

Daftar Pustaka

- Abdillah, w., & hartono, j. (2015). Partial least square (pls): alternatif structural equation modelling (sem) dalam penelitian bisnis. Cv andi offse.
- Abdullah, r. M. Y. (2023). Ekonomi kreatif dan potensi pertumbuhan ekonomi. *Jmeb: jurnal manajemen ekonomi & bisnis*, 1(2), 61.
- Abi Ikhwanudin, M., & Wulansari, P. (2025). Pengaruh Pengembangan Karir dan Kompensasi Terhadap Turnover Intention Pada Generasi Z di Indonesia. *Jurnal Riset Multidisiplin Edukasi*, 2(2), 133-146.
- Adiyanti, s. A., & kusumah, r. M. (2023). Pengaruh kepuasan kerja dan stress kerja terhadap turnover intention (studi literature manajemen sumber daya manusia). *Jurnal komunikasi bisnis dan manajemen*, 10(2).
- Ajat rukajat. 2018. Pendekatan penelitian kuantitatif: quantitative research approach. Yogyakarta: deepublish.
- An, e. M., & park, j. Y. (2020). Effects of head nurses' authentic leadership, job satisfaction and organizational commitment perceived by newly licenced nurses on turnover intention. *Journal of korean academy of nursing administration*, 26(4), 428–437.
- Ananda, r. P. (2021, december 1). Sandiaga: industri fashion tulang punggung ekonomi kreatif indonesia . Idx channel.
- Anjani, W. D., Siswanti, Y., & Winarno. (2023). The Effect of Career Development and Job Satisfaction on Turnover Intention Mediated by Organizational Commitment to Employees of Stikes Guna Bangsa Yogyakarta. *Journal of Business Innovation and Research*, 2(1), 27-36.
- Arikunto, s. 2010. Prosedur penelitian suatu pendekatan praktik. Jakarta: rineka cipta.
- Armstrong, m., & taylor, s. (2020). Armstrong's handbook of human resource management practice (15th ed.). Kogan page publishers.
- 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*, vol. 3, no. 1, pp. 341-346, 2024.
- Dewi, r. S., & nurhayati, m. (2021). The effect of career development on turnover intention with job satisfaction and organizational commitment as mediators: study at pt control systems arena para nusa. *European journal of business and management research*, 6(4), 918–923.

- Dudija, n., wulansari, p., sary, f. P., putri, r. K., ayuningtias, h. G., & wahyuningtyas, r. (2023). Perilaku organisasi (dudija. N, ed.). Tel-u press.
- Dessler, g. (2017). Human resource management. Pearson.
- Dessler, g. (2020). Human resource management (16th ed.). Pearson.
- Dyastuti, i. S., & sarsono. (2020). Pengembangan karir terhadap intensi turnover pada karyawan generasi milenial. *Jurnal psikologi talenta*, 5(2), 107.
- Elia, s., paramitha, c. D., gunawan, h., & maharani, a. (2020). The impact of career development, work-family conflict, and job satisfaction on millennials' turnover intention in banking industry. *Journal of business management review*, 1(4), 223–247.
- Elmi f. (2018). Telisik manajemen sumber daya manusia (pertama, vol. 1). Mitra wacana media. [Http://www.mitravacanamedia.com](http://www.mitravacanamedia.com)
- Fauzi, a., wulandari, a. , s., cahyani, d. , r., nurfitri, n., khairani, n., deva, r., & nursafitri, si. (2022). Pengaruh kepuasan kerja dan stres kerja terhadap turnover intention pada karyawan (literature review manajemen kinerja). *Jurnal ilmu manajemen terapan (jimt)*, 229–241.
- Fernando, Y., & Wulansari, P. (2021). Perceived understanding of supply chain integration, communication and teamwork competency in the global manufacturing companies. *European Journal of Management and Business Economics*, 30(2), 191-210.
- Ghondang, h., & hantono. (2020). Metode penelitian kuantitatif: konsep dasar & aplikasi analisis regresi dan jalur dengan spss (f. Ghondang, ed.). Pt. Penerbit mitra grup.
- Ghozali, imam. (2018). Aplikasi analisis multivariate dengan program ibm spss 25. Semarang: badan penerbit universitas diponegoro.
- Ghozali, imam. & latan (2020). Aplikasi analisis multivariate dengan program ibm spss 25. Semarang: badan penerbit universitas diponegoro.
- Ghozali, imam. (2021). Aplikasi analisis multivariate dengan program ibm spss 25. Semarang: badan penerbit universitas diponegoro.
- Glenn, h. P., & smith, l. D. (2017). Law and the new logics. Cambridge university press.
- Hair, j. F., hult, g. T. M., ringle, c. M., sarstedt, m., danks, n. P., & ray, s. (2021). Partial least squares structural equation modeling (pls-sem) using r (classroom). Springer us.

- Hutapea, Y. C. P., & Wulansari, P. (2025). The Effect of Job Satisfaction on Turnover Intention with Organizational Commitment as a Mediation Variable. *Pak. J. Life Soc. Sci.*, 23(1), 8898-8909.
- hair, joseph & hult, g. Tomas m. & ringle, christian & sarstedt, marko. (2022). A primer on partial least squares structural equation modeling (pls sem).
- Indrawati. (2015). Metode penelitian manajemen dan bisnis konvergensi teknologi komunikasi dan informasi. Aditama
- Jamaluddin. (2023). Perilaku organisasi (1st ed.). Kencana.
- Kartono. (2017). Personality, employee engagement, emotional intelligence, job burnout: pendekatan dalam melihat turnover intention. Yogyakarta(: deepublish.
- Kintani, a. C. S. , & wahyuningtyas, r. (2024). Effect on turnover intention: career development, compensation and job stress. *Tennessee research international of social sciences*, 6(2), 124—136. Retrieved from
- Kristanto, H., & Nelson, A. (2023). Pengaruh Human Resource Practice Terhadap Turnover Intention Dengan Organizational Commitment Dan Organization Engagement Sebagai Mediasi. *JIMEA | Jurnal Ilmiah MEA (Manajemen, Ekonomi, dan Akuntansi)*, 7(2), 497-516.
- Luthans, f., luthans, c. B., & luthans, w. K. (2024). Organizational behavior (14th ed.). Mcgraw-hill education. .
- Luthans, fred., luthans, b. C. ., & luthans, k. W. . (2021). Organizational behavior : an evidence-based approach. Information age publishing, incorporated.
- Maharani, W., Wulansari, P., Sari, P. K., & Candiwan, C. (2024, December). Indirect Effect of Transformational and Transactional Leadership Toward Information Security Compliance Behavior: A Conceptual Approach in Healthcare. In *2024 International Conference on Intelligent Cybernetics Technology & Applications (ICICyTA)* (pp. 1337-1342). IEEE.
- Mathis, r. L., jackson, j. H., valentine, s. R., & meglich, p. A. (2017). Human resource management f i f t e e n t h e d i t i o n. Wwww.cengage.com/highered
- Mathis, r. L., jackson, j. H., valentine, s. R., & meglich, p. A. (2020). Human resource management (15th ed.). Cengage learning.
- Maulida, e. (2021). Perencanaan dan pengembangan karir. In h. F. Ningrum (ed.), msdm mencapai kinerja optimal (pp. 1–198). Media sains indonesia.
- Mcdonald, k. S. ., (2023). Career development. Routledge.
- Mcshane, s. L., & von glinow, m. A. (2019). Organizational behavior.

- Mustaqim, M. I., & Sary, F. P. (2022). Role of career development and job satisfaction for employee engagement for start-ups. *Proceedings of the 5th European International Conference on Industrial Engineering and Operations Management*, Rome, Italy, July 26–28, 2022. IEOM Society International.
- Nasution. (2017). Metodologi riset. In metodologi riset
- Nasution, k. L., dai, r. M., & muttaqin, z. (2024). Pengaruh *job satisfaction* terhadap *turnover intention* pada karyawan kontrak perusahaan industri pengolahan pt abc. *Jurnal ilmiah ilmu pendidikan (jiip)*, 7(7), 7286–7294.
- Nelwan. O., s., lengkong, v. , p. , k., tewal, b., pratiknj, m. , h., saerang, r. T., ratag, s. P., walangitan, h. D., paat, f. J., & kawet, r. C. (2024). The effect of job satisfaction, organizational commitment, and organizational citizenship behavior on turnover intention in the tourism management and environmental sector in minahasa regency-north sulawesi-indonesia. *Revista de gestao social e ambiental*, 18(3).
- Ningtyas, a. P. A., purnomo, s. H., & aswar, a. (2020). Pengaruh kepuasan kerja terhadap turnover intention dengan komitmen organisasi sebagai variabel intervening. *E-jurnal manajemen universitas udayana*, 9(4), 1634.
- Noe, r. A., hollenbeck, j. R., gerhart, barry., & wright, p. M. (2020). *Human resource management* (12th ed.). Mcgraw-hill education.
- Pandoyo, & sofyan, m. (2018). Metodologi penelitian keuangan dan bisnis. In media.
- Prasetio, a. P., sary, f. P., & ferinia, r. (2021). *Manajemen sumber daya manusia strategis* (d. R. Palupi, ed.). Tel-u press.
- Purba, m. Y., & ruslan, s. (2020). Influence compensation, career development and job satisfaction to turnover intention. *Journal of economics finance & accounting*, 1(4).
- Putra, A. A., Indiyati, D., & Putri, R. K. (2024). The impact of career development and job satisfaction on Gen-Z employee retention in manufacturing companies in the Karawang region. *International Journal of Scientific and Management Research*, 7(12), 92–103.
- Putri, s. P., supriatna, a., dhaja, z. A., dudija, n., bakar, r. M., sary, f. P., wulansari, p., kusumadewi, r. A., wangka, n. M., tamam, b., syamsuddin, & novianti, e. (2022). *Perilaku organisasi*. Media sains indonesia.
- Putranti, h. R. D. (2022). Tunrover intention. *Eureka media aksara*.

- Rachmandha. A, . A., & husniati. R. (2022). Pengaruh kepuasan kerja, pengembangan karir, dan lingkungan kerja terhadap turnover intention. *Jurnal akuntansi dan pajak*.
- Ridlo. Ilham akhsanu. 2012. Turnover karyawan. Kajian literatur. Surabaya: ph. Movement publication.
- Robbins, s. P., & judge, t. A. . (2019). *Organizational behavior* . Pearson.
- Robbins, s. P., & judge, t. A. (2024). *Organizational behavior* (19th ed.). Pearson.
<https://support.pearson.com/getsupport/s/contactsupport>
- Robbins, s. P., & judge, t. A. . (2020). *Organizational behavior* . Pearson.
<https://support.pearson.com/getsupport/s/contactsupport>
- Safrizal, h. B. A. (2023). *Buku referensi kepuasan kerja: vol. Pertama* (h. Mutika, ed.; 1st ed.). Eureka media aksara.
<https://repository.penerbiteureka.com/media/publications/566954-buku-referensi-kepuasan-kerja-c880ae0a.pdf>
- Said, l. R. (2020). Analisis dan indikator kepuasan kerja. In gcaindo (ed.), *manajemen sumber daya manusia prinsip dasar dan aplikasi* (1st ed., pp. 57–67). Diandra kreatif. www.diandracreative.com
- Silva, l. (2024). Relationship between job satisfaction and turnover intentions among nurses in south america. *Journal of human resource and leadership*, 9(3), 1–12. <https://doi.org/10.47604/jhrl.2578>
- Sinambela, l. P. (2016). *Manajemen sumber daya manusia* (suryani & r. Damayanti, eds.; 1st ed.). Bumi aksara.
- Sofyan siregar. (2017). *Metode penelitian kuantitatif*. Jakarta: kencana
- Sudaryono. (2017). *Metodologi penelitian*. Rajawali pers.
- Sugiarto. (2017). *Metodologi penelitian bisnis*. Yogyakarta: andi.
- Sugiyono. (2019). *Metode penelitian kuantitatif kualitatif dan r&d*. Alfabeta
- Sugiyono. (2022). *Metode penelitian kuantitatif, kualitatif dan r&d* (29th ed.). Alfabeta.
- Sujarweni, wiratna. (2020). *Metodologi penelitian bisnis & ekonomi*. Yogyakarta
- Sujarweni, v. W. (2021). *Metodologi penelitian lengkap, praktis, dan mudah dipahami*. Pustaka baru press.
- Susilo, s., & wulansari, p. (2023). Pengaruh pengembangan karier dan pelatihan terhadap kepuasan kerja karyawan pada pt. Taiho nusantara. *Jurnal ilmiah manajemen, ekonomi, & akuntansi (mea)*, 7(2), 535-551.

- Tampulobon, v. S. ., & sagala. E, . J. (2020). Pengaruh kepuasan kerja dan komitmen organisasi terhadap turnover intention pada karyawan pt. Bum divisi pmks. *Jurnal business management journal*, 16(2), 65–80. <https://doi.org/10.30813/bmj>
- Wardani, L. K., & Wulansari, P. (2021). Pengaruh Employee Engagement dan Kepuasan Kerja Terhadap Kinerja Karyawan Pada Perusahaan Telekomunikasi. *Jurnal Ilmiah Mahasiswa Ekonomi Manajemen*, 6(4), 833-842.su
- Wei, X., Li, Y., & Zhao, Z. (2021). Media effects on high school and university students' views on popular clothes. *Advances in Social Science, Education and Humanities Research*, 615, 2604–2612.
- Wibowo, T. O., Syafuddin, K., & Elmada, M. A. G. (2024). Consuming entertainment as Roamers: A study of generation Z's television viewership in the digital era. *ProTVF*, 8(1), 102. <https://doi.org/10.24198/ptvf.v8i1.45596>
- Widiyanti, r. (2019). Perilaku organisasi. Univesitas islam kalimantan mab .
- Winarno, A., Prasetyo, A. P., Laturlean, B. S., & Wardhani, S. K. (2022). The link between perceived human resource practices, perceived organisational support and employee engagement: A mediation model for turnover intention. *SA Journal of Human Resource Management*, 20(0), a1802
- Winarno, A., & Silvianita, A. (2024). The role of socially responsible human resource management in improving performance: An analysis of subjective well-being as a mediating variable. *Qubahan Academic Journal*, 4(3), 454–468
- Wiyono, G. (2011). Merancang Penelitian Bisnis: dengan alat SPSS dan SmartPLS (1st ed.). Yogyakarta: UPP STIM YKPN.
- Yusuf, b. (2015). Manajemen sumber daya manusia di lembaga keuangan syariah (n. Arif (ed.); 1st ed., vol. 1). Pt. Rajagrafindo persada.
- Zippia. (2023). Median years of employee tenure by industry. In How Long Is The Average US Employee Tenure In 2023? Retrieved from Zippia database.