukasia Islamika*, 3(2), 184. <https://doi.org/10.28918/jei.v3i2.1687>
- Suryani, N. L. (2019). Pengaruh Lingkungan Kerja Non Fisik Dan Komunikasi Terhadap Kinerja Karyawan Pada PT. Bangkit Maju Bersama Di Jakarta. *JENIUS (Jurnal Ilmiah Manajemen Sumber Daya Manusia)*, 2(3), 419. <https://doi.org/10.32493/jjsdm.v2i3.3017>
- Susiarty, A., Suparman, L., & Suryatni, M. (2019). the Effect of Workload and Work Environment on Job Stress and Its Impact on the Performance of Nurse Inpatient Rooms At Mataram City General Hospital. *Scientific Research Journal*, VII(VI). <https://doi.org/10.31364/scirj/v7.i6.2019.p0619661>

- Susanti, F. (2018). Pengaruh Budaya Organisasi, Dan Displin Kerja, Terhadap Kinerja Karyawan Pada Klinik Tumbuh Kembang Yamet Pamulang. *Jurnal Ilmiah, Manajemen Sumber Daya Manusia*, 1(3), 194–214.
- Setyorini, D., & Syahlani, A. (2019). Analisis Jalur (Path Analysis) Pengaruh Kondisi Sosial Ekonomi dan Motivasi Belajar terhadap Prestasi Belajar Mahasiswa. *Jurnal Akuntansi Dan Manajemen*, 16(02), 177–193.
<https://doi.org/10.36406/jam.v16i02.241>.
- Surbakti, M. N., Nasution, H., & Wibowo, R. P. (2021). Analysis of the Effect of Compensation, Job Satisfaction, Commitment and Work Environment on Turnover Intention with Job Stress as Intervening Variables on Nurses of Mitra Sejati Hospital Medan. *International Journal of Research and Review*, 8(2), 253–263. www.ijrrjournal.com
- Suwarno, B. (2021). Customer-Based Brand Equity, Product Quality, Price and Customer Loyalty in Electronic Industry of Refrigerator. *International Journal of Science, Technology & Management*, 2(6), 2143–2154.
<https://doi.org/10.46729/ijstm.v2i6.394>.
- Sinulingga, B. M. (2018). Hubungan Lingkungan Kerja dengan Stres Kerja pada Karyawan Bank BRI Kanca Iskandar Muda. *Doctoral Dissertation, Universitas Medan Area*.
- Soelton, M., & Atnani, M. (2020). *How Work Environment , Work Satisfaction , Work Stress On The Turnover How Work Environment , Work Satisfaction , Work Stress on the Turnover Intention Affect University Management*. (October). <https://doi.org/10.31843/jmbi.v5i3.178>
- Soelton, M., Lestari, P. A., Arief, H., & Putra, R. L. (2020). *The Effect of Role Conflict and Burnout Toward Turnover Intention at Software Industries, Work Stress as Moderating Variables*. 120(Icmeb 2019), 185–190.
<https://doi.org/10.2991/aebmr.k.200205.034>
- Sun, R., & Wang, W. (2017). Transformational leadership, employee turnover intention, and actual voluntary turnover in public organizations. *Public Management Review*, 19(8), 1124–1141.
<https://doi.org/10.1080/14719037.2016.1257063>
- Soelton, M., Lestari, P. A., Arief, H., & Putra, R. L. (2020). The Effect of Role Conflict and Burnout Toward Turnover Intention at Software Industries, Work Stress as Moderating Variables. *Advances in Economics, Business and Management Research*, volume 120 (Icmeb 2019), 185–190.
<https://doi.org/10.2991/aebmr.k.200205.034>

- Sulaimiah, S., Nururly, S., Suprayetno, J., & Nasir, M. (2018). Pengaruh Karakteristik Individu, Karakteristik Pekerjaan, Lingkungan Kerja Terhadap Stres Kerja Karyawan Administarsi Umum Rumah Sakit Umum Daerah Provinsi Ntb. *Distribusi - Journal of Management and Business*, 6(1), 47–54. <https://doi.org/10.29303/jdm.v6i1.19>
- Setyorini, D., & Syahlani, A. (2019). Analisis Jalur (Path Analysis) Pengaruh Kondisi Sosial Ekonomi dan Motivasi Belajar terhadap Prestasi Belajar Mahasiswa. *Jurnal Akuntansi Dan Manajemen*, 16(02), 177–193. <https://doi.org/10.36406/jam.v16i02.241>
- Susanti, F. (2018). Pengaruh Budaya Organisasi, Dan Displin Kerja, Terhadap Kinerja Karyawan Pada Klinik Tumbuh Kembang Yamet Pamulang. *Jurnal Ilmiah, Manajemen Sumber Daya Manusia*, 1(3), 194–214.
- Suwarno, B. (2021). Customer-Based Brand Equity, Product Quality, Price and Customer Loyalty in Electronic Industry of Refrigerator. *International Journal of Science, Technology & Management*, 2(6), 2143–2154. <https://doi.org/10.46729/ijstm.v2i6.394>.
- Triyono, A. J., & Prayitno, A. (2019). Pengaruh Konflik Peran Dan Ambiguitas Peran Terhadap Stres Kerja Dan Kinerja Pegawai Dinas Penerangan Jalan Dan Pengelolaan Reklame Kota Semarang. *Jurnal Penelitian Ekonomi Dan Bisnis*, 2(2), 92–100. <https://doi.org/10.33633/jpeb.v2i2.2275>.
- Wildayani, W., Marhami, M., Mursalin, M., Saputra, E., & Wulandari, W. (2021). The improving mathematical reasoning ability of Junior High School Students using the Constructivism Approach assisted by animation videos. *International Journal for Educational and Vocational Studies*, 3(5), 330. <https://doi.org/10.29103/ijevs.v3i5.5975>.
- Wijaya, H., & Susanty, E. (2017). Pengaruh Lingkungan Kerja Terhadap Kinerja Pegawai Pada Instansi Pemerintah Daerah Kabupaten Musi Banyuasin (Studi Kasus Dinas Pertambangan Dan Energi Kabupaten Musi Banyuasin). *Jurnal Ecoment Global*, 2(1), 40. <https://doi.org/10.35908/jeg.v2i1.213>.
- Ye, J., & King, J. (2016). Managing the downside effect of a productivity orientation. *Journal of Services Marketing*, 30(2), 238–254.

- Yuniarsih, T. (2008). *Manajemen Sumber Daya Manusia*. Bandung: Alfabeta.
- Zeffane, R. M. (1994). Understanding Employee Turnover: The Need for a Contingency Approach. *International Journal of Manpower*. <https://doi.org/10.1108/01437729410074182>
- Zhuo, F., & Yuan, L. (2021). The Impact of Knowledge Distance on Turnover Intention of Millennial Employees: From The Perspective of Mianzi. *Journal of Knowledge Management*. <https://doi.org/10.1108/JKM-07-2021-0542>.
- Zhang, Z., Zhang, L., Zu, X., Liu, T., & Zheng, J. (2019). From neighboring behavior to mental health in the community: The role of gender and work-family conflict. *International Journal of Environmental Research and Public Health*, 16(12). <https://doi.org/10.3390/ijerph16122101>
- Zheng, G., Lyu, X., Pan, L., & Chen, A. (2022). The role conflict-burnout-depression link among Chinese female health care and social service providers: the moderating effect of marriage and motherhood. *BMC Public Health*, 22(1), 1–13. <https://doi.org/10.1186/s12889-022-12641-y>.
- Zulmaidarleni, Z., Sarianti, R., & Fitria, Y. (2019). Pengaruh Beban Kerja Dan Lingkungan Kerja Fisik Terhadap Stres Kerja Pada Pegawai Kantor Kecamatan Padang Timur. *Jurnal Ecogen*, 2(1), 61. <https://doi.org/10.24036/jmpe.v2i1.6133>

