

DAFTAR PUSTAKA

- Ahmad, A., Bibi, P., & Majid, A. H. A. (2016). *Co-worker_Support_as_Moderator*. 10(4), 695–709.
- Allen, N. J., & Meyer, J. P. (1990). The measurement and antecedents of affective, continuance and normative commitment to the organization. *Journal of Occupational Psychology*, 63(1), 1–18. <https://doi.org/10.1111/j.2044-8325.1990.tb00506.x>
- Almalki, M. J., FitzGerald, G., & Clark, M. (2012). The relationship between quality of work life and turnover intention of primary health care nurses in Saudi Arabia. *BMC Health Services Research*, 12(1), 314. <https://doi.org/10.1186/1472-6963-12-314>
- Azeez, R. O., Jayeoba, F., & Adeoye, A. (2016). Job satisfaction, turnover intention and organizational commitment - journal not ranked. *BVIMSR's Journal of Management Research - Journal Not Ranked*, 8(2), 102–114.
- Azwar, S., (2012) Reliabilitas dan Validitas. Yogyakarta: Pustaka Pelajar
- Barbuto, J. E., & Wheeler, D. W. (2006). Scale development and construct clarification of servant leadership. *Group and Organization Management*, 31(3), 300–326. <https://doi.org/10.1177/1059601106287091>
- Bhayo, A. R., Shah, N., & Chachar, A. A. (2017). The Impact of Interpersonal Conflict and Job Stress on Employees Turnover Intention.(Report). *International Journal of Arts and Humanities*, 45(45), 179.
- Claudia, M. (2018). THE INFLUENCE OF PERCEIVED ORGANIZATIONAL SUPPORT, JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT TOWARD ORGANIZATIONAL CITIZENSHIP BEHAVIOR (A Study of the Permanent Lecturers at University of Lambung Mangkurat, Banjarmasin). *Journal of Indonesian Economy and Business*, 33(1), 23. <https://doi.org/10.22146/jieb.17761>
- DeConinck, J., & DeConinck, M. B. (2017). The Relationship between Servant Leadership, Perceived Organizational Support, Performance, and Turnover among Business to Business Salespeople. *Archives of Business Research*, 5(10), 38–52. <https://doi.org/10.14738/abr.510.3730>
- Dutta, S., & Khatri, P. (2017). On the Horizon Article information: *On The Horizon*, 25(1), xxx. Retrieved from <http://www.emeraldinsight.com/doi/abs/10.1108/OTH-06-2016-0029>
- Ekinci, A. (2015). Okul Müdürlerinin Hizmetkar Liderlik Davranışları Ölçeğinin Geliştirilmesi ve Hizmetkar Liderlik Davranışlarının Öğretmen Görüşlerine Göre Değerlendirilmesi. *Eğitim ve Bilim*, 40(179), 341–360. <https://doi.org/10.15390/EB.2015.2152>
- Green, A. E., Miller, E. A., & Aarons, G. A. (2013). Transformational leadership moderates the relationship between emotional exhaustion and turnover intention among community mental health providers. *Community Mental Health Journal*, 49(4), 373–379. <https://doi.org/10.1007/s10597-011-9463-0>
- Greenleaf, R. (1977). *The Servant Leader*. 338.
- Guldberg, C. G. (2013). Understanding the Definition of Compensation: A Key Element of Tax-Qualified Plan Administration. *Benefits Law Journal*, 26(2), 62–74. Retrieved from

- <http://library3.webster.edu/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=87634957&site=ehost-live>
- Guzeller, C. O., & Celiker, N. (2019). Examining the relationship between organizational commitment and turnover intention via a meta-analysis. *International Journal of Culture, Tourism, and Hospitality Research*, 14(1), 102–120. <https://doi.org/10.1108/IJCTHR-05-2019-0094>
- Hair, J. F., Ringle, C. M., & Sarstedt, M. (2013). Partial Least Squares Structural Equation Modeling: Rigorous Applications, Better Results and Higher Acceptance. *Long Range Planning*, 46(1–2), 1–12. <https://doi.org/10.1016/j.lrp.2013.01.001>
- Han, Y., Kakabadse, N. K., & Kakabadse, A. (2010). Servant leadership in the People's Republic of China: A case study of the public sector. *Journal of Management Development*, 29(3), 265–281. <https://doi.org/10.1108/02621711011025786>
- Hanse, J. J., Harlin, U., Jarebrant, C., Ulin, K., & Winkel, J. (2016). The impact of servant leadership dimensions on leader-member exchange among health care professionals. *Journal of Nursing Management*, 24(2), 228–234. <https://doi.org/10.1111/jonm.12304>
- Hashish, E. A. A. (2015). Relationship between ethical work climate and nurses' perception of organizational support, commitment, job satisfaction and turnover intent. *Nursing Ethics*, 1–16.
- Heneman, H. G., & Schwab, D. P. (1985). Pay Satisfaction: Its Multidimensional Nature and Measurement. *International Journal of Psychology*, 20(1), 129–141. <https://doi.org/10.1080/00207598508247727>
- Hunter, E. M., Neubert, M. J., Perry, S. J., Witt, L. A., Penney, L. M., & Weinberger, E. (2013). Servant leaders inspire servant followers: Antecedents and outcomes for employees and the organization. *Leadership Quarterly*, 24(2), 316–331. <https://doi.org/10.1016/j.leaqua.2012.12.001>
- Jang, J., & Kandampully, J. (2018). Reducing Employee Turnover Intention Through Servant Leadership in the Restaurant Context: A Mediation Study of Affective Organizational Commitment. *International Journal of Hospitality and Tourism Administration*, 19(2), 125–141. <https://doi.org/10.1080/15256480.2017.1305310>
- Joarder, M. H. R., & Sharif, M. Y. (2011). The Role of HRM Practices in Predicting Faculty Turnover. *The South East Asian Journal of Management*, 5(2), 159–179.
- Kashyap, V., & Rangnekar, S. (2016). Servant leadership, employer brand perception, trust in leaders and turnover intentions: a sequential mediation model. *Review of Managerial Science*, 10(3), 437–461. <https://doi.org/10.1007/s11846-014-0152-6>
- Khulida Kirana, Y., & Fee-Yean, T. (2015). Enhancing career commitment: The influence of human resource management practices. *International Journal of Business and Society*, 16(2), 237–246.
- Lapointe, É., & Vandenberghe, C. (2018). Examination of the Relationships Between Servant Leadership, Organizational Commitment, and Voice and Antisocial Behaviors. *Journal of Business Ethics*, 148(1), 99–115. <https://doi.org/10.1007/s10551-015-3002-9>
- Long, C. S., & Perumal, P. (2014). Examining the impact of human resource management practices on employees' turnover intention. *International Journal of Business and Society*, 15(1), 111–126.
- Malhotra, Naresh K., (2010) Riset Pemasaran (Marketing Research) (Edisi 4 Jilid 1). New

Jersey, Indonesia: *PT. Indeks*

- McCann, J. T., Graves, D., & Cox, L. (2014). Servant Leadership, Employee Satisfaction, and Organizational Performance in Rural Community Hospitals. *International Journal of Business and Management*, 9(10). <https://doi.org/10.5539/ijbm.v9n10p28>
- Mobley, W. H., Horner, S. O., & Hollingsworth, A. T. (1978). An evaluation of precursors of hospital employee turnover. *Journal of Applied Psychology*, 63(4), 408–414. <https://doi.org/10.1037/0021-9010.63.4.408>
- Mosadeghrad, A. M., Ferlie, E., & Rosenberg, D. (2011). A study of relationship between job stress, quality of working life and turnover intention among hospital employees. *Health Services Management Research*, 24(4), 170–181. <https://doi.org/10.1258/hsmr.2011.011009>
- Muhammad, I. G., & Abdullah, H. H. (2016). Assessment of organizational performance: Linking the motivational antecedents of empowerment, compensation and organizational commitment. *International Review of Management and Marketing*, 6(4), 974–983.
- Muthia, A., & Krishnan, V. R. (2015). Servant Leadership and Commitment: Role of Transformational Leadership. *International Journal on Leadership*, 3(1). <https://doi.org/10.21863/ijl/2015.3.1.002>
- Nawab, S., & Bhatti, K. (2011). Influence of employee compensation on organizational commitment and job satisfaction: A case study of educational sector of Pakistan. *International Journal of Business and Social Science*, 2(8), 25–32.
- Noviantoro, D., Moeins, A., & Madiistriyatno, H. (2018). Antecedent of work satisfaction, and implications to turnover intention salesman dealer official automobile. *Academy of Strategic Management Journal*, 17(6), 1–9.
- Olesia, W. S., Namusonge, G. S., & Iravo, M. E. (2013). Role of Servant Leadership on Organizational Commitment: An Exploratory Survey of State Corporations in Kenya. *International Journal of Humanities and Social Science*, 3(13), 85–94. <https://doi.org/10.9790/0837-20540815>
- Palumbo, R. (2016). Challenging Servant Leadership In The Nonprofit Sector: The Side Effects Of Servant Leadership. *Journal of Nonprofit Education and Leadership*, 6(2), 81–98. <https://doi.org/10.18666/jnel-2016-v6-i2-6824>
- Rafique, S., Sidrarafiqyahoocom, E., & Badar, M. (2015). *Role of Compensation Management in Balancing the Employees Relationship*. 8, 27–36.
- Ramli, A., & Desa, N. M. (2014). the Relationship Between Servant Leadership and Organizational Commitment: the Malaysian Perspectives. *International Journal of Management and Sustainability*, 3(2), 111–123.
- Ramzan, M., Zubair, H. M. K., Ali, G., & Arslan, M. (2014). *Impact of Compensation on Employee Performance (Empirical Evidence from Banking Sector of Pakistan)* *Islamia University of Bahawalpur Research Scholars of Department of Management Sciences*. 5(2), 302–309.
- Renaud, S., Morin, L., & Béchar, A. (2017). Traditional benefits versus perquisites: A longitudinal test of their differential impact on employee turnover. *Journal of Personnel Psychology*, 16(2), 91–103. <https://doi.org/10.1027/1866-5888/a000180>
- Santhanam, N., Kamalanabhan, T. J., Dyaram, L., & Ziegler, H. (2017). Impact of human resource management practices on employee turnover intentions: Moderating role of psychological contract breach. *Journal of Indian Business Research*, 9(3), 212–228.

- <https://doi.org/10.1108/JIBR-10-2016-0116>
- Satardien, M., Jano, R., & Mahembe, B. (2019). The relationship between perceived organisational support, organisational commitment and turnover intention among employees in a selected organisation in the aviation industry. *South African Journal of Childhood Education*, 17, 1–9. <https://doi.org/10.4102/sajhrm.v17i0.1123>
- Setiawan, Margono; Surachman, Surachman & Irawanto, D. W. (2017). *Employees Performance; Leadership , Organizational Commitment and Trust Retno Purwani SETYANINGRUM * Margono SETIAWAN Surachman SURACHMAN Dodi Wirawan IRAWANTO*. 11(2), 281–288.
- Silaban, N., & Syah, T. Y. R. (2018). *The Influence of Compensation and Organizational Commitment on Employees' Turnover Intention*. 20(3), PP. <https://doi.org/10.9790/487X-2003010106>
- Sinem AYDOGDU; Baris ASIKGIL. (2011). An Empirical Study of the Relationship Among Job Satisfaction , Organizational Commitment and Turnover Intention. *International Review of Management and Marketing*, 1(3), 43–53.
- Steaventinus Tarigan, F., Absah, Y., & Author, C. (2020). The Effect of Compensation and Work Environment on Organizational Commitment of Employee in Bank XXX, Medan. *International Journal of Research and Review (Ijrrjournal.Com)*, 7(1), 1.
- Sullivan, G., & Self, S. (2019). How Servant Leadership Principles Affect Employee Turnover at a Solid Waste Management Firm. *Journal of Leadership, Accountability and Ethics*, 16(2), 64–80. <https://doi.org/10.33423/jlae.v16i2.2023>
- Thakre, N. (2015). Organizational Commitment and Turnover Intention in BPO-ITeS and Retail Sector Employees. *Journal of Psychosocial Research*, 10(1), 89.
- Wadhawan, C. (2017). *A Study of Relationship between Compensation and Organizational Commitment in Pharmaceutical Sector*. (Icaet), 7–12.
- Wang, L., Cheng, M. Y., & Wang, S. (2018). Carrot or Stick? The Role of In-Group/Out-Group on the Multilevel Relationship Between Authoritarian and Differential Leadership and Employee Turnover Intention. *Journal of Business Ethics*, 152(4), 1069–1084. <https://doi.org/10.1007/s10551-016-3299-z>
- Weldeyohannes, G. (2016). Compensation Practice and Teachers Turnover Intention in Tigray. *International Journal of Science and Research (IJSR)*, 5(9), 1372–1379.
- Wirawan. (2017). *Kepemimpinan: Teori, Psikologi, Perilaku Organisasi, Aplikasi dan Penelitian*. Jakarta: PT RajaGrafindo Persada
- Wu, C.-C., & Liu, N.-T. (2014). Perceived Organizational Support, Organizational Commitment, and Service-Oriented Organizational Citizenship Behaviors. *International Journal of Business and Information*, 9(1), 61–88.
- Zhao, C., Liu, Y., & Gao, Z. (2016). An identification perspective of servant leadership's effects. *Journal of Managerial Psychology*, 31(5), 898–913. <https://doi.org/10.1108/JMP-08-2014-0250>