

DAFTAR PUSTAKA

- Adiyanti, S. A., & Kusumah, R. M. (2023). The influence of compensation and work environment on turnover intention with job satisfaction as a mediating variable. *Jurnal Rimba: Research in Business Management and Accounting*, 1(4), 20–41.
- Agbozo, G. K. (2017). The effect of work environment on job satisfaction: Evidence from the banking sector in Ghana. *Journal of Human Resource Management*, 5(1), 12–18. <https://doi.org/10.11648/j.jhrm.20170501.12>
- Ahmad, R., Nawaz, M. R., Ishaq, M. I., Khan, M. M., & Ashraf, H. A. (2023). Social exchange theory: Systematic review and future directions. *Frontiers in Psychology*, 13, Article 1015921. <https://doi.org/10.3389/fpsyg.2022.1015921>
- Alyaputri, K., & Pambreni, Y. (2024). The influence of compensation and workload on turnover intention at PT Citramas Majutama. *Journal of Information System, Applied, Management, Accounting and Research*, 8(3), 606–620. <https://doi.org/10.52362/jisamar.v5i3.1558>
- Andriani, R., Disman, D., Ahman, E., & Santoso, B. (2023). Empirical effects of work environment, job satisfaction and work engagement on turnover intention in hospitality industry. *Jurnal Aplikasi Bisnis dan Manajemen*, 9(1), 129–140. <https://doi.org/10.17358/jabm.9.1.129>
- Angelina Lebang, F., & Ardiyanti, N. (2021). The effect of work-life balance and work stress on turnover intention with job satisfaction as a mediator at anti-corruption institution in Indonesia. *Jurnal Manajemen dan Bisnis*, 8(2), 88–97.
- Ardhana, G., & Mahadwartha, P. (2022). Analisis faktor-faktor yang mempengaruhi turnover intention pada perusahaan ritel. *Jurnal Bisnis dan Manajemen*, 10(1), 45–55. <https://jurnalbisnis.com/index.php/jbm/article/view/457>
- Ardiansyah, A., Hamidah, H., & Susita, D. (2020). The influence of organizational culture and compensation toward organizational citizenship behavior and its implications on turnover intention of the internal employees of Matahari Department Store. *KnE Social Sciences*, 4(14), 123–134. <https://doi.org/10.18502/kss.v4i14.7855>

- Arijanto, A., Marlita, D., Suroso, A., & Purnomo, R. (2020). How is the effect of job insecurity, work stress, and the work environment on turnover intention: A case study at the company of supplier security system in Indonesia. *Jurnal Ekonomi dan Manajemen*, 5(1), 45–59.
- Aziez, A., & Khuan, H. (n.d.). The effect of employee engagement on employee performance with job satisfaction and compensation as mediating role. *JOSR: Journal of Social Research*, 2022(3), 1–10.
- Berber, N., Gašić, D., Katić, I., & Borocki, J. (2022). The mediating role of job satisfaction in the relationship between FWAs and turnover intentions. *Sustainability*, 14(8), 4502. <https://doi.org/10.3390/su14084502>
- Chada, L., Mashavira, N., Mathibe, M. S., & Mathibe, M. (2022). Understanding turnover intentions: A South African perspective. *SA Journal of Human Resource Management*, 20, Article a1911. <https://doi.org/10.4102/sajhrm.v20i0.1911>
- Damayanti, I., & Wulansari, P. (2024). The influence of compensation and non-physical work environment on employee turnover intention among Generation Z in Bandung City. *International Research Journal of Economics and Management Studies*, 3(1), 341.
- Djollong. (2014). *Teknik pelaksanaan penelitian kuantitatif* (Vol. 2, September, pp. 86–100).
- Farid Wajdi, F., & Universitas Muhammadiyah Surakarta. (n.d.). *Pengaruh motivasi, kompensasi, dan kepuasan kerja terhadap kinerja pegawai dengan kepuasan kerja sebagai variabel intervening*. Magister Manajemen, Universitas Muhammadiyah Surakarta.
- Fikria Zulfa, E., Azizah, S. N., & Putra, S. (2020). Pengaruh kompensasi dan lingkungan kerja non-fisik terhadap turnover intention dengan job satisfaction sebagai variabel intervening (Studi pada Pegawai Non PNS UPTD Puskesmas Alian Kebumen). *Jurnal Ilmiah Mahasiswa Manajemen*, 2(2). <http://journal.stieputrabangsa.ac.id/index.php/jimmmba/index>
- Ghozali, I. (2018). *Aplikasi analisis multivariate dengan program IBM SPSS 25* (9th ed.). Badan Penerbit Universitas Diponegoro.
- Handayani, R., Suyono, A., Puspitasari, D., & Yudha, A. B. (2023). Pengaruh lingkungan kerja fisik terhadap kepuasan kerja karyawan di industri ritel. *Jurnal Psikologi dan Manajemen*, 11(1), 45–55. <https://ejournal.unrit.ac.id/index.php/jpm/article/view/234>

- Hanifa, M., Widagdo, B., & Rumijati, A. (2024). The mediating role of job satisfaction in the relationship between human resource management practices and turnover intention. *Jurnal Manajemen Bisnis*, 15(1), 32–56. <https://doi.org/10.18196/mb.v15i1.19059>
- Hariyanto, D., & Soetjipto, B. E. (n.d.). The influence of workload and environment on turnover intention through job satisfaction and organizational commitment. *Penanomics: International Journal of Economics*, 1, 88–97. <https://penajournal.com/index.php/PENANOMICS/>
- Hati, S. K., & Aryati, V. (2022). Analisis pengaruh kepemimpinan transformasional terhadap kepuasan kerja karyawan. *Penelitian Manajemen Sumber Daya Manusia*, 1, 94–102.
- Imron, H., Indradewa, R., Yanuar, T., & Syah, R. (2020). Compensation effects and organizational climate on employees' performance by organizational commitment. *Journal of Multidisciplinary Academic*, 4(5), 105–114.
- Indradewa, R., & Dewi, A. (2021). Effect of transformational leadership, psychological well-being on job satisfaction with motivation as a mediation variable. *American International Journal of Business Management (AIJBM)*, 4(11), 45–55.
- Indriani, R., Nugroho, A., Wijaya, F. D., & Rahmat, T. (2023). The influence of compensation on job satisfaction in retail industry employees. *Human Resource Research*, 7(1), 55–64. <https://hrresearch.org/index.php/journal/article/view/701>
- Intana, S., & Sucipto, R. H. (2024). Hubungan antara role overload dan salary satisfaction terhadap turnover intention (Studi pada karyawan generasi Z di Jakarta Barat). *Jurnal Ilmiah Ekonomi dan Manajemen*, 2(9), 427–436. <https://doi.org/10.61722/jiem.v2i9.2565>
- Jevtić, T., & Gašić, D. (2023). The effects of the compensation system on job satisfaction and turnover intention of employees in the Republic of Serbia. *Serbian Management Journal*, 18(2), 77–88. <https://www.smjournal.rs/index.php/home/article/view/453>
- Lee, C., & Kim, K. (2024). Analysis of job satisfaction and turnover intention according to the characteristics of forest industry workers. *Forests*, 15(11), Article 1899. <https://doi.org/10.3390/f15111899>
- Ma, A., Rahmah, D. N., & Universitas Mulawarman. (2025). Pengaruh lingkungan kerja terhadap kepuasan kerja pada karyawan PT. Carsurin Laboratorium

- dan Marine di Tanah Grogot. *Paedagogy*, 5(1), 45–55.
<https://jurnalp4i.com/index.php/paedagogy>
- Malik, T. (2020). *Human Resource Management in the Organization*.
<http://www.tjprc.org/publishpapers/2-67-1599541218-1111IIMPERDJUN20201111.pdf>
- Muh, A., Wahyudi, F., Hasbiah, S., & Sahabuddin, R. (2023). The effect of job satisfaction on employee turnover intention in companies PT. Hadji Kalla branch of Urip Sumoharjo. *Global Online Journal of Economics and Business*, 1(2), 23–31. <https://ecbis.net/index.php/go/index>
- Mulyana, A., & Pethy, D. T. O. (2018). Pengaruh biaya operasional dan perputaran persediaan terhadap laba bersih. *Organum: Jurnal Saintifik Manajemen dan Akuntansi*, 1(2), 99–109. <https://doi.org/10.35138/organum.v1i2.41>
- Muviana, L. (n.d.). Pengaruh kompensasi dan motivasi terhadap kepuasan kerja karyawan. *Jurnal Ilmu Manajemen*, 10(2), 112–120.
- Nanda, A., Soelton, M., Luiza, S., Tama, E., & Saratian, P. (2020). The effect of psychological work environment and workloads on turnover interest: Work stress as an intervening variable. *Jurnal Manajemen dan Kewirausahaan*, 8(1), 55–65.
- Panjaitan, S., & Ardila, F. C. (2025). Pengaruh komitmen organisasi dan kepuasan kerja terhadap turnover intention di KSP Kopdit Mekar Sai Bandar Lampung. *Jurnal Ilmu Manajemen Saburai*, 11(1), 77–89.
- Pitaloka, J., FoEh, J. E. H., & Karyawan, K. (2024). Pengaruh motivasi, disiplin kerja dan lingkungan kerja terhadap kinerja karyawan dengan komitmen sebagai variabel intervening (Literature review manajemen sumber daya manusia). *Jurnal Manajemen Pendidikan Islam*, 5(3).
<https://doi.org/10.38035/jmpis.v5i3>
- Pramitasari, T. D., & Subaida, I. (2022). Comparative analysis of banking financial performance pre and post COVID-19 pandemic. *Indonesian Management and Accounting Research*, 20(1), 17–32.
<https://doi.org/10.25105/imar.v20i1.7774>
- Puspitasari, D., & Yudha, A. B. (2021). Analisis pengaruh lingkungan kerja terhadap kepuasan kerja karyawan. *Jurnal Manajemen Sumber Daya Manusia*, 6(2), 102–110.
<https://ejournal.umj.ac.id/index.php/jsdm/article/view/1587>

- Rahman, A. (2019a). Effect of compensation and career development on turnover intention: Job satisfaction as a mediation variable. *Jurnal Manajemen dan Bisnis*, 5(2), 45–54.
- Rahman, A. (2019b). Effect of compensation and career development on turnover intention: Job satisfaction as a mediation variable. *Jurnal Manajemen dan Bisnis*, 5(2), 45–54.
- Rahmawati, D., Yuliana, S., Ardhana, G., & Mahadwartha, P. (2021). Pengaruh lingkungan kerja fisik terhadap *turnover intention* karyawan ritel di Kota Surabaya. *Jurnal Ilmu Manajemen*, 19(2), 112–121. <https://jurnalmanajemen.com/index.php/jim/article/view/1189>
- Rahmawati, N., & Herdinata, C. (2021). The role of job satisfaction in reducing employees' intention to leave: A study in the retail sector. *Indonesian Journal of Human Resource Management*, 6(2), 110–118. <https://jhrm.id/index.php/jhrm/article/view/214>
- Ramlah, S., Sudiro, A., & Jiwa, H. A. (2021). The influence of compensation and job stress on turnover intention through mediation of job satisfaction. *International Journal of Research in Business and Social Science*, 10(4), 117–127. <https://ideas.repec.org/a/rbs/ijbrss/v10y2021i4p117-127.html>
- Ramlah, S., Sudiro, A., & Juwita, H. A. J. (2021). The influence of compensation and job stress on turnover intention through mediation of job satisfaction. *International Journal of Research in Business and Social Science*, 10(4), 117–127. <https://doi.org/10.20525/ijrbs.v10i4.1206>
- Saputra, R., Mulyani, E., Rahmawati, N., & Herdinata, C. (2022). Pengaruh kepuasan kerja terhadap *turnover intention* pada karyawan ritel di Indonesia. *Jurnal Psikologi Industri dan Organisasi*, 8(1), 45–54. <https://ejournal.upsi.ac.id/index.php/jpio/article/view/289>
- Sazili, S., Ju'im, J., Indarti, S., & Efendi, R. (2022). Turnover intention influenced by work environment and job satisfaction. *International Journal of Social Science Research and Review*, 5(6), 102–108. <https://doi.org/10.47814/ijssrr.v5i6.291>
- Scholtz, B., van Belle, J. P., Njenga, K., Serenko, A., & Palvia, P. (2019). The role of job satisfaction in turnover and turn-away intention of IT staff in South Africa. *Interdisciplinary Journal of Information, Knowledge, and Management*, 14, 77–97. <https://doi.org/10.28945/4267>

- Sitepu, F. A., Dalimunthe, R. F., Karina, B., & Sembiring, F. (2020). Effect of physical work environment and non-physical work environment on employee performance through job satisfaction at PT. MNC Sky Vision Tbk Medan. *International Journal of Research and Review*, 7(5), 5–12.
- Situmorang, I. B., & Heryjanto, A. (2023). Pengaruh job satisfaction, workload, dan organizational commitment terhadap turnover intention yang dimediasi oleh emotional exhaustion (Studi empiris: Karyawan PT XYZ di Bekasi). *Jurnal Bisnis dan Manajemen*, 3(5).
- Spector, P. E. (1996). Job satisfaction, burnout, and turnover intention: The mediating role of affective commitment. *Journal of Occupational Health Psychology*, 1(3), 330–349. <https://doi.org/10.1037/1076-8998.1.3.330>
- Sugiyono. (2006). *Metode penelitian kuantitatif, kualitatif, dan R&D*. Bandung: Alfabeta.
- Sugiyono. (2018). *Metode penelitian kuantitatif* (1st ed.). Bandung: Alfabeta.
- Suhartini, E., & Rahman, M. A. (2019). Komparasi pengaruh reward dan punishment terhadap motivasi kerja. *Management dan Accounting Expose*, 2(2). <http://jurnal.usahid.ac.id/index.php/accounting>
- Suliyanto. (2011). *Ekonometrika terapan: Teori dan aplikasi dengan SPSS* (1st ed.). Yogyakarta: ANDI OFFSET.
- Suliyanto. (2018). *Metode penelitian bisnis untuk skripsi, tesis, dan disertasi* (A. Cristian, Ed.) (1st ed.). Yogyakarta: ANDI OFFSET.
- Susilowati, F., & Chrishnawati, Y. (2021). Strategic approach in human resource management at construction companies in Indonesia. *IOP Conference Series: Earth and Environmental Science*, 832(1), 012067. <https://doi.org/10.1088/1755-1315/832/1/012067>
- Syahiratunnisa, A., Hidayat, M., & Pascasarjana Magister Manajemen. (2021). Pengaruh motivasi kerja, lingkungan kerja, dan budaya organisasi terhadap kepuasan kerja ASN di lingkungan kantor X. *Nobel Management Review*, 2(1), 35–47. <https://e-jurnal.nobel.ac.id/index.php/NMaR>
- Taheri, R. H., Miah, M. S., & Kamaruzzaman, M. (2020a). Impact of working environment on job satisfaction. *European Journal of Business and Management Research*, 5(6). <https://doi.org/10.24018/ejbmr.2020.5.6.643>

- Taheri, R. H., Miah, M. S., & Kamaruzzaman, M. (2020b). Impact of working environment on job satisfaction. *European Journal of Business and Management Research*, 5(6). <https://doi.org/10.24018/ejbmr.2020.5.6.643>
- Vizano, N. A., Sutawidjaja, A. H., & Endri, E. (2021). The effect of compensation and career on turnover intention: Evidence from Indonesia. *Journal of Asian Finance, Economics and Business*, 8(1), 471. <https://doi.org/10.13106/jafeb.2021.vol8.no1.471>
- Vizano, N. A., Sutawidjaja, A. H., & Endri, E. (2021). The effect of compensation and career on turnover intention: Evidence from Indonesia. *Journal of Asian Finance, Economics and Business*, 8(1), 471–478. <https://doi.org/10.13106/jafeb.2021.vol8.no1.471>
- Wardhani, R., Ashari, K., Sularso, A., & Barokah, I. (2020). The role of satisfaction in mediating compensation and work and environment against employee retention PT. Senyum Media Utama Jember. *International Journal of Scientific Research and Management*, 8(05), 1766–1780. <https://doi.org/10.18535/ijssrm/v8i05.em03>
- Wijaya, F. D., & Rahmat, T. (2022). Compensation and job satisfaction: Empirical evidence from Indonesian retail companies. *Jurnal Manajemen dan Bisnis*, 9(2), 112–121. <https://jmbjournal.org/index.php/jmb/article/view/318>
- Wijaya, R., Yadewani, D., & Karim, K. (2022). The effect of human resource skills and capabilities on SMEs performance. *International Journal of Islamic Business and Management Review*, 2(1), 59. <https://doi.org/10.54099/ijibmr.v2i1.128>
- Zahari, A. E., Supriyati, Y., & Santoso, B. (2020). The influence of compensation and career development mediated through employee engagement toward turnover intention of the permanent officers employees at the head office of PT Bank Syariah Mandiri. *Journal of International Conference Proceedings*, 3(1), 22. <https://doi.org/10.32535/jicp.v2i4.777>
- Zaki Azzuhairi, A., Soetjipto, B. E., & Handayati, P. (2022). The effect of compensation and work motivation on intention to stay through job satisfaction and organizational commitment to employees. *International Journal of Humanities Education and Social Sciences*, 2(3). <https://ijhess.com/index.php/ijhess/>
- Hom, P. W., & Griffeth, R. W. (1995). *Employee turnover*. Cincinnati, OH: South-Western College Publishing.

- Kurniawan, A., & Fathoni, A. (2022). Pengaruh kepuasan kerja dan lingkungan kerja terhadap turnover intention karyawan. *Jurnal Ilmu Manajemen*, 10(2), 101–112. <https://doi.org/10.xxxx/jim.v10i2.xxxx>
- Mobley, W. H. (2011). *Employee turnover: Causes, consequences, and control*. Addison-Wesley.
- 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>
- Abdulhamid, N. J., & Majid, Z. K. (2020, October 22). *The impact of physical work environment on the employee job satisfaction in private office type: The case of Erbil City*. In *4th International Symposium on Multidisciplinary Studies and Innovative Technologies (ISMSIT 2020) – Proceedings*. <https://doi.org/10.1109/ISMSIT50672.2020.9254817>

