

DAFTAR PUSTAKA

- Abdirahman, H. I. H., Najeemdeen, I. S., Abidemi, B. T., & Ahmad, R. (2020). The Relationship between Job Satisfaction, Work-Life Balance and Organizational Commitment on Employee Performance. *Advances in Business Research International Journal*, 4(1), 42. <https://doi.org/10.24191/abrij.v4i1.10081>
- Aboobaker, N., Edward, M., & K.A, Z. (2020). Workplace spirituality and employee loyalty: an empirical investigation among millennials in India. *Journal of Asia Business Studies*, 14(2), 211–225. <https://doi.org/10.1108/JABS-03-2018-0089>
- Adamopoulos, I. P., & Syrou, N. F. (2022). Associations and Correlations of Job Stress, Job Satisfaction and Burn out in Public Health Sector. *European Journal of Environment and Public Health*, 6(2), em0113. <https://doi.org/10.21601/ejeph/12166>
- Adams, I., & Mastracci, S. (2019). Police Body-Worn Cameras: Effects on Officers' Burnout and Perceived Organizational Support. *Police Quarterly*, 22(1), 5–30. <https://doi.org/10.1177/1098611118783987>
- Ahmad, A. (2018). The relationship among job characteristics organizational commitment and employee turnover intentions: A reciprocation perspective. *Journal of Work-Applied Management*, 10(1), 74–92. <https://doi.org/10.1108/JWAM-09-2017-0027>
- Akbari, M., Bagheri, A., Fathollahi, A., & Darvish, M. (2020). *Job satisfaction among nurses in Iran : does gender.*
- Akgunduz, Y., & Sanli, S. C. (2017). The effect of employee advocacy and perceived organizational support on job embeddedness and turnover intention in hotels. *Journal of Hospitality and Tourism Management*, 31, 118–125. <https://doi.org/10.1016/j.jhtm.2016.12.002>
- Akhtar, M. S., Salleh, L. M., Ghafar, N. H., Khurro, M. A., & Mehmood, S. A.

- (2018). Conceptualizing the impact of perceived organizational support and psychological contract fulfillment of employees paradoxical intentions of stay and leave. *International Journal of Engineering and Technology(UAE)*, 7(2), 9–14. <https://doi.org/10.14419/ijet.v7i2.5.10045>
- Al-Hamdan, Z., Manojlovich, M., & Tanima, B. (2016). Jordanian Nursing Work Environments, Intent to Stay, and Job Satisfaction. *Journal of Nursing Scholarship*, 49(1), 103–110. <https://doi.org/10.1111/jnu.12265>
- Al Sabei, S. D., Labrague, L. J., Miner Ross, A., Karkada, S., Albashayreh, A., Al Masroori, F., & Al Hashmi, N. (2020). Nursing Work Environment, Turnover Intention, Job Burnout, and Quality of Care: The Moderating Role of Job Satisfaction. *Journal of Nursing Scholarship*, 52(1), 95–104. <https://doi.org/10.1111/jnu.12528>
- Alnuaimi, K., Ali, R., & Younis, N. (2020). Job satisfaction, work environment and intent to stay of Jordanian midwives. *International Nursing Review*, 67(3), 403–410. <https://doi.org/10.1111/inr.12605>
- Bailey, A. A., Faisal, A., & Al-Meshal, S. (2016). The roles of employee job satisfaction and organizational commitment in the internal marketing-employee bank identification relationship. *International Journal of Bank Marketing*, 34(1), 1–5. <https://doi.org/DOI 10.1108/IJBM-06-2015-0097>
- Bangwal, D., & Tiwari, P. (2018). Workplace environment, employee satisfaction and intent to stay. *International Journal of Contemporary Hospitality Management*, 31(1), 268–284. <https://doi.org/10.1108/IJCHM-04-2017-0230>
- Basak, E., Ekmekci, E., Bayram, Y., & Bas, Y. (2013). Analysis of factors that affect the intention to leave of white-collar employees in Turkey using structural equation modelling. *Proceedings of the World Congress on Engineering and Computer Science*, 2(1), 1–3. https://www.researchgate.net/profile/Nirmala-Svsg/post/Can_someone_guide_me_on_any_construct_for_Intention_to_leave/attachment/59d63aa579197b8077997bfe/AS%3A406927386398724%401474030457854/download/Analysis+of+Factors+That+Affect+the+Intention+

to+leave+of

- Belias, D., Rossidis, I., Papademetriou, C., & Mantas, C. (2022). Job Satisfaction as Affected by Types of Leadership: A Case Study of Greek Tourism Sector. *Journal of Quality Assurance in Hospitality and Tourism*, 23(2), 299–317. <https://doi.org/10.1080/1528008X.2020.1867695>
- Bell, M., & Sheridan, A. (2020). How organisational commitment influences nurses' intention to stay in nursing throughout their career. *International Journal of Nursing Studies Advances*, 2(October). <https://doi.org/10.1016/j.ijnsa.2020.100007>
- Bello, J. S. A., & Steil, A. V. (2020). Intent to leave versus intent to stay in technology organizations. *International Journal of Human Capital and Information Technology Professionals*, 11(2), 79–90. <https://doi.org/10.4018/IJHCITP.2020040106>
- Benevene, P., Dal Corso, L., De Carlo, A., Falco, A., Carluccio, F., & Vecina, M. L. (2018). Ethical leadership as antecedent of job satisfaction, affective organizational commitment and intention to stay among volunteers of non-profit organizations. *Frontiers in Psychology*, 9(NOV), 1–17. <https://doi.org/10.3389/fpsyg.2018.02069>
- Bergman, E. (2022). *Perceived Organizational Support , Work Engagement , and Intention to Stay Among Temporary Agency Workers*. 1–43.
- Brien, A., Thomas, N., & Hussein, A. S. (2015). Turnover intention and commitment as part of organizational social capital in the hotel industry. *Journal of Human Resources in Hospitality & Tourism*, 14(4), 357–381.
- Brown, P., Fraser, K., Wong, C. A., Muise, M., & Cummings, G. (2013). Factors influencing intentions to stay and retention of nurse managers: A systematic review. *Journal of Nursing Management*, 21(3), 459–472. <https://doi.org/10.1111/j.1365-2834.2012.01352.x>
- Buriro, T. Z., Anand, V., Qureshi, M. N., & Shah, S. S. A. (2022). The Role of Perceived Organizational Support: Evidences from the Horizontal and Vertical Workplace Bullying. *Employee Responsibilities and Rights Journal*,

34(1), 41–54. <https://doi.org/10.1007/s10672-021-09378-y>

- Cao, L., Hirschi, A., & Deller, J. (2014). Perceived organizational support and intention to stay in host countries among self-initiated expatriates: The role of career satisfaction and networks. In *International Journal of Human Resource Management* (Vol. 25, Issue 14, pp. 2013–2032). Taylor & Francis. <https://doi.org/10.1080/09585192.2013.870290>
- Capone, V., Borrelli, R., Marino, L., & Schettino, G. (2022). Mental Well-Being and Job Satisfaction of Hospital Physicians during COVID-19: Relationships with Efficacy Beliefs, Organizational Support, and Organizational Non-Technical Skills. *International Journal of Environmental Research and Public Health*, 19(6). <https://doi.org/10.3390/ijerph19063734>
- Carbery, R., Garavan, T. N., O'Brien, F., & McDonnell, J. (2003). Predicting hotel managers' turnover cognitions. *Journal of Managerial Psychology*, 18(7), 649–679.
- Castellano, S., Chandavimol, K., Khelladi, I., & Orhan, M. A. (2021). Impact of self-leadership and shared leadership on the performance of virtual r&d teams. *Journal of Business Research*, 128(January), 578–586. <https://doi.org/10.1016/j.jbusres.2020.12.030>
- Chan, S. H. J., & Ao, C. T. D. (2019). The Mediating Effects of Job Satisfaction and Organizational Commitment on Turnover Intention, in the Relationships Between Pay Satisfaction and Work–Family Conflict of Casino Employees. *Journal of Quality Assurance in Hospitality and Tourism*, 20(2), 206–229. <https://doi.org/10.1080/1528008X.2018.1512937>
- Chang, H. P., Hsieh, C. M., Lan, M. Y., & Chen, H. S. (2019). Examining the moderating effects of work-life balance between human resource practices and intention to stay. *Sustainability (Switzerland)*, 11(17). <https://doi.org/10.3390/su11174585>
- Chang, Yeh, T. F., Lai, I. J., & Yang, C. C. (2021). Job competency and intention to stay among nursing assistants: The mediating effects of intrinsic and extrinsic job satisfaction. *International Journal of Environmental Research*

- and Public Health*, 18(12). <https://doi.org/10.3390/ijerph18126436>
- Chavadi, C. A., Sirothiya, M., & M R, V. (2021). Mediating Role of Job Satisfaction on Turnover Intentions and Job Mismatch Among Millennial Employees in Bengaluru. *Business Perspectives and Research*, 10(1), 79–100. <https://doi.org/10.1177/2278533721994712>
- Chen, M. F., Ho, C. H., Lin, C. F., Chung, M. H., Chao, W. C., Chou, H. L., & Li, C. K. (2016). Organisation-based self-esteem mediates the effects of social support and job satisfaction on intention to stay in nurses. *Journal of Nursing Management*, 24(1), 88–96. <https://doi.org/10.1111/jonm.12276>
- Chew, Y. T., & Wong, S. K. (2008). Effects of career mentoring experience and perceived organizational support on employee commitment and intentions to leave: A study among hotel workers in Malaysia. *International Journal of Management*, 25(4), 692. <https://search.proquest.com/openview/308f5ae388425907961ee62a850021c0/1?pq-origsite=gscholar&cbl=5703>
- Chiedu, C. K., Long, C. S., & Ashar, H. B. (2022). The Relationship Among Job Satisfaction, Organizational Commitment and Employees' Turnover at Unilever Corporation in Nigeria. *European Journal of Multidisciplinary Studies*, 5(1), 370. <https://doi.org/10.26417/ejms.v5i1.p370-383>
- Cho, S., Johanson, M. M., & Guchait, P. (2009). Employees intent to leave: A comparison of determinants of intent to leave versus intent to stay. *International Journal of Hospitality Management*, 28(3), 374–381. <https://doi.org/10.1016/j.ijhm.2008.10.007>
- Choong, O. Y., Wong, L. K., & Lau, C. T. (2012). Organizational Commitment: An Empirical Investigation on the Academician of Malaysian Private Universities. *Business and Economic Research Journal*, 3. https://www.academia.edu/download/49304605/Organizational_Commitment_An_Empirical_I20161002-1760-oengf6.pdf
- Cnbcindonesia.com. (2022, November 21). Badai PHK Saat Ekonomi RI Cemerlang, Sebenarnya Ada Apa? *Cnbcindonesia.Com*.

<https://www.cnbcindonesia.com/news/20221121111912-4-389786/badai-phk-saat-ekonomi-ri-cemerlang-sebenarnya-ada-apa/2>

- Coetsee, M., & Stoltz, E. (2015). Employees' satisfaction with retention factors: Exploring the role of career adaptability. *Journal of Vocational Behavior*, 89, 83–91. <https://doi.org/10.1016/j.jvb.2015.04.012>
- Côté, K., Lauzier, M., & Stinglhamber, F. (2020). The relationship between presenteeism and job satisfaction: A mediated moderation model using work engagement and perceived organizational support. *European Management Journal*, 39(2), 270–278. <https://doi.org/10.1016/j.emj.2020.09.001>
- Cowden, T. L., & Cummings, G. G. (2012). Nursing theory and concept development: A theoretical model of clinical nurses' intentions to stay in their current positions. *Journal of Advanced Nursing*, 68(7), 1646–1657. <https://doi.org/10.1111/j.1365-2648.2011.05927.x>
- Culpepper, R. A. (2011). Three-component commitment and turnover: An examination of temporal aspects. *Journal of Vocational Behavior*, 79(2), 517–527.
- Das, P., & Singh, T. (2017). *Employee Engagement, Cognitive Flexibility and Pay Satisfaction as Potential Determinants of Employees' Turnover Intentions: An Overview*. *Gruesome Faces of Child Abuse: A Problem of Socio-psychological Concern View project Role of emotions on prospective m. January*. <https://www.researchgate.net/publication/318648577>
- Databoks.katadata.co.id. (2022). *PHK Startup Paling Banyak Terjadi di Industri Ritel*. <https://databoks.katadata.co.id/datapublish/2022/11/24/phk-startup-paling-banyak-terjadi-di-industri-ritel>
- Dataindonesia.id. (2022a). Ratusan Ribu Pegawai Startup Sudah Kena PHK hingga November 2022. *Dataindonesia.Id*. <https://dataindonesia.id/sector-riil/detail/ratusan-ribu-pegawai-startup-sudah-kena-phk-hingga-november-2022>
- Dataindonesia.id. (2022b, November 9). *Ratusan Ribu Pegawai Startup Sudah Kena PHK hingga November 2022*. <https://dataindonesia.id/sector-riil/detail/ratusan-ribu-pegawai-startup-sudah-kena-phk-hingga-november-2022>

riil/detail/ratusan-ribu-pegawai-startup-sudah-kena-phk-hingga-november-2022

- Dechawatanapaisal, D. (2018). Employee retention: the effects of internal branding and brand attitudes in sales organizations. *Personnel Review*, 47(3), 675–693. <https://doi.org/10.1108/PR-06-2017-0193>
- Diana, Eliyana, A., Mukhtadi, & Anwar, A. (2022). Creating the path for quality of work life: A study on nurse performance. *Heliyon*, 8(1), e08685. <https://doi.org/10.1016/j.heliyon.2021.e08685>
- Dominic, E., & Salim, M. H. (2018). A Study on the Role of Organizational Commitment and Perception towards Organizational Justice and Fairness in triggering Organizational Citizenship Behavior among B School Faculty Members in Kerala. *Rajagiri Management Journal*, 12(1), 21–40.
- Du Preez, R., & Bendixen, M. T. (2015). The impact of internal brand management on employee job satisfaction, brand commitment and intention to stay. *International Journal of Bank Marketing*.
- Efendi, F., Kurniati, A., Bushy, A., & Gunawan, J. (2019). Concept analysis of nurse retention. *Nursing and Health Sciences*, 21(4), 422–427. <https://doi.org/10.1111/nhs.12629>
- Eisenberger, R., Cummings, J., Armeli, S., & Lynch, P. (1997). Perceived organizational support, discretionary treatment, and job satisfaction. *Journal of Applied Psychology*, 82(5), 812–820. <https://doi.org/10.1037/0021-9010.82.5.812>
- Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Perceived Organizational Support. *Journal of Applied Psychology*, 71(3), 500–507. <https://doi.org/https://psycnet.apa.org/doi/10.1037/0021-9010.71.3.500>
- Elsahoryi, N. A., Alathamneh, A., Mahmoud, I., & Hammad, F. (2022). Association of salary and intention to stay with the job satisfaction of the dietitians in Jordan: A cross-sectional study. *Health Policy OPEN*, 3(September 2021), 100058. <https://doi.org/10.1016/j.hppopen.2021.100058>
- Ernita, H., & Kusuma, W. A. (2008). Pengembangan Enterprise Resource

- Planning (Erp) Untuk Perusahaan Ritel. *Seminar Nasional Informatika 2008 UPN "Veteran" Yogyakarta, 2008*(semnasIF), 149–156.
- Fatima, M., Izhar, Z., & Kazmi, Z. A. (2020). Organizational Justice and Employee Sustainability: The Mediating Role of Organizational Commitment. *SEISENSE Journal of Management*, 3(3), 12–22. <https://doi.org/10.33215/sjom.v3i3.334>
- Fereidouni, A., Teymoori, E., Maleki, Z., Ghanavati, M., & Vizeshfir, F. (2022). Relationships Between Job Satisfaction of Operating Room Nurses and Hospital's Compliance With Protective Guidelines During the Covid-19 Pandemic: A Cross-Sectional Study, Iran. *Journal of Perianesthesia Nursing*, 000. <https://doi.org/10.1016/j.jopan.2022.03.007>
- Flickinger, M., Allscher, M., & Fiedler, M. (2016). The mediating role of leader–member exchange: a study of job satisfaction and turnover intentions in temporary work. *Human Resource Management Journal*, 26(1), 46–62. <https://doi.org/10.1111/1748-8583.12091>
- Ghazali, H., Nashuki, N. M., & Othman, M. (2018). The Influence of Perceived Organizational Support (POS), Perceived Supervisory Support (PSS) and Organizational Commitment (OC) towards Intention to Leave or Intention to Stay: A case of Casual Dining Restaurants in Klang Valley, Malaysia. *International Journal of Academic Research in Business and Social Sciences*, 8(9), 1884–1902. <https://doi.org/10.6007/ijarbss/v8-i9/4869>
- Ghozali, I. (2018). *Aplikasi analisis multivariate dengan program IBM SPSS 25*.
- Gunlu, E., Aksarayli, M., & Şahin Perçin, N. (2010). Job satisfaction and organizational commitment of hotel managers in Turkey. *International Journal of Contemporary Hospitality Management*, 22(5), 693–717.
- Gupta, A., & Singh, V. (2018). Enhancing intention to stay among software professionals. *Academia Revista Latinoamericana de Administracion*, 31(3), 569–584. <https://doi.org/10.1108/ARLA-11-2017-0319>
- HakemZadeh, F., Neiterman, E., Chowhan, J., Plenderleith, J., Geraci, J., Zeytinoglu, I., & Lobb, D. (2020). Work-life interface and intention to stay

- in the midwifery profession among pre- And post-clinical placement students in Canada. *Human Resources for Health*, 18(1), 1–10. <https://doi.org/10.1186/s12960-020-00509-4>
- Halter, M., Boiko, O., Pelone, F., Beighton, C., Harris, R., Gale, J., Gourlay, S., & Drennan, V. (2017). The determinants and consequences of adult nursing staff turnover: A systematic review of systematic reviews. *BMC Health Services Research*, 17(1), 1–20. <https://doi.org/10.1186/s12913-017-2707-0>
- Haque, M., Titiamayah, A., & Liu, L. (2016). Leadership & Organization Development Journal The role of vision in organizational readiness for change and growth For Authors The Role of Vision in Readiness for Change. *Leadership & Organization Development Journal*, 37. <http://dx.doi.org/10.1108/LODJ-01-2015-0003>
- Harter, J. K., Schmidt, F. L., & Hayes, T. L. (2002). Business-unit-level relationship between employee satisfaction, employee engagement, and business outcomes: a meta-analysis. *Journal of Applied Psychology*, 87(2), 268.
- Hashish, E. A. A. (2015). Relationship between ethical work climate and nurses ' perception of organizational support , commitment , job satisfaction and turnover intent. *Nursing Ethics*, 1–16.
- Heinen, M. M., van Achterberg, T., Schwendimann, R., Zander, B., Matthews, A., Kózka, M., Ensio, A., Sjetne, I. S., Casbas, T. M., Ball, J., & Schoonhoven, L. (2013). Nurses' intention to leave their profession: A cross sectional observational study in 10 European countries. *International Journal of Nursing Studies*, 50(2), 174–184. <https://doi.org/10.1016/j.ijnurstu.2012.09.019>
- Houssein, A. A., Singh, J. S. K., & Arumugam, T. (2020). Retention of Employees through Career Development, Employee Engagement and Work-life Balance: An Empirical Study among Employees in the Financial Sector in Djibouti, East Africa. *Global Business & Management Research*, 12(3).
- Hu, H., Wang, C., Lan, Y., & Wu, X. (2022). Nurses' turnover intention, hope

- and career identity: the mediating role of job satisfaction. *BMC Nursing*, 21(1), 1–11. <https://doi.org/10.1186/s12912-022-00821-5>
- Ibrahim Alzamel, L. G., Abdullah, K. L., Chong, M. C., & Chua, Y. P. (2020). The quality of work life and turnover intentions among Malaysian nurses: the mediating role of organizational commitment. *Journal of the Egyptian Public Health Association*, 95(1). <https://doi.org/10.1186/s42506-020-00048-9>
- Ibrahim, N., Khogali, N., (yrs), H. andHadeil F.-A., & 2019, undefined. (2019). Job satisfaction of dietitians in government hospitals Khartoum State. *Homesciencejournal.Com*, 5(1), 131–136. <https://www.homesciencejournal.com/archives/2019/vol5issue1/PartC/5-1-26-803.pdf>
- Indonesia.go.id. (2021, November 20). Perdagangan Ritel Semakin Bergairah. *IIndonesia.Go.Id*. <https://indonesia.go.id/kategori/indonesia-dalam-angka/3440/perdagangan-ritel-semakin-bergairah?lang=1>
- Inoue, Y., & Alfaro-Barrantes, P. (2015). Pro-environmental behavior in the workplace: A review of empirical studies and directions for future research. *Business and Society Review*, 120(1), 137–160. <https://doi.org/10.1111/basr.12051>
- Iqbal, A. (2019). The strategic human resource management approaches and organisational performance: The mediating role of creative climate. *Journal of Advances in Management Research*, 16(2), 181–193. <https://doi.org/10.1108/JAMR-11-2017-0104>
- Johari, J., Yean, T. F., Adnan, Z., Yahya, K. K., & Ahmad, M. N. (2012). Promoting employee intention to stay: Do human resource management practices matter? *International Journal of Economics and Management*, 6(2), 396–416.
- Karim, D. N., Baset, M. A., & Rahman, M. M. (2019). The effect of perceived organizational support on intention to stay: The mediating role of job involvement. *The Jahangirnagar Journal of Business Studies*, 8(1), 21–30.
- Kong, H., Jiang, X., Chan, W., & Zhou, X. (2018). Job Satisfaction research in

- the field of hospitality and tourism. *International Journal of Contemporary Hospitality Management*, 1–26. <https://doi.org/https://doi.org/10.1108/IJCHM-09-2016-0525> Permanent
- Krishnanathan, P., & Mangaleswaran, T. (2018). Organizational Commitment and Employee Performance with Special Reference to Administrative Officers at the University of Jaffna, Sri Lanka. *International Journal of Educational Studies*, 1(3), 168–173. <https://doi.org/10.53935/2641-533x.v1i3.85>
- Kumparan.com. (2021, April 20). 5 Alasan Seseorang Tetap Bertahan di Kantor Daripada Resign Kerja. *Kumparan.Com*. <https://kumparan.com/karjaid/5-alasan-seseorang-tetap-bertahan-di-kantor-daripada-resign-kerja-1tG7xGuxw9t>
- Kurtessis, J. N., Eisenberger, R., Ford, M. T., Buffardi, L. C., Stewart, K. A., & Adis, C. S. (2017). Perceived Organizational Support: A Meta-Analytic Evaluation of Organizational Support Theory. *Journal of Management*, 43(6), 1854–1884. <https://doi.org/10.1177/0149206315575554>
- Labrague, L. J., McEnroe Petite, D. M., Leocadio, M. C., Van Bogaert, P., & Tsaras, K. (2018). Perceptions of organizational support and its impact on nurses' job outcomes. *Nursing Forum*, 53(3), 339–347. <https://doi.org/10.1111/nuf.12260>
- Lee, X., Yang, B., & Li, W. (2017). The influence factors of job satisfaction and its relationship with turnover intention: Taking early-career employees as an example. *Anales de Psicología*, 33(3), 697. <https://doi.org/10.6018/analesps.33.3.238551>
- Li, M., Jameel, A., Ma, Z., Sun, H., Hussain, A., & Mubeen, S. (2022). Prism of Employee Performance Through the Means of Internal Support: A Study of Perceived Organizational Support. *Psychology Research and Behavior Management*, 15(April), 965–976. <https://doi.org/10.2147/PRBM.S346697>
- Li, X., Zhang, Y., Yan, D., Wen, F., & Zhang, Y. (2020). Nurses' intention to stay: The impact of perceived organizational support, job control and job satisfaction. *Journal of Advanced Nursing*, 76(5), 1141–1150.

<https://doi.org/10.1111/jan.14305>

- Lindfelt, T., Ip, E. J., Gomez, A., & Barnett, M. J. (2018). The impact of work-life balance on intention to stay in academia: Results from a national survey of pharmacy faculty. *Research in Social and Administrative Pharmacy, 14*(4), 387–390. <https://doi.org/10.1016/j.sapharm.2017.04.008>
- Liu, J., & Liu, Y. (2016). *Perceived organizational support and intention to remain: The mediating roles of career success and.* 205–214. <https://doi.org/10.1111/ijn.12416>
- Liu, J. Y., Yang, J. P., Yang, Y., & Liu, Y. H. (2015). The relationships among perceived organizational support, intention to remain, career success and self-esteem in Chinese male nurses. *International Journal of Nursing Sciences, 2*(4), 389–393. <https://doi.org/10.1016/j.ijnss.2015.01.004>
- Liu, & Lin, C. P. (2018). Assessing the effects of responsible leadership and ethical conflict on behavioral intention. *Review of Managerial Science, 12*(4), 1003–1024. <https://doi.org/10.1007/s11846-017-0236-1>
- Lu, H., Zhao, Y., & While, A. (2019). Job satisfaction among hospital nurses: A literature review. *International Journal of Nursing Studies, 94*, 21–31. <https://doi.org/10.1016/j.ijnurstu.2019.01.011>
- Luthans, F., Luthans, K. W., & Luthans, B. C. (2004). Positive psychological capital: Beyond human and social capital. *Business Horizons, 47*(1), 45–50. <https://doi.org/10.1016/j.bushor.2003.11.007>
- Luz, C. M. D. R., Paula, S. L. de, & Oliveira, L. M. B. de. (2018). Organizational commitment, job satisfaction and their possible influences on intent to turnover. *Revista de Gestao, 25*(1), 84–101. <https://doi.org/10.1108/REG-12-2017-008>
- Lyu, X., Akkadechanunt, T., Soivong, P., & Juntasopeepun, P. (2022). Predictors of Male Nurses' Intention to Stay in Emergency Department and Intensive Care Unit: A Cross-sectional Study. *Pacific Rim International Journal of Nursing Research, 26*(3), 404–416. <https://he02.tci-thaijo.org/index.php/PRIJNR/article/view/258060>

- Mahfouz, S., Suriawaty, A., Aisyah, S., Water, I., Sdn, K., & Alias, N. (2022). *The Impact Of Organizational Justice On Intention To Stay: The Mediating Role Of Organizational Commitment*. February. <https://doi.org/10.22495/cgobrv6i1p10>
- Makudza, F. (2020). Augmenting customer loyalty through customer experience management in the banking industry. *Journal of Asian Business and Economic Studies*, 28(3), 191–203.
- Mekoth, N., Thomson, A. R., & Unnithan, A. (2022). The mediating role of satisfaction on the relationship between professionalism and employee continuity in hospitality industry. *Journal of Quality Assurance in Hospitality & Tourism*, 1–27.
- Meyer, J. P., & Allen, N. J. (1991). A three-component conceptualization of organizational commitment. *Human Resource Management*, 1(1), 108–135. [https://doi.org/doi:10.1016/1053-4822\(91\)90011-z](https://doi.org/doi:10.1016/1053-4822(91)90011-z)
- Meyer, J. P., Stanley, D. J., Herscovitch, L., & Topolnytsky, L. (2002). Affective, continuance, and normative commitment to the organization: A meta-analysis of antecedents, correlates, and consequences. *Journal of Vocational Behavior*, 61(1), 20–52. <https://doi.org/10.1006/jvbe.2001.1842>
- Nadeem, K., Khan, M. A., Imtiaz, N., & Iftikhar, Y. (2019a). Turnover intention and perceived organizational support; mediating role of work engagement and organizational commitment. *European Scientific Journal ESJ*, 15(10), 222–236.
- Nadeem, K., Khan, M. A., Imtiaz, N., & Iftikhar, Y. (2019b). Turnover Intention and Perceived Organizational Support; Mediating Role of Work Engagement and Organizational Commitment. *European Scientific Journal ESJ*, 15(10). <https://doi.org/10.19044/esj.2019.v15n10p222>
- Nadiri, H., & Tanova, C. (2010). An investigation of the role of justice in turnover intentions, job satisfaction, and organizational citizenship behavior in hospitality industry. *International Journal of Hospitality Management*, 29(1), 33–41.

- Namasivayam, K., & Zhao, X. (2007). An investigation of the moderating effects of organizational commitment on the relationships between work–family conflict and job satisfaction among hospitality employees in India. *Tourism Management, 28*(5), 1212–1223.
- Nargotra, M., & Sarangal, R. K. (2021). Perceived Organizational Support and Intention to Stay: The Mediating Effect of Employee Engagement. *FIIB Business Review, 1*–11. <https://doi.org/10.1177/231971452111042521>
- Ngabonzima, A., Asingizwe, D., & Kouveliotis, K. (2020). Influence of nurse and midwife managerial leadership styles on job satisfaction, intention to stay, and services provision in selected hospitals of Rwanda. *BMC Nursing, 19*(1), 1–11. <https://doi.org/10.1186/s12912-020-00428-8>
- Noor, A., Zainuddin, Y., Panigrahi, S. K., & Rahim, F. binti T. (2020). Investigating the Relationship among Fit Organization, Organization Commitment and Employee’s Intention to Stay: Malaysian Context. *Global Business Review, 21*(1), 68–87. <https://doi.org/10.1177/0972150918755896>
- Ofei, A. M. A., & Paarima, Y. (2022). Nurse managers leadership styles and intention to stay among nurses at the unit in Ghana. *The International Journal of Health Planning and Management, 37*(3), 1663–1679.
- Perera, H. N., & John, J. E. (2020). Teachers’ self-efficacy beliefs for teaching math: Relations with teacher and student outcomes. *Contemporary Educational Psychology, 61*(January), 101842. <https://doi.org/10.1016/j.cedpsych.2020.101842>
- Perryer, C., Leighton, C., & Travaglione, A. (2010). *Predicting turnover intentions: The interactive effects of organizational commitment and perceived organizational support.* August. <https://doi.org/10.1108/01409171011070323>
- Prakosa, M. M., Dewanti, N., & Purwanza, S. W. (2020). The Impact of Perceived Organizational Support (POS) for Increasing the Intention to Stay: A Systematic Review. *Jurnal Ners, 14*(3), 301–304. <https://doi.org/10.20473/jn.v14i3.17151>

- Rai, A., Ghosh, P., & Dutta, T. (2019). Total rewards to enhance employees' intention to stay: does perception of justice play any role? *Evidence-Based HRM: A Global Forum for Empirical Scholarship*.
- Redditt, J., Gregory, A. M., & Ro, H. (2017). An Examination of Organizational Commitment and Intention to Stay in the Timeshare IAAIndustry: Variations Across Generations in the Workplace. *International Journal of Hospitality and Tourism Administration*, 20(2), 206–225. <https://doi.org/10.1080/15256480.2017.1359735>
- Rhoades, L., & Eisenberger, R. (2002). Perceived organizational support: A review of the literature. *Journal of Applied Psychology*, 87(4), 698–714. <https://doi.org/10.1037/0021-9010.87.4.698>
- Rigg, J., Day, J., & Adler, H. (2013). An Empirical Analysis of Jamaican Hotel Employees' Engagement, Job Satisfaction, and Quitting Intentions. *Consortium Journal of Hospitality & Tourism*, 18(2).
- Robaee, N., Atashzadeh-Shoorideh, F., Ashktorab, T., Baghestani, A., & Barkhordari-Sharifabad, M. (2018). Perceived organizational support and moral distress among nurses. *BMC Nursing*, 17(1), 1–7. <https://doi.org/10.1186/s12912-017-0270-y>
- Ruiz, A. D., MacDonald, I., Varin, M. D., Vandyk, A., Graham, I. D., & Squires, J. E. (2018). Job satisfaction among critical care nurses: A systematic review. *International Journal of Nursing Studies*, 88, 123–134. <https://doi.org/10.1016/j.ijnurstu.2018.08.014>
- Salma, G., & Sajid, M. A. (2012). *Teacher 's Motivation & Job Satisfaction*. 1(10), 56–65.
- Sarfraz, M., Qun, W., Sarwar, A., Abdullah, M. I., Imran, M. K., & Shafique, I. (2019). Mitigating effect of perceived organizational support on stress in the presence of workplace ostracism in the Pakistani nursing sector. *Psychology Research and Behavior Management*, 12, 839–849. <https://doi.org/10.2147/PRBM.S210794>
- Satudata.kemnaker. (2022, December 8). Tenaga Kerja ter-PHK, Oktober Tahun

2022. *Satudata.Kemnaker.Go.Id.*
<https://satudata.kemnaker.go.id/data/kumpulan-data/925>

- Scanlan, J. N., & Hazelton, T. (2019). Relationships between job satisfaction, burnout, professional identity and meaningfulness of work activities for occupational therapists working in mental health. *Australian Occupational Therapy Journal*, *66*(5), 581–590. <https://doi.org/10.1111/1440-1630.12596>
- Schaufeli, W. B. (2013). What is engagement? In *Employee engagement in theory and practice* (pp. 29–49). Routledge.
- Schwepker, C. H., & Dimitriou, C. K. (2021). Using ethical leadership to reduce job stress and improve performance quality in the hospitality industry. *International Journal of Hospitality Management*, *94*(January), 102860. <https://doi.org/10.1016/j.ijhm.2021.102860>
- Sekaran, U., and Bougie, R. (2010). (2010). *Research methods for business: A skill building approach (5th ed.)*.
- Shah, N., Irani, Z., & Sharif, A. M. (2017). Big data in an HR context: Exploring organizational change readiness, employee attitudes and behaviors. *Journal of Business Research*, *70*(2017), 366–378. <https://doi.org/10.1016/j.jbusres.2016.08.010>
- Shahid, A. (2018). Employee Intention to Stay: An Environment Based on Trust and Motivation. *Journal of Management Research*, *10*(4), 58. <https://doi.org/10.5296/jmr.v10i4.13680>
- Shi, D., Zhang, M., Wang, Y., Xu, Y., & Yang, X. (2022). Associations between kindergarten climate and retention intention of kindergarten teachers: The chain mediating roles of perceived organizational support and psychological empowerment. *Frontiers in Psychology*, *13*. <https://doi.org/10.3389/fpsyg.2022.906434>
- Sobaih, A. E. E., Hasanein, A. M., Aliedan, M. M., & Abdallah, H. S. (2022). The impact of transactional and transformational leadership on employee intention to stay in deluxe hotels: Mediating role of organisational commitment. *Tourism and Hospitality Research*, *22*(3), 257–270.

<https://doi.org/10.1177/1467358420972156>

Solopos.com. (2022). *Begini Alasan Startup Banyak Lakukan PHK Massal Karyawan*. <https://www.solopos.com/begini-alasan-startup-banyak-lakukan-phk-massal-karyawan-1477970>

Sudibjo, N., & Suwarli, M. B. N. (2020). Job embeddedness and job satisfaction as a mediator between work-life balance and intention to stay. *International Journal of Innovation, Creativity and Change*, 11(8), 311–331.

Sung, Y. K., & Hu, H. H. S. (2021). The impact of airline internal branding on work outcomes using job satisfaction as a mediator. *Journal of Air Transport Management*, 94(September 2020), 102063. <https://doi.org/10.1016/j.jairtraman.2021.102063>

Tempo.co. (2022). Hitung Mundur Resesi, Ini Daftar 22 Perusahaan yang PHK Karyawan Selama 2022. *Tempo.Co*. https://bisnis.tempco.co/read/1660702/hitung-mundur-resesi-ini-daftar-22-perusahaan-yang-phk-karyawan-selama-2022?page_num=1

Thakur, P., & Arora, R. (2022). Exploring the Relationship Between Satisfaction and Intention to Stay Among Millennial Employees. *International Journal of Human Capital and Information Technology Professionals*, 13(1), 1–17. <https://doi.org/10.4018/ijhcitp.293229>

Thao, N. P. H., & Kang, S. W. (2018). Servant leadership and follower creativity via competence: A moderated mediation role of perceived organisational support. *Journal of Pacific Rim Psychology*, 12, 1–11. <https://doi.org/10.1017/prp.2018.20>

Theucksuban, B., Kunaviktikul, W., Wichaikhum, O., & Abhicharttibutra, K. (2022). Testing a model of Thai nurses' intent to stay in employment. *International Nursing Review*, 69(4), 450–458.

Uraon, R. S. (2018). Examining the Impact of HRD Practices on Organizational Commitment and Intention to Stay Within Selected Software Companies in India. In *Advances in Developing Human Resources* (Vol. 20, Issue 1). <https://doi.org/10.1177/1523422317741691>

- Valeau, P., Paille, P., Dubrulle, C., & Guenin, H. (2021). The mediating effects of professional and organizational commitment on the relationship between HRM practices and professional employees' intention to stay. *International Journal of Human Resource Management*, 32(8), 1828–1864. <https://doi.org/10.1080/09585192.2018.1559870>
- Vincent, D., & Marmo, S. (2018). Commitment to Social Justice and its Influence on Job Satisfaction and Retention of Nonprofit Middle Managers. *Human Service Organizations Management, Leadership and Governance*, 42(5), 457–473. <https://doi.org/10.1080/23303131.2018.1532370>
- Vizano, N. A., Sutawidjaya, A. H., & Endrii, E. (2021). The Effect of Compensation and Career on Turnover Intention: Evidence from Indonesia. *Journal of Asian Finance, Economics and Business*, 8(1), 471–478. <https://doi.org/10.13106/jafeb.2021.vol8.no1.471>
- Wang, & Cheng, B.-S. (2009). Wang, A.-C., & Cheng, B.-S. (2009). When does benevolent leadership lead to creativity? The moderating role of creative role identity and job autonomy. *Journal of Organizational Behavior*. *Journal of Marriage and Family*, 60(1), 5–22. <https://doi.org/10.1002/job>
- Wang, J. H., Tsai, K. C., Lei, L. J. R., & Lai, S. K. (2016). Relationships among job satisfaction, organizational commitment, and turnover intention: evidence from the gambling industry in Macau. *Business and Management Studies*, 2(1), 104–110.
- Wang, L., Tao, H., Ellenbecker, C. H., & Liu, X. (2012). Job satisfaction, occupational commitment and intent to stay among Chinese nurses: A cross-sectional questionnaire survey. *Journal of Advanced Nursing*, 68(3), 539–549. <https://doi.org/10.1111/j.1365-2648.2011.05755.x>
- Wei, H., Sewell, K. A., Woody, G., & Rose, M. A. (2018). The state of the science of nurse work environments in the United States: A systematic review. *International Journal of Nursing Sciences*, 5(3), 287–300. <https://doi.org/10.1016/j.ijnss.2018.04.010>
- Werdhiastutie, A., Suhariadi, F., & Partiw, S. G. (2020). Achievement

- Motivation as Antecedents of Quality Improvement of Organizational Human Resources. *Budapest International Research and Critics Institute (BIRCI-Journal): Humanities and Social Sciences*, 3(2), 747–752. <https://doi.org/10.33258/birci.v3i2.886>
- Wombacher, J. C., & Felfe, J. (2017). Dual commitment in the organization: Effects of the interplay of team and organizational commitment on employee citizenship behavior, efficacy beliefs, and turnover intentions. *Journal of Vocational Behavior*, 102(May), 1–14. <https://doi.org/10.1016/j.jvb.2017.05.004>
- Wright, B. E., & Kim, S. (2004). Participation's Influence on Job Satisfaction: The Importance of Job Characteristics. *Review of Public Personnel Administration*, 24(1), 18–40. <https://doi.org/10.1177/0734371X03259860>
- Xu, H., Wang, Z., Lian, N., Khan, A., & Zhang, L. (2022). The Impact of Transformational Leadership on Organizational Commitment and Intention to Stay: Empirical Evidence From China's Performing Arts Industry. *Frontiers in Psychology*, 13(May), 1–14. <https://doi.org/10.3389/fpsyg.2022.874803>
- Yang, C. C., Fan, C. W., Chen, K. M., Hsu, S. C., & Chien, C. L. (2018). As a Happy Kindergarten Teacher: The Mediating Effect of Happiness Between Role Stress and Turnover Intention. *Asia-Pacific Education Researcher*, 27(6), 431–440. <https://doi.org/10.1007/s40299-018-0403-4>
- Yang, J. Te, Wan, C.-S., & Fu, Y.-J. (2012). Qualitative examination of employee turnover and retention strategies in international tourist hotels in Taiwan. *International Journal of Hospitality Management*, 31(3), 837–848.
- Yasin, R. (2020). Responsible leadership and employees' turnover intention. Explore the mediating roles of ethical climate and corporate image. *Journal of Knowledge Management*, 25(7), 1760–1781. <https://doi.org/10.1108/JKM-07-2020-0583>
- Yoon, J. E., & Cho, O.-H. (2022). Intention to stay in specialist trauma nurses: Relationship with role conflict, stress, and organizational support. *Journal of*

Trauma Nursing, 29(1), 21–28.

- Yu, H., Huang, C., Chin, Y., Shen, Y., Chiang, Y., Chang, C., & Lou, J. (2021). The mediating effects of nursing professional commitment on the relationship between social support, resilience, and intention to stay among newly graduated male nurses: A cross-sectional questionnaire survey. *International Journal of Environmental Research and Public Health*, 18(14). <https://doi.org/10.3390/ijerph18147546>
- Zainuddin, Y., & Noor, A. (2019). The role of job embeddedness and organizational continuance commitment on intention to stay: development of research framework and hypotheses. *KnE Social Sciences*, 1017–1035.
- Zhang, X., Ma, L., Xu, B., & Xu, F. (2019). How social media usage affects employees' job satisfaction and turnover intention: An empirical study in China. *Information and Management*, 56(6). <https://doi.org/10.1016/j.im.2018.12.004>

