

DAFTAR PUSTAKA

- Abdullah, K., Jannah, M., Aiman, U., Hasda, S., Fadilla, Z., Taqwin, N., Masita, Ardiawan, K. N., & Sari, M. E. (n.d.). *Metode Peneliti Kuantitatif*.
- Afuan, M., Ali, H., & Zefriyenni, Z. (2023). Peningkatan Kinerja dan Kepuasan Kerja : Motivasi , dan Komitmen Organisasi (Studi Literature Review Manajemen Sumber Daya Manusia). *Jurnal Ilmu Manajemen Terapan*, 4(6), 853–867.
- Alif, D. C., Haryono, B., & Tecolalu, M. (2024). Loyalitas Karyawan Memediasi Pengaruh Motivasi Dan Kompensasi Terhadap *Turnover Intention*. *Journal of Economic, Bussines and Accounting (COSTING)*, 7(5), 3901–3924. <https://doi.org/10.31539/costing.v7i5.11280>
- Amanda, M., Lailla, N., Bisnis, E., & Jakarta, U. M. (2026). *Pengaruh* Kompensasi dan Budaya Organisasi terhadap *Turnover Intention* dengan Kepuasan Kerja sebagai Variabel Mediasi pada Karyawan Generasi Z di Tangerang Selatan. 5(1), 327–336.
- Anugrah, T. (2025). *The Influence of Employee Engagement, Psychological Capital, and Work-life Balance on Turnover Intention through the mediation of Job Satisfaction of Private Employees in Jabodetabek*. *Journal of Applied Business Administration*, 9(2), 418–438. <https://doi.org/10.30871/jaba.9606>
- Aprila, D. A., & Prasilowati, S. L. (2025). Pengaruh Kepemimpinan Transformasional, Budaya Organisasi, dan Motivasi Kerja terhadap Kinerja Guru. *Indo-Fintech Intellectuals Journal*.
- Apriyani, S., & Yuniarti, M. (2024). Pengaruh gaya kepemimpinan dan komunikasi terhadap kinerja pegawai Kantor Kecamatan Pinang Kota Tangerang. *Journal of Research and Publication Innovation*.
- Artika Dwi Puspitasari, & Kusuma Chandra Kirana. (2022). Standar *Turnover*. *Jurnal Ekonomi, Manajemen Dan Akuntansi*, 2(2), 464–475. <https://doi.org/10.29264/jfor.v24i2.10876>
- Aziz, N., Mustafi, M. A. A., & Hosain, M. S. (2020). *Factors Affecting Job Satisfaction: An Exploratory Analysis among Public Bank Employees in Selected Cities of Bangladesh*. *Asian Journal of Economics, Business and Accounting*, 20(3), 1–22. <https://doi.org/10.9734/ajeba/2020/v20i330324>
- Basori, O. K., Dharmanto, A., & Sumantyo, F. D. S. (2023). Pengaruh Stres Kerja Dan *Employee Engagement* Terhadap *Turnover Intention* Karyawan. *Jurnal Economina*, 2(10), 3132–3142. <https://doi.org/10.55681/economina.v2i10.938>

- Chalim, A. S. (2018). *Effect of Job-Insecurity, Organizational Commitment, Job Satisfaction on Turnover Intention: A Case Study of Newcomer Lecturers at Private Islamic Universities in East Java Province, Indonesia*. *Jurnal Ilmiah Peuradeun*, 6(2), 199. <https://doi.org/10.26811/peuradeun.v6i2.284>
- Cropanzano, R., & Mitchell, M. S. (2005). *Social Exchange Theory : An Interdisciplinary Review*. 31(6). <https://doi.org/10.1177/0149206305279602>
- Darussalam, Sazili, A. N., Rahman, M. F., & Widodo, D. S. (2025). Pengaruh lingkungan kerja terhadap *Turnover Intention* dengan kepuasan kerja sebagai variabel intervening. *Jurnal Ekonomi Dan Bisnis Terapan*, 15(1), 55–68.
- Deepalakshmi, D. N., Tiwari, D. D., Baruah, D. R., Seth, A., & Bisht, R. (2024). *Employee Engagement And Organizational Performance: A Human Resource Perspective*. *Educational Administration: Theory and Practice*, 30(4), 5941–5948. <https://doi.org/10.53555/kuey.v30i4.2323>
- Destry, Y., & Ramdhani, R. (2021). *Work-life balance* sebagai faktor yang mempengaruhi Kinerja karyawan. 20(1), 98.<http://ejournal.upi.edu/index.php/manajerial/dhitomo>
- Wirawan, Siti Halimah, Yulinda, A. F. (2023). Jurnal bisnis mahasiswa. *Jurnal Bisnis Mahasiswa*, 29–39.
- Dyah Ratnasari, S., Rifqi Widaditama, M., & Malangkucecwara Malang, S. (2023). *Ekonika : Jurnal Ekonomi Universitas Kadiri Employee Engagement Memediasi Pengaruh Work Life Balance dan Kepuasan Kerja Terhadap Intention to Leave*. *Jurnal Ekonomi Universitas Kadiri*, 8(1). <http://ojs.unik-kediri.ac.id/index.php/ekonika>
- Elamin, A. M., Aldabbas, H., Ahmed, A. Z. E., & Abdullah, A. N. (2024). *Employee Engagement and Innovative Work Behavior: The Mediating Role of Knowledge-Sharing Behavior in the United Arab Emirates (UAE) Service Context*. *Administrative Sciences*, 14(9). <https://doi.org/10.3390/admsci14090232>
- Fajriawan, N., Putu, N., & Muspita, A. (2025). *Burnout , work – life balance , and Turnover Intention : The mediating role of engagement*. 6(2), 145–154.
- Fakhri, N., Sabrina Fasha Sokku, A. R., Zakiyah Rahmah Ikhsan, A., & Syifa Zulfa, A. (2025). *Work-Life Balance: Menjaga Harmoni Antara Pekerjaan DanKehidupan Pribadi*. *Gudang Jurnal Pengabdian Masyarakat*, 3, 134–138.
- Filbert Wangidjaja, E. (2024). Faktor-Faktor Yang Mempengaruhi Kepuasan Kerja Latar belakang Sumber daya manusia (SDM) masih menjadi sorotan dan tumpuan bagi perusahaan untuk tetap tentang hal-hal sepele , tidak malas mengerjakan tugas , tidak melanggar setiap aturan yang mempelajari. *Jurnal Manajerial Dan Kewirausahaan*, 06(02), 333–342.

- Friska, I. A., & Sandroto, C. W. (2025). Peran mediasi *job satisfaction* dalam pengaruh *work-life balance* terhadap *Turnover Intention*. *PUBLIK:Jurnal Manajemen Sumber Daya Manusia, Administrasi Dan Layanan Publik*, 12, 1812–1824.
- Galono, M. A. C., & No, O. (2026). *Job Satisfaction and Employee Retention in the Construction Industry : The Mediating Role of Work Life Balance*. 111–124.
- Gašić, D., & Berber, N. (2023). *The Mediating Role of Employee Engagement in the Relationship between Flexible Work Arrangements and Turnover Intentions among Highly Educated Employees in the Republic of Serbia*. *Behavioral Sciences*, 13(2). <https://doi.org/10.3390/bs13020131>
- Gunarti, I., & Lestari, S. D. (2025). Pengaruh *Work-Life Balance*, Lingkungan Kerja, Kepuasan Kerja, dan Stres Kerja Terhadap Produktivitas Karyawan. *Journal of Business and Economics Research (JBE)*, 6(1), 200–212. <https://doi.org/10.47065/jbe.v6i1.7041>
- Hadi, H. (2021). Pengaruh Kualitas Produk, Harga, Dan Promosi Terhadap Keputusan Pembelian Produk PT Matahari *Departement Store* Di Arion Mall (Studi Kasus Masyarakat di Wilayah RT 011/RW 014 Kelurahan Cipinang Besar Utara).
- Hartini, Soehaditama, J. P., Suhartini, Arini, D. U., & Suhendra, A. (2024). *Determination Employee Performance and Job Satisfaction: Study Literature Review*. *Greenation International Journal of Tourism and Management*, 2(3), 191–207. <https://doi.org/10.38035/gijtm.v2i3.265>
- Indah Savitri1, S., & Maulana, R. (2024). Pengaruh Komitmen Organisasi Dan Kepuasan Kerja Terhadap *Turnover Intention* Pada Pt Global Bintang Permata. *Accounting UNIPA - Jurnal Akuntansi*, 3(2), 6360–6367. <https://doi.org/10.59603/accounting.v3i2.265>
- Indra, Yulfa Yulia, W. (2023). Vol. 5 No.2 Edisi 1 Januari 2023 <http://jurnal.ensiklopediaku.org> Ensiklopedia of Journal. *Ensiklopedia of Journal*, 5(2), 126–133.
- Istamarina, S., Heriyanti, S. S., Bangsa, U. P., & Coefficient, P. (2025). 45. *Ee-Toi*. 03(02), 92–98.
- Jamalulel, I., & Chang, C. L. (2025). *Work-Life Balance and Career Development: How Job Satisfaction Mediates Their Impact on Turnover Intention Among Indonesian Generation Z? International Journal of Business and Society*, 26(3), 907–926. <https://doi.org/10.33736/ijbs.8302.2025>
- Jayamanne, M. D. E. S., & Kalnarachchige, I. P. (2024). *Effect of Work Life Balance and Job Stress on Turnover Intention with the Mediating Effect of Job Satisfaction: A Study of Commissioned Officers in Sri Lanka Military Forces*.

Journal of Human Resource Management Perspectives, 9(1), 39–51.
<https://doi.org/10.4038/jhrmp.v9i1.4>

- Karimah, K., Saputra, P. H., & Kusumawati, Y. T. (2025). Pengaruh Kolaborasi Tim dan Gaya Kepemimpinan Transformasional Terhadap *Turnover Intention* pada Karyawan CV. Surya Metalindo Parts. *Journal Social Society*, 5(1), 712–728.
<https://doi.org/10.54065/jss.5.1.2025.748>
- KementerianPUPR, Rakyat, K. P. U. dan P., Kementerian Kesehatan, Arquitectura, E. Y., Introducci, T. I., 赫晓霞, Iv, T., Teatinas, L. A. S., Conclusiones, T. V. I. I., Contemporáneo, P. D. E. U. S. O., Evaluaci, T. V, Ai, F., Jakubiec, J. A., Weeks, D. P. C. C. L. E. Y. N. to K. in 20, Mu, A., Inan, T., Sierra Garriga, C., Library, P. Y., Hom, H., ... Waldenström, L. (2023). No 主観的健康感を中心とした在宅高齢者における 健康関連指標に関する共分散構造分 析
 Title. *Acta Universitatis Agriculturae et Silviculturae Mendelianae Brunensis*, 53(1), 1–19. http://publications.lib.chalmers.se/records/fulltext/245180/245180.pdf%0Ahttps://hdl.handle.net/20.500.12380/245180%0Ahttp://dx.doi.org/10.1016/j.jsa_mes.2011.03.003%0Ahttps://doi.org/10.1016/j.gr.2017.08.001%0Ahttp://dx.doi.org/10.1016/j.precamres.2014.12
- Larasati, R., & Saputro, A. H. (2025). Pengaruh Keseimbangan *Work-Life Balance* dan Komitmen Organisasi Terhadap *Turnover Intention* Pada Karyawan Generasi Z di PT . Tritama Mitra Lestari. 11331–11342.
- Lestari, D., & Margaretha, M. (2021). *Work Life Balance, job engagement and Turnover Intention: Experience from Y generation employees. Management Science Letters*, 11, 165–170. <https://doi.org/10.5267/j.msl.2020.8.019>
- Listianawati, T., & Pratminingsih, S. A. (2025). Meningkatkan Retensi Pegawai Melalui *Work - Life Balance* Dan *Employee Engagement* Pada Perusahaan. *Jurnal Ekuilnomi*, 7(3), 993–1002. <https://doi.org/10.36985/3fvwhs08>
- Lubis, R. A., Lubis, Z., & Patisina, P. (2024). *The Role of Job Satisfaction on Turnover Intention with Employee Engagement as a Mediating Variable. Journal of Educational, Health and Community Psychology*, 13(3), 1029.
<https://doi.org/10.12928/jehcp.v13i3.29721>
- Maharani, A., & Tamara, D. (2024). *Occupational stress and work-life balance on Turnover Intentions with job satisfaction as mediating. SA Journal of Human Resource Management*, 22. <https://doi.org/10.4102/sajhrm.v22i0.2369>
- Mahasiswa, J., Hariani, M., & Yusuf, M. (2026). Dukungan Organisasi , Efikasi Diri , dan Kinerja : Tinjauan Berdasarkan Teori Pertukaran Sosial dan melaksanakan serangkaian tindakan yang diperlukan untuk mencapai kinerja tertentu. 5(April).
- Maisyaroh, S., & Rosyidi, S. (2024). Pengaruh kepuasan kerja, disiplin kerja, lingkungan kerja, dan gaya kepemimpinan terhadap kinerja guru. *GLOBAL: JurnalLenteraBITEP*.<https://jurnal.lenteranusa.id/index.php/global/article/view>

- w/408 Manajemen, J., & Sukmara, A. R. (2026). Pengaruh *Work-Life Balance* terhadap Kepuasan dan Kinerja Karyawan seiring dengan kemajuan teknologi , globalisasi, serta meningkatnya tuntutan organisasi.
- Maranata, F., Darna, N., & Setiawan, I. (2025). Pengaruh Stres Kerja dan Job Satisfaction terhadap *Turnover Intention*. *Journal of Economics Review (JOER)*, 5(2), 110–125. <https://doi.org/10.55098/joer.v5i2.148>
- Mardani, D. (2025). *The Influence of Compensation and Empowerment on Organizational Commitment*. *Siber Journal of Advanced Multidisciplinary*, 2(4), 445–452. <https://doi.org/10.38035/sjam.v2i4.395>
- MARIN, R. (2021). *Employee Engagement: An Actual Theme, in a Permanent Evolution*. *Journal of Human Resources Management Research*, 2021, 1–15. <https://doi.org/10.5171/2021.796417>
- Milen, L., Rasinan, D., & Londong, J. P. (2025). Pengaruh Kompensasi terhadap Kinerja Karyawan pada PT. Parangloe Indah. *Yasin*, 5(2), 913–924. <https://doi.org/10.58578/yasin.v5i2.5057>
- Mulang, H. (2022). Analysis of The Effect of Organizational Justice, *Worklife Balance on Employee Engagement and Turnover Intention*. *Golden Ratio of Human Resource Management*, 2(2), 86–97. <https://doi.org/10.52970/grhrm.v2i2.169>
- Mulyana, M., & Herawati, A. (2024). Pengaruh *Work Life Balance* dan *Organizational Culture* Terhadap *Turnover Intention* Karyawan Kopindosat dengan *Leadership Style* Sebagai Variabel Mediasi. *Jurnal Ilmu Manajemen Terapan*, 5(6), 421–431. <https://doi.org/10.38035/jimt.v5i6.2714>
- Na'im, A. A., Febrian, A., Firdaus, L., Marvinita, R., & Mardiana, N. (2024). *The effect of leadership style on improving employee performance*. *International Research Journal of Business Studies*.
- Nair, S., Jayabalan, N., Perumal, I., & Subramaniam, M. (2021). *Work-Life Balance and Its Impact on Turnover Intention of Married Female Academics in Malaysia: The Mediating Role of Job Satisfaction*. *Journal of Hunan University (Natural Sciences)*, 48(12), 429–441.
- Niladanti, A. A. I., Sukadana, I. W., & Widnyana, I. W. (2025). Pengaruh *Work Life Balance*, *Job Insecurity*, Dan Kepuasan Kerja Terhadap *Turnover Intention* Karyawan Pt. Telkom Akses Kabupaten Gianyar. *Emas*, 6(2), 547–562. <https://doi.org/10.36733/emas.v6i2.11336>
- Novi Angraeni, W. O., Suprpto, S., & Alshammari, S. (2025). *Workload, job satisfaction, and salary satisfaction with Turnover Intention of health workers*. *Jurnal Edukasi Ilmiah Kesehatan*, 3(2), 63–69. <https://doi.org/10.61099/junedik.v3i2.113>

- Nurbaya, S., & Kristanto, D. (2025). *Examining the Relationship Between Job Satisfaction, Employee Engagement, and Organizational Commitment. The Journal of Academic Science*, 2(3), 833–843.
- Nurhidayati, M., & Fajar Dini, Y. I. (2023). Pengaruh *Work-life Balance* dan *Work Stress* terhadap *Turnover Intention* dengan *Job Satisfaction* sebagai Variabel Mediasi pada Karyawan Kontrak BP Batam. *Jurnal Madani: Ilmu Pengetahuan, Teknologi, Dan Humaniora*, 6(2), 79–87. <https://doi.org/10.33753/madani.v6i2.272>
- Opolot, J. S., Lagat, C., & Kipsang, S. (2023). *Organisational Commitment and Turnover Intentions: Does Self-Efficacy Matter? SEISENSE Journal of Management*, 6(1), 123–140. <https://doi.org/10.33215/t9rw2g07>
- Parker, M., & Wickham, M. (n.d.). *Organizational Role Theory and the Multi-Faceted Worker*. 1–12.
- Primayani, R. R., Rivai, H. A., & Lukito, H. (2020). *Exploring the Influence of Work-Life Balance and Perceived Organizational Support on Employee Engagement: Job Satisfaction as a Mediator Among Millennials. 2019*, 1766–1787.
- Putri, Q. I., Saluy, A. B., & Perkasa, D. H. (2025). Kajian Literatur: Pengaruh Komitmen Organisasi dan Stres Kerja terhadap *Turnover Intention* dengan Kepuasan Kerja sebagai Variabel Mediasi. *Akademik: Jurnal Mahasiswa Ekonomi & Bisnis*, 5(3), 1293–1302. <https://doi.org/10.37481/jmeh.v5i3.1499>
- Rachmawati, A. M., Saptandari, P., & Setijaniningrum, E. (2023). *The Influence of Job Satisfaction on Employee Engagement with Trust as a Moderation Variable in Employees in Private Education X Surabaya. JENIUS (Jurnal Ilmiah Manajemen Sumber Daya Manusia)*, 6(3), 637. <https://doi.org/10.32493/jjsdm.v6i3.29911>
- Ramadanu, M. F., Saragih, G. S., Setiadi, I. K., Sumilir, & Supriadi, Y. N. (2023). *Analysis of Organizational Commitment as Mediation in the Relationship between Work Life Balance and Job Embeddedness on Turnover Intention. International Journal of Business, Technology, and Organizational Behavior*, 3(5), 379–391. <https://ijbtob.org>
- Rochmawati, S., Utaminingsih, A., & Widhiastuti, H. (2025). Pengaruh *Career Development* dan *Work-life Balance* Terhadap *Turnover Intention* dengan *Employee Engagement* Sebagai Variabel *Intervening* Pada PT. Millennium Elektrik Indonesia. *Jurnal Magisma*, XIII(1), 85–97.
- Rohayyan, A., Wardoyo, B., Eko, M., & Kusuma, A. (2025). Pengaruh *Employee Engagement* terhadap *Turnover Intention* di Perusahaan Katering Berdasarkan *State of Global Workplace Report* di tahun 2024 *Turnover Intention South East Asia* mencapai 48 % di mana rata-rata *Turnover Intention* global selama 2 (dua) tahun. 3(2017), 20–32.

- Rohman, D. T., Nurlia, Hardinata, E., & Yudha, M. N. (2024). *Journal geoekonomi fakultas ekonomi dan bisnis universitas balikpapan. Journal Geoekonomi*, 15(1), 401–413.
- Rozi, M. A., & Karneli, O. (2025). Pengaruh *Job Insecurity* dan *Employee Engagement* Terhadap *Turnover Intention* Pada PT. Maybank Finance Pekanbaru. *RIGGS: Journal of Artificial Intelligence and Digital Business*, 4(3), 1085–1096. <https://doi.org/10.31004/riggs.v4i3.2108>
- Septianini, R. (2024). *The effect of work-life balance and job stress on Turnover Intention of Gen Z employees in Bekasi Regency*. Cemerlang: *Journal of Business Management and Economics*, 4(4), 212–224. <https://doi.org/10.55606/cemerlang.v4i4.3260>
- Sihotang, H., & Sitompu, P. (2024). Pengaruh *Employer Branding* Dan *Work Life Balance* Terhadap *Turnover Intention* Pada Generasi Z Di Kota Medan : *Job Satisfaction* Sebagai Variabel *Intervening* Oleh : Helena Sihotang ; Pandapotan Sitompul Pengaruh *Employee Branding* Dan *Work Life Balance* Terhadap. *Jurnal Manajemen Dan Bisnis (Jmb)*, 24(September), 271–284.
- Sitohang, H. N., & Munthe, R. G. (2025). Review: *Journal of Multidisciplinary in Social Sciences The Influence of Job Satisfaction on Turnover Intention (Survey on Contract Employees of Administrative Staff at Maranatha Christian University)*. *Journal of Multidisciplinary in Social Sciences*, 02(04), 165–172. <https://lenteranusa.id/>
- Soleha, N., & Wulandaru, R. (2025). Pengaruh *Work-Life Balance* Terhadap *Turnover Intention* Dengan Mediasi Kepuasan Kerja Pada Generasi Z the *Influence of Work-Life Balance on Turnover Intention With Job Satisfaction As a Mediating Variable Among Generation Z*. *J-Fine Journal of Finance Business and Economy*, 26, 1–12. <http://journal.unu-jogja.ac.id/>
- Sukmawati, E., Ratnasari, S. L., & Zulkifli, Z. (2020). Pengaruh gaya kepemimpinan, komunikasi, pelatihan, etos kerja, dan karakteristik individu terhadap kinerja karyawan. *Jurnal Dimensi*, 9(3), 461–479.
- Supriadi, Y. N., Imanuddin, D., Mutaqin, Z., Islam, U., Sunan, N., & Djati, G. (2021). Peran religio transformational *leadership* dan komitmen organisasi dan bagaimana meningkatkan kinerja karyawan melalui mediasi *sharia engagement*. 1, 99–116.
- Suseno, K., & Yanuar, Y. (2025). Faktor internal dengan mediasi *work engagement* dalam mengurangi *Turnover Intention* PT ABC. *Jurnal Manajemen Bisnis Dan Kewirausahaan*, 9(2), 331–341. <https://doi.org/10.24912/jmbk.v9i2.33902>
- Syamsul Arifin. (2020). *Analysis of Education Level and Income Effect To the Number of Poor Inhabitant in Indonesia*. *International Journal of Global Accounting, Management, Education, and Entrepreneurship*, 1(1), 45–55. <https://doi.org/10.48024/inggris.v1i1.12>

- Syara, S., & Syah, T. Y. R. (2022). *The Effect of Proactive Personality, Work-Life Balance and Work Engagement on Turnover Intention. Asia Pacific Management and Business Application*, 010(03), 331–344. <https://doi.org/10.21776/ub.apmba.2022.010.03.7>
- Tantrianto, Y., & Meilani, Y. F. C. P. (2021). Pengaruh Kepuasan Kerja Terhadap *Turnover Intention Cabin Crew Maskapai X Dengan Organizational Commitment Dan Intent To Stay* Sebagai Variabel Mediasi [Effect of Job Satisfaction on Turnover Intention of Airline Crew on X Airline With Organizational Commi. Feedforward: Journal of Human Resource, 1(1), 1. <https://doi.org/10.19166/ff.v1i1.3414>
- Tiara Ariyani, & Rima Rahmayanti. (2026). Pengaruh Reward dan Work Life Balance terhadap Employee Engagement (Studi Pada Perusahaan Jasa Konstruksi PT. XYZ). *Jurnal Ekonomi Manajemen Sistem Informasi*, 7(3), 2244–2258. <https://doi.org/10.38035/jemsi.v7i3.7228>
- To, T. T., & Wu, W. (2025). *Work-Life Balance as a Deterrent to Turnover Intentions: The Mediating Role of Job Satisfaction and the Moderating Role of Organizational Commitment. Employee Responsibilities and Rights Journal*, 0123456789. <https://doi.org/10.1007/s10672-025-09535-7>
- Triningsih, N. N., & Darma, G. S. (2023). *Compensation, Worklife Balance, Employee Engagement, and Turnover Intention. Quantitative Economics and Management Studies*, 5(1), 10–21. <https://doi.org/10.35877/454ri.qems2158>
- Widyaningrum, R. D., & Sari, I. (2025). Pengaruh Kepuasan Kerja dan Lingkungan Kerja Terhadap *Turnover Intention* Karyawan PT Danamas Insan Kreasi Andalan Jakarta. *Jurnal Manajemen Dan Administrasi Antartika*, 3(1), 30–39. <https://doi.org/10.70052/juma.v3i1.796>
- Wijayaningsih, R. (2025). *The effect of motivation, discipline, and work environment on teachers' performance through organizational commitment. Jurnal Ilmiah Manajemen Kesatuan*. <https://jurnal.ibik.ac.id/index.php/jimkes/article/view/4492>
- Wijayanto, P., Suharti, L., & Chaniago, R. (2022). Pengaruh Work Life Balance Terhadap Employee Engagement Dan Dampaknya Terhadap Turnover Intention Dengan Job Characteristics Sebagai Pemoderasi (Studi Pada Karyawan Generasi Y di Indonesia). *Jurnal Ekonomi Pendidikan Dan Kewirausahaan*, 10(1), 83–98. <https://doi.org/10.26740/jepk.v10n1.p83-98>
- Wijayanto, T., Widiartanto, & Dewi, R. S. (2022). Pengaruh Job Satisfaction Dan Employee Engagement Terhadap Turnover Intention Pada Karyawan Hotel Pendahuluan. *Jurnal Ilmu Administrasi Bisnis*, 11(3), 461–471.
- Xu, K., Lei, L., Guo, Z., Liu, X., Shi, Y., Han, G., Lin, K., Cai, W., Lu, C., Li, X., Li, Y., & Peng, K. (2024). *Turnover Intention among healthcare workers in Shenzhen, China: the mediating effect of job satisfaction and work*

engagement. BMC Health Services Research, 24(1).
<https://doi.org/10.1186/s12913-024-11872-6>

- Yelfira, M. A., & Soeling, P. D. (2021). Pengaruh Kompensasi dan Kepemimpinan Terhadap *Turnover Intention* Dengan Kepuasan Kerja Sebagai Variabel Mediasi. *Jurnal Ilmiah Tata Sejuta STIA Mataram, 7(1)*, 66–85.
<https://doi.org/10.32666/tatasejuta.v7i1.187>
- Yuliani, & Ekhsan, M. (2024). Pengaruh *Work-life Balance* yang di Mediasi oleh *Job Satisfaction* terhadap *Turnover Intention*. *Jurnal Riset Manajemen Sekolah Tinggi Ilmu Ekonomi Widya Wiwaha Program Magister Manajemen, 11(2)*, 100–112. <https://doi.org/10.32477/jrm.v11i2.930>
- Yulies Ayu Lestari, Ari Kristiana, Slamet Bambang Riono, Hendri Sucipto, & Nur Aisyah. (2025). Pengaruh *Work Engagement, Job Satisfaction* dan *Job Insecurity* terhadap *Turnover Intention* melalui Komitmen Organisasi sebagai Variabel *Intervening*. *Jurnal Ilmiah Manajemen Dan Kewirausahaan, 5(1)*, 141–160. <https://doi.org/10.55606/jimak.v5i1.5367>
- Zulfialdi, M. F., & Sulhan, M. (2023). JIMEA | Jurnal Ilmiah MEA (Manajemen , Ekonomi , dan Akuntansi). *Jurnal Ilmiah MEA (Manajemen, Ekonomi, Dan Akuntansi)*, 7(2), 1346–1352.