

## DAFTAR PUSTAKA

- Abdillah, W., & Jogiyanto, H. (2015). *Partial Least Square (PLS): Alternatif Structural Equation Modelling (SEM) dalam Penelitian Bisnis*. Yogyakarta: Penerbit Andi.
- Absar, M. M. N., Azim, M. T., Balasundaram, N., & Akhter, S. (2010). Impact of human resources practices on job satisfaction: Evidence from manufacturing firms in Bangladesh. *Petroleum-Gas University of Ploiesti Economic Science Series*, 62(2), 31–42.
- Adams, D. R., Williams, N. J., Becker-Haimes, E. M., Skriner, L., Shaffer, L., DeWitt, K., ... Beidas, R. (2019). Therapist Financial Strain and Turnover: Interactions with System-Level Implementation of Evidence-Based Practices. *Administration and Policy of Mental Health*, 46(6), 713–723. <https://doi.org/10.1007/s10488-019-00949-8>.Therapist
- Adebayo, S. O., & Ogunsina, S. O. (2011). Influence of Supervisory Behaviour and Job Stress on Job Satisfaction and Turnover Intention of Police Personnel in Ekiti State. *Journal of Management and Strategy*, 2(3), 13–20. <https://doi.org/10.5430/jms.v2n3p13>
- Aggarwal, A., Chand, P. K., Jhamb, D., & Mittal, A. (2020). Leader – Member Exchange , Work Engagement , and Psychological Withdrawal Behavior : The Mediating Role of Psychological Empowerment. *Frontiers in Psychology*, 11(423), 1–17. <https://doi.org/10.3389/fpsyg.2020.00423>
- Ahmad, H., & Qadir, M. (2018). Dimensions of Perceived Over Qualification, Perceived Organizational Support and Turnover Intentions. *Journal of Management and Human Resource*, 1, 18–33.
- Ajzen, I. (1991). The theory of planned behavior. *Orgnizational Behavior and Human Decision Processes*, 50, 179–211. [https://doi.org/10.1016/0749-5978\(91\)90020-T](https://doi.org/10.1016/0749-5978(91)90020-T)
- Akbari, H., Kashani, M. M., Asadi, Z., Kaveh, M., & Saberi, H. (2019). The Relationship between Job Satisfaction and the Incidence of Unsafe Acts in Metal Smelting Industry Workers in 2017. *International Archives of Health Science*, 6, 127–131. <https://doi.org/10.4103/iahs.iahs>
- Aksar, I. A., Danaee, M., Maqsood, H., & Firdaus, A. (2020). Women ' s social media needs and online social capital : Bonding and bridging social capital

- in Pakistan. *Journal of Human Behavior in the Social Environment*, 00(00), 1–24. <https://doi.org/10.1080/10911359.2020.1790461>
- Akuntono, I. (2015, November 2). Ini 10 Kementerian dengan Anggaran Tertinggi dalam APBN 2016 (These are 10 Ministries with Highest Budget in 2016 State Budget). *Kompas.Com*. Retrieved from <https://nasional.kompas.com/read/2015/11/02/20094921/Ini.10.Kementeria.n.dengan.Anggaran.Tertinggi.dalam.APBN.2016>
- Al Hashmi, M., Jabeen, F., & Papastathopoulos, A. (2019). Impact of leader – member exchange and perceived organisational support on turnover intention: The mediating effects of psychological stress. *Policing: An International Journal of Police Strategies & Management*.
- Al Sabei, S. D., Labrague, L. J., Ross, A. M., 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.
- Aldhuwaihi, A., Shee, H. K., & Stanton, P. (2012). Organisational Culture and the Job Satisfaction-Turnover Intention Link : A Case Study of the Saudi Arabian Banking Sector. *World Journal of Social Sciences*, 2(3), 127–141.
- Anderson, J. C., & Gerbing, D. W. (1984). The effect of sampling error on convergence, improper solutions, and goodness-of-fit indices for maximum likelihood confirmatory factor analysis. *Psychometrika*, 49(2), 155–173. <https://doi.org/10.1007/BF02294170>
- Anestis, M. D., & Bryan, C. J. (2013). Means and capacity for suicidal behavior : A comparison of the ratio of suicide attempts and deaths by suicide in the US military and general population. *Journal of Affective Disorders*, 148(1), 42–47. <https://doi.org/10.1016/j.jad.2012.11.045>
- Appelbaum, S. H., & Donia, M. (2000). The realistic downsizing preview: a management intervention in the prevention of survivor syndrome ( part I). *Career Development International*, 5(7), 333–350.
- Applebaum, D., Fowler, S., Fiedler, N., Osinubi, O., & Robson, M. (2010). The Impact of Environmental Factors on Nursing Stress, Job Satisfaction, and Turnover. *Journal of Nursing Administration*, 40(0), 323–328. <https://doi.org/10.1097/NNA.0b013e3181e9393b>.The
- Arikunto, S. (2012). *Prosedur Penelitian*. Jakarta: Rineka Cipta.

- Armstrong, M. (2014). *Armstrong's Handbook of Human Resource Management Practice*. London: Ashford Colour Press Ltd.
- Asadoorian, M. O., & Kantarelis, D. (2005). *Essentials of Inferential Statistics*. Lanham, Maryland: University Press of America.
- Azeez, R. O., Jayeoba, F., & Adeoye, A. O. (2016). Job Satisfaction , Turnover Intention and Organizational Commitment. *BVIMSR's Journal of Management Research*, 8(2), 102–113.
- Babin, B. J., & Boles, J. S. (1996). The effects of perceived co-worker involvement and supervisor support on service provider role stress, performance and job satisfaction. *Journal of Retailing*, 72(1), 57–75. [https://doi.org/10.1016/S0022-4359\(96\)90005-6](https://doi.org/10.1016/S0022-4359(96)90005-6)
- Bal, P. M., De Cooman, R., & Mol, S. T. (2013). Dynamics of Psychological Contracts with Work Engagement and Turnover Intention: The Influence of Organizational Tenure. *European Journal of Work and Organizational Psychology*, 22, 107–122.
- Barbuto, J. E., & Bugenhagen, M. J. (2009). Testing the Emotional Intelligence of Leaders as an Antecedent to Leader-Member Exchanges: A Field Study. *Journal of Leadership Education*, 8(2), 135–146.
- Bayram, A., Bickes, D., Karaca, M., & Caki, C. (2017). The Role of Mediation of the Organizational Cynicism the Relationship between Leader-Member Exchange and Job Performance: An Examination on the Elementary Teachers of Public Personnel in Central Anatolia Region. *IOSR Journal of Business and Management*, 19(1), 39–47. <https://doi.org/10.9790/487X-1901013947>
- Benedict, J. N., Gayatrivedi, S., & Velayudhan, A. (2009). Perceived overqualification, job satisfaction, somatization and job stress of MNC executives. *Journal of the Indian Academy of Applied Psychology*, 35(2), 283–289. Retrieved from <http://medind.nic.in/jak/t09/i2/jakt09i2p283.pdf>
- Benna, M. T., Brahmasari, I. A., & Nugroho, R. (2017). The Effect of Job Enrichment , Self Efficacy and Organizational Commitment on Job Satisfaction and Performance of Civil Servants of Departmen of Health , Sinjai Regency , South Sulawesi Province. *International Journal of Business and Management Invention*, 6(2), 49–64.
- Bentler, P. M., & Chou, C. (1987). Practical Issues in Structural Modeling.

- Sociological Methods Research*, 16(1), 78–117.  
<https://doi.org/10.1177/0049124187016001004>
- Bhalla, P., & Bhattacharya, P. (2019). Visitors ' satisfaction from ecotourism in the protected area of the Indian Himalayan Region using importance – performance analysis. *Journal of Global Scholars of Marketing Science*, 29(2), 162–179. <https://doi.org/10.1080/21639159.2019.1577157>
- Bickes, D. M., Yilmaz, C., Samur, A., & Demirtas, O. (2020). The Relationship between Perceived Overqualification and Counterproductive Work Behaviors : Moderating Role of Perceived Distributive Justice. *International Journal of Social Science Studies*, 8(1), 46–59. <https://doi.org/10.11114/ijsss.v8i1.4628>
- Biro Kepegawaian Kemhan. (2018). *Data Pindah Pegawai Tahun 2013-2018 Kemhan*. Jakarta: Kementerian Pertahanan.
- Bond, M. A. (2017). *Mentoring Generation X Women : Program Elements to Increase Success for Principals or Nonprofit Leaders*. Governors State University.
- Breaugh, J., Ritz, A., & Alfes, K. (2018). Work motivation and public service motivation : Disentangling varieties of motivation and job satisfaction. *Public Management Review*, 20(10), 1423–1443.
- Brien, S. (2019). *Attrition Among the DoD Civilian Workforce*. Monterrey: Naval Postgraduate School.
- Brooks, S. K., & Greenberg, N. (2017). Non-deployment factors affecting psychological wellbeing in military personnel : literature review. *Journal of Mental Health*, 27(1), 80–90. <https://doi.org/10.1080/09638237.2016.1276536>
- Bruck, C. S., Allen, T. D., & Spector, P. E. (2002). The relation between work-family conflict and job satisfaction: A finer-grained analysis. *Journal of Vocational Behavior*, 60(3), 336–353. <https://doi.org/10.1006/jvbe.2001.1836>
- Brunetto, Y., Teo, S. T. T., Shacklock, K., & Farr-Wharton, R. (2012). Emotional intelligence, job satisfaction, well-being and engagement: Explaining organisational commitment and turnover intentions in policing. *Human Resource Management Journal*, 22(4), 428–441. <https://doi.org/10.1111/j.1748-8583.2012.00198.x>



- Buch, R., Kuvaas, B., & Dysvik, A. (2019). The role of other orientation in reactions to social and economic leader–member exchange relationships. *Journal of Organizational Behavior*, 40(3), 296–310.
- Byun, G., Dai, Y., Lee, S., & Kang, S. (2017). Leader Trust , Competence , LMX , and Member Performance : A Moderated Mediation Framework. *Psychological Reports*, 120(6), 1137–1159.
- Cepeda, G., Nitzl, C., & Roldan, J. (2017). Mediation Analyses in Partial Least Squares Structural Equation Modeling. Guidelines and Empirical Examples. In *Partial Least Squares Path Modeling* (pp. 173–195). Cham: Springer.
- Chambers, S. (2008). *Telecommunications Megamergers: Impact on Employee Morale and Turnover Intention*. Ann Arbor, MI.
- Chan, S. H., Chok, S. Y., Lae, S. Y., Lam, A. C., & Lee, C. Y. (2017). *The Impact of Perceived Organizational Support, Job Satisfaction, Leader-Member Exchange (LMX) and Work-Life Balance On Employee's Turnover Intention in Manufacturing Industry, Malaysia*. UTAR.
- Chandran, K. (2017). *Transformational and transactional leadership style preference and its influence on turnover intention*. Kuala Lumpur: Universiti Teknologi Malaysia.
- Chandran, K., Norazman, I., & Yusof, H. (2020). Psychological Empowerment in Malaysian Army. *International Journal of Communication, Management and Humanities*, 1(1), 77–84.
- Chen, J., & Silverthorne, C. (2008). The impact of locus of control on job stress , job performance and job satisfaction in Taiwan. *Leadership & Organization Development Journal*, 29(7), 572–582. <https://doi.org/10.1108/01437730810906326>
- Chen, X., Liu, M., Liu, C., Ruan, F., Yuan, Y., & Xiong, C. (2020). Job Satisfaction and Hospital Performance Rated by Physicians in China : A Moderated Mediation Analysis on the Role of Income and Person – Organization Fit. *International Journal of Environmental Research and Public Health*, 17(5846), 1–17.
- Chen, Y., Chen, Z. X., Zhong, L., Son, J., Zhang, X., & Liu, Z. (2015). Social exchange spillover in leader–member relations: A multilevel model. *Journal of Organizational Behaviour*, 36, 673–697. <https://doi.org/10.1002/job>

- Cho, D., & Son, J. (2012). Job Embeddedness and Turnover Intentions: An Empirical Investigation of Construction IT Industries. *International Journal of Advanced Science and Technology*, 40(3), 101–110.
- Chun, B., Roh, E. Y., Spralls, S. A., & Kim, Y. (2018). Predictors of Templestay Satisfaction: A Comparison Between Korean and International Participants. *Leisure Sciences*, 40(5), 423–441. <https://doi.org/10.1080/01490400.2017.1296390>
- Churchill, G. A., Ford, N. M., & Walker, O. C. (1976). Organizational Climate and Job Satisfaction in the Salesforce. *Journal of Marketing Research*, 13(4), 323–332.
- Civelek, M. E. (2018). Comparison of Covariance-Based and Partial Least Square Structural Equation Modeling Methods under Non-Normal Distribution and Small Sample Size Limitations. *Eurasian Econometrics, Statistics & Empirical Economics Journal*, 10, 39–50.
- Collins, M. D. (2007). *Understanding the relationships between leader-member exchange (LMX), psychological empowerment, job satisfaction, and turnover intent in a limited-service restaurant environment. Dissertation Abstracts International: Section B: The Sciences and Engineering*. Ohio State University.
- Cotton, J. L., & Tuttle, J. M. (1986). Employee turnover: A meta-analysis and review with implications for research. *Academy of Management Review*, 11(1), 55–70.
- Cronbach, L. . (1951). Coefficient Alpha and the Internal Structure of Tests. *Psychometrika*, 16(3), 297–333.
- Currivan, D. B. (2000). The Causal Order of Job Satisfaction and Organizational Commitment in Models of Employee Turnover. *Human Resource Management Review*, 9(4), 495–524.
- da Silva, M. P., & Shinyashiki, G. T. (2014). The human resource management can reduce turnover? *Journal of Management Research*, 6(2), 39–52. <https://doi.org/10.5296/jmr.v6i2.4997>
- David, S., Armanu, & Afnan, T. (2017). The Effects of Transformational Leadership and Personality on Employee Performance in Nissan Malang Mediated by Organizational Commitment. *RJOAS*, 1(61), 207–215.
- Davis, A. (2019). *Factors Associated with HIV Infection and Condom Use in the*

*Armed Forces of the Democratic Republic of the Congo*. San Diego: University of California at San Diego.

Dayatmoko. (2018). Komitmen pada Organisasi, Motivasi, dan Fenomena Pensiun Dini Pamen TNI. *Angkasa Cendekia*, pp. 18–27.

de Vries, J. E., Dekker, C., Bastiaenen, C. H. G., Goossens, M., Engelbert, R. H. H., & Verbunt, J. A. M. C. F. (2019). The Dutch version of the self-report Child Activity and Limitations Interview in adolescents with chronic pain. *Disability and Rehabilitation*, 41(7), 833–839. <https://doi.org/10.1080/09638288.2017.1407969>

de Wind, A., Geuskens, G. A., Ybema, J. F., Bongers, P. M., & van der Beek, A. J. (2015). The role of ability, motivation, and opportunity to work in the transition from work to early retirement – testing and optimizing the Early Retirement Model. *Scandinavian Journal of Work Environment Health*, 41(1), 24–35. <https://doi.org/10.5271/sjweh.3468>

Debus, M. E., Gross, C., & Kleinmann, M. (2019). The Power of Doing : How Job Crafting Transmits the Beneficial Impact of Autonomy Among Overqualified Employees. *Journal of Business and Psychology*, 1–15.

DeCenzo, D. A., Robbins, S. P., & Verhulst, S. L. (2010). *Fundamentals of Human Resource Management*. Wiley (10th ed.). John Wiley & Sons. <https://doi.org/10.1017/CBO9781107415324.004>

Dechawatanapaisal, D. (2018). Nurses' turnover intention: The impact of leader-member exchange, organizational identification and job embeddedness. *Journal of Advanced Nursing*, 74(6), 1380–1391.

Deci, E. L., & Ryan, R. M. (2000). The “ What ” and “ Why ” of Goal Pursuits : Human Needs and the Self-Determination of Behavior. *Psychological Inquiry*, 11(4), 227–268.

Dessler, G. (2013). *Human Resource Management*. Upper Saddle River, NJ: Prentice Hall.

Dhladhla, T. J. (2011). *The Influence of Leader Behaviour, Psychological Empowerment, Job Satisfaction, and Organizational Commitment on Turnover Intention*. University of Stellenbosch.

Dienesch, R., & Liden, R. C. (1986). Leader-Member Exchange Model of Leadership: A Critique and Further Development. *The Academy of Management Review*, 11(3), 618–634. <https://doi.org/10.2307/258314>

- Dirjen Anggaran Kementerian Keuangan. (2018). *Informasi APBN 2018*. Jakarta: Kementerian Keuangan RI.
- Dulebohn, J. H., Bommer, W. H., Liden, R. C., Brouer, R. L., & Ferris, G. (2012). A Meta-Analysis of Antecedents and Consequences of Leader-Member Exchange : Integrating the Past With an Eye Toward the Future. *Journal of Management*, 38(6), 1715–1759. <https://doi.org/10.1177/0149206311415280>
- Dumani, S. (2016). *Engaging overqualified employees: The role of job and nonwork crafting*. Dissertation Abstracts International: Section B: The Sciences and Engineering. University of South Florida. Retrieved from <http://ovidsp.ovid.com/ovidweb.cgi?T=JS&PAGE=reference&D=psyc13&N EWS=N&AN=2016-42143-063>
- Dupre, K., & Day, A. (2007). The Effects of Supportive Management and Job Quality on the Turnover Intentions and Health of Military Personnel. *Human Resource Management*, 46(2), 185–201. <https://doi.org/10.1002/hrm>
- Dursun, S., Urban, S., & Dean, W. (2018). *The Homefront: Family Well-Being and Military Readiness*. Kingston, Ontario: Canadian Defence Academy Press.
- Dwyer, L., Dragicevic, V., Armenski, T., Mihalic, T., & Cvelbar, L. K. (2016). Achieving Destination Competitiveness: an Importance –Performance Analysis of Serbia. *Current Issues in Tourism*, 19(13), 1309–1336.
- Egan, T., Yang, B., & Bartlett, K. (2004). The effects of organizational learning culture and job satisfaction on motivation to transfer learning and turnover intention. *Human Resource Development Quarterly*, 15(3), 279–301. <https://doi.org/10.1002/hrdq.1104>
- Emerson, D. (2013). *Organizational Culture , Job Satisfaction and Turnover Intentions: The Mediating Role of Perceived Organizational Support*. Virginia Commonwealth University.
- Epitropaki, O., Kapoutsis, I., Ellen III, B., Ferris, G., Drivas, K., & Ntotsi, A. (2016). Navigating uneven terrain: the roles of political skill and LMX differentiation in prediction of work relationship quality and work outcomes. *Journal of Organizational Behavior*, 37(7), 1078–1103. <https://doi.org/10.1063/1.2756072>



- Erdogan, B. (2016). *Vita Berrin Erdogan*. Chicago: Portland State University.
- Erdogan, B., & Bauer, T. N. (2009). Perceived overqualification and its outcomes: The moderating role of empowerment. *Journal of Applied Psychology, 94*(2), 557–565. <https://doi.org/10.1037/a0013528>
- Erdogan, B., & Bauer, T. N. (2016). Leader–Member Exchange Theory: A Glimpse into the Future. In T. N. Bauer & B. Erdogan (Eds.), *The Oxford Handbook of Leader–Member Exchange* (pp. 790–805). Madison Avenue, New York: Oxford University Press.
- Erdogan, B., Tomás, I., Valls, V., & Gracia, F. J. (2018). Perceived overqualification, relative deprivation, and person- centric outcomes : The moderating role of career centrality. *Journal of Vocational Behavior, 107*, 233–245. <https://doi.org/10.1016/j.jvb.2018.05.003>
- Fatima, Z., & Azam, M. (2016). Effect of Salesperson Control System and Supervisory Behaviour on Job Satisfaction of Salespeople: A Review of Studies. *Management Dynamics, 16*(2), 1–12.
- Fein, E. C., Benea, D., Idzadikhah, Z., & Tziner, A. (2020). The security to lead : a systematic review of leader and follower attachment styles and leader – member exchange. *European Journal of Work and Organizational Psychology, 29*(1), 106–125. <https://doi.org/10.1080/1359432X.2019.1696774>
- Feldman, D. C., Leana, C. R., & Bolino, M. C. (2002). Underemployment and relative deprivation among re-enployed executives. *Journal of Occupational and Organizational Psychology, 75*, 453–471. <https://doi.org/10.1348/096317902321119682>
- Fine, S., & Nevo, B. (2008). Too smart for their own good? A study of perceived cognitive overqualification in the workforce. *International Journal of Human Resource Management, 19*(2), 346–355. <https://doi.org/10.1080/09585190701799937>
- Fried, M. (1952). Military Status in Chinese Society. *Journal of Sociology, 57*(4), 347–357.
- Fukbua, C., & Fernando, M. (2016). A Proposed ODI to Improve Motivation and Loyalty among Engineers: A Case Study of UNC Company. *YIE Journal, 2*(1), 43–57.
- Gerbing, D. W., & Anderson, J. C. (1988). An updated paradigm for scale

- development incorporating unidimensionality and its assessment. *Journal of Marketing Research*, 25(2), 186–192.
- Gerstner, C. R., & Day, D. V. (1997). Meta-Analytic Review of Leader-Member Exchange Theory: Correlates and Construct Issues. *Journal of Applied Psychology*, 82(6), 827–844.
- Gheitani, A., Imani, S., Seyyedamiri, N., & Foroudi, P. (2019). Mediating effect of intrinsic motivation on the relationship between Islamic work ethic, job satisfaction, and organizational commitment in banking sector. *International Journal of Islamic and Middle Eastern Finance and Management*, 12(1), 76–95.
- Ghozali, I., & Latan, H. (2015). *Partial Least Squares Konsep, Teknik, dan Aplikasi Menggunakan Program SmartPLS 3.0 Untuk Penelitian Empiris*. Semarang: Badan Penerbit Universitas Diponegoro.
- Goodman, C. (2018). *United States Military Reserve 2012: Operations Tempo, Organizational Commitment, and Retention*. Riverside, California: California Baptist University.
- Gora, A. A., Stefan, S., Popa, S., & Albu, C. (2019). Students' Perspective on Quality Assurance in Higher Education in the Context of Sustainability: A PLS-SEM Approach. *Sustainability*, 11(4793), 1–21.
- Graen, G. B., & Scandura, T. (1987). Toward a psychology of dyadic organizing. In B. M. Staw & L. L. Cummings (Eds.), *Research in Organizational Behavior* (Vol. 9, pp. 175–208). Greenwich, CT: JAI Press.
- Graen, George B., & Uhl-Bien, M. (1995). Relationship-based approach to leadership: Development of leader-member exchange (LMX) theory of leadership over 25 years: Applying a multi-level multi-domain perspective. *Leadership Quarterly*, 6(2), 219–247. [https://doi.org/10.1016/1048-9843\(95\)90036-5](https://doi.org/10.1016/1048-9843(95)90036-5)
- Grant, K. 'brien. (2019). *Leadership and Employee Engagement*. Walden University.
- Green, F., & Zhu, Y. (2008). *Overqualification, job dissatisfaction, and increasing dispersion in the returns to graduate education* (Department of Economics Discussion Paper No. No. 08,03). Canterbury.
- Grissom, J. A., Nicholson-Crotty, J., & Keiser, L. (2012). Does my Boss's gender matter? explaining job satisfaction and employee turnover in the

- public sector. *Journal of Public Administration Research and Theory*, 22(4), 649–673. <https://doi.org/10.1093/jopart/mus004>
- Hameed, W. U., Basheer, M. F., Iqbal, J., Anwar, A., & Ahmad, H. K. (2018). Determinants of Firm ' s open innovation performance and the role of R & D department : an empirical evidence from Malaysian SME ' s. *Journal of Global Entrepreneurship Research*, 8(29), 1–20.
- Hamzavi, Y., Nazari, N., Khademi, N., Hassani, K., & Bozorgomid, A. (2018). Cutaneous leishmaniasis in Qasr-e Shirin , a border area in the west of Iran. *Veterinary World*, 11(12), 1692–1697. <https://doi.org/10.14202/vetworld.2018.1692-1697>
- Harari, M. B., Manapragada, A., & Viswesvaran, C. (2017). Who thinks they're a big fi sh in a small pond and why does it matter ? A meta-analysis of perceived overqualification. *Journal of Vocational Behavior*, 102(January), 28–47. <https://doi.org/10.1016/j.jvb.2017.06.002>
- Harris, K., & Kacmar, M. (2003). Too Much of a Good Thing? The Curvilinear Effect of Leader-Member Exchange on Stress. In E. Weatherly (Ed.), *Southern Management Association 2003 Meeting* (pp. 308–314). Clearwater Beach Resort: Southern Management Association.
- Haryono, S. (2017). *Metode SEM untuk penelitian manajemen: Amos, Lisrel, PLS*. Jakarta: Luxima.
- Hassabis, D., Kumaran, D., Vann, S. D., & Maguire, E. A. (2007). Patients with hippocampal amnesia cannot imagine new experiences. *Proceedings of the National Academy of Sciences*, 104(5), 1726–1731. <https://doi.org/10.1073/pnas.0610561104>
- Hatch, A. M., Cole, L. T. C. R. E., DiVhiara, A. J., McGraw, S. M., Merrill, E. P., Wright, A. O., ... Bukhari, L. T. C. A. S. (2019). Personality Traits and Occupational Demands Are Linked to Dietary Supplement Use in Soldiers : A Cross-sectional Study of Sensation Seeking Behaviors. *Military Medicine*, 184(April), 253–262. <https://doi.org/10.1093/milmed/usy201>
- Heidari, H., Mahdinia, M., & Rahimifard, H. (2016). Assessment of Job Stress and Personal-Related Factors among the Workers of a Military Industry. *Journal of Safety and Environmental Health Research*, 1(1), 6–10. <https://doi.org/10.22053/jsehr.2016.33381>
- Heidemeier, H., & Moser, K. (2019). A self-regulation account of the job



- performance – job satisfaction relationship. *European Journal of Social Psychology*, 49(6), 1313–1328. <https://doi.org/10.1002/ejsp.2573>
- Henseler, J., Ringle, C. M., & Sinkovics, R. R. (2009). The Use of Partial Least Squares Path Modeling in International Marketing. *Advances in International Marketing*, 20, 277–319. [https://doi.org/10.1108/S1474-7979\(2009\)0000020014](https://doi.org/10.1108/S1474-7979(2009)0000020014)
- Hernández-Varas, E., Encinas, F., & Suárez, M. M. (2019). Psychological capital , work satisfaction and health self-perception as predictors of psychological wellbeing in military personnel. *Psicothema*, 31(3), 277–283. <https://doi.org/10.7334/psicothema2019.22>
- Hettigoda, K., & Hamersley, R. (2019). Resilience Predicts Military Performance and Succession : A Predictive Validity Study of Resilience Inventory for Military ( RIM ). In *12th International Research Conference* (p. 13). Colombo: General Sir John Kotelawala Defence University.
- Holt, D., Rehg, M., Lin, J. H. S., & Miller, J. (2007). An Application of the Unfolding Model to Explain Turnover in a Sample of Military Officers. *Human Resource Management*, 46(1), 35–49. <https://doi.org/10.1002/hrm>
- Huang, S., Chen, Z., Liu, H., & Zhou, L. (2017). Job satisfaction and turnover intention in China. *Chinese Management Studies*.
- Huffman, A. H., Adler, A. B., Dolan, C. A., & Castro, C. A. (2005). The Impact of Operations Tempo on Turnover Intentions of Army Personnel. *Military Psychology*, 17(3), 175–202.
- Hughes, M. G., O'Brien, E. L., Reeder, M. C., & Purl, J. (2020). Attrition and reenlistment in the Army: Using the Tailored Adaptive Personality Assessment System ( TAPAS ) to improve retention. *Military Psychology*, 32(1), 36–50. <https://doi.org/10.1080/08995605.2019.1652487>
- Hulland, J., Baumgartner, H., & Smith, K. M. (2018). Marketing survey research best practices : evidence and recommendations from a review of JAMS articles. *Journal of the Academy of Marketing Science*, 46, 92–108. <https://doi.org/10.1007/s11747-017-0532-y>
- Hwang, J., & Bae, J. (2017). Influence of mental health nurses' moral distress and job satisfaction on turnover intention. *Journal of Korean Academy of Psychiatric and Mental Health Nursing*, 26(4), 325–332.
- Ilyas, A. (2016). Studi Kritis Konsep dan Aplikasi Pembinaan Mental TNI AD.



*Jurnal Sosial Humaniora*, 7(2), 96–110.

Ito, J. K. (2003). Career Mobility and Branding in the Civil Service An Empirical Study. *Public Personnel Management*, 32(1), 1–21.

Johnson, W. R., Morrow, P. C., & Johnson, G. J. (2002). An evaluation of a perceived overqualification scale across work settings. *Journal of Psychology: Interdisciplinary and Applied*, 136(4), 425–441. <https://doi.org/10.1080/00223980209604169>

Joo, B.-K. (Brian). (2010). Organizational Commitment for Knowledge Workers: The Roles of Perceived Organizational Learning Culture, Leader–Member Exchange Quality, and Turnover Intention. *Human Resource Development Quarterly*, 21(1), 69–85. <https://doi.org/10.1002/hrdq>

Kalleberg, A. L., & Sorensen, A. B. (1972). *The measurement of the effects of overtraining on job attitudes*. Chapel Hill: 1) Persepsi kontribusi, yaitu persepsi mengenai jumlah, arah, dan kualitas aktivitas yang terfokus pada urusan yang dilakukan setiap bawahan untuk tujuan bersama dalam interaksi bilateral dengan atasan.

Kalliath, T. J., & Beck, A. (2001). Is the Path to Burnout and Turnover paved by a Lack of Supervisory Support? A Structural Equation Test. *New Zealand Journal of Psychology*, 30(2), 1–22.

Kashmoola, B., Ahmad, F., & Kheng, Y. K. (2017). Job Satisfaction and Intention to Leave in SME Construction Companies of United Arab Emirates ( UAE ). *Business Management Dynamics*, 7(03), 1–9.

Kementerian Dalam Negeri. (2017). Ini Hasil Evaluasi Kementerian-Lembaga, Siapa Dapat Rapor Merah? Retrieved 27 July 2018, from <http://keuda.kemendagri.go.id/berita/detail/3291-ini-hasil-evaluasi-kementerian-lembaga-siapa-dapat-rapor-merah>

Khan, A. H., & Aleem, M. (2014). Impact of job satisfaction on employee turnover: An empirical study of autonomous medical institutions of Pakistan. *Journal of International Studies*, 7(1), 122–132. <https://doi.org/10.14254/2071-8330.2014/7-1/11>

Khapova, S. N., Arthur, M. B., Wilderom, C. P. m., & Svensson, J. S. (2007). Professional identity as the key to career change intention. *Career Development International*, 12(7), 584–595. <https://doi.org/10.1108/13620430710834378>

- Kim, D., Choi, D., & Vandenberghe, C. (2018). Goal-Focused Leadership , Leader-Member Exchange , and Task Performance: The Moderating Effects of Goal Orientations and Emotional Exhaustion. *Journal of Business and Psychology*, 33(5), 645–660. <https://doi.org/10.1007/s10869-017-9516-7>
- Kim, H. (2009). *Transformational and Transactional Leadership of Athletic Directors and Their Impact on Organizational Outcomes Perceived by Head Coaches at NCAA Division II Intercollegiate Institutions*. Ohio: Ohio State University.
- Kim, S., & Taylor, R. R. (2001). A temporal LMX mode: Relating multi-level antecedents to LMX relationship and citizenship behavior. In *Organizational Behavior & Organizational Theory track of the Midwest Academy of Management Association Conference*. Memphis: University of Memphis.
- Kooij, D., Jansen, P., Dikkers, J., & De Lange, A. (2010). The influence of age on the associations between HR practices and both affective commitment and job satisfaction: A meta-analysis. *Journal of Organizational Behavior*, 31, 1111–1136. <https://doi.org/10.1002/job>
- Kraak, J. M., Lakshman, C., & Griep, Y. (2020). From top gun to the daily grind: contextualizing psychological contract breach for military pilots. *European Journal of Work and Organizational Psychology*, 29(2), 243–261.
- Kulkarni, S., & Ramamoorthy, N. (2014). Intra-firm transfer of best practices in moral reasoning: A conceptual framework. *Business Ethics*, 23(1), 15–33. <https://doi.org/10.1111/beer.12035>
- Kuvaas, B., & Buch, R. (2018). Leader-member exchange relationships and follower outcomes: The mediating role of perceiving goals as invariable. *Human Resource Management*, 57(1), 235–248.
- Kuvaas, B., & Buch, R. (2019). Leader self-efficacy and role ambiguity and follower leader-member exchange. *Leadership & Organization Development Journal*.
- Lam, L. W., Peng, K. Z., Wong, C., & Lau, D. C. (2017). Is More Feedback Seeking Always Better? Leader-Member Exchange Moderates the Relationship Between Feedback-Seeking Behavior and Performance.

- Journal of Management*, 43(7), 2195–2217.  
<https://doi.org/10.1177/0149206315581661>
- Lee, D.-C., Hung, L.-M., & Chen, M.-L. (2012). Empirical Study on the Influence among Corporate Sponsorship, Organizational Commitment, Organizational Cohesiveness and Turnover Intention. *Journal of Management and Sustainability*, 2(2). <https://doi.org/10.5539/jms.v2n2p43>
- Lee, S., & Hong, J. (2011). Does Family-Friendly Policy Matter? Testing Its Impact on Turnover and Performance. *Public Administration Review*, 71(6), 1–29.
- Lee, S. M., & Lee, J. L. (2017). The Effect of Job Satisfaction of Casino Security Employees on Organizational Commitment and Turnover Intention. *Korean Security Science Review*, 53, 161–184.
- Lee, S., & Whitford, A. B. (2007). Exit, voice, loyalty, and pay: Evidence from the public workforce. *Journal of Public Administration Research & Theory*, 18(4), 647–671.
- Lee, T. W., Hom, P. W., Eberly, M. B., Li, J., & Mitchell, T. R. (2017). On The Next Decade of Research in Voluntary Employee Turnover. *Academy of Management Perspectives*, 31(3), 201–221.
- Lee, T. W., & Mitchell, T. R. (1994). An Alternative Approach: The Unfolding Model of Voluntary Employee Turnover. *Academy of Management Review*, 19(1), 51–89.
- Li, L., Zhu, Y., & Park, C. (2018). Leader–member exchange, sales performance, job satisfaction, and organizational commitment affect turnover intention. *Social Behavior and Personality: An International Journal*, 46(11), 1909–1922.
- Li, Liang, Zhu, Y., & Park, C. (2018). Leader-Member Exchange, Sales Performance, Job Satisfaction, and Organizational Commitment Affect Turnover Intention. *Social Behavior and Personality*, 46(11), 1909–1922.
- Li, N., Zhang, L., Xiao, G., Chen, J., & Lu, Q. (2019). The relationship between workplace violence , satisfaction and turnover intention in emergency nurses. *International Emergency Nursing*, 45, 50–55.
- Liao, E. Y., & Hui, C. (2019). A resource-based perspective on leader-member exchange: An updated meta-analysis. *Asia Pacific Journal of Management*.

- Liden, R. C., & Maslyn, J. M. (1998). Multidimensionality of Leader-Member Exchange: An Empirical Assessment through Scale Development. *Journal of Management*, 24(1), 43–72. <https://doi.org/10.1177/014920639802400105>
- Liebig, T. (2007). *The Labour market integration of immigrants in Australia. OECD Social, Employment and Migration Working Papers* (Vol. 7). Canberra: OECD Publishing. <https://doi.org/10.1787/238411133860>
- Liew, H. (2016). Is There Something Unique About Marriage? The Relative Impact of Marital Status on Alcohol Consumption Among Military Personnel. *Journal of Divorce & Remarriage*, 57(1), 76–85.
- Limbirt, C. (2004). Psychological Well-Being and Job Satisfaction Amongst Military Personnel on Unaccompanied Tours: The Impact of Perceived Social Support and Coping Strategies. *Military Psychology*, 16(1), 37–51. <https://doi.org/10.1207/s15327876mp1601>
- Lin, C.-P., Tsai, Y.-H., & Mahatma, F. (2017). Understanding turnover intention in cross-country business management. *Personnel Review*, 46(8), 1717–1737.
- Lippiatt, T., & Polich, J. (2013). *Leadership Stability in Army Reserve Component Units*. Santa Monica: RAN Corporation.
- Liu, A. M. M., Chiu, W. M., & Fellows, R. (2007). Enhancing commitment through work empowerment. *Engineering, Construction and Architectural Management*, 14(6), 568–580. <https://doi.org/10.1108/09699980710829021>
- Liu, S., & Wang, M. (2012). Perceived overqualification: A review and recommendations for research and practice. In *The Role of the Economic Crisis on Occupational Stress and Well Being: Research in Occupational Stress and Well Being* (Vol. 10, pp. 1–42). Emerald Group Publishing Ltd. [https://doi.org/10.1108/S1479-3555\(2012\)0000010005](https://doi.org/10.1108/S1479-3555(2012)0000010005)
- Loong, L. K., & Wei, K. K. (2009). The study of mentoring and leader-member exchange (LMX) on organisational commitment among auditors in Malaysia. *Sunway Academic Journal*, 6, 147–172.
- Lopez, C. C., & Whitaker, W. (2018). Student Job Satisfaction and Leader-Member Exchange: Relationships with Employers. *Academic Leadership Journal in Student Research*, 5.



- Luksyte, A., Spitzmueller, C., & Maynard, D. C. (2011). Why do overqualified incumbents deviate? examining multiple mediators. *Journal of Occupational Health Psychology, 16*(3), 279–296. <https://doi.org/10.1037/a0022709>
- Mallikarjuna, N. (2012). Human resources responsibility on job satisfaction. *IOSR Journal of Business and Management, 2*(1), 11–14.
- Martin, R., Guillaume, Y., Thomas, G., Lee, A., & Epitropaki, O. (2016). Leader-member exchange (LMX) and performance: a meta-analytic review. *Personnel Psychology, 69*(1), 67–121.
- Mathis, R. L., & Jackson, J. H. (2011). *Human Resource Management*. Mason, OH: South-Western Cengage Learning.
- Maynard, D. C., Joseph, T. A., & Maynard, A. M. (2006). Underemployment, job attitudes, and turnover intentions. *Journal of Organizational Behaviour, 27*, 509–536.
- Maynard, D. C., & Parfyonova, N. M. (2013). Perceived overqualification and withdrawal behaviours: Examining the roles of job attitudes and work values. *Journal of Occupational and Organizational Psychology, 86*, 435–455. <https://doi.org/10.1111/joop.12006>
- Media Indonesia. (2019). Tsunami di Tubuh TNI. Retrieved from <https://www.medcom.id/telusur/medcom-files/4ba57Rab-tsunami-di-tubuh-tni>
- Mehta, A. (2009). *Examining the Role of Personal, Social Exchange, and Contextual Fit Variables in Employee Work Outcomes under Continuous Change: A Field Investigation*. Auburn: Auburn University.
- Merdeka. (2019). TNI Kelebihan 500 Kolonel dan 47 Jenderal Non Job. Retrieved from <https://www.merdeka.com/peristiwa/tni-kelebihan-500-kolonel-dan-47-jenderal-non-job.html>
- Mete, E., & Sokmen, A. (2016). The Influence of Workplace Bullying on Employee's Job Performance, Job Satisfaction and Turnover Intention in a Newly Established Private Hospital. *International Review of Management and Business Research, 5*(1), 65–79.
- 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>
- Mohamed, R. K. M. H., Nor, C. S. M., & Dahalan, N. (2014). The relationship between human resource management practices, leader member exchange, psychological contract fulfillment, trade union and employee retention behaviour. *International Journal of Academic Research in Business and Social Sciences*, 4(6), 174–185. <https://doi.org/10.6007/IJARBS/v4-i6/939>
- Moulet, S. (2001). *Overeducation, undereducation and allocation on the French labour market*. Paris: LEST.
- Mrayyan, M. (2005). Nurse job satisfaction and retention: comparing public to private hospitals in Jordan. *Journal of Nursing Management*, 13, 40–50. Retrieved from <http://onlinelibrary.wiley.com/doi/10.1111/j.1365-2834.2004.00453.x/full>
- Muja, N., & Appelbaum, S. H. (2012). Cognitive and affective processes underlying career change. *Career Development International*, 17(7), 683–701. <https://doi.org/10.1108/13620431211283814>
- Muldoon, J., Keough, S. M., & Lovett, S. (2018). The mediating role of workplace attitudes on the leader – member exchange — Turnover intention relationship. *The Psychologist-Manager Journal*, 21(4), 229.
- Naseeb, S., Saif, N., Khan, M., Khan, I., & Afaq, Q. (2019). Impact of Performance Appraisal Politics on Work Outcome: Multidimensional Role of Intrinsic Motivation and Job Satisfaction. *Journal of Management and Research*, 6(1), 52–88.
- Navarro, M. L. A., Mas, M. B., & Jiménez, A. M. L. (2010). Working conditions, burnout and stress symptoms in university professors: Validating a structural model of the mediating effect of perceived personal competence. *Spanish Journal of Psychology*, 13(1), 284–296. <https://doi.org/10.1017/S1138741600003863>
- Oettingen, G., Pak, H., & Schnetter, K. (2001). Self-regulation of goal setting: Turning free fantasies about the future into binding goals. *Journal of Personality and Social Psychology*, 80(5), 736–753.
- Ololube, N. P. (2006). Teachers Job Satisfaction and Motivation for School Effectiveness: An Assessment. *Essays in Education*, 18, 1–19. Retrieved from <http://www.scopus.com/inward/record.url?eid=2-s2.0->

- 33846019297&partnerID=40&md5=f757bb52071f51f5afbadf2b54de2713
- Omansky, R., Eatough, E. M., & Fila, M. J. (2016). Illegitimate Tasks as an Impediment to Job Satisfaction and Intrinsic Motivation: Moderated Mediation Effects of Gender and Effort-Reward Imbalance. *Frontiers in Psychology*, 7(November), 1–12. <https://doi.org/10.3389/fpsyg.2016.01818>
- Orgambidez-Ramos, A., & Borrego-Alés, Y. (2017). Social support and engagement as antecedents of job satisfaction in nursing staff. *Enfermeria Global*, (48), 217–225.
- Osibanjo, O. A., Kehide, O. J., & Abiodun, A. J. (2012). Human resource management and employee job satisfaction: evidence from the Nigerian banking industry. *Review of Economic and Business Studies*, (June), 185–196.
- Ozdevecioglu, M., Ozgur, D., & Kurt, T. (2015). The Effect of Leader-Member Exchange On Turnover Intention and Organizational Citizenship Behavior: The Mediating Role of Meaningful Work. In *Proceedings of the 9th International Management Conference* (pp. 710–719). Bucharest.
- Ozolina-Ozola, I. (2015). Reducing Employee Turnover in Small Business. *Mathematics and Computers in Sciences and Industry*, 139–144.
- Parker, S. L. (2016). *Antecedents to turnover intention: examining organizational learning culture and leader member exchange*. Waco: Baylor University.
- Patterson, C., Petkun, J., & Skimmyhorn, W. (2020). *I Want You! ( But Not You ): Selection in Military Retention*. Chicago: Chicago Booth & NBER.
- Peng, K. Z., Wong, C., & Lynda, J. (2016). How do Chinese employees react to psychological contract violation? *Journal of World Business*. <https://doi.org/10.1016/j.jwb.2016.07.012>
- Pettigrew, T. F. (2016). In Pursuit of Three Theories: Authoritarianism , Relative Deprivation and Intergroup Contact. *Annual Review of Psychology*, 67, 1–21. <https://doi.org/10.1146/annurev-psych-122414-033327>
- Podsakoff, P. M., & Organ, D. W. (1986). Self-Reports in Organizational Research: Problems and Prospects. *Journal of Management*, 12(4), 531–544.
- Poon, J. M. L. (2004). Effects of performance appraisal politics on job

- satisfaction and turnover intention. *Personnel Review*, 33(3), 322–334. <https://doi.org/10.1108/00483480410528850>
- Presiden Republik Indonesia. (2015). *Peraturan Presiden RI No 58 Tahun 2015 tentang Kementerian Pertahanan*. Jakarta: Penerbit Negara.
- Presiden RI. Inpres No 4 Tahun 2016 tentang Langkah-Langkah Penghematan dan Pemotongan Belanja Kementerian/Lembaga dalam Rangka Pelaksanaan Anggaran Pendapatan dan Belanja Negara Tahun Anggaran 2016 (2016).
- Probst, T. M., Jiang, L., & Graso, M. (2016). Leader – member exchange : Moderating the health and safety outcomes of job insecurity. *Journal of Safety Research*, 56, 47–56. <https://doi.org/10.1016/j.jsr.2015.11.003>
- Puangyoykeaw, K., & Nishide, Y. (2015). Organizational Commitment and Turnover Intention in Low-Skilled Immigrant Workers in Thailand: An Empirical Assessment of Need Satisfaction, Job Satisfaction and Overall Life Satisfaction Factors. *International Journal of Business and Management*, 10(5), 98–111.
- Purnamasari, D. (2017). Efektifkah Layanan Publik PNS ? Retrieved 27 July 2018, from <https://tirto.id/efektifkah-layanan-publik-pns-cwlh>
- Putri, N. T., Yusof, S. M., Hasan, A., & Darma, H. S. (2017). A structural equation model for evaluating the relationship between total quality management and employees ' productivity. *International Journal of Quality & Reliability Management*, 34(8), 1138–1151. <https://doi.org/10.1108/IJQRM-10-2014-0161>
- Quigley, N. R., & Tymon, W. G. (2006). Toward an integrated model of intrinsic motivation and career self-management. *Career Development International*, 11(6), 522–543. <https://doi.org/10.1108/13620430610692935>
- Ralph, C. D. S., & Holmvall, C. M. (2016). Examining the Relationships Between the Justice Facets and Turnover Intent : The Mediating Roles of Overall Justice and Psychological Strain. *Military Psychology*, 28(4), 251–270. <https://doi.org/10.1037/mil0000104>
- Redstone, I. (2006). Occupational Mobility Among Legal Immigrants to the United States. *International Migration Review*, 40(4), 854–884. <https://doi.org/10.1111/j.1747-7379.2006.00046.x>
- Renkema, A., Schaap, H., & van Dellen, T. (2009). Development intention of



- support staff in an academic organization in The Netherlands. *Career Development International*, 14(1), 69–86.  
<https://doi.org/10.1108/13620430910933583>
- Riggs, S. A., & Riggs, D. S. (2011). Risk and Resilience in Military Families Experiencing Deployment: The Role of the Family Attachment Network. *Journal of Family Psychology*, 25(5), 675–687.  
<https://doi.org/10.1037/a0025286>
- Ringle, C. M., Wende, S., & Becker, J.-M. (2015). SmartPLS 3. Boenningstedt: SmartPLS GmbH. Retrieved from <http://www.smartpls.com>
- Robbins, S. P., & Judge, T. A. (2017). *Organizational Behavior* (Seventeenth). Boston: Pearson.
- Rockstuhl, T., Dulebohn, J. H., Ang, S., & Shore, L. M. (2012). Leader – Member Exchange ( LMX ) and Culture : A Meta-Analysis of Correlates of LMX Across 23 Countries. *Journal of Applied Psychology*, 97(6), 1097–1130. <https://doi.org/10.1037/a0029978>
- Rokitowski, L. (2012). *Moderating effects of situational and interpersonal variables on perceived overqualification and job crafting relationships*. State University of New York. Retrieved from <https://suny-dspace.longsight.com/handle/1951/57506>
- Rose, M. (2005). Do rising levels of qualification alter work ethic, work orientation and organizational commitment for the worse? Evidence from the UK, 1985-2001. *Journal of Education and Work*, 18(2), 131–164.  
<https://doi.org/10.1080/13639080500085885>
- Rouf, M., & Akhtaruddin, M. (2018). Factors affecting the voluntary disclosure : a study by using smart PLS-SEM approach. *International Journal of Law and Management*, 60(6), 1498–1508.
- Roy, A. (2017). *Balancing Satisfaction, Balancing Health: Challenges of satisfaction in the public-private mixed health system of Bangladesh*. Maastricht University.
- Rubb, S. (2016). Over education among older workers : impact on wages and early retirement decisions. *Applied Economics Letters*, 16(16), 1621–1626.  
<https://doi.org/10.1080/13504850701604052>
- Ryu, S. (2020). Turnover Intention among Field Epidemiologists in South Korea. *International Journal of Environmental Research and Public Health*,

17(949), 1–8.

- Saban, D., Basalamah, S., Gani, A., & Rahman, Z. (2020). Impact of Islamic Work Ethics , Competencies, Compensation , Work Culture on Job Satisfaction and Employee Performance : The Case of Four Star Hotels. *European Journal of Business and Management Research*, 5(1), 1–8.
- Salman, Z. (2019). Mediating Role of Job Involvement in the Relationship between Work-Family Conflict and Perceived organizational support with Turnover Intention among military personnel. *Counseling Culture and Psychotherapy*, 10, 171–198.
- Schuh, S. C., Zhang, X., Morgeson, F. P., Tian, P., & van Dick, R. (2018). Are you really doing good things in your boss ' s eyes ? Interactive effects of employee innovative work behavior and leader – member exchange on supervisory performance ratings. *Human Resource Management*, 57, 397–409. <https://doi.org/10.1002/hrm.21851>
- Schweper, C. H. (2001). Ethical climate ' s relationship to job satisfaction , organizational commitment , and turnover intention in the salesforce. *Journal of Business Research*, 54, 39–52. [https://doi.org/10.1016/S0148-2963\(00\)00125-9](https://doi.org/10.1016/S0148-2963(00)00125-9)
- Schyns, B. (2004). The influence of occupational self-efficacy on the relationship of leadership behavior and preparedness for occupational change. *Journal of Career Development*, 30(4), 247–261. <https://doi.org/10.1063/1.2756072>
- Sekaran, U., & Bougie, R. (2018). *Research methods for business: A skill building approach*. New York: John Wiley & Sons.
- Settoon, R. P., Bennett, N., & Liden, R. C. (1996). Social exchange in organizations: Perceived organizational support, leader–member exchange, and employee reciprocity. *Journal of Applied Psychology*, 81(3), 219–227.
- Shah, J., & Lacaze, D. (2018). Moderating role of Cognitive Dissonance in the relationship of Islamic work ethics and Job Satisfaction , Turnover Intention & Job Performance To cite this version : HAL Id : hal-01901056. In 29ème Congrès AGRH. Lyon, France.
- Shu, X., Gong, Y., Xiong, J., & Hu, X. (2018). Job Satisfaction, Turnover Intention and Work Performance in Chinese Family Enterprises.

*Management International*, 22(2), 84–95.

- Sim, Y., & Lee, E. (2018). Perceived underqualification and job attitudes: the role of transformational leadership. *Leadership & Organization Development Journal*, 39(8), 962–974. <https://doi.org/10.1108/LODJ-03-2018-0127>
- Smith, D. R., Holtom, B. C., & Mitchell, T. R. (2012). Enhancing precision in the prediction of voluntary turnover and retirement. *Journal of Vocational Behavior*, 79(1), 290–302. <https://doi.org/10.1016/j.jvb.2010.11.003>
- Smith, H. J., & Pettigrew, T. F. (2015). Advances in Relative Deprivation Theory and Research. *Social Justice Research*, 28(1), 1–6. <https://doi.org/10.1007/s11211-014-0231-5>
- Smith, M. H. (2018). *Moderation of Emotional Intelligence on Leader- Member Exchange and Resistance to Change*. Minneapolis: Walden University.
- Solikhah, E. W., Haryono, S., & Nuryakin. (2019). The Effect of Organizational Culture and Leader Member Exchange to Intention to Leave is Mediated by Job Satisfaction at Contract Employees of Muhammadiyah Universities in Yogyakarta. *Advances in Social Science, Education and Humanities Research*, 370, 102–106.
- Sorbello, K. M. (2019). *Exploring Subcultural Perceptions That Influence Change Success Within a Hybrid Organization*. Minneapolis: Walden University.
- Su, L., & Huang, Y. (2019). How does Perceived Destination Social Responsibility Impact Revisit Intentions: The Mediating Roles of Destination Preference and Relationship Quality. *Sustainability*, 11(133), 1–22. <https://doi.org/10.3390/su11010133>
- Suzuki, K., & Hur, H. (2020). Bureaucratic structures and organizational commitment: findings from a comparative study of 20 European countries. *Public Management Review*, 22(6), 877–907. <https://doi.org/10.1080/14719037.2019.1619813>
- Tang, P., Chen, C., & Li, H. (2020). Investigation of Hydraulic Performance Based on Response Surface Methodology for an Agricultural Chemigation Proportional Injector. *Water*, 12(3155), 1–15.
- Testa, M. R., & Sipe, L. J. (2009). An Exploratory Study of Restaurant Leadership Approaches: Some Preliminary Findings. In *International*

*CHRIE Conference-Refereed Track 19.*

- Tett, R. P., & Meyer, J. P. (1993). Job satisfaction, organizational commitment, turnover intention, and turnover: path analyses based on meta-analytic findings. *Personnel Psychology*, 46(2), 259–293. <https://doi.org/10.1111/j.1744-6570.1993.tb00874.x>
- Thijssen, J. G. L., Van Der Heijden, B. I. J. M., & Rocco, T. S. (2008). Toward the employability-link model: Current employment transition to future employment perspectives. *Human Resource Development Review*, 7(2), 165–183. <https://doi.org/10.1177/1534484308314955>
- Toet, A., Bijlsma, M., & Brouwer, A. (2017). Stress Response and Facial Trustworthiness Judgments in Civilians and Military. *SAGE Open*, 7(3), 1–11. <https://doi.org/10.1177/2158244017725386>
- Topa, G., Depolo, M., & Alcover, C. M. (2018). Early Retirement: A Meta-Analysis of Its Antecedent and Subsequent Correlates. *Frontiers in Psychology*, 8, 2157.
- Torrington, D., Hall, L., Taylor, S., & Atkinson, C. (2017). *Human Resource Management* (Tenth). Harlow: Pearson.
- Traynor, M., & Wade, B. (1993). The development of a measure of job satisfaction for use in monitoring the morale of community nurses in four trusts. *Journal of Advanced Nursing*, 18(1), 127–136. <https://doi.org/10.1046/j.1365-2648.1993.18010127.x>
- Trincherò, E., Borgonovi, E., & Farr-Wharton, B. (2014). Leader – member exchange, affective commitment, engagement, wellbeing, and intention to leave: public versus private sector Italian nurses. *Public Money and Management*, 34(6), 381–388.
- Van Dijk, H., Shantz, A., & Alfes, K. (2019). Welcome to the bright side: Why, how, and when overqualification enhances performance. *Human Resource Management Review*, (April), 1–15. <https://doi.org/10.1016/j.hrmmr.2019.04.004>
- Vanderschuere, M., & Birdsall, C. (2019). Can Diversity Management Improve Job Satisfaction for Military Veterans in the Federal Government? *American Review of Public Administration*, 49(1), 116–127. <https://doi.org/10.1177/0275074018783005>
- Victoria, F. (2019). *Kesejahteraan Psikologis pada Anggota TNI yang Menjalani*



*Pernikahan Jarak Jauh*. Jakarta: Universitas Islam Indonesia.

Wang, S., & Yi, X. (2011). It's happiness that counts: Full mediating effect of job satisfaction on the linkage from LMX to turnover intention in Chinese companies. *International Journal of Leadership Studies*, 6(3), 337–356.

Wang, W., Newman, D. A., & Dipboye, R. L. (2016). Social Network Contagion in the Job Satisfaction-Intention-Turnover Model. In *Academy of Management Proceedings* (p. 17930). Briarcliff Manor, NY: Academy of Management.

Wendri. (2019). Persepsi Tokoh Masyarakat Kota Medan tentang Calon Gubernur Berlatarbelakang TNI Pada Pilkada 2018. *Persepsi: Communication Journal*, 1(2), 60–69.

Worku, S. (2015). An investigation of the relationship among perceived organizational support, perceived supervisor support, job satisfaction and turnover intention. *Journal of Marketing and Consumer Research*, 13(1), 8–32.

Wynen, J., & de Beeck, S. O. (2009). The impact of the financial and economic crisis on European tourism. *Journal of Travel Research*, 48(1), 3–13. <https://doi.org/10.1177/0047287509336332>

Wynia, M. K. (2007). Breaching Confidentiality to Protect the Public: Evolving Standards of Medical Confidentiality for Military Detainees. *The American Journal of Bioethics*, 7(8), 1–5. <https://doi.org/10.1080/15265160701577603>

Xiong, R., & Wen, Y. (2020). Employees' turnover intention and behavioral outcomes: The role of work engagement. *Social Behavior and Personality: An International Journal*, 48(1).

Yang, C., Chen, Y., Zhao, X., & Hua, N. (2020). Transformational leadership , proactive personality and service performance The mediating role of organizational embeddedness. *International Journal of Contemporary Hospitality Management*, 32(1), 267–287. <https://doi.org/10.1108/IJCHM-03-2019-0244>

Yousef, D. A. (2000). Organizational commitment: a mediator of the relationships of leadership behavior with job satisfaction and performance in a non-western country. *Journal of Managerial Psychology*, 15(1), 6–24.

Yu, A., Matta, F. K., & Cornfield, B. (2018). Is LMX Differentiation Beneficial or

Detrimental for Group Effectiveness ? A Meta-Analytic Investigation and Theoretical Integration. *Academy of Management Journal*, 61(3), 1158–1188. <https://doi.org/10.5465/amj.2016.1212>

Zhang, L., Lam, C. F., & Deng, Y. (2017). Leader–member exchange and guanxi are not the same: Differential impact of dyadic relationships on fit perceptions, helping behavior, and turnover intention. *The International Journal of Human Resource Management*, 28(7), 1005–1030.

