

REFERENCES

- Abbasi, S. M., and Hollman, K. W. (2000). Turnover: The Real Bottom Line. *Personnel Administration*, 29(3), 333-342.
- Al Qofiqi, M. N., Sunuharjo, B. S., & Ruhana, I. (2016). The Effect of Compensation on Job Satisfaction and Intention to Leave (Study on Employees of Jatim Bank Branch of Malang). *Jurnal Administrasi Bisnis*, 37(2), 121-127.
- Aryee, S., Budhwar, P. S., & Chen, Z. X. (2002). Trust as A Mediator of the Relationship Between Organizational Justice and Work Outcomes: Test of A Social Exchange Model. *Journal of Organizational Behavior*, 23(May), 267–285.
- Bryman, A., & Bell, E. (2011). *Business Research Methods*. Third Edition. Oxford University Press, USA.
- Chen, M. L., Su, Z. Y., Lo, C. L., Chiu, C. H., Hu, Y. H., & Shieh, T. Y. (2014). An empirical study on the factors influencing the turnover intention of dentists in hospitals in Taiwan. *Journal of Dental Sciences*, 9(4), 332–344.
- Chew, H. G., Ng, K. Y. N., & Fan, S. W. (2016). Effects of Alternative Opportunities and Compensation on Turnover Intention of Singapore PMET. *World Academy of Science, Engineering and Technology, International Journal of Social, Behavioral, Educational, Economic, Business and Industrial Engineering*, 10(3), 720-728.
- Chhabra, B. (2015). Person--Job Fit: Mediating Role of Job Satisfaction & Organizational Commitment. *Indian Journal of Industrial Relations*, 50(4), 638-652.
- George, J. & Wallio, S. (2017). Organizational Justice and Millennial Turnover in Public Accounting. *Employee Relations*, 39(1), 112-126.
- Harsono, N. (2016). Compensation and Transformational Leadership Effect on Employee Performance with Job Satisfaction as an Intervening Variable on Unit Simpan Pinjam Koperasi Veteran Republik Indonesia (USP Koveri) Employees
<https://www.bls.gov/news.release/tenure.nr0.htm>
<https://www.tinypulse.com/blog/industries-with-the-worst-retention-rates>
- Hudson, S., Bryson, D., & Michelotti, M. (2017). Individuals' assessment of corporate social performance, person-organization values and goals fit, job satisfaction and turnover intentions. *Industrial Relations*, 72(2), 322–344.
- Karavardar, G. (2013). Journal of Academic Research in Economics Determining the Mediating Effect of Job Satisfaction on Turnover Intention : a Study in the Hazelnut Industry of Giresun. *Journal of Academic Research in Economics*, 5(3), 376–397.
- Kurniawan, H. (2015). Partial Least Square (PLS) as an Alternative Method of

- SEM-Based Variance (LISREL) in Survey Data Exploration and Mining Data. *Jurnal Telematika*, 7(1). (The journal is in Indonesian)
- Kusumaningrum, W., Amboningtyas, D., Paramita, P. D., & Wulan, H. S. (2017). Effect of Compensation, Career Development and Commitment to Intention to Leave Employees PT. Semarang Apparel with Working Life Satisfaction as an Intervening Variable. *Journal of Management*, 3(3). (The journal is in Indonesian)
- Lauren, Jessica. (2017). The Influence of Compensation and Organizational Commitment on Turnover Intention with Job Satisfaction as Mediating Variable in employees in PT "X". *AGORA* Vol. 5(1) (The journal is in Indonesian)
- Lawler, E. J. (2001). An Affect Theory of Social Exchange. *American Journal of Sociology*, 107(2), 321–352.
- Meilano, M. R. A., & Nugraheni, R. (2017). Analysis of Work Environment and Compensation Effects on Turnover Intention with Work Satisfaction as Intervening Variable (Study on Laksana Baru Swalayan Majenang Employees). *Diponegoro Journal of Management*, 6(4), 655-665. (The journal is in Indonesian)
- Nawab, S. (2011). Influence of Employee Compensation on Organizational Commitment and Job Satisfaction : A Case Study of Educational Sector of Pakistan. *International Journal of Business and Social Science*, 2(8), 25–32.
- Prahadi, Y.Y. (2015). High Talent Turnover, It's the trigger. <http://swa.co.id/swa/trends/management/turnover-talent-tinggi-ini-dia-pemicunya-survei>
- Rohmawati, I., Yulianeu, Y., Wulan, H. S., & Paramita, P. D. (2017). The Effect of Transformational Leadership Style and Compensation on Turnover Intention by using Job Satisfaction as Mediating Variable (A Study in Sewing Employees at PT Maxmoda Indo Global). *Journal of Management*, 3(3). (The Journal is in Indonesian)
- Rubel, M. R. B., & Kee, D. M. H. (2015). High Commitment Compensation Practices and Employee Turnover Intention: Mediating Role of Job Satisfaction. *Mediterranean Journal of Social Sciences*, 6(6 S4), 321.
- Sekaran, U., & Bougie, R. (2013). *Research Method for Business, A Skill Building Approach*, Sixth Edition. New York: John Wiley & Sons Inc.
- Setiyanto, A. I., & Hidayati, S. N. (2017). The Influence of Job Satisfaction and Organizational Commitment to Turnover Intention. *Jurnal Akuntansi, Ekonomi dan Manajemen Bisnis*, 5(1), 105-110. (The journal is in Indonesian)
- Sharma, A., & Nambudiri, R. (2015). Job-Leisure Conflict, Turnover Intention and the Role of Job Satisfaction as a Mediator: An Empirical Study of Indian IT Professionals. *South Asian Journal of Management*, 22(1), 7.

- Tett, R. P., & Meyer, J. P. (1993). Job Satisfaction, Organizational Commitment, Turnover Intention, and Turnover: Path Analyses Based On Meta-Analytic Findings. *Personnel Psychology*, 46(2), 259-293.
- Thaief, I., Baharuddin, A., & Idrus, M. S. I. (2015). Effect of Training, Compensation and Work Discipline against Employee Job Performance (Studies in the Office of PT. PLN (Persero) Service Area and Network Malang). *Review of European Studies*, 7(11), 23.
- Tsaur, S. H., Liang, Y. W., & Hsu, H. J. (2012). A Multidimensional Measurement of Work-Leisure Conflict. *Leisure Sciences*, 34(5), 395–416.
- Valensia, M., Kusumo, M., & Kartika, E. W. (2014). Analysis of Leader-Member Exchange on Turnover Intention with Job Satisfaction as Mediating Variable in Restaurant "X" Surabaya. *Jurnal Hospitality dan Manajemen Jasa*, 2(2), 154-165. (The journal is in Indonesian)
- Widayati, C., & Yunia, Y. (2016). The Effect of Compensation and Organizational Culture on Turnover Intention. *Jurnal Manajemen*, 20(3), 387–401. (The journal is in Indonesian)
- Widyasari, N. M., Dewi, I., & Subudi, M. (2017). Pengaruh Ketidakamanan Kerja dan Kompensasi terhadap Kepuasan Kerja dan Turnover Intention Karyawan Besakih Beach Hotel Denpasar. *E-Jurnal Ekonomi dan Bisnis Universitas Udayana*, 6.5(2017), 2103-2132. (The journal is in Indonesian)
- Yudhistira, E. R. (2016). The Effect of Compensation on Turnover Intention with Job Satisfaction as Mediating Variable (Study on PG Kebon Agung). *Jurnal Ilmiah Mahasiswa FEB*, 4(2). (The journal is in Indonesian)
- Zhao, L., and Rashid, H. (2010). The Mediating Role of Work-Leisure Conflict on Job Stress and Retention of IT Professionals. *Journal of Management Information and Decision Sciences*, 13(2), 25.