

DAFTAR PUSTAKA

- Abboud, S. (2021). The Impact Of 360 Degrees Performance Appraisals On Employee Retention. *Economic Dynamics*.
- Abdullah, M. (2015). Metode Penelitian Kuantitatif. *Aswaja Pressindo*.
- Afridi, D. F. K. (2019). *Effect Of Perceived Organizational Support On Employee Retention – The Mediating Role Of Organizational Commitment*. 05(02).
- Afrizal, & Mesra. (2024). *The Effect Of Training And Development On Employee Retention At The District Dprd Sekretariat Mandailing Christmas*.
- Akmal, T. C., Darna, N., & Setianingsih, W. (2023). *Pengaruh Employee Retention Terhadap Turnover Intention Karyawan Pada Pt. Albasi Priangan Lestari Banjar*. 5.
- Aleem, M., & Bowra, Z. A. (2019). *Role Of Performance Appraisal On Employee Retention And Organizational Commitment In Banking Sector Of Pakistan*.
- Alias, N. E., Zailan, N. A., Jahya, A., Othman, R., & Sahiq, A. N. M. (2019). The Effect Of Supportive Work Environment On Employee Retention At Malaysia Information, Communication, And Technology (Ict) Industry. *International Journal Of Academic Research In Business And Social Sciences*, 9(8). <https://doi.org/10.6007/Ijarbss/V9-I8/6210>
- Altaf, A., Zafar, H., & Alam, F. E. (2025). *The Impact Of Training On Employee Retention: An Empirical Research On Private Sector*. 3(3).
- Amrita, W. (2024). Pengaruh Budaya Organisasi, Pelatihan Kerja Dan Kompensasi Terhadap Retensi Karyawan Di Pt. Karya Safari Di Denpasar. *Jurnal Manajemen*, 4(2).
- Apriani, S., & Taufik, A. M. (2019). *Analisis Kinerja Karyawan Divisi Laundry Di Rumah Sakit Immanuel Bandung*.
- Astawa, I. K., Suardani, A. A. P., & Armoni, N. L. E. (2024). Employee Performance And Retention: The Role Of Supervisor Support And Work Motivation At Five Star Hotels In Bali. *Jurnal Bali Membangun Bali*, 5(1), 79–102. <https://doi.org/10.51172/Jbmb.V5i1.338>

- Ayudo, Z. & Budiono. (2023). Analysis Analysis Of Training Effect On Employee Performance Through Employee Retention To The Employee Of Pt. Perkebunan Nusantara Xii Kertowono Garden: Analisis Pengaruh Training Terhadap Employee Performance Melalui Employee Retention Pada Pegawai Pt. Perkebunan Nusantara Xii Kebun Kertowono. *Social Science Studies*, 3(3), 165–181. <https://doi.org/10.47153/Sss33.5892023>
- Ayun, Q. (2011). *Penilaian Kinerja (Performance Appraisal) Pada Karyawan Di Perusahaan*. 2(3).
- Balaka, Y. (2022). *Metodologi Penelitian Kuantitatif*. Widina Bhakti Persada Bandung.
- Baliartati, B. O. (2017). Pengaruh Organizational Support Terhadap Job Satisfaction Tenaga Edukatip Tetap Fakultas Ekonomi Dan Bisnis Universitas Trisakti. *Jurnal Manajemen Dan Pemasaran Jasa*, 9(1), 35–52. <https://doi.org/10.25105/Jmpj.V9i1.1401>
- Bibi, P., Ahmad, A., & Majid, A. H. A. (2018). The Impact Of Training And Development And Supervisors Support On Employees Retention In Academic Institutions In Pakistan: The Moderating Role Of The Work Environment. *Gadjahmadainternationaljournalof Business*.
- Bili, G. N. D., Bili, A., Wudi, M. M., & Malo, E. M. (2024). Analisis Faktor-Faktor Yang Mempengaruhi Retensi Karyawan: (Studi Kasus Universitas Stella Maris Sumba). *Venus: Jurnal Publikasi Rumpun Ilmu Teknik*, 2(3), 231–237. <https://doi.org/10.61132/Venus.V2i3.350>
- Costa, L. A., Dias, E., Ribeiro, D. M., Fontão, A., Pinto, G., Santos, R. P. Dos, & Serebrenik, A. (2024). *An Actionable Framework For Understanding And Improving Talent Retention As A Competitive Advantage In It Organizations* (Arxiv:2402.01573). Arxiv. <https://doi.org/10.48550/Arxiv.2402.01573>
- Dewi, Astaginy, N., & Ismanto, I. (2024). The Effect Of Perceived Organizational Support And Nonphysical Work Environment On Retention. *Perkembangan Kajian Sosial*, 2(1), 1–10. <https://doi.org/10.69616/Perkasa.V2i1.252>

- Elsafty, A., & Oraby, M. (2022). The Impact Of Training On Employee Retention: An Empirical Research On The Private Sector In Egypt. *International Journal Of Business And Management*, 17(5), 58. <https://doi.org/10.5539/ijbm.V17n5p58>
- Fadly, H. (2024). Peran Kualitas Sumber Daya Manusia Dalam Peningkatan Kinerja Karyawan Cv. Segar Manis. 6(1).
- Fitriani, N. Y., & Harto, J. D. (2018). Pengaruh Pengembangan Karir Dan Pelatihan Kerja Terhadap Kinerja Karyawan. *Jurnal Ema*, 3(1). <https://doi.org/10.47335/Ema.V3i1.23>
- Friedman, G. (2017). A Future For Growth? *Review Of Radical Political Economics*, 49(4), 652–662. <https://doi.org/10.1177/0486613417717496>
- Ghozali, I. (2018a). *Aplikasi Analisis Multivariate Dengan Program Ibm Spss* 25. Univertas Diponegoro.
- Ghozali, I. (2018b). *Aplikasi Analisis Multivariate Dengan Program Ibm Spss* 25. Univertas Diponegoro.
- Gulzar, S., Advani, A., & Jalees, D. T. (2019). *Impact Of Performance Appraisal On Employee Retention: A Study On Banking Sector Of Pakistan*. 1(15).
- Hendriyulianti, D. A. (2025). Pengaruh Pengembangan Karir Terhadap Retensi Karyawan Dengan Kepuasan Kerja Sebagai Intervening Dinas Pupr Provinsi Jambi. *Masman Master Manajemen*, 3(3), 117–128. <https://doi.org/10.59603/Masman.V3i3.957>
- Ikhsan, M., Indrawati, S. M., Virananda, I. G. S., Abdi, Z., & Can, C. K. (2021). Factors Influencing Economic Empowerment In Tourism Development. *Economics And Finance In Indonesia*, 67(2), 235. <https://doi.org/10.47291/Efi.V67i2.996>
- Indriyani, A. F., Prasalengga, A., Dewi, C. P., & Nurul, S. (2020). *Analisis Kedisiplinan Kerja Pegawai Di Kantor Kelurahan Magelang Kecamatan Magelang Tengah Kota Magelang*. 4(1).
- Ismail, H., & Warrak, A. (2020). The Impact Of High Involvement Management On Employee Retention. *International Journal Of Human Resource Studies*, 10(1), 223. <https://doi.org/10.5296/Ijhrs.V10i1.16261>

- Jing, J., & Yan, J. (2022). Study On The Effect Of Employees' Perceived Organizational Support, Psychological Ownership, And Turnover Intention: A Case Of China's Employee. *International Journal Of Environmental Research And Public Health*, 19(10), 6016. <https://doi.org/10.3390/ijerph19106016>
- Johara, F., Yahya, S. B., & Tehseen, S. (2019). Employee Retention, Market Orientation, And Organizational Performance – An Empirical Study. *International Academic Journal Of Business Management*, 06(01), 314–325. <https://doi.org/10.9756/iajbm/V6i1/1910032>
- Khadka, A. K., & Khadka, S. (2024). Productive Employee Training And Its Impact On Retention. *Nepal Journal Of Multidisciplinary Research*, 7(1), 139–157. <https://doi.org/10.3126/Njmr.V7i1.65270>
- Laura, N. (2023). *Pengaruh Training & Development Dan Budaya Kerja Dengan Kesejahteraan Karyawan Sebagai Variabel Moderasi Terhadap Retensi Karyawan Pt. New Connected Indonesia*.
- Li, Q., Mohamed, R., Mahomed, A., & Khan, H. (2022). The Effect Of Perceived Organizational Support And Employee Care On Turnover Intention And Work Engagement: A Mediated Moderation Model Using Age In The Post Pandemic Period. *Sustainability*, 14(15), 9125. <https://doi.org/10.3390/Su14159125>
- Likardo, D. D., & Praningrum, P. (2025). The Effect Of Perceived Organizational Support And Organizational Commitment On Turnover Intention: Mediated By Job Satisfaction. *Jurnal Fokus Manajemen Bisnis*, 15(1), 37–54. <https://doi.org/10.12928/Fokus.V15i1.12562>
- Linawati, & Mukaddimah. (2020). *Penilaian Prestasi Kerja (Performance Appraisal)*.
- Maulana, A. (2022). *Analisis Pelatihan Dan Pengembangan Sumber Daya Manusia Pada Perusahaan Jasa*.
- Mawei, A. A., Rumawas, W., & Asaloei, S. I. (2025). *Pengaruh Penilaian Kinerja Dan Kepuasan Kerja Terhadap Kinerja Karyawan Pada Bank Mandiri Taspen Kc Manado*. 6(1).

- Menezes, D. B. S., Gumashivili, M., & Kanokon, K. (2025). The Role Of Talent Management In Enhancing Employee Retention: Mediating The Influence Of Psychological Empowerment. *Sustainability*, 17(7), 3277. <https://doi.org/10.3390/Su17073277>
- Mirić, M., & Slavković, M. (2023). Does Training And Development Affect Employee Retention In The Hotel Industry?: The Mediator Role Of Organizational Commitment. *Menadzment U Hotelijerstvu I Turizmu*, 11(1), 51–65. <https://doi.org/10.5937/Menhottur2301051m>
- Mulievi, N. R., & Wanyama (Ph.D), Dr. K. W. (2019). Influence Of Performance Appraisal Practices On Employee Retention In The Health Sector In The County Government Of Kakamega. *Strategic Journal Of Business & Change Management*, 6(2). <https://doi.org/10.61426/Sjbc.m.V6i2.1166>
- Murtiningsih, R. S. (2020). The Impact Of Compensation, Training & Development, And Organizational Culture On Job Satisfaction And Employee Retention. *Indonesian Management And Accounting Research*, 19(1), 33–50. <https://doi.org/10.25105/Imar.V19i1.6969>
- Nasikah, D., & Sukesu, S. (2025). The Effect Of Training And Development On Employee Retention With Job Satisfaction As An Intervening Variable On Members Of The East Java Regional Police Ditreskrim. *Maneggio*, 2(1), 124–135. <https://doi.org/10.62872/D6ddn722>
- Nasution, A. R., Suhairi, S., & Nurbaiti, N. (2024). The Influence Of Training And Career Development On Employee Retention Mediated By Job Satisfaction. *Mec-J (Management And Economics Journal)*, 8(2), 203–224. <https://doi.org/10.18860/Mec-J.V8i2.28494>
- Nawaz, M. S., & Pangil, F. (2016). *The Effect Of Fairness Of Performance Appraisal And Career Growth On Turnover Intention*.
- Nelson, A., & Apriyana, T. (2024). Faktor-Faktor Yang Mempengaruhi Retensi Karyawan Di Rumah Sakit Di Kota Batam. *Jurnal Ekuilnami*, 6(2), 386–397. <https://doi.org/10.36985/Mbtz4m32>

- Nelson, A., & Kurnaedi, J. (2023). *Pengaruh Training And Development, Servant Leadership, Dan Reward Terhadap Employee Retention Di Mediasi Oleh Employee Engagement Pada Restoran Di Kota Batam*. 11(1).
- Ningsih, A. K., Wahyudi, A., Yulianti, I. M., & Sugihono, A. Y. I. (2024). *Peran Manajemen Sumber Daya Manusia (Sdm) Dalam Peningkatan Kinerja Organisasi*. 1.
- Novitasari, D., & Rakhmawati, A. (2025). Pengaruh Training Dan Tallent Management Terhadap Kinerja Karyawan Dengan Retensi Karyawan Sebagai Variabel Intervening Pada Karyawan Gen Z Di Kabupaten Pasuruan. *Al-Kharaj: Jurnal Ekonomi, Keuangan & Bisnis Syariah*, 7(7). <https://doi.org/10.47467/Alkharaj.V7i7.8962>
- Nurmalitasari, S. (2021). *Pengaruh Pelatihan, Pengembangan Karier, Work Life Balance Terhadap Retensi Karyawan Dengan Kepuasan Kerja Sebagai Variabel Pemediasi*.
- Panggabean, L. (2023). *Pengaruh Pelatihan Dan Pengembangan Terhadap Retensi Karyawan Dan Kepuasan Kerja Dengan Keterikatan Karyawan Sebagai Variabel Mediasi (Studi Empiris Pada Generasi Y Dan Z Di Wilayah Jabodetabek)*. 8(2).
- Piay, A. V., Tumbel, T., & Walangitan, O. F. C. (2021). *Pengaruh Pelatihan Dan Pengembangan Terhadap Prestasi Kerja Karyawan Hotel Sutan Raja Amurang*. 2(6).
- Prajodi, G., & Amalya, W. R. (2024). *Pengembangan Karir Dan Kompensasi Terhadap Retensi Karyawan Pada Generasi Z Di Bandar Lampung*. 14(2).
- Pratiwi, P. K., & Naimah, R. J. (2023). Upaya Retensi Karyawan Mekanik Dan Operator Potensial Melalui Program Pelatihan Dan Pengembangan Karir Pada Pt. Gagah Putera Satria. *Jurnal Bisnis Dan Manajemen*.
- Pujiarti, P., Parameswari, R., & Janamarta, S. (2021). Performance Appraisal Standardization Of Educational Manpower And Education Management. *Primanomics: Jurnal Ekonomi & Bisnis*, 19(1), 118–125. <https://doi.org/10.31253/Pe.V19i1.510>
- Rahadi, D. R., & Farid, M. M. (2023). *Pelatihan & Pengembangan Karyawan*.

- Raharjo, I. B., Albashori, M. F., Widiyanti, A., Wahyudiyono, W., & Suliantoro, S. (2025). Strategi Retensi Karyawan Berbasis Employee Engagement. *Jurnal Lentera Bisnis*, 14(2), 2351–2363. <https://doi.org/10.34127/Jrlab.V14i2.1585>
- Ramadhan, D., & Ekhsan, M. (2024). Pengaruh Talent Management Terhadap Employee Retention Melalui Mediasi Employee Engagement Pada Perusahaan Manufaktur Di Kawasan Industri Jababeka Cikarang. *Jurnal Manajemen Bisnis Dan Kewirausahaan*, 8(4), 1005–1018. <https://doi.org/10.24912/Jmbk.V8i4.29580>
- Ramadhan, I. K. (2024). *The Influences Of Perceptions Of Employee Support And Engagement Towards Turnover Intentions*. 1(1).
- Rohmanulloh, A., Muhammad, F., & Sopiah, S. (2025). Hubungan Kepemimpinan Transformasional Dan Fleksibilitas Kerja Terhadap Retensi Karyawan. *Riggs: Journal Of Artificial Intelligence And Digital Business*, 4(2), 46–50. <https://doi.org/10.31004/Riggs.V4i2.448>
- Rukmana, I. J. (2024). Pengaruh Pelatihan Kerja Dan Motivasi Kerja Terhadap Produktivitas Kerja Karyawan Pt. Labquip Indoprima Tangerang. *Jurnal Arastirma*, 4(2), 553–566. <https://doi.org/10.32493/Jaras.V4i2.38832>
- Sabo, A., & Suleiman, W. (2022). *Examining The Effectiveness Of Performance Appraisal Systems On Employee Retention In Public Secondary Schools In Bauchi State – Nigeria*.
- Saedin, A., Noranee, S., Ahmad, N. N., Abas, M. K., Mohd, I. H., & Islam, T. (2024). The Impact Of Training And Development, Job Embeddedness And Flexible Working Arrangements On Talent Retention Among Young Generation In Pharmaceutical Companies In Malaysia. *Information Management And Business Review*, 16(1(I)S), 121–136. [https://doi.org/10.22610/Imbr.V16i1\(I\)S.3735](https://doi.org/10.22610/Imbr.V16i1(I)S.3735)
- Safitri, N. A., Ilmiawan, M. F., Islami, D., Khadavi, M., & Ansori, M. I. (2024). Pelatihan Dan Pengembangan Untuk Meningkatkan Keterampilan Karyawan Era Digital. *Jurnal Riset Dan Inovasi Manajemen*, 2(2), 95–110. <https://doi.org/10.59581/Jrim-Widyakarya.V2i2.3288>

- Safitri, R. E. (2023). Peran Performance Appraisal Terhadap Peningkatan Motivasi Kerja Karyawan Bank. *Biopsikososial: Jurnal Ilmiah Psikologi Fakultas Psikologi Universitas Mercubuana Jakarta*, 7(2), 68. <https://doi.org/10.22441/biopsikososial.v7i2.18893>
- Sapitri, M., Sedayu, A., Aqmala, D., & Ulfa, A. K. (2025). *Dampak Pelatihan Dan Pengembangan, Kepuasan Kerja, Kompensasi Terhadap Retensi Karyawan*.
- Sari, C. Y., & Satiti, E. N. (2020). *Pengaruh Performance Appraisal, Reward Dan Punishment Terhadap Kinerja Karyawan*. 15.
- Sari, S. R. S., Pratiwi, A. A. E., Kumara, I. D., Asda, S. R., & Gunawan, A. W. (2021). Pengaruh Training Satisfaction, Supervisor Support Terhadap Turnover Intention Yang Di Mediasi Oleh Work Engagement Di Dirjen Bina Pemdes Kemendagri. *Sains Manajemen*, 7(2), 109–128. <https://doi.org/10.30656/sm.v7i2.4023>
- Setyaningrum, R., Soelistya, D., Sembrianita, E., Noor, A., & Salamah, U. (2022). *Evaluasi Kinerja*. Nizamia Learning Center.
- Soelton, M., & Arnisa, A. (2022). *Employee Retention Strategy*. <https://doi.org/10.13140/rg.2.2.22347.26406>
- Subekti, A. (2021). The Influence Of Performance Appraisal System Towards Job Satisfaction, Motivation, As Well As Employee Performance. *International Journal*, 5(2).
- Sugiyono. (2017a). *Metode Penelitian Kuantitatif, Kualitatif, Dan R&D*. Alfabeta, Cv.
- Sugiyono. (2017b). *Metodologi Penelitian*.
- Sugiyono. (2020). *Metode Penelitian Kuantitatif Kualitatif Dan R&D* (Vol. 440). Cv Alfabeta.
- Supi, Noermijati, Wirawan Irawanto, D., & Puspaningrum, A. (2023). Talent Management Practices And Turnover Intention: The Role Of Perceived Distributive Justice And Perceived Organizational Support. *Cogent Business & Management*, 10(3), 2265089. <https://doi.org/10.1080/23311975.2023.2265089>

- Takaya, R., Arsil, & Ramli, A. H. (2020). Perceived Organizational Support And Turnover Intention. *Proceedings Of The International Conference On Management, Accounting, And Economy (Icmae 2020)*. International Conference On Management, Accounting, And Economy (Icmae 2020), Jakarta, Indonesia. <https://doi.org/10.2991/aebmr.k.200915.015>
- Tambunan, H. N., & Pandiangan, S. M. T. (2024). Pengaruh Kegunaan Manajemen Sumber Daya Manusia (Msdm) Dalam Meningkatkan Kinerja Organisasi. *Akademik: Jurnal Mahasiswa Humanis*, 4(2), 650–658. <https://doi.org/10.37481/jmh.v4i2.993>
- Thu, N. H. (2017). The Effects Of Performance Appraisal On Employee Retention: A Comparison Of Finnish And Vietnamese Enterprises. *Dalat University Journal Of Science*, 23–54. [https://doi.org/10.37569/dalatuniversity.7.1.148\(2017\)](https://doi.org/10.37569/dalatuniversity.7.1.148(2017))
- Urbani, W. P., Gunawan, A. W., & Mahardika, S. P. (2023). Pengaruh Training And Development Terhadap Employee Retention Yang Dimediasi Oleh Job Satisfaction Pada Karyawan Perbankan. *Jurnal Ekonomi Trisakti*, 3(2), 2185–2194. <https://doi.org/10.25105/jet.v3i2.16873>
- Vallennia, K., & Atikah, A. (2020). *Pengaruh Disiplin Kerja Terhadap Kinerja Karyawan*.
- Veronica, R., Hendri, M. I., & Daud, I. (2024). Pengaruh Work Engagement Dan Management Support Terhadap Job Satisfaction Dan Knowledge Sharing Pada Karyawan Bank Bri Kc Pontianak. *Equator Journal Of Management And Entrepreneurship (Ejme)*, 12(2), 169–189. <https://doi.org/10.26418/ejme.v12i2.77820>
- Veronika, M., Gustari, I., & Sihite, M. (2024). *Pengaruh Persepsi Dukungan Organisasi Dan Kepuasan Kerja Terhadap Kinerja Karyawan Melalui Keterikatan Karyawan Sebagai Variabel Intervening Pada Karyawan Pt X. 4.*
- Wedanti, N. W. P. O., & Gorda, E. S. (2018). *Retention Strategies Pt. Coca-Cola Distribution Indonesia-Balinusa Dalam Meningkatkan Employee Engagement (Studi Kasus: Level Manajer)*.

- Wijaya, G. V., & Iskandar, H. (2024). Pengaruh Program Pelatihan Terhadap Retensi Karyawan Di Hotel Alila. *Kaganga: Jurnal Pendidikan Sejarah Dan Riset Sosial Humaniora*, 7(2), 827–844. <https://doi.org/10.31539/Kaganga.V7i2.10886>
- Winarsih, W., Suroso, & Karnama, M. (2023). *The Effect Of Performance Appraisal And Work Motivation On Employee Performance Pt. Tri Jaya Teknik Karawang*.
- Wulandari, R. (2019). *Pengaruh Pelatihan Dan Pengembangan, Kompensasi, Dan Budaya Organisasi Terhadap Retensi Karyawan*. 10.
- Xuecheng, W., Iqbal, Q., & Saina, B. (2022). Factors Affecting Employee's Retention: Integration Of Situational Leadership With Social Exchange Theory. *Frontiers In Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.872105>
- Zayed, N. M., Edeh, F. O., Islam, K. M. A., Nitsenko, V., Dubovyk, T., & Doroshuk, H. (2022). An Investigation Into The Effect Of Knowledge Management On Employee Retention In The Telecom Sector. *Administrative Sciences*, 12(4), 138. <https://doi.org/10.3390/admsci12040138>