

DAFTAR PUSTAKA

- Agung Wahyu H, Shalahudin A, Agung AWS 2013 Pengaruh Karakteristik Pekerjaan dan Kompensasi Terhadap Komitmen Organisasi Pada PT “X” JAKARTA Vol. 9 No. 2 ISSN: 191-199
- Anggun A,B.Medina N. 2022 Pengaruh Berorientasi Tugas dan Praktek SDM pada Komitmen Organisasi Ditengahi oleh Pekerjaan Kepuasan <http://dx.doi.org/10.30996/persona.v4i03.725>
- Anisa Dwi Murti, H.S. (2023). Analisis Pengaruh Kompensasi dan Beban Kerja Terhadap Turnover intention. ETNIK : JURNAL EKONOMI DAN TEKNIK, Vol.2 No.2 128 <https://doi.org/10.54543/etnik.v2i2>
- Ashar, M., Ghafoor, M., Munir, E., Hafeez, S. (2013), The impact of perceptions of training on employee commitment and turnover intention: Evidence from Pakistan. International Journal of Human Resource Studies, 3(1), 74-86 <http://www.academicjournals.org/AJBM>
- Anvari, Roya, Salmiah Mohamad Amin, Ungku Norulkamar Ungku Ahmad (2011). Mediating effects of affective organizational commitment and psychological contract in the relationship between strategic training practices and knowledge sharing Vol.5 No.6 ISSN 1993-8233
- Bahroman,Bangbang (2023) Pengaruh Kompetensi dan Kompensasi Terhadap Komitmen Afektif Serta Implikasinya Terhadap Kinerja Karyawan <repository.unpas.ac.id>
- Bangun, W. (2012). Manajemen Sumber Daya Manusia (Tim Perti 1 (ed.)). PT Gelora Aksara Pratama. ISBN: 007-658-007-0
- Baron, R. M., & Kenny, D. A. (1986). The moderator–mediator variable distinction in social psychological research: Conceptual, strategic, and statistical considerations. Journal of personality and social psychology, Vol. 51 No. 6, 1173-1182. <https://psycnet.apa.org/doi/10.1037/0022-3514.51.6.1173>
- Blau, P. (1964). Power and Exchange in Social Life. John Wiley & Sons. NY ISBN: 0471080306 http://dx.doi.org/10.1007/978-3-658-21742-6_12
- Bohle, P., Knox, A., Noone, J., Mc Namara, M., Rafalski, J., and Quinlan, M. (2017). Work organisation, bullying and Intention to Leave in the

hospitality industry. *Employee Relat.* 39, 446–458. [https://doi: 10.1108/ER-07-2016-0149](https://doi.org/10.1108/ER-07-2016-0149)

Chaerunnisa, A. R., SKM, M. K., & Dewi Yuniar, S. K. M. (2023). *Manajemen Sumber Daya Manusia Bidang Kesehatan*. Deepublish. ISBN : 978-623-02-5884-8

Coff, R., Raffiee, J. (2015), Toward a theory of perceived firm-specific human capital. *Academy of Management Perspectives*, Vol. 29 No. 3 ISSN: 326-341

Cropanzano, R. and Mitchell. M. S. (2005). “Social exchange theory: an interdisciplinary review”. *Journal of Management*. Vol. 31 No. 6. pp. 874-900.

Dahri, Nur.W dan Aqil, Muhammad. (2018). Budaya Organisasional, Kepuasan Kerja, Dan Komitmen Organisasional Dalam Meningkatkan Perilaku Inovatif. *Jurnal Bisnis Teori dan Implementasi*. Vol. 9 No. 2 ISSN: 191-199

Danny Putra Setiawandan Pahlawansyah Harahap (2016) Pengaruh Komitmen Organisasi, Kompensasi Dan Karakteristik Pekerjaan Terhadap Turnover intention Dengan Kepuasan Kerja Sebagai variabel Intervening <http://dx.doi.org/10.26623/jreb.v9i3.887>

Dewi, Mas Utami., dan Ayu Dewi Adnyani. 2014. Pengaruh Kompensasi Dan Kepuasan Kerja Terhadap Komitmen Organisasi pada PT. Bali Marine Walk. *E-Jurnal Manajemen Unud*, Vol. 3 No. 11 ISSN: 3257-3273

Dinda F. 2007 Analisis Pengaruh Karakteristik Pekerjaan, Kepuasan Kerja, dan Komitmen Terhadap Kinerja Karyawan Vol.3 No. 2 <https://ejournal.unikama.ac.id/index.php/JEKO/article/view/940>

Emerson, R. M. (1976). “Social exchange theory”. *Annual Review of Sociology*. Vol. 2 No. 1. pp. 335-362.

Eslami, J., and Davood Gharakhani. 2012. Organizational Commitment and Job Satisfaction, *ARPN journal of science and technology* Vol. 2, No. 2 p85-91.

Eva Arizka 2020 Pengaruh Karakteristik Pekerjaan Terhadap Kepuasan Kerja Melalui Keterlibatan Kerja Sebagai Variabel Intervening PT. JASA MARGA (PERSERO) TBK <http://repository.umsu.ac.id/handle/123456789/15113>

- Fahmi, I. (2024). *Kepuasan Kerja dan Kinerja Pegawai Institusi*. CV. Gita Lentera. ISBN: 978-623-88909-4-1
- Fauzia J, Mohamed Behery and Hossam. 2015 Examining the Relationships Between the Psychological Contract and Organisational Commitment Vol.23 No.1 pp. 102-122 ISSN: 1934-8835 <https://doi.org/10.1108/IJOA-10-2014-0812>
- Gaudensia Widya Salju, Nasharudin, Tuti. (2023) Pengaruh Kompensasi Terhadap Turnover intention Serta Peran Komitmen Organisasi Sebagai Variabel Mediasi Vol. 2 No. 10 ISSN: 2798-3641 <http://dx.doi.org/10.53625/jirk.v2i10.5229>
- Gitria R, S.Martono. 2015 Pengaruh Karakteristik Pekerjaan, Pengembangan Karir, dan Stres Kerja Terhadap Komitmen Organisasional Vol. 4 No. 4 ISSN: 2252-6552 <https://doi.org/10.15294/maj.v4i4.8882>
- Griffin, Ricky W., and Moorhead, Gregory., (2014). *Organizational Behavior: Managing People and Organizations*. Eleventh Edition. USA: South Western. ISBN : 978-0-547-16733-6 https://www.researchgate.net/publication/305122515_Organizational_Behavior_Managing_People_and_Organizations
- Gyensare, M. A., Anku-Tsede, O., Sanda, M.-A., and Okpoti, C. A. (2016). Transformational leadership and employee turnover intention. *World J. Entrep. Manag. Sustain. Dev.* Vol 12 Halaman 243–266. doi: 10.1108/WJEMSD-02-2016-0008
- Hadiyani, Martha.I., Diah Diah Karmiyati dan Tri Muji Ingarianti. (2018). Perbedaan Komitmen Organisasi Ditinjau Dari Masa Kerja Karyawan. *Prosiding Seminar Nasional Peran Budaya Organisasi Terhadap Efektivitas dan Efisiensi Organisasi*. <http://eprints.umm.ac.id/29929/1/jiptummpp-gdl-marthainda-30073-2-babi.pdf>
- Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2019). When to use and how to report the results of PLS-SEM. *European business review*, Vol. 31 No. 1 Halaman 2-24. <https://doi.org/10.1108/EBR-11-2018-0203>
- Herpen, Marco; Praag, Mirjan and. Cools, Kees. 2002. The Effects of Performance Measurement and Compensation on Motivation and Empirical Study. *Conference of The Performance Measurement*

Association in Boston. Vol.153 No. 3 pp 1-34.
<http://dx.doi.org/10.1007/s10645-005-1990-z>

Hidayat Arif Subakti. (2020, April 27). CNBC INDONESIA. Retrieved from CNBCINDONESIA:<https://www.cnbcindonesia.com/news/20200427140713-4-154695/banyak-tumbang-tiap-minggu-pabrik-tekstil-rumahkan-karyawan>

Holland, P., Tham, TL, Sheehan, C., dan Cooper, B. (2019). Dampak beban kerja yang dirasakan terhadap kepuasan perawat terhadap keseimbangan kehidupan kerja dan niat untuk meninggalkan pekerjaan. Aplikasi. Perawat. Res. 49, 70–76. doi: 10.1016/j.apnr.2019.

Huiwen Li, Beibei Yuan, Yahang Yu, Jia Li, Qingyue Meng. 2022 Work Motivation Of Primary Health Workers In China: The Translation of a Measurement Scale and Its Correlation with Turnover Intention Vol. 15 <https://doi.org/10.2147/rmhp.s366389>

I Gede Nanda Wiguna Arta, Ida Bagus Ketut Surya (2017) Pengaruh Kompensasi Terhadap Komitmen Organisasional dan Turnover intention Pada AGENT Pru Megas Vol. 6 No. 8 ISSN 2302-8912 <https://ojs.unud.ac.id/index.php/manajemen/article/view/31026>

Indi Djastuti. 2011 Pengaruh Karakteristik Pekerjaan Terhadap Komitmen Organisasi Karyawan Tingkat Managerial Vol. 13 No. 1 <https://media.neliti.com/media/publications/321589-pengaruh-karakteristik-pekerjaan-terhada-7cf6617c.pdf>

Jesicca Lauren (2017) Pengaruh Kompensasi dan Komitmen Organisasional Terhadap Turnover Intention Dengan Kepuasan Kerja Sebagai Variabel Mediasi Vol. 5 NO. 1 <https://www.semanticscholar.org/paper/PENGARUH-KOMPENSASI-DAN-KOMITMEN-ORGANISASIONAL-PT.-Lauren/7d58b3412cf0c2c8e18b3906be628a23e45d54af>

Jessica H, Steven, Agustius N. 2014 Analisis Pengaruh Dimensi Karakteristik Pekerjaan Terhadap Intention to Leave Melalui Komitmen Organisasional AGORA Vol. 5, No. 1, (2017)

Kasmir. 2016. Manajemen Sumber Daya Manusia (Teori dan Praktik). Depok: PT Rajagrafindo Persada

Kasno. (2018). Analisis Pengaruh Karakteristik Pekerjaan Dan Kompensasi Kerja Terhadap Kinerja Karyawan Dengan Gaya Kepemimpinan

Sebagai Variabel Moderasi (Study Kasus Di Pt. Lestari Group Semarang Divisi Bpr). *Jurnal Majalah Ilmiah Sosial*, Vol. 16 No. 3 ISSN: 1412-5331
<https://journals.usm.ac.id/index.php/solusi/article/view/2181/1425>

Kenny, D. A. (2008). Reflections on mediation. *Organizational research methods*, Vol. 11 No. 2 ISSN: 353-358.
<https://doi.org/10.1177/1094428107308978>

Kurniawati. 2018. “Analisis Pengaruh Kompensasi, Job Insecurity Dan Kepuasan Kerja Terhadap Turnover Intention Pada Karyawan BTN Syariah Kantor Cabang Semarang” *Jurnal Institut Agama Islam Negeri Salatiga*. <http://e-repository.perpus.uinsalatiga.ac.id/id/eprint/2473>

Lee, T. W., & Mowday, R. T. (1987). Voluntarily leaving an organization: An empirical investigation of Steers and Mowday's model of turnover. *Academy of Management Journal*, 30(4), 721-743

Lee , C., Sheng-Hsiung Huang, Chen- Yi Zha. 2010. A Study on Factors Affecting Turnover intention of Hotel Employees. *Asian Economic and Financial Review* Vol.2, No.7 p866-875

Lee, S. E., MacPhee, M., and Dahinten, V. S. (2020). Factors related to perioperative nurses' job satisfaction and intention to leave. *Jpn J. Nurs. Sci.* 17:e12263. doi: 10.1111/jjns.12263

Leike E. 2000. Pengaruh Kompensasi Dan Kompensasi Kerja Terhadap Komitmen Organisasi Di Organisasi Pendidikan Islam. *Buraidah*, 1(12): 1-12

M.Husain, Siti Mujanah, Tri Andjarwati 2022 Pengaruh Karakteristik Individu, Resilient dan Kemampuan Kerja Terhadap Intention to Leave dan Kinerja Vol. 9 No. 1 ISSN: 2579-8162
<https://doi.org/10.22225/jj.9.1.2022.47-56>

Mansour, S., and Tremblay, D.-G. (2018). Work–family conflict/family–work conflict, job stress, burnout and Intention to Leave in the hotel industry in Quebec (Canada): moderating role of need for family friendly practices as “resource passageways”. *Int. J. Hum. Resour. Manag.* 29, 2399–2430. doi: 10.1080/09585192.2016.1239216

Mehmood, N., Ungku, U.N.B., Irum, S., Ashfaq, M. (2016), Job satisfaction, affective commitment, and turnover intentions among front desk staff:

Evidence from Pakistan. *International Review of Management and Marketing*, 6(4S), 44-58

- Meyer, J. P., & Allen, N. J. (1991). A three-component conceptualization of organizational commitment. *Human Resource Management Review*, 1(1), 61-89.
- Meyer, J.P., Herscovitch, L. (2001), Commitment in the workplace: Toward a general model. *Human Resource Management Review*, Vol. 11 No. 3 299-326.
- Meyer, J.P., Stanley, D.J., Herscovitch, L., Topolnytsky, L. (2002), Affective, continuance, and normative commitment to the organization: A meta-analysis of antecedents, correlates, and consequences. *Journal of Vocational Behaviour*, Vol. 61 No. 1 Halaman 20-52.
- Mirwan P. 2011 Pengaruh Karakteristik Pekerjaan, Lingkungan Kerja, Striktur Organisasi dan Kompensasi Terhadap Kinerja Karyawan <https://id.scribd.com/document/647068220/10029-unlocked>
- Montori, M., Adolfina, & Dotulong, L. O. . (2019). Pengaruh Dukungan Organisasi, Karakteristik Pekerjaan Dan Pengembangan Karir Terhadap Keterikatan Karyawan Pada Pt. Pegadaian (Persero) Bagian Deputi Bisnis Area Manado. *Jurnal EMBA*, 7(3).
- Muhammad Faris R.P. 2017 Pengaruh Kepuasan Kerja dan Komitmen Organisasional Terhadap Intention to Leave. Vol. 5 No.2 <http://dx.doi.org/10.20473/jaki.v5i2.2017.99-104>
- Nawawi, Handari, 2006. Evaluasi dan Manajemen Kinerja di lingkungan perusahaan dan industri. Gajah Mada University Press. Yogyakarta. E-*Jurnal Manajemen Unud*, Vol. 7, No. 9, 2018: 4628-4656
- Nugroho, A., & Mujtahidah, S. H. (2023) The Mediating Role of Organizational Commitment on the Relationship between Compensation, Job Characteristics, and Intention to Leave. Vol. 10 No. 9 ISSN: 1833-8119 <http://dx.doi.org/10.5539/ijbm.v10n9p215>
- Nuno Da C, Victor Dulewicz, Malcom Higgs (2015) Exploring The Relationship Between Perceptions Of Organizational Emotional Intelligence and Turnover Intentions Amongst Employees : The Mediating Role Of Organizational Commitment and Job Satisfaction Vol. 11 ISBN: 978-1-78560-221-4 <http://dx.doi.org/10.1108/S1746-979120150000011012>

- Pratama, Ervanda Wildam., M. Al Musadieq., dan Yuniadi Mayowan. 2016. Pengaruh Kompensasi Dan Kepuasan Kerja Terhadap Komitmen Organisasional (Studi Pada Karyawan Ksp Sumber Dana Mandiri Gresik). *Jurnal Administrasi Bisnis (JAB)*, Vol. 34 No. 1 Halaman 1-9.
- Purwanto, B. H., & Soliha, E. (2017). Pengaruh Karakteristik Pekerjaan Dan Kompetensi Terhadap Kinerja Melalui Komitmen Organisasional. *Jurnal Manajemen*, Vol. 21 No. 2
- Puspita, T. Y. (2020). Pengaruh Persepsi Karakteristik Pekerjaan Dan Dukungan Organisasi Terhadap Ocb Dengan Mediasi Komitmen Pertumbuhan Dan Normatif Karyawan. *Jurnal Infokam*, Vol. 16 No. 1
- Putri, I. S. S., & Suhaeni, T. (2014). Pengaruh Karakteristik Pekerjaan Terhadap Kepuasan Kerja Karyawan (Studi Kasus Pada Cv Fruity Indonesia). *Jurnal Sigma-Mu*, Vol. 6 No. 1
<https://doi.org/10.35313/sigmamu.v6i1.843>
- Putri, P. E. V., & Wibaw, I. M. A. (2016). Pengaruh Self-Efficacy Dan Kompensasi Kerja Terhadap Kepuasan Kerja Pegawai Bagian Perlengkapan Sekretariat Kabupaten Klungkung. *E-Jurnal Manajemen Unud*, Vol.5 No. 11. ISSN : 2302-8912
- Rahayu, S., & Mangundjaya, W. L. (2023) The Mediating Role of Organizational Commitment on the Relationship between Compensation and Job Characteristics on Intention to Leave. Vol. 10 No.9 ISSN: 1833-3850 <http://dx.doi.org/10.5539/ijbm.v10n9p215>
- Rahmat, I., & Dkk. (2020). Faktor Kompensasi, Kompensasi, dan disiplin kerja karyawan (studi pada dinas kesehatan kabupaten jombang). Universitas KH.A Wahab Hasbullah ISBN : 9786236794364
https://books.google.co.id/books/about/Faktor_Kompensasi_Motivasi_dan_Disiplin.html?id=7RY7EAAAQBAJ&redir_esc=y
- Ramadhany, Randy dan Kamto Arunajaya. 2013. “Analisis Pengaruh Kepuasan Kerja, Kompensasi dan Komitmen Organisasi terhadap Turnover intention PT. Jayamaha Semesta Sekuriti.” Jakarta: Tesis. Universitas Bina Nusantara. Rev. 19, 1124–1141. doi: 10.1080/14719037.2016.1257063
- Robbins, S.P dan Timothy A. Judge. (2015). *Perilaku Organisasi*, Edisi 16. Jakarta: Salemba Empat

- Rustini, Komang Ayu., I Made Sadha Suardikha., dan Ida Bagus Putra Astika. 2015. Pengaruh Kompensasi Dan Lingkungan Kerja Pada Komitmen Organisasi Dan Implikasinya Pada Kinerja Pengelola Anggaran (Studi Empiris Pada Satuan Kerja Perangkat Daerah Pemerintah Kabupaten Tabanan). *Jurnal Buletin Studi Ekonomi*, 20(2): 123-129.
- Salbiah Seliman., and Maryam Garmsari. 2011. The relationship between strategic compensation practices and affective organizational commitment. *Interdisciplinary. Journal of Research in Business*, Vol. 1 No. 2 Halaman: 44-55
- Sajjad, A; Ghazanfar, H; Ramsan, M. 2013. Impact Of Motivation On Employee Turnover In Telecom Sector Of Pakistan. *Journal Of Business Studies Quarterly*. Vol 5. No 1. Pp. 76-92
- Salleh, R., Mishaliny Sivadahasan Nair, and HaryanniHarun. 2012. Job Satisfaction, Organizational Commitment, and Turnover Intention: A Case Study on Employees of a Retail Company in Malaysia, *Internasional Science Index* Vol. 6, No. 12 p15-22
- Sarstedt, M., Hair Jr, J. F., Cheah, J. H., Becker, J. M., & Ringle, C. M. (2019). How to specify, estimate, and validate higher-order constructs in PLSSEM. *Australasian marketing journal*, 27(3), 197-211.
- Sasso, L., Bagnasco, A., Catania, G., Zanini, M., Aleo, G., Watson, R., dkk. (2019). Faktor pendorong dan penarik niat perawat untuk keluar. *J.Nur. Kelola*. 27, 946–954. doi: 10.1111/jonm.12745
- Saweduling, P. (2013). Kompensasi Kerja, Kompensasi, Pelatihan Dan Pengembangan, Karakteristik Pekerjaan Terhadap Prestasi Kerja Guru Smp Di Kabupaten Kepulauan Talaud. *Jurnal Emba*, Vol.1 No.4 hal582-708 <https://doi.org/10.35794/emba.v1i4>
- Septiani, S. (2024). *Manajemen Kompensasi*. Sada Kurnia Pustaka. ISBN: 978-623-8385-37-9
https://www.researchgate.net/publication/377110435_Manajemen_Kompensasi
- Setyawasih, R. (2023). *Human Capital Management*. Pradina Pustaka. ISBN: 978-623-8106-02-8
https://linter.untar.ac.id/repository/penelitian/buktipenelitian_10095004_2A220823105233.pdf

- Shah, S.H.A., Saeed, M.A., Yasir, M., Siddique, M., Umar, A. (2018), The impact of Transformational leadership on turnover intentions directly and through talent engagement in the banking sector of twin cities of Pakistan. *Journal of Managerial Sciences*, 3(11), 410-430.
- Shore, L. M., & Wayne, S. J. (1993). Commitment and employee behavior: Comparison of affective commitment and continuance commitment with perceived organizational support. *Journal of Applied Psychology*, 78(5), 774-780.
- Simamora, Henry. 2004. *Manajemen Sumber Daya Manusia*. Yogyakarta: STIE YKPN.
- Suliyanto (2018). *Metode Penelitian Bisnis untuk Skripsi, Tesis, & Disertasi*. Yogyakarta:
<https://scholar.google.com/scholar?cluster=16492184704799845052&hl=en&oi=scholar>
- Sumarto. 2009. Meningkatkan Kompensasi, Kepuasan Kerja dan Kompensasi Untuk Mengurangi Labor Turnover intention. *Jurnal Riset Ekonomi dan Bisnis*. Vol. 9. No.1. Hal. 40-51
- Sun, R., and Wang, W. (2017). Transformational leadership, employee turnover intention, and actual voluntary turnover in public organizations. *Public Manag.* Vol. 19 Issue 8
<https://doi.org/10.1080/14719037.2016.1257063>
- Suradi, S. (2023). *Beban Kerja: Teori dan Aplikasi Bata Ringan (Autoclaved Aerated Concrete)*. In S. Dr. Ir. Suradi, *Beban Kerja* (p. 30). Nas Media Pustaka.
- Suryani, R. (2011). *Analisis Pengaruh Persepsi Dukungan Organisasi Terhadap Turnover Intentions Dengan Peran Komitmen Keorganisasian Sebagai Mediasi (Studi Kasus Di Pt Pertambangan X)*. Tesis Universitas Indonesia <https://lib.ui.ac.id/detail?id=20215324&lokasi=lokal>
- Susanti, E., & Prihantoro, A. (2023) Examining the Mediating Effect of Organizational Commitment on the Relationship between Compensation, Job Characteristics, and Intention to Leave. Vol. 10 No.6 ISSN 1913-9012
https://www.researchgate.net/publication/317045248_The_Mediating_Effect_of_Organizational_Commitment_on_the_Relationship_between_Work-

[life Balance and Intention to Leave Evidence from Working Women in Jordan](#)

- Susanto, Y. (2017). Peran Kepemimpinan dalam Pengelolaan Koperasi. Deepublish. 978-602-401-869-6
<https://repository.deepublish.com/media/publications/588247-peran-kepemimpinan-dalam-pengelolaan-kop-a4053374.pdf>
- Syah, N. D. (2020). Pengaruh Job Crafting Terhadap Work Engagement Melalui Psychological Meaningfulness Karyawan Pt. Boma Bisma Indra (Persero) Surabaya. *Jurnal Ilmu Manajemen*, 8(4), 1257-1267.
- Taufiqurrohman, Fathoni, Hasiolan. 2017. “Pengaruh Lingkungan Kerja, Kompensasi, Dan Stres Kerja Terhadap Turnover intention Dengan Lama Kerja Sebagai Variabel Pemoderasi” ISSN : 2502-7689
<https://jurnal.unpand.ac.id/index.php/MS/article/view/1144>
- Warapsari, E. B. (2019). Peran Job Involvement Dan Karakteristik Pekerjaan Pada Organizational Citizenship Behavior (Ocb) Karyawan Bagian Produksi Pt. Campina Ice Cream Industry Surabaya. *Jurnal Ilmu Manajemen*, Vol7 No(4).
<https://ejournal.unesa.ac.id/index.php/jim/article/view/29867>
- Yunita T, Bambang S, Djamhur H 2012 Pengaruh Karakteristik Pekerjaan dan Kepuasan Kerja Terhadap Komitmen Organisasi dan Intention To Leave DOI: [10.9876/10.9876/VOL1ISSN1978-743X](https://doi.org/10.9876/10.9876/VOL1ISSN1978-743X)
- Zhang, L., Fan, C., Deng, Y., Lam, C. F., Hu, E., and Wang, L. (2019). Exploring the interpersonal determinants of job embeddedness and voluntary turnover: a conservation of resources perspective. *Hum. Resour. Manag. J.* 29, 413–432. doi: 10.1111/1748-8583.12235
- Zimmerman, R. D., Swider, B. W., and Boswell, W. R. (2019). Synthesizing content models of employee turnover. *Hum. Resour. Manag.* 58, 99–114. doi: 10.1002/hrm.21938
- Zurn, P: Dolea. Carmen: Stilewel, Barbara. 2005. Nurse Retention and Recruitment: Developing a Motivated Workforce. In *The Global Nursing Review Initiative*. International Council of Nurse. [Issue 4.4](#)