

DAFTAR PUSTAKA

- Ak, B. (2018). Turnover Intention Influencing Factors Of Employees: An Empirical Work Review. *Journal Of Entrepreneurship & Organization Management*, 07(03). <Https://Doi.Org/10.4172/2169-026x.1000253>
- Alam, A., & Asim, Dr. M. (2019). Relationship Between Job Satisfaction And Turnover Intention. *International Journal Of Human Resource Studies*, 9, 163. <Https://Doi.Org/10.5296/Ijhrs.V9i2.14618>
- Alyahya, M. A., Elshaer, I. A., & Sobaih, A. E. E. (2022). The Impact Of Job Insecurity And Distributive Injustice Post Covid-19 On Social Loafing Behavior Among Hotel Workers: Mediating Role Of Turnover Intention. *International Journal Of Environmental Research And Public Health*, 19(1), 411. <Https://Doi.Org/10.3390/Ijerph19010411>
- Ashford, S. J., Lee, C., & Bobko, P. (1989). Content, Causes, And Consequences Of Job Insecurity: A Theory-Based Measure And Substantive Test. *The Academy Of Management Journal*, 32(4), 803–829. <Https://Doi.Org/10.2307/256569>
- Audina, V., & Kusmayadi, T. (2018). Pengaruh Job Insecurity Dan Job Stress Terhadap Turnover Intention: *Jsma (Jurnal Sains Manajemen Dan Akuntansi)*, 10(1), 85–101.
- Babakus, E., Yavas, U., & Ashill, N. J. (2010). Service Worker Burnout And Turnover Intentions: Roles Of Person-Job Fit, Servant Leadership, And Customer Orientation. *Services Marketing Quarterly*, 32(1), 17–31. <Https://Doi.Org/10.1080/15332969.2011.533091>
- Bentler, P., & Bonett, B. (1987). Significance Tests And Goodness Of Fit In The Analysis Of Covariance Structures. *Psychological Bulletin*, 88, 588–606.
- Bisnis.Com. (2019). *Berita Keuangan, Perbankan, Asuransi, Pembiayaan Dan Multifinance—Finansial Bisnis.Com*. <Https://Finansial.Bisnis.Com/>
- Brown, S. P., & Leigh, T. W. (1996). A New Look At Psychological Climate And Its Relationship To Job Involvement, Effort, And Performance. *Journal Of Applied Psychology*, 358–368.
- Brunetto, Y., Teo, S. T. T., Shacklock, K., & Farr-Wharton, R. (2012). Emotional Intelligence, Job Satisfaction, Well-Being And Engagement: Explaining Organisational Commitment And Turnover Intentions In Policing: Emotional Intelligence, Well-Being

And Engagement. *Human Resource Management Journal*, 22(4), 428–441.
<Https://Doi.Org/10.1111/J.1748-8583.2012.00198.X>

Chairiza, D., Zulkarnain, Z., & Zahreni, S. (2018). Pengaruh Burnout Dan Employee Engagement Terhadap Intensi Turnover Karyawan Hotel. *Analitika*, 10(2), 69.
<Https://Doi.Org/10.31289/Analitika.V10i2.1791>

Chin, W. W. (1998). Commentary: Issues And Opinion On Structural Equation Modeling. *Mis Quarterly*, 22(1), Vii–Xvi.

Chirumbolo, A., & Hellgren, J. (2003). Individual And Organizational Consequences Of Job Insecurity: A European Study. *Economic And Industrial Democracy - Econ Ind Democracy*, 24, 217–240. <Https://Doi.Org/10.1177/0143831x03024002004>

Cordes, C., & Dougherty, T. (1993). A Review And An Integration Of Research On Job Burnout. *Academy Of Management Review*, 18.
<Https://Doi.Org/10.5465/Amr.1993.9402210153>

Creswell, J. W. (2008). *Research Design: Qualitative, Quantitative, And Mixed Methods Approaches* (55751st Edition). Sage Publications, Inc.

Creswell, J. W., & Clark, V. L. P. (2010). *Designing And Conducting Mixed Methods Research* (Second Edition). Los Angeles. Sage Publications, Inc.

Cygler, J., Sroka, W., Solesvik, M., & Dębkowska, K. (2018). Benefits And Drawbacks Of Coopetition: The Roles Of Scope And Durability In Coopetitive Relationships. *Sustainability*, 10(8), 2688. <Https://Doi.Org/10.3390/Su10082688>

Dutta, S., & Khatri, P. (2017). Servant Leadership And Positive Organizational Behaviour: The Road Ahead To Reduce Employees' Turnover Intentions. *On The Horizon*, 25, 60–82.
<Https://Doi.Org/10.1108/Oth-06-2016-0029>

Edi Sugiono, S. R. A. (2021). *The Effect Between Job Satisfaction, Work Stress, And Work Environment On Turnover Intention Mediated By Organizational Commitment To The Indonesian National Cyber And Crypto Agency*.
<Https://Doi.Org/10.5281/Zenodo.5558002>

Elçi, M., Yıldız, B., & Karabay, M. (2016, Januari 21). *The Impact Of Burnout On Turnover Intention: Moderator Roles Of Subjective Vitality And Supervisor Support*.

Fauziawati, D. (2021). The Effect Of Job Insecurity On Innovative Work Behavior Through Organizational Commitment In Ufo Elektronika Employees. *Journal Of Business And Management Review*, 2(6), 401–416. <Https://Doi.Org/10.47153/Jbmr26.1702021>

Ferdinand, A. (2014). *Metode Penelitian Manajemen: Pedoman Penelitian Untuk Penulisan Skripsi Tesis Dan Desrtasi Ilmu Manajemen* (Semarang). Universtas Diponegoro. //Digilib.Ubd.Ac.Id/Index.Php?P>Show_Detail&Id=6617

G. Hima Bindu & V. Srikanth. (2019). *Impact Of Organizational Climate On Employee Turnover Intentions – An Empirical Study—Proquest*. <Https://Www.Proquest.Com/Openview/97af7696009ace656b35e0513160eb29/1?Pq-Origin=Gscholar&Cbl=2030552>

Gallie, D., Felstead, A., Green, F., & Inanc, H. (2017). The Hidden Face Of Job Insecurity. *Work, Employment And Society*, 31(1), 36–53. <Https://Doi.Org/10.1177/0950017015624399>

Ghozali. (2016). *Applikasi Analisis Multivariete Dengan Program Ibm Spss 23 (Viii)*. Adoc.Pub. <Https://Adoc.Pub/Ghozali-I-2016-Applikasi-Analisis-Multivariete-Dengan-Program.Html>

Guan, S., Xiaerfuding, X., Ning, L., Lian, Y., Jiang, Y., Liu, J., & Ng, T. (2017). Effect Of Job Strain On Job Burnout, Mental Fatigue And Chronic Diseases Among Civil Servants In The Xinjiang Uygur Autonomous Region Of China. *International Journal Of Environmental Research And Public Health*, 14(8), 872. <Https://Doi.Org/10.3390/Ijerph14080872>

Günalan, M., & Ceylan, A. (2015). The Mediating Effect Of Organizational Support Between Job Insecurity And Turnover Intention In Private Hospitals. *International Journal Of Business And Management*, 10, 74. <Https://Doi.Org/10.5539/Ijbm.V10n10p74>

Hair J., J. F., G. Thomas, M Hult, Cristian M. Ringel, & Marko, S. Tedt. (2014). *A Primer On Partial Least Squares Structural Equation Modeling (Pls-Sem)*. 390.

Hayati, I., & Fitria, S. (2018). Pengaruh Burnout Terhadap Kinerja Karyawan Pada Bmt El-Munawar Medan. *Intiqad: Jurnal Agama Dan Pendidikan Islam*, 10(1), 50–65. <Https://Doi.Org/10.30596/Intiqad.V10i1.1924>

Heryanda, K. K. (2019). The Effect Of Job Insecurity On Turnover Intention Through Work Satisfaction In Employees Of Pt Telkom Access Singaraja. *International Journal Of Social Science And Business*, 3(3), 198. <Https://Doi.Org/10.23887/Ijssb.V3i3.20997>

Hung, L.-M., Lee, Y.-S., & Lee, D.-C. (2019). *The Moderating Effects Of Salary Satisfaction And Working Pressure On The Organizational Climate, Organizational Commitment To Turnover Intention*. 14.

Hye-Yoon Ryu, Dae-Sung Hyun, Da-Yee Jeung, Chang-Soo Kim, & Sei-Jin Chang. (2020). *Organizational Climate Effects On The Relationship Between Emotional Labor And Turnover Intention In Korean Firefighters / Elsevier Enhanced Reader*. <Https://Doi.Org/10.1016/J.Shaw.2020.08.007>

Hyo Sun Jung, Yoon Sik Jung, & Hye Hyun Yoon. (2020). *Covid-19: The Effects Of Job Insecurity On The Job Engagement And Turnover Intent Of Deluxe Hotel Employees And The Moderating Role Of Generational Characteristics—Pmc*. <Https://Www.Ncbi.Nlm.Nih.Gov/Pmc/Articles/Pmc7538393/>

Jeff, G., Kang, D., & Kim, D. (2012). Responses To Job Insecurity: The Impact On Discretionary Extra-Role And Impression Management Behaviors And The Moderating Role Of Employability. *Career Development International*, 17(4), 314–332. <Https://Doi.Org/10.1108/13620431211255815>

Jovita, G. W., & Mangundjaya, W. (2019). How To Make You Stay Longer With Me? The Effect Of Organizational Climate On Turnover Intention Mediating By Job Satisfaction In Information Technology Company. *Psikodimensia*, 18(1), 74–84. <Https://Doi.Org/10.24167/Psidim.V18i1.1880>

Junaidi, A., Sasono, E., Wanuri, W., & Emiyati, D. W. (2020). The Effect Of Overtime, Job Stress, And Workload On Turnover Intention. *Management Science Letters*, 3873–3878. <Https://Doi.Org/10.5267/J.Msl.2020.7.024>

Kartono, K., & Hilmiana, H. (2018). Job Burnout: A Mediation Between Emotional Intelligence And Turnover Intention. *Jurnal Bisnis Dan Manajemen*, 19(2), 109–121. <Https://Doi.Org/10.24198/Jbm.V19i2.189>

Kekesi, E. K., & Agyemang, C. B. (2014). *Perceived Job Insecurity And Psychological Distress: The Moderating Role Of Work Values*. 19.

Kuntary, I. D. (2019). Pengaruh Job Insecurity Dan Burnout Terhadap Turnover Intentions (Studi Pada Karyawan Daily Worker Dan Outsourcing Hotel Bintang 4 (Empat) Di Kota Mataram). *Target: Jurnal Manajemen Bisnis*, 1(2), 67–78. <Https://Doi.Org/10.30812/Target.V1i1.590>

Lan, Y., Huang, W., Kao, C., & Wang, H. (2020). The Relationship Between Organizational Climate, Job Stress, Workplace Burnout, And Retention Of Pharmacists. *Journal Of Occupational Health*, 62(1). <Https://Doi.Org/10.1002/1348-9585.12079>

Lee, S. H., & Jeong, D. Y. (2017). Job Insecurity And Turnover Intention: Organizational Commitment As Mediator. *Social Behavior And Personality: An International Journal*, 45(4), 529–536. <Https://Doi.Org/10.2224/Sbp.5865>

Leovani, E. (2021). Turnover Intention Sebagai Dampak Kompensasi Dan Job Insecurity Karyawan Bank Swasta Konvensional Di Palembang. *Buletin Ekonomi: Manajemen, Ekonomi Pembangunan, Akuntansi*, 17(2), 167–176. <Https://Doi.Org/10.31315/Be.V17i2.5608>

Liu, H.-L., & Lo, V. (2018). An Integrated Model Of Workload, Autonomy, Burnout, Job Satisfaction, And Turnover Intention Among Taiwanese Reporters. *Asian Journal Of Communication*, 28(2), 153–169. <Https://Doi.Org/10.1080/01292986.2017.1382544>

Lompoliu, W. T., Nelwan, O. S., & Lengkong, V. P. K. (2020). *Pengaruh Job Insecurity, Job Stress, Dan Iklim Organisasi Terhadap Turnover Intention Karyawan Pada Pt. Golden Mitra Inti Perkasa Manado*. 11.

Maharani, S., Hadiyanto, H., Rusdinal, R., & Sulastri, S. (2021). Keterkaitan Iklim Organisasi Dengan Faktor Lainnya. *Journal Of Educational Administration And Leadership*, 2(2), 168–174. <Https://Doi.Org/10.24036/Jeal.V2i2.151>

Maslach, C., & Jackson, S. E. (1981). The Measurement Of Experienced Burnout. *Journal Of Organizational Behavior*, 2(2), 99–113. <Https://Doi.Org/10.1002/Job.4030020205>

Maslach, C., & Leiter, M. P. (2008). Early Predictors Of Job Burnout And Engagement. *Journal Of Applied Psychology*, 93(3), 498–512. <Https://Doi.Org/10.1037/0021-9010.93.3.498>

Media, K. C. (2018). *Berita Lifestyle, Fashion, Kuliner, Relationship*. Kompas.Com. <Https://Www.Kompas.Com/>

Meydiana, E., Prasetya, & Sulistiyo. (2018). *Analisis Faktor - Faktor Yang Mempengaruhi Turnover Intention Pada Karyawan Generasi X Dan Generasi Y (Studi Pada Karyawan Pt Abc Sidoarjo)*. Fakultas Ilmu Administrasi Universitas Brawijaya.

Mobley, W., Li, M., & Wang, Y. (Lena). (2011). Conclusion: A Continuous Quest For Responsive And Responsible Global Leaders. Dalam *Advances In Global Leadership* (Vol. 6, Hlm. 333–345). [Https://Doi.Org/10.1108/S1535-1203\(2011\)0000006017](Https://Doi.Org/10.1108/S1535-1203(2011)0000006017)

Owolabi, A. B. (2012). *Effect Of Organizational Justice And Organizational Environment On Turn-Over Intention Of Health Workers In Ekiti State, Nigeria.*

Pienaar, J., & Willemse, S. A. (2008). Burnout, Engagement, Coping And General Health Of Service Employees In The Hospitality Industry. *Tourism Management*, 29(6), 1053–1063. <Https://Doi.Org/10.1016/J.Tourman.2008.01.006>

Pranata, I. G. N., & Utama, I. W. M. (2018). Pengaruh Iklim Organisasi Terhadap Turnover Intention Dengan Kepuasan Kerja Sebagai Variabel Mediasi. *E-Jurnal Manajemen Universitas Udayana*, 8(1), 526. <Https://Doi.Org/10.24843/Ejmunud.2019.V08.I01.P19>

Puji Rda, M. K. P. (2021). *Pengaruh Stres Kerja Terhadap Turnover Intention Melalui Burnout Sebagai Variabel Intervening.* <Https://Prosiding.Umy.Ac.Id/Grace/Index.Php/Pgrace/Article/View/252/249>

Puspitawati, N. M. D., & Atmaja, N. P. C. D. (2019). The Role Of Organizational Commitment Mediating Organizational Climate With Turnover Intention. *International Journal Of Applied Business And International Management (Ijabim)*, 4(3), 23–32. <Https://Doi.Org/10.32535/Ijabim.V4i3.680>

Putra, P. A. J. K., & Utama, I. W. M. (2018). The Effect Of Organizational Commitment And Organizational Climate On Turnover Intention Employees In Pt. Jayakarta Balindo. *E-Jurnal Manajemen*, 7(2), 555–583. <Https://Doi.Org/10.24843/Ejmunud.2018.V7.I02.P01>

Ran, L., Chen, X., Peng, S., Zheng, F., Tan, X., & Duan, R. (2020). Job Burnout And Turnover Intention Among Chinese Primary Healthcare Staff: The Mediating Effect Of Satisfaction. *Bmj Open*, 10(10), E036702. <Https://Doi.Org/10.1136/Bmjopen-2019-036702>

Ratnasari, S. L., & Lestari, L. (2020). Effect Of Leadership Style, Workload And Job Insecurity On Turnover Intention. *International Journal Of Innovation*, 11(12), 15.

Rouleau, D., Fournier, P., Philibert, A., Mbengue, B., & Dumont, A. (2012). The Effects Of Midwives' Job Satisfaction On Burnout, Intention To Quit And Turnover: A

Longitudinal Study In Senegal. *Human Resources For Health*, 10(1), 9.
<Https://Doi.Org/10.1186/1478-4491-10-9>

Rowntree, D. (2005). *Educational Technology In Curriculum Development*. London; Cambridge. Harper & Row.

Salimah, Z. (2021). *Literatur Review: Turnover Intention*. 5.

Santoso, M. D. Y. (2021). *Faktor-Faktor Yang Berhubungan Dengan Burnout Pada Tenaga Kesehatan Dalam Situasi Pandemi Covid-19*. 9.

Sari, D., & Susanto, S. (2019). Mengungkap Tingginya Turnover Intention Pt. Wbs Semarang. *Solusi*, 17(2). <Https://Doi.Org/10.26623/.V17i2.1462>

Schneider, B., Ehrhart, M. G., & Macey, W. H. (2013). Organizational Climate And Culture. *Annual Review Of Psychology*, 64(1), 361–388. <Https://Doi.Org/10.1146/Annurev-Psych-113011-143809>

Septiari, N. K., & Ardana, I. K. (2016). *Pengaruh Job Insecurity Dan Stres Kerja Terhadap Turnover Intention Karyawan Pada Hotel Asana Agung Putra Bali*. 5(10), 28.

Shbail, M. O. A., & Shbail, A. M. A. A. (2020). Organizational Climate, Organizational Citizenship Behaviour And Turnover Intention: Evidence From Jordan. *Management Science Letters*, 3749–3756. <Https://Doi.Org/10.5267/J.Msl.2020.7.037>

Shoss, M. (2017). Job Insecurity: An Integrative Review And Agenda For Future Research. *Journal Of Management*, 43, 014920631769157. <Https://Doi.Org/10.1177/0149206317691574>

Staffelbach, B., Arnold, A., & Sender, Anna. (2017). Job Security As A Threatened Resource: Reactions To Job Insecurity In Culturally Distinct Regions. *The International Journal Of Human Resource Management*, 28(17), 2403–2429. <Https://Doi.Org/10.1080/09585192.2015.1137615>

Sugiyono. (2014). *Metode Penelitian Kuantitatif, Kualitatif Dan Kombinasi (Mixed Methods)*. <Https://Opac.Perpusnas.Go.Id/Detailopac.Aspx?Id=853411>

Sugiyono;, P. D. (2013). *Metode Penelitian Pendidikan Pendekatan Kuantitatif, Kualitatif Dan R&D* (Bandung). Alfabeta. //Digilib.Unigres.Ac.Id%2findex.Php%3fp%3dshow_Detail%26id%3d43

Susilo, J., & Satrya, I. G. B. H. (2019). Pengaruh Kepuasan Kerja Terhadap Turnover Intention Yang Dimediasi Oleh Komitmen Organisasional Karyawan Kontrak. *E-Jurnal Manajemen Universitas Udayana*, 8(6), 3700. <Https://Doi.Org/10.24843/Ejmunud.2019.V08.I06.P15>

Sverke, M., Hellgren, J., & Näswall, K. (2002). No Security: A Meta-Analysis And Review Of Job Insecurity And Its Consequences. *Journal Of Occupational Health Psychology*, 7(3), 242–264. <Https://Doi.Org/10.1037/1076-8998.7.3.242>

Tantyar, D. H. (2019). Pengaruh Job Insecurity, Burnout, Kepuasan Kerja Dan Iklim Organisasi Terhadap Turnover Intention. *Simba : Seminar Inovasi Manajemen, Bisnis, Dan Akuntansi*, 1(0), Article 0. <Http://Prosiding.Unipma.Ac.Id/Index.Php/Simba/Article/View/1230>

Weng, Q., & Mcelroy, J. C. (2012). Organizational Career Growth, Affective Occupational Commitment And Turnover Intentions. *Journal Of Vocational Behavior*, 80(2), 256–265. <Https://Doi.Org/10.1016/J.Jvb.2012.01.014>

Wening, N. (2005). *Pengaruh Ketidak Amanan Kerja (Job Insecurity) Sebagai Dampak Restrukturisasi Terhadap Kepuasan Kerja, Komitmen Organisasi Dan Intensi Keluar Survivor*. 9, 13.

Werts, C. E., Linn, R. L., & Jöreskog, K. G. (1974). *Intraclass Reliability Estimates Testing Structural Assumptions*. *Educational And Psychological Measurement*, 34, 25-33. - References—Scientific Research Publishing. [Https://Www.Scirp.Org/\(S\(Lz5mqp453edsnp55rrgjct55\)\)/Reference/Referencespaper.s.Aspx?Referenceid=2331014](Https://Www.Scirp.Org/(S(Lz5mqp453edsnp55rrgjct55))/Reference/Referencespaper.s.Aspx?Referenceid=2331014)

Wonowijoyo, S. M. T. (2018). Pengaruh Organizational Commitment Dan Kepuasan Kerja Terhadap Turnover Intention Di Pt. Kediri Matahari Corn Mills. *Agora*, 6(1), Article 1. <Https://Publication.Petra.Ac.Id/Index.Php/Manajemen-Bisnis/Article/View/6469>

Xiaoming, Y., Ma, B.-J., Chang, C., & Shieh, C.-J. (2014). Effects Of Workload On Burnout And Turnover Intention Of Medical Staff: A Study. *Studies On Ethno-Medicine*, 8, 229–237. <Https://Doi.Org/10.31901/24566772.2014/08.03.04>

Zhang, Y., & Feng, X. (2011). The Relationship Between Job Satisfaction, Burnout, And Turnover Intention Among Physicians From Urban State-Owned Medical Institutions In Hubei, China: A Cross-Sectional Study. *Bmc Health Services Research*, 11(1), 235. <Https://Doi.Org/10.1186/1472-6963-11-235>