

## DAFTAR PUSTAKA

- Aditeresna, R. A. K., & Mujiati, N. W. (2018). *Pengaruh Kompensasi, Kepuasan Kerja dan Pengembangan Karir Terhadap Retensi Karyawan Di Kutabex Hotel*. 7(11), 5814–5845.  
<https://doi.org/10.24843/EJMUNUD.2018.v7.i11.p1>
- Alatas, V., & Newhouse, D. L. (2010). *Indonesia jobs report: towards better jobs and security for all (Vol. 2 of 2): Main report*.
- Allen, D. G., Bryant, P. C., & Vardaman, J. M. (2010). Retaining talent: Replacing misconceptions with evidence-based strategies. *Academy of Management Perspectives*, 24(2), 48–64.
- Andreou, P. C., Harris, T., Philip, D., & Zhang, W. (2020). The OCAI Textual Measure of Organizational Culture: Construct Validation Documentation. *SSRN Electronic Journal*. <https://doi.org/10.2139/ssrn.3625894>
- Anggraeni, D., Kaukab, M. E., & Efendi, B. (2024). Pengaruh Pengembangan Karir, Kompensasi, Budaya Organisasi, dan Work Environment Terhadap Loyalitas Karyawan. *Journal of Economics, Management, and Business*, 3(2), 31–46. <https://doi.org/10.32699/magna.v3i2.7891>
- Arianty, N. (2014). Pengaruh budaya organisasi terhadap kinerja pegawai. *Jurnal Ilmiah Manajemen Dan Bisnis*, 14(2).
- Ariawangsa, D., & Mujiati, N. W. (2022). Pengaruh Kepuasan Kerja, Kompensasi Dan Budaya Organisasi Terhadap Retensi Karyawan Pada Masa Pandemi Covid-19. *E-Jurnal Ekonomi dan Bisnis Universitas Udayana* <https://ojs.unud.ac.id/index.php/EEB/index>, 13(02).
- Armstrong, M. & T. S. (2023). *Armstrong's handbook of human resource management practice: A guide to the theory and practice of people management*. [www.koganpage.com](http://www.koganpage.com)
- Baxi, B., & Atre, D. (2024). Job Satisfaction: Understanding the Meaning, Importance, and Dimensions. *Journal of Management and Entrepreneurship Research*, 18(2), 34–40.
- Businesspedia. (2024, February 24). *What Is Job Satisfaction? Definition, Factors and Importance*. <https://businesspedia.in/what-is-job-satisfaction-definition-factors-and-importance/>
- Chalmers, R., Marras, A., & Brannan, G. D. (2025). Organizational culture. In *StatPearls [Internet]*. StatPearls Publishing.
- Chatzoudes, D., & Chatzoglou, P. (2022). Factors Affecting Employee Retention: Proposing an Original Conceptual Framework. *International Journal of*

- Economics and Business Administration*, X (Issue 1), 49–76.  
<https://doi.org/10.35808/ijeba/748>
- Chi, W. R., Vasudevan, A., Wang, A., Ramachandran, S., Balakrishnan, R., Galdolage, B. S., & Maniam, V. A. (2024). Exploring The Influence of Human Resource Management Strategies on Employee Retention: A Detailed Empirical Analysis in Private Higher Education Institutions. *Journal Of Ecohumanism*, 3(8). <https://doi.org/10.62754/joe.v3i8.5423>
- Chin, W. W. (2010). How to Write Up and Report PLS Analyses. In *Handbook of Partial Least Squares* (pp. 655–690). Springer Berlin Heidelberg.  
[https://doi.org/10.1007/978-3-540-32827-8\\_29](https://doi.org/10.1007/978-3-540-32827-8_29)
- 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>
- Cohen, J. (2013). *Statistical Power Analysis for the Behavioral Sciences*. Routledge. <https://doi.org/10.4324/9780203771587>
- Darmayanti, D., Perizade, B., Isnurhadi, I., & Yuliani, Y. (2024). Analysis Of Factors Influencing Employee Retention: A Study on Start-Up Companies In the Information Technology Sector. *Eduvest - Journal of Universal Studies*, 4(5), 3838–3846. <https://doi.org/10.59188/eduvest.v4i5.1217>
- de Lucas Ancillo, A., Gavrila Gavrila, S., & del Val Núñez, M. T. (2023). Workplace change within the COVID-19 context: The new (next) normal. *Technological Forecasting and Social Change*, 194, 122673. <https://doi.org/10.1016/j.techfore.2023.122673>
- Deniz, A. (2024). The Effect of Normative Commitment on Intention to Stay at Work: An Application in the Aviation Sector. *Journal of Social Science Studies*, 11(2), 69. <https://doi.org/10.5296/jsss.v11i2.22398>
- Dessler, G. (2020). *Fundamentals of human resource management*. Pearson.
- Faul, F., Erdfelder, E., Lang, A.-G., & Buchner, A. (2007). G\*Power 3: A flexible statistical power analysis program for the social, behavioral, and biomedical sciences. *Behavior Research Methods*, 39(2), 175–191. <https://doi.org/10.3758/BF03193146>
- Galanaki, E. (2020). Effects of employee benefits on affective and continuance commitment during times of crisis. *International Journal of Manpower*, 41(2), 220–238. <https://doi.org/10.1108/IJM-08-2018-0270>
- Gorde, S. U., Sakharekar, U., & Sayankar, K. (2022). The role of Employee Empowerment practices in the Organizational Development. *Shodhsanhita*, 9(1), 151–161.

- Gravetter, F. J., & Forzano, L. A. B. (2015). *Research Methods for the Behavioral Sciences*. Cengage Learning.  
<https://books.google.co.id/books?id=9VupoAEACAAJ>
- Gravetter, F. J., & Forzano, L. A. B. (2018). *Research Methods for the Behavioral Sciences*. Cengage Learning.  
<https://books.google.co.id/books?id=6RREDwAAQBAJ>
- Hair, J. F., Tomas, G., Hult, M., Ringle, C. M., & Sarstedt, M. (2021). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)*.  
<https://www.researchgate.net/publication/354331182>
- Handwrytten. (2024). *Job Satisfaction: Definition, Importance and Examples in 2024*. <https://www.handwrytten.com/resources/job-satisfaction/>
- Hansen, J. (2022, February 3). *Employee Turnover Rates by Industry: Trends and Solutions*. <https://www.awardco.com/blog/employee-turnover-rates>
- Hausknecht, J. P., Rodda, J., & Howard, M. J. (2009). Targeted employee retention: Performance-based and job-related differences in reported reasons for staying. *Human Resource Management: Published in Cooperation with the School of Business Administration, The University of Michigan and in Alliance with the Society of Human Resources Management*, 48(2), 269–288.
- Henseler, J., Ringle, C. M., & Sarstedt, M. (2015). A new criterion for assessing discriminant validity in variance-based structural equation modeling. *Journal of the Academy of Marketing Science*, 43(1), 115–135.  
<https://doi.org/10.1007/s11747-014-0403-8>
- Herbert, T. (2023, March 8). *Improving Employee Retention In 2023 With A Positive Workplace Culture*. Forbes Business Council.
- Hidayatullah, M., Hairul Hatami, & Achmad Fauziannor. (2025). Retensi Karyawan Generasi Z di Indonesia Berdasarkan Kajian Literatur Sistematis. *Jurnal Kajian Dan Penalaran Ilmu Manajemen*, 3(2), 01–16.  
<https://doi.org/10.59031/jkpim.v3i2.601>
- Indrasari, M. (2017). *Kepuasan Kerja dan Kinerja Karyawan Tinjauan dari Dimensi Iklim Organisasi, Kreativitas Individu, dan Karakteristik Pekerjaan*. [www.indomediapustaka.com](http://www.indomediapustaka.com)
- Irfan, M., & Putra, A. R. (2021). Dampak Kepemimpinan dan Rotasi Kerja terhadap Turnover Intention. *Ekonomi, Keuangan, Investasi Dan Syariah (EKUITAS)*, 3(2), 302–306. <https://doi.org/10.47065/ekuitas.v3i2.1150>
- Iswahyudi, M. S., Elshifa, A., Abas, M., Martalia, D., Mutia, A., Imlabla, F. V., Yasman, Y., Ningtyas, R., & Manafe, D. (2023). *Dasar-Dasar Manajemen Sumber Daya Manusia: Panduan Mengelola Organisasi Publik dan Bisnis Menuju Kesuksesan di Era Digital*. PT. Sonpedia Publishing Indonesia.

- Joshi, A., Kale, S., Chandel, S., & Pal, D. (2015). Likert Scale: Explored and explained. *British Journal of Applied Science & Technology*, 7(4), 396–403. <https://doi.org/10.9734/BJAST/2015/14975>
- Kandita Permata Sari, V., & Jemadi. (2024). Pengaruh Lingkungan Kerja, Kompensasi, dan Kepuasan Kerja terhadap Retensi Karyawan: Studi Sumber Daya Manusia pada Rajaklana Resort Yogyakarta. *Jurnal Manajemen Strategis: Jurnal Mantra*, 1(02), 115–126. <https://doi.org/10.30588/jmt.v1i02.1731>
- Khanh Giao, H. N., Nhat Vuong, B., & Duy Tung, D. (2020). A Model of Organizational Culture for Enhancing Organizational Commitment in Telecom Industry: Evidence from Vietnam. *Wseas Transactions on Business and Economics*, 17, 215–224. <https://doi.org/10.37394/23207.2020.17.23>
- Khoirunnisa, S., Jhoansyah, D., Nurmala, R., Bisnis, J. A., & Sukabumi, U. M. (2024). *The Influence of Supportive Work Environment, Work-Life Balance, And Organizational Culture on Employee Retention (Survey on Yayasan Pendidikan Islam At-Tartil Sukabumi)*.
- Kiran, Y., Mubashir, A., Shaikh, O. A., Naseem, M., & Shaikh, A. (2024). Impact of HRM Practices on Employee Retention: Moderating Role of Job Satisfaction. *Journal of Social & Organizational Matters*, 3(1), 72–92. <https://doi.org/10.56976/jsom.v3i1.52>
- Krishnamoorthy, N., & Aisha, A. (2022). An empirical study of employee retention in the information technology sector in Bangalore City. *East Asian Journal of Multidisciplinary Research (EAJMR)*, 1(7), 1333–1342.
- Kumar, R. (2014). *Research Methodology: A Step-by-Step Guide for Beginners*. SAGE Publications. <https://books.google.co.id/books?id=MKGVAgAAQBAJ>
- Kundi, Y. M., Aboramadan, M., Elhamalawi, E. M. I., & Shahid, S. (2021). Employee psychological well-being and job performance: exploring mediating and moderating mechanisms. *International Journal of Organizational Analysis*, 29(3), 736–754. <https://doi.org/10.1108/IJOA-05-2020-2204>
- Liu, G., Tsui, E., & Kianto, A. (2021). Knowledge-friendly organisational culture and performance: A meta-analysis. *Journal of Business Research*, 134, 738–753. <https://doi.org/10.1016/j.jbusres.2021.05.048>
- Luthfi Darmawan, M., & Sansoso, W. (2023). Pengaruh Kompensasi dan Faktor Lainnya Terhadap Retensi Karyawan-Karyawan PT. X. *E-JURNAL MANAJEMEN TSM*, 3, 243–252.
- Martins, P., Nascimento, G., & Moreira, A. (2023). Leadership and Turnover Intentions in a Public Hospital: The Mediating Effect of Organisational

- Commitment and Moderating Effect by Activity Department. *Administrative Sciences*, 13(1), 18. <https://doi.org/10.3390/admsci13010018>
- Mathis, R. L., & Jackson, J. (2007). *Human Resource Management*. Cengage Learning. [https://books.google.co.id/books?id=\\_yCe7fiQbokC](https://books.google.co.id/books?id=_yCe7fiQbokC)
- Microsoft. (2023). *Will AI Fix Work? 2023 Work Trend Index: Annual Report Illustration by Jon Han with inspiration from Bing Image Creator*.
- Milkovich, G., Newman, J., & Gerhart, B. (2011). *Compensation*. McGraw-Hill Education. <https://books.google.co.id/books?id=7khVPgAACAAJ>
- Millena, R., & Donal Mon, M. (2022). Analisis Pengaruh Kompensasi Pelatihan dan Pengembangan Terhadap Retensi Karyawan Dengan Kepuasan Kerja Sebagai Mediasi Pada Karyawan Manufaktur Tunas Bizpark Kota Batam. *JWM (Jurnal Wawasan Manajemen)*, 10(3), 157–166. <https://doi.org/10.20527/jwm.v10i3.220>
- Nasim, A. (2023). Pengaruh Lingkungan Kerja, Kompensasi Dan Kepuasan Kerja Terhadap Retensi Karyawan. *Jurnal Pelita Manajemen*, 2(01), 22–33.
- Nathania, J. A., & Wijaya, S. (2024). Pengaruh Kompensasi, Budaya Organisasi dan Motivasi terhadap Retensi Karyawan pada Store Maxx Coffee Tangerang. *Studi Ilmu Manajemen Dan Organisasi*, 5(1), 43–54. <https://doi.org/10.35912/simo.v5i1.3027>
- Ng, T. W. H., & Feldman, D. C. (2010). Organizational Tenure and Job Performance. *Journal of Management*, 36(5), 1220–1250. <https://doi.org/10.1177/0149206309359809>
- Nurisman, H. (2018). *Pengaruh Lingkungan Kerja, Budaya Organisasi, Pengembangan Karyawan dan Kepuasan Kerja Terhadap Retensi Karyawan Generasi Y di PT Pamapersada Nusantara*.
- Oktaviani, D. S., Prayoga, Y., Sri, A., & Hutagaol, R. (2025). YUME: Journal of Management Pengaruh Motivasi, Insentif, Dan Budaya Organisasi Terhadap Retensi Kerja (Studi Kasus Pt Lingga Tiga Sawit). In *YUME: Journal of Management* (Vol. 8, Issue 1).
- Petrocelli, J. V. (2003). Hierarchical Multiple Regression in Counseling Research: Common Problems and Possible Remedies. *Measurement and Evaluation in Counseling and Development*, 36(1), 9–22. <https://doi.org/10.1080/07481756.2003.12069076>
- Pradipta, P. S. A., & Suwandana, I. G. M. (2019). Pengaruh Kompensasi, Kepuasan Kerja Dan Pengembangan Karir Terhadap Retensi Karyawan. *E-Jurnal Manajemen*, 8(4). <https://doi.org/https://doi.org/10.24843/EJMUNUD.2019.v8.i4.p19>
- Praditya Adi Putra, I. P. A., & Mudiarta Utama, I. W. (2018). *Pengaruh Budaya Organisasi Komitmen Organisasional dan Kompensasi Terhadap Retensi*

*Karyawan.*

<https://doi.org/https://doi.org/10.24843/EJMUNUD.2018.v7.i11.p5>

- Prasetyo, I., & Aliyyah, N. (2021). Effects of organizational communication climate and employee retention toward employee performance. *J. Legal Ethical & Regul. Isses*, 24, 1.
- Putri, M., Anindita, P., & Safa, N. N. (2024). Analisis Faktor-Faktor Yang Mempengaruhi Kepuasan Kerja Di Lingkungan Kantor. *Komunika: Jurnal Ilmiah Komunikasi*, 2(1), 92–105.
- Rahman, W., & Nas, Z. (2020). Employee development and turnover intention: theory validation. *European Journal of Training and Development*, 37(6), 564–579. <https://doi.org/10.1108/EJTD-May-2012-0015>
- Salem, H., & Almerri, H. (2023). Investigating The Impact of Organizational Culture on Employee Retention: Moderating Role of Employee Engagement. *Journal of System and Management Sciences*, 14(4). <https://doi.org/10.33168/JSMS.2023.0429>
- Santrock, J. W. (2019). *Life-span Development*. McGraw-Hill Education. <https://books.google.co.id/books?id=TfV7tQEACAAJ>
- Shrestha, P., & Prajapati, D. K. (2023). Human resource management practices and employee retention. *Journal of Balkumari College*, 12(1), 1–9.
- Spector, P. (2015). *Job Satisfaction: Application, Assessment, Causes, and Consequences*. SAGE Publications, Inc. <https://doi.org/10.4135/9781452231549>
- Spector, P. E. (1985). Measurement of human service staff satisfaction: Development of the Job Satisfaction Survey. *American Journal of Community Psychology*, 13(6), 693–713. <https://doi.org/10.1007/BF00929796>
- Subramaniam, S. H., Wider, W., Tanucan, J. C. M., Yew Lim, K., Jiang, L., & Prompanyo, M. (2024). Key factors influencing long-term retention among Contact Centre employee in Malaysia: a Delphi method study. *Cogent Business & Management*, 11(1). <https://doi.org/10.1080/23311975.2024.2370444>
- Tien, Dr. N. H., & Anh, Dr. D. B. H. (2019). Organizational culture and labor productivity of foreign corporations in Vietnam. *International Journal of Research in Finance and Management*, 2(1), 37–42. <https://doi.org/10.33545/26175754.2019.v2.i1.a.22>
- Tresna Dewi, N. P. Y., Sudiartini, N. W. A., & Amanda Putri, N. K. D. (2024). Analisis Faktor- Faktor yang Mempengaruhi Retensi Karyawan (Driver) pada PT. Aplikasi Karya Anak Bangsa (Gojek) Kantor Cabang Denpasar. *Jurnal Ilmiah Satyagraha*, 7(2), 75–91. <https://doi.org/10.47532/jis.v7i2.1077>

- Violetta, V., & Edalmen, E. (2020). Pengaruh kompensasi terhadap retensi karyawan dengan kepuasan kerja sebagai variabel mediasi. *Jurnal Manajerial Dan Kewirausahaan*, 2(4), 1086.
- Wahanasuci, R., & Totalwin, S. (n.d.). *Pengaruh Kompensasi, Pengembangan Karir Dan Lingkungan Kerja Terhadap Retensi Karyawan Dengan Kepuasan Kerja Sebagai Variabel Intervening Studi Kasus pada Karyawan PT. Kereta Api Indonesia (Persero) Divisi Regional III Palembang*.
- Wandara, D. D. M., & Wibawa, I. M. A. (2020). Pengaruh Kepuasan Kerja, Kompensasi Non Finansial, Serta Budaya Organisasi Terhadap Retensi Karyawan. *E-Jurnal Manajemen Universitas Udayana*, 9(5), 1798. <https://doi.org/10.24843/ejmunud.2020.v09.i05.p08>
- Wayan Suryathi, I Made Widiantera, & I Wayan Siwantara. (2023). Compensation and work environment on employee retention. *World Journal of Advanced Research and Reviews*, 19(3), 024–028. <https://doi.org/10.30574/wjarr.2023.19.3.1764>
- Wellhub. (2023). *How employee turnover impacts your bottom line and how to stop it*. <https://wellhub.com>
- Xuecheng, W., Iqbal, Q., & Saina, B. (2022). Factors Affecting Employee's Retention: Integration of Situational Leadership with Social Exchange Theory. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.872105>
- Yoon, D.-Y., Han, C. S.-H., Lee, S.-K., Cho, J., Sung, M., & Han, S. J. (2022). The critical role of job embeddedness: The impact of psychological empowerment and learning orientation on organizational commitment. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.1014186>
- Zahara Tussoleha Rony, Heri Fitriadi, & Warkianto Widjaja. (2023). Pengaruh Turnover Intention Dan Kompensasi Terhadap Tingkat Retensi Karyawan Pada Perusahaan Manufaktur Di Jawa Barat. *Jurnal Bisnisan: Riset Bisnis Dan Manajemen*, 5(1), 45–54. <https://doi.org/10.52005/bisnisan.v5i1.133>
- Zhang, W., Zeng, X., Liang, H., Xue, Y., & Cao, X. (2018). Understanding How Organizational Culture Affects Innovation Performance: A Management Context Perspective. *Sustainability*, 15(8), 6644. <https://doi.org/10.3390/su15086644>
- Zhou, Y., Wu, C., Zou, M., & Williams, M. (2021). When is the grass greener on the other side? A longitudinal study of the joint effect of occupational mobility and personality on the honeymoon-hangover experience during job change. *Journal of Organizational Behavior*, 42(4), 551–566. <https://doi.org/10.1002/job.2491>