

DAFTAR PUSTAKA

- Adhisti, M. I., Setyohadi, J. S., & S.P, J. A. (2021). Pengaruh Tindakan Supervisi Terhadap Turnover Intention Auditor Dengan Burnout Dan Kepuasan Kerja Sebagai Variabel Mediasi. *Yudishtira Journal : Indonesian Journal of Finance and Strategy Inside*, 1(3), 160–181. <https://doi.org/10.53363/yud.v1i3.12>
- Al Shbail, A. M. (2023). The Impact of Technostress and Ethical Tension on External Auditor's Turnover Intention. *International Journal of Academic Research in Accounting, Finance and Management Sciences*, 13(3), 118–129. <https://doi.org/10.6007/ijarafms/v13-i3/18396>
- Alifattiin Andar Murdani, & Fachrurrozie Fachrurrozie. (2022). Pengaruh Kepuasan Kerja Dan Komitmen Organisasi Terhadap Turnover Intention Auditor. *Jurnal Akuntansi, Ekonomi Dan Manajemen Bisnis*, 2(1), 56–63. <https://doi.org/10.55606/jaem.v2i1.110>
- Amruddin, Muskananfola, I. L., Febriyanti, E., Badi'ah, A., Pandie, F. R., Goa, M. Y., Martiningsih, Y., Letor, K., Pratiwi, R. D., Barimbing, M. A., Paulus, A. Y., Selly, J. B., Tahu, S. K., Sarjana, S., Israfil, Feoh, F. T., Lette, A. R., Christianto, H., Tage, P. K. S., ... Djanier, U. (2022). *Metodologi Penelitian Kuantitatif dan Kualitatif* (A. Munandar (ed.)). Media Sains Indonesia.
- Annisa, A. F., Assa, A. F., & Tecocalu, M. (2024). Organizational Citizenship Behavior Memediasi Pengaruh Job Satisfaction dan External Work Opportunities Terhadap Turnover Intention. *Ekonomis: Journal of Economics and Business*, 8(1), 395–400. <https://doi.org/10.33087/ekonomis.v8i1.1444>
- Anwar, S. (2020). *Pengaruh Stres Kerja, Keterikatan Kerja, dan Konflik Peran Terhadap Kinerja Karyawan Hotel Grand Arkenso Park View Simpang Lima Semarang*. Universitas Semarang.
- Ardini, M. U., & Darya, K. (2020). Pengaruh Kepuasan Kerja, Kinerja Auditor dan Komitmen Afektif terhadap Keinginan Berpindah Kerja Auditor (Studi Empiris: KAP di Jakarta Selatan). *Jurnal Keuangan Dan Perbankan*, 16(2), 85. <https://doi.org/10.35384/jkp.v16i2.315>
- Asfahani, A. M. (2022). The impact of role conflict on turnover intention among faculty members: A moderated mediation model of emotional exhaustion and workplace relational conflict. *Frontiers in Psychology*, 13(December), 1–11. <https://doi.org/10.3389/fpsyg.2022.1087947>
- Asri, M. (2021). *Pengaruh Role Conflict dan Role Ambiguity terhadap Burnout Dengan Cyberloafing sebagai Variabel Moderating pada Karyawan Kantor Inspektorat Gowa* [Universitas Islam Negeri Alauddin Makassar]. [http://repositori.uin-alauddin.ac.id/id/eprint/21357%0Ahttp://repositori.uin-alauddin.ac.id/21357/1/902001160061 Muh.asri.pdf](http://repositori.uin-alauddin.ac.id/id/eprint/21357%0Ahttp://repositori.uin-alauddin.ac.id/21357/1/902001160061%0AMuh.asri.pdf)

- Bachtiar, H., & Yulianti, P. (2023). The Effect of Work Overload and Work-Family Conflict on Job Embeddedness With Emotional Exhaustion As a Mediating Variable and Coworker Support As a Moderation Variable. *Indonesian Interdisciplinary Journal of Sharia Economics (IIJSE)*, 6(2), 446–470.
- Bahri, S., & Nisa, Y. C. (2017). Pengaruh Pengembangan Karir dan Motivasi Terhadap Kepuasan Kerja Karyawan. *Jurnal Ilmiah Manajemen & Bisnis*, 18(1), 9–15. <https://doi.org/10.30998/juuk.v4i1.1922>
- Berguig, O., & El Badlaoui, A. (2024). Quality of work life and turnover intention among auditors: evidence from Morocco. *International Journal of Organizational Analysis*. <https://doi.org/10.1108/IJOA-04-2024-4481>
- Bothma, C. F. C., & Roodt, G. (2013). The validation of the turnover intention scale. *SA Journal of Human Resource Management*, 11(1), 1–12. <https://doi.org/10.4102/sajhrm.v11i1.507>
- Cahyadi, H., Andrias, D., Masman, R. R., Trisnawati, E., & Wijaya, H. (2024). Investigating the determinants of turnover intention among the big 4 public accounting firms in Indonesia. *International Journal of Innovative Research and Scientific Studies*, 7(4), 1423–1434. <https://doi.org/10.53894/ijirss.v7i4.3441>
- Cahyadi, L. (2022). Mengukur Turnover Intention, Konflik Peran, dan Self Efficacy. *Jurnal Ekonomi: Journal of Economic*, 13(01). <https://doi.org/10.47007/jeko.v13i01.5431>
- Caputo, J. (2001). *Stress and Burnout in Library Service*. The Oryx Press.
- Chandra, L. K., & Satria, A. (2023). Pengaruh Perceived Firm Fairness Terhadap Job Satisfaction, Burnout Dan Turnover Intention Pada Auditor Di Jakarta. 7(3), 342–357.
- Corita, L., Susena, K. C., & Nurzam, N. (2023). The Effect of Role Conflict and Job Stress on Turnover Intention in Nurses at Hasanuddin Damrah Manna Hospital, South Bengkulu Regency. *Journal of Indonesian Management*, 3(4), 799–808. <https://doi.org/10.53697/jim.v3i4.1564>
- Dardar, A. H. A., Jusoh, A., & Rasli, A. (2012). The Impact of Job Training, job satisfaction and Alternative Job Opportunities on Job Turnover in Libyan Oil Companies. *Procedia - Social and Behavioral Sciences*, 40, 389–394. <https://doi.org/10.1016/j.sbspro.2012.03.205>
- Dirgantara, G. (2019). *Indonesia Butuh Lebih Banyak Akuntan Publik*. Antara News. <https://bali.antaranews.com/berita/136626/indonesia-butuh-lebih-banyak-akuntan-publik>
- Dordunu, W., Owusu, G. M. Y., & Simpson, S. N. Y. (2020). Turnover intentions and job performance of accountants: The role of religiosity and spiritual intelligence. *Journal of Research in Emerging Markets*, 2(1), 43–61. <https://doi.org/10.30585/jrems.v2i1.405>

- Dousin, O., Collins, N., & Kler, B. K. (2019). Work-Life Balance, Employee Job Performance and Satisfaction Among Doctors and Nurses in Malaysia. *International Journal of Human Resource Studies*, 9(4), 306. <https://doi.org/10.5296/ijhrs.v9i4.15697>
- Fahlevi, R., Sitinjak, C., Tawil, M. R., Kasingku, F. J., Rukmana, A. Y., Ulpawati, Nazaruddin, Ramadhan, A. M., Addiansyah, M. N. R., & Zebua, R. S. (2023). Psikologi Kepemimpinan. In *Global Eksekutif Teknologi* (Vol. 1). www.globaleksekutifteknologi.co.id
- Fanani, Z., Hanif, R. A., & Subroto, B. (2008). Pengaruh Struktur Audit, Konflik Peran dan Ketidakjelasan Peran Terhadap Kinerja Auditor. *Jurnal Akuntansi Dan Keuangan Indonesia*, 5(2), 139–155. <https://doi.org/10.32534/jpk.v4i1.576>
- Finthariasari, M., Harini, R., Islamuddin, Febriawati, H., & Putra, J. R. (2024). The Influence Of The Use Of Information Technology And Competence On Employee Performance At The Population And Civil Registry Service Of Pagar Alam City. *EKOMBIS REVIEW: Jurnal Ilmiah Ekonomi Dan Bisnis*, 12(2), 2305–2314. <https://doi.org/10.37676/ekombis.v12i2.5979>
- Furu, S. R., & Safrizal, H. B. A. (2023). Pengaruh Kualitas Kehidupan Kerja Untuk Meningkatkan Kepuasan Kerja Dan Kinerja Pegawai Di Uptd Puskesmas Kaimana. *Jurnal Ilmiah Manajemen Dan Bisnis (JIMBis)*, 2(2), 146–153. <https://doi.org/10.24034/jimbis.v2i2.5743>
- Gerhart, B. (1990). Voluntary Turnover and Alternative Job Opportunities. *Journal of Applied Psychology*, 75(5), 467–476. <https://doi.org/10.1037/0021-9010.75.5.467>
- Gibson, J. L., Ivancevich, J. M., James H. Donnelly, J., & Konopaske, R. (2012). *Organizations: Behavior, Structure, Processes* (14th Editi). McGraw-Hill.
- Greenhaus, J. H., & Allen, T. D. (2011). Work-family balance: A review and extension of the literature. *Handbook of Occupational Health Psychology* (2nd Ed.), August, 165–183. <http://ovidsp.ovid.com/ovidweb.cgi?T=JS&PAGE=reference&D=psyc8&NEWS=N&AN=2010-06010-009>
- Griffeth, R. W., & Hom, P. W. (1988). A comparison of different conceptualizations of perceived alternatives in turnover research. *Journal of Organizational Behavior*, 9(2), 103–111. <https://doi.org/10.1002/job.4030090202>
- Hair, J. F., Hult, G. T., Ringle, C., & Sarstedt, M. (2017). A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM). In *Sage* (Second Edi). SAGE Publications Inc.
- Handoko, T. H. (2012). *Manajemen Personalia dan Sumber Daya Manusia*. BPFE.
- Hanna, E., & Firnanti, F. (2013). Faktor–Faktor Yang Mempengaruhi Kinerja

- Auditor. *Jurnal Bisnis Dan Akuntansi*, 15(1), 13–28.
<https://doi.org/10.47709/jumansi.v2i1.2105>
- Hasanah, S. A. N., Agustina, D., Ningsih, O., & Nopriyanti, I. (2024). Teori Tentang Persepsi dan Teori Atribusi Kelley. *CiDEA Journal*, 3(1), 44–54.
<https://doi.org/10.56444/cideajournal.v3i1.1810>
- Heider, F. (1958). The psychology of interpersonal relations. In *The Psychology of Interpersonal Relations*. John Wiley & Sons Inc.
<https://doi.org/10.1037/10628-000>
- Higgins, E. T. (1987). Self-Discrepancy: A Theory Relating Self and Affect. *Psychological Review*, 94(3), 319–340. <https://doi.org/10.1037/0033-295X.94.3.319>
- Ibrahim, G., Al-Khatib, N., Ashaal, A., El Akkaoui, I., & Youssef, S. (2024). Exploring the moderating effects of perceived alternative job opportunities and work experience on the relationship between job satisfaction and turnover intentions: A study among educators in Lebanon. *Problems and Perspectives in Management*, 22(2), 419–432. [https://doi.org/10.21511/ppm.22\(2\).2024.32](https://doi.org/10.21511/ppm.22(2).2024.32)
- Ike, O. O., Ugwu, L. E., Enwereuzor, I. K., Eze, I. C., Omeje, O., & Okonkwo, E. (2023). Expanded-multidimensional Turnover Intentions: Scale Development and Validation. *BMC Psychology*, 11(271), 1–12.
<https://doi.org/10.1186/s40359-023-01303-2>
- Indriani. (2023). *Guru Besar sebut Indonesia masih kekurangan akuntan publik*. Antara News.
<https://doi.org/https://www.antaranews.com/berita/3806781/guru-besarsebut-indonesia-masih-kekurangan-akuntan-publik>
- Istiana, N. A. (2021). *Pengaruh Role Conflict dan Role Ambiguity Terhadap Job Satisfaction Dengan Burnout Sebagai Variabel Moderating Pada PT Pelayaran Tonasa Lines Kabupaten Pangkajene dan Kepulauan Sulawesi Selatan* [Universitas Islam Negeri Alauddin Makassar]. <http://repositori.uin-alauddin.ac.id/id/eprint/15228>
- J, C. R. K., & Majid, M. A. (2020). Renewable energy for sustainable development in India: current status, future prospects, challenges, employment, and investment opportunities. *Energy, Sustainability and Society*, 10(1) | 10.1186/s13705-019-0232-1. *Energy, Sustainability and Society*, 10(2), 1–36.
<https://sci-hub.se/https://doi.org/10.1186/s13705-019-0232-1>
- Jones, E. E., & Davis, K. E. (1965). *From Acts to Dispositions: The Attribution Process in Social Psychology* (L. Berkowitz (ed.); 2nd ed.). Academic Press.
- Karomah. (2020). Pengaruh Kepuasan Kerja Dan Job Insecurity Terhadap Turnover Intention Pada Pegawai Kontrak Sekolah X. *Jurnal Ilmu Manajemen*, 17(1), 38–47.
- Kelley, H. H., & Michela, J. L. (1980). Attribution Theory and Research. *Annual*

Review of Psychology, 31(1), 457–501.
<https://doi.org/10.1146/annurev.ps.31.020180.002325>

Kemenkeu. (2025). *Daftar Kantor Akuntan Publik*.
<https://pppk.kemenkeu.go.id/in/post/daftar-kantor-akuntan-publik-findprofkeu>

Khalda, M. R. (2024). *Pengaruh Career Development, Perceived Organizational Support (Pos), Work Life Balance, Dan Job Embeddedness Terhadap Turnover Intention Auditor (Studi Empiris Kap Di Wilayah Dki Jakarta)* (Vol. 15, Issue 1).

Kidamu, O., Hinele, R., & Podungge, R. (2025). Pengaruh Kepuasan Kerja Terhadap Turnover Intention Pada Pegawai di Dinas Pariwisata, Pemuda, dan Olahraga Kabupaten Bone Bolango. *JAMBURA: Jurnal Ilmiah Manajemen Dan Bisnis*, 8(1), 208–215. <https://doi.org/10.25273/equilibrium.v6i2.2938>

Kuntoro, P. D., & Atmoko, A. W. (2025). Analisis Pengaruh Kepuasan Kerja, Komitmen Organisasi dan Burnout terhadap Turnover Intention. *JIIP (Jurnal Ilmiah Ilmu Pendidikan)*, 8(2), 1267–1268.

Lukmawati, E. Y. (2020). Pengaruh Job Stress, Konflik Peran, Kepuasan Kerja Dan Komitmen Organisasi Terhadap Turnover Intention (Studi Kap Di Surabaya). *Jurnal Analisa Akuntansi Dan Perpajakan*, 4(1), 57–67. <https://doi.org/10.25139/jaap.v4i1.2534>

Luthans, F. (2006). *Perilaku Organisasi* (Edisi Sepu). PT Andi.

Luthans, F. (2011). *Organizational Behavior*. In *Hospital Administration* (12th ed.). McGraw-Hill/Irwin. https://doi.org/10.5005/jp/books/10358_23

Madjid, M. F. (2024). Employee Job Satisfaction As A Mediator Of Tacit Knowledge On Employee Performance At Ikm Haha Production Sidoarjo. *COSTING: Journal of Economic, Business and Accounting*, 7(3), 4278–4287.

March, J. G., & Simon, H. A. (1958). *Organizations*. John Wiley & Sons.

Mardianti, F. (2021). The Effect of Factors Affecting Workload on Employee Performance (Study on Employees of Sales Department PT XYZ West Java). *International Journal Administration, Business and Organization (IJABO)*, 2(3), 39–48. <https://ijabo.a3i.or.id>

Meyer, J. P., & Tett, R. P. (1993). Job Satisfaction, Organizational Commitment, Turnover Intention, and Turnover: Path Analyses Based on Meta-analytical Findings. *Personnel Psychology*, 46, 259–293.

Mobley, W. H., Horner, S. O., & Hollingsworth, A. T. (1978). An evaluation of precursors of hospital employee turnover. *Journal of Applied Psychology*, 63(4), 408–414. <https://doi.org/10.1037/0021-9010.63.4.408>

Nasution, N. D. G. (2023). Pengaruh Work Overload Dan Stres Kerja Terhadap Produktivitas Kerja Karyawan Pada PKS SEI Rokan PT. Perkebunan

Nusantara V Kabupaten Rokan Hulu. In *Nucl. Phys.* niversitas Islam Negeri Sultan Syarif Kasim Riau.

- Ningrum, A. C., & Munawaroh. (2025). Pengaruh Lingkungan Kerja dan Motivasi Kerja Terhadap Kepuasan Kerja Karyawan. *Jurnal Manajemen Riset Inovasi*, 3(1), 19–32. <https://doi.org/https://doi.org/10.55606/mri.v3i1.3434>
- Ningsih, O. R., Susetyo, S., & Kananlua, P. S. (2020). Perceived Alternatives Opportunity Sebagai Pemoderasi Pengaruh Kepuasan Kerja Terhadap Turnover Intention Pada Karyawan Consignment Pt Matahari Departement Store Tbk. Cabang Bengkulu. *Managament Insight: Jurnal Ilmiah Manajemen*, 15(2), 221–231. <https://doi.org/10.33369/insight.15.2.221-231>
- Paramita, R. W. D., Rizal, N., & Sulistyan, R. B. (2021). *Metode Penelitian Kuantitatif* (3rd ed.). Widya Gama.
- Pawesti, R., & Wikansari, R. (2017). Pengaruh Kepuasan Kerja Terhadap Intensi Turnover Karyawan Di Indonesia. *Jurnal Ecopsy*, 3(2). <https://doi.org/10.20527/ecopsy.v3i2.2649>
- Pertiwi, N. I., Panjaitan, Y. J., & Munawwar, F. K. (2024). Quality of Work Life as a Predictor of Employee Turnover Intention. *Psikostudia: Jurnal Psikologi*, 13(1), 99. <https://doi.org/10.30872/psikostudia.v13i1.13345>
- Pratiwi, R. R. A. W. D. (2023). *Analisis Turnover Intention Karyawan Kap X Ditinjau Dari Kompensasi, Work Life Balance Dan Beban Kerja*.
- Price, J. L. (2000). Reflections on The Determinants of Voluntary Turnover. *International Journal of Manpower*, 22(7), 600–624.
- Prihatini, D. (2022). Turnover Auditor Di Kantor Akuntan Publik Studi Kasus Pada Salah Satu Kap Big 4 (Kap “Xyz”). *Jurnal Akuntansi, Keuangan, Pajak, Dan Informasi (Jakpi)*, 2(2), 122–141.
- Purnayasa, I. W., Suarka, F. M., & Sutaguna, I. N. T. (2022). *Pengaruh Beban Kerja Terhadap Kepuasan Kerja Karyawan di Visesa Ubud Resort, Gianyar Bali*. 6(1), 33–47.
- Purwohedi, U. (2022). *Metode Penelitian Prinsip dan Praktik* (T. RAS (ed.)). Raih Asa Sukses.
- Putri, I. G. A. M. A. D., & Christi, B. P. (2024). Work Interference with Personal Life: A Moderation of Work Stress and Organizational Justice on Turnover Intention. *International Journal of Economics, Accounting, Dan Management*, 1(2), 84–93.
- R. Zeffane. (1994). Understanding Employee Turnover: The Need for a Contingency Approach. *International Journal of Manpower*, 15(9), 22–37.
- Ramlawati, R., Trisnawati, E., Yasin, N. A., & Kurniawaty, K. (2021). External alternatives, job stress on job satisfaction and employee turnover intention. *Management Science Letters*, 11, 511–518.

<https://doi.org/10.5267/j.msl.2020.9.016>

- Rizzo, J. R., House, R. J., & Lirtzman, S. I. (1970). Rizzo (1970).pdf. *Administrative Science Quarterly*, 15(2), 150–163.
- Robbins, S. P., & Judge, T. A. (2017). *Organizational Behavior* (17th Editi). Pearson Education Limited.
- Rostandi, R. M., & Senen, S. H. (2021). Pengaruh Kepuasan Kerja dan Reward System Terhadap Turnover Intention. *Jurnal Ilmu Manajemen Dan Bisnis*, 12(2), 147–154.
- Santanu, T. R., & Madhani, A. F. (2022). Pengaruh Stres Kerja Dan Beban Kerja Terhadap Kinerja Karyawan Divisi Kurir Studi Pada J&T Express Garut 01 (Pt. Global Jet Express). *Eqien - Jurnal Ekonomi Dan Bisnis*, 11(04), 364–370. <https://doi.org/10.34308/eqien.v11i04.1260>
- Sari, S. W., Setiawati, I., Indriasari, I., & Sumartono, E. (2023). Influence Of Compensation, Leadership Style, Work Environment, And Perceptions Of Job Opportunities On Turnover Intention at PT. Valbury Asia Futures Semarang. *BIMA Journal (Business, Management, & Accounting Journal)*, 4(1), 27–36. <https://doi.org/10.37638/bima.4.1.27-36>
- Sasongko, A. W., Nugraha, F. K., & Sriwijianingsih, P. (2023). Overload, Stress, and Satisfaction: Does It Impact Auditor's Intentions to Resign? *Journal of Auditing, Finance, and Forensic Accounting*, 11(1), 1–19. <https://doi.org/10.21107/jaffa.v11i1.19595>
- Sayekti, I. M. S. (2023). *Profesi Akuntan Profesional Masih Langka, Peluang Baru untuk Generasi Muda*. <https://pressrelease.kontan.co.id/news/profesi-akuntan-profesional-masih-langka-peluang-baru-untuk-generasi-muda>
- Sedarmayanti. (2013). *Manajemen Sumber Daya Manusia*. PT Refika Aditama.
- Setyawati, I. (2021). The Effect of Quality of Work Life, Hardiness and Perceived of Alternative Job Opportunities on Turnover Intentions. *Business Economic, Communication, and Social Sciences (BECOSS) Journal*, 3(3), 103–112. <https://doi.org/10.21512/becossjournal.v3i3.7703>
- Sinaga, T. N. S., & Zairnati. (2025). *Pengaruh Kepuasan Kerja Terhadap Kinerja Karyawan Generasi Milenial Di Era Digital*. 2(1), 255–262.
- Sugiyono. (2019). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D* (Sutopo (ed.); 2nd ed.). Alfabeta.
- Sukmawati, F. N., & Prasetyo, A. (2024). *Burnout , Workload Dan Alternative Job Opportunity : Faktor-Faktor Yang Mempengaruhi Turnover Intention Karyawan*. 9(1), 937–948.
- Suwandi, S., & Indriantoro, N. (1999). Pengujian Model Turnover Pasewark dan Strawser: Studi Empiris pada Lingkungan Akuntan Publik. *The Indonesian Journal of Accounting Research (IJAR)*, 2(2).

- Syanuri, N. N. K., & Sari, M. M. R. (2022). Role Stress, Turnover Intentions Auditor, Kepemimpinan Hindu dan Kompensasi. *E-Jurnal Akuntansi*, 32(5), 1347–1360. <https://doi.org/10.24843/eja.2022.v32.i05.p17>
- Taryana, T., Agustina, G., Anshori, M. I., & ... (2024). the Influence of Role Conflict and Locus of Control on Employee Turnover. *International Journal of Economic Literature (INJOLE)*, 2(1), 67–74. <https://injole.joln.org/index.php/ijle/article/view/49%0Ahttps://injole.joln.org/index.php/ijle/article/download/49/58>
- Treuren, G. (2013). The relationship between perceived job alternatives , employee attitudes and leaving intention. *Anzam*, 1–18.
- Tubay, J. B. (2020). The impact of job satisfaction, organizational commitment and demographic factors on turnover intentions of accounting professionals in auditing firms in the philippines with moderating effect of employee development. *DLSU Business and Economics Review*, 30(1), 83–91.
- Ummah, F., Khofifah, R. A., & Kusdiyana, A. (2023). The relationship between job satisfaction and organizational communication with employee performance At Intan Medika Hospital Lamongan Hubungan kepuasan kerja dan komunikasi organisasi dengan kinerja pegawai Rumah Sakit Intan Medika Lamongan. *Media Ilmu Kesehatan*, 12(2), 232–244. <https://doi.org/https://doi.org/10.30989/mik.v12i2.999>
- Vanchapo. (2020). *Beban Kerja dan Stres Kerja*. CV Penerbit Qiara Media.
- Wu, X., Zhang, L., & Zhang, C. (2025). Linking frontline construction workers' perceived abusive supervision to work engagement: job insecurity as the game-changing mediation and job alternative as a moderator. *Engineering, Construction and Architectural Management*, 32(3), 1739–1758. <https://doi.org/10.1108/ECAM-04-2023-0317>
- Wulandari, E., & Septiani, M. (2024). Faktor-Faktor Yang Mempengaruhi Turnover Intention Pada Karyawan Matahari Di Jakarta. *Management & Accounting Expose*, 7(2), 48–57. <https://journal.ubaya.ac.id/index.php/JIBT/article/view/5358>
- Wulansari, C., Subroto, B., & Mardiaty, E. (2021). The Influence of Excessive Workload and Work Stress towards the Auditor's Turnover Intention with Job Satisfaction as Mediation Variable. *Jurnal Ilmiah Akuntansi*, 6(2), 293–316. <https://doi.org/10.23887/jia.v6i2.37510>
- Yantomi, Y. (2024). Beban pekerjaan, Tingkat Stres, dan Komitmen Organisasi Terhadap Niat Auditor Resign. *AKURASI: Jurnal Riset Akuntansi Dan Keuangan*, 6(2), 219–230. <https://doi.org/10.36407/akurasi.v6i2.1354>
- Yulianti, N. K. R., & Putra, M. S. (2021). Pengaruh Konflik Peran Terhadap Kepuasan Kerja Melalui Mediasi Stres Kerja Di Kantor Pertanahan Kabupaten Gianyar. *E-Jurnal Manajemen Universitas Udayana*, 10(7), 694–713.

<https://doi.org/10.24843/ejmunud.2021.v10.i07.p04>

Zahra, F. (2023). The Moderating Role of Ethical Leadership in Preventing Employees' Burnout Caused by Work Overload: The Mediating Role of Emotional Exhaustion. *Journal of Economics and Business Issues*, 3(1), 16–32.
<https://www.jebi-academic.org/index.php/jebi/article/view/56%0Ahttps://www.jebi-academic.org/index.php/jebi/article/download/56/21>

