

DAFTAR PUSTAKA

- Affandi, A., Rozi, A., & Sunarsi, D. (2018). *Manajemen SDM Strategik*. Bintang Visitama Publisher.
- Affandi, & Basukianto. (2014). Kontradiksi Hubungan antara Turnover Intention dengan Turnover: Kajian Penyebab Tingginya Turnover Intention dan Tidak Berpengaruhnya Turnover Intention terhadap Turnover. *Telaah Manajemen*.
- Aini, S., & Sukamto. (2025). Strategi Kepemimpinan dan Inovasi Manajerial dalam Meningkatkan Kualitas Pelayanan Rumah Sakit Tipe C. *Jurnal Pengabdian Ilmu Kesehatan*, 5(2), 160–170. <https://doi.org/10.55606/jpikes.v5i2.5606>
- Aisyah, Ardan, & Nurhasanah. (2024). Analisis Faktor Yang Memengaruhi Turnover Intention Pegawai di Rumah Sakit X Sangatta Kabupaten Kutai Timur. *Jurnal Sains Dan Teknologi*. <https://ejournal.sisfokomtek.org/index.php/saintek/article/view/3493/2414>
- Andi, A., Idrus, & Maryadi. (2024). *Perencanaan SDM dan Perkembangan Karir*.
- Apriliani, K., Sari, A., Efendi, N., & Damayanti Aprilia, H. (2025). Analisis Faktor-Faktor yang Menyebabkan Turnover Intention Karyawan di Cv Amerta Tegeh Rahayu. In *Jurnal Kompetitif Bisnis* (Vol. 3, Number 2).
- Asmara. (2017). Pengaruh Turnover Intention terhadap Kinerja Karyawan di Rumah Sakit Bedah Surabaya. *JAKI*. <https://e-journal.unair.ac.id/JAKI/article/view/4715/pdf>
- Azzahra, Y., & Gani, N. A. (2026). Pengaruh Kepuasan Kerja dan Stress Kerja Terhadap Turnover Intention Karyawan pada Perusahaan Kompas Gramedia Palmerah. *RIGGS: Journal of Artificial Intelligence and Digital Business*, 5(1), 302–311. <https://doi.org/10.31004/riggs.v5i1.6173>
- Bai, Y., & Zhou, J. (2025). Coworker support, Work–family conflict, Job satisfaction, and Turnover Intention: Female Employees in Post-Organizational Socialization. *Frontiers in Psychology*, 16. <https://doi.org/10.3389/fpsyg.2025.1472977>
- Bekircan, E., Sabak, M., Alatli, T., Boğan, F., Aykol, E., & Boğan, M. (2026). The Effect of Workplace Violence on Emotional Labor and Turnover Intention of Emergency Service Employees: A Model Study. *Journal of Emergency Nursing*, 52(1), 158–169. <https://doi.org/10.1016/J.JEN.2025.07.017>
- Boateng, A. B., Opoku, D. A., Ayisi-Boateng, N. K., Sulemana, A., Mohammed, A., Osarfo, J., & Hogarh, J. N. (2022). Factors Influencing Turnover Intention

- among Nurses and Midwives in Ghana. *Nursing Research and Practice*, 2022. <https://doi.org/10.1155/2022/4299702>
- Calicaran, B. S., & Jose, D. S. (2025). Predictors of Turnover Intention among Non-academic Personnel in a Catholic University in Western Visayas, Philippines. *International Journal of Multidisciplinary Research and Growth Evaluation*. <https://doi.org/10.54660/IJMRGE.2024.5.6.1297-1304>
- Chen, X., Al Mamun, A., Hoque, M. E., Hirwani, W. M., Hussain, W., & Yang, Q. (2023). Work Design, Employee Well-Being, and Retention Intention: A Case Study of China's Young Workforce. *Heliyon*, 9, e15742. <https://doi.org/10.1016/j.heliyon.2023.e15742>
- Christensen, J., & Knardahl, S. (2022). 'I'm Too Old for This!': A Prospective, Multilevel Study of Job Characteristics, Age, and Turnover Intention. *Frontiers in Psychology*.
- Claudia, M., Triana Putri, E., Refiana Said, L., Rafli, M. R., & Yulianti Prihatiningrum, R. R. (2025). Job Satisfaction and Turnover Intention: The Role of Organizational Commitment and Moderators of Age and Tenure. *Global Conference on Business and Social Sciences Proceeding*, 17(1), 129–129.
- Dewi, N. M. R. P., Yaniawati, R. P., Rachman, A., & Andriani, R. (2024). Analisis Pengaruh role of ambiguity, role of conflict dan perceived employability terhadap turnover intention pada perawat Rumah Sakit Umum Semara Ratih. *Intisari Sains Medis*, 15(3), 1168–1174. <https://doi.org/10.15562/ism.v15i3.2188>
- Dwihana, I. B., Yuda, P., & Komang Ardana, I. (2017). Pengaruh Kepuasan Kerja dan Stres Kerja terhadap Turnover Intention pada Karyawan Hotel Holiday inn Express. *E-Jurnal Manajemen Unud*, 6(10), 5319–5347.
- Finegold, D., Mohrman, S., & Spreitzer, G. M. (2002). Age effects on the Predictors of Technical Workers' Commitment and Willingness to Turnover. *Journal of Organizational Behavior*, 23(5), 655–674. /doi/pdf/10.1002/job.159
- Gallup. (2024). *State of the Global Workplace | 2025 Regional Data - Gallup*. <https://www.gallup.com/workplace/697850/state-of-the-global-workplace-regional-data.aspx#ite-697895>
- Gebregziabher, D., Berhanie, E., Berihu, H., Belstie, A., & Teklay, G. (2020). The Relationship between Job Satisfaction and Turnover Intention among Nurses in Axum Comprehensive and Specialized Hospital Tigray, Ethiopia. *BMC Nursing*. <https://doi.org/10.1186/s12912-020-00468-0>
- Halimsetiono. (2014). Peningkatan Komitmen Organisasi untuk Menurunkan Angka Turnover Karyawan. *Jurnal Kesehatan Masyarakat Nasional*.

- Handayani, S., Berliyanti, D. O., & Nilasari, M. (2025). The Effect of Work Stress on Turnover Intention Mediated by Employee Engagement and Job Satisfaction. *Jurnal Economic Resources*.
- Hardityo, H., & Winarsih, T. (2025). How Workload and Work Stress Influence Employee Turnover Intention in Healthcare Settings. *Marginal Journal Of Management Accounting General Finance And International Economic Issues*, 4(3), 793–805. <https://doi.org/10.55047/marginal.v4i3.1764>
- Hebles, M., Trincado-munoz, F., Ortega, K., & Trincado-munoz, F. (2022). Stress and Turnover Intentions Within Healthcare Teams : The Mediating Role of Psychological Safety , and the Moderating Effect of COVID-19 Worry and Supervisor Support. *Frontiers in Psychology*, 12(January), 1–15. <https://doi.org/10.3389/fpsyg.2021.758438>
- Hidayah, N., & Litfiana, R. (2024). Pengaruh Dukungan Organisasi, Pengembangan Karir terhadap Kepuasan Kerja dan Turnover Intention pada Karyawan Operasional PT. CRS (Siantar Top Group, Tbk). *Economie*, 06(1).
- Huffman, A. H., Casper, W. J., & Payne, S. C. (2014). How does spouse career support relate to employee turnover? Work interfering with family and job satisfaction as mediators. *Journal of Organizational Behavior*, 35(2), 194–212. [/doi/pdf/10.1002/job.1862](https://doi.org/10.1002/job.1862)
- ILO. (2022). *Psychosocial Risks and Stress at Work | International Labour Organization*. <https://www.ilo.org/resource/psychosocial-risks-and-stress-work>
- Indah, Rindu, & Mustopa. (2024). Analisis Faktor-Faktor Yang Mempengaruhi Turnover Intention Perawat. *Protein: Jurnal Ilmu Keperawatan Dan Kebidanan*. , 2(2), 281–294. <https://doi.org/10.61132/protein.v2i2.297>
- Indarti, Arneliwati, & Dewi. (2023). Hubungan Stres Kerja Dengan Produktifitas Kerja Perawat Puskesmas Di Kota Pekanbaru Selama Masa Pandemi Covid-19. *Jurnal Ilmu Kedokteran Dan Kesehatan Indonesia*, 3(1), 139–144. <https://journal.amikveteran.ac.id/index.php/>
- Kemenkes RI. (2025). *7 Cara Efektif Mengatasi Stres Kerja untuk Lebih Produktif*. <https://ayosehat.kemkes.go.id/stres-kerja>
- Ketkaew, C., Manglakakeeree, O., & Naruetharadhol, P. (2020). The Interrelationships of Work-Related Factors, Person-Environment Fit, and Employee Turnover Intention. *Cogent Business and Management*, 7(1). <https://doi.org/10.1080/23311975.2020.1823580>
- Khairunisa, N. A., & Muafi, M. (2022). The Effect of Workplace Well-Being and Workplace Incivility on Turnover Intention with Job Embeddedness as A

- Moderating Variable. *International Journal of Business Ecosystem & Strategy* (2687-2293), 4(1), 11–23. <https://doi.org/10.36096/ijbes.v4i1.303>
- Ki, J., & Choi-Kwon, S. (2022). Health Problems, Turnover Intention, and Actual Turnover Among Shift Work Female Nurses: Analyzing Data from A Prospective Longitudinal Study. *PLoS ONE*, 17. <https://doi.org/10.1371/journal.pone.0270958>
- Laoli, E. H. W., Telaumbanua, E., Lase, D., & Lase, H. (2024). Pengaruh Retensi Dan Status Karyawan Terhadap Turnover Intention Di Klinik Pratama Tabita Gunungsitoli. *YUME : Journal of Management*, 7(3), 949–964. <https://doi.org/10.37531/YUM.V7I3.7336>
- Latief, G. A., & Ridloah. (2025). *Mengurai Teka-Teki Turnover Intention Generasi Z: Faktor dan Strategi Retensi*. <https://doi.org/10.15294/msdm.v1i1.378>
- Le, H., Lee, J., Nielsen, I., & Nguyen, T. L. A. (2023). Turnover intentions: the roles of job satisfaction and family support. *Personnel Review*, 52(9), 2209–2228. <https://doi.org/10.1108/PR-08-2021-0582>
- Limas, C., & Dunan, H. (2025). The Effect of Workload and Salary on Turnover Intention At PT. Budi Satria Wahana Motor. In *International Journal of Education* (Vol. 5, Number 2). <http://lppipublishing.com/index.php/ijessm>
- Liu, J., Zhu, B., Wu, J., & Mao, Y. (2019). Job Satisfaction, Work Stress, and Turnover Intentions among Rural Health Workers: A Cross-Sectional Study in 11 Western Provinces of China. *BMC Family Practice*. <https://doi.org/10.1186/s12875-019-0904-0>
- Liu, Y., Duan, Y., & Guo, M. (2023). Turnover Intention and Its Associated Factors among Nurses: A Multi-Center Cross-Sectional Study. *Frontiers in Public Health*, 11. <https://doi.org/10.3389/fpubh.2023.1141441>
- Li, X., Wang, J., He, L., Hu, Y., Li, C., Xie, Y., Wang, N., Luo, A., & Lu, Z. (2024). Turnover Intention and Influential Factors Among Primary Healthcare Workers in Guangdong Province, China: A Cross-Sectional Study. *BMJ Open*, 14(11), e084859. <https://doi.org/10.1136/BMJOPEN-2024-084859>
- Maniscalco, L., Enea, M., De Vries, N., Mazzucco, W., Boone, A., Lavreysen, O., Baranski, K., Miceli, S., Savatteri, A., Fruscione, S., Kowalska, M., De Winter, P., Szemik, S., Godderis, L., & Matranga, & D. (2024). Intention to Leave, Depersonalisation and Job Satisfaction In Physicians and Nurses: A Cross-Sectional Study in Europe. *Scientific Reports* |, 14, 2312. <https://doi.org/10.1038/s41598-024-52887-7>
- Marcella, J., & Ie, M. (2022). Pengaruh Stres Kerja, Kepuasan Kerja Dan Pengembangan Karir terhadap Turnover Intention Karyawan. *Jurnal Muara*

Ilmu Ekonomi Dan Bisnis, 6(1), 213.
<https://doi.org/10.24912/jmieb.v6i1.18321>

Marzuqi. (2021). Pengaruh Job Insecurity, Job Satisfaction, Dan Lingkungan Kerja Terhadap Turnoverintention Karyawan. *Jurnal Ilmu Manajemen*.

Mediani, Meliala, & Rahmasari. (2025). Hubungan antara Kepuasan Kerja dengan Turnover Intention Perawat Rumah Sakit Akademik Universitas Gajah Mada. *Journal of Organizational Behavior*.
<https://journal.ugm.ac.id/v3/JMPK/article/view/8664/5644>

Melisa, & Febrian, W. D. (2025). Pengaruh Beban Kerja, Kompensasi, dan Budaya Organisasi terhadap Turnover Intention (pada PT. XYZ). *Jurnal Manajemen Dan Pemasaran Digital*, 3(4), 293–303.
<https://doi.org/10.38035/JMPD.V3I4.443>

Metris, Meyana, Mardika, & Srem. (2024). *Manajemen Sumber Daya Manusia*. Yayasan Tri Edukasi Ilmiah.
https://books.google.co.id/books?id=WTgFEQAAQBAJ&pg=PA173&dq=faktor+faktor+yang+mempengaruhi+turnover+intention&hl=en&newbks=1&newbks_redir=0&source=gb_mobile_search&sa=X&ved=2ahUKEwjoiYKZm-KRAxUbS2cHHVrnJK4Q6wF6BAgGEAU#v=onepage&q=faktor%20faktor%20yang%20mempengaruhi%20turnover%20intention&f=false

Mukaromah, S., & Muhadi, M. (2024). Hubungan Kepuasan Kerja dengan Turnover Intention pada Perawat Pegawai Negeri Sipil dan Tenaga Kontrak di Rumah Sakit Umum Daerah Talisayan. *Jurnal Keperawatan Wiyata*, 5(1), 46–51. <https://doi.org/10.35728/JKW.V5I1.1319>

Musa, C. I., & Tawe, A. (2023). Pengaruh Budaya Organisasi Terhadap Turnover Intention Pada Protech Dry Cleaning & Laundry Makassar. *SINOMIKA Journal: Publikasi Ilmiah Bidang Ekonomi Dan Akuntansi*, 1(6), 1651–1660.
<https://doi.org/10.54443/sinomika.v1i6.920>

Muslim, A. (2021). Program Retensi Perawat untuk Mengurangi Turnover Perawat Non Pns di Rumah Sakit X. *Jurnal Ilmiah Keperawatan Sai Betik*, 16(1), 63.
<https://doi.org/10.26630/jkep.v16i1.1726>

Nam, S., Wong, J. Y. H., & Fong, D. Y. T. (2025). Individual and Organisational Factors Influencing Turnover Intention Among Clinical Nurses: A Cross-Sectional Secondary Analysis. *Journal of Clinical Nursing*.
<https://doi.org/10.1111/JOCN.70012;PAGE:STRING:ARTICLE/CHAPTER>

Nugroho, & Susilowati. (2025). Gambaran Karakteristik Dan Pengetahuan Perawat Tentang Modern Wound Care Di Rumah Sakit Pku Muhammadiyah Karanganyar. *Jurnal Penelitian Medis Berkelanjutan*.

- Nursalam, M. N. (2017). *Manajemen keperawatan*. Salemba Medika.
- Octaviani, H. (2024). Job Insecurity and Work Stress: Catalysts of Turnover Intention in Industry (Ketidakamanan Kerja dan Stres Kerja: Katalisator Niat Keluar Masuk Karyawan di Industri). *Journal of Advances in Accounting, Economics, and Management*, 1(4), 1–14. <https://economics.pubmedia.id/index.php/aaem>
- Okstoria, M. R., Sakit, R., & Mekarsari, H. (2022). Kecenderungan Turnover Intention pada Perawat Dampak dari Beban Kerja. *Indonesian Scholar Journal of Medical and Health Science*, 1(09), 340–347. <https://dohara.or.id/index.php/hsk/article/view/201>
- Oktaviani. (2018). Pengaruh Work Life Balance dan Perceived Organizational Support terhadap Turnover Intention melalui Organizational Commitment sebagai Variabel Intervening pada PT Berlian Jasa Terminal Indonesia 58. *Jurnal Ilmu Manajemen*.
- Pattali, S., Sankar, J. P., Al Qahtani, H., Menon, N., & Faizal, S. (2024). Effect of Leadership Styles on Turnover Intention among Staff Nurses in Private Hospitals: The Moderating Effect of Perceived Organizational Support. *BMC Health Services Research* Pattali et al. *BMC Health Services Research*, 24, 199. <https://doi.org/10.1186/s12913-024-10674-0>
- Pei, S., Wang, S., Jiang, R., Guo, J., & Ni, J. (2024). How work stress influence turnover intention among Chinese local undergraduate university teachers: the mediating effect of job burnout and the moderating effect of self-efficacy. *Frontiers in Public Health*, 12, 1308486. <https://doi.org/10.3389/FPUBH.2024.1308486/TEXT>
- Pragiwani, M., Surya Lesmana, A., & Alexandri, M. B. (2020). Analisis Pengaruh Gaya Kepemimpinan Transformasional, Pola Komunikasi dan Manajemen Konflik Terhadap Kepuasan Kerja Karyawan. *Responsive*, 3(1), 25–33.
- Putri, Febrina, & Rahma. (2021). Hubungan Beban Kerja Dengan Turnover Intention Pada Perawat Di Rumah Sakit Harapan Bunda Kota Batam Tahun 2020. *Jurnal Kesehatan Saelmakers Perdana*. <https://journal.ukmc.ac.id/index.php/joh/article/view/284/278>
- Putri, Handayani, & Rubini. (2025). Pengaruh Pengembangan Karier, Keadilan Kompensasi, dan Beban Kerja terhadap Turnover Intention pada Karyawan Klinik Najwa Medika Depok. *JIRK Journal of Innovation Research and Knowledge*.
- Rahmawati, Sa'adah, & Chabib. (2020). *Karakteristik Individu dan Lingkungan Kerja serta Pengaruhnya terhadap Kepuasan Kerja Karyawan*. LPPM Universitas Wahab Hasbullah. https://www.google.co.id/books/edition/Karakteristik_Individu_dan_Lingku

ngan_Ke/uRc7EAAAQBAJ?hl=en&gbpv=1&dq=kepuasan+kerja&pg=PA1
1&printsec=frontcover

- Ramly, M. (2019). The effect of work environment, stress, and job satisfaction on employee turnover intention. *Management Science Letters*. <https://doi.org/10.5267/j.msl.2019.3.001>
- Ramos, O., Gomes, J., Galvão, A., & Gomes, M. J. (2025). Job Satisfaction and Intention to Leave in Nursing: The Influence of Professional Empowerment. *Millenium: Journal of Education, Technologies, and Health*, 2025(16). <https://doi.org/10.29352/mill0216e.37744>
- 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>
- Rofiqoh, A. (2025). The Effect of Financial Compensation on Turnover Intention With Affective & Normative Commitment As an Intervening Variable in Employees Edi-Indonesia. *DIJEMSS*, 6(5). <https://doi.org/10.38035/dijemss.v6i5>
- Rohaeti, E., & Novita, A. (2021). Faktor-Faktor Yang Berpengaruh terhadap Turnover Intention Perawat. *Jurnal Ilmiah Kebidanan Indonesia*, 11(01), 1–11. <https://doi.org/10.33221/JIKI.V11I01.928>
- Salama, W., Abdou, A. H., Mohamed, S. A. K., & Shehata, H. S. (2022). Impact of Work Stress and Job Burnout on Turnover Intentions among Hotel Employees. *International Journal of Environmental Research and Public Health*, 19(15). <https://doi.org/10.3390/ijerph19159724>
- Salwa Wijayanti, R. (2019). *Analisa Kepuasan Kerja Pegawai Kantor Distribusi PLN Jawa Tengah dan Yogyakarta dengan Metode Minnesota Satisfaction Questionnaire dan Diagram Fishbone*.
- Saputri, S., Yani, E., Nita, Y., & Herniyanti, R. (2026). Hubungan Budaya Keselamatan Pasien Dengan Pencegahan Risiko Jatuh Di Rsud Petala Bumi Provinsi Riau. *Jurnal Kesehatan Tembusai*.
- Septian, Z., Pangestu, D., Djudi, M., & Ika, M. (2017). Pengaruh Lingkungan Kerja terhadap Kepuasan Kerja (Studi Pada Karyawan Perum Perhutani Ngawi). *Jurnal Administrasi Bisnis (JAB)|Vol, 43(1)*.
- Setiyawan, & Kusumaningrum. (2018). *Strategi Retensi Karyawan dalam Penurunan Angka Turnover*. <https://journal.pnm.ac.id/index.php?journal=epicheirisi&page=article&op=view&path%5B%5D=455&path%5B%5D=286>

- Shavira, & Purwanti. (2025). *Turnover Karyawan*. Jurnal Pendidikan Sosial Dan Humaniora.
<https://publisherqu.com/index.php/pediaqu/article/view/1992/1780>
- Siahaan, Nitami, & Wahidin. (2022). *Hubungan Antara Job Insecurity dan Stres Kerja dengan Turnover Intention pada Karyawan*. Journal of Health Science & Technology.
<https://jurnal.poltekmu.ac.id/index.php/lontarariset/article/view/304/224>
- Sugiantari, N., & Rahyuda, A. (2025). The Effect Of Career Development on Turnover Intention Mediated by Job Satisfaction. *International Conference on Sustainable Economics, Management, and Accounting*, 01(01), 3267–3278.
- Suhendra, M. A., Anggoro Djohan, H., & Djodjobo, C. V. (2025). Pengaruh Job Insecurity terhadap Turnover Intention Melalui Job Satisfaction sebagai Variabel Intervening pada Pekerja PKWT di PT. Bio Farma. *Jurnal Pengembangan Ketenagakerjaan*, 3(2). <https://doi.org/10.59574/jpk.v3i2.153>
- Sun, C., Xing, Y., Wen, Y., Wan, X., Ding, Y., Cui, Y., Xu, W., Wang, X., Xia, H., Zhang, Q., & Yuan, M. (2023). Association between Career Adaptability and Turnover Intention among Nursing Assistants: The Mediating Role of Psychological Capital. *BMC Nursing*. <https://doi.org/10.1186/s12912-023-01187-y>
- Suryani, & Heryana, A. (2018). Faktor-Faktor Yang Mempengaruhi Turnover Intention Karyawan Di Rumah Sakit Hermina Daan Mogot Tahun 2018. *Universitas Esa Unggul*.
- Suryani, Windyaningsih, Budi, & Rahardjo. (2020). Analisis Faktor-Faktor Yang Berkontribusi Terhadap Turnover Intension Di RS Masmitra. *Jurnal Manajemen Dan Administrasi Rumah Sakit*.
<http://ejournal.urindo.ac.id/index.php/MARSI>
- Tamhane, A. R., Westfall, A. O., Burkholder, G. A., & Cutter, G. R. (2016). Prevalence Odds Ratio versus Prevalence Ratio: Choice Comes with Consequences. *Statistics in Medicine*, 35(30), 5730.
<https://doi.org/10.1002/SIM.7059>
- Tarigan, Santoso, & Sipayung. (2021). Analisis Faktor Yang Mempengaruhi Kepuasan Kerja Perawat Pelaksana Di Rumah Sakit Efarina Pangkalan Kerinci Kabupaten Pelalawan Tahun 2019. *Journal of Healthcare Technology and Medicine*.
- The Marlin Company and the American Institute of Stress. (1978). *The Workplace Stress Scale*TM.

- Umar, H. (2005). *Riset SDM dalam Organisasi*. PT Gramedia Pustaka Utama.
https://www.google.co.id/books/edition/Riset_SDM_Dalam_Organisasi_Husain_Umar/MRTUS9tkWj4C?hl=en&gbpv=0
- Üngüren, E., Onur, N., Demirel, H., & Tekin, Ö. A. (2024). The Effects of Job Stress on Burnout and Turnover Intention: The Moderating Effects of Job Security and Financial Dependency. *Behavioral Sciences*, 14(4).
<https://doi.org/10.3390/bs14040322>
- Walenta, Saipul, Wijono, Faliza, & Sabardini. (2025). Peran Strategi Retensi Karyawan dalam Mengurangi Turnover Karyawan. *Jurnal Ekonomi Manajemen Sistem Informasi*.
<https://dinastirev.org/JEMSI/article/view/4960/2589>
- Wasiman. (2023). *MSDM: Teori dan Aplikasi* (p. 216). Desanta Mulia Visitama.
<https://books.google.co.id/books?id=zP7gEAAQBAJ>
- Xu, K., Lei, L., Guo, Z., 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, 1413.
<https://doi.org/10.1186/s12913-024-11872-6>
- Yılmaz, S. E., Sezgili, K., & Yalçın, A. (2025). The Effect of Age on Organizational Identification and Turnover Intention: A Multi-Group Analysis. *Çukurova Üniversitesi Sosyal Bilimler Enstitüsü Dergisi*, 34(1), 313–329.
<https://doi.org/10.35379/CUSOSBIL.1500240>
- Yunus, & Rahmadani. (2022). *Manajemen Sumber Daya Manusia 2*.
<https://www.scribd.com/document/568155418/Buku-Kepuasan-Kerja-0029>
- Yusman, O., & Purwatiningsih, P. (2025). Pengaruh Beban Kerja dan Kepuasan Kerja terhadap Turnover intention Karyawan di PT Indosato Jaya Makmur. *Maeswara : Jurnal Riset Ilmu Manajemen Dan Kewirausahaan*, 3(5), 135–148. <https://doi.org/10.61132/maeswara.v3i5.2202>