

DAFTAR PUSTAKA

- Abelson, M. A. (1987) 'Examination of Avoidable and Unavoidable Turnover', *Journal of Applied Psychology*.
- Alagaraja, M. and Shuck, B. (2015) 'Exploring Organizational Alignment-Employee Engagement Linkages and Impact on Individual Performance', *Human Resource Development Review*, 14(1), pp. 17–37. doi: 10.1177/1534484314549455.
- Allen and Meyer (1990) 'Measurement of Antecedents of Affective, Continuance, and Normative Commitment to Organizational', *Journal of Occupational Psychology*.
- Aly, E. and Hashish, A. (2015) 'Relationship between ethical work climate and nurses' perception of organizational support, commitment, job satisfaction and turnover intent', *Nursing Ethics*, pp. 1–16.
- Ambrose, M. L., Arnaud, A. and Schminke, M. (2008) 'Individual moral development and ethical climate: The influence of person-organization fit on job attitudes', *Journal of Business Ethics*, 77(3), pp. 323–333. doi: 10.1007/s10551-007-9352-1.
- Anis K, I., Ardiansah, M. N. and Sutapa (2003) 'Pengaruh Kepuasan Kerja dan Komitmen Organisasional terhadap Keinginan Berpindah Kerja Auditor (Studi Kasus pada KAP Jawa Tengah)', *Jurnal Ekonomi dan Bisnis*, 4, pp. 141–152.
- Ashmos, D. P. and Duchon, D. (2000) 'Spirituality at work: a conceptualization and measure', *Journal of management inquiry*, 9(2), pp. 134–145. doi: 10.1177/105649260092008.
- Beehner, C. G. and Blackwell, M. J. (2016) 'The impact of workplace spirituality on food service worker turnover intention', *Journal of Management, Spirituality & Religion*, 13(4), pp. 304–323. doi: 10.1080/14766086.2016.1172251.
- Bobbio, A. and Manganelli, A. M. (2015) 'Antecedents of Hospital Nurses' Intention to Leave The Organization: A Cross Sectional Survey', *International Journal of Nursing Studies*. Elsevier Ltd, p. 13. doi: 10.1016/j.ijnurstu.2015.03.009.
- Borhani, F. *et al.* (2014) 'Nurses' Perception of Ethical Climate and Organizational Commitment', *Nursing Ethics*, 21(3), pp. 278–288. doi: 10.1177/0969733013493215.
- Brunetto, Y. and Teo, S. (2013) 'Retention, Burnout and The Future of Nursing'.
- Budiyono, S., Noermijati and Alamsyah, A. (2014) 'Pengaruh Spiritualitas di Tempat Kerja Terhadap Turnover Intention Melalui Komitmen Organisasi', *Jurnal Aplikasi Manajemen*, Vol 12 No (66).
- Chatman, J. A. (1991) 'Matching People and Organizations: Selection and Socialization in Public Accounting Firms', *Sage Publications, Inc*, 36(3), pp. 459–484.
- Chawla, V. and Guda, S. (2010) 'Individual Spirituality at Work and Its Relationship with Job Satisfaction, Propensity to Leave and Job Commitment: An Exploratory Study among Sales Professionals', *Journal of Human Values*, 16(2), pp. 157–167. doi: 10.1177/097168581001600203.

- Chen, Z. X. and Francesco, A. M. (2000) 'Employee demography, organizational commitment, and turnover intentions in China: Do cultural differences matter?', *Human Relations*, 53(6), pp. 869–887. doi: 10.1177/0018726700536005.
- Cohen, G., Blake, R. S. and Goodman, D. (2016) 'Does Turnover Intention Matter? Evaluating the Usefulness of Turnover Intention Rate as a Predictor of Actual Turnover Rate', *Review of Public Personnel Administration*, 36(3), pp. 240–263. doi: 10.1177/0734371X15581850.
- Crawford, A. *et al.* (2009) 'Workplace Spirituality and Employee Attitudes within The Lodging Environment', *Journal of Human Resources in Hospitality and Tourism*, 8(1), pp. 64–81. doi: 10.1080/15332840802274445.
- Cullen, J. B., Parboteeah, K. P. and Victor, B. (2003) 'The Effects of Ethical Climates on Organizational Commitment: A Two-Study Analysis', *Journal of Business Ethics*, 46(2), pp. 127–141. doi: 10.1023/A:1025089819456.
- Dehaghi, M. R., Goodarzi, M. and Arazi, Z. K. (2012) 'The Effect of Spiritual Values on Employees' Organizational Commitment and Its Models', *Procedia - Social and Behavioral Sciences*, 62, pp. 159–166. doi: 10.1016/j.sbspro.2012.09.025.
- Djafri, F. and Noordin, K. Bin (2017) 'The Impact of Workplace Spirituality on Organizational Commitment: A Case Study of Takaful Agents in Malaysia', *Humanomics*.
- Duchon, D. and Plowman, D. A. (2005) 'Nurturing the spirit at work: Impact on work unit performance', *Leadership Quarterly*, 16(5), pp. 807–833. doi: 10.1016/j.leaqua.2005.07.008.
- Fanggida, R. *et al.* (2016) 'Effect of a Spirituality Workplace on Organizational Commitment and Job Satisfaction', in *Procedia Social and Behavioral Science*, pp. 639–646. doi: 10.1016/j.sbspro.2016.05.045.
- Farkhani, Z. N., Armoun, Z. and Javidnia, M. (2013) 'The Impact of Ethical Climate on Turnover Intentions and Organizational Performance', *Management Science Letters*, 3(6), pp. 1575–1582. doi: 10.5267/j.msl.2013.05.033.
- Faro Albuquerque, I. *et al.* (2014) 'Primary health care services: workplace spirituality and organizational performance', *Journal of Organizational Change Management*, 27(1), pp. 59–82. doi: 10.1108/JOCM-11-2012-0186.
- Ferdinand, A. (2005) *Structural Equation Modeling*. Semarang: Badan Penerbit Universitas Diponegoro.
- Ferdinand, A. (2006) *Metode Penelitian Manajemen: Pedoman Penelitian untuk Penulisan Skripsi, Tesis dan Disertasi Ilmu Manajemen*. Semarang: Badan Penerbit Universitas Diponegoro.
- Filipova, A. A. (2011) 'Relationships Among Ethical Climates, Perceived Organizational Support, and Intent-to-Leave for Licensed Nurses in Skilled Nursing Facilities', *Journal of Applied Gerontology*, 30(1), pp. 44–66. doi: 10.1177/0733464809356546.
- Firth, L. *et al.* (2004) 'How Can Managers Reduce Employee Intention to Quit?', *Journal of Managerial Psychology*, 19(2), pp. 170–187. doi: 10.1108/02683940410526127.

- Geldenhuis, M., Łaba, K. and Venter, C. M. (2014) 'Meaningful work, work engagement and organisational commitment', *SA Journal of Industrial Psychology*, 40(1), pp. 1–11. doi: 10.4102/sajip.v40i1.1098.
- Ghadi, M. Y. (2017) 'The Impact of Workplace Spirituality on Turnover Intention through Loneliness in Work', *Journal of Economic and Administrative Sciences*, 33.
- Ghozali, I. (2011) *Model Persamaan Struktural Konsep dan Aplikasi dengan Program*. 7th edn. Semarang: Badan Penerbit Undip.
- Ghozali, I. (2013) *Aplikasi Analisis Multivariat dengan Program IBM SPSS 21*. 7th edn. Semarang: Badan Penerbit Universitas Diponegoro.
- Giacalone, R. A. (2004) 'A Values Framework for Measuring the Impact of Workplace Spirituality on Organizational Performance A Values Framework for Measuring the Impact of Workplace Spirituality on Organizational Performance', *Journal of Business Ethics*, 49(2), pp. 129–142. doi: 10.1023/B.
- Gillies, D. A. (2007) 'Nursing Management a System Approach', *WB Saunders*, 3th editio.
- Goodman, A. (2016) *Nurse Turnover Rate Infographic*, *Streamline Verify*. Available at: <https://www.streamlineverify.com/nurse-turnover-rate/> (Accessed: 11 November 2017).
- Griffeth, R. W., Hom, P. W. and Gaertner, S. (2000) 'A Meta-Analysis of Antecedents and Correlates of Employee Turnover: Update, Moderator Tests, and Research Implications for the Next Millennium', *Journal of Management*, 26(3), pp. 463–488. doi: 10.1177/014920630002600305.
- Gupta, M., Kumar, V. and Singh, M. (2014) 'Creating Satisfied Employees Through Workplace Spirituality: A Study of the Private Insurance Sector in Punjab (India)', *Journal of Business Ethics*, 122(1), pp. 79–88. doi: 10.1007/s10551-013-1756-5.
- Hair, J. *et al.* (1995) *Multivariate Data Analysis With Regarding In Multivariate Data Analysis*. 4th edn. Prentice International, Inc Hall.
- Hart, S. E. (2005) 'Hospital Ethical Climates and Registered Nurses' Turnover Intentions', *Journal of Nursing Scholarship*, 37, pp. 173–177.
- Hong, Y. J. (2012) 'Identifying Spirituality in Workers : A Strategy for Retention of Community Mental Health Professionals Identifying Spirituality in Workers : A Strategy for Retention of Community Mental Health Professionals', *Journal of Social Service Research*, pp. 37–41. doi: 10.1080/01488376.2011.615275.
- Hwang, J.-I. and Park, H.-A. (2014) 'Nurses' perception of ethical climate, medical error experience and intent-to-leave', *Nursing Ethics*, 21(1), pp. 28–42. doi: 10.1177/0969733013486797.
- Inkai, Di. and Kistyanto, A. (2013) 'PENGARUH SPIRITUALITAS DI TEMPAT KERJA TERHADAP TURNOVER INTENTION MELALUI KOMITMEN ORGANISASI', *Universitas Negeri Surabaya*.
- Jabeen, N., Qamar, U. and Ansari, N. (2014) 'Workplace spirituality and a ffective c ommitment among Employees: a case study of a khuwat', *rnal of Business Strategies*, 8, pp. 39–62.

- Jena, L. K. and Pradhan, S. (2017) 'Article information : Workplace Spirituality and Employee Commitment : The Role of Emotional Intelligence and Organisational Citizenship Behavior in Indian Organisations', *Journal of Enterprise Information Management*. doi: <https://doi.org/10.1108/JEIM-10-2017-0144> Permanent.
- Jr Schwepker, C. H. S. (2001) 'Ethical climate ' s Relationship to Job Satisfaction, Organizational Commitment , and Turnover Intention in The Salesforce', *Journal of Business Research*, 54, pp. 39–52.
- Kaur, B. (2013) 'Antecedents of Turnover Intentions : A Literature Review', 3(10), pp. 1219–1230.
- Kaur, J. (2017) 'Article information : Commitment : A Case of Indian Banking Sector Town / City : Chandigarh Country : India Corresponding author : Japneet Kaur Corresponding Author ' s Email : japneet15@gmail.com', *Jpurnal of Indian Business Research*, 9(1).
- KRISTOF, A. L. (1996) 'Person-Organization Fit: an Integrative Review of Its Conceptualizations, Measurement, and Implications', *Personnel Psychology*, 49(1), pp. 1–49. doi: [10.1111/j.1744-6570.1996.tb01790.x](https://doi.org/10.1111/j.1744-6570.1996.tb01790.x).
- L. Mathis, R. and H. Jackson, J. (2011) *Human Resource Management*. 10th edn. Jakarta: Salemba Empat.
- Lampinen, M.-S., Suutala, E. and Konu, A. I. (2017) 'Sense of community, organizational commitment and quality of services', *Leadership in Health Services*, pp. LHS–06–2016–0025. doi: [10.1108/LHS-06-2016-0025](https://doi.org/10.1108/LHS-06-2016-0025).
- Loi, R., Hang-yue, N. and Foley, S. (2006) 'Linking employees' justice perceptions to organizational commitment and intention to leave: The mediating role of perceived organizational support', *Journal of Occupational and Organizational Psychology*, 79(1), pp. 101–120. doi: [10.1348/096317905X39657](https://doi.org/10.1348/096317905X39657).
- Luthans, F. (2006) *Perilaku Organisasi*. Edisi Baha. Yogyakarta: ANDI.
- Marques, J. and Dhiman, S. (2014) *Leading Spiritually Ten Effective Approaches to Workplace Spirituality*. New York: Palgrave Macmillan.
- Martin, K. D. and Cullen, J. B. (2006) 'Continuities and extensions of ethical climate theory: A meta-analytic review', *Journal of Business Ethics*, 69(2), pp. 175–194. doi: [10.1007/s10551-006-9084-7](https://doi.org/10.1007/s10551-006-9084-7).
- Milliman, J., Czaplewski, A. J. and Ferguson, J. (2003) 'Workplace Spirituality and Employee Work Attitudes', *Journal of Organizational Change Management*, 16(4), pp. 426–447. doi: [10.1108/09534810310484172](https://doi.org/10.1108/09534810310484172).
- Milliman, J., Gatling, A. and Kim, J. (Sunny) (2018) 'The effect of workplace spirituality on hospitality employee engagement, intention to stay, and service delivery', *Journal of Hospitality and Tourism Management*. Elsevier Taiwan LLC, 35, pp. 56–65. doi: [10.1016/j.jhtm.2018.03.002](https://doi.org/10.1016/j.jhtm.2018.03.002).
- Ming, Z. *et al.* (2007) 'Predicting intention to quit in the call centre industry : does the retail model fit?', *Journal of Managerial Psychology*, 21(3), pp. 231–243. doi: [10.1108/02683940610659579](https://doi.org/10.1108/02683940610659579).

- Mobley, W. (1986) *Pergantian Karyawan : Sebab, Akibat, dan Pengendaliannya. Terjemahan*. Jakarta: PT. Pustaka Binaman Pressindo.
- Mousa, M. and Alas, R. (2016) 'Workplace Spirituality and Organizational Commitment : A Study on The Public Schools Teachers in Menoufia (Egypt)', *African Journal of Business Management*, 10(10), pp. 247–255. doi: 10.5897/AJBM2016.8031.
- Mulki, J. P., Jaramillo, F. and Locander, W. B. (2006) 'Effects of Ethical Climate and Supervisory Trust on Salesperson ' S Job Attitudes and Intentions To Quit', *Journal of Personal Selling and Sales Management*, 26(1), pp. 19–26. doi: 10.2753/PSS0885-3134260102.
- Mulki, J. P., Jaramillo, J. F. and Locander, W. B. (2008) 'Effect of Ethical Climate on Turnover Intention: Linking Attitudinal- and Stress Theory', *Journal of Business Ethics*, 78(4), pp. 559–574. doi: 10.1007/s10551-007-9368-6.
- Noe, R. A. *et al.* (2010) *Manajemen Sumber Daya Manusia*. 6th edn. Jakarta: Salemba Empat.
- NSI Nursing Solutions Inc. (2017) *2017 National Health Care Retention & RN Staffing Report*. United States. Available at: <http://www.nsinursingsolutions.com/Files/assets/library/retention-institute/NationalHealthcareRNRetentionReport2017.pdf>.
- O'Reilly, C. and Chatman, J. (1986) 'Organizational Commitment and Psychological Attachment. The Effects of Compliance, Identification, and Internalization on Prosocial Behavior', *Journal of Applied Psychology*, 71(3), pp. 492–499. doi: 10.1037/0021-9010.71.3.492.
- O'Reilly, C., Chatman, J. A. and Caldwell, D. F. (1991) 'People and Organizational Culture - A Profile Comparison Approach to Assessing P-O-Fit', *The Academy of Management Journal*, 34(3), pp. 487–512. doi: 10.2307/256404.
- Okpara, J. and Wynn, P. (2008) 'The Impact of Ethical Climate on Job Satisfaction , and Commitment in Nigeria Implications for Management Development', *Journal of Management Development*, 27(9), pp. 935–950. doi: 10.1108/02621710810901282.
- Oktizulvia, C., Dachriyanus, D. and Vionalisa, V. (2017) 'Job Satisfaction Factors and Nurses ' Intention to Quit in Type C Hospitals', *Journal od Nursing and Care*, 6(3). doi: 10.4172/2167-1168.1000399.
- Omar, K. *et al.* (2012) 'Organizational Commitment and Intention to Leave Among Nurses: The Mediating Role of Moral Obligation', *IJMS*.
- Omar, K. *et al.* (2014) 'Turnover Opportunity and Intention to Leave: The Role of Moral Obligation as A Mediator', *Journal of Human Resources Management and Labor Studies*, 2(3), pp. 1–16. doi: 10.15640/jhrmls.v2n3-4a1.
- Parry, J. (2008) 'Intention to leave the profession: Antecedents and role in nurse turnover', *Journal of Advanced Nursing*, 64(2), pp. 157–167. doi: 10.1111/j.1365-2648.2008.04771.x.
- Petchsawang, P. and Duchon, D. (2009) 'Measuring Workplace Spirituality in an Asian Context', *Human Resource Development International*, 12(4), pp. 459–468. doi:

10.1080/13678860903135912.

- Pirkola, H., Rantakokko, P. and Suhonen, M. (2016) 'Workplace spirituality in health care: an integrated review of the literature', *Journal of Nursing Management*, 24(7), pp. 859–868. doi: 10.1111/jonm.12398.
- Promsri C (2016) 'The effects of workplace spirituality and work satisfaction on intention to leave', *The Business and Management Review*, 7(4), pp. 90–94.
- Rego, A. and Cunha, M. P. e (2008) 'Workplace Spirituality and Organizational Commitment: an Empirical Study', *Journal of Organizational Change Management*, 21(1), pp. 53–75. doi: 10.1108/09534810810847039.
- Reilly, N. P., Sirgy, M. J. and Gorman, C. A. (2012) *Work and Quality of Life Ethical Practices in Organizations*. New York: Springer Science+Business Media B.V. 2012. doi: 10.1007/978-94-007-4059-4.
- Robbins, S. P. and Judge, T. A. (2015) *Perilaku Organisasi*. 16th edn. Jakarta: Salemba Empat.
- Rubel, M. R. B. *et al.* (2017) 'Ethical Climate and Employee Turnover Intention in the Ready-Made Garment Industry of Bangladesh', *Global Business and Organizational Excellence*, 36(2), pp. 61–73. doi: 10.1002/joe.21770.
- Sekaran, U. (2003) *Metode Penelitian untuk Bisnis*. Singapura: John Wiley dan Sons, Inc.
- Shahbaz, W. and Mudasar, M. (2015) 'Workplace Spirituality and Organizational Commitment: A Case Study of Water and Sanitation Agencies of Punjab, Pakistan', *International Journal of Sciences: Basic and Applied Research (IJSBAR)*, 24(1), pp. 234–244.
- Soder, P. F. (2016) *Workplace Spirituality and Employee Work Intentions: Examining The Relationship and The Mediating Role of Ethical Leadership*. University of Louisville. doi: 10.18297/etd/2569.
- Sugiyono (2004) *Metode Penelitian Bisnis*. Bandung: Alfabeta.
- Tsai, M. T. and Huang, C. C. (2008) 'The relationship among ethical climate types, facets of job satisfaction, and the three components of organizational commitment: A study of nurses in Taiwan', *Journal of Business Ethics*, 80(3), pp. 565–581. doi: 10.1007/s10551-007-9455-8.
- Tsai, Y.-C. H. T.-Y. (2015) 'The Effects of Ethical Work Climate on Organizational Commitment in Taiwanese Military Units', *Chinese Management Studies*, 9(4). doi: <http://dx.doi.org/10.1108/MRR-09-2015-0216>.
- van Vianen, A. E. M., De Pater, I. E. and Van Dijk, F. (2007) 'Work value fit and turnover intention: Same-source or different-source fit', *Journal of Managerial Psychology*, 22(2), pp. 188–202. doi: 10.1108/02683940710726438.
- Victor, B. *et al.* (1988) 'The Organizational Bases of Ethical Work Climates', 33(1), pp. 101–125.
- Victor, B. and Cullen, J. B. (1988) 'The Organizational Bases of Ethical Work Climates',

Administrative Science Quarterly, 33(1), p. 101. doi: 10.2307/2392857.