

## DAFTAR PUSTAKA

- Adjognon, O. L., Cohen-Bearak, A., Kaitz, J., Bokhour, B. G., Chatelain, L., Charns, M. P., & Mohr, D. C. (2023). Factors affecting the implementation of employee whole health in the veterans health administration: a qualitative evaluation. *BMC Health Services Research*, 23(1). <https://doi.org/10.1186/s12913-023-09450-3>
- Afridhamita, C., & Efendi, S. (2020). Pengaruh Pengembangan Karir, Keterikatan Karyawan, Komunikasi Interpersonal, dan Keterlibatan Kerja terhadap Kinerja Karyawan PT Indo Dharma Transport. *Jurnal Manajemen Oikonomia*, 16(1), 13–16.
- Anggara, B., Darna, N., & Suhendi, R. M. (2021). *PENGARUH HUMAN CAPITAL TERHADAP KINERJA KARYAWAN (Studi pada PT. Danbi Internasional Cabang Ciamis)* (Vol. 3, Issue 3).
- Anh Do, D., Diem Doan, Q., Khanh Vu, L., Thi Le, T., Minh Tran, N., & Linh Nguyen, G. (2023). Antecedents of turnover intention among Gen z in Vietnam: The mediating role of affective commitment. *Cogent Business & Management*, 10(3). <https://doi.org/10.1080/23311975.2023.2267811>
- Arianto, D. A. N., & Wahyuningsih, E. (2022). Pengaruh Kepemimpinan, Keterlibatan Kerja, dan Kompensasi Finansial terhadap Niat Keluar Karyawan. *Jurnal Inspirasi Bisnis Dan Manajemen*, 6(1), 2579–9312. <http://jurnal.unswagati.ac.id/index.php/jibm>
- Asari, A. F. (2022). PENGARUH WORK-LIFE BALANCE TERHADAP KINERJA KARYAWAN MELALUI KEPUASAN KERJA PADA KARYAWAN BPJS KETENAGAKERJAAN. *Jurnal Ilmu Manajemen*, 10(3).
- Ayele, H. A. (2022). Determinants of Turnover Intention: The Case of Ministry of Federal and Pastoralist Development Affairs in Ethiopia. *East African Journal of Business and Economics*, 5(1), 164–186. <https://doi.org/10.37284/eajbe.5.1.623>
- Boccoli, G., Gastaldi, L., & Corso, M. (2023). The evolution of employee engagement: Towards a social and contextual construct for balancing individual performance and wellbeing dynamically. *International Journal of Management Reviews*, 25(1), 75–98. <https://doi.org/10.1111/ijmr.12304>
- Chen, X., Al Mamun, A., Hussain, W. M. H. W., Jingzu, G., Yang, Q., & Al Shami, S. S. A. (2023). Envisaging the job satisfaction and turnover intention among the young workforce: Evidence from an emerging economy. *PLoS ONE*, 18(6 JUNE). <https://doi.org/10.1371/journal.pone.0287284>
- databoks. (2021). *Proporsi Populasi Generasi Z dan Milenial Terbesar di Indonesia*. Databoks. [https://databoks.katadata.co.id/demografi/statistik/7ae7f59c2a738bb/pro\\_porsi-populasi-generasi-z-dan-milenial-terbesar-di-indonesia](https://databoks.katadata.co.id/demografi/statistik/7ae7f59c2a738bb/pro_porsi-populasi-generasi-z-dan-milenial-terbesar-di-indonesia)
- Databoks. (2022). *Pertimbangan Utama Gen Z dan Milenial Bekerja di Perusahaan Mereka Saat Ini* (2022).
- Dwi Fatmawati, C., Mansyur, A., Ekonomika dan Bisnis, F., & Stikubank Semarang, U. (2024). TURNOVER INTENTION : APAKAH

- WORKLOAD AND WORK LIFE BALANCE MEMILIKI PERAN?  
*Jurnal Ilmiah MEA (Manajemen, Ekonomi, Dan Akuntansi)*, 8(3), 402–415.
- Empuls. (2025, February 27). *Tingkat Perputaran Karyawan: Penyebab, Dampak, dan Cara Menguranginya*. Blog Empuls. [https://blog.empuls.io/id/employee-turnover/?utm\\_source=chatgpt.com](https://blog.empuls.io/id/employee-turnover/?utm_source=chatgpt.com)
- Fadilla, Z., Ketut Ngurah Ardiawan, M., Eka Sari Karimuddin Abdullah, M., Jannah Ummul Aiman, M., & Hasda, S. (2022). *METODOLOGI PENELITIAN KUANTITATIF*. <http://penerbitzaini.com>
- Fajriyanti, Y., Handayani Rahmah, A., & Ulfa Eka Hadiyanti, S. (2023). Analisis Motivasi Kerja Generasi Z Yang Dipengaruhi Oleh Lingkungan Kerja dan Komitmen Kerja. *Journal of Trends Economics and Accounting Research*, 4(1), 107–115. <https://doi.org/10.47065/jtear.v4i1.808>
- Fitri, G. N., & Santoso, A. (2024). Pengaruh Pengembangan Karir, Beban Kerja, dan Kompensasi terhadap Turnover Intention Karyawan Generasi Z di Daerah Istimewa Yogyakarta. *Mufakat: Jurnal Ekonomi, Manajemen Dan Akuntansi*, 3(2), 344–357. <https://doi.org/http://jurnal.anfa.co.id/index.php/mufakat>
- Gašić, D., & Berber, N. (2023). The Mediating Role of Employee Engagement in the Relationship between Flexible Work Arrangements and Turnover Intentions among Highly Educated Employees in the Republic of Serbia. *Behavioral Sciences*, 13(2). <https://doi.org/10.3390/bs13020131>
- Ghozali, I. (2021). *Partial Least Squares Konsep, Teknik, dan Aplikasi Menggunakan program SmartPLS 3.2.9 Untuk Penelitian Empiriss* (3rd ed.). Badan Penerbit Universitas Diponegoro.
- Gusti Ahmad Adam. (2024). Pengaruh Kepuasan Kerja Terhadap Tingkat Intensi Turnover Karyawan PT. Majuperkasa Indonesia. *Corona: Jurnal Ilmu Kesehatan Umum, Psikolog, Keperawatan Dan Kebidanan*, 2(3), 96–108. <https://doi.org/10.61132/corona.v2i3.561>
- Hair, J. F., Tomass M. Hultt, Christian M. Ringle, & Marko Sarstedt. (2021). *Partial Least Squares Structural Equation Modeling (PLS-SEM) Using R. Classroom Companion: Business*. <https://doi.org/https://doi.org/10.1007/978-3-030-80519-7>
- Hidayah, U., Permana, M., Maulinam Amo, F., & Kurniawati Program Studi Perencanaan Wilayah dan Kota, A. (2023). *Analisis Sebaran Minimarket dalam Struktur Ruang Kota Tangerang Selatan*.
- Iqbal, J., Asghar, A., & Asghar, M. Z. (2022). Effect of Despotic Leadership on Employee Turnover Intention: Mediating Toxic Workplace Environment and Cognitive Distraction in Academic Institutions. *Behavioral Sciences*, 12(5). <https://doi.org/10.3390/bs12050125>
- Jayasri, R. I. A., & Annisa, I. T. (2023). Effect of Workload and Career Development on Turnover Intention through Job Satisfaction as Variable Mediator. *Research of Business and Management*, 1(1), 10–20. <https://doi.org/10.58777/rbm.v1i1.19>
- Kashfitanto, D., & Febriansyah, H. (2023). The Effect of Work Stress and Work Values on Turnover Intention of Generation Z Employees in Call Center Company (Case Study of PT ABC in Java, Indonesia).

- International Journal of Current Science Research and Review*, 06(07), 3962–3974. <https://doi.org/10.47191/ijcsrr/V6-i7-13>
- Kumparan. (2024). *Navigasi Ketenagakerjaan Indonesia di Tengah Peningkatan Tingkat Pergantian*. Kumparan. <https://kumparan.com/muhamad-ali-1689707172534954868/navigasi-ketenagakerjaan-indonesia-di-tengah-pergantian-tingkat-21mY7nN99pj>
- Liu, Y., Duan, Y., & Guo, M. (2023). Turnover intention and its associated factors among nurses: a multi-center cross-sectional study. *Frontiers in Public Health*, 11. <https://doi.org/10.3389/fpubh.2023.1141441>
- María, C., Durán, Rodríguez, S., & José, L. (2021). Employee engagement and wellbeing in times of covid-19: A proposal of the 5cs model. *International Journal of Environmental Research and Public Health*, 18(10). <https://doi.org/10.3390/ijerph18105470>
- Muhammad Mirza Doddy, A., & Adi Susilo, J. (2023). The Influence of Career Development and Compensation on Turnover Intention with Job Satisfaction as Intervening Variables at PT. MMI (PNM Affiliate) on Madura Island. *Formosa Journal of Sustainable Research*, 2(6), 1401–1416. <https://doi.org/10.55927/fjsr.v2i6.4696>
- Ningsih, N. N. D. A. C., Ni Made Yudhaningsih, & I Made Anom Arya Pering. (2022). Pengaruh Career Development dan Work-Life Balance Dimediasi oleh Employee Engagement terhadap Turnover Intention. *Jurnal Bisnis Terapan*, 6(2), 207–215. <https://doi.org/10.24123/jbt.v6i2.5131>
- Nur Fitria, T., & Emi Prastiwi, I. (2022). PELATIHAN METODE PENELITIAN KUANTITATIF DALAM PENGERJAAN SKRIPSI BAGI MAHASISWA S1. *Jurnal Al Basirah*, 2(2), 72–82. <https://doi.org/10.58326/jab.v2i2.40>
- Nursanti, E., & Marpaung, N. (2024). The Influence of Compensation, Work Environment, and Career Development on the Turnover Intention of Mitra Mandiri Kabanjahe Cooperative Employees. *Formosa Journal of Applied Sciences*, 3(3), 867–886. <https://doi.org/10.55927/fjas.v3i3.7639>
- Puji Astuty, A., Mulia, F. Z., Norisanti, N., & Muhammadiyah Sukabumi, U. (2023). Work Engagement analysis mediates the relationship of social support to turnover intention Analisis Keterlibatan Kerja Memediasi Hubungan Dukungan Sosial Terhadap Turnover Intention. In *Management Studies and Entrepreneurship Journal* (Vol. 4, Issue 1). <http://journal.yrpipku.com/index.php/msej>
- Qanit Naufan Zakaria, A., Ali, H., Kunci, K., Turnover, N., Karir, P., Kerja, B., Kerja, K., & Karyawan, R. (2024). Pengaruh Pengembangan Karir Beban Kerja dan Kinerja terhadap Turnover Intention Karyawan. *JMPIS*, 5(4). <https://doi.org/10.38035/jmpis.v5i4>
- Rachmania, M. (2022). Pengaruh Pelatihan dan Pengembangan Karir terhadap Kinerja Karyawan pada PT Pegadaian (Persero) Batam. *Jurnal Ekonomi Dan Bisnis*, 11, 859–867. <https://stiemuttaqien.ac.id/ojs/index.php/OJS/article/view/801/571>
- Sihotang, H., Pd, M., Penerbitan, P., Buku, P., & Tinggi, P. (2023). *METODE PENELITIAN KUANTITATIF*.

- Simanjuntak, L. P., Asnawi, M., & Firah, A. (2023). Pengaruh Kompetensi Kerja dan Masa Kerja terhadap Pengembangan Karir Karyawan pada PT. Socfindo Bangun Bandar Dolok Masihul Serdang Bedagai. *Jurnal Bisnis Net*, 6(1), 157–171.
- Singh, J. (2022). Development and initial validation of turnover intention scale. *Humanities and Social Science Studies*, 10(2). <https://www.researchgate.net/publication/358912003>
- Siti Hamidah, N., & Jannati Hakim, R. (2023). PERAN SOSIAL MEDIA ATAS PERILAKU KONSUMTIF BELANJA BAGI IBU RUMAH TANGGA DI DESA LEBAKSARI KEC.PARAKANSALAK. In *Jurnal Riset Ilmiah* (Vol. 2, Issue 3).
- Soejarminto, Y., & Praborini, Y. (2024). Pengaruh Pengembangan Karir dan Budaya Perusahaan terhadap Turnover Intention yang Dimediasi oleh Employee Engagement. *Jurnal Pelita Ilmu*, 18(01), 17–19.
- Sudirman, Kandolayuk, Sriwahyuningrum, Cahaya, Astuti, & Setiawan. (2023). *Metodologi Penelitian 1*. CV. MEDIA SAINS INDONESIA.
- Talentics. (2023). *Data Statistik HR: Employee Engagement*. Talentics. <https://www.talentics.id/resources/blog/data-statistik-hr-employee-engagement/>
- Tech in Asia Indonesia. (2024). *Data Ritel Indonesia: Panduan Lengkap*. Tech in Asia Indonesia. <https://id.techinasia.com/data-ritel-indonesia-panduan-lengkap>
- Tenriawali, A. Y., Chairul Basrun Umanailo, M., Rundu Wonua, A., Ainun Mutiara, I., & Ahriani, A. (2021). The Effect of Balanced Life and Career Development on Job Satisfaction in Bank Maluku. *IEOM Society International*, 6133–6142.
- Wijaya, N. A., & Arisetyawan, K. (2023). Faktor yang Mempengaruhi Partisipasi Kerja Gen-Z di Indoneisa. In *INDEPENDENT: Journal Of Economics* (Vol. 3, Issue 3). <https://ejournal.unesa.ac.id/index.php/independent>
- Wu, H., & Liu, Y. (2022). The relationship between organisational support for career development, organisational commitment, and turnover intentions among healthcare workers in township hospitals of Henan, China. *BMC Primary Care*, 23(1). <https://doi.org/10.1186/s12875-022-01753-4>
- Wyman Forum The News Movement, O. (2023). *Gen Z Report: What Business Needs to Know About The Generation Changing Everything*.
- Yang, A. A., & Dini, Y. I. F. (2023). Faktor loyalitas karyawan Generasi Z: Kepuasan kerja sebagai mediasi. *Jurnal Manajemen Maranatha*, 23(1), 1–14. <https://doi.org/10.28932/jmm.v23i1.7022>
- Zainuddin, I. (2024). *Metode Penelitian* (Mahir Pradana, Ed.). PENERBIT CV.EUREKA MEDIA AKSARA.
- <https://www.researchgate.net/publication/382060682>
- Zhu, L. L., Wang, H. J., Xu, Y. F., Ma, S. T., & Luo, Y. Y. (2023). The Effect of Work Engagement and Perceived Organizational Support on Turnover Intention among Nurses: A Meta-Analysis Based on the Price-Mueller Model. In *Journal of Nursing Management* (Vol. 2023). Wiley-Hindawi. <https://doi.org/10.1155/2023/3356620>