

DAFTAR PUSTAKA

- Akram, T., Lei, S., Haider, M. J., & Hussain, S. T. (2020). The impact of organizational justice on employee innovative work behavior: Mediating role of knowledge sharing. *Journal of Innovation and Knowledge*, 5(2), 117–129. <https://doi.org/10.1016/j.jik.2019.10.001>
- Akram, T., Lei, S., Haider, M. J., Hussain, S. T., & Puig, L. C. M. (2017). The effect of organizational justice on knowledge sharing: Empirical evidence from the Chinese telecommunications sector. *Journal of Innovation and Knowledge*, 2(3), 134–145. <https://doi.org/10.1016/j.jik.2016.09.002>
- Al-Kilani, M. H. (2017). The Influence of Organizational Justice on Intention to Leave: Examining the Mediating Role of Organizational Commitment and Job Satisfaction. *Journal of Management and Strategy*, 8(1), 18. <https://doi.org/10.5430/jms.v8n1p18>
- Amir, S., & Suhartini, E. (2013). *Mekanisme Pembagian Kerja Berbasis Gender (The Mechanism of Division Labor Based on Gender)*.
- Andrade, M. S., Westover, J. H., & Peterson, J. (2019). Job Satisfaction and Gender. *Journal of Business Diversity*, 19.
- Arif, S. (2018). Impact of Organizational Justice on Turnover Intentions: Moderating Role of Job Embeddedness. *SEISENSE Journal of Management*, 1(2), 34–52. <https://doi.org/10.33215/sjom.v1i2.16>
- Armstrong, M. (2006). *A Handbook of Human Resource Management Practice* (7th ed.). Kogan Page Publishing. [https://books.google.co.id/books?id=D78K7QIdR3UC&pg=PT2&dq=Armstrong,+M.+\(2006\).+A+Handbook+of+Human+resource+Management+Practice,+Tenth+Edition.+London:+Kogan+Page+Publishing.&hl=id&sa=X&ved=2ahUKEwik3vuG1_3tAhXOe30KHfybDsUQ6AEwAHoECAAQAg#v=one_page&q=Arm](https://books.google.co.id/books?id=D78K7QIdR3UC&pg=PT2&dq=Armstrong,+M.+(2006).+A+Handbook+of+Human+resource+Management+Practice,+Tenth+Edition.+London:+Kogan+Page+Publishing.&hl=id&sa=X&ved=2ahUKEwik3vuG1_3tAhXOe30KHfybDsUQ6AEwAHoECAAQAg#v=one_page&q=Arm)
- Athika, R. (2019). *Tren perekrutan karyawan indonesia bakal melambat di 2020*. Liputan6.Com. <https://www.liputan6.com/bisnis/read/4142274/tren-perekrutan-karyawan-indonesia-bakal-melambat-di-2020>
- Ayana, A. S., Kaur, N., & Sharma, D. (2017). The Mediation Role of

- Organizational Commitment and Job Satisfaction in the Effect of Perception of Organizational Justice on Intention to Leave: Evidence from Ethiopia Textile Industry. *International Journal of Science and Research (IJSR)*, 6(1), 2256–2259. <https://doi.org/10.21275/art20164685>
- Badan Pusat Statistik. (2020). Statistik Pertumbuhan Ekonomi Indonesia Triwulan I-2020. *Pertumbuhan Ekonomi Indonesia Triwulan IV-2019*, 17, 2. <https://www.bps.go.id/pressrelease/2020/02/05/1755/ekonomi-indonesia-2019-tumbuh-5-02-persen.html>
- Bakri, N., & Ali, N. (2015). The impact of organizational justice on turnover intention of Bankers of KPK, Pakistan: The mediator role of organizational commitment. *Asian Social Science*, 11(21), 143–147. <https://doi.org/10.5539/ass.v11n21p143>
- Bayarçelik, E. B., & Fındıklı, M. A. (2016). The Mediating Effect of Job Satisfaction on the Relation Between Organizational Justice Perception and Intention to Leave. *Procedia - Social and Behavioral Sciences*, 235(October), 403–411. <https://doi.org/10.1016/j.sbspro.2016.11.050>
- Castillo, C., & Fernandez, V. (2017). Relationships between the dimensions of organizational justice and students' satisfaction in university contexts. *Intangible Capital*, 13(2), 282–301. <https://doi.org/10.3926/ic.774>
- Claire, M. (2017, November 22). *Mengapa di Usia 35 Tahun Antusiasme Kerja Menurun?* Kompas.Com. <https://lifestyle.kompas.com/read/2017/11/22/120000320/mengapa-di-usia-35-tahun-antusiasme-kerja-menurun->
- Demir, M., Guney, S., Akyurek, S., Ugural, M., & Aslan, I. (2017). Effect of managers' organizational justice understanding on the level of employees' organizational commitment and job satisfaction. *Revista de Cercetare Si Interventie Sociala*, 58(September), 146–165.
- Demirkiran, M., Taskaya, S., & Dinc, M. (2016). A Study on the Relationship between Organizational Justice and Organizational Citizenship Behavior in Hospitals. *International Journal of Business Management and Economic Research (IJBMER)*, 7(2), 574–554. www.ijbmer.com

- Dinç, E. (2015). Perceived Organizational Support as a Mediator of the Relationship between Effort-Reward Fairness, Affective Commitment, and Intention to Leave. *International Business Research*, 8(4), 259–269. <https://doi.org/10.5539/ibr.v8n4p259>
- Fadliansyah, M. E. (2020, June 4). *Jamin Tak PHK Karyawan, BRI Pilih Efisiensi dan Ubah Kultur Kerja - Keuangan*. Katadata.co.id. Katadata.Co.Id. <https://katadata.co.id/agungjatmiko/finansial/5ed8d3ec1d7c2/jamin-tak-phk-karyawan-bri-pilih-efisiensi-dan-ubah-kultur-kerja>
- Fani, M. N., & Pawirosumarto, S. (2017). PENGARUH STRES KERJA, KEPUASAN KERJA DAN KOMPENSASI TERHADAP INTENSI TURNOVER DI PT. JNE. *Swot*, VII(3), 629–645.
- Fitri, N. A. (2018). Pengaruh Kepuasan Kerja Dan Komitmen Organisasi Terhadap Turnover Intention Karyawan Hotel Bintang 3 Di Yogyakarta. *Jurnal Manajemen Bisnis Indonesia*, 4(1), 426.
- Geçkil, T., & Akpinar, A. T. (2017). The effect of organizational democracy on job satisfaction: A field study. *Journal of Business Research -Turk*, 9(4), 649–674.
- Ghozali, I., & Latan, H. (2015). *Partial Least Square Konsep, Teknik, dan Aplikasi Menggunakan Program Smart PLS 3.0* (2nd ed.). Universitas Diponegoro.
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2013). *Multivariate Data Analysis - Joseph F. Hair, William C. Black, Barry J. Babin, Rolph E. Anderson* - Google Buku. Pearson Education Limited. [https://books.google.co.id/books?id=VvXZnQEACAAJ&dq=Multivariate+Data+Analysis+\(7th+ed\).+United+States:+Pearson..&hl=id&sa=X&ved=2ahUKEwiSlrq5h__tAhVbILcAHYf1BIMQ6AEwAHoECAAQAg](https://books.google.co.id/books?id=VvXZnQEACAAJ&dq=Multivariate+Data+Analysis+(7th+ed).+United+States:+Pearson..&hl=id&sa=X&ved=2ahUKEwiSlrq5h__tAhVbILcAHYf1BIMQ6AEwAHoECAAQAg)
- Hair Jr., J. F., Matthews, L. M., Matthews, R. L., & Sarstedt, M. (2017). PLS-SEM or CB-SEM: updated guidelines on which method to use. *International Journal of Multivariate Data Analysis*, 1(2), 107. <https://doi.org/10.1504/ijmda.2017.10008574>
- Hakim, L., & Hidayat, A. S. (2018). The Effect of Job Stress and Job Satisfaction

- on Organizational Commitment. *Indonesian Journal Of Business And Economics*, 1(1), 110–119. <https://doi.org/10.25134/ijbe.v1i1.1363>
- Hanaysha, J., & Tahir, P. R. (2016). Examining the Effects of Employee Empowerment, Teamwork, and Employee Training on Job Satisfaction. *Procedia - Social and Behavioral Sciences*, 219, 272–282. <https://doi.org/10.1016/j.sbspro.2016.05.016>
- Hariyonyoto, F. R., Musnadi, S., & Majid, M. S. (2019). Effect of Organizational Commitment, Job Satisfaction and Work Insecurity on Turnover Intention and Its Impact on the Organizational Performance of Bank Aceh Syariah. *The International Journal of Business Management and Technology*.
- Harun, I. (2020). *Factors Affecting Turnover Intention in Public Healthcare Workforce: A Conceptual Study*. 2(2), 76–85.
- Hasibuan, M. S. . (2003). *Manajemen Sumber Daya Manusia*. Bumi Aksara. <https://docplayer.info/71767740-Hasibuan-malayu-s-p-manajemen-sumber-daya-manusia-jakarta-bumi-aksara.html>
- Hoy, W. K., & Tarter, C. J. (2004). Organizational justice in schools: No justice without trust. *International Journal of Educational Management*, 18(4), 250–259. <https://doi.org/10.1108/09513540410538831>
- Ismail, S., Iqbal, Z., & Adeel, M. (2018). Impact of Organizational Justice and Organizational Citizenship Behavior on Employees Performance. *International Journal of Human Resource Studies*, 8(2), 187. <https://doi.org/10.5296/ijhrs.v8i2.13070>
- Jalagat Jr., R. C. (2016). Job Performance , Job Satisfaction and Motivation : A Critical Review of Their Job Performance , Job Satisfaction , and Motivation : A Critical Review of their Relationship. *International Journal of Advances in Management and Economics*, 5(6), 36–43.
- Jehanzeb, K., Abdul Hamid, A. B., & Rasheed, A. (2015). What Is the Role of Training and Job Satisfaction on Turnover Intentions? *International Business Research*, 8(3), 208–220. <https://doi.org/10.5539/ibr.v8n3p208>
- Kashif, M., Mahmood, B., & Aijaz, S. (2016). Organizational Justice and Job Satisfaction in Banking Sector of Pakistan (A Study of Faisalabad). *Global*

- Journal of Management and Business Research: A Administration and Management,* 16(6).
<https://www.journalofbusiness.org/index.php/GJMBR/article/view/1998/1900>
- Kolompoy, D. (2019). Pengaruh Beban Kerja, Disiplin Kerja, Kepuasan Kerja Dan Komitmen Organisasi Terhadap Turnover Intention. *JURNAL RISET BISNIS DAN MANAJEMEN*, 7(4).
<https://ejournal.unsrat.ac.id/index.php/jrbm/article/view/23769/23425>
- Kristanto, H. (2015). KEADILAN ORGANISASIONAL, KOMITMEN ORGANISASIONAL, DAN KINERJA KARYAWAN. *Jurnal Manajemen Dan Kewirausahaan (Journal of Management and Entrepreneurship)*, 17(1), 86–98. <https://doi.org/10.9744/jmk.17.1.86-98>
- Kristine, E. (2017). Pengaruh Kepuasan Kerja dan Komitmen Organisasi Terhadap Kinerja Melalui Motivasi Kerja Pegawai Alih Daya (Outsourcing) di PT. Mitra Karya Jaya Sentosa. *Jurnal Eksekutif*, 14.
- Kurniawati, A., Irfatah, M., & Wening, N. (2019). Analisis Job Satisfaction, Job Insecurity, dan Turnover Interntion Karyawan (Studi Kasus PT Indomarco Prismatama Kota Magelang). *Jurnal Fokus Bisnis*, 18(01), 16–25.
- Kurniawaty, K., Ramly, M., & Ramlawati. (2019). The effect of work environment, stress, and job satisfaction on employee turnover intention. *Management Science Letters*, 9(6), 877–886.
<https://doi.org/10.5267/j.msl.2019.3.001>
- Kwong, K., & Wong, K. (2013). 28/05 - Partial Least Squares Structural Equation Modeling (PLS-SEM) Techniques Using SmartPLS. *Marketing Bulletin*, 24(1), 1–32. [http://marketing-bulletin.massey.ac.nz/v24/mb_v24_t1_wong.pdf%5Cnhttp://www.researchgate.net/profile/Ken_Wong10/publication/268449353_Partial_Least_Squares_Structural_Equation_Modeling_\(PLS-SEM\)_Techniques_Using_SmartPLS/links/54773b1b0cf293e2da25e3f3.pdf](http://marketing-bulletin.massey.ac.nz/v24/mb_v24_t1_wong.pdf%5Cnhttp://www.researchgate.net/profile/Ken_Wong10/publication/268449353_Partial_Least_Squares_Structural_Equation_Modeling_(PLS-SEM)_Techniques_Using_SmartPLS/links/54773b1b0cf293e2da25e3f3.pdf)
- Mahamuda Parvin, M., & Nurul Kabir, M. M. (2011). FACTORS AFFECTING EMPLOYEE JOB SATISFACTION OF PHARMACEUTICAL SECTOR.

- Australian Journal of Business and Management Research, 1(9).*
- Mahboob, F., & Khan, B. (2017). Arabian Journal of Business and Organizational Justice and Its Impact on Job Satisfaction in Public Sector Universities of Peshawar. *Arabian Journal of Business and Management Review, 7(5)*, 1–13.
- Mahony, D., Sh, F., Crawford, F., & H.B., H. (2015). Organizational justice perceptions and their relationship to organizational commitment, job satisfaction, and turnover intention. *Journal of Higher Education Management, 30(1)*, 13–26. http://aaua.org/journals/pdfs/JHEM_30_ONLINE.pdf#page=17
- Najib, A. (2018, February 20). *Lulusan Diploma IV Dinilai Lebih Dibutuhkan Dunia Kerja.* Sindonews.Com. <https://edukasi.sindonews.com/berita/1283519/144/lulusan-diploma-iv-dinilai-lebih-dibutuhkan-dunia-kerja>
- Novita, M. (2019). *Viral Gaji 8 Juta, Pilih Upah Besar atau Kepuasan Kerja? - Gaya Tempo.co.* Tempo.Co. <https://gaya.tempo.co/read/1229075/viral-gaji-8-juta-pilih-upah-besar-atau-kepuasan-kerja/full&view=ok>
- Nurafni, S. (2019). *PENGARUH BEBAN KERJA, KEPEMIMPINAN DAN KOMPENSASI TERHADAP KEINGINAN BERPINDAH KERJA (TURNOVER INTENTION) KARYAWAN BAGIAN MARKETING PADA PT. ANDALAN CHRISDECO BANDUNG* [Universitas Pasundan]. <http://fe.unpas.ac.id/>
- Ouyang, Z., Sang, J., Li, P., & Peng, J. (2015). Organizational justice and job insecurity as mediators of the effect of emotional intelligence on job satisfaction: A study from China. *Personality and Individual Differences, 76*(October), 147–152. <https://doi.org/10.1016/j.paid.2014.12.004>
- Pertiwi, P. (2019). *Gen Z : Ini Yang Dikatakan Oleh Tingkat Turnover Karyawan.* Integrity-Indonesia.Com. <https://www.integrity-indonesia.com/id/blog/2019/11/26/ini-yang-dikatakan-tingkat-turnover-karyawan-tentang-gen-z/>
- Qureshi, M. A., & Hamid, K. bin A. (2017). Impact of Supervisor Support on Job Satisfaction: A Moderating role of Fairness Perception. *International Journal*

- of Academic Research in Business and Social Sciences*, 7(3), 235–242.
<https://ideas.repec.org/a/hur/ijarbs/v7y2017i3p235-242.html>
- Rajković, J., Terek, E., Magzan, M., Ivin, D., & Nikolić, M. (2018). THE IMPACT OF JOB AND COMMUNICATION SATISFACTION ON THE FINANCIAL PERFORMANCE OF A MID-SIZED COMPANY. *JCEBI*, 5(1), 77–87.
- Riadi, E. (2018). *Statistik SEM-Structural Equation Modeling dengan PLS*. Andi.
- Robbins, S. P., Sirait, F., Saraswati, R., & Judge, T. A. (2015). Perilaku organisasi edisi 16. In *Salemba Empat* (16th ed.). Salemba Empat.
<http://inlislite.dispusip.jakarta.go.id/dispusip/opac/detail-opac?id=82433>
- Robert, P., & John, P. (1993). Job satisfaction , organizational commitment , turnover intention , and ... *Personnel Psychology*, 46(2), 259–293.
<https://www.researchgate.net/publication/316885080>
- Roshan, S. A., & Joyami, E. N. (2018). *Organizational Justice and Organizational Citizenship Behavior in Municipality of Sistan and Baluchestan*. 8(2), 237–246.
- Sabanciogullari, S., & Dogan, S. (2015). Relationship between job satisfaction, professional identity and intention to leave the profession among nurses in Turkey. *Journal of Nursing Management*, 23(8), 1076–1085.
<https://doi.org/10.1111/jonm.12256>
- Santoni, A., & Harahap, M. N. (2018). The Model of Turnover Intentions of Employees. *International Review of Management and Marketing*, 8(6), 93–100.
- Saputra, I. M. A., & Wibawa, I. M. A. (2018). PENGARUH KEPUASAN KERJA, KEADILAN ORGANISASIONAL DAN PEMBERDAYAAN KARYAWAN TERHADAP KOMITMEN ORGANISASIONAL KARYAWAN. *E-Jurnal Manajemen Universitas Udayana*, 7(6), 3201.
<https://doi.org/10.24843/EJMUNUD.2018.v07.i06.p13>
- Saputra, P. M. A., Yuesti, A., & Sudja, I. N. (2019). THE EFFECT OF WORK SATISFACTION, ORGANIZATIONAL COMMITMENT AND WORKLOAD ON TURN OVER INTENTION ON PT. BANK RAKYAT

- INDONESIA (PERSERO) TBK UNIT SEKANCA DENPASAR GAJAH MADA. *INTERNATIONAL JOURNAL OF SUSTAINABILITY, EDUCATION, AND GLOBAL CREATIVE ECONOMIC (IJSEGCE)*, 2(1), 33–39. <https://doi.org/10.1234/ijsegce.v2i1.54>
- Sekaran, U., & Bougie, R. (2010). *Research Methods for Business: A Skill Building Approach - Uma Sekaran, Roger Bougie - Google Buku* (5th ed.). John Wiley & Sons. [https://books.google.co.id/books?id=a__YI3TJQuAC&printsec=frontcover&dq=Research+Methods+for+Business+\(5th+ed.\).&hl=id&sa=X&ved=2ahUKEwiVnoK7hP_tAhUi4zgGHbWzBU4Q6AEwAHoECAQQAg#v=onepage&q=Research Methods for Business \(5th ed.\).&f=false](https://books.google.co.id/books?id=a__YI3TJQuAC&printsec=frontcover&dq=Research+Methods+for+Business+(5th+ed.).&hl=id&sa=X&ved=2ahUKEwiVnoK7hP_tAhUi4zgGHbWzBU4Q6AEwAHoECAQQAg#v=onepage&q=Research Methods for Business (5th ed.).&f=false)
- Sewwandi, D. V. ., & Perere, G. D. . (2016). The Impact of Job Stress on Turnover Intention : A Study of Reputed Apparel Firm in Sri Lanka. *3rd International HRM Conference*, 3(1), 223–229.
- Sugiyono. (2009). *Metode penelitian bisnis (pendekatan kuantitatif, kualitatif dan R&D)*. Alfabeta.
- Sugiyono. (2015). *Metode Penelitian Kombinasi (Mix Methods)*. Alfabeta.
- Sutanto, E. M., & Kurniawan, M. (2016). The impact of recruitment, employee retention and labor relations to employee performance on batik industry in Solo city, Indonesia. *International Journal of Business and Society*, 17(2), 375–390. <https://doi.org/10.33736/ijbs.531.2016>
- Syahronica, G. (2015). PENGARUH KEPUASAN KERJA DAN STRES KERJA TERHADAP TURNOVER INTENTION (Studi Pada Karyawan Departemen Dunia Fantasi PT Pembangunan Jaya Ancol, Tbk). *Jurnal Administrasi Bisnis S1 Universitas Brawijaya*, 20(1), 85723.
- Tourani, S., Khosravizadeh, O., Omrani, A., Sokhanvar, M., Kakemam, E., & Najafi, and. (2016). The Relationship between Organizational Justice and Turnover intention of Hospital Nurses in Iran. *Materia Socio Medica*, 28(3), 205. <https://doi.org/10.5455/msm.2016.28.205-209>
- Vaamonde, J. D., Omar, A., & Salessi, S. (2018). From organizational justice perceptions to turnover intentions: The mediating effects of burnout and job

- satisfaction. *Europe's Journal of Psychology*, 14(3), 554–570.
<https://doi.org/10.5964/ejop.v14i3.1490>
- Whitman, D. S., Caleo, S., Carpenter, N. C., Horner, M. T., & Bernerth, J. B. (2012). Fairness at the Collective Level: A Meta-Analytic Examination of the Consequences and Boundary Conditions of Organizational Justice Climate. *Journal of Applied Psychology*, 97(4), 776–791.
<https://doi.org/10.1037/a0028021>
- Windon, S., Cochran, G., Scheer, S., & Rodriguez, M. (2019). Factors affecting turnover intention of Ohio State University extension program assistants. *Journal of Agricultural Education*, 60(3), 109–127.
<https://doi.org/10.5032/jae.2019.03109>
- Yaghoubi, M., Javadi, M., & AghaRahimi, Z. (2011). The Relationship between Knowledge Management and Demographic Features of Students in Isfahan University of Medical Sciences. *Iranian Journal of Medical Education*, 10(5), 831–838. <http://journals.mui.ac.ir>
- Zagladi, A. N., Hadiwidjojo, D., Rahayu, M., & Noermijati. (2015). The Role of Job Satisfaction and Power Distance in Determining the Influence of Organizational Justice Toward the Turnover Intention. *Procedia - Social and Behavioral Sciences*, 211, 42–48.
<https://doi.org/10.1016/j.sbspro.2015.11.007>
- Zainalipour, H., Fini, A. A. S., & Mirkamali, S. M. (2010). A study of relationship between organizational justice and job satisfaction among teachers in Bandar Abbas middle school. *Procedia - Social and Behavioral Sciences*, 5(2), 1986–1990. <https://doi.org/10.1016/j.sbspro.2010.07.401>