

DAFTAR PUSTAKA

- Abdullah et al. (2021). *Metodelogi Penelitian Kuantitatif*. Aceh: Yayasan Penerbit Muhammad Zaini.
- Adamy, M. (2016). *Manajemen Sumber Daya Manusia Teori, Praktik, dan Penelitian*. Unimal Press.
- Afnisya, Milla Dwi dan Pramitha Aulia. (2021). *Pengaruh Worklife balance Terhadap Turnover Intention Karyawan Kantor Pusat Perum Bulog Jakarta*. e-Proceeding of Management : Vol.8, No.5 Oktober 2021 | Page 6548 ISSN : 2355-9357. Retrieved from <https://openlibrarypublications.telkomuniversity.ac.id/index.php/management/article/view/16537>
- Agussalim & M, Andi. (2019). *Pengaruh Disiplin Kerja Terhadap Kinerja Pegawai Pada PT. PLN Persero Distribusi Makassar*. Competitiveness Vol. 8, Nomor 1 | Januari – Juni, 2019.
- Allen, D. G., & Meyer, J. P. (1990). *The measurement and antecedents of affective, continuance and normative commitment to the organization*. Journal of occupational psychology.
- Alblihed M, Alzghaibi HA. (2022). *The Impact of Job Stress, Role Ambiguity and Work-Life Imbalance on Turnover Intention during COVID-19: A Case Study of Frontline Health Workers in Saudi Arabia*. Int J Environ Res Public Health. 2022 Oct 12;19(20):13132. doi: 10.3390/ijerph192013132 PMID: 36293713; PMCID: PMC9603406.
- Amna, Zaujatul. Anwar, Samsul. Salsabila, Inas. Sofyan, Rahmadaini. Laki-laki atau Perempuan, Siapa yang Lebih Cerdas Dalam Proses Belajar? Sebuah Bukti dari Pendekatan Analisis Survival. 2019. Jurnal Psikologi. Vol. 18 No. 2.
- Anggreani, M. P. et al. (2016). *Pengaruh Lingkungan Kerja Non Fisik dengan Kepuasan Kerja sebagai Variabel Intervening Terhadap Turnover Intention Karyawan PT Andika Lintas Samudera Banjarmasin*. Jurnal Bisnis dan Pembangunan, Edisi Juli- Desember 2016 Vol 5, No. 2, ISSN 2541-178X.

Retrieved from
<https://ppjp.ulm.ac.id/journal/index.php/bisnispembangunan/article/viewFile/2778/2424>

Ansori. (2021). *Pengaruh Kepuasan Kerja dan Komitmen Organisasi Terhadap Turnover Intention Pegawai Dinas Komunikasi dan Informatika Kota Bandar Lampung*. Jurnal SOLMA. 10 (01), 2021.
<https://journal.uhamka.ac.id/index.php/solma>

Ardana. (2012). *Manajemen Sumber Daya Manusia*. Yogyakarta: Graha Ilmu.

Ardi, Romadhani dan Niken Anggraini. (2023). Predicting *turnover intention* of indonesian millennials workforce in the manufacturing industry: a PLS-SEM approach. Emerald Publishing Limited, ISSN 0019-7858 VOL. 55 NO. 1 2023, pp. 47-61. Retrieved from <http://dx.doi.org/10.1108/ICT-08-2021-0056>

Arta, Deddy N. C. (2022). The Effect of The Non-Physical Work Environment and Career Development on *Turnover Intention* With Job Satisfaction Mediation Work on PT. Yoshioka Indonesia. Asian Journal of Management Entrepreneurship and Social Science ISSN: 28087399 Vol 2 Issued 04. Retrieved from <https://ajmesc.com/index.php/ajmesc>

Asriani, Irma & Riyanto, Setyo. (2020). *The Impact of Working Environment, Compensation, and Job Satisfaction on Turnover Intention in Public Service Agency*. IOSR Journal of Business and Management (IOSR-JBM) e-ISSN: 2278-487X, p-ISSN: 2319-7668. Volume 22, Issue 5. Ser. VI (May. 2020), PP 13-19. Retrieved from https://www.researchgate.net/profile/Setyo-Riyanto/publication/343391093_The_Impact_of_Working_Environment_Compensation_and_Job_Satisfaction_on_Turnover_Intention_in_Public_Service_Agency/links/5f27b76d299bf134049c7c3b/The-Impact-of-Working-Environment-Compensation-and-Job-Satisfaction-on-Turnover-Intention-in-Public-Service-Agency.pdf

Azharuddin, R. A. (2019). *Kepuasan Kerja dan Dampaknya Terhadap Kinerja Karyawan (Studi pada Karyawan PT Bali Age Surabaya)*. Jurnal Administrasi Bisnis (JAB), 72(2), 166–174. Retrieved from <https://journal.unesa.ac.id/index.php/jim/article/view/17795>

- Banu, A. Rashida. (2014). *Development Of An Instrument To Measure Work Life Balance Of It Professionals In Chennai*. International Journal of Management (IJM), 5 (11).
- Banu, R. A. (2016). *A Structural Equation Model-II for Work-Life Balance of IT Professionals in Chennai*. Serbian Journal of Management. 11(1). 141- 148.
- Bimaputra, Ardhitya & Parwoto. (2019). Pengaruh Beban Kerja, Kepuasan Kerja, dan Motivasi Kerja Terhadap *Turnover Intentions* (Studi Kasus pada PT. ABC). Tesis pada Universitas Mercu Buana, Kranggan. Retrieved from <https://media.neliti.com/media/publications/353456-pengaruh-beban-kerja-kepuasan-kerja-dan-a8acfe40.pdf>
- Budianto, A. A., & Katini, A. (2015, Oktober). *Pengaruh Lingkungan Kerja Terhadap Kinerja Pegawai pada PT. Perusahaan Gas Negara (Persero) Tbk SBU Distribusi Wilayah 1*. Jurnal Ilmiah Prodi Manajemen Universitas Pamulang 3(1). Retrieved from <file:///C:/Users/Sabrina/Downloads/487-817-1-SM.pdf>
- Bulandari, Sri, et al. (2023). *The Influence of Non-Physical Work Environment, Job Stress, and Job Satisfaction on Turnover Intention of Production Employees at PT Mustika Agung Sawit Gemilang Kab Indragiri Hulu*. COSTING: Journal of Economic, Business and Accounting. Volume 7 Nomor 1, Juli-Desember 2023 e-ISSN : 2597-5234. Retrieved from <https://www.bing.com/ck/a?!&&p=8d9988d65a92e6dcJmltdHM9MTcwMDM1MjAwMCZpZ3VpZD0wYzZM0NDg2Zi1mNDBiLTlTY3MjltMjIxZC01YTA5ZjU1ZDY2ODQmaW5zaWQ9NTIwNg&pptn=3&ver=2&hsh=3&fclid=0c34486f-f40b-6722-221d-5a09f55d6684&psq=tesis+pengaruh+lingkungan+kerja+non+fisik+terhadap+turnover+intention&u=a1aHR0cHM6Ly9qb3VybmFsLmlwbTJrcGUub3IuaWQvaW5kZXgucGhwL0NPU1RJTkcYXJ0aWNsZS9kb3dubG9hZC82NDYzLzQyNDkv&ntb=1>
- Colquitt, J. A., LePine, J. A., & Wesson, M. J. (2017). *Organizational behavior: Essentials*. McGraw-Hill Education.
- Cooper, D. R. dan Schindler, P. S. (2014). *Business Research Methods*. Newyork: Mc Graw-Hill

- Delecta, P. (2011). *Worklife balance*. International Journal of Current Research Vol. 33, Issued 4, pp. 186-189. Retrieved From <https://journalcra.com/sites/default/files/issue-pdf/579.pdf>
- Delimawati. (2022). Pengaruh Lingkungan Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan Pada CV Bamulih Jaya Palembang. Jurnal Manajemen, Volume 10 No 3, Juli 2022. <http://jurnal.unpal.ac.id/index.php/jm>
- Dewi, D. A., & Prasetya, B. E. (2019). Kebermaknaan kerja ditinjau dari jenis kelamin pada karyawan PT Primayudha. Jurnal Psikologi Perseptual. Diakses dari <http://jurnal.umk.ac.id/index.php/perseptual>
- Dian dan Rayuwanto. (2020). *Effect of the work environment and Sallary System on Employee Transfer Intentions*. E-Jurnal Kajian Ekonomi. Vol 01 No. 02. Sampit. Kalimantan Tengah.
- Dwiputra, Krisna Octavianus. 2021. Serba-serbi Perbedaan Kecerdasan Anak Laki-laki dan Perempuan.
- Edison, E., Anwar, Y., & Komariyah, I. (2016). *Manajemen sumber daya manusia* (1st ed.). Alfabeta
- Exacta, Egivzi Arya et al. (2022). Burnout Analysis and Work Life Balance Towards *Turnover Intention* During The Covid-19 Pandemic. Jurnal Ilmiah Manajemen Vol. 10 No. 3, September 2022 (288-302) e-ISSN 2580-3743. Retrieved from <https://ejournal.pelitaindonesia.ac.id/ojs32/index.php/PROCURATIO/article/view/2092/948>
- Fathari, Farrel Ahmad dan SHinta Oktafien. 2023. *The Effect of Work Stress and Work Discipline on Turnover intention of PT Ultrajaya Milk Industry & Trading Company Employees*. Fair Value : Jurnal Ilmiah Akuntansi dan Keuangan Volume 5, Number 7, 2023P-ISSN: 2622-2191 E-ISSN : 2622-2205. Retrieved from <https://journal.ikopin.ac.id/index.php/fairvalue>.
- Fayyazi, M., & Aslani, F. (2015). *The Impact of Work-Life Balance on Employees' Job Satisfaction and Turnover Intention; the Moderating Role of Continuance Commitment*. International Letters of Social and Humanistic Sciences, 51, 33–41.

- Gächter, M., Savage, D.A., & Torgler, B. (2013). Retaining the Thin Blue Line: What Shapes Workers' Intentions Not to Quit the Current Work Environment. *International Journal of Social Economics*, 40 (5), 479–503.
- George, J. M., & Jones, G. R. (2011). *Understanding and Managing Organizational Behavior Sixth Edition*. Pearson.
- Greenhaus, J. H., Collins, K. H., & Shaw, J. D. (2003). *The Relation Between Work±Family Balance and Quality of Life. Journal of Vocational Behavior*.
- Greenhaus, J. H., & Beutell, N. J. (2005). Sources of conflict between work and family roles. *Academy of management review*, 30(1), 76-88.
- Hafid, Muhammad dan Arif Partono P. *Pengaruh Worklife balance Terhadap Turnover Intention (Studi Pada Karyawan Divisi Food & Beverage Hotel Indonesia Kempinski Jakarta)*. SMART – Study & Management Research | Vol XIV, No 3 – 2017 ISSN : 1693-4474. Retrieved from <https://doi.org/10.55916/smart.v14i3.17>
- Hair, J. F., Sarstedt, M., Ringle, C. M., & Gudergan, S. P. (2020). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)*. Thousand Oaks, CA: Sage Publications.
- Hamzah, Amir. (2019). *Metode Penelitian dan Pengembangan: Uji Produk Kuantitatif dan Kualitatif Proses dan Hasil*. Malang: Literasi Nusantara.
- Handoko, T. Hani. (2001). *Manajemen Personalia dan Sumber Daya Manusia Cetakan Kelima belas*. Yogyakarta: BPFE Yogyakarta.
- Hardani, H., Andriani, H., Fardani, R. A., Ustiawaty, J., Utami, E. F., Sukmana, D. J., & Istiqomah, R. R. (2020). *Metode penelitian kualitatif & kuantitatif*. CV. Pustaka Ilmu Group
- Hasibuan, Malayu S. P. (2012). *Manajemen Sumber Daya Manusia*. Cetakan keenam belas. Jakarta: PT Bumi Aksara.
- Husnan, Suad dan Ranupandojo, H. (2002). *Manajemen Personalia*. Yogyakarta: BPFE.
- Husniati, Renny et al. (2023). *The Work Life Balance and Job Embeddedness on Turnover Intention: The Role of Organizational Commitment as Intervening*. *General Management* Vol. 25, No. 198, January 2024. Retrieved from 10.47750/QAS/25.198.17

- Hutomo, Y. I., & Nawangsari, L. C. (2020). Pengaruh Motivasi, Kepuasan Kerja dan Kedisiplinan terhadap Turnover Karyawan: Pendekatan Konsep. *Jurnal Manajemen dan Bisnis Equilibrium*. 6(1). 39.
- Indrawati. (2015). *Metode Penelitian Manajemen dan Bisnis: Konvergensi Teknologi Komunikasi dan Informasi*. Bandung: PT Refika Aditama.
- Indiyanti, D., Kurniawan, A., & Choirunnisa, M. (2018, September). *Lingkungan Kerja dan Motivasi Kerja pada Perusahaan Manufaktur Untuk Mendukung Pariwisata Indonesia*. *Jurnal Pariwisata*, 5(3), 203-212. Retrieved from <https://ejournal.bsi.ac.id/ejurnal/index.php/jp/article/view/4436/pdf>
- Jaharuddin, N.S., & Zainol, L.N. (2019). The Impact of Work-Life Balance on Job Engagement and Turnover Intention. *The South East Asian Journal of Management*, 13 (1). <https://doi.org/10.21002/seam.v13i1.10912>.
- Jahrie, A. Fikri dan S, Hariyoto. (2002). *Human Resource Management (Manajemen Sumber Daya Manusia)*. Edisi Pertama Cetakan Kedua. Jakarta: AIMI.
- Kartono. 2017. *Personality, Employee Engagement, Emotional Intellegence, Job Burnout Pendekatan Dalam Melihat Turnover Intention*. Cirebon: CV. Budi Utama.
- Koubova, V., & Buchko, A. A. (2013). Life-Work Balance: Emotional Intelligence as a Crucial Component of Achieving Both Personal Life and Work Performance *Management Research Review*, 36 (7), 700-719. <https://doi.org/10.1108/MRR-05-2012-0115>.
- Lestari, Diani & Meily Margaretha. (2021). *Worklife balance, Job Engagement and Trunover Intention: Experience from Y generation employees*. *Management Science Letters* Volume 11 Issue 1 pp. 157-170 , 2021 ISSN 1923-9343 (Online) - ISSN 1923-9335 (Print). Retrieved from <http://dx.doi.org/10.5267/j.msl.2020.8.019>
- Laksono, Bernardus F.W. & Paulus Wardoyo. (2019). Pengaruh *Worklife balance*, Kepuasan Kerja, dan Work Engagement terhadap *Turnover Intentions* dengan Mentoring Sebagai Variabel Moderating pada Hotel Dafam Semarang. *Jurnal Riset Ekonomi dan Bisnis*. eISSN: 2580-8451. Retrieved from <https://journals.usm.ac.id/index.php/jreb/article/view/1525/1014>

- Ma'arif, Syamsul & Kartika Lindawati. (2012). *Manajemen Kinerja Sumber Daya Manusia*. Cetakan pertama. Bogor: PT Penerbit IPB Press.
- Magdalena dan Purwaningsih. (2017). Pengaruh Senioritas dan Prestasi Kerja Terhadap Promosi Jabatan Pada Karyawan. *Jurnal Bisnis Darmajaya*. Vol.3 No.1. Institut Informatika dan Bisnis Darmajaya. Bandar Lampung.
- Mahmudah, Henny. (2022). Analysis of The Effect of Work Strss and Non Physical Work Environment on Job Satisfaction and Its Impact on Employee *Turnover Intention* (Study on Employees of PT. Mustika Dharma Jaya Lamongan). *Jurnal Scientia*, Vol 11 no 11 ISSN 2302-0059. Retrieved from <http://infor.seaninstitute.org/index.php/pendidikan>
- Mandongwe, L., & Jaravaza. (2020). *Women Entrepreneurial Intentions in Subsistence Marketplaces: The role of entrepreunial orientation and demographic profile in Zimbabwe*. *Cogent Business & Management*, 7(1), 1818365.
- Mangkunegara, A.A. Anwar Prabu. (2009). *Manajemen Sumber Daya Manusia Perusahaan, Cetakan Ketiga*. Bandung: PT Remaja Rosda Karya.
- Mangkunegara, Anwar Prabu. (2013). *Manajemen Sumber Daya Manusia*. Bandung: Remaja Rosdakarya.
- Mathis, R. L., & Jackson, J. H. (2004). *Human Resource Management (10 ed.)*. Amerika: Thomson South-Western.
- Michel, J. S., Kotrba, L. M., Mitchelson, J. K., Clark, M. A., & Baltes, B. B. (2011). *Antecedents of work-family conflict: A meta-analytic review*. *Journal of organizational behavior*, 32(5), 689-725
- Musaddag, Elrayah dan Zakariya, Ahmad. (2023). *Effects of Employees Mental Health, Physical Health and Work Life-Balance on Employees Performance and Turnover Intention*. *Arch Clin Psychiatry*; 50(6):326-334. Retrieved from 10.15761/0101-608300000000744.
- Nair, S., Jayabalan, N., Perumal, I., & Subramaniam, M. (2021). Work-Life Balance and Its Impact on Turnover Intention of Married Female Academics in Malaysia: The Mediating Role of Job Satisfaction. *Journal of Hunan University*, 48 (12), 429–41.

- Nikmatur, R. (2017). *Proses Penelitian, Masalah, Variabel dan Paradigma Penelitian*. Jurnal Hikmah, 14(1), 63.
- Nitisemito, A.S (2006). *Manajemen Personalia: Manajemen Sumber Daya Manusia*. Jakarta: Ghalia Indonesia.
- Noe, R. A., Hollenbeck, J. R., Gerhart, B., & Wright, P. M. (2017). Human resource management: Gaining a competitive advantage. McGraw-Hill Education.
- Nugraha, Daniel. (2019). *Pengaruh Leader member Exchange (LMX) dan Worklife balance terhadap Turnover Intention Karyawan Divisi Produksi di PT Mustika Dharmajaya*. AGORA Vol. 7, No. 2, (2019). Retrieved from <https://publication.petra.ac.id/index.php/manajemen-bisnis/article/view/9112/8192>
- Nugraha, Rizqi & Fanlia Prima Jaya. (2022). The Effect of Work Life Balance and Work Discipline on *Turnover Intention* Through Job Satisfaction (In Indomaret Employees in Barito Kuala District). Business and Management Jurnal Vol. 2 No 1 Page 57-72 December eISSN 2809-4611. Retrieved from <https://hutpublication.com/HPBM/article/view/21/21>
- Nuraldy, Hafis Laksmana, Guruh D P, & M. Zaenal M. (2021). *Pengaruh Disiplin Kerja Dan Kepuasan Kerja Terhadap Turnover Intention Karyawan Pada PT. Citra Betawi Di Cilandak Jakarta Selatan*. Jurnal PERKUSI (Pemasaran, Keuangan & Sumber daya Manusia), Volume 1, Nomor 2, April 2021. Retrieved from <http://dx.doi.org/10.32493/j.perkusi.v1i2.11036>
- Nurbaeti & Wahyuningtyas, R. (2023). *The Effect of Job Satisfaction and Employee Engagement on Turnover Intention on Indonesia Sharia Banks*. Sustainable Future: Trends, Strategies and Development – Noviaristanti & Hway Boon (eds) ISBN 978-1-032-37201-3.
- Novitasari, Innes Ardian dan Robby S D. (2022). *Pengaruh Worklife balance Terhadap Turnover Intention Dengan Employe Engagement Sebagai Variabel Intervening (Studi Pada Karyawan Po Jaya Ponorogo)*. Edunomika – Vol. ,06, No. 01 (2022). Retrieved from <http://dx.doi.org/10.29040/jie.v6i1.4350>.
- Oktaviani, Anisa Nur. Komariah Kokom. Jhoansyah, Dicky. (2020), *Turnover Intention Karyawan (Niat Berpindah) Berdasarkan Lingkungan Kerja Fisik dan Lingkungan*

- Kerja Non Fisik. *Journal of Management and Bussines*. Volume 2. Nomer 2. Universitas Muhammadiyah. Sukabumi.
- Organ, D. W. (1988). *Organizational citizenship behavior: The good soldier syndrome*. Lexington Books/DC Heath and Company.
- Paijan. P. (2022). *The Effect of Transformational Leadership and Work Discipline Against The Employee Performance With Turnover Intention as The Intervening Variable*. *Journal Ilmiah Manajemen dan Bisnis*, 8 (3), 331-346
- Pangarso, A & Ramadhyanti, V. (2015). *Pengaruh Lingkungan Kerja Non Fisik terhadap Kepuasan Kerja Dosen Tetap Studi Pada Fakultas Komunikasi dan Bisnis Universitas Telkom Bandung*. *KINERJA*, 19(1), 172-191. Doi: <https://doi.org/10/24002/kinerja.v19i2.543>
- Pangemanan, F., I., Pio R., J., Tumbel T., M. (2017). *Pengaruh Worklife balance dan Burnout Terhadap Kepuasan Kerja*. Skripsi pada Universtias Sam Ratulangi Manado.
- Patrick, Harold Andrew. (2020). Development and Validation of Work Environment Services Scale (WESS). *Central European Management Journal*, 29/2/2021.
- Periyadi, P., Indiyati, D., & Sary, F. P. (2024). *The impact of compensation and motivation on turnover intention of employees providing labor services in mining business license areas, Mimika Regency, Papua Province*. *Journal of Business and Management Studies*, <https://doi.org/10.32996/jbms>
- Podsakoff, P. M., MacKenzie, S. B., Paine, J. B., & Bachrach, D. G. (2000). OCBs: A critical review of the theoretical and empirical literature ¹ and providing directions for future research. *Journal of Management*, 26(3), 513-563.
- Prasetio, A. P., Anggadwita, G., Dewi, N. A., & Istitania, R. (2020). *Creating employee job satisfaction in a telecommunications company: Perceived organisational support and work stress as antecedents*. *International Journal of Learning and Intellectual Capital*, 17(2).
- Prawaty, Dwi Wira et al (2020). *The Effect of Work Stress and Non-Physical Work Environment on Turnover Intentions through Job Satisfaction as an Intervening Variable for Employees of PT MNC Sky Vision Tbk*. *International Journal of Research and Review* Vol.7; Issue: 9 E-ISSN: 2349-9788. Retrieved from *The

Effect of Work Stress and Non-Physical Work Environment on Turnover Intentions through Job Satisfaction as an Intervening Variable for Employees of PT MNC Sky Vision Tbk (ijrrjournal.com)

- Prayogi, M. A. et al. (2019). *Kepuasan Kerja sebagai Variabel Intervening pada Pengaruh Worklife balance dan Stres Kerja Terhadap Turnover Intention*. Jurnal Ilmiah Manajemen Dan Bisnis, Vol. 20 No. 1, 2019, 39-51. Retrieved from <https://doi.org/10.30596/jimb.v20i1.2987>
- Priansa, D. J. (2018). *Perencanaan dan Pengembangan Sumber Daya Manusia*. Bandung: Alfabeta.
- Prihantoro, A. (2015). *Pengaruh Motivasi Kerja, Disiplin Kerja, Lingkungan Kerja, dan Komitmen terhadap Kinerja Karyawan*. Jurnal EMBA, 2(3).
- Priyatno, Duwi. (2014). *SPSS 22 Pengolahan Data Terpraktis*. Yogyakarta: CV Andi Offset.
- Purwatiningsih, E., & Sawitri, H. S. R. (2021). *Analysis on the effect of work-life balance and career development on turnover intention for millennial generations. Management and Entrepreneurship: Trend of Development*, J(15), 80-88.
- Puteh, F., & Arshad, H. (2015). *Determinants of Turnover Intention among Employees. Journal of Administrative Science*, 12 (2), 1–15.
- Putra, I Dewa Gede Dharma. (2017). *Pengaruh Lingkungan Kerja dan Kepuasan Kerja Terhadap Turnover Intention di Mayaloka Villas Seminyak*. E-Jurnal Manajemen Unud, Vol. 6, No. 9, 2017: 5116-5143.
- Putra, I.S. & Rahyuda, A.G. (2016) *Pengaruh Kompensasi, Lingkungan kerja, dan Perceived Organizational Support (POS) Terhadap Retensi Karyawan*. E-Jurnal Manajemen Unud, 5(2), 810-837. Retrieved from <https://media.neliti.com/media/publications/255155-pengaruh-kompensasi-lingkungan-kerja-dan-1b3c21f2.pdf>
- Putri, Fanny Nugraha & Pradana, Mahir. (2021). *Pengaruh Motivasi dan Disiplin Kerja terhadap Kinerja Karyawan pada Divisi Keuangan PT Gracia Pharmedo*. e-Proceeding of Management : Vol.8, No.4 Agustus 2021 page 3640.
- Putri, Novia Milenia. (2022). *Pengaruh Lingkungan Kerja Non Fisik Terhadap Kepuasan Kerja Karyawan Melalui Motivasi Kerja*. Jurnal Ilmu Manajemen

Volume 10 Nomor 2 Jurusan Manajemen Fakultas Ekonomika dan Bisnis Universitas Negeri Surabaya.

- Qureshi, M., I., Iftikar., M. Abbas, S. G. Hassan, U. & Khan, K. (2013). *Relatio nship Between Job Stres, Workload. Environment and Employees Turnover Intention:What We Know, What Should We Know*, Jurnal World Applied Sciences, 23(6), 764-770.
- Rachman, T., SH. ., SE. ., M. M. (2016). *Manajemen Sumber Daya Manusia Perusahaan* (1st ed.). Ghalia Indonesia.
- Rahmadhani, Tri Suci. (2020). *Pengaruh Worklife balance Terhadap Disiplin Kerja Karyawan pada PT. Swastitsiddhi Amagra Pks Bina Baru Kabupaten Kampar, Riau*. Other thesis, Universitas Islam Riau.
- Rachmawati, Atik & Parwoto. (2022). *The Effect of Compensation and Work Discipline on Employee Performance with Turnover Intention as Intervening Variable*. International Journal of Innovative Science and Research Technology Volume 7, Issue 2, February – 2022 ISSN No:-2456-2165. Retrieved from <https://ijisrt.com/assets/upload/files/IJISRT22FEB145.pdf>
- Riani, Ni L. T., and Made S. Putra. 2017. *Pengaruh Stres Kerja, Beban Kerja dan Lingkungan Kerja Non Fisik terhadap Turnover Intention Karyawan*. E-Jurnal Manajemen Universitas Udayana, vol. 6, no. 11, 2017.
- Ricardianto, Prasadja. (2018). *Human Capital Management*. Bogor: Penerbit In Media.
- Ridho, I.A., (2012). *Turnover Karyawan “Kajian Literatur”*. Surabaya: PH Movement Publication.
- Rijasawitri, Desak Putu & I Wayan Suana. (2020). *Pengaruh Kepuasan Kerja, Stres Kerja, dan Lingkungan Kerja Non Fisik Terhadap Turnover Intention*. E-Jurnal Manajemen, Vol. 9, No. 2, 2020 : 466-486, ISSN : 2302-8912. Retrieved from <https://doi.org/10.24843/EJMUNUD.2020.v09.i02.p04>
- Rizki, Siti Nurmutia & Wahyuningtyas, Ratri. (2023). *Pengaruh Disiplin Kerja Terhadap Turnover Intention Di CV. Daeng Kuliner Makassar (DKM)*. e- Proceeding of Management : Vol.10, No.2 April 2023.
- Rivai, Veithzal. (2014). *Manajemen Sumber Daya Manusia untuk Perusahaan, Edisi ke 6*. Depok: PT Raja Grafindo Persada.

- Robbins, Stephen P & Mary Coulter. (2012). *Management, Eleventh Edition. United States of America*: Pearson Education Limited.
- Robbins, S. P. dan Judge, T.A. (2017). *Perilaku Organisasi, Organizational Behavior*. Edisi 12, Penerbit Salemba Empat: Jakarta.
- Saputra, Andi, et al. (2021). The Influence of Workload, Non-Physical Work Environment, Compensation on Employee Turnover Mediated with Organizational Commitment. *Jurnal Manajemen dan Bisnis* Vol. 10, No. 2, December 2021, pp. 1-11. Retrieved from <https://journal.stieindragiri.ac.id/index.php/jmbi/issue/view/20>
- Samson, G. N., & Waiganjo, M. (2015, December). *Effect of Workplace Environment on the Performance of Commercial banks Employees in Nakuru Town*. *International Journal of Managerial Studies and Research (IJMSR)*, 3(12), 76-89. Retrieved from <https://www.arcjournals.org/pdfs/ijmsr/v3-i12/9.pdf>
- Saraswati, Fadlila & Indiyati, Dian. (2022). *Pengaruh Lingkungan Kerja Non Fisik dan Stres Kerja Terhadap Kinerja Karyawan Generasi Z di Indonesia*. Tesis Magister pada FEB Universitas Telkom bandung: tidak diterbitkan.
- Sartika, D. (2014). Pengaruh Kepuasan Kerja dan Gaya Kepemimpinan Transformasional Terhadap Keinginan Keluar Karyawan Dengan Komitmen Organisasi Sebagai Variabel Mediasi (Studi Kasus di CV. Putra Tama Jaya). *Management Analysis Journal*. 3 (2), 25-34.
- Saufi, Roselina Ahmad et al. (2023). Academic Person-Environment Fit towards Sustainable *Worklife balance* and Reduced *Turnover Intention* Moderated by Job Opportunities. *Sustainability* 2023, 15, 3397. <https://doi.org/10.3390/su15043397>
- Sedarmayanti. (2001). *Manajemen Perkantoran Modern*. Bandung: Mandar Maju.
- Sedarmayanti. (2009). *Lingkungan Kerja*. Bandung: Mandar Maju.
- Sedarmayanti. (2016). *Manajemen Sumber Daya Manusia: Reformasi Birokrasi dan Manajemen Pegawai Negeri Sipil*. Bandung: Refika Aditama.
- Sedarmayanti. (2017). *Manajemen Perkantoran Modern* (Vol.15). Bandung: Mandar Maju.
- Sedarmayanti. (2017). *Manajemen Sumber Daya Manusia: Reformasi Birokrasi Manajemen Pegawai Negeri Sipil*. Bandung: Refika. Aditama

- Sedarmayanti. (2018). *Perencanaan dan Pengembangan Sumber Daya Manusia Untuk Meningkatkan Kompetensi, Kinerja, dan Produktivitas Kerja*. Bandung: Refika Aditama.
- Sembiring, Taripar dan Sri Widodo. (2023). *Pengaruh Beban Kerja, Disiplin Kerja, Dan Kompensasi Terhadap Turnover Intention Karyawan Pt. Media Surya Produksi*. Jurnal Ilmiah Manajemen Surya Pasca Scientia | Volume 12 Nomor 1 Januari 2023.
- Setyadi, B., Utami, H. N., & Nurthjahjono, G. E. (2015: April). *Pengaruh Lingkungan Kerja Fisik dan dan Non Fisik Terhadap Motivasi Kerja dan Kinerja Karyawan*. Jurnal Administrasi Bisnis (JAB), 21(1). Retrieved from <https://media.neliti.com/media/publications/85766-ID-pengaruh-lingkungan-kerja-fisik-dan-non.pdf>
- Setiyanto, A. I., & Hidayati, S. N. (2017). *Pengaruh Kepuasan Kerja dan Komitmen Organisasi Terhadap Turnover Intention (Pada Perusahaan Manufaktur di Kawasan Industri Anbil Kota Batam)*. Jurnal Akutansi, Ekonomi dan Manajemen Bisnis, 1(1), 9-25. <https://doi.org/10.30871/jaemb.v5i1.439>
- Siagian, S. P. (2014). *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.
- Simamora, H. (2016). *Manajemen Sumber Daya Manusia*. Jakarta: Grasindo.
- Sinambela, L. (2016). *Manajemen Sumber Daya Manusia*. Jakarta: PT Bumi Aksara.
- Singodimedjo. (2011). *Dimensi dan Indikator Disiplin Kerja*. Surabaya: SMMAS.
- Sismawati, W, and E. Lataruva. (2020). "Analisis Pengaruh Worklife balance Dan Pengembangan Karier Terhadap Turnover Intention Karyawan Generasi Y Dengan Kepuasan Kerja Sebagai Variabel Intervening (Studi Pada Pt Bank Tabungan Negara Syariah Semarang)," Diponegoro Journal of Management, vol. 9, no. 3, 2020. Hal 1-11, ISSN:2337-3792 Retrieved from <http://ejournal-s1.undip.ac.id/index.php/dbr>
- Sugito, S. (2005). *Manajemen Operasional*. Malang: Banyumedika.
- Sugiyono. (2017). *Metode Penelitian Kuantitatif Kualitatif dan R & D*. Bandung: CV Alfabeta.
- Sugiyono. (2019). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung: Alfabeta.

- Suifan, Taghrid S et al. (2016). The Influence of Work Life Balance on *Turnover Intention* in Private Hospitals: The Mediating Role of Work Life Conflict. European Journal of Business and Management ISSN 2222-1905 (Paper) ISSN 2222-2839 (Online) Vol.8, No.20, 2016. Retrieved from https://www.researchgate.net/profile/Ayman-Abdallah/publication/312188465_The_Influence_of_Work_Life_Balance_on_Turnover_Intention_in_Private_Hospitals_The_Mediating_Role_of_Work_Life_Conflict/links/5874f6b408ae329d62203357/The-Influence-of-Work-Life-Balance-on-Turnover-Intention-in-Private-Hospitals-The-Mediating-Role-of-Work-Life-Conflict.pdf
- Sujarweni, V. Wiratna. (2021). *Metodologi Penelitian Bisnis & Ekonomi*. Yogyakarta: Pustaka Baru Press.
- Sukwadi, R & Meliana, M. (2014). *Faktor-Faktor yang Mempengaruhi Kinerja dan Turn Over Intention Karyawan Usaha Kecil Menengah*. Jurnal Rekayasa Sistem Industri, 3(1), 1-9. Retrieved from <https://doi.org/10.26593/jrsi.v3i1.337.1-9>
- Sule, E. T., & Priansa, D. J. (2018) *Kepemimpinan dan Perilaku Organisasi: (membangun organisasi unggul di era perubahan)*. Bandung: Refika Aditama.
- Supardi. (2003). *Kinerja Karyawan*. Jakarta: Ghalia.
- Suprianto, Joko et al. (2023). The Effect of Work Discipline, Work Experience and *Turnover Intention* on Employee Performance at PT. Permodalan Nasional Madani Banjarmasin Branch Office. Formosa Journal of Sustainable Research (FJSR) Vol.2, No.4, 2023: 791-810. Retrieved from <http://creativecommons.org/licenses/by/4.0/>
- Sutisna, I. F. (2020). Gaya Kepemimpinan dalam Mendukung Perilaku Organisasi di PT. Kerry Ingredients Indonesia pada masa Pandemi Covid-19. Jurnal PROFIT: Kajian Pendidikan Ekonomi dan Ilmu Ekonomi. 158-166. Retrieved from <https://doi.org/10.36706/jp.v7i2.12904>
- Sutrisno, Edy. (2016). *Manajemen Sumber Daya Manusia Cetakan Kedelapan*. Jakarta: Prenada Media Group.
- Subagja, A. P., & Sary, F. P. (2024). *The impact of digital banking on turnover intention through job insecurity as an intervening variable at XYZ Bank Garut*

- Syara, S., & Syah, T.Y.R. (2022). *The Effect of Proactive Personality, Work-Life Balance and Work Engagement on Turnover Intention*. *Asia Pacific Management and Business Application*, 10 (03), 331–44. <https://doi.org/10.21776/ub.apmba.2022.010.03.7>.
- Syardiansyah, Mora, Z., & Safriani. (2020). *Pengaruh Kepuasan Kerja, Budaya Organisasi dan Komitmen Organisasi Terhadap Kinerja Karyawan*. *Jurnal Pendidikan Ilmu-Ilmu Sosial*. 12(2), 438-444.
- Syarif, Faroman, Kurniawan, Andrie, Widodo, Zandra, et al. (2022). *Manajemen Sumber Daya Manusia*. Bandung: Widina Bhakti Persada Bandung.
- Taylor, L. (2008) *School, Engagement, Disengagement, Learning Support, dan School Climate, Mental Health in Schools: Program and policy Analyst*.
- Tiasih, Aulina. (2019). *Pengaruh Lingkungan Kerja dan Job Insecurity Terhadap Turnover Intention Karyawan pada PT. Livia Mandiri Sejati Depo Banyuwangi*. Jember: Fakultas Ekonomi dan Bisnis Universitas Jember.
- Tsani, Renny Rakhma. (2016). *Pengaruh Lingkungan Kerja dan Kepuasan Kerja Terhadap Turnover Intention*. Yogyakarta: Fakultas Ekonomi Universitas Negeri Yogyakarta.
- Tumuju, N. M., et al. (2018). *Penegakan Disiplin Aparatur Sipil Negara dalam Mewujudkan Pemerintahan yang Bersih dan Berwibawa di Kantor Kecamatan Kawangkoan Kabupaten Minahasa*. *Eksekutif Jurnal Jurusan Ilmu Pemerintahan* Volume 1 no 1 Tahun 2018.
- Utami, Niar Pudyo. (2018). *Pengaruh Lingkungan Kerja Non Fisik dan Job Insecurity Terhadap Kepuasan Kerja Serta Turnover Intention pada PT Mandiri Utama Finance Korwil Jember*. Tesis pada Fakultas Ekonomi dan Bisnis Universitas Jember. Retrieved from [Niar Pudyo Utami-160820101044.pdf\(unej.ac.id\)](https://unej.ac.id/Niar-Pudyo-Utami-160820101044.pdf)
- Verina, R. E. (2014). *Analisis Pengaruh Stres Kerja, Beban Kerja dan Lingkungan Kerja Terhadap Turnover Intention Karyawan Pada PT. XL Axiata Tbk*, Universitas Bina Nusantara.

- Wicaksana, S. A., et al. (2020). Identifikasi Dimensi-Dimensi *Work-Life Balance* pada Karyawan Generasi Milenial di Sektor Perbankan. *Widya Cipta: Jurnal Sekretari dan Manajemen* Volume 4 No. 2 September 2020.
- Wicaksono. (2023), Pengaruh Karyawan Senior di Tempat Kerja. Artikel *Career Development*.
- Widhiastana, N., D., Wardana M., dan Sudibya. I. G. A. (2017). Pengaruh Lingkungan Kerja dan Penghargaan Terhadap Kreativitas dan Kinerja Pegawai di Universitas Pendidikan Ganesha. E. *Jurnal Ekonomi dan Bisnis Universitas Udayana*. 6 (1). 223-250.
- Widyaputri, P., & Sary, F. P. (2022). Digital leadership and organizational communication toward millennial employees in a telecommunication company. *Corporate Governance and Organizational Behavior Review*.
- Wijaya, S. (2012). *Analisis Pengaruh Kepuasan Kerja, Keterlibatan Kerja dan Komitmen Organisasi terhadap Turnover Intention pada PT Colmon Handoko*. Universitas Bina Nusantara.
- Wijayanto, Petrus et al. (2022). *Pengaruh Worklife balance terhadap Employee Engagement dan Dampaknya terhadap Turnover Intentions dengan Job Characteristics sebagai Pemoderasi (Studi pada Karyawan Generasi Y di Indonesia)*. *Jurnal Ekonomi Pendidikan dan Kewirausahaan* Vol. 10 No. 1 Hal 83-98 p-ISSN 2303-324X, e-ISSN 2579-387X. Retrieved from <https://journal.unesa.ac.id/index.php/jepk>
- Wonua, Almansyah R. et al. (2023). Pengaruh *Worklife balance* dan Disiplin Kerja terhadap Kinerja Pegawai Kantor Dinas Lingkungan Hidup Kabupaten Kolaka. *Maeswara: Jurnal Riset Ilmu Manajemen dan Kewirasusahaan* Vol. 1 No 6 Desember 2023 e-ISSn 2988-5000. Retrieved from <https://doi.org/10.61132/maeswara.v1i6.351>
- Wursanto. (2009). *Dasar-Dasar Ilmu Organisasi*. Yogyakarta: Andi Offset.
- Y.He, Sylvia, et al. (2023). *Long Commutes, Work-Life Balance, and Well-Being: A Mixed-Methods Study of Hong Kong's New-Town Residents*. *Journal of Planning Education and Research* Sage Journals. <https://doi.org/10.1177/0739456X231188301>

- Yatna, N. (2011). *Analisis Pengaruh Kepuasan Kerja dan Stres Kerja Terhadap Intensi Turnover Customer Service Employee di PT Plaza Indonesia Realty Tbk.* Jakarta: Universitas Indonesia.
- Yu, H.-S.; Lee, E.-J.; Na, T.-K. (2022). *The Mediating Effects of Work–Life Balance (WLB) and Ease of Using WLB Programs in the Relationship between WLB Organizational Culture and Turnover Intention.* Int. J. Environ. Res. Public Health 2022, 19, 3482. <https://doi.org/10.3390/ijerph19063482>.
- Yulianti, A., Rizal, S., & Widhi, N. M. (2020). Pengaruh Gaji dan Disiplin Kerja Terhadap Turnover Intention di Café Sesebuah Kopi Wilayah Jakarta Selatan. Seminar Nasional Terapan Riset Inovatif 6 (2), 189-195.
- Yunita, N. K. L., Putra, M., S., (2015). Pengaruh Keadilan Organisasi dan Lingkungan Kerja Terhadap *Turnover Intention*. E-Jurnal Manajemen Unud, 4(5).
- Zulfa, Etik Fikria & Siti Nur Azizah. (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, Bisnis dan Akuntansi 2(2) April 2020. Retrieved from <https://doi.org/10.32639/jimmba.v2i2.456>