

DAFTAR PUSTAKA

- Aamodt, M. (2015). *Industrial/Organizational Psychology: An Applied Approach* (8th ed.). Wadsworth Publishing.
- AbuAlRub, R., El-Jardali, F., Jamal, D., & Abu Al-Rub, N. (2016). Exploring the relationship between work environment, *job satisfaction*, and intent to stay of Jordanian nurses in underserved areas. *Applied Nursing Research*, *31*, 19–23. <https://doi.org/10.1016/j.apnr.2015.11.014>
- Al-Hamdan, Z., Manojlovich, M., & Tanima, B. (2017). 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>
- Allen, T. D. (2001). Family-Supportive Work Environments: The Role of Organizational Perceptions. *Journal of Vocational Behavior*, *58*(3), 414–435. <https://doi.org/10.1006/jvbe.2000.1774>
- Asrar-ul-Haq, M., Kuchinke, K. P., & Iqbal, A. (2017). The relationship between corporate social responsibility, *job satisfaction*, and *organizational commitment*: Case of Pakistani higher education. *Journal of Cleaner Production*, *142*, 2352–2363. <https://doi.org/10.1016/j.jclepro.2016.11.040>
- Azeem, S. M., & Akhtar, N. (2014). The Influence of Work Life Balance and *Job satisfaction* on *Organizational commitment* of Healthcare Employees. *International Journal of Human Resource Studies*, *4*(2), 18. <https://doi.org/10.5296/ijhrs.v4i2.5667>
- Bang, H. (2015). Volunteer age, *job satisfaction*, and *intention to stay*: A case of nonprofit sport organizations. *Leadership and Organization Development Journal*, *36*(2), 161–176. <https://doi.org/10.1108/LODJ-04-2013-0052>
- Becker, T. E., Randall, D. M., & Riegel, C. D. (1995). The Multidimensional View of Commitment and the Theory of Reasoned Action: A Comparative Evaluation. *Journal of Management*, *21*(4), 617–638. <https://doi.org/10.1177/014920639502100402>
- 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*, 100007. <https://doi.org/10.1016/j.ijnsa.2020.100007>
- 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>
- Bloxsome, D., Ireson, D., Doleman, G., & Bayes, S. (2019). Factors associated with

- midwives' *job satisfaction* and *intention to stay* in the profession: An integrative review. In *Journal of Clinical Nursing* (Vol. 28, Issues 3–4, pp. 386–399). Blackwell Publishing Ltd. <https://doi.org/10.1111/jocn.14651>
- Bowling, N. A., Wang, Q., & Li, H. Y. (2012). The Moderating Effect of Core Self-Evaluations on the Relationships between Job Attitudes and Organisational Citizenship Behavior. *Applied Psychology*, *61*(1), 97–113. <https://doi.org/10.1111/j.1464-0597.2011.00458.x>
- Brown, M. E., & Treviño, L. K. (2006). Ethical leadership: A review and future directions. *Leadership Quarterly*, *17*(6), 595–616. <https://doi.org/10.1016/j.leaqua.2006.10.004>
- Buchanan, B. (1974). Government Managers , Business Commitment Organizational. *Public Administration Review*, *34*(4), 339–347.
- Byrne, U. (2005). *Work-life balance*: Why are we talking about it at all? *Business Information Review*, *22*(1), 53–59. <https://doi.org/10.1177/0266382105052268>
- Castle, N. G., Engberg, J., Anderson, R., & Men, A. (2007). *Job satisfaction* of nurse aides in nursing homes: Intent to leave and turnover. *Gerontologist*, *47*(2), 193–204. <https://doi.org/10.1093/geront/47.2.193>
- 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), 1–15. <https://doi.org/10.3390/su11174585>
- Chang, Y. C., 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>
- Chen, C. F. (2006). *Job satisfaction, organizational commitment, and flight attendants' turnover intentions*: A note. *Journal of Air Transport Management*, *12*(5), 274–276. <https://doi.org/10.1016/j.jairtraman.2006.05.001>
- 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, J., & Chan, C. C. A. (2008). Human resource practices, *organizational commitment* and *intention to stay*. *International Journal of Manpower*, *29*(6), 503–522. <https://doi.org/10.1108/01437720810904194>
- cnbcindonesia.com. (2021). Babak Baru Dunia Usaha Pasca Pandemi Covid-19. 3 Mei 2021. <https://www.cnbcindonesia.com/news/20210503104911-4-242607/babak-baru-dunia-usaha-pasca-pandemi-covid-19>

- Coetzee, 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>
- Costen, W. M., & Salazar, J. (2011). The impact of training and development on employee *job satisfaction*, loyalty, and intent to stay in the lodging industry. *Journal of Human Resources in Hospitality and Tourism*, 10(3), 273–284. <https://doi.org/10.1080/15332845.2011.555734>
- Ćulibrk, J., Delić, M., Mitrović, S., & Ćulibrk, D. (2018). *Job satisfaction, organizational commitment* and job involvement: The mediating role of job involvement. *Frontiers in Psychology*, 9(FEB), 1–12. <https://doi.org/10.3389/fpsyg.2018.00132>
- Dadgar, H., Barahouei, F., Mohammadi, M., Ebrahimi, M., & Ganjali, A. (2013). The relationship between organizational culture, *job satisfaction, organizational commitment* and *intention to stay* of health personnel's of Zahedan university of medical sciences. *World Applied Sciences Journal*, 21(8), 1220–1228. <https://doi.org/10.5829/idosi.wasj.2013.21.8.108>
- Dilig-Ruiz, A., MacDonald, I., Demery Varin, M., 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>
- 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*, 33(1), 90. <https://doi.org/10.1108/IJBM-02-2014-0031>
- 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>
- Ekbis.sindonews.com. (2021). KSPI Ungkap Sejak Awal Tahun 2021 50 Ribu Kena PHK. 24 Agustus 2021. <https://ekbis.sindonews.com/read/520334/34/kspi-ungkap-sejak-awal-tahun-2021-50-ribu-kena-phk-1629788915>
- Eliyana, A., Ma'arif, S., & Muzakki. (2019). *Job satisfaction* and *organizational commitment* effect in the transformational leadership towards employee performance. *European Research on Management and Business Economics*, 25(3), 144–150. <https://doi.org/10.1016/j.iemeen.2019.05.001>
- Elrehail, H., Harazneh, I., Abuhjeeleh, M., Alzghoul, A., Alnajdawi, S., & Ibrahim, H. M. H. (2020). Employee satisfaction, human resource management practices and competitive advantage: The case of Northern Cyprus. *European Journal of Management and Business Economics*, 29(2), 125–149. <https://doi.org/10.1108/EJMBE-01-2019-0001>

- Emslie, C., & Hunt, K. (2009). "Live to work" or "work to live"? A qualitative study of gender and *work-life balance* among men and women in mid-life. *Gender, Work and Organization*, 16(1), 151–172. <https://doi.org/10.1111/j.1468-0432.2008.00434.x>
- ERE Media. (2015). What Was Management Thinking? The High Cost of Employee Turnover. 22 April 2015. <https://www.tlnt.com/what-was-leadership-thinking-the-shockingly-high-cost-of-employee-turnover/>
- Felstead, A., & Henseke, G. (2017). Assessing the growth of remote working and its consequences for effort, well-being and *work-life balance*. *New Technology, Work and Employment*, 32(3), 195–212. <https://doi.org/10.1111/ntwe.12097>
- Fisher, G. G., Bulger, C. A., & Smith, C. S. (2009). Beyond Work and Family: A Measure of Work/Nonwork Interference and Enhancement. *Journal of Occupational Health Psychology*, 14(4), 441–456. <https://doi.org/10.1037/a0016737>
- Frempong, L. N., Agbenyo, W., & Darko, P. A. (2018). The Impact of *Job satisfaction* on Employees' Loyalty and Commitment: A Comparative Study Among Some Selected Sectors in Ghana IS GOVERNANCE IN AFRICA ENCOURAGING FINANCIAL INCLUSION? PANEL DATA ANALYSIS ON AFRICAN COUNTRIES View project AGRICULTURAL CREDI. *European Journal of Business and Management Wwww.Iiste.Org ISSN*, 10(12), 95. <https://www.researchgate.net/publication/325102489>
- Greenhaus, J. H., Collins, K. M., & Shaw, J. D. (2003). The relation between work-family balance and quality of life. *Journal of Vocational Behavior*, 63(3), 510–531. [https://doi.org/10.1016/S0001-8791\(02\)00042-8](https://doi.org/10.1016/S0001-8791(02)00042-8)
- Greenhaus, J. H., & Kossek, E. E. (2014). The Contemporary Career : A Work – Home Perspective. *Annual Review of Organizational Psychology and Organizational Behavior*, 1(1), 361–388. <https://doi.org/10.1146/annurev-orgpsych-031413-091324>
- Griffin, M. L., Hogan, N. L., Lambert, E. G., Tucker-Gail, K. A., & Baker, D. N. (2010). Job involvement, job stress, *job satisfaction*, and *organizational commitment* and the burnout of correctional staff. *Criminal Justice and Behavior*, 37(2), 239–255. <https://doi.org/10.1177/0093854809351682>
- Guest, D. E. (2002). Perspectives on the study of *work-life balance*. *Social Science Information*, 41(2), 255–279. <https://doi.org/10.1177/0539018402041002005>
- Gupta, A., & Singh, V. (2018). Enhancing *intention to stay* among software professionals. *Academia Revista Latinoamericana de Administracion*, 31(3), 578. <https://doi.org/10.1108/ARLA-11-2017-0319>
- Hair F, J., Black, B., Black C, W., Babin J, B., & Anderson E, R. (2010). *Multivariate Data Analysis*. In Upper Saddle River (7th ed.). Pearson

Education.

- 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>
- Hammer, L. B., Cullen, J. C., Neal, M. B., Sinclair, R. R., & Shafiro, M. V. (2005). The longitudinal effects of work-family conflict and positive spillover on depressive symptoms among dual-earner couples. *Journal of Occupational Health Psychology*, *10*(2), 138–154. <https://doi.org/10.1037/1076-8998.10.2.138>
- Haryono, S. (2017). Metode SEM untuk Penelitian Manajemen dengan AMOS LISREL PLS. *Luxima Metro Media*, 450.
- Hasan, T., Jawaad, M., & Butt, I. (2021). The influence of person–job fit, work–life balance, and work conditions on *organizational commitment*: Investigating the mediation of *job satisfaction* in the private sector of the emerging market. *Sustainability (Switzerland)*, *13*(12). <https://doi.org/10.3390/su13126622>
- 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.
- Hill, E. J., Hawkins, A. J., Ferris, M., & Weitzman, M. (2001). Finding an extra day a week : The positive influence of perceived job ... *Family Relations*, *50*(1), 49–58.
- Hobson, B. (2014). *Worklife Balance: The Agency & Capabilities Gap* (1st ed.). Oxford University Press.
- Hom, P. W., Lee, T. W., Shaw, J. D., & Hausknecht, J. P. (2017). One hundred years of employee turnover theory and research. *Journal of Applied Psychology*, *102*(3), 530–545. <https://doi.org/10.1037/apl0000103>
- Hubers, C., Schwanen, T., & Dijst, M. (2011). Coordinating Everyday Life In The Netherlands: A Holistic Quantitative Approach To The Analysis Of Ict-Related And Other *Work-life balance* Strategies. *Geografiska Annaler, Series B: Human Geography*, *93*(1), 57–80. <https://doi.org/10.1111/j.1468-0467.2011.00361.x>
- Hutagalung, I., Soelton, M., & Octaviani, A. (2020). The role of work life balance for *organizational commitment*. *Management Science Letters*, *10*(15), 3693–3700. <https://doi.org/10.5267/j.msl.2020.6.024>
- Idntimes.com. (2019). Antara Resign atau Bertahan, Cuma Karyawan yang Paham 6 Hal Ini. 19 Juli 2019. <https://www.idntimes.com/life/career/astrimeita185atgmailcom/hal-yang->

cuma-karyawan-paham-c1c2/6

- Indarti, S., Solimun, Fernandes, A. A. R., & Hakim, W. (2017). The effect of OCB in relationship between personality, *organizational commitment* and *job satisfaction* on performance. *Journal of Management Development*, 36(10), 1283–1293. <https://doi.org/10.1108/JMD-11-2016-0250>
- Jaharuddin, N. S., & Zainol, L. N. (2019). The Impact of *Work-life balance* on Job Engagement and Turnover Intention. *The South East Asian Journal of Management*, 13(1). <https://doi.org/10.21002/seam.v13i1.10912>
- 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.
- Kalliath, T., & Brough, P. (2008). Work–life balance: A review of the meaning of the balance construct. *Journal of Management & Organization*, 14(3), 323–327. <https://doi.org/10.1017/s1833367200003308>
- Kemie, S. S., & Purba, S. D. (2019). Efek Mediasi Kepuasan Kerja Pada Pengaruh Di Dalam Organisasi (Studi Terhadap Para Pengajar di Akademi ATCKR). *Jurnal Ekonomi-Manajemen-Akuntansi*, 15(April).
- Kesumayani, H., Eliyana, A., Akbar, M., & Dianta Sebayang, K. (2020). Boosting *Organizational commitment* Through Visionary Leadership and Work Life Balance. In *Systematic Reviews in Pharmacy* (Vol. 11, Issue 9).
- Kim, H. K. (2014). *Work-life balance* and Employees' Performance: The Mediating Role of Affective Commitment. *An International Journal*, 6(1), 37–51.
- Klassen, R. M., Usher, E. L., & Bong, M. (2010). Teachers' collective efficacy, *job satisfaction*, and job stress in cross-cultural context. *Journal of Experimental Education*, 78(4), 464–486. <https://doi.org/10.1080/00220970903292975>
- Kompas.com. (2019). 3 Alasan Karyawan Bertahan dalam Sebuah Perusahaan. 5 Juli 2019. <https://money.kompas.com/read/2019/07/05/173519926/3-alasan-karyawan-bertahan-dalam-sebuah-perusahaan?page=all>
- Lambert, E. G., Qureshi, H., Frank, J., Klahm, C., & Smith, B. (2017). *Job Stress , Job Involvement , Job satisfaction , and Organizational commitment and Their Associations with Job Burnout Among Indian Police Officers : a Research Note*. <https://doi.org/10.1007/s11896-017-9236-y>
- Lewis, S., Gambles, R., & Rapoport, R. (2007). The constraints of a “*work-life balance*” approach: An international perspective. *International Journal of Human Resource Management*, 18(3), 360–373. <https://doi.org/10.1080/09585190601165577>
- Li, A., Early, S. F., Mahrer, N. E., Klaristenfeld, J. L., & Gold, J. I. (2014). Group Cohesion and *Organizational commitment*: Protective Factors for Nurse Residents' *Job satisfaction*, Compassion Fatigue, Compassion Satisfaction,

- and Burnout. *Journal of Professional Nursing*, 30(1), 89–99. <https://doi.org/10.1016/j.profnurs.2013.04.004>
- 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>
- LO, Y.-W., Chien, L.-Y., Hwang, F.-M., Huang, N., & Chiou, S.-T. (2018). From Job Stress to Intention to Leave among Hospital Nurses: A Structural Equation Modelling Approach. *International Journal of Laboratory Hematology*, 38(1), 1–42. <https://doi.org/10.1111/ijlh.12426>
- Malone, E. K., & Issa, R. R. A. (2013). *Work-life balance* and *organizational commitment* of women in the U.S. construction industry. *Journal of Professional Issues in Engineering Education and Practice*, 139(2), 87–98. [https://doi.org/10.1061/\(ASCE\)EI.1943-5541.0000140](https://doi.org/10.1061/(ASCE)EI.1943-5541.0000140)
- Mardanov, I. (2020). Intrinsic and extrinsic motivation, organizational context, employee contentment, *job satisfaction*, performance and *intention to stay*. *Evidence-Based HRM*, 9(3), 223–240. <https://doi.org/10.1108/EBHRM-02-2020-0018>
- Media.trustradius.com. (2021). *2021 Job Seekers Nation Report The Rise of the Optimized Workforce*. <https://media.trustradius.com/product-downloads/EM/T5/Z3P0QKQTLIN.pdf>
- Mehrez, A., & Bakri, A. (2019). The impact of human resource practices on *job satisfaction* and *intention to stay* in emerging economies: Model development and empirical investigation among high caliber governmental employees in Qatar. *Management Science Letters*, 9(3), 425–442. <https://doi.org/10.5267/j.msl.2018.12.007>
- Meyer, J. P., & Allen, N. J. (1991). *A three-component conceptualization of organizational commitment*. 1(1), 61–89. https://doi.org/10.1057/9780230501997_5
- 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>
- Milliman, J., Gatling, A., & Kim, J. (Sunny). (2018). The effect of workplace spirituality on hospitality employee engagement, *intention to stay*, and service delivery. *Journal of Hospitality and Tourism Management*, 35(1), 60.

<https://doi.org/10.1016/j.jhtm.2018.03.002>

- Mowday, R. T., Steers, R. M., & Porter, L. W. (1979). The measurement of *organizational commitment*. *Journal of Vocational Behavior*, *14*(2), 224–247. [https://doi.org/10.1016/0001-8791\(79\)90072-1](https://doi.org/10.1016/0001-8791(79)90072-1)
- Mustapha, N., Ahmad, A., Uli, J., & Idris, K. (2011). Work-family facilitation and family satisfaction as mediators in the relationship between job demands and *intention to stay*. *Asian Social Science*, *7*(6), 142–153. <https://doi.org/10.5539/ass.v7n6p142>
- Naim, M. F., & Lenkla, U. (2016). Knowledge sharing as an intervention for Gen Y employees' *intention to stay*. *Industrial and Commercial Training*, *48*(3), 142–148. <https://doi.org/10.1108/ICT-01-2015-0011>
- Nancarrow, S., Bradbury, J., Pit, S. W., & Ariss, S. (2014). *Intention to stay* and intention to leave: Are they two sides of the same coin? A cross-sectional structural equation modelling study among health and social care workers. *Journal of Occupational Health*, *56*(4), 292–300. <https://doi.org/10.1539/joh.14-0027-OA>
- Naser, V., & Rezaei, S. (2016). *Job satisfaction and organizational commitment: An empirical investigation among ICT-SMEs*. *Management Research Review*, *39*(12), 1663–1694. <https://doi.org/10.1108/MRR-09-2015-0216>
- 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>
- Nur Sofia, I. (2021). JMIF THE EFFECT OF *WORK-LIFE BALANCE ON INTENTION TO STAY MEDIATED BY PSYCHOLOGICAL EMPOWERMENT*. In *Journal of Management and Islamic Finance* (Vol. 1, Issue 1). <http://ejournal.iainsurakarta.ac.id/index.php/jmif/indexISSN>:
- Octovy, M. (2020). *Perusahaan Swasta Penyedia Lapangan Kerja Terbesar*. 1 Maret 2020. <https://rri.co.id/nasional/peristiwa/794382/perusahaan-swasta-penyedia-lapangan-kerja-terbesar>
- Oyewobi, L. O., Oke, A. E., Adeneye, T. D., Jimoh, R. A., & Windapo, A. O. (2020). Impact of work–life policies on *organizational commitment* of construction professionals: role of work–life balance. *International Journal of Construction Management*. <https://doi.org/10.1080/15623599.2020.1742632>
- Paré, G., & Tremblay, M. (2007). The influence of high-involvement human resources practices, procedural justice, *organizational commitment*, and citizenship behaviors on information technology professionals' turnover intentions. *Group and Organization Management*, *32*(3), 326–357. <https://doi.org/10.1177/1059601106286875>

- Parkes, L. P., & Langford, P. H. (2008). Work–life balance or work–life alignment? A test of the importance of *work-life balance* for employee engagement and *intention to stay* in organisations. *Journal of Management & Organization*, *14*(3), 267–284. <https://doi.org/10.1017/s1833367200003278>
- Pradhan, R. K., Jena, L. K., & Kumari, I. G. (2016). Effect of Work–Life Balance on Organizational Citizenship Behaviour: Role of *Organizational commitment*. *Global Business Review*, *17*, 15S-29S. <https://doi.org/10.1177/0972150916631071>
- Presbitero, A., & Teng-Calleja, M. (2020). Employee *Intention to stay* in an Organization: Examining the Role of Calling and Perceived Supervisor Support Through the Theoretical Lens of Work as Calling. *Journal of Career Assessment*, *28*(2), 320–336. <https://doi.org/10.1177/1069072719858389>
- Purba, S., Revida, E., & Dkk. (2020). Perilaku Organisasi. In *Paper Knowledge . Toward a Media History of Documents*. kitamenulis.id
- Qing, M., Asif, M., Hussain, A., & Jameel, A. (2020). Exploring the impact of ethical leadership on *job satisfaction* and *organizational commitment* in public sector organizations: the mediating role of psychological empowerment. *Review of Managerial Science*, *14*(6), 1417. <https://doi.org/10.1007/s11846-019-00340-9>
- Radford, K., & Meissner, E. (2017). *Job satisfaction* and *intention to stay* within community and residential aged care employees. *Australasian Journal on Ageing*, *36*(3), E1–E6. <https://doi.org/10.1111/ajag.12416>
- Rania, S. (2011). *SSRN-id2121196*. *6*(1), 85–96.
- Redditt, J., Gregory, A. M., & Ro, H. (2019). An Examination of *Organizational commitment* and *Intention to stay* in the Timeshare Industry: 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>
- Robbins, S., & Judge, T. (2017). *Organizational Behavior* (S. Wall (ed.); 17th ed.). Pearson Education.
- Rubel, M. R. B., Rimi, N. N., & Walters, T. (2017). Roles of Emerging HRM and Employee Commitment: Evidence from the Banking Industry of Bangladesh. *Global Business Review*, *18*(4), 876–894. <https://doi.org/10.1177/0972150917692223>
- Rumangkit, S., & Zuriana, Z. (2019). *Work-life balance* as a predictor of *organizational commitment*: a multidimensional approach. *Diponegoro*

- International Journal of Business*, 2(1), 18.
<https://doi.org/10.14710/dijb.2.1.2019.18-22>
- Rupp, D. E., Ganapathi, J., Aguilera, R. V., & Williams, C. A. (2006). Employee reactions to corporate social responsibility: An organizational justice framework. *Journal of Organizational Behavior*, 27(4), 537–543.
<https://doi.org/10.1002/job.380>
- Schnake, M. E., & Dumler, M. P. (2003). Levels of measurement and analysis issues in organizational citizenship behaviour research. *Journal of Occupational and Organizational Psychology*, 76(3), 283–301.
<https://doi.org/10.1348/096317903769647184>
- Scott-Ladd, B., Travaglione, A., & Marshall, V. (2006). Causal inferences between participation in decision making, task attributes, work effort, rewards, *job satisfaction* and commitment. *Leadership and Organization Development Journal*, 27(5), 399–414. <https://doi.org/10.1108/01437730610677990>
- Shalihah, M., & Azzuhri, M. (2018). Pengaruh Komitmen organisasional dan Kepuasan Kerja terhadap *Intention to stay* Relawan di Organisasi Non-Profit (Studi pada TurunTangan Malang). *Jurnal Ilmian Ekonomi Bisnis*, 6(2), 1–15.
- Singh, T. (2016). Relating Emotional Intelligence and Organisational Commitment Though Moderated Mediation of Psychological Well being and Work Life Balance: A Study on Teachers of NGOs. *Rupkatha Journal on Interdisciplinary Studies in Humanities*, 8(2), 28–42.
<http://rupkatha.com/v8n2.php>
- Sirgy, M. J., & Lee, D. J. (2018). *Work-life balance*: an Integrative Review. *Applied Research in Quality of Life*, 13(1), 229–254. <https://doi.org/10.1007/s11482-017-9509-8>
- Smith, K. T. (2010). *Work-life balance* perspectives of marketing professionals in generation y. *Services Marketing Quarterly*, 31(4), 434–447.
<https://doi.org/10.1080/15332969.2010.510724>
- Sobaih, A. E. E., Hasanein, A. M., Aliedan, M. M., & Abdallah, H. S. (2020). The impact of transactional and transformational leadership on employee *intention to stay* in deluxe hotels: Mediating role of organisational commitment. *Tourism and Hospitality Research*.
<https://doi.org/10.1177/1467358420972156>
- Soomro, A. A., Breitenecker, R. J., & Shah, S. A. M. (2018). Relation of *work-life balance*, work-family conflict, and family-work conflict with the employee performance-moderating role of *job satisfaction*. *South Asian Journal of Business Studies*, 7(1), 129–146. <https://doi.org/10.1108/SAJBS-02-2017-0018>
- 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.
- Sugiyono. (2019). *Metode Penelitian Kuantitatif Kualitatif dan R&D* (Sutopo (ed.); 2nd ed.). Alfabeta.
- Susan, E. (2019). MANAJEMEN SUMBER DAYA MANUSIA. *Jurnal Manajemen Pendidikan*, 9(2), 952–962.
- Talukder, A. K. M. M. H. (2019). Supervisor Support and *Organizational commitment*: The Role of Work–Family Conflict, *Job satisfaction*, and Work–Life Balance. *Journal of Employment Counseling*, 56(3), 98–116. <https://doi.org/10.1002/joec.12125>
- Thakur, S. J., & Bhatnagar, J. (2017). Mediator Analysis of Job Embeddedness: Relationship between *Work-life balance* Practices and Turnover Intentions. *Employee Relations: The International Journal*, 39(5), 1–27.
- Thornthwaite, L. (2004). Working time and work–family balance: A review of employees' preferences Louise Thornthwaite*. *Asia Pacific Journal of Human Resources*, 42(2), 166–184. <https://doi.org/10.1177/1038411104045360.Working>
- Treglown, L., Zivkov, K., Zarola, A., & Furnham, A. (2018). Intention to quit and the role of dark personality and perceived organizational support: A moderation and mediation model. *PLoS ONE*, 13(3), 1–13. <https://doi.org/10.1371/journal.pone.0195155>
- Uraon, R. S. (2018a). 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>
- Uraon, R. S. (2018b). Examining the Impact of HRD Practices on *Organizational commitment* and *Intention to stay* Within Selected Software Companies in India. *Advances in Developing Human Resources*, 20(1), 11–43. <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>
- View, J. C., & Farooqi, Y. A. (2014). Impact of Work Life Balance on *Job satisfaction* and *Organizational commitment*. *INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY SCIENCES AND ENGINEERING*, 5(9). <https://www.researchgate.net/publication/324646756>

- Yao, C., & Huang, P. (2018). Effects of Leadership Style on *Job satisfaction* and *Intention to stay* in Shipping Industry. *Journal of Coastal Research*, 83, 796–801. <https://doi.org/10.2112/SI83-130.1>
- Yousef, D. A. (2017). *Organizational commitment, Job satisfaction* and Attitudes toward Organizational Change: A Study in the Local Government. *International Journal of Public Administration*, 40(1), 77–88. <https://doi.org/10.1080/01900692.2015.1072217>

