

DAFTAR PUSTAKA

- Abdalla, A., Elsetouhi, A., Negm, A., & Abdou, H. (2018). Perceived person-organization *fit* and turnover intention in medical centers: The mediating roles of person-group *fit* and person-job *fit* perceptions. *Personnel Review*, 47(4), 863–881. <https://doi.org/10.1108/PR-03-2017-0085>
- Abrams, D., Ando, K., & Hinkle, S. (1998). Psychological attachment to the group: Cross-cultural differences in organizational identification and subjective norms as predictors of workers' turnover intentions. *Personality and Social Psychology Bulletin*, 24(10), 1027–1039. <https://doi.org/10.1177/01461672982410001>
- Aburumman, O., Salleh, A., Omar, K., & Abadi, M. (2020). The impact of human resource management practices and career satisfaction on employee's turnover intention. *Management Science Letters*, 10(3), 641–652. <https://doi.org/10.5267/j.msl.2019.9.015>
- Adam, M., Kevin, R., & Darrin M, Y. (2013). Racial and Ethnic Differences in Extended Family, Friendship, Fictive Kin and Congregational Informal Support Networks. *Family Relations*, 23(1), 1–7. <https://doi.org/10.1111/fare.12030.Racial>
- Adjei, E. K., Eriksson, R. H., & Lindgren, U. (2016). Social proximity and firm performance: The importance of family member ties in workplaces. *Regional Studies, Regional Science*, 3(1), 303–319. <https://doi.org/10.1080/21681376.2016.1189354>
- Adler, P. S., & Kwon, S. W. (2002). Social capital: Prospects for a new concept. *Academy of Management Review*, 27(1), 17–40. <https://doi.org/10.5465/AMR.2002.5922314>
- Agarwal, U. A. (2014). Linking justice, trust and innovative work behaviour to work engagement. *Personnel Review*, 43(1), 41–73. <https://doi.org/10.1108/PR-02-2012-0019>
- Agarwal, U. A., & Gupta, V. (2018). Relationships between job characteristics, work engagement, conscientiousness and managers' turnover intentions: A moderated-mediation analysis. *Personnel Review*, 47(2), 353–377. <https://doi.org/10.1108/PR-09-2016-0229>
- Ahmed, U., Umranı, W. A., Zaman, U., Rajput, S. M., & Aziz, T. (2020). Corporate Entrepreneurship and Business Performance: The Mediating Role of Employee Engagement. *SAGE Open*, 10(4). <https://doi.org/10.1177/2158244020962779>
- Ajzen, I. (1985). From Intentions to Actions-TPB.1985.pdf. In *Action Control: From Cognition to Behavior* (pp. 11–39).
- Akgunduz, Y., & Eryilmaz, G. (2018). Does turnover intention mediate the effects of job insecurity and co-worker support on social loafing? *International Journal of Hospitality Management*, 68(March 2017), 41–49.

<https://doi.org/10.1016/j.ijhm.2017.09.010>

- Alfes, K., Shantz, A., & Alahakone, R. (2016). Testing additive versus interactive effects of person-organization *fit* and organizational trust on engagement and performance. *Personnel Review*, 45(6), 1323–1339. <https://doi.org/10.1108/PR-02-2015-0029>
- Allaoui mohammed elhassen, Tidjani chemseddine, O. B. (2017). “The Importance of Training Programs in the Improvement of the Performance of Employees In The Petroleum Companies”- Case of Sonatrach Company - The Regional Directorate of BERKAOUI (Ouargla- Algeria) . *Saudi Journal of Business and Management Studies*, 2(4a), 389–398. <https://doi.org/10.21276/sjbms>
- Allen, D. G., Bryant, P. C., & Vardaman, J. M. (2010). Retaining Talent : Replacing Misconceptions With. *Academy of Management Perspectives*, 24(2), 48–64.
- Almohtasb, A. A., Aldehayyat, J. S., & Alaodat, H. M. (2021). The Impact Of Responsible Leadership On Affective Commitment: An Empirical Evidence From SMEs. *Academy of Strategic Management Journal*, 20(1), 1–22.
- Alsos, G. A., Carter, S., & Ljunggren, E. (2014). Kinship and business: how entrepreneurial households facilitate business growth. *Entrepreneurship and Regional Development*, 26(1–2), 97–122. <https://doi.org/10.1080/08985626.2013.870235>
- Amarneh, S., & Muthuveloo, R. (2020). Human resource management practices and person-organization *fit* towards nurses' job satisfaction. *Management Science Letters*, 10, 3198–3206. <https://doi.org/10.5267/j.msl.2020.6.019>
- Amarneh, S., Raza, A., Matloob, S., Alharbi, R. K., & Abbasi, M. A. (2021). The Influence of Person-Environment *fit* on the Turnover Intention of Nurses in Jordan: The Moderating Effect of Psychological Empowerment. *Nursing Research and Practice*, 2021. <https://doi.org/10.1155/2021/6688603>
- Ampofo, E. T., Owusu, J., Coffie, R. B., & Appiah, F. A. (2021). Work engagement , organizational embeddedness , and life satisfaction among frontline employees of star-rated hotels in Ghana. *Tourism and Hospitality Research*, August. <https://doi.org/10.1177/14673584211040310>
- Andela, M., & van der Doef, M. (2019). A Comprehensive Assessment of the Person–Environment *fit* Dimensions and Their Relationships With Work-Related Outcomes. *Journal of Career Development*, 46(5), 567–582. <https://doi.org/10.1177/0894845318789512>
- Apriyanti, S., & Pusparini, E. S. (2022). *The effect of person – organization fit and workplace fun on intention to stay with work engagement as a mediating variable*. 2010, 2010–2013. <https://doi.org/10.1201/9781003196013-54>
- Aryal, R. (2018). Kinship as a Social Capital in Rural Development: An Anthropological Perspective. *Dhaulagiri Journal of Sociology and Anthropology*, 12, 88–97. <https://doi.org/10.3126/dsaj.v12i0.22184>

- Ashfaq, B. (2021). Person-organization *fit* and organization citizenship behavior: modeling the work engagement as a mediator. *Asia-Pacific Journal of Business Administration*, 13(1), 19–39. <https://doi.org/10.1108/APJBA-12-2019-0255>
- Atitsogbui, J., & Ampsonah-Tawiah, K. (2019). Turnover intention and job *fit* among nurses in Ghana: Does psychological climate matter? *Nursing Open*, 6(2), 546–557. <https://doi.org/10.1002/nop2.240>
- Authors, F. (2017). About Emerald www.emeraldinsight.com The Influencing Outcomes of Job Engagement: An Interpretation from the Social Exchange Theory. *International Journal of Productivity and Performance Management*.
- Bahat, E. (2020). Person – Organization *fit* and Commitment to Volunteer Organizations. *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations*. <https://doi.org/10.1007/s11266-020-00212-x>
- Bakker, A. B., & Albrecht, S. (2018). Work engagement: current trends. *Career Development International*, 23(1), 4–11. <https://doi.org/10.1108/CDI-11-2017-0207>
- Bakker, A. B., Demerouti, E., & Sanz-Vergel, A. I. (2014). Burnout and Work Engagement: The JDR Approach. *Annual Review of Organizational Psychology and Organizational Behavior*, 1(March), 389–411. <https://doi.org/10.1146/annurev-orgpsych-031413-091235>
- Bakker, A. B., Van Emmerik, H., & Euwema, M. C. (2006). Crossover of burnout and engagement in work teams. *Work and Occupations*, 33(4), 464–489. <https://doi.org/10.1177/0730888406291310>
- Berisha, G., & Lajçi, R. (2020). *fit* to last? Investigating how person-job *fit* and person-organization *fit* affect turnover intention in the retail context. *Organizations and Markets in Emerging Economies*, 11(22), 407–428. <https://doi.org/10.15388/OMEE.2020.11.40>
- Bhatnagar, J., & Biswas, S. (2010). Predictors & Outcomes of Employee Engagement : Implications for the Resource-based View Perspective. *Indian Journal of Industrial Relations*, 46(2), 273–286.
- Biswas, S., & Bhatnagar, J. (2013). Mediator analysis of employee engagement: Role of perceived organizational support, P-O *fit* , organizational commitment and job satisfaction. *Vikalpa*, 38(1), 27–40. <https://doi.org/10.1177/0256090920130103>
- Blau, P. (1964). *Exchange & power in social life*. John Wiley and Sons, Inc.
- Blount, K., Krajewski, A. M., Alminde, C., Swift, S., Green, M., & Sullivan, S. (2007). Shared Governance: Early Payoffs from Leadership and Staff Engagement. *Nurse Leader*, 5(5). <https://doi.org/10.1016/j.mnl.2007.07.003>
- Boakye, K. G., Apenteng, B. A., Hanna, M. D., Kimsey, L., Mase, W. A., Opoku, S. T., Owens, C., & Peden, A. (2021). The impact of interpersonal support, supervisory support, and employee engagement on employee turnover intentions: Differences between financially distressed and highly financially distressed hospitals. *Health*

- Care Management Review*, 46(2), 135–144.
<https://doi.org/10.1097/HMR.0000000000000251>
- Bong, S., Thi, C., Hanh, B., & Kang, T. S. (2016). Inclusive Leadership and Employee Well-Being : The Mediating Role of Person-Job fit . *Journal of Happiness Studies*.
<https://doi.org/10.1007/s10902-016-9801-6>
- Boon, C., & Biron, M. (2016). Temporal issues in person–organization fit , person–job fit and turnover: The role of leader–member exchange. *Human Relations*, 69(12), 2177–2200. <https://doi.org/10.1177/0018726716636945>
- Boswell, D., & Stack, C. B. (1975). All Our Kin: Strategies for Survival in a Black Community. In *Man* (Vol. 10, Issue 1). Harper & Row.
<https://doi.org/10.2307/2801228>
- 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>
- Boushey, H., & Glynn, S. (2012). There are significant business costs to replacing employees. *Washington, DC: Center for American Progress. Http:// ...*, 1–9.
<http://scholar.google.com/scholar?hl=en&btnG=Search&q=intitle:There+Are+Significant+Business+Costs+to+Replacing+Employees#0>
- Bowen, D. E., Ledford, G. E., & Nathan, B. R. (1991). Hiring for the organization, not the job. *Academy of Management Perspectives*, 5(4), 35–51.
<https://doi.org/10.5465/ame.1991.4274747>
- Braithwaite, D. O., Bach, B. W., Baxter, L. A., DiVerniero, R., Hammonds, J. R., Hosek, A. M., Willer, E. K., & Wolf, B. M. (2010). Constructing family: A typology of voluntary kin. *Journal of Social and Personal Relationships*, 27(3), 388–407.
<https://doi.org/10.1177/0265407510361615>
- Bretz, R. D., & Judge, T. A. (1994). Person-organization fit and the theory of work adjustment: Implications for satisfaction, tenure, and career success. In *Journal of Vocational Behavior* (Vol. 44, Issue 1, pp. 32–54).
<https://doi.org/10.1006/jvbe.1994.1003>
- Bright, L. (2007). Does Person-Organization fit Mediate the Relationship Between Public Service Motivation and the Job Performance of Public Employees? *Review of Public Personnel Administration*, 27(4), 361–379.
<https://doi.org/10.1177/0734371X07307149>
- Bright, L. (2021). *administrative sciences Does Person-organization fit and Person-Job fit Mediate the Relationship between Public Service Motivation and Work Stress among U . S . Federal Employees ?*
- Broadbridge, A. (2003). Student perceptions of retailing as a destination career. *International Journal of Retail & Distribution Management*, 31(6), 298–309.
<https://doi.org/10.1108/09590550310476033>

- Brockner, J., Flynn, F. J., Dolan, R. J., Ostfield, A., Pace, D., & Ziskin, I. V. (2006a). Commentary on “radical HRM innovation and competitive advantage: The Moneyball story.” *Human Resource Management*, 45(1), 127–145. <https://doi.org/10.1002/hrm>
- Brockner, J., Flynn, F. J., Dolan, R. J., Ostfield, A., Pace, D., & Ziskin, I. V. (2006b). Commentary on “radical HRM innovation and competitive advantage: The Moneyball story.” *Human Resource Management*, 45(1), 127–145. <https://doi.org/10.1002/hrm>
- Burt, R. S. (2004). Structural holes and good ideas. *American Journal of Sociology*, 110(2), 349–399. <https://doi.org/10.1086/421787>
- Byrne, Z. S., Hayes, T. L., & Holcombe, K. J. (2017). Employee Engagement Using the Federal Employee Viewpoint Survey. *Public Personnel Management*, 46(4), 368–390. <https://doi.org/10.1177/0091026017717242>
- Cable, D. M., & DeRue, D. S. (2002). The convergent and discriminant validity of subjective *fit* perceptions. *Journal of Applied Psychology*, 87(5), 875–884. <https://doi.org/10.1037/0021-9010.87.5.875>
- Cable, D. M., & Edwards, J. R. (2004). Complementary and supplementary *fit* : A theoretical and empirical integration. *Journal of Applied Psychology*, 89(5), 822–834. <https://doi.org/10.1037/0021-9010.89.5.822>
- Cable, & Judge. (1996). Person-organization *fit* , job choice, and organization entry. *Organizational Behavior and Human Decision Processes*, 67(3), 204–213.
- Cai, D., Cai, Y., Sun, Y., & Ma, J. (2018). *Linking Empowering Leadership and Employee Work Engagement : The Effects of Person-Job fit , Person-Group fit , and Proactive Personality*. 9(July), 1–12. <https://doi.org/10.3389/fpsyg.2018.01304>
- Cao, T., Huang, X., Wang, L., Li, B., Dong, X., Lu, H., Wan, Q., & Shang, S. (2020). Effects of organisational justice, work engagement and nurses’ perception of care quality on turnover intention among newly licensed registered nurses: A structural equation modelling approach. *Journal of Clinical Nursing*, 29(13–14), 2626–2637. <https://doi.org/10.1111/jocn.15285>
- Cardon, M. S., & Stevens, C. E. (2004). Managing human resources in small organizations: What do we know? *Human Resource Management Review*, 14(3), 295–323. <https://doi.org/10.1016/j.hrmr.2004.06.001>
- Carless, S. A. (2005). Person-job *fit* versus person-organization *fit* as predictors of organizational attraction and job acceptance intentions: A longitudinal study. *Journal of Occupational and Organizational Psychology*, 78(3), 411–429. <https://doi.org/10.1348/096317905X25995>
- Cha, K. J., Hwang, T., & Gregor, S. (2014). An integrative model of IT-enabled organizational transformation A. *Management Decision*, 53(8), 1755–1770.
- Chandani, A., Mehta, M., Mall, A., & Khokhar, V. (2016). Employee engagement: A

- review paper on factors affecting employee engagement. *Indian Journal of Science and Technology*, 9(15). <https://doi.org/10.17485/ijst/2016/v9i15/92145>
- Chang, H. T., Chi, N. W., & Chuang, A. (2010). Exploring the Moderating Roles of Perceived Person-Job *fit* and Person-Organisation *fit* on the Relationship between Training Investment and Knowledge Workers' Turnover Intentions. *Applied Psychology*, 59(4), 566–593. <https://doi.org/10.1111/j.1464-0597.2009.00412.x>
- Chatman, J. A. (1989a). Improving Interactional Organizational Research: A Model of Person-Organization *fit*. *Academy of Management Review*, 14(3), 333–349. <https://doi.org/10.5465/amr.1989.4279063>
- Chatman, J. A. (1989b). Matching People and Organizations: Selection and Socialization in Public Accounting Firms. *Academy of Management Proceedings*, 1989(1), 199–203. <https://doi.org/10.5465/ambpp.1989.4980837>
- Chaudhuri, S., & Ghosh, R. (2012). Reverse mentoring: A social exchange tool for keeping the boomers engaged and millennials committed. *Human Resource Development Review*, 11(1), 55–76. <https://doi.org/10.1177/1534484311417562>
- Chawla, P. (2020). Impact of employer branding on employee engagement in BPO sector in India with the mediating effect of person-organisation *fit*. *International Journal of Human Capital and Information Technology Professionals*, 11(3), 59–73. <https://doi.org/10.4018/IJHCITP.2020070104>
- Chen, L., & Yang, X. (2019). Using EPPM to Evaluate the Effectiveness of Fear Appeal Messages Across Different Media Outlets to Increase the Intention of Breast Self-Examination Among Chinese Women. *Health Communication*, 34(11), 1369–1376. <https://doi.org/10.1080/10410236.2018.1493416>
- Chen, P., Sparrow, P., & Cooper, C. (2016). The relationship between person-organization *fit* and job satisfaction. *Journal of Managerial Psychology*, 31(5), 946–959. <https://doi.org/10.1108/JMP-08-2014-0236>
- Chen, X., Liu, M., Liu, C., Ruan, F., Yuan, Y., & Xiong, C. (2020). Job satisfaction and hospital performance rated by physicians in China: A moderated mediation analysis on the role of income and person-organization *fit*. *International Journal of Environmental Research and Public Health*, 17(16), 1–18. <https://doi.org/10.3390/ijerph17165846>
- Christian, M. S., Garza, A. S., & Slaughter, J. E. (2011). Work Engagement: A Quantitative Review And Test Of Its Relations With Task And Contextual Performance. *Personnel Psychology*, 64, 89–136. <http://web.a.ebscohost.com.tcsedsystem.idm.oclc.org/ehost/pdfviewer/pdfviewer?vid=2&sid=762314f7-db10-45ee-b18f-6de541ad2ea1%40sessionmgr4009>
- Chunjiang, Y., Honglan, W., & Ye, L. (2011). The Effects of Person-Organization *fit* on Job Satisfaction and Turnover Intention. *Proceedings 2011 International Conference on Business Management and Electronic Information*, 1–4.
- Churchill, G. A. (1979). A Paradigm for Developing Better Measures of Marketing

- Constructs. *Journal of Marketing Research*, 16(1), 64. <https://doi.org/10.2307/3150876>
- ÇIRA, A., & ÇELİK, M. (2013). ÖrgütSEL Vatandaşlık Davranışının İş Performansı ve İsten Ayırılma Niyeti Üzerine Etkisinde Aşırı İş Yükünün Aracılık Rolü. *Ege Akademik Bakış (Ege Academic Review)*, 13(1), 11–11. <https://doi.org/10.21121/eab.2013119496>
- Coetzer, A., Inma, C., Poisat, P., Redmond, J., & Standing, C. (2019). Does job embeddedness predict turnover intentions in SMEs? *International Journal of Productivity and Performance Management*, 68(2), 340–361. <https://doi.org/10.1108/IJPPM-03-2018-0108>
- Coleman, J. S. (1988). Social Capital in the Creation of Human Capital'. *American Journal of Sociology*, 94, 95–120.
- Collier, J. E. (2020). *Applied structural equation modeling using AMOS: Basic to advanced techniques*. Routledge.
- Cook, D. A. (2010). Disrupted but Not Destroyed: Fictive-Kinship Networks among Black Educators in Post-Katrina New Orleans. *Southern Anthropologist*, 35(2), 1–25.
- Cook, K. S., & Rice, E. (2006). Handbook of Social Psychology. *Handbook of Social Psychology, May 2014*. <https://doi.org/10.1007/0-387-36921-x>
- Cropanzano, R., & Mitchell, M. S. (2005). Social exchange theory: An Interdisciplinary review. *Journal of Management*, 31(6), 874–900. <https://doi.org/10.1177/0149206305279602>
- D, S. (1984). *A critique of the Study of kinship*. University of Michigan Press.
- Dahleez, K. A., Aboramadan, M., & Bansal, A. (2021). Servant leadership and affective commitment: the role of psychological ownership and person–organization fit . *International Journal of Organizational Analysis*, 29(2), 493–511. <https://doi.org/10.1108/IJOA-03-2020-2105>
- Danes, S. M., Stafford, K., Haynes, G., & Amarapurkar, S. S. (2009). Family capital of family firms: Bridging human, social, and financial capital. *Family Business Review*, 22(3), 199–215. <https://doi.org/10.1177/0894486509333424>
- Dar, N., & Rahman, W. (2020). Two angles of overqualification-the deviant behavior and creative performance: The role of career and survival job. *PLoS ONE*, 15(1), 8–10. <https://doi.org/10.1371/journal.pone.0226677>
- de Guzman, M. R. T., & Garcia, A. S. (2018). From bonds to bridges and back again: co-ethnic ties and the making of Filipino community in Poland. *Journal of Ethnic and Migration Studies*, 44(3), 503–520. <https://doi.org/10.1080/1369183X.2017.1309969>
- De Lange, A. H., De Witte, H., & Notelaers, G. (2008). Should I stay or should I go? Examining longitudinal relations among job resources and work engagement for

- stayers versus movers. *Work and Stress*, 22(3), 201–223. <https://doi.org/10.1080/02678370802390132>
- Demir, M., Demir, S. Sen, & Nield, K. (2015). The relationship between person-organization *fit*, organizational identification and work outcomes. *Journal of Business Economics and Management*, 16(2), 369–386. <https://doi.org/10.3846/16111699.2013.785975>
- Deschênes, A. A. (2021). Satisfaction with work and person–environment *fit*: are there intergenerational differences? An examination through person–job, person–group and person–supervisor *fit*. *International Journal of Organization Theory and Behavior*, 24(1), 60–75. <https://doi.org/10.1108/IJOTB-02-2020-0025>
- Devadhasan, B. D., Meyer, N., Vettrivel, S. C., & Magda, R. (2021). The mediating role of person-job *fit* between work-life balance (Wlb) practices and academic turnover intentions in india’s higher educational institutions. *Sustainability (Switzerland)*, 13(19). <https://doi.org/10.3390/su131910497>
- Dhanpat, N., Modau, F. D., Lugisani, P., Mabojane, R., & Phiri, M. (2018). Exploring employee retention and intention to leave within a call centre. *SA Journal of Human Resource Management*, 16(March), 0–13. <https://doi.org/10.4102/sajhrm.v16i0.905>
- Dhir, S., & Dutta, T. (2020). Linking supervisor-support, person-job *fit* and person-organization *fit* to company value. *Journal of Indian Business Research*, 12(4), 549–561. <https://doi.org/10.1108/JIBR-04-2019-0124>
- Düşmezkalender, E., Secilmis, C., & Yilmaz, V. (2021). The effect of Islamic work ethic on person-organization *fit* and workplace deviance in hotels. *International Journal of Islamic and Middle Eastern Finance and Management*, 14(1), 164–182. <https://doi.org/10.1108/IMEFM-05-2019-0198>
- Edwards, J.R. (1991). *Person-job fit : A conceptual integration, literature review, and methodological critiqu*. John Wiley & Sons Inc.
- Edwards, Jeffrey R, & Cable, D. M. (2009). The Value of Value Congruence. *Journal of Applied Psychology*, 94(3), 654–677. <https://doi.org/10.1037/a0014891>
- Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Eisenberger 1986 JAppPsychol POS original article. *Journal of Applied Psychology*, 71(3), 500–507.
- ELAM, J. O., HEMINGWAY, A., & VISSCHER, M. B. (1947). The distinction between alveolar and ventilatory types of pulmonary dysfunction. *Federation Proceedings*, 6(1 Pt 2), 100. <http://www.hrpId.ca/newsletters/May2007/EEEngagement.pdf%5Cnhttp://jsedres.sepmonline.org/content/23/3/143.abstract>
- Eldor, L., & Vigoda-Gadot, E. (2017). The nature of employee engagement: rethinking the employee–organization relationship. *International Journal of Human Resource Management*, 28(3), 526–552. <https://doi.org/10.1080/09585192.2016.1180312>
- Enwereuzor, I. K., Ugwu, L. I., & Eze, O. A. (2018). How Transformational Leadership

- Influences Work Engagement Among Nurses: Does Person–Job *fit* Matter? *Western Journal of Nursing Research*, 40(3), 346–366. <https://doi.org/10.1177/0193945916682449>
- Etikan, I., & Bala, K. (2017). Biometrics and Biostratistics. *International Journal Sampling and Sampling Methods*, 5(6), 215–217.
- Eva, N., Robin, M., Sendjaya, S., van Dierendonck, D., & Liden, R. C. (2019). Servant Leadership: A systematic review and call for future research. *Leadership Quarterly*, 30(1), 111–132. <https://doi.org/10.1016/j.lequa.2018.07.004>
- Evendy, R. F. I., & Susanty, A. I. (2018). *Factor Analysis of Employee Engagement of Generation Y in Padma Hotel Bandung*. <https://doi.org/10.2991/miceb-17.2018.41>
- Faisal. (2021). Smes Employee, Person-Organization *fit* , and Organizational Citizenship Behaviour. *Journal of Islamic Economics Perspectives*, 3(1), 101–113.
- Faisal, S. (2022). Job embeddedness and its connection with person-organization *fit* among Saudi Arabian employees. *Problems and Perspectives in Management*, 20(2), 348–360. [https://doi.org/10.21511/ppm.20\(2\).2022.29](https://doi.org/10.21511/ppm.20(2).2022.29)
- Farndale, E., Hope-Hailey, V., Kelliher, C., & Veldhoven, M. van. (2011). Final Report A study of the link between Performance Management and Employee Engagement in Western multinational corporations operating across India and China. *Cass Business School*, 1–37.
- Feeley, T. H., Hwang, J., & Barnett, G. A. (2008). Predicting employee turnover from friendship networks. *Journal of Applied Communication Research*, 36(1), 56–73. <https://doi.org/10.1080/00909880701799790>
- Feng, J. Y., & Wu, Y. W. B. (2005). Nurses' intention to report child abuse in Taiwan: A test of the theory of planned behavior. *Research in Nursing and Health*, 28(4), 337–347. <https://doi.org/10.1002/nur.20087>
- Filieri, R., Mcnally, R. C., Dwyer, M. O., & Malley, L. O. (2014). Industrial Marketing Management Structural social capital evolution and knowledge transfer : Evidence from an Irish pharmaceutical network. *Industrial Marketing Management*, 43(3), 429–440. <https://doi.org/10.1016/j.indmarman.2013.12.011>
- Fishbein, & Ajzen. (1977). Contemporary sociology: A journal of reviews. *Contemporary Sociology*, 6(2), 244–245.
- Fletcher, D. (2002). A network perspective of cultural organising and “professional management” in the small, family business. *Journal of Small Business and Enterprise Development*, 9(4), 400–415. <https://doi.org/10.1108/14626000210450577>
- Fuller, T., & Tian, Y. (2006). Social and symbolic capital and responsible entrepreneurship: An empirical investigation of SME narratives. *Journal of Business Ethics*, 67(3), 287–304. <https://doi.org/10.1007/s10551-006-9185-3>
- Galton, V. A. (2013). The history of 3,5,3'-triiodothyronine. *Thyroid*, 23(1), 9–13.

<https://doi.org/10.1089/thy.2012.0462>

- Gardner, T. M., Moynihan, L. M., & Wright, P. M. (2001). *Beginning to Unlock the Black Box in the HR Firm Performance Relationship : The Impact of HR Practices on Employee Attitudes and Employee Outcomes* WORKING PAPERS Beginning to Unlock the Black Box in the HR Firm Performance Relationship : The Impact.
- Gaudine, A. (2001). Rousseau_et_al-2001. *Journal of Organizational Behavior*, 13, 1–13.
- Ghoshal, S., & Moran, P. (1996). Bad for Practice: A Critique of the Transaction Cost Theory. *The Academy of Management Review*, 21(1), 13. <https://doi.org/10.2307/258627>
- Good, L. K., Page, T. J., & Young, C. E. (1996). Assessing hierarchical differences in job-related attitudes and turnover among retail managers. *Journal of the Academy of Marketing Science*, 24(2), 148–156. <https://doi.org/10.1177/0092070396242005>
- Gorard, S. (2001). *Quantitative methods in educational research: The role of numbers made easy*. A&C Black.
- Gould-Williams, J. S., Mostafa, A. M. S., & Bottomley, P. (2015). Public service motivation and employee outcomes in the egyptian public sector: Testing the mediating effect of person-organization fit . *Journal of Public Administration Research and Theory*, 25(2), 597–622. <https://doi.org/10.1093/jopart/mut053>
- Gouldner, A. W. (1960). The norm of reciprocity: A Preliminary Statement. *American Sociological Review*, 25(2), 161–178.
- Granovetter, M. S. (1973). The Strength of Weak Ties. *The Strength of Weak Ties*, 78(6), 1360–1380.
- Granovetter, M., & Swedberg, R. (2018). The sociology of economic life, Third edition. *The Sociology of Economic Life, Third Edition*, 98(6), 1–543. <https://doi.org/10.4324/9780429494338>
- Güç, A. (2018). GEÇİRGEN Sinirlar:Mardin'DeEtniDini Gruplar Arasında Sanal Akrabalık Bağları. *Akademik İncelemeler Dergisi (AID)*, 13(2), 237–264. <https://doi.org/10.17550/akademikincelemeler.423153>
- Guest, D. (2014). Employee engagement: a sceptical analysis. *Journal of Organizational Effectiveness*, 1(2), 141–156. <https://doi.org/10.1108/JOEPP-04-2014-0017>
- Guo, Y., & Hou, X. (2022). The effects of job crafting on tour leaders ' work engagement: the mediating role of person-job fit and meaningfulness of work. *International Journal of Contemporary Hospitality Management*, 34(5). <https://doi.org/10.1108/IJCHM-09-2021-1082>
- Hair, J.F., Money, A.H., Wolfinbarger, M., Somouel, P. and Page, M. (2013). Essential of Business Research Methods (2nd ed.). In *Journal of Chemical Information and Modeling* (Vol. 53, Issue 9). <https://doi.org/10.1017/CBO9781107415324.004>

- Hair, Joe F., Ringle, C. M., & Sarstedt, M. (2011). PLS-SEM: Indeed a silver bullet. *Journal of Marketing Theory and Practice*, 19(2), 139–152. <https://doi.org/10.2753/MTP1069-6679190202>
- Hair, Joseph F., Ringle, C. M., & Sarstedt, M. (2013). Partial Least Squares Structural Equation Modeling: Rigorous Applications, Better Results and Higher Acceptance. *Long Range Planning*, 46(1–2), 1–12. <https://doi.org/10.1016/j.lrp.2013.01.001>
- Hakami, M., & Mastio, E. (2022). Investigating the Social Capital Theory in the University-Private Partnership : A Systematic Review. *Proceedings of the 55th Hawaii International Conference on System Sciences*, 7, 5304–5313.
- Hamid, S. N. A., & Yahya, K. K. (2016). Mediating role of work engagement on the relationship between person-job *fit* and employees' retention: Evidence from semiconductor companies in northern region of Malaysia. *International Review of Management and Marketing*, 6(7Special Issue), 187–194.
- Han, M., Håkansson, J., & Lundmark, M. (2019). Intra-urban location of stores and labour turnover in retail. *International Review of Retail, Distribution and Consumer Research*, 29(4), 359–375. <https://doi.org/10.1080/09593969.2019.1591480>
- Han, T., Chiang, H., Mcconville, D., Chiang, C., Han, T., & Mcconville, D. (2015). A Longitudinal Investigation of Person – Organization *fit* , Person – Job *fit* , and Contextual Performance : The Mediating Role of Psychological Ownership A Longitudinal Investigation of Person – Organization *fit* , Person – Job *fit* , and Contextual Perform. *Human Performance*, 28(5), 425–439. <https://doi.org/10.1080/08959285.2015.1021048>
- Harris, J., & Fordham, S. (1996). Blacked Out: Dilemmas of Race, Identity, and Success at Capital High. In *The Journal of Negro Education* (Vol. 65, Issue 2). University of Chicago Press. <https://doi.org/10.2307/2967319>
- Harrison, S., Gordon, P. E. (2014). Misconceptions Of Employee Turnover : *Journal of Business & Economics Research*, 12(2), 145–153.
- Harter, J. K., Schmidt, F. L., & Hayes, T. L. (2002). Business-unit-level relationship between employee satisfaction, employee engagement, and business outcomes: A meta-analysis. *Journal of Applied Psychology*, 87(2), 268–279. <https://doi.org/10.1037/0021-9010.87.2.268>
- Hassan, M., Akram, A., & Naz, S. (2012). The Relationship between Person-organization *fit* , Person-Job- *fit* and Turnover Intention in Banking Sector of Pakistan: The Mediating Role of Psychological Climate. *International Journal of Human Resource Studies*, 2(3), 172. <https://doi.org/10.5296/ijhrs.v2i3.2286>
- Hatfield, E., Cacioppo, J., & Rapson, R. (1993). Hatfield1993. In *Current direction in psychological science* (Vol. 2, Issue 3, pp. 96–99).
- Häuberer, J. (2011). *Social Capital Theory Towards a Methodological Foundation*, 1st ed. Wiesbaden: VS Verlag für Sozialwissenschaften.

- Hayes, L. J., O'Brien-Pallas, L., Duffield, C., Shamian, J., Buchan, J., Hughes, F., Spence Laschinger, H. K., North, N., & Stone, P. W. (2006). Nurse turnover: A literature review. *International Journal of Nursing Studies*, 43(2), 237–263. <https://doi.org/10.1016/j.ijnurstu.2005.02.007>
- Hayward, C. S., Salamonsen, R., Keogh, A. M., Woodard, J., Ayre, P., Prichard, R., Kotlyar, E., Macdonald, P. S., Jansz, P., & Spratt, P. (2015). Impact of left ventricular assist device speed adjustment on exercise tolerance and markers of wall stress. *International Journal of Artificial Organs*, 38(9), 501–507. <https://doi.org/10.5301/ijao.5000431>
- Heath, R. (2014). Social Exchange Theory. *Encyclopedia of Public Relations*. <https://doi.org/10.4135/9781452276236.n454>
- Hess, B., Winter, A., Gautschi, K., & Binswanger, U. (1986). Peroraler Calcium-Belastungstest unter freier Diät bei idiopathischer Calcium-Nephrolithiasis - Möglichkeiten und Grenzen. In *Klinische Wochenschrift* (9th ed., Vol. 64, Issue 20). Kingston Business School. <https://doi.org/10.1007/BF01757208>
- Hill, M. R. (2010). American Sociological Association. *The Blackwell Encyclopedia of Sociology*, 26(4), 635–636. <https://doi.org/10.1002/9781405165518.wbeosa047.pub2>
- Hogg, M. A., & Terry, D. J. (2000). Social identity and self-categorization processes in organizational contexts. *Academy of Management Review*, 25(1), 121–140. <https://doi.org/10.5465/AMR.2000.2791606>
- Holland, J. L. (1959). A theory of vocational choice. *Journal of Counseling Psychology*, 6(1), 35–45. <https://doi.org/10.1037/h0040767>
- Holm, E., Westin, K., & Haugen, K. (2018). Place, kinship, and employment. *Population, Space and Place*, 24(3), 1–12. <https://doi.org/10.1002/psp.2118>
- Homans, G. C. (1954). : Structure and Function in Primitive Society: Essays and Addresses . A. R. Radcliffe-Brown. In Aberdeen (Ed.), *American Anthropologist* (Vol. 56, Issue 1). The University of Aberdeen. <https://doi.org/10.1525/aa.1954.56.1.02a00200>
- Hongvichit, S. (2015). The Research Progress and Prospect of Employee Turnover Intention. *International Business Research*, 8(6), 218–223. <https://doi.org/10.5539/ibr.v8n6p218>
- HR Gazette, T. (2015). *The Key To Employee Engagement*. <Https://Hr-Gazette.Com/>. <https://hr-gazette.com/the-key-to-employee-engagement/>
- Hue, T. H. H., Vo Thai, H. C., & Tran, M. L. (2022). A Link between Public Service Motivation, Employee Outcomes, and Person–Organization fit : Evidence from Vietnam. *International Journal of Public Administration*, 45(5), 379–398. <https://doi.org/10.1080/01900692.2021.1912086>
- Hughes, J. C., & Rog, E. (2008). Talent management: A strategy for improving employee recruitment, retention and engagement within hospitality organizations.

- International Journal of Contemporary Hospitality Management*, 20(7), 743–757.
<https://doi.org/10.1108/09596110810899086>
- Hui, Z. (2021). Corporate Social Responsibilities, Psychological Contracts and Employee Turnover Intention of SMEs in China. *Frontiers in Psychology*, 12(October), 1–12.
<https://doi.org/10.3389/fpsyg.2021.754183>
- Humayon, F. (2022). Interplay among Abusive Supervision, Employee Engagement and Turnover Intentions: Mediating Role of Job Satisfaction. *Pakistan Social Sciences Review*, 6(II), 525–537. [https://doi.org/10.35484/pssr.2022\(6-ii\)45](https://doi.org/10.35484/pssr.2022(6-ii)45)
- Hung, D., & Chen, P. H. (2017). Ready for change? the role of physician and staff engagement, burnout, and workplace attributes. *Journal of Ambulatory Care Management*, 40(2), 150–157. <https://doi.org/10.1097/JAC.0000000000000159>
- Huselid, M. A., Jackson, S. E., & Schuler, R. S. (1997). Technical and strategic human resource management effectiveness as determinants of firm performance. *Academy of Management Journal*, 40(1), 171–188. <https://doi.org/10.2307/257025>
- Inkpen, A. C. (2005). SOCIAL CAPITAL , NETWORKS , AND KNOWLEDGE TRANSFER. *Academy of Management Review*, 30(1), 146–165.
- Iqbal, M., Adawiyah, W. R., Suroso, A., & Wihuda, F. (2020). Exploring the impact of workplace spirituality on nurse work engagement: an empirical study on Indonesian government hospitals. *International Journal of Ethics and Systems*, 36(3).
<https://doi.org/10.1108/IJES-03-2019-0061>
- Islam, T., Ahmad, R., Ahmed, I., & Ahmer, Z. (2019). Police work-family nexus, work engagement and turnover intention: Moderating role of person-job- fit . *Policing*, 42(5), 739–750. <https://doi.org/10.1108/PIJPSM-09-2018-0138>
- Islam, T., & Tariq, J. (2018). Learning organizational environment and extra-role behaviors. *Journal of Management Development*, 37(3), 258–270.
<https://doi.org/10.1108/jmd-01-2017-0039>
- J. Jacobs. (1961). *The death and life of great American cities*. Random House.
- Jackson, S. E., Brett, J. F., Sessa, V. I., Cooper, D. M., Julin, J. A., & Peyronnin, K. (1991). Some Differences Make a Difference: Individual Dissimilarity and Group Heterogeneity as Correlates of Recruitment, Promotions, and Turnover. *Journal of Applied Psychology*, 76(5), 675–689. <https://doi.org/10.1037/0021-9010.76.5.675>
- Jelm, E. (2010). *Fictive kinship and acquaintance networks as sources of support and social capital for Mexican transmigrants in South Bend* (Issue Spring) [University of Notre Dame].
https://latinostudies.nd.edu/assets/95249/original/3.7_fictive_kinship_and_acquaintance_networks.pdf
- Jiatong, W., Wang, Z., Alam, M., Murad, M., Gul, F., & Gill, S. A. (2022). The Impact of Transformational Leadership on Affective Organizational Commitment and Job Performance: The Mediating Role of Employee Engagement. *Frontiers in Psychology*, 13(August). <https://doi.org/10.3389/fpsyg.2022.831060>

- Jin, M. H., McDonald, B., & Park, J. (2016). Person–Organization *fit* and Turnover Intention: Exploring the Mediating Role of Employee Followership and Job Satisfaction Through Conservation of Resources Theory. *Review of Public Personnel Administration*, 38(2), 167–192. <https://doi.org/10.1177/0734371X16658334>
- Jisr, S. El, Beydoun, A. R., & Mostapha, N. (2021). the Effect of Leader-Member Exchange , Co-Worker Cooperation and Locus of Control on Employee Outcomes in Lebanese Smes : Perceptions of Politics As a Mediator Locus of Control on Employee Outcomes in Lebanese Smes : *Journal-Society, Culture and Human Behavior*, 2(2).
- Johnsrud, L. K., & Rosser, V. J. (2002). Faculty members' morale and their intention to leave: A multilevel explanation. *Journal of Higher Education*, 73(4), 518–542. <https://doi.org/10.1080/00221546.2002.11777162>
- Junaidi. (2020). *APLIKASI AMOS dan STRUCTURAL EQUATION MODELING (SEM)* (Harmita Sari (ed.)). UPT Unhas Press.
- Junaidi, A., Sasono, E., Wanuri, W., & Emiyati, D. W. (2020). The effect of overtime, job stress, and workload on turnover intention. *Management Science Letters*, 10(16), 3873–3878. <https://doi.org/10.5267/j.msl.2020.7.024>
- kakar, A. S., Mansor, N. N. A., & Saufi, R. A. (2021). Does organizational reputation matter in Pakistan's higher education institutions? The mediating role of person-organization *fit* and person-vocation *fit* between organizational reputation and turnover intention. *International Review on Public and Nonprofit Marketing*, 18(1), 151–169. <https://doi.org/10.1007/s12208-020-00266-z>
- Kakar, A. S., Mansor, N. N. A., & Saufi, R. A. (2021). Does organizational reputation matter in Pakistan's higher education institutions? The mediating role of person-organization *fit* and person-vocation *fit* between organizational reputation and turnover intention. *International Review on Public and Nonprofit Marketing*, 18(1), 151–169. <https://doi.org/10.1007/s12208-020-00266-z>
- Kaplan, J. D. (2010). Dialogues of Plato. In *Dialogues of Plato*. Washington Square Press. <https://doi.org/10.1017/cbo9780511698064>
- Kashyap, V., & Rangnekar, S. (2014). A Structural Equation Model for Measuring the Impact of Employee Retention Practices on Employee's Turnover Intentions: An Indian Perspective. *South Asian Journal of Human Resources Management*, 1(2), 221–247. <https://doi.org/10.1177/2322093714549109>
- Kerse, G., & Babadag, M. (2018). I'm Out If Nepotism is in: The Relationship Between Nepotism, Job Standardization and Turnover Intention. *Ege Akademik Bakış Dergisi*, 18(4), 631–644. <https://doi.org/10.21121/eab.2018442992>
- Ketkaew, C., Manglakakeeree, O., & Naruetharadhol, P. (2020a). The interrelationships of work-related factors, person-environment *fit* , and employee turnover intention. *Cogent Business and Management*, 7(1).

<https://doi.org/10.1080/23311975.2020.1823580>

- Ketkaew, C., Manglakakeeree, O., & Naruetharadhol, P. (2020b). The interrelationships of work-related factors, person-environment *fit*, and employee turnover intention. *Cogent Business and Management*, 7(1), 1–26. <https://doi.org/10.1080/23311975.2020.1823580>
- Khairuddin, S. M. H. S., & Baputey, S. (2019). Work engagement mediating the relationship between person-job *fit* and intentions to leave among government nurses in peninsular Malaysia. *International Journal of Innovation, Creativity and Change*, 6(9), 190–214.
- Kim, E. C. (2009). “Mama’s family”: Fictive kinship and undocumented immigrant restaurant workers. *Ethnography*, 10(4), 497–513. <https://doi.org/10.1177/1466138109347000>
- Kim, T., Aryee, S., Loi, R., & Kim, S. (2013). The International Journal of Human Person – organization *fit* and employee outcomes : test of a social exchange model. In *The International Journal of Human Resource Management* (Vol. 24, Issue 19, pp. 3719–3737). Taylor & Francis. <https://doi.org/10.1080/09585192.2013.781522>
- Kincentric. (2021). A Turning Point : Current Trends in Engagement. *Kincentric*, 1–31.
- Kramarz, F., & Skans, O. N. (2014). When strong ties are strong: Networks and youth labour market entry. *Review of Economic Studies*, 81(3), 1164–1200. <https://doi.org/10.1093/restud/rdt049>
- Kraut, A. I. (1975). Predicting turnover of employees from measured job attitudes. *Organizational Behavior and Human Performance*, 13(2), 233–243. [https://doi.org/10.1016/0030-5073\(75\)90047-1](https://doi.org/10.1016/0030-5073(75)90047-1)
- Kristof-Brown, A. L., & Billsberry, J. (2013). Organizational *fit* : Key Issues and New Directions. In *Organizational fit : Key Issues and New Directions: Vol. i*. <https://doi.org/10.1002/9781118320853>
- Kristof-Brown, A. L., Zimmerman, R. D., & Johnson, E. C. (2005). Consequences of individuals’ *fit* at work: A meta-analysis of person-job, person-organization, person-group, and person-supervisor *FIT*. *Personnel Psychology*, 58(2), 281–342. <https://doi.org/10.1111/j.1744-6570.2005.00672.x>
- Kristof, A. L. (1996). Person-organization *fit* : An integrative review of its conceptualizations, measurement, and implications. *Personnel Psychology*, 49(1), 1–49. <https://doi.org/10.1111/j.1744-6570.1996.tb01790.x>
- Kwon, K., & Kim, T. (2020). An integrative literature review of employee engagement and innovative behavior: Revisiting the JD-R model. *Human Resource Management Review*, 30(2), 100704. <https://doi.org/10.1016/j.hrmr.2019.100704>
- Lambert, E. G., Cluse-Tolar, T., Pasupuleti, S., Prior, M., & Allen, R. I. (2012). A Test of a Turnover Intent Model. *Administration in Social Work*, 36(1), 67–84. <https://doi.org/10.1080/03643107.2010.551494>

- Lauver, K. J., & Kristof-Brown, A. (2001). Distinguishing between employees' perceptions of person-job and person-organization fit . *Journal of Vocational Behavior*, 59(3), 454–470. <https://doi.org/10.1006/jvbe.2001.1807>
- Lawler, E. J. (2001). An affect theory of social exchange. *American Journal of Sociology*, 10(2), 321–352. <https://doi.org/10.1086/324071>
- LAWSHE, C. H. (1975). a Quantitative Approach To Content Validity. *Personnel Psychology*, 28(4), 563–575. <https://doi.org/10.1111/j.1744-6570.1975.tb01393.x>
- Lewis Henry, M. (1870). *Systems of consanguinity and affinity of the human family* (Vol. 17 (ed.)). Smithsonian Institution.
- Liao, J., & Welsch, H. (2005). Roles of social capital in venture creation: Key dimensions and research implications. *Journal of Small Business Management*, 43(4), 345–362. <https://doi.org/10.1111/j.1540-627X.2005.00141.x>
- Liebe, G. (1916). Einheitliche Zeichensprache bei Untersuchung Lungenkranke. *Beiträge Zur Klinik Der Tuberkulose Und Spezifischen Tuberkulose-Forschung*, 35(3), 315–318. <https://doi.org/10.1007/BF02512353>
- Liu, B., Liu, J., & Hu, J. (2010). Person-organization fit , job satisfaction, and turnover intention: An empirical study in the Chinese public sector. *Social Behavior and Personality*, 38(5), 615–626. <https://doi.org/10.2224/sbp.2010.38.5.615>
- Liu, X., Wang, J., & Ji, D. (2011). Network characteristics, absorptive capacity and technological innovation performance. *International Journal of Technology, Policy and Management*, 11(2), 97–116. <https://doi.org/10.1504/IJTPM.2011.040398>
- Long, C. S., Ajagbe, M. A., & Kowang, T. O. (2014). Addressing the Issues on Employees' Turnover Intention in the Perspective of HRM Practices in SME. *Procedia - Social and Behavioral Sciences*, 129, 99–104. <https://doi.org/10.1016/j.sbspro.2014.03.653>
- Long, C. S., Thean, L. Y., Ismail, W. K. W., & Jusoh, A. (2012). Leadership styles and employees' turnover intention: Exploratory study of academic staff in a Malaysian college. *World Applied Sciences Journal*, 19(4), 575–581. <https://doi.org/10.5829/idosi.wasj.2012.19.04.155>
- Luthans, F., & Peterson, S. J. (2002). Employee engagement and manager self-efficacy: implications for managerial effectiveness and development. *Journal of Management Development*, 21(5), 376–387. <https://doi.org/10.1108/02621710210426862>
- Lv, Z., & Xu, T. (2018). Psychological contract breach, high-performance work system and engagement: the mediated effect of person-organization fit . *International Journal of Human Resource Management*, 29(7), 1257–1284. <https://doi.org/10.1080/09585192.2016.1194873>
- Maccallum, R. C., Browne, M. W., & Sugawara, H. M. (1996). Power Analysis and Determination of Sample Size for Covariance Structure Modeling of fit involving a particular measure of model. *Psychological Methods*, 13(2), 130–149.

- Macey, W. H., & Schneider, B. (2008). *The Meaning of Employee Engagement*.: EBSCOhost. 1, 3–30. <http://web.b.ebscohost.com.esc-web.lib.cbs.dk/ehost/pdfviewer/pdfviewer?sid=93c9a7d9-10bb-4006-9258-ae22a70ef662@sessionmgr110&vid=1&hid=123>
- MacKenzie, S. B., Podsakoff, P. M., & Podsakoff, N. P. (2011). Construct measurement and validation procedures in MIS and behavioral research: Integrating new and existing techniques. *MIS Quarterly: Management Information Systems*, 35(2), 293–334. <https://doi.org/10.2307/23044045>
- Manik, H. F. G. G., Indarti, N., & Lukito-Budi, A. S. (2021). Examining network characteristic dynamics of kinship-based families on performance within Indonesian SMEs. *Journal of Enterprising Communities, ahead-of-p*(ahead-of-print). <https://doi.org/10.1108/JEC-03-2020-0021>
- Margaret K. Nelson. (2020). *Like family : narratives of fictive kinship* (Vol. 1). Rutgers University Press.
- Marsden, P. V., & Campbell, K. E. (1984). Measuring tie strength. *Social Forces*, 63(2), 482–501. <https://doi.org/10.1093/sf/63.2.482>
- Maslach, C., Schaufeli, W. B., & Leiter, M. P. (2001). Job Burnout. *Annual Review of Psychology*, 52(1), 397–422.
- Masterson, S. S., Lewis, K., Goldman, B. M., & Taylor, M. S. (2000). Integrating Justice and Social Exchange: The Differing Effects of Fair Procedures and Treatment on Work Relationships. *Academy of Management Journal*, 43(4), 738–748. <https://doi.org/10.5465/1556364>
- Matlay, H. (1999). Employee relations in small firms: A microbusiness perspective. *Employee Relations*, 21(3), 285–295. <https://doi.org/10.1108/01425459910273125>
- Mbah, P. C., Ekechukwu, C., & Obi, I. E. (2018). An Exploration of the Relationship between Organizational Culture and Turnover Intentions of Selected Small and Medium Enterprises (SMEs) in South-East. *International Journal of Academic Research in Business and Social Sciences*, 8(5), 563–584. <https://doi.org/10.6007/ijarbss/v8-i5/4158>
- McCartney, G., Chi In, C. L., & Pinto, J. S. de A. F. (2022). COVID-19 impact on hospitality retail employees' turnover intentions. *International Journal of Contemporary Hospitality Management*, 34(6), 2092–2112. <https://doi.org/10.1108/IJCHM-08-2021-1053>
- Memon, M. A. (2015). Linking Person-Job fit , Person-Organization fit , Employee Engagement and Linking Person-Job fit , Person-Organization fit , Employee Engagement and Turnover Intention : A Three-Step Conceptual Model. *Asian Social Science, December*. <https://doi.org/10.5539/ass.v11n2p313>
- Memon, M. A., Rohani, S., Shahrina, M. N., Jun-Hwa, C., Hiram, T., & Francis, C. (2018). Person-organisation fit and turnover intention: The mediating role of work engagement. *Journal of Management Development*, 25(8).

<https://doi.org/10.1108/jmd.2006.02625haa.001>

- Memon, M. A., Salleh, R., & Baharom, M. N. R. (2015). Linking person-job *fit*, person-organization *fit*, employee engagement and turnover intention: A three-step conceptual model. *Asian Social Science*, 11(2), 313–320. <https://doi.org/10.5539/ass.v11n2p313>
- Memon, M. A., Salleh, R., Noor, M., Baharom, R., & Harun, H. (2014). Person-Organization *fit* and Turnover Intention: The Mediating Role of Employee Engagement. *Global Business and Management Research: An International Journal*, 6(3).
- Memon, M. A., Salleh, R., Nordin, S. M., Cheah, J. H., Ting, H., & Chuah, F. (2018). Person-organisation *fit* and turnover intention: the mediating role of work engagement. *Journal of Management Development*, 37(3), 285–298. <https://doi.org/10.1108/JMD-07-2017-0232>
- 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. <https://doi.org/10.5465/3069391>
- Mobley, W. H. (1977). Intermediate linkages in the relationship between job satisfaction and employee turnover. *Journal of Applied Psychology*, 62(2), 237–240. <https://doi.org/10.1037/0021-9010.62.2.237>
- Mobley, W. H., Griffeth, R. W., Hand, H. H., & Meglino, B. M. (1979). Review and conceptual analysis of the employee turnover process. *Psychological Bulletin*, 86(3), 493–522. <https://doi.org/10.1037/0033-2909.86.3.493>
- Morrow, R., & Brough, P. (2019). ‘It’s off to work we go!’ Person–environment *fit* and turnover intentions in managerial and administrative mining personnel. *International Journal of Occupational Safety and Ergonomics*, 25(3), 467–475. <https://doi.org/10.1080/10803548.2017.1396028>
- Mossholder, K. W., Randall P, S., & Henagan, S. C. (2005). <a Relational Perspective on Turnover Examining Structural.Pdf>. *Academy of Management Journal*, 48(4), 607–618.
- Mostafa, A. M. S. (2016). High-Performance HR Practices, Work Stress and Quit Intentions in the Public Health Sector: Does person–organization *fit* matter? *Public Management Review*, 18(8), 1218–1237. <https://doi.org/10.1080/14719037.2015.1100319>
- Moynihan, D. P., & Pandey, S. K. (2008). The ties that bind: Social networks, Person-organization value *fit*, and turnover intention. *Journal of Public Administration Research and Theory*, 18(2), 205–227. <https://doi.org/10.1093/jopart/mum013>
- Mulang, H. (2022). Analysis of The Effect of Organizational Justice, Worklife Balance on Employee Engagement and Turnover Intention. *Golden Ratio of Human Resource Management*, 2(2), 86–97. <https://doi.org/10.52970/grhrm.v2i2.169>

- Murillo, D., & Lozano, J. M. (2006). SMEs and CSR: An approach to CSR in their own words. *Journal of Business Ethics*, 67(3), 227–240. <https://doi.org/10.1007/s10551-006-9181-7>
- Murphy, L., & Thomas, B. (2019). UNIVERSITY KNOWLEDGE TRANSFER AND INNOVATION PERFORMANCE IN FIRMS : *International Journal of Innovation Management*, 2050023. <https://doi.org/10.1142/S1363919620500231>
- Na-nan, K., Pukkeeree, P., & Chaiprasit, K. (2020). Employee engagement in small and medium-sized enterprises in Thailand : the construction and validation of a scale to measure employees. *International Journal of Quality & Reliability Management*, 2002. <https://doi.org/10.1108/IJQRM-10-2018-0290>
- Nabila, S., Ambad, A., & Wahab, K. A. (2016). The Relationship Between Corporate Entrepreneurship And Firm Performance: Evidence From Malaysian Large Companies. *International Journal of Business and Society*, 17(2), 259–280.
- Nadiri, H., & Tanova, C. (2010). An investigation of the role of justice in turnover intentions, job satisfaction, and organizational citizenship behavior in hospitality industry. *International Journal of Hospitality Management*, 29(1), 33–41. <https://doi.org/10.1016/j.ijhm.2009.05.001>
- Nahapiet, J. (1998). CAPITAL , SOCIAL CAPITAL , INTELLECTUAL ADVANTAGE AND THE ORGANIZATIONAL. *The Academy of Management Review*, 23(2), 242–266.
- Nahapiet, J., & Goshal, S. (1998). Creating organizational capital through intellectual and social capital. *Academy of Management Review*, 23(2), 242–266.
- Nahapiet, J., Stopford, J., Moran, P., Hansen, M., Pascale, R., Boisot, M., Tsai, W.-P., Nohria, N., Willman, P., Hopwood, A., Ambler, T., & Waldenstrom, M. (1998). 1995) and several other authors (Boisot. ^ *Academy Of Management Review*, 23(2), 242–266.
- Nimon, K., Shuck, B., & Zigarmi, D. (2016). Construct Overlap Between Employee Engagement and Job Satisfaction: A Function of Semantic Equivalence? *Journal of Happiness Studies*, 17(3), 1149–1171. <https://doi.org/10.1007/s10902-015-9636-6>
- Nuansa, R., Thatok, A., & Siti, N. (2018). The role of organizational commitment mediation on the effect. *Rjos*, 2(2), 33–40.
- O'Leary, K., W. S., & Vokurka, R. J. (1998). The empirical assessment of construct validity. *Journal of Operations Management*, 16(4), 387–405. [https://doi.org/10.1016/s0272-6963\(98\)00020-5](https://doi.org/10.1016/s0272-6963(98)00020-5)
- O'Reilly, C. A., Chatman, J., & Caldwell, D. F. (1991). People and Organizational Culture: a Profile Comparison Approach To Assessing Person-Organization fit . *Academy of Management Journal*, 34(3), 487–516. <https://doi.org/10.5465/256404>
- Oliveira, L. B., & Najnudel, P. S. (2021). The influence of abusive supervision on employee engagement , stress and turnover intention. *Revista de Gest~ao*. <https://doi.org/10.1108/REGE-02-2021-0025>

- Ostroff, C., & Judge, T. A. (2012). Perspectives on organizational *fit*. In Erlbaum (Ed.), *Perspectives on Organizational fit*. NY. <https://doi.org/10.4324/9780203810026>
- Ouyang, Z., Sang, J., Li, P., & Peng, J. (2015). Organizational justice and job insecurity as mediators of the effect of emotional intelligence on job satisfaction: A study from China. *Personality and Individual Differences*, 76, 147–152. <https://doi.org/10.1016/j.paid.2014.12.004>
- Ozdevecioglu, M., Demirtas, O., & Kurt, T. (2015). The effect of leader-member exchange on turnover intention and organizational citizenship behavior: The mediating role of meaningful work. *Proceedings of The 9th International Management Conference “Management And Innovation for Competitive Advantage,” November 5*, 710–719.
- Parent, J. D., & Lovelace, K. J. (2018). Employee engagement, positive organizational culture and individual adaptability. *On the Horizon*, 26(3), 206–214. <https://doi.org/10.1108/OTH-01-2018-0003>
- Pariyanti, E., Adawiyah, W. R., & Wulandari, S. Z. (2022). We need to talk about kinship: How kinship weakens turnover intentions among academicians at private higher education institutions in Indonesia. *Journal of Applied Research in Higher Education*, ahead-of-p(ahead-of-print). <https://doi.org/https://doi.org/10.1108/JARHE-04-2022-0118>
- Park, J., & Min, H. (Kelly). (2020). Turnover intention in the hospitality industry: A meta-analysis. *International Journal of Hospitality Management*, 90(June), 102599. <https://doi.org/10.1016/j.ijhm.2020.102599>
- Peng, J. C., Lee, Y. L., & Tseng, M. M. (2014). Person-organization *fit* and turnover intention: Exploring the mediating effect of work engagement and the moderating effect of demand-ability *fit*. *Journal of Nursing Research*, 22(1), 1–11. <https://doi.org/10.1097/jnr.0000000000000019>
- Peng, Y. (2004). Kinship networks and entrepreneurs in China's transitional economy. *American Journal of Sociology*, 109(5), 1045–1074. <https://doi.org/10.1086/382347>
- Peredo, A. M. (2003). *Peredo2003*. 2001–2004.
- Perry, E. L., Dokko, G., & Golom, F. D. (2012). The Aging Worker and Person-Environment *fit*. In *The Oxford Handbook of Work and Aging* (Issue May 2018). <https://doi.org/10.1093/oxfordhb/9780195385052.013.0084>
- Pett, M., Lackey, N., & Sullivan, J. (2011). An Overview of Factor Analysis. *Making Sense of Factor Analysis*, 2–12. <https://doi.org/10.4135/9781412984898.n1>
- Planellas, M., & Muni, A. (2019). Resource-based View. *Strategic Decisions*, 27, 92–95. <https://doi.org/10.1017/9781108665797.017>
- Pooler, W., Staw, B. M., & Cummings, L. L. (1982). Research in Organizational Behavior: An Annual Series of Analytical Essays and Critical Reviews, Vol. 2. In *Contemporary Sociology* (Vol. 11, Issue 1). <https://doi.org/10.2307/2066662>

- Porter, L. W., & Steers, R. M. (1973). Organizational, work, and personal factors in employee turnover and absenteeism. *Psychological Bulletin*, 80(2), 151–176. <https://doi.org/10.1037/h0034829>
- Price, D. O., Lewin, K., & Cartwright, D. (1951). Field Theory in Social Science: Selected Theoretical Papers. In *American Sociological Review* (London, Vol. 16, Issue 3). Tavistock Publications. <https://doi.org/10.2307/2087618>
- Ramos, J. R., Ferreira, M. C., & Martins, L. F. (2021). Person-Organization fit and Turnover Intentions: Organizational Trust as a Moderator. *Psico-USF*, 26(4), 707–717. <https://doi.org/10.1590/1413-82712021260409>
- Rana, S., Ardichvili, A., & Tkachenko, O. (2014). A theoretical model of the antecedents and outcomes of employee engagement: Dubin's method. *Journal of Workplace Learning*, 26(3), 249–266. <https://doi.org/10.1108/JWL-09-2013-0063>
- Rasool, S. F., Wang, M., Tang, M., Saeed, A., & Iqbal, J. (2021). How toxic workplace environment effects the employee engagement: The mediating role of organizational support and employee wellbeing. *International Journal of Environmental Research and Public Health*, 18(5), 1–17. <https://doi.org/10.3390/ijerph18052294>
- Rawshdeh, Z. A., Makbul, Z. K. M., & Alam, S. S. (2019). The mediating role of person-organization fit in the relationship between socially responsible-hrm practices and employee engagement. *Humanities and Social Sciences Reviews*, 7(5), 434–441. <https://doi.org/10.18510/hssr.2019.7548>
- Rayton, B. A., & Yalabik, Z. Y. (2014). Work engagement, psychological contract breach and job satisfaction. *International Journal of Human Resource Management*, 25(17), 2382–2400. <https://doi.org/10.1080/09585192.2013.876440>
- Reich, T. C., & Hershcovis, M. S. (2010). Interpersonal relationships at work. *APA Handbook of Industrial and Organizational Psychology*, Vol 3: *Maintaining, Expanding, and Contracting the Organization.*, 3, 223–248. <https://doi.org/10.1037/12171-006>
- Rhoades, L., Eisenberger, R., & Armeli, S. (2001). Affective commitment to the organization: The contribution of perceived organizational support. *Journal of Applied Psychology*, 86(5), 825–836. <https://doi.org/10.1037/0021-9010.86.5.825>
- Rich, B. L., Lepine, J. A., & Crawford, E. R. (2010). Job engagement: Antecedents and effects on job performance. *Academy of Management Journal*, 53(3), 617–635. <https://doi.org/10.5465/amj.2010.51468988>
- Richbell, S., Szerb, L., & Vitai, Z. (2010). HRM in the Hungarian SME sector. *Employee Relations*, 32(3), 262–280. <https://doi.org/10.1108/01425451011038799>
- Richman, A. (2006). Engaged Workforce. *Workspan*, 49, 36–39.
- Robertson-smith, G., & Markwick, C. (2009). *Employee Engagement A Review of Current Thinking*. Institute for Employment Studies.
- Robertson, I. T., & Cooper, C. L. (2010). Full engagement: The integration of employee

- engagement and psychological well-being. *Leadership and Organization Development Journal*, 31(4), 324–336. <https://doi.org/10.1108/01437731011043348>
- Robinson D., P. S. (2004). *The Drivers of Employee Engagement, Report 408*. Institute for Employment Studies.
- Rodgers, C. A. (2000). Person-job fit and person-organization fit as components of job seeking. *Theses Digitization Project*, 1–91.
- Roman, N. V., & Frantz, J. M. (2013). The prevalence of intimate partner violence in the family: A systematic review of the implications for adolescents in Africa. *Family Practice*, 30(3), 256–265. <https://doi.org/10.1093/fampra/cms084>
- Rose, H., Curry, M., & Ebaugh, H. R. (2014). Fictive Kin as Social Capital in New Immigrant Communities Author(s): *Sociological Perspectives*, 43(2), 189–209.
- Rostiana, R. (2017). The quality of work life influence to turnover intention with person-organization fit and organizational commitment as mediators. *International Journal of Economics and Management*, 11(SpecialIssue1), 45–57.
- Rothbard, N. P. (2001). Enriching or Depleting? The Dynamics of Engagement in Work and Family Roles. *Administrative Science Quarterly*, 46, 655–684. <https://doi.org/10.2307/3094827>
- S, S., & M M, S. (2021). Influence of empowerment, psychological contract and employee engagement on voluntary turnover intentions. *International Journal of Productivity and Performance Management*, 70(2), 325–349. <https://doi.org/10.1108/IJPPM-04-2019-0189>
- Saks, A. M. (2006). Antecedents and consequences of employee engagement. *Journal of Managerial Psychology*, 21(7), 600–619. <https://doi.org/10.1108/02683940610690169>
- SAKS, A. M., & ASHFORTH, B. E. (1997). a Longitudinal Investigation of the Relationships Between Job Information Sources, Applicant Perceptions of fit , and Work Outcomes. *Personnel Psychology*, 50(2), 395–426. <https://doi.org/10.1111/j.1744-6570.1997.tb00913.x>
- Salahudin, S. N., Ramli, H. S., Alwi, M. N. R., Abdullah, M. S., & Rani, N. A. (2019). Employee engagement and turnover intention among Islamic bankers in Brunei Darussalam. *International Journal of Recent Technology and Engineering*, 8(2 Special Issue), 643–651.
- Sampe, F. (2019). Cultural Relationship and HRM Practices in Indonesian SMEs. *International Journal of Research and Innovation in Social Science*, 3(7), 637–644.
- Sandhya, S., & Sulphey, M. M. (2019). An assessment of contribution of employee engagement, psychological contract and psychological empowerment towards turnover intentions of IT employees. *International Journal of Environment, Workplace and Employment*, 5(1), 22–31. <https://doi.org/10.1504/IJGEI.2018.097186>

- Sapnas, K. G., & Zeller, R. A. (2002). Minimizing sample size when using exploratory factor analysis for measurement. *Journal of Nursing Measurement*, 10(2), 135–154. <https://doi.org/10.1891/jnum.10.2.135.52552>
- Saridakis, G., Muñoz Torres, R., & Johnstone, S. (2013). Do Human Resource Practices Enhance Organizational Commitment in SMEs with Low Employee Satisfaction? *British Journal of Management*, 24(3), 445–458. <https://doi.org/10.1111/j.1467-8551.2012.00814.x>
- Saufi, R. A., Mansor, N. N. A., Kakar, A. S., & Singh, H. (2020). The mediating role of person-job *fit* between person-organisation *fit* and intention to leave the job: Empirical evidence from pakistan. *Sustainability (Switzerland)*, 12(19), 8189. <https://doi.org/10.3390/su12198189>
- Schaufeli, W. B., & Bakker, A. B. (1978). 3. Symposium des Arbeitskreises für Osteologie. Zu den Themen: 1. Reaktionen des Knochengewebes auf Implantatwerkstoffe und 2. Aseptische Knochennekrosen wurden die folgenden Vorräte gehalten. Kurzfassungen, besorgte H. Plenk jr. *Acta Medica Austriaca. Supplement*, 11(October 2002), 1–18.
- Schaufeli, W. B., & Bakker, A. B. (2010). Defining and measuring work engagement: Bringing clarity to the concept. In *Work Engagement: A Handbook of Essential Theory and Research*. Psychology Press. <http://psycnet.apa.org/psycinfo/2010-06187-002>
- Schaufeli, W. B., Salanova, M., Bakker, A. B., & Gonzales-Roma, V. (2002). The Measurement of Engagement and Burnout: A two sample confirmatory Factor Analytic Approach. *Journal of Happiness Studies*, 3(1), 71–92. <https://doi.org/10.1023/A:1015630930326>
- Schneider, B. (1987). People make the place. *Pers. Psychol.*, 40, 437–453. <https://doi.org/10.1111/j.1744-6570.1987.tb00609.x>
- Schneider, Benjamin, Goldstein, H. W., & Smith, D. B. (1995). the Asa Framework: an Update. *Personnel Psychology*, 48(4), 747–773. <https://doi.org/10.1111/j.1744-6570.1995.tb01780.x>
- Schutz, W. C. (1961). The Social Psychology of Groups by J. W. Thibaut and H. H. Kelley. *International Journal of Group Psychotherapy*, 11(3), 353–354. <https://doi.org/10.1080/00207284.1961.11508188>
- Scroggins, W. A. (2007). An Examination of the Additive Versus Convergent. *Journal of Applied Social Psychology*, 37(7), 1649–1665.
- Sekaran, U., & Bougie, R. (1993). Research methods for business: A skill building approach. In W. S. Chichester (Ed.), *Long Range Planning* (Seventh ed, Vol. 26, Issue 2). John Wiley & Sons Inc. [https://doi.org/10.1016/0024-6301\(93\)90168-f](https://doi.org/10.1016/0024-6301(93)90168-f)
- Settoon, R. P., Bennett, N., & Liden, R. C. (1996). Settoon1996 مهمنسبت. *Journal of Applied Psychology*, 81(3), 219–227.
- Shanas, E. (1979). The robert w. Kleemeier award lecture: Social myth as hypothesis:

- The case of the family relations of old people. *Gerontologist*, 19(1), 3–9. <https://doi.org/10.1093/geront/19.1.3>
- Shao, Y., Xu, A. J., & Lin, S. (2022). *Journal of Work and Organizational Psychology*. 38, 121–127.
- Sharma, N. (2019). P-O fit and employee's turnover intentions: Examining the mediation of employee engagement in Indian IT sector. *International Journal of Human Capital and Information Technology Professionals*, 10(2), 51–60. <https://doi.org/10.4018/IJHCITP.2019040104>
- Sharma, P. N., Daniel, S., & Chung, T. (2015). The impact of Person-Organization fit and psychological ownership on turnover in open source software projects. *Twenty-First Americas Conference on Information Systems, Puerto Rico, 2015, Kristof 1996*.
- Shin, Y. (2004). A person-environment fit model for virtual organizations. *Journal of Management*, 30(5), 725–743. <https://doi.org/10.1016/j.jm.2004.03.002>
- Shrotryia, V. K., & Dhanda, U. (2019). Content Validity of Assessment Instrument for Employee Engagement. *SAGE Open*, 9(1). <https://doi.org/10.1177/2158244018821751>
- Shrotryia, V. K., & Dhanda, U. (2020). Development of employee engagement measure: experiences from best companies to work for in India. *Measuring Business Excellence*, 24(3), 319–343. <https://doi.org/10.1108/MBE-07-2019-0071>
- Shuck, B., Ghosh, R., Zigarmi, D., & Nimon, K. (2013). The Jingle Jangle of Employee Engagement: Further Exploration of the Emerging Construct and Implications for Workplace Learning and Performance. *Human Resource Development Review*, 12(1), 11–35. <https://doi.org/10.1177/1534484312463921>
- Shuck, B., & Reio, T. G. (2011). The employee engagement landscape and HRD: How do we link theory and scholarship to current practice? *Advances in Developing Human Resources*, 13(4), 419–428. <https://doi.org/10.1177/1523422311431153>
- Shuck, B., & Reio, T. G. (2014). Employee Engagement and Well-Being: A Moderation Model and Implications for Practice. *Journal of Leadership and Organizational Studies*, 21(1), 43–58. <https://doi.org/10.1177/1548051813494240>
- Shuck, B., & Wollard, K. (2010). Employee engagement and HRD: A seminal review of the foundations. *Human Resource Development Review*, 9(1), 89–110. <https://doi.org/10.1177/1534484309353560>
- Shuck, M. B., & Wollard, K. K. (2009). A Historical Perspective of Employee Engagement : An Emerging Definition. *8th Annual College of Education & GSN Research Conference*, 133–139. http://coeweb.fiu.edu/research_conference/
- Silaban, N., & Syah, T. Y. R. (2018). The Influence of Compensation and Organizational Commitment on Employees' Turnover Intention. *IOSR Journal of Business and Management (IOSR-JBM)*, 20(3), PP. <https://doi.org/10.9790/487X-2003010106>
- Siyal, S., Xin, C., Peng, X., Siyal, A. W., & Ahmed, W. (2020). Why Do High-

- Performance Human Resource Practices Matter for Employee Outcomes in Public Sector Universities? The Mediating Role of Person–Organization *fit* Mechanism. *SAGE Open*, 10(3). <https://doi.org/10.1177/2158244020947424>
- So, B. H., Kim, J. H., Ro, Y. J., & Song, J. H. (2022). Developing a measurement scale for employee engagement: a validation study in a South Korean context. *European Journal of Training and Development*, 46(5–6), 585–606. <https://doi.org/10.1108/EJTD-11-2020-0155>
- Soane, E., Truss, C., Alfes, K., Shantz, A., Rees, C., & Gatenby, M. (2012). Development and application of a new measure of employee engagement: The isa engagement scale. *Human Resource Development International*, 15(5), 529–547. <https://doi.org/10.1080/13678868.2012.726542>
- Spence, L., Schmidpeter, R., & Habisch, A. (2003). Assessing social capital: Small and medium sized enterprises in Germany and the UK. *Journal of Business Ethics*, 47(1), 17–29. <https://doi.org/10.1007/s10668-018-0120-4>
- Srivastava, S., Kapoor, V., & Yadav, J. (2019). Impact of personality variables on employee engagement-turnover intentions relationship: A study on Indian managers. *International Journal of Work Organisation and Emotion*, 10(2), 109–129. <https://doi.org/10.1504/IJWOE.2019.104290>
- Staatsbibliothek, B. (2014). from the SAGE Social Science Collections . Rights Reserved . from All. *Research on Aging*, 14, 226–247. <https://doi.org/10.1177/0164027592142004>
- Stafford, L. (2018). Social Exchange Theory. *Engaging Theories in Family Communication*, 279–289. <https://doi.org/10.4324/9781315204321-25>
- Staufenbiel, T., & König, C. J. (2010). A model for the effects of job insecurity on performance, turnover intention, and absenteeism. *Journal of Occupational and Organizational Psychology*, 83(1), 101–117. <https://doi.org/10.1348/096317908X401912>
- Steier, L. (2001). Next-Generation Entrepreneurs and Succession: An Exploratory Study of Modes and Means of Managing Social Capital. *Family Business Review*, 14(3), 259–276. <https://doi.org/10.1111/j.1741-6248.2001.00259.x>
- Stewart, A. (2003). Help One Another, Use One Another: Toward an Anthropology of Family Business. *Entrepreneurship Theory and Practice*, 27(4), 383–396. <https://doi.org/10.1111/1540-8520.00016>
- Stewart, A., & Miner, A. S. (2011). The prospects for family business in research universities. *Journal of Family Business Strategy*, 2(1), 3–14. <https://doi.org/10.1016/j.jfbs.2011.01.005>
- Sudarti, K., Fachrunnisa, O., & Ratnawati, A. (2021). Can the sense of ta’awun behavior reduce voluntarily job turnover in Indonesia? *Journal of Islamic Accounting and Business Research*, 12(6), 831–848. <https://doi.org/10.1108/JIABR-07-2019-0130>
- Sugiyono. (2009). Metode penelitian pendidikan : pendekatan kuantitatif, kualitatif, dan

- r&d / Prof.Dr.Sugiyonotle. In *Metode Penelitian Ilmiah*. Alfabeta.
- Sugiyono. (2013). *Metode penelitian manajemen*. BP Universitas Diponegoro.
- Sulastri, L. (2016). Manajemen Usaha Kecil Menengah. In C. T. L. Publishing (Ed.), *LGM-LaGood's Publishing*. LGM - LaGood's Publishing.
- Sulyianto, (2018). (2018). *Metode Penelitian Bisnis Untuk Skripsi, Tesis dan Disertasi*. Yogyakarta: ANDI OFFSET (Aditya Cristian (ed.)). Andi Offset.
- Sun, L., & Bunchapattanasakda, C. (2019). Employee Engagement: A Literature Review. *International Journal of Human Resource Studies*, 9(1), 63. <https://doi.org/10.5296/ijhrs.v9i1.14167>
- Sussman, M. (1976). *The family life of old people. Handbook of aging and the social sciences* (E. R.; Shanas (ed.)). Handbook of aging and the social sciences.
- Sussman, R., & Gifford, R. (2019). Causality in the Theory of Planned Behavior. *Personality and Social Psychology Bulletin*, 45(6), 920–933. <https://doi.org/10.1177/0146167218801363>
- Suwanti, S., & Udin, U. (2020). Investigating the relationship between person-organization fit , person-job fit , and innovative work behavior: The mediation role of organizational citizenship behavior. *Quality - Access to Success*, 21(176), 36–41.
- Suyono, J., Eliyana, A., & Ratmawati, D. (2020). The nightmare of turnover intention for companies in Indonesia. *Opcion*, 36(91), 871–888.
- Tabachnick, B. G., & Fidell, L. S. (2001). *Using multivariate statistics* (A. & Bacon (ed.)). Pearson Education. Inc.
- Tak, J. (2011). Relationships between various person-environment fit types and employee withdrawal behavior: A longitudinal study. *Journal of Vocational Behavior*, 78(2), 315–320. <https://doi.org/10.1016/j.jvb.2010.11.006>
- Takase, M. (2010). A concept analysis of turnover intention: Implications for nursing management. *Collegian*, 17(1), 3–12. <https://doi.org/10.1016/j.colegn.2009.05.001>
- Tang, Y., Shao, Y. F., Chen, Y. J., & Ma, Y. (2021). How to Keep Sustainable Development Between Enterprises and Employees? Evaluating the Impact of Person–Organization fit and Person–Job fit on Innovative Behavior. *Frontiers in Psychology*, 12(April), 1–13. <https://doi.org/10.3389/fpsyg.2021.653534>
- Tanova, C. (2006). Using Job Embeddedness Factors to Explain Voluntary Turnover in Five European Countries IRISS Working Paper Series Using Job Embeddedness Factors to Explain Voluntary Turnover in Five Euro-. *Access*, 04(July).
- Tansky, J. W., & Heneman, R. (2003). Guest editor's note: Introduction to the special issue on human resource management in SMEs: A call for more research. *Human Resource Management*, 42(4), 299–302. <https://doi.org/10.1002/hrm.10091>
- Teare, R. (1990). International Journal of Contemporary Hospitality Management.

- Marketing Intelligence & Planning*, 8(5), 12–14.
<https://doi.org/10.1108/EUM0000000001079>
- Teresko, J. (2004). Driving employee engagement. *Industry Week*, 253(9), 74. <https://doi.org/10.1177/2329488414525399>
- 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. <https://doi.org/10.1111/j.1744-6570.1993.tb00874.x>
- Thakkar, J. J. (2020). *Structural Equation Modelling Application for Research and Practice (with AMOS and R)*. Springer Nature Singapore Pte Ltd. <https://doi.org/https://doi.org/10.1007/978-981-15-3793-6>
- Thirapatsakun, T., Kuntonbutr, C., & Mechinda, P. (2014). The Relationships among Job Demands, Work Engagement, and Turnover Intentions in the Multiple Groups of Different Levels of Perceived Organizational Supports. *Universal Journal of Management*, 2(7), 272–285. <https://doi.org/10.13189/ujm.2014.020703>
- Thomas, B. C. (2019). Organizational Ecosystems: Innovation and Social Capital Dimensions. ... and Social Capital in Organizational Ecosystems, February. <https://doi.org/10.4018/978-1-5225-7721-8.ch003>
- Thomas, C. H. (2007). A new measurement scale for employee engagement: Scale development, pilot test, and replication. *Academy of Management 2007 Annual Meeting: Doing Well by Doing Good, AOM 2007*. <https://doi.org/10.5465/ambpp.2007.26501848>
- Todd Donavan, D., Brown, T. J., & Mowen, J. C. (2004). Internal Benefits of Service-Worker Customer Orientation: Job Satisfaction, Commitment, and Organizational Citizenship Behaviors. *Journal of Marketing*, 68(1), 128–146. <https://doi.org/10.1509/jmkg.68.1.128.24034>
- Tom, V. R. (1971). The role of personality and organizational images in the recruiting process. *Organizational Behavior and Human Performance*, 6(5), 573–592. [https://doi.org/10.1016/S0030-5073\(71\)80008-9](https://doi.org/10.1016/S0030-5073(71)80008-9)
- Towers Perrin. (2003). Working today: Understanding what drives employee engagement: The 2003 Towers Perrin talent report. *Towers Perrin HR Services*, 1–35.
- Truss, C., Delbridge, R., Alfes, K., Shantz, A., & Soane, E. (2013a). Employee engagement in theory and practice. In *Employee Engagement in Theory and Practice* (Issue 2001). <https://doi.org/10.4324/9780203076965>
- Truss, C., Delbridge, R., Alfes, K., Shantz, A., & Soane, E. (2013b). Employee engagement in theory and practice. In C. Truss, K. A. Rick Delbridge, & A. S. and E. Soane (Eds.), *Employee Engagement in Theory and Practice*. Routledge. <https://doi.org/10.4324/9780203076965>
- Truss, C., Delbridge, R., Alfes, K., Shantz, A., & Soane, E. (2013c). Employee

- engagement in theory and practice. *Employee Engagement in Theory and Practice*, 1–321. <https://doi.org/10.4324/9780203076965>
- Tsai, C. J., Sengupta, S., & Edwards, P. (2007). When and why is small beautiful? the experience of work in the small firm. *Human Relations*, 60(12), 1779–1807. <https://doi.org/10.1177/0018726707084914>
- Tsui, A. S. (2004). Contributing to global management knowledge: A case for high quality indigenous research. *Asia Pacific Journal of Management*, 21(4), 491–513. <https://doi.org/10.1023/B:APJM.0000048715.35108.a7>
- Tunç, E. (2021). Institution of kirvelik in the context of social capital theory and fictive kinships in sivas. *Folklor/Edebiyat*, 27(106), 437–454. <https://doi.org/10.22559/folklor.1554>
- Turner, P. (2019). Employee engagement in contemporary organizations: Maintaining high productivity and sustained competitiveness. In *Employee Engagement in Contemporary Organizations: Maintaining High Productivity and Sustained Competitiveness*. Springer Nature. <https://doi.org/10.1007/978-3-030-36387-1>
- Turner, P. (2020). What Is Employee Engagement? *Employee Engagement in Contemporary Organizations*, 27–56. https://doi.org/10.1007/978-3-030-36387-1_2
- Ucar, A. C., Alpkhan, L., & Elci, M. (2021). The Effects of Person–Organization fit and Turnover Intention on Employees’ Creative Behavior: The Mediating Role of Psychological Ownership. *SAGE Open*, 11(4). <https://doi.org/10.1177/21582440211066924>
- Uysal-irak, D. (2016). Person-Environment fit : Relationship between Person-Organization fit , Life Birey-Çevre Uyumu : Çalışanların Örgüt Uyumlarının Yaşama İlişkin Doyum ve İşten Ayrılma Niyetiyle İlişkisi. *Turkish Journal of Psychology*, 29(December 2014), 34–45.
- Van Bogaert, P., Clarke, S., Willems, R., & Mondelaers, M. (2013). Staff engagement as a target for managing work environments in psychiatric hospitals: Implications for workforce stability and quality of care. *Journal of Clinical Nursing*, 22(11–12), 1717–1728. <https://doi.org/10.1111/j.1365-2702.2012.04341.x>
- Van Vianen, A. E. M. (2018). Person-environment fit : A review of its basic tenets. *Annual Review of Organizational Psychology and Organizational Behavior*, 5(February), 75–101. <https://doi.org/10.1146/annurev-orgpsych-032117-104702>
- Vance, R. J. (2006). Engagement and Commitment. *SHRM Foundation’s Effective Practice Guidelines*, 1–45. <https://www.shrm.org/hr-today/trends-and-forecasting/special-reports-and-expert-views/Documents/Employee-Engagement-Commitment.pdf>
- Verquer, M. L., Beehr, T. A., & Wagner, S. H. (2003). A meta-analysis of relations between person-organization fit and work attitudes. *Journal of Vocational Behavior*, 63(3), 473–489. [https://doi.org/10.1016/S0001-8791\(02\)00036-2](https://doi.org/10.1016/S0001-8791(02)00036-2)

- Verver, M., & Koning, J. (2018). Toward a kinship perspective on entrepreneurship. *Entrepreneurship: Theory and Practice*, 42(4), 631–666. <https://doi.org/10.1111/etap.12274>
- Vinet, L., & Zhedanov, A. (2011). A “missing” family of classical orthogonal polynomials. In J. G. Richardson (Ed.), *Journal of Physics A: Mathematical and Theoretical* (Vol. 44, Issue 8, pp. 241–258). Greenwood Press. <https://doi.org/10.1088/1751-8113/44/8/085201>
- Vizano, N. A., Utami, W., Johanes, S., Herawati, A., Aima, H., Sutawijaya, A. H., Purwanto, A., Supono, J., Rahayu, P., Setiyani, A., & Catur Widayati, C. (2020). Effect of compensation and organization commitment on turnover intention with work satisfaction as intervening variable in Indonesian industries. *Systematic Reviews in Pharmacy*, 11(9), 287–298. <https://doi.org/10.31838/srp.2020.9.46>
- Vogel, R. M., & Feldman, D. C. (2009). Integrating the levels of person-environment fit : The roles of vocational fit and group fit . *Journal of Vocational Behavior*, 75(1), 68–81. <https://doi.org/10.1016/j.jvb.2009.03.007>
- Voorpostel, M. (2013). Just like family: Fictive Kin relationships in the Netherlands. *Journals of Gerontology - Series B Psychological Sciences and Social Sciences*, 68(5), 816–824. <https://doi.org/10.1093/geronb/gbt048>
- Wardana, L. W., Narmaditya, B. S., Wibowo, A., Mahendra, A. M., Wibowo, N. A., Harwida, G., & Rohman, A. N. (2020). The impact of entrepreneurship education and students’ entrepreneurial mindset: the mediating role of attitude and self-efficacy. *Heliyon*, 6(9), e04922. <https://doi.org/10.1016/j.heliyon.2020.e04922>
- Wei, Y. chen. (2015). Do employees high in general human capital tend to have higher turnover intention? The moderating role of high-performance HR practices and P-O fit . *The Eletronic Library*, 34(1), 1–5.
- Wellman, B., & Frank, K. A. (2017). Network capital in a multilevel world: Getting support from personal communities. *Social Capital: Theory and Research*, 233–274. <https://doi.org/10.4324/9781315129457-10>
- Wen, Y., Resources, H., Zhu, F., & Liu, L. (2016). Person – Organization fit and Turnover Intention : *International Journal of Economics and Management*, 44(8), 1233–1242.
- Wheeler, A. R., Gallagher, V. C., Brouer, R. L., & Sablinski, C. J. (2007). When person-organization (mis) fit and (dis) satisfaction lead to turnover: The moderating role of perceived job mobility. *Journal of Managerial Psychology*, 22(2), 203–219. <https://doi.org/10.1108/02683940710726447>
- Woodka, M. (2014). Employee engagement. In A. Wilkinson, T. Redman, & T. Dundon (Eds.), *Provider (Washington, D.C.)* (Fifth Edit, Vol. 40, Issue 5). acknowledgements. <https://doi.org/10.4324/9780203889015.ch18>
- Woolcock, M. (1998). Social capital and economic development : Toward a theoretical synthesis and policy framework. *Theory and Society*, 151–208.

- Woolcock, M., & Narayan, D. (2000). Social Capital : Implications for Development Theory , Research , and Policy. *Academy of Management Review, 15*(2).
- Xiao, Y., Minye, D., Chenshu, S., Wu, Z., Zhenyi, S., Xie, H., & Li, G. (2021). Person–environment fit and medical professionals’ job satisfaction, turnover intention, and professional efficacy: A cross-sectional study in Shanghai. *PLoS ONE, 16*(4).
- Yao, G., Wu, C. H., & Yang, C. T. (2008). Examining the content validity of the WHOQOL-BREF from respondents’ perspective by quantitative methods. *Social Indicators Research, 85*(3), 483–498. <https://doi.org/10.1007/s11205-007-9112-8>
- Ylinen, M., & Gullkvist, B. (2014). and exploitative innovations. *Management Accounting Research, 1*–20. <https://doi.org/10.1016/j.mar.2013.05.001>
- Youngs, P., Pogodzinski, B., Grogan, E., & Perrone, F. (2015). Person-Organization fit and Research on Instruction. *Educational Researcher, 44*(1), 37–45. <https://doi.org/10.3102/0013189X15569531>
- Yuan, S., Kroon, B., & Kramer, A. (2021). Building prediction models with grouped data: A case study on the prediction of turnover intention. *Human Resource Management Journal, January 2020*. <https://doi.org/10.1111/1748-8583.12396>
- Zeffane, R., & Bani Melhem, S. J. (2017). Trust, job satisfaction, perceived organizational performance and turnover intention: A public-private sector comparison in the United Arab Emirates. *Employee Relations, 39*(7), 1148–1167. <https://doi.org/10.1108/ER-06-2017-0135>
- Zhang, J.-C., Zhang, W.-Q. L. A. Z.-Y., & XIE, J. (2015). Organizational Commitment , Work Engagement , Person – Supervisor fit , and Turnover Intention : *Social Behavior and Personality, 43*(10), 1657–1666.
- Zhang, M., Yan, F., Wang, W., & Li, G. (2017). Is the effect of person-organisation fit on turnover intention mediated by job satisfaction? A survey of community health workers in China. *BMJ Open, 7*(2). <https://doi.org/10.1136/bmjopen-2016-013872>
- Zhao, Y., Wang, H., Sun, D., Ma, D., Li, H., Li, Y., Zhang, X., Xie, Z., & Sun, J. (2021). Job satisfaction, resilience and social support in relation to nurses’ turnover intention based on the theory of planned behaviour: A structural equation modelling approach. *International Journal of Nursing Practice, 27*(6), 1–10. <https://doi.org/10.1111/ijn.12941>
- Žukauskas, P., Vveinhardt, J., & Andriukaitienė, R. (2018). Philosophy and Paradigm of Scientific Research. In *Management Culture and Corporate Social Responsibility*. <https://doi.org/10.5772/intechopen.70628>