

DAFTAR PUSTAKA

- Adzka, S. A., & Perdhana, M. S. (2017). Analisis Faktor yang Mempengaruhi Retensi Karyawan. *Diponegoro Journal of Management*, 6(4), 1–7. <http://ejournal-s1.undip.ac.id/index.php/dbr>
- Albaqami, A. (2016). Determinants of turnover intention among faculty members in Saudi public universities. In *ProQuest Dissertations and Theses*. <http://usir.salford.ac.uk/40542/>
- Ancona, D., & Caldwell, D. (2015). Compose Teams to Assure Successful Boundary Activity. In *Handbook of Principles of Organizational Behavior*. <https://doi.org/10.1002/9781119206422.ch16>
- Anitha, J., & Aruna, M. (2016). Enablers of Employee Engagement of Gen Y at the Workplace with reference to Automobile Sector. *Amity Journal of Training and Development*, 1(1), 93–108. <https://www.semanticscholar.org/>
- Armstrong, M. (2006). Handbook of human resources management. In *Human Management Resource Practice* (10th ed.). Kogan Page Limited. <https://doi.org/10.1007/978-3-662-44152-7>
- Armstrong, M. (2005). Armstrong's Handbook of Management and Leadership A guide to managing for results. In *Armstrong's Handbook of Management and Leadership* (2nd ed., Issue 276). Kogan Page Limited Second.
- Armstrong, M. (2006). Performance Management Key Strategies And Practical Guidelines. In 3rd (Ed.), *Kogan Page* (3rd ed.).
- Armstrong, M. (2009). Armstrong's Handbook of Management and Leadership. In *International Journal of Human Resource Management* (2nd ed.). <http://dx.doi.org/10.1016/j.jbusres.2017.03.019><https://doi.org/10.1016/j.jbusres.2019.10.051><https://doi.org/10.1016/j.brq.2018.03.001><https://doi.org/10.1080/09585192.2019.1538651><http://dx.doi.org/10.1108/IJQSS-04-2016-0038>www.cya.unam.mx/in
- Asad khan, M., Md Yusoff, R., Hussain, A., & Binti Ismail, F. (2019). The Mediating Effect of Job Satisfaction on the Relationship of HR Practices and Employee Job Performance: Empirical Evidence from Higher Education Sector. *International Journal of Organizational Leadership*, 8(1), 78–94. <https://doi.org/10.33844/ijol.2019.60392>
- Astuti, D. P. (2014). Compensation effect on the retention of employees through job satisfaction and affective commitment in several hospitals in Jakarta. *Jurnal Manajemen Dan Pemasaran Jasa*, 7(1), 199–217.
- Atif, A., Kashif ur Rehman, Ijaz Ur Rehman, Muhammad, A. K., & Asad, A. H. (2011). Impact of organizational commitment on job satisfaction and employee retention in pharmaceutical industry. *African Journal of Business Management*, 5(17), 7316–7324. <https://doi.org/10.5897/ajbm10.1296>
- Ayantunji, O., Olonade, Z., Adetunji, S., & Oluwatobi, O. (2021). Staffing Processes on Workers ' Retention in Federal Polytechnic Ede , Osun State , Nigeria. *Pemikiran Dan Penelitian Administrasi Publik*, 11(2), 360–372. ojs.unm.ac.id/iap%0AStaffing

- Bakar, J. A., Mohamad, Z. Z., & S.A., S.-B. (2015). Factors Affecting Female Lecturer Retention in Private Higher Institution in Perak. *International Journal of Academic Research in Business and Social Sciences*, 5(1), 137–146. <https://doi.org/10.6007/ijarbss/v5-i1/1410>
- Bibi, P., Pangil, F., Johari, J., & Ahmad, A. (2017). The impact of compensation and promotional opportunities on employee retention in academic institutions: The moderating role of work environment. *International Journal of Economic Perspectives*, 11(1), 378–391.
- Burns, F. (2016). *Defining And Changing The Culture Of The Public Sector : An Evaluation Of The Recruitment , Compensation , Discipline And Retirement Policies Of Established And Non-Established Employees In Antigua Thesis submitted for the degree of Doctor of Social Scien.* 199.
- Cao, J., Liu, C., Wu, G., Zhao, X., & Jiang, Z. (2020). Work – Family Conflict and Job Outcomes for Construction Professionals : The Mediating Role of Affective Organizational Commitment. *International Journal of Environmental Research and Public Health*, 17, 1–24.
- Chandrasekara, C.M.B.R.D Perera, G. D. . (2016). The Effect of Recruitment Practices on Employee Retention in Selected Large Scale Apparel Firms in Kandy District , Sri Lanka. *3rd International HRM Conference, Vol.3, No.1, 08th October, 2016*, 3(1), 255–265.
- Chiekezie, O. M., Emejulu, G., & Nwanneka, A. (2017). Compensation Management And Employee Retention Of Selected Commercial Banks In Anambra State, Nigeria. *Archives of Business Research*, 5(3). <https://doi.org/10.14738/abr.53.2758>
- Chukwuka, E. J., & Nwakoby, N. P. (2018). Effect of Human Resource Management Practices on Employee Retention and Performance in Nigerian Insurance Industry. *International Journal of Business, Accounting and Management*, 3(1), 2527–3531. www.doarj.org
- CIPD. (2020). *What are employee turnover and retention ? (from CIPD)*. <https://www.cipd.co.uk>
- Cloutier, O., Felusiak, L., Hill, C., & Pemberton-Jones, E. (2015). The Importance of Developing Strategies for Employee Retention Omer Cloutier Prairie View A&M University Laura Felusiak Prairie View A&M University Calvin Hill Prairie View A&M University Enda Jean Pemberton-Jones Prairie View A&M University Successf. *Journal of Leadership, Accountability and Ethics*, 12(2), 119.
- Coetzee, A., & Imenda, S. N. (2013). Effects of outcomes-based education and traditional lecture approaches in overcoming alternative conceptions in physics. *Http://Dx.Doi.Org/10.1080/10288457.2012.10740736*, 16(2), 145–157. <https://doi.org/10.1080/10288457.2012.10740736>
- Colquitt, J. A., & Lepine, J. A. (2015). *Orgazational behaviour: Improving Performance and Commitment in the workplace*. 641.
- Darma, P. S., & Supriyanto, A. S. (2017). the Effect of Compensation on Satisfaction and Employee Performance. *Management and Economics Journal (MEC-J)*, 1(1), 66. <https://doi.org/10.18860/mec-j.v1i1.4524>
- Darwin, M., Mamondol, M. R., Sormin, S. A. ., Nurhayati, Y., Tambunan, H.,

- Sylvia, D., & Adnyana, I. M. D. M. (2020). *Metode Penelitian Pendekatan Kuantitatif Kualitatif* (T. S. Tambunan (ed.)). Media Sains Indonesia.
- Das, B. L., & Baruah, M. (2013). Employee Retention: A Review of Literature. *IOSR Journal of Business and Management*, 14(2), 8–16. www.iosrjournals.org
- Deresky, H. (2014). *International Management_ Managing Across Borders and Cultures, Text and Cases* (Stephanie Wall (ed.); 8ed ed.). Pearson Education Limited.
- Dessler, G. (2014). Fundamentals of Human Resource Management Gary Dessler. In *Human Resource Management* (Third Edit, Issue November). Pearson Education Limited.
- Dessler, G. (2017). Human Resources Management 15th Ed. In *Pearson*. Pearson Education Limited.
- Devulapalli, P., H, A. K. K., & Lokesh, A. C. (2009). *Study on Employee Retention - A Review*. 16–19.
- Dhurup, M., Surujlal, J., & Kabongo, D. M. (2016). Finding Synergic Relationships in Teamwork, Organizational Commitment and Job Satisfaction: A Case Study of a Construction Organization in a Developing Country. *Procedia Economics and Finance*, 35(October 2015), 485–492. [https://doi.org/10.1016/S2212-5671\(16\)00060-5](https://doi.org/10.1016/S2212-5671(16)00060-5)
- Din, S. U., & Nawaz, A. (2012). Synthesizing the theories of job-satisfaction across the cultural / attitudinal dimensions. *Interdisciplinary Journal Of Contemporary Research In Business*, 3(9), 1382–1396.
- Divara, I. G. A. G. K., & Rahyuda, A. G. (2016). Pengaruh Work Family Conflict terhadap Stres Kerja Dan Komitmen Organisasional Pegawai Kontrak Dinas Kebudayaan Provinsi Bali. *E-Jurnal Manajemen Unud*, 5(11), 6994–7021.
- Ejaz, S., & Akbar, W. (2015). An effectiveness of human resource management practices on employee retention findings from insurance companies of Karachi. *European Journal of Business and Management*, 7(7), 27–33.
- Fahim, M. G. A. (2018). Strategic human resource management and public employee retention. *Review of Economics and Political Science*, 3(2), 20–39. <https://doi.org/10.1108/reps-07-2018-002>
- Fanggida, E., Rolland, E., Suryana, Y., Efendi, N., & Hilmiana. (2016). Effect of a Spirituality Workplace on Organizational Commitment and Job Satisfaction. (Study on the Lecturer of Private Universities in the Kupang City -Indonesia). *Procedia - Social and Behavioral Sciences*, 219(December 2015), 639–646. <https://doi.org/10.1016/j.sbspro.2016.05.045>
- Fatima, H. (2011). Does Employee retention affect Organizational Competence? *Industrial Engineering*, 1(1), 24–39.
- Gerold Mkulu, S. D. D. (2018). Academic Staff Retention in Private Universities in Southern Highland Zone Tanzania as a Strategy of Attaining Sustainable Development. *International Journal of Humanities and Social Science*, 8(5), 148–158. <https://doi.org/10.30845/ijhss.v8n5a17>
- Golembiewski, R. T. (2018). Organization Development and Change. In *Public Administration as a Developing Discipline*.

<https://doi.org/10.4324/9781315089331-6>

- Gunawan, J., & Waluyo, B. (2015). *Anatomi masalah pts.*
- Hall, S., & Britton, K. C. (2016). *Teacher Retention: Perceptions of the organizational factors that influence teacher transition from private school classrooms of individuals with autism to public school autism classrooms.*
- Hamidiana, Z., Meidiana, C., & Suwasono, H. (2016). Model Struktural Partial Least Square Karakteristik Masyarakat Terhadap Kuantitas dan Kualitas Mata Air (Studi Kasus Desa Gunungsari Kota Batu). *J-Pal*, 7(2), 104–111.
- Handaru, A. W., Abdillah, S., & Waspodu, A. (2013). Pengaruh Karakteristik Pekerjaan Dan Kompensasi Terhadap Komitmen Organisasi Pada PT “X” Jakarta. *Fakultas Ekonomi Universitas Negeri Jakarta*, 4(2), 238–256.
- Hawary, S. I. S. A.-, & Alajmi, H. M. A. (2017). Organizational Commitment of the Employees of the Ports Security Affairs of the State of Kuwait: The Impact of Human Recourses Management Practices. *International Journal of Academic Research in Economics and Management Sciences*, 6(1), 52–78. <https://doi.org/10.6007/ijarems/v6-i1/2570>
- Hidayat, A. S. (2018). Pengaruh Kepuasan Kerja Terhadap Komitmen Organisasi Dan Turnover Intention. *Jurnal Manajemen Dan Pemasaran Jasa*, 11(1), 51. <https://doi.org/10.25105/jmpj.v11i1.2516>
- Hidayati, N., Zarlis, M., & Absah, Y. (2019). Effect of work-family conflict on commitment organization through work stress with religiosity as a moderating variable in health workers of Latersia Binjai Hospital. *International Journal of Research and Review*, 6(5), 167–186.
- Hong, E., Hao, L., Kumar, R., Ramendran, C., & Kadiresan, V. (2012). An effectiveness of human resource management practices on employee retention in institute of higher learning: A regression analysis. *International Journal of Business Research and Management*, 3(2), 60–79.
- Hox, J., & Bechger, T. (1999). An introduction to structural equation modeling. *Family Science Review*, 11, 354–373. <https://doi.org/10.3233/978-1-61499-538-8-3>
- Hoy, K. T., Jun, L. X., Ee, L. Y., Chin, L. H., & Hoon, L. L. (2017). Factors That Affect Lecturers’ Turnover Intention in Private Universities Malaysia. *Thesis, Universityi Tunku Abdul Rahman*, August, 1–160.
- Huang, I. C., Lin, H. C., & Chuang, C. H. (2006). Constructing factors related to worker retention. *International Journal of Manpower*, 27(5), 491–508. <https://doi.org/10.1108/01437720610683976>
- Hutchings, K., de Cieri, H., & Shea, T. (2011). Employee attraction and retention in the Australian resources sector. *Journal of Industrial Relations*, 53(1), 83–101. <https://doi.org/10.1177/0022185610390299>
- Iresa, A. R., Utami, H. N., & Prasetya, A. (2015). Pengaruh konflik kerja dan stres kerja terhadap komitmen organisasional dan kinerja karyawanb (Studi pada Karyawan PT. Telekomunikasi Indonesia, Tbk Witel Malang). *Jurnal Administrasi Bisnis (JAB)*, 23(1), 1–10.
- Jayatilake, L. V. K., & Gamage, S. K. (2017). An Investigation of the Employee Satisfaction and Organizational Commitment on Employee Job Retention in Selected Insurance Companies in Sri Lanka. *International Journal of Scientific*

- Research and Innovative Technology*, 4(10), 2313–3759.
- Jennifer A. Carsen. (2002). *Mr. How-To: Employee Retention* - ., CCH Incorporated.
https://books.google.co.id/books?id=HPS94_ZDNvsC&printsec=frontcover&dq=HR+How+To:+Employee+Retention&hl=en&sa=X&ved=2ahUKEwirw6C48crqAhWBgUsFHbF7AZQQ6AEwAHoECAAQAQ&authuser=1#v=onepage&q=HR+How+To%3A+Employee+Retention&f=false
- Joshi, D., & Joshi, M. (2009). Organizational Behavior. In *Hospital Administration*.
https://doi.org/10.5005/jp/books/10358_23
- Jufrizen. (2015). Pengaruh Kompensasi Dan Pengembangan Karir Terhadap Komitmen Organisasi Dengan Kepuasan Kerja Sebagai Variabel Intervening Pada PT. Perkebunan Nusantara III (Persero) Medan. *Jurnal Ilmiah Manajemen Dan Bisnis*, 15(01), 37–47.
- Kee, L. B., Ahmad, R. bin, & Abdullah, S. M. (2016). Relationship between Financial Compensation and Organizational Commitment among Malaysian Bank Workers. *Asian Business Research*, 1(1), 75.
<https://doi.org/10.20849/abr.v1i1.29>
- Kemdikbud RI. (2019). Surat Pemberitahuan Pembukaan Registrasi Online PP-PTS Skema A Tahun 2020. In <Http://Kemdikbud.Go.Id/> (Issue 11).
<http://kemdikbud.go.id/main/?lang=id>
- Koc, M., Fedai, M., & Saracoglu, T. (2014). Human Resource Management Practices, Job Satisfaction and Organizational Commitment. *International Journal of Academic Research in Business and Social Sciences*, 4(9).
<https://doi.org/10.6007/ijarbss/v4-i9/1147>
- Komang, N., Pertiwi, A. Y., Wayan, I., & Supartha, G. (2021). The effect of compensation and organizational commitment on employee satisfaction and retention. *American Journal of Humanities and Social Sciences Research*, 5, 333–342. www.ajhssr.com
- Kossivi, B., Xu, M., & Kalgora, B. (2016). Study on Determining Factors of Employee Retention. *Open Journal of Social Sciences*, 04(05), 261–268.
<https://doi.org/10.4236/jss.2016.45029>
- Kotze, K., & Roodt, G. (2005). *Models of Antecedents of Retention*. 3(2), 48–55.
- Kristya Mardhani Komang, & Sagung Kartika Dewi AA. (2022). Pengaruh Kompensasi Komitmen Organisasional Terhadap Retensi Karyawan Dimediasi Oleh Kepuasan Kerja Rsu Bhakti Rahayu Denpasar. *E-Jurnal Manajemen*, 11(1), 150–169.
- Kumara, L. (2018). *Pengaruh Rekrutmen dan Employee Empowerment terhadap Retensi Karyawan dengan Kepuasan Kerja sebagai Variabel Intervening pada Hotel Grand Inna Malioboro di Yogyakarta*.
http://journal.stainkudus.ac.id/index.php/equilibrium/article/view/1268/1127%0Ahttp://publicacoes.cardiol.br/portal/ijcs/portugues/2018/v3103/pdf/3103009.pdf%0Ahttp://www.scielo.org.co/scielo.php?script=sci_arttext&pid=S0121-75772018000200067&lng=en&tlng=
- Kumudha, A., & Kj, H. (2016). *The relationship between human resource practices and employee retention in private organisations with special reference to Jebel Ali international hospital in Dubai*. 2(5).

- Lamba, S., & Chouddhary, N. (2013). The Impact of CSR Practices on Organizational Attractiveness: HRM Implications. *International Journal of Advancements in Research & Technology*, 2(4), 407–423. <https://doi.org/10.5465/ambpp.2013.14342abstract>
- LLDIKTI Wilayah 3. (2020). Rencana Strategis Tahun 2020-2024. In *Rencana Strategis Tahun 2020-2024*.
- Long, C. S., Xuan, S. S., Wan Ismail, W. K., Abd Rasid, S. Z., & Kowang, T. O. (2014). An analysis on academicians job satisfaction in the perspective of HRD practices. *International Education Studies*, 7(7), 85–95. <https://doi.org/10.5539/ies.v7n7p85>
- Luthans, F. (2011). Organizational Behavior. In J. Beck (Ed.), *Hospital Administration* (12th ed.). McGraw-Hill/Irwin. https://doi.org/10.5005/jp/books/10358_23
- Mabaso, C. M., & Dlamini, B. I. (2017). Impact of Compensation and Benefits on Job Satisfaction. *Research Journal of Business Management*, 11(2), 80–90. <https://doi.org/10.3923/rjbm.2017.80.90>
- Macharia, E. W., & Omondi, M. (2016). Relationship between human resource management practices and employee job satisfaction in public universities in kenya: a case of kenyatta university, kenya elizabeth wangui macharia. *Business & Change Management*, 3(2), 183–212. www.strategicjournals.com
- Malik, M. E., Nawab, S., Naeem, B., & Danish, R. Q. (2010). Job Satisfaction and Organizational Commitment of University Teachers in Public Sector of Pakistan. *International Journal of Business and Management*, 5(6). <https://doi.org/10.5539/ijbm.v5n6p17>
- Manthi, K. A., Kilika, J. M., & Kimencu, L. (2018). How Do Human Resource Management Practices Predict Employee Turnover Intentions: An Empirical Survey of Teacher Training Colleges in Kenya. *International Journal of Business Administration*, 9(4), 201. <https://doi.org/10.5430/ijba.v9n4p201>
- Marie Ryan, A., & Derous, E. (2016). Highlighting Tensions in Recruitment and Selection Research and Practice. *International Journal of Selection and Assessment*, 24(1), 54–62. <https://doi.org/10.1111/ijsa.12129>
- Marliana, R. R. (2019). Partial Least Square-Structural Equation Modeling Pada Hubungan Antara Tingkat Kepuasan Mahasiswa Dan Kualitas Google Classroom Berdasarkan Metode Webqual 4.0. *Jurnal Matematika, Statistika Dan Komputasi*, 16(2), 174. <https://doi.org/10.20956/jmsk.v16i2.7851>
- Mathis & Jackson. (2004). *Human Resource Management*. Thomson. <https://opac.perpusnas.go.id/DetailOpac.aspx?id=33632#>
- Mathis & Jackson. (2017). *Human Resource Management*. Cengage Learning. <https://books.google.mv/books?id=-ihBCgAAQBAJ&printsec=frontcover#v=onepage&q&f=false>
- Meilani, F. C. P., Barry, R. R., Djati, P., & Sutawidjaya, A. H. (2019). Antecedents And Consequences Of Indonesia Private University Lecturer's Satisfaction. *International Journal of Current Research*, 11(12), 9041–9047. <https://doi.org/doi.org/10.24941/ijcr.37520.12.2019>
- Montani, F., Courcy, F., & Vandenberghe, C. (2017). Innovating under stress: The role of commitment and leader-member exchange. *Journal of Business*

- Research*, 77, 1–13. <https://doi.org/10.1016/j.jbusres.2017.03.024>
- Mustafa, A. ul, Masood, S., & Athar, A. (2014). An Effectiveness of Human Resource Management Practices on Employee Retention. *Academia*, 1(1), 1–23. https://www.academia.edu/11786011/effect_of_HRM_practices_on_employ_ee_retention
- Mustafi, M., Mitu, F., Azmi, T., & Islam, M. (2017). Factors Influencing Job Satisfaction and Retention: English Medium School in Bangladesh. *International Journal of Engineering and Applied Sciences*, 4(11), 257344.
- Nagib Gharib, M., Kahwaji, A. T., & Osman Elrasheed, M. (2017). International Review of Management and Marketing Factors Affecting Staff Retention Strategies Used in Private Syrian Companies during the Crisis. *International Review of Management and Marketing*, 7(2), 202–206. <http://www.econjournals.com>
- Nasir, Nurzaima, Jaya, H. N., Lilanti, Kabiba, & Junaidin; (2020). Magnetizing the Interest and Retention of Lecturer in Private Higher Education. *International Journal of Educational Management and Innovation*, 1(2), 120–133. <https://doi.org/10.12928/ijemi.v1i2.1632>
- Natsir. (2020). *Manajemen Sumber Daya Manusia: Pengadaan Dan Retensi Dosen (Study Kasus Di Sekolah Tinggi Ilmu Kesehatan Avicenna Kendari) Universitas Pendidikan Indonesia I repository.upi.edu I perpustakaan.upi.edu*. Universitas Pendidikan Indonesia.
- Ng'ang'a, M. M. (2019). *Effect of human resource management practices on employee retention in Kenya women finance trust, Nairobi. April, 27–41*.
- Ngatimun, Sanusi, A., & Manan, A. (2019). The Effect of Workload , Work Stress , and Emotional Intelligence towards Teacher Performance through Organizational Commitment. *Journal of Business and Management*, 21(8), 63–72. <https://doi.org/10.9790/487X-2108026372>
- Nizam. (2020). Klasterisasi Perguruan Tinggi. In *Surat 528/E.E3/PJ/2020 tentang Klasterisasi Perguruan Tinggi Tahun 2020 Dirjen Dikti Kementerian Pendidikan dan Kebudayaan*. <http://kemdikbud.go.id/main/?lang=id>
- Noordin, F., & Jusoff, K. (2009). Levels of Job Satisfaction amongst Malaysian Academic Staff. *Asian Social Science*, 5(5), 122–128. <https://doi.org/10.5539/ass.v5n5p122>
- Oke, A. O., Ajagbe, M. A., Ogbari, M. E., & Adeyeye, J. O. (2016). Teacher Retention and Attrition: A Review of the Literature. *Mediterranean Journal of Social Sciences*, 7(2), 371–378. <https://doi.org/10.5901/mjss.2016.v7n2s1p371>
- Olaimat, D., & Awwad, B. (2017). Exploring the Relationship between Human Resource Practices and Employee Retention in the House of Representatives in Jordan. *International Journal of Business and Social Science*, 8(10), 178–185.
- Owence, C., Geoffrey Pinagase, T., & Matshidiso Mercy, M. (2014). Causes and effects of staff turnover in the Academic Development Centre: A case of a historically black university in South Africa. *Mediterranean Journal of Social Sciences*, 5(11 SPEC. ISSUE), 69–76.

<https://doi.org/10.5901/mjss.2014.v5n11p69>

- Palindih, Febrianty, Arifudin, Naibaho, Nurmiyanti, Doho, Choiriyati, D. (2020). Kepemimpinan & Perilaku Organisasi" Konsep dan Perkembangan". In *Penerbit Widina* (Vol. 1, Issue April). Widina Bhakti Persada.
- Paramita, R. W. D. P. ., Rizal, N., & Sulistyan, R. B. (2021). *Metode Penelitian Kuantitatif Buku Ajar Perkuliahan Metodologi Penelitian Bagi Mahasiswa Akuntansi & Manajemen* (3rd ed.). WIDYA GAMA PRESS. penerbitan_wiga@stiewidyagamalumajang.ac.id
- Parapak, M. (2019). *The Effects Of Recruitment, And Organizational Commitment On Job Performance Of Headmaster Of Elementary School At Manokwari Regency*. 1178–1186.
- PP No 4. (2014). *Peraturan Pemerintah Republik Indonesia Nomor 4 Tahun 2014 Tentang Penyelenggaraan Pendidikan Tinggi Dan Pengelolaan Perguruan Tinggi*.
- Pragalata, A. T. A., & Wibawa, I. M. A. (2019). The Effect of Compensation on Employee Retention Through Work Satisfaction and Effective Commitments as A Mediating Variable (Study at The Jayakatha Bali Beach Resort Residence and Spa, Indonesia). *International Journal of Economic, Commerce and Management*, VII(5), 565–577.
- Pramono, S. E., Yanto, H., & Melati, I. S. (2020). *Job Stress and Job Satisfaction Among Indonesian Lecturers: How Information Technology System May Define Them in the Era of Industrial Revolution 4.0*. 401(Iceri 2019), 275–282. <https://doi.org/10.2991/assehr.k.200204.052>
- Pramudyo, A. (2013). Implementasi Manajemen Kepemimpinan dalam Pencapaian Tujuan Organisasi. *Jbma*, 1(2), 49–61.
- Prasetyo, T. (2019). Surat no. B/3391/C5/KB.04.00/2019 Dirjen Kelembagaan Kementerian Pendidikan dan Kebudayaan. In [Http://Kemdikbud.Go.Id/](http://Kemdikbud.Go.Id/) (Issue November). <http://kemdikbud.go.id/main/?lang=id>
- PSC. (2015). *The impact of recruitment and selection practices on the functionality of selected national and provincial departments*. March, 1–34. [http://www.psc.gov.za/documents/reports/2015/Version 13 for discussion no track changes tracked 25 March 2015.pdf](http://www.psc.gov.za/documents/reports/2015/Version%2013%20for%20discussion%20no%20track%20changes%20tracked%2025%20March%202015.pdf)
- Putra, I. P. A. P. A., & Utama, I. W. M. (2018). Pengaruh Budaya Organisasi Komitmen Organisasional Dan Kompensasi Terhadap Retensi Karyawan. *E-Jurnal Manajemen Universitas Udayana*, 7(11), 5930. <https://doi.org/10.24843/ejmunud.2018.v07.i11.p05>
- Raminder, K. (2017). Employee Retention Models and Factors Affecting Employees Retention in IT Companies. *International Journal of Business Administration and Management.*, 7(1), 161–174. <http://www.ripublication.com>
- Rathakrishnan, T., Imm, N. S., & Kok, T. K. (2016). Turnover intentions of lecturers in private universities in Malaysia. *Pertanika Journal of Social Sciences and Humanities*, 24(November), 129–146.
- Reed, C. A., Reardon, R. C., Lenz, J. G., & Leierer, S. J. (2001). A Cognitive Career Course: From Theory to Practice. *The Career Development Quarterly*, 50(2), 158–167. <https://doi.org/10.1002/j.2161-0045.2001.tb00980.x>

- Rizal, M., Idrus, M. S., & Mintarti, R. (2014). *Effect of Compensation on Motivation , Organizational Commitment and Employee Performance (Studies at Local Revenue Management in Kendari City)*. 3(2), 64–79.
- Ringle, C. M., Wende, S., and Becker, J.-M. 2022. "SmartPLS 4." Oststeinbek: SmartPLS GmbH, <http://www.smartpls.com>.
- Robbins & Judge, T. (2013). Organizational Behavior. In *Pearson* (15th ed.). Pearson Education, Inc.
- Robbins, S. P. . T. A. J. (2013). Organizational Behavior. In S. Yagan (Ed.), *Prentice Hall* (15th ed.). Pearson Education, Inc.
- Rono, E. J. (2017). Factors Affecting Employee Retention At The University Of Eldoret, Kenya. *IOSR Journal of Business and Management*, 19(03), 109–115. <https://doi.org/10.9790/487x-190301109115>
- Sagwe, G. R. (2009). *Human Resource Procurement Am) Retention Strategies Used By Commercial Banks in Nairobi [UNIVERSITY OF NAIROBI]*. <http://erepository.uonbi.ac.ke/bitstream/handle/11295/23416/Abstract.pdf?sequence=1>
- Saharuddin, & Sulaiman. (2016). The Effect Of Promotion And Compensation Toward Working Productivity Through Job Satisfaction And Working Motivation Of Employees In The Department Of Water And Mineral Resources Energy North Aceh District. *International Journal of Business and Management Invention ISSN*, 5(10), 33–40. www.ijbmi.org
- Sailah, I. (2019). *Laporan Capaian Tahun 2018 dan Rencana Tahun 2019 Lembaga Layanan Pendidikan Tinggi*.
- Samsuri, M. (2019). *Buku capaian kinerja LLDIKTI Wilayah 3*.
- Samuel, M. O., & Chipunza, C. (2009). Employee retention and turnover: Using motivational variables as a panacea. *African Journal of Business Management*, 3(9), 410–415. <https://doi.org/10.5897/AJBM09.125>
- See, B. H., Morris, R., Gorard, S., Kokotsaki, D., & Abdi, S. (2020). Teacher recruitment and retention: A critical review of international evidence of most promising interventions. *Education Sciences*, 10(10), 1–45. <https://doi.org/10.3390/educsci10100262>
- Selesho, J. M., & Naile, I. (2014). Academic Staff Retention As A Human Resource Factor: University Perspective. *International Business & Economics Research Journal (IBER)*, 13(2), 295. <https://doi.org/10.19030/iber.v13i2.8444>
- Seniati, L. (2006). Pengaruh Masa Kerja, Trait Kepribadian, Kepuasan Kerja, Dan Iklim Psikologis Terhadap Komitmen Dosen Pada Universitas Indonesia. *Makara Human Behavior Studies in Asia*, 10(2), 88. <https://doi.org/10.7454/mssh.v10i2.33>
- Setiawan, R., Aprillia, A., & Magdalena, N. (2020). Analysis of antecedent factors in academic achievement and student retention. *Asian Association of Open Universities Journal*, 15(1), 37–47. <https://doi.org/10.1108/aaouj-09-2019-0043>
- Sihaloho, R. D., & Handayani, R. (2018). Pengaruh Work-To-Family Conflict Terhadap Komitmen Organisasi Pada PT. Pelabuhan Indonesia I (Persero) Medan. *Jurnal Konsep Bisnis Dan Manajemen*, 5(1), 25.
- Singh, M. P., & Sinha, J. (2013). *Job Satisfaction in Organizational*

- Development.PDF*. 3(4), 1–6.
- Stahl, G. K., & Björkman, I. (2006). Handbook of research in international human resource management. In *Handbook Of Research In International Human Resource Management*. Edward Elgar Publishing, Inc. <https://doi.org/10.4337/9781845428235>
- Stovel, M., & Bontis, N. (2002). Voluntary turnover: Knowledge management – friend or foe? *Journal of Intellectual Capital*, 3(3), 303–322. <https://doi.org/10.1108/14691930210435633>
- Suhada, A. (2015). Pengaruh Konflik Kerja Dan Stress Terhadap Komitmen Organisasi Pada Pt United Tractors Cabang Pekanbaru. *Jurnal Online Mahasiswa Fakultas Ekonomi Universitas Riau*, 2(1), 1–15.
- Sumarni, M. (2011a). Pengaruh employee retention terhadap turnover intention dan kinerja karyawan. *Akmenika UPY*, 8, 20–47.
- Sumarni, M. (2011b). Pengaruh Employee Retention Terhadap Turnover Intention dan Kinerja Karyawan. *Jurnal Psikologi Islami*, 08(02), 20–47.
- Supriyadi, I., Khamdari, E., & Susilowati, F. (2020). Peran Manajemen Sumber Daya Manusia Dalam Peningkatan Kinerja Perusahaan Konstruksi. *Orbith, VOL. 16 NO(1)*, 27–34.
- Suputra, P. M. A., Yuesti, A., & Sudja, I. N. (2018). 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. *Journal of Applied Research*, 04(08), 1939–1945. <https://doi.org/10.31142/rajar/v4i8.06>
- Surat Edaran Direktur Kelembagaan dan Kerjasama Kementerian Pendidikan dan Kebudayaan, (2014).
- Suryaman. (2018). Indonesian private university lecturer performance improvement model to improve a sustainable organization performance. *International Journal of Higher Education*, 7(1), 59–68. <https://doi.org/10.5430/ijhe.v7n1p59>
- Suryani, N. K., & Foeh, J. (2019). *Manajemen Sumber Daya Manusia Tinjauan Praktis Aplikatif* (1st ed.). Nilacakra.
- Tatlah, I., Anwar, M., & Amin, M. (2017). Effect of Human Resource Practices on Employees ’ Retention in a Private University of Pakistan. *Journal of Edducational Research*, 20(1), 100–113.
- Ticoalu, L. K. (2015). Organizational Citizenship Behavior (Ocb) Dan Komitmen Organisasi Pengaruhnya Terhadap Kinerja Karyawan. *Aging*, 7(11), 782–790. <https://doi.org/10.1017/CBO9781107415324.004>
- Too, E. K., Chepchieng, M. C., & Ochola, J. (2015). Effect of Academic Staff Retention on Quality Education in Private Universities in Kenya. *Problems of Education in the 21st Century*, 64(2004), 86–94.
- Umamaheswari, S., & Krishnan, J. (2016). Work force retention: Role of work environment, organization commitment, supervisor support and training & development in ceramic sanitary ware industries in India. *Journal of Industrial Engineering and Management*, 9(3), 612–633. <https://doi.org/10.3926/jiem.1885>
- UU No. 14. (2005). *Undang-Undang Republik Indonesia Nomor 14 Tahun 2005*

Tentang Guru Dan Dosen.

- Uvelius, E., Castelo, N., Kahlon, B., Svensson, C., Cervin, A., Höglund, P., Valdemarsson, S., & Siesjö, P. (2017). Quality of Life and Work Capacity Are Unrelated to Approach or Complications After Pituitary Surgery. *World Neurosurgery*, 108, 24–32. <https://doi.org/10.1016/j.wneu.2017.08.087>
- Wang, Y.-H. (2012). Recruitment and retention of knowledge workers in taiwan's high technology industry. *PQDT - UK & Ireland, June*, 1. <http://ezphost.dur.ac.uk/login?url=https://search.proquest.com/docview/1787509748?accountid=14533%0Ahttp://openurl.ac.uk/ukfed:dur.ac.uk?genre=dissertations+%26+theses&issn=&title=Recruitment+and+retention+of+knowledge+workers+in+taiwan%27s+high+technolog>
- Wibowo, I. G. P., Riana, G., & Putra, M. S. (2015). Pengaruh Stres Kerja Terhadapkepuasan Kerja Dan Komitmen Organisasional Karyawan. *E-Jurnal Ekonomi Dan Bisnis Universitas Udayana*, 4(2), 125–145.
- Wisnumurti, A. A. G. O. (2017). Tata Kelola Perguruan Tinggi Swasta Menuju Persaingan Global. *Prosiding Seminar : Revitalisasi Tata Kelola Perguruan Tinggi*, 1–12.
- Khako, D. (2017). *The Moderating Effect Of Perceived Organizational Support (Pos) In The Impact Of Workload And Workfamily Conflict On Organizational Commitment A Research In Hospital Nurse Staffing*. Hacettepe University Graduate School of Social Sciences.
- Yoveline, K. (2015). The Relationship between Job Satisfaction and Organizational Commitment: Case Study of Employees in PT X. *International Business Management*, 3(2), 351–364.
- Yucel, I., McMillan, A., & Richard, O. C. (2014). Does CEO transformational leadership influence top executive normative commitment? *Journal of Business Research*, 67(6), 1170–1177. <https://doi.org/10.1016/j.jbusres.2013.05.005>
- Yukl, G. (2013). *Leadership in Organizations* (8th ed.). Pearson Education Limited.