

DAFTAR PUSTAKA

- Aeni, N., & Paradila. (2020). *PENGARUH MEANINGFUL WORK DAN WORK ENGAGEMENT Terhadap Komitmen, Pada, Organisasi Herona, P T. i(I)*, 119–124.
- Abelson, M. A. (1987). Examination Of Avoidable And Unavoidable Turnover. *Journal Of Applied Psychology*, 182- 386.
- Achieving, T., & McClelland, D. C. (2014). *Wesleyan University*. 3(3), 371–381.
- Aisha, Khanam. 2015. Organizational Commitment Of Employees In Relation To Jobinvolvement And Job Satisfaction. *International Journal In Management And Social Sciencevol. 3. No. 1. P:232*
- Agheli, Reza Khadem. 2015. Impact Job Involvement On Turnover Via Organizational Commitment And Job Satisfaction Case Study: Guilan Medical Staff. *Journal Of Scientific Research And Development. Vol. 2. No. 7. Pp: 35-39*
- Aktouf O. 1992. Management And Theories Of Organizations In The 1990s: Toward A Critical Radical Humanism. *Academy Of Management Review* 17:407– 431
- Albattat, A. R. (2013). *Employee Dissatisfaction And Turnover Crises In The Malaysianhospitality Employee Dissatisfaction And Turnover Crises In The Malaysian Hospitality Industry. February.* <Https://Doi.Org/10.5539/Ijbm.V8n5p62>.
- Allen, N.J. & Meyer, I.P. (1990). The Measurement And Antecedents Of Affective, Continuance, And Normative Commitment To The Organization. *Journal Of Occupational Psychology*, 91, 1-18.
- Andika, R. (2018). *The Effect Of Employee Empowerment And Intrinsic Motivation On Organizational Commitment And Employee Performance.* 30, 241–251.
- Anuari, A., Firdaus, M. A., & Subakti, J. (2020). Pengaruh Keterikatan Karyawan Dan Komitmen Kerja Terhadap Kinerja Karyawan. *Manager: Jurnal Ilmu Manajemen*, 3(4), 529.
- Ayers. 2010. Job Satisfaction, Job Involvement, and Perceived Organizational Support as Predictor of Organizational Commitment. *Journal of Psychology*

- Badjuri, Achmad. (2009). "Pengaruh Komitmen Organisasional Dan Profesional Terhadap Kepuasan Kerja Auditor Dengan Motivasi Sebagai Variabel Intervening". Semarang: Kajian Akuntansi.
- Bailey, C., Madden, A., Alfes, K., & Fletcher, L. (2017). The Meaning, Antecedents and Outcomes of Employee Engagement: A Narrative Synthesis. International Journal of Management Reviews, 19(1), 31–53.
- Bakker, A.B., Schaufeli, W. B., Leiter, M.P., & Taris, T. W. (2008). Work Engagement: An Emerging Concept In Occupational Health Psychology. *Work And Stress*, 22,187–200
- Bakker, A. B., & Bal, P. M. (2010). Weekly Work Engagement And Performance: A Study Among Starting Teachers. 189–206. [Https://Doi.Org/10.1348/096317909X402596](https://doi.org/10.1348/096317909X402596)
- Bakker, A. B., Albrecht, S. L., & Michael, P. (2011). Key Questions Regarding Work Engagement. European Journal Of Work And Organizational Psychology, 20(1), 37–41.
- Balsam S And Miharjo S (2007). The Effect Of Equity Compensation On Voluntary Executive Turnover. Journal Of Accounting And Economics, 43(1): 95-119.
- Brown, D., Callen, A., & Robinson, D. (2016). The Relationship Between Total Reward And Employee Engagement. Institute For Employment Studies.
- Cao, X., & Bsn, L. C. (2021). *Relationships Between Resilience , Empathy , Compassion Fatigue , Work Engagement And Turnover Intention In Haemodialysis Nurses: A Cross-Sectional Study*. 2011(December 2020), 1–10. [Https://Doi.Org/10.1111/jonm.13243](https://doi.org/10.1111/jonm.13243).
- Caldwell, D.F., Chatman, J.A., & O'Reilly, C.A. (1990). Building Organizational Commitment: A Multifirm Study. Journal Of Occupational Psychology, 63, 245-261
- Chairuddin, S., Riadi, S, S., Hariyadi, S., & Sutadji. (2015). *Antecedent Work Engagement And Organizational Commitment To Increase The Outsourcing Employees Performance In The Department Of Cleanliness And Horticultural*. European Journal Of Business And Management, 7(14), 1–14.
- Chaufeli, W. B., Bakker, A. B., & Salanova, M. (2006). The Measurement Of Work Engagement With A Short Questionnaire: A

- Cross-National Study. *Educational And Psychological Measurement*, 66(4), 701-716.
- Chin-Wen Liao. 2012. "Work Values, Work Attitude And Job Performance Of Green Energy Industry Employees In Taiwan." *African Journal Of Business Management* 6(15):5299–5318.
- Cicei, C. C. (2012). Occupational Stress And Organizational Commitment In Romanian Public Organizations. *Procedia - Social And Behavioral Sciences*, 33, 1077–1081.
- Colquitt., Lepine. & Wesson. (2009). *Organizational Behavior*. New York: McGraw-Hill.
- Cropanzano, R., Rupp, D.E., & Byrne, Z.S. (2003). The Relationship Of Emotional Exhaustion To Work Attitudes, Job Performance, And Organizational Citizenship Behaviors. *Journal Of Applied Psychology*, Vol. 88, No. 1, 160–169.
- Daniel, T. K. (2018). Moderasi, Pengaruh Komitmen Organisasi Terhadap Kinerja Karyawan Generasi Y Di Pt Bank Sumut Dengan Kepemimpinan Transformasional Sebagai Variabel. Universitas Sumatera Utara.*
- Davidson, MC, Timo, N. And Wang, Y. (2010), "How Much Does Labour Turnover Cost? A Case Study Of Australian Four-And Five-Star Hotels", *International Journal Of Contemporary Hospitality Management*, Vol. 22 No. 4, Pp. 451-466.
- Deabeata Gena Emily, Bagus Wicaksono, A. N. P. (2004). *Hubungan Antara Motivasi Kerja Dan Komitmen Organisasi Dengan Keterlibatan Kerja Pada Anggota Organisasi AIESEC Local Committee Universitas Sebelas Maret Surakarta*. 1–13.
- Demerouti, E., Bakker, A. B., Nachreiner, F., & Schaufeli, W. B. (2001). The Job Demands-Resources Model Of Burnout. *Journal Of Applied Psychology*, 86 (3), 499-512
- Denton, K. (1987), Effective Appraisals: Key To Employee Motivation. *Industrial Engineering*, 19, 12, 24
- Dewi, R., Rikmaratri, D., Hariri, A., Prohimi, A., Fakultas, J. M., Universitas, E., & Malang, N. (2012). *Dampak Keterlibatan Kerja Dan Dukungan Organisasi Terhadap Komitmen Organisasi*.

- Pasya, dhel juni. (2021). ANALISIS MOTIVASI, KOMPENSASI DAN STATUS KERJA Terhadap Keterikatan Kerja Karyawan Studi Pada Pt. *Angewandte Chemie International Edition*, 6(11), 951–952., 9(02), 2013–2015.
- Diah, P. (2020). The Influence Of Effective Leadership And Organizational Trust To Teacher's Work Motivation And Organizational Commitment. *Media Ekonomi Dan Manajemen*, 35(1), 75. <Https://Doi.Org/10.24856/Mem.V35i1.1257>
- Dirdjo, M. M., & Oktavian, I D. (2020). Hubungan Motivasi Kerja Dengan Komitmen Organisasi Perawat Di RSJD Atma Husada Mahakam Samarinda. *Burneo Student Research*, 1(3), 1779–1783.
- Dyne, V.L Dan Graham, J.W. 2005. Organizational Citizenship Behavior, Construct Redefinition Measurement And Validation. *Academy Management Journal*. 37, (4), 765-802.
- Entury. (2010). Kinerja Dipengaruhi Oleh Variabel Anteseden Dan Dampaknya Pada Kepuasan Kerja(Studi Pada Manajer Bank BRI Di Malang). Ambon: Universitas Pattimura.
- Fatmawati, Eka, Andi Indahwaty Sidin, And Lalu Muhammad Saleh. 2020. "How Does Proactive Motivation Affect
- Fransiska, E. (2018). *Pengaruh Efikasi Diri Dan Kepuasan Kerja Terhadap Komitmen Organisasi Pada Karyawan Tesis*.
- Ganesan, Shankar Dan Barton A. Weitz, 1996, The Impact Of Staffing Policies On Retail Buyer Job Attitudes And Behaviors, *Journal Of Retalling*, 72(1).
- Geomani, (2012), Impact Of Motivation On Employee Job Performance, 46P,Http://Ivythesis.Typepad.Com/Term_Paper_Topics/2010/01/The-Impact-Of-Motivation-Onemployee-Performance-Research-Proposal.Html
- George, J.M. Dan Jones, G.R. 2005. Understanding And Managing Organizational Behavior. 4th Edition. New Jersey: Upper Saddle River
- Gray, A. M., Phillips, V. L., & Normand, C. (1996). The Costs Of Nursing Turnover: Evidence From The British National Health Service. *Health Policy*, 38(2), 117-128.
- Guzeller, C. O., & Celiker, N. (2020). *Examining The Relationship Between Organizational Commitment And Turnover Intention Via A Meta-Analysis*. 14(1), 102–120. <Https://Doi.Org/10.1108/IJCTHR-05-2019-0094>

- Hanafi, C., & Sanosra, A. (2018). *The Effect Of Work Motivation, Organizational Climate On Organizational And Performance Commitments Of Education Teachers Of Age Children Education Teachers In Ikip Pgri Jember*. 8(1), 94–111.
- Herman. (2016). Hubungan Budaya Organisasi Dan Kepuasan Kerja Dengan Komitmen Terhadap Organisasi. *JIMFE (Jurnal Ilmiah Manajemen Fakultas Ekonomi)*, 2(1), 18-32.
- Hilton, Tasia Lawnetta. 2015. Effect Of Burnout And Organizational Commitment On The Turnover Intention Of Clinical Laboratory Employees In Florida. Amerika Serikat : Walden University.
- Ibrahim, S., Kalil, M., & Abd-Elrhaman, E. S. A. (2019). *Relationship Among Nurses 'Locus Of Control , Work Motivation Factors , And Their Organizational Commitment*. 7(2), 167–178. <Https://Doi.Org/10.12691/Ajnr-7-2-8>
- Isbn, P., & Sidin, A. I. (2021). *Perilaku Organisasi*.
- Islamy, F. J. (2016). *Komitmen Berkelanjutan Terhadap Turnover Intention Pada*. 15(2), 164–181.
- Istiqomah, H. M., & Purwanto, M. E. (2022). Pengaruh Motivasi Kerja, Gaya Kepemimpinan, Dan Penerapan Good Corporate Governance Terhadap Keterikatan Kerja Karyawan Serta Dampaknya Pada Kinerja Perusahaan. *Ecopreneur: Jurnal Program Studi Ekonomi Syariah*, 3(1), 1.
- Jung, H. S., Song, M. K., & Yoon, H. H. (2021). The Effects Of Workplace Loneliness On Work Engagement And Organizational Commitment: Moderating Roles Of Leader-Member Exchange And Coworker Exchange. *Sustainability (Switzerland)*, 13(2), 1–15.
- Kahn WA. 1990. Psychological Conditions Of Personal Engagement And Disengagement At Work. *Academy Of Management Journal* 33:692–724.
- Karambut, C. A. (2011). Analisis Pengaruh Kecerdasan Emosional, Stres Kerja Dan Kepuasan Kerja Terhadap Komitmen Organisasional (Studi Pada Perawat Unit Rawat Inap RS Panti Waluya Malang). 66.
- Karimi, R. And Alipour, F. (2011) 'Social Support And Job Stress: Moderation Role Of Locus Of Control', *Journal Of Asian Scientific Research*, 1(6), Pp. 285–290. Doi: 22231331.

- Kavanagh, J. (2005). Stress And Performance: A Review Of The Literature And Its Applicability To The Military. Technical Report.
- Kim, H. W. And Kim, M. R. (2014) 'Nursing Competency As Experienced By Hospital Nurses In A Clinical Nursing Unit', International Journal Of Bio-Science And Biotechnology, 6(4), Pp. 235–244. Doi: 10.14257/ijbsbt.2014.6.4.22
- Kim, W.; Kim, J.; Woo, H. The Relationship Between Work Engagement And Organizational Commitment: Proposing Research Agendas Through A Review Empirical Literature. *Hum. Resour. Dev. Rev.* 2017, 16, 350–376.
- Kreitner, R., & Kinicki, A. (2004). *Organizational Behavior. Fifth Edition.* New York: Mcgraw Hill.
- Kreitner, Robert Dan Kinicki. 2010. *Organizational Behavior.* NY; McGraw-Hill
- Koh HC And Goh CT (1995). An Analysis Of The Factors Affecting The Turnover Intention Of Non-Managerial Clerical Staff: A Singapore Study. *International Journal Of Human Resource Management*, 6(1): 103-125.
- Kuntardina, A. (2017). Nurses And Staff Turnover Intentions In Private Hospitals, 131, 98–103. [Https://Doi.Org/10.2991/Icoi-17.2017.17](https://doi.org/10.2991/icoi-17.2017.17)
- Łaba, K., & Venter, C. M. (2010). *Meaningful Work , Work Engagement And Organisational Commitment.* 1–10. [Https://Doi.Org/10.4102/Sajip.V40i1.1098](https://doi.org/10.4102/Sajip.V40i1.1098).
- Lestari, I. D. (2016). *KEPUASAN KERJA DAN MOTIVASI TERHADAP KOMITMEN Studi, Program Informatika, Teknik.* 8(1).
- Liche Seniati Chairy. (2002). *Seputar Komitmen Organisasi *) Liche Seniati Chairy A. Teori Tentang Komitmen Organisasi Komitmen Organisasi (. September,* 1–8.
- Linggiallo, H. D., Riadi, S. S., Hariyadi, S., & Adhimursandi, D. (2021). *Management Science Letters.* 11, 31–40. [Https://Doi.Org/10.5267/J.Msl.2020.8.033](https://doi.org/10.5267/J.Msl.2020.8.033)
- Liwun, S. B. B., & Prabowo, H. (2015). Pengaruh Keterlibatan Kerja Dan Spiritualitas Kerja Terhadap Komitmen Organisasi. *Jurnal Psikologi*, 8(1), 32–40.

- Liwun & Prabowo. 2016. Pengaruh Keterlibatan Kerja Dan Spiritual Kerja Terhadap Komitmen Organisasi. UG Jurnal,10(3):25-30, (Ejournal.Gunadarma.Ac.Id), Diakses 26 November 2016.
- Lockwood, N.R. (2007). Leveraging Employee Engagement For Competitive Advantage: HR's Strategic Role (SHRM Research Quarterly Report). Alexandria, VA: Society For Human Resource Managemen.
- Luh, N., Astuti, P., Putu, N., & Harta, S. (2016). Pengaruh Work Engagement Pada Kinerja Bendahara Pengeluaran Dengan Kepemimpinan Transformasional Sebagai Pemoderasi. E-Jurnal Ekonomi Dan Bisnis Universitas Udayana, 5(12), 4057–4082.
- Macey, W. H., & Schneider, B. (2008). The Meaning Of Employee Engagement. *Industrial And Organizational Psychology*, 1, 3–30.
- Madi, F. Al, Shrafat, F., & Zeglat, D. (2017). *The Impact Of Employee Motivation On Organizational Commitment The Impact Of Employee Motivation On Organizational Commitment*. July.
- Maharani, R., Budianto, A., Studi, P., Pascasarjana, M., Galuh, U., Studi, P., Pascasarjana, M., & Galuh, U. (2019). *Master Of Management Studies Program*. 3(2).
- Ma'rufi, A. R., & Anam, C. (2019). Faktor Yang Mempengaruhi Komitmen Organisasi. *Prosiding Seminar Nasional Mamadiister Psikologi Universitas Ahmad Dahlan*, 9(1), 443, 445. File:///C:/Users/User/Appdata/Local/Temp/3458-8199-1-SM.Pdf
- Mangkunegara, Anwar Prabu. 2012. Manajemen Sumber Daya Manusia. Bandung: PT. Remaja Rosdakarya.
- Mardiana, I., Hubais, A. V. S., Manusia, F. E., & Bogor, I. P. (2014). *Hubungan Kepuasan Kerja Dengan Turnover Intentions Pada Perawat Rumah Sakit Dhuafa*. 9(2), 119–130.
- Marciano, Paul L, (2010). Carrots And Sticks Don't Work: Build A Culture Of Employee Engagement With The Principles Of RESPECT. USA: McGraw Hill
- Marta, I. A., Supartha, I. W. G., Ayu, I. G., Dewi, M., & Wibawa, I. M. A. (2021). *Job Enrichment, Empowerment, And Organizational Commitment: The Mediating Role Of Work Motivation And Job Satisfaction*. 8(1), 1031–1040.
- Mas'ud, Fuad. 2002. 40 Mitos Manajemen Sumber Daya Manusia. Semarang: Badan Penerbit Universitas Diponegoro.

- Mathis, R.L., & Jackson H. J. 2011. Manajemen Sumber Daya Manusia. Jakarta: Salemba Empat.
- May, D.R., Gilson, R.L And Harter, L.M. 2004. *The Psychological Conditions Of Meaningfulness, Safety And Availability And The Engagement Of The Human Spirit At Work*. Journal Of Occupational And Organizational Psychology. Vol. 77, H. 11-37
- Mcbey, K., Karakowsky, L., Mcbey, K., & Karakowsky, L. (2013). *Examining Sources Of Influence On Employee Turnover In The Part-Time Work Context*
- Mcshane, S. L., & Glinow, M. A. V. (2007). Organizational Behavior. 3rd Edition, Singapore : McGraw Hill Companies, Inc.
- Melati, B. A., Moeins, A., Tukiran, M., Pascasarjana, S., & Pakuan, U. (2021). *The Relationship Between The Organizational Climate And Work Motivation With The Commitment To The Organization In Pt. Citra International Journal Of Social Policy And Law (Ijospl)*. 02(2), 22–36.
- Merlanti. (2006). Jurnal Pengaruh Motivasi Kerja Terhadap Kepuasan Kerja Karyawan Pada PT. Telekomunikasi Indonesia,Tbk (KANDATEL) Bandung.
- Meyer, J. P., & Allen, N. J. (2004). TCM Employee Commitment Survey Academic Users Guide 2004. London, Ontario, Canada: The University Of Western Ontario, Department Of Psychology. Doi:10.1037/0021-9010.89.6.991
- Mills, M.J.; Fullagar, C.J. Engagement Within Occupational Trainees: Individual Difference Predictors Ad Commitment Outcome. J. Vocat. Behav. 2017, 98, 35–45.
- Mitchell, T. R., Holtom, B. C., Lee, T. W., Sablinski, C. J., & Erez, M. (2001). Why People Stay: Using Job Embeddedness To Predict Voluntary Turnover. Academy Of Management Journal, 44(6), 1102-1121.
- Mobley (1986) Pengganti Karyawan : Sebab, Akibat Dan Pengendalian. Ahli Bahasa : Nurul Imam. PT . Pustaka Binama Pressindo
- Mohsan, F., Nawaz, M. M., Khan, M., Shaukat, Z., & Aslam, N. (2004), Are Employee Motivation, Commitment And Job Involvement Inter-Related: Evidence From Banking Sector Of Pakistan. International Journal Of Business And Social Science, 2, 17, 226-233.
- Moi, B. (2017). Pengaruh Motivasi Kerja Dan Kepuasan Kerja Terhadap Komitmen Organisasional Karyawan Pt. Sugih

Alamanugroho Gunungkidul, D.I. Yogyakarta.

- Mowday., Steers., & Porter, L. (1982). Employee Organization Linkages: The Psychology Of Commitment, Absenteeism And Turnover. New York: Academic Press.
- Mujiasih, E., & Ratnaningsih, I. Z. (2011). *Kepemimpinan Transformasional Dan Employee Engagement. Seminar Nasional Peran Psikologi Dalam Boundaryless Organization: Strategi Mempersiapkan SDM Bertalenta. Semarang, 23-24 September 2011.*
- Mujiasih. E & Ratnaningsih, I. Z. (2012). Meningkatkan Work Engagement Melalui Gaya Kepemimpinan Transforasional Dan Budaya Organisasi. *Jurnal Psikologi*. 3-8
- Nagalingam, U. D., Kadir, N. B. Yah A., & Hoesni, S. M. (2019). The Mediating Role Of Work Engagement In The Relationship Between Emotional Intelligence And Organisational Commitment Among Higher Education Institution Lecturers. *International Journal Of Learning, Teaching And Educational Research*, 18(8), 31–53.
- Nurita, M. (2012) ‘Hubungan Antara Kecerdasan Emosional (EQ) Dengan Kinerja Perawat Pada Rumah Sakit Umum Pusat Fatmawati Jakarta-Selatan’, *Psikologi*, Pp. 1–35.
- Nurlaelly, M., & Laksmi, A. (2016). Kerja, Kepuasan Kompetensi, D A N KOMITMEN ORGANISASI. *Ekonomi Manajemen Sumber Daya*, 18.
- Nuur, dkk. 2015. Pengaruh Keterlibatan Kerja, Ketidakamanan Kerja, Keadilan Distributif pada Komitmen Afektif Melalui Kepuasan Kerja sebagai Mediiasi.
- Oopen, S. M., & Yudana, I. M. (2020). Kontribusi Kepemimpinan Transformasional, Budaya Organisasi, Disiplin Kerja, Dan Motivasi Kerja, Terhadap Komitmen Organisasional Guru Sd. *Jurnal Administrasi Pendidikan Indonesia*, 11(1), 34–43. <Https://Doi.Org/10.23887/Japi.V11i1.3167>
- Ouweneel, E., Le Blanc, P. M., & Schaufeli, W. B. (2011). Flourishing Students: A Longitudinal Study On Positive Emotions, Personal Resources, And Study Engagement. *Journal Of Positive Psychology*, 6(2), 142–153. <Https://Doi.Org/10.1080/17439760.2011.558847>

- Parimita, W., & Farhan, R. (2020). Pengaruh Kepuasan Kerja Dan Keterikatan Kerja Terhadap Komitmen Organisasi Pada Perusahaan Konstruksi Di Jakarta. 2020, 789.
- Parker, S. K., Bindl, U. K., Strauss, K., Parker, S. K., & Strauss, K. (2010). Of Proactive Motivation. May. <Https://Doi.Org/10.1177/0149206310363732>
- Petra. (2007). *Universitas Kristen Petra*. 7–19.
- Putra, E. D., Cho, S., & Liu, J. (2017). *Extrinsic And Intrinsic Motivation On Work Engagement In The Hospitality Industry: Test Of Motivation Crowding Theory*. April. <Https://Doi.Org/10.1177/1467358415613393>
- Rafi, F. R. (2019). *Pengaruh Stress Kerja Dan Work Engagement Terhadap Kinerja Karyawan Dengan Komitmen Organisasi Sebagai Variabel Intervening*.
- Rahati et al. 2015. Job Involvement and Organizational Commitment of Employees of Prehospital Emergency Medical System. Journal of Nurs Midwifery Stud, 4(4):30-46.
- Rahmi, S. K., Sayekti, A., & Manajemen, D. (2022). *Pengaruh Budaya Organisasi Dan Motivasi Terhadap Work Engagement Karyawan Milenial Perum Buleleng Divisi Regional DKI Jakarta*. 1.
- Ridlo, I. A. (2012). *Employee Turn Over*.
- Rino, M. (2019). PENGARUH MOTIVASI, KOMPETENSI DAN KEPUASAN KERJA TERHADAP KOMITMEN ORGANISASI Rino Miftachudin. *Jurnal Ilmu Dan Riset Manajemen*, 8 No 12.
- Ringl, R. W. (2013). *The Relationship Between Job Embeddedness And Work Engagement*. San José State University.
- Rita, N. (2015). *KOMITMEN ORGANISASIONAL*. 6 No 1, 89–99.
- Rivai, V. (2014). *Manajemen Sumber Daya Manusia Untuk Perusahaan* (6th Ed.). Jakarta: PT Raja Grafindo.
- Rizwan, R., Musnadi, S., & Faisal, F. (2018). Pengaruh Budaya Organisasi Dan Keterlibatan Kerja Terhadap Komitmen Organisasi Serta Implikasinya Pada Kinerja Karyawan RSUD Meuraxa Kota Banda Aceh. *Jurnal Magister Manajemen*, 2(1), 78–87.
- Robbins, S. 2006. *Perilaku Organisasi. (Organizational Behaviour)*. Jakarta : PT.Prehalindo.Santoso,

- Robbins, S., & Judge, T. (2007). *Organizational Behaviour* (12th Ed.). New Jersey: Pearson Education, Inc.
- Robbins, S Dan Judge, T.A. 2008. *Perilaku Organisasi*. Jakarta: Salemba Empat.
- Robbins, Stephen P And Judge, Timothy A. 2009. *Perilaku Organisasi*. Edisi 12. Jakarta: Salemba Empat.
- Robbins. Stephen, P., Coulter. Mary. 2012. *Management*. Eleventh Edition. Jakarta: England.
- Robbins, S.P. & Judge. 2013. *Organizational Behavior*. Fifteent Edition. New Jersey. Pearson Education In.
- Robertson-Smith, G., & Markwick, C. (2009). *Employee Engagement A Review Of Current Thinking*. Brighton.
- Roe, Robert A., Irina L. Zinovieva, Elizabeth Dienes, Laurens A. Ten Horn. (2000). *A Comparison Of Work Motivation In Bulgaria, Hungary, And The Netherlands: Test Of A Model*. *Applied Psychology: An International Review* 49(4), 658-687.
- Rohail, R., Zaman, F., Ali, M., Waqas, M., Mukhtar, M., & Parveen, K. (2017). *Effects Of Work Environment And Engagement On Nurses Organizational Commitment In Public Hospitals Lahore, Pakistan*. *Saudi Journal Of Medical And Pharmaceutical Sciences*, 3(7A), 748–753.
- Saxena, S., & Saxena, R. (2015). *Impact Of Job Involvement And Organizational Commitment On Organizational Citizenship Behavior*. 5(1), 19–30.
- Schaufeli, Et.Al. (2002). *Burnout And Engagement In University Students: A Cross- National Study*. *Journal Of Cross-Cultural Psychology*, 33 (5), 464-481
- Schaufeli, W. B., & Bakker, A. B. (2004). *Job Demands, Job Resources And Their Relationship With Burnout And Engagement: A Multi-Sample Study*. *Journal Of Organizational Behavior*, 25, 293-315. Doi: 10.1002/Job.248
- Siagian, Sondang P. (2003). *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.
- Siagian, S. .. 2004. *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.
- Silaban, E. J. (2018). Advisor : Kasmirudin Business Administration Programme-Faculty Of Social And Political Sciences- University Of

- Riau, Bina Widya Campus Jl. H. R Soebrantas KM.12,5 Simpang Baru Panam, Pekanbaru 28293. *Jurnal Online Mahasiswa Fakultas Ilmu Sosial Dan Ilmu Politik Universitas Riau*, 5(1), 1–13.
- Silic, M., & Back, A. (2017). *Impact Of Gamification On User' S Knowledge -Sharing Practices: Relationships Between Work Motivation , Performance Expectancy And Work Engagement*. 1308–1317.
- Smither., (1998), Chemical Process Design, McGraw-Hill, Inc, England.
- Somers
- Sodikin. (2014). Pengaruh Kompensasi Dan Motivasi Terhadap Kinerja Pegawai Pada Departemen Sumber Daya Manusia Pt. Columbindo Perdana. *Uin Maulana Malik Ibrahim*, 39(1), 1–15.
- Sopiah. 2008. Perilaku Organisasi. Yogyakarta: Andi.
- Steers, R. M.&Porter, L. W (Ed). 1996. Motivation And Leadership At Work. Sixth Edition. New York: Mc Graw Hill, Inc.
- Stamolampros, P., Korfiatis, N., Chalvatzis, K. And Buhalis, D. (2019), “Job Satisfaction And Employee Turnover Determinants In High Contact Services: Insights From Employees’ Online Reviews”, *Tourism Management*, Vol. 75, Pp. 130-147.
- Sudita, I. N. (2015). (*Studi Kasus Pada Bidan Praktek Swasta Di Kabupaten Sleman*). 6(1), 89–99.
- Sugiyono. (2013). *Metode Penelitian Pendidikan Pendekatan Kuantitatif, Kualitatif, Dan R&D*. Bandung: Alfabeta
- Sugiyono. (2017). *Metode Penelitian Bisnis : Pendekatan Kuantitatif, Kualitatif, Kombinasi, Dan R&D*. Bandung: Alfabeta.
- Sumanto Dan Anik Herminingsih. (2016) Pengaruh Iklim Organisasi Dan Motivasi Kerja Terhadap Komitmen Terhadap Organisasi. Pada PT. Bank Central Asia Tbk. Kantor Cabang Utama Tangerang Jurnal Ilmiah Manajemen Dan Bisnis. Anik Herminingsih. Volume 2, Nomor 1.
- Supartha, W. G. (2017). *Organisasi, Pengantar Perilaku*.
- Sutanto, Eddy M. Dan Tania, Anastasia. (2013). Pengaruh Motivasi Kerja Dan Kepuasan Kerja Terhadap Komitmen Organisasional Karyawan PT. Dai Knife Di Surabaya. AGORA, Jurnal Mahasiswa Manajemen Bisnis 1 (3).
- Tania, A. (2013). Pengaruh Motivasi Kerja Dan Kepuasan Kerja Terhadap Komitmen Organisasional Karyawan Pt. Dai Knife Di Surabaya. 1(3).

- Tanjung, H. (2019). Pengaruh Keterlibatan Kerja Dan Kepuasan Kerja Terhadap Komitmen Organisasi Pegawai Hasrudy. *Jurnal Humaniora*, 4(2), 244–255.
- Tella, A., Ayeni, C. O., & Popoola, S. O. (2007), Work Motivation, Job Satisfaction, And Organisational Commitment Of Library Personnel In Academic And Research Libraries In Oyo State, Nigeria. *Library Philosophy And Practice*, 9, 2, 13.
- Tran, K. T., Nguyen, P. V, Nguyen, T. D., & Hoang, U. N. (2020). *The Impact Of Organisational Commitment On The Relationship Between Motivation And Turnover Intention In The Public Sector*. 11(12), 1–25.
- Uludag, O., Khan, S. And Guden, N. (2011), “The Effects Of Job Satisfaction, Organizational Commitment, Organizational Citizenship Behavior On Turnover Intentions”, *Hospitalityreview*, Vol. 29No. 2, P. 1.
- Vannecia. (2013). Pengaruh Kepuasan Kerja Dan Loyalitas Kerja Terhadap Organizational Citizenship Behavior Pada Karyawan PT. Surya Timur Sakti. *Jurnal Manajemen Bisnis*, 1(1), 1-12.
- Vithessonthi, C., & Schwaninger, M. (2008). “Job Motivation And Self-Confidence For Learning And Development As Predictors Of Support For Change”. *Journal Of Organizational Transformation And Social Change*. Volume 5 Number 2 Intellect Ltd.
- Wan, Q. (2018). *Effects Of Work Environment And Job Characteristics On The Turnover Intention Of Experienced Nurses: The Mediating Role Of Work Engagement*. 0–1. <Https://Doi.Org/10.1111/ljh.12426>.
- Warsi, S., Fatima, N., & Sahibzada, S. A. (2009), Study On Relationship Between Organizational Commitment And Its Determinants Among Private Sector Employees Of Pakistan, *International Review Of Business Research Papers*, 5, 3, 399-410
- Werner, A. (2007). *Organisational Behaviour: A Contemporary South African Perspective*. Pretoria: Van Schaick.
- Wibawa, S. A. S. D. K. S. I. M. A. (2017). *Pengaruh Keterlibatan Kerja Terhadap, DENGAN PEMEDIASI KOMITMEN ORGANISASIONAL Fakultas Ekonomi Dan Bisnis Universitas Udayana (Unud), Bali , Indonesia Pusat Keuangan Kementerian Pertahanan Republik Indonesia Merupakan Badan Di Bawah Kementerian Pertahanan*. 8, 3103–3132.
- Yang, JT, Wan, CS And Fu, YJ (2012), “Qualitative Examination Of Employee Turnover And Retention Strategies In International

Tourist Hotels In Taiwan", International Journal Of Hospitality Management, Vol. 31 No. 3, Pp. 837-848.

Yulan, P., Dan, B. O., Bernarto, I., & Harapan, U. P. (2017). *Kepada Sebuah Organisasi Dalam Menjalankan Peranan*. 12(1), 114–138.

Yongxing, G., Hongfei, D., Baoguo, X., & Lei, M. (2017). Work Engagement And Job Performance: The Moderating Role Of Perceived Organizational Support. *Anales De Psicología*, 33(3), 708–713. <Https://Doi.Org/10.6018/Analesps.33.3.238571>