

THE INFLUENCE OF THE ABILITY TO MANAGE JOB STRESS, PERSON JOB FIT, AND WORK RELATIONS ON EMPLOYEE LOYALTY AND JOB SATISFACTION AS A MODERATION VARIABLE IN EMPLOYEES PT. SREEYA SEWU INDONESIA TBK SLAUGHTERHOUSE DIVISION

Junita Hutabarat¹

Universitas Pembangunan Nasional Veteran Jakarta, Jakarta, Indonesia
junitabarani@gmail.com

Faisal Marzuki²

Universitas Pembangunan Nasional Veteran Jakarta, Jakarta, Indonesia
fm_denai@yahoo.co.id

Mahendro Sumardjo³

Universitas Pembangunan Nasional Veteran Jakarta, Jakarta, Indonesia
msumardjo@yahoo.com

Iwan Kresna Setiadi⁴

Universitas Pembangunan Nasional Veteran Jakarta, Jakarta, Indonesia
iksetiadi@upnvj.ac.id



Abstract

This research is conducted to examine the effect of several key organizational factors on employee loyalty, specifically focusing on the ability to manage work stress, person-job fit, and the quality of work relationships. Additionally, this study investigates the role of job satisfaction as a moderating variable that may strengthen or weaken the relationship between these factors and employee loyalty. The study is centered on employees working at PT. Sreeya Sewu Indonesia Tbk, specifically within the Slaughterhouse Division. A quantitative research method is employed to ensure objectivity and statistical validity. The sample for this research consists of 100 employees, selected through a simple random sampling technique to represent the larger employee population fairly. Data collection was carried out through a structured questionnaire distributed digitally using Google Forms, allowing for efficient and widespread distribution. To analyze the data, this research utilizes the Partial Least Squares (PLS) method with the assistance of SmartPLS version 4 software. The use of PLS is appropriate for testing complex relationships between latent variables and for predictive modeling. Through this approach, the research aims to provide valuable insights into how stress management capabilities, job fit, and interpersonal dynamics contribute to fostering loyalty among employees, moderated by the level of job satisfaction.

Keywords: The Ability to Manage Work Stress, Person Job Fit, Work Relationships, Employee Loyalty

INTRODUCTION

Loyalty is an essential characteristic that every employee should possess. This loyalty significantly impacts the company's production activities. It also has positive effects on the organization, including reduced employee turnover, increased productivity, improved work quality, and a strong reputation for PT. Sreeya Sewu Indonesia Tbk in the minds of consumers and the general public. Loyalty is a form of an employee's commitment to the organization or institution where they work (Iskandar & Yuhansyah, 2018).

In this study, the researcher conducted preliminary interviews with three employees from the HR, Finance & Accounting, and Quality Control departments. The results of the interviews revealed that employees often feel burdened with heavy responsibilities and find it difficult to earn promotions due to a reward system that has become increasingly centralized at the corporate level.

Employee 1 stated:

"There's so much work that it consumes most of my time, leaving little for anything else."
"Sometimes I think it would be better for my health to switch jobs. Also, it's hard to get promoted."

Employee 2 shared:

"I often feel anxious when targets are not met and frequently feel exhausted from completing tasks."

Employee 3 mentioned:

"There is more work than I can properly handle, and promotions are hard to come by."

In addition, the current workforce is predominantly composed of Generations Y and Z. Issues are more prevalent among Gen Z, most of whom are fresh graduates. Their dynamic nature, tendency to frequently change jobs, and desire for challenging work combined with fewer responsibilities or obligations make them more likely to view the company as a stepping stone to gain experience after graduation. Eventually, they seek better and more promising opportunities elsewhere.

During the initial site visit, the researcher also obtained data on the number of **Headcount in the Slaughterhouse Division at PT. Sreeya Sewu Indonesia Tbk from 2019 to 2022**, as shown in the following table:

Table 1.
Headcount of PT. Sreeya Sewu Indonesia Tbk, Slaughterhouse Division

No.	Year	Number of Employees
1	2019	921
2	2020	864
3	2021	802
4	2022	914

Source: Processed Data (2023)

Based on the results of interviews conducted, it can be inferred that employees who demonstrate high levels of loyalty are generally those who possess strong capabilities in managing work-related stress, particularly in the face of daily workload pressures. These individuals are able to maintain their commitment and dedication to the company despite

experiencing job overload, highlighting the crucial role of stress management skills in sustaining employee loyalty.

This study seeks to explore several core research questions:

1. Does the ability to manage work stress influence employee loyalty at PT. Sreeya Sewu Indonesia Tbk, Slaughterhouse Division?
2. Does person-job fit have an impact on employee loyalty within the same division?
3. Do work relationships contribute to employee loyalty at PT. Sreeya Sewu Indonesia Tbk?
4. Does job satisfaction moderate the relationship between stress management ability and employee loyalty?
5. Is the effect of person-job fit on employee loyalty influenced by job satisfaction as a moderating variable?
6. Does job satisfaction also moderate the impact of work relationships on employee loyalty?

The objectives of this research are to examine and understand the extent to which each of these variables, stress management ability, person-job fit, and work relationships, affect employee loyalty, both independently and through the moderating role of job satisfaction, specifically among employees of PT. Sreeya Sewu Indonesia Tbk, Slaughterhouse Division.

REVIEW OF LITERATURE

This study focuses on the influence of work stress management ability, person-job fit, and work relationships on employee loyalty, with job satisfaction serving as a moderating variable. Several prior studies have examined the relationship between stress management and employee outcomes. Effective stress management is known to enhance job performance and reduce turnover intentions, thereby fostering stronger employee loyalty. Person-job fit refers to the compatibility between an individual's abilities and the demands of the job. When employees perceive a good fit with their roles, they tend to show higher levels of engagement, satisfaction, and commitment to the organization. Numerous studies have confirmed that a high degree of person-job fit positively correlates with employee retention and loyalty.

Work relationships also play a crucial role in shaping employee attitudes and behaviors. Supportive and respectful interactions among colleagues and with supervisors can create a positive work environment, which in turn enhances employee morale and loyalty. Job satisfaction, meanwhile, is widely recognized as a key moderating factor in organizational behavior research. It can strengthen or weaken the effects of stress, fit, and relationships on loyalty, making it a vital element in understanding employee retention strategies. Together, these concepts provide a comprehensive framework for analyzing employee loyalty in the context of PT. Sreeya Sewu Indonesia Tbk, Slaughterhouse Division.

RESEARCH METHOD

Based on the previously stated background, the author will conduct an analysis of the influence between the independent variables, moderating variable, and dependent variable, namely: the independent variables are the Ability to Manage Work Stress (X1), Person-Job Fit (X2), and Work Relationships (X3); Employee Loyalty (Y) serves as the dependent variable, and Job Satisfaction (Z) functions as the moderating variable.

Table 2.
Table of Variable Operational Definitions

Variable Type	Variable Name	Code
Independent Variable	Ability to Manage Work Stress	X1
Independent Variable	Person-Job Fit	X2
Independent Variable	Work Relationships	X3
Dependent Variable	Employee Loyalty	Y
Moderating Variable	Job Satisfaction	Z

This research uses a quantitative approach to examine the influence of variables, with primary data obtained from respondents using Google Forms in the form of structured statements. The author explains the operational definitions for each variable as follows:

1. Loyalty (Variable Y) consists of measurement scale scores based on respondents' answers through variables with dimensions relevant to various thoughts about staying with the company and the desire to improve performance within the company.
2. Ability to Manage Work Stress (Variable X1) refers to the assessment scores from measurement scales based on indicator responses, including task demands, role demands, interpersonal demands, organizational structure, and leadership.
3. Person-Job Fit (Variable X2) refers to assessment scores obtained from respondents' answers via research instruments that measure the compatibility between the position and individual abilities.
4. Work Relationships (Variable X3) refers to assessment scores from measurement scales based on respondents' answers through variables with dimensions related to work relationships within the company.
5. Job Satisfaction (Variable Z) refers to assessment scores from measurement scales based on respondents' answers through variables with dimensions relevant to work relationships, job challenges, and job security (Robbins, 2008).

A measurement scale is a tool used to evaluate and assign meaning to variables in quantitative research. This measurement scale functions to assign numerical values to research variables (Sekaran and Bougie, 2016). The scale used in this research is the Likert scale. This scale is used to measure respondents' attitudes and opinions in a systematic and structured way. With a simple response format, this scale enables researchers to gain valuable insights into individuals' perceptions of certain issues.

The Likert scale values used in this study are:

Table 3.
Likert Scale

Statement	Meaning	Rating
STS	Strongly Disagree	1
TS	Disagree	2
N	Neutral	3
S	Agree	4
SS	Strongly Agree	5

Source: Processed Data, 2024

According to Sugiyono (2016), population is the totality of subjects to be studied. In this context, the population includes all individuals or units relevant to the research being conducted. Therefore, population is not just a number or the quantity of individuals, but the entire group that becomes the object of analysis. The population must have specific characteristics, meaning that only those who meet certain criteria are included in the population.

According to Sugiyono (2016), a sample is a portion of the population selected to represent the entire population in the study. Proper sampling aims to ensure that the sample can provide an accurate representation of the population. From the population of PT. Sreeya Sewu Indonesia Tbk Slaughterhouse Division, a sample was taken for this research consisting of individuals aged between 25 and 55 years, using the Slovin formula:

$$n = \frac{N}{1 + N(e^2)}$$

Where:

n = required sample size

N = total population

e = margin of error (error in estimation), usually expressed as a decimal

Based on the formula above, with a total population of 1,000 people and a margin of error of 10%, the required sample size is approximately 91 people (rounded to 100 people).

Calculation:

$$n = \frac{1,000}{1 + 1,000(0.1^2)}$$

$$n = 91 \text{ (rounded to 100)}$$

Based on the literature search conducted by the author related to previous research topics that can be used as references, as supporting frameworks, and as a basis for comparison in this study, the following are presented:

1. Fitriani et al. (2024) with the title *The Influence of Job Strain, Job Satisfaction, and Work Stress on Employee Performance at PT Asuransi Prudential Kota Gajah*. This study identifies the effect of job satisfaction, job strain, and work stress on employee performance at PT Asuransi Prudential Kota Gajah using a sample of 100 respondents. The results indicate that job strain, job satisfaction, and work stress significantly affect employee performance at PT Asuransi Prudential Kota Gajah.
2. I Kadek Dean Widyana and I Wayan Bagia (2022) titled *The Influence of Person-Job Fit and Job Satisfaction on Employee Performance*. This study aims to obtain tested results regarding the influence of person-job fit and job satisfaction variables on employee performance at PT BPR Indra Candra. The population at PT BPR Indra Candra consists of 200 people, with a sample size of 133 respondents. The study shows that person-job fit and job satisfaction have a positive effect on employee performance.
3. Mohammad Fa'iqur Rifqi and Lilis Sugi Rahayu Ningsih (2022) titled *The Influence of Person-Organization Fit and Person-Job Fit on Employee Performance at Kopontren MBS Water Suci Manyar Gresik*. This study aims to examine the influence of person-organization fit and person-job fit on employee performance at Kopontren MBS Water Suci Gresik. Simple random sampling was used with a sample of 40 respondents. The results show that both person-organization fit and person-job fit significantly affect employee performance at Kopontren MBS Water Suci Manyar Gresik.
4. Ni Wayan Merry Nirmala Yani and Made Ratih Nurmalasari (2023) titled *The Influence of Person-Job Fit on Organizational Commitment Mediated by Job Satisfaction*. This

research aims to analyze the effect of person-job fit on organizational commitment mediated by job satisfaction. The sample consists of 411 contract employees (non-civil servants) at the Village Government Organization (OPD) in Denpasar City. The results indicate a positive relationship between person-job fit and job satisfaction, impacting OPD employee performance in Denpasar City.

5. Davala Ilhan Setya Viryananta and Tjahjani Prawitowati (2024) titled *The Influence of Person-Job Fit on Performance Mediated by Organizational Commitment and Organizational Citizenship Behavior*. This study investigates the effect of person-job fit, organizational commitment, and organizational citizenship behavior on employee performance at companies in East Java. The sample consisted of 127 respondents meeting sample criteria. The results show that person-job fit significantly affects performance mediated by organizational commitment and organizational citizenship behavior.
6. Metik Asmike and Bagus Setiono (2020) titled *The Influence of Person-Job Fit and Work Stress on Job Satisfaction of Outsourced Employees at Bank BCA KCU Madiun*. This study aims to examine the influence of person-job fit and work stress on job satisfaction of outsourced employees at Bank BCA KCU Madiun. The sample included 50 outsourced employees. The findings reveal a significant positive effect of person-job fit on job satisfaction, and a significant negative effect of work stress on job satisfaction among outsourced employees.
7. Diah Ayu Pawestri and Yustina Erti Pravitasmara Dewi (2023) titled *The Influence of Person-Organization Fit and Job Satisfaction on Turnover Intention with Organizational Culture as a Mediating Variable*. This study aims to determine the influence of person-organization fit and job satisfaction on turnover intention with organizational culture as a mediating variable. The sample consists of 96 respondents. The study finds significant partial relationships between person-organization fit, job satisfaction, organizational culture, and turnover intention.
8. Yong Lu et al. (2017) titled *The Relationship Between Job Satisfaction, Work Stress, Work-Family Conflict, and Turnover Intention Among Physicians in Guangdong, China: A Cross-Sectional Study*. This research examines the relationship between job satisfaction, work stress, and work-family conflict with turnover intention among medical workers in Guangdong, China. The sample size was 3,963 medical workers. The results indicate that job satisfaction negatively correlates with turnover intention, while work stress and family conflict positively relate to turnover intention.
9. Hassan Farooq et al. (2022) titled *Identification and Analysis of Factors Influencing Turnover Intention of Pakistan IT Professionals: An Empirical Study*. This study aims to empirically identify factors influencing turnover intention in the software and IT industry in Pakistan. The sample includes 490 respondents. The study concludes that recruitment and selection processes, team and management support, performance and career management, salary and compensation, employee commitment, job security, recognition, organizational demographics, and personal factors influence IT professionals' turnover intention.
10. Sulaiman Dawood et al. (2019) titled *Nursing Work Environment, Turnover Intention, Job Burnout, and Quality of Care: The Moderating Role of Job Satisfaction*. This research evaluates the effects of turnover intention, job burnout, and quality of care on

service quality with job satisfaction as a moderating variable in Oman. The sample included 207 respondents. The study finds significant relationships among nursing work environment, turnover intention, and service quality in hospitals in Oman.

11. Mohammed Alblihed and Haitham Ali Alzghaibi (2022) titled *The Impact of Job Stress, Role Ambiguity and Work–Life Imbalance on Turnover Intention during COVID-19: A Case Study of Frontline Health Workers in Saudi Arabia*. This study assesses the impact of job stress, role ambiguity, and work-life imbalance on turnover intention among frontline health workers in Saudi Arabia. The sample included 397 respondents. The results show that job stress, role ambiguity, and work-life imbalance significantly affect turnover intention among frontline health workers.
12. Haipeng Wang et al. (2020) titled *Job Satisfaction, Burnout, and Turnover Intention Among Primary Care Providers in Rural China: Results from Structural Equation Modeling*. This study evaluates the relationship between job satisfaction, burnout, and turnover intention among primary care providers in rural China. The sample size was 1,148 respondents. The findings indicate that low job satisfaction and high burnout significantly affect turnover rates. Job satisfaction has a direct negative effect on burnout and turnover intention among primary care providers in rural China.

This study uses quantitative data, which are measurable numerical values commonly used for statistical analysis. Quantitative data allow researchers to explore relationships between variables, test hypotheses, and make broader generalizations about the studied phenomena. According to Rinaldi & Mujianto (2017), quantitative data consist of numbers processed using mathematical or statistical techniques. Bryman (2012) also agrees that quantitative data involve numerical values suitable for statistical analysis, often employed to test theories and understand cause-and-effect relationships between variables.

Quantitative data describe the amount of a phenomenon, usually collected through surveys or measurements, providing numerical information that can be statistically interpreted (Kumar, 2014). Such data are powerful tools in research as they offer measurable and calculable information, enabling deeper understanding and evidence-based decisions for more objective analysis. The study uses both primary and secondary data sources. Primary data are collected directly from the source using methods like interviews, surveys, observations, or experiments and are considered more accurate and relevant for specific research purposes (Kumar, 2014; Creswell, 2014). Data collection is crucial in quantitative research, affecting the validity and reliability of results.

In this study, data were collected via Google Form questionnaires distributed to 100 respondents from PT. Sreeya Sewu Indonesia Tbk Divisi Slaughterhouse. Initial interviews were conducted with the company's manager to identify research problems. Questionnaires used Likert scales to measure respondents' attitudes and perceptions (Sugiyono, 2019). Data analysis began with reviewing all collected data from various sources, followed by data reduction to summarize the main points (Wekke, 2019c). Inferential statistical analysis is a crucial tool in quantitative research, allowing researchers to draw valid conclusions about a larger population based on sample data (Field, 2013). It enables estimation of population parameters and hypothesis testing when studying entire populations is impractical, using representative samples to ensure reliable generalizations. Partial Least Squares (PLS) (Setiaman, 2021) is an alternative method for modeling relationships between variables,

especially useful with complex variables, non-normal data distributions, and small sample sizes (less than 100). PLS is a multivariate regression technique that does not assume normality like Ordinary Least Squares (OLS) and is used for prediction and analyzing variable relationships.

RESULTS AND DISCUSSION

PT. Sreeya Sewu Indonesia Tbk is a poultry farming and food processing company focused mainly on chicken. Their business includes producing various types of animal feed and processed chicken products. Founded in 1985 and listed on the Indonesia Stock Exchange since 1996, the company aims to be an integrated poultry business providing quality products and contributing to society, while fostering employee development.

Research using SmartPLS 4.0 showed that employees' ability to manage work stress does not significantly affect loyalty, with statistical tests confirming no significant relationship. However, employees' loyalty is positively influenced by Person-Job Fit, meaning the alignment between employees' skills and job requirements boosts loyalty significantly. Work relationships, on the other hand, do not significantly impact loyalty. Support from supervisors, especially when employees struggle with tasks, is important to enhance loyalty. While employees generally have positive perceptions of company support in managing stress, stress management alone does not predict loyalty. The study suggests other factors beyond stress management, work relationships, and job fit may play stronger roles in determining employee loyalty.

Moreover, job satisfaction does not moderate the relationships between stress management, Person-Job Fit, or work relationships with employee loyalty. Despite some positive perceptions about communication and support, job satisfaction showed no significant influence in strengthening these relationships. Overall, the findings highlight the importance of aligning employee competencies with job demands and providing supervisory support to foster loyalty, while stress management and work relationships require further study for their roles in employee loyalty at PT. Sreeya Sewu Indonesia Tbk.

CONCLUSION

The study tested hypotheses regarding the influence of work stress management ability, person-job fit, and work relationships on employee loyalty, with job satisfaction as a moderating variable at PT. Sreeya Sewu Indonesia, Tbk, Slaughterhouse Division. This research involved three independent variables: work stress management ability, person-job fit, and work relationships. There was one dependent variable, loyalty, and one moderating variable, job satisfaction. The analysis of the five variables showed that only person-job fit had a positive effect on employee loyalty but did not affect employee job satisfaction. The variable of work stress management ability did not influence either employee loyalty or job satisfaction. These findings indicate the complexity of improving employee loyalty and job satisfaction at PT. Sreeya Sewu Indonesia, Tbk, Slaughterhouse Division.

Person job fit was found to enhance employee loyalty at PT. Sreeya Sewu Indonesia, Tbk, Slaughterhouse Division but did not improve job satisfaction. This result shows a positive correlation between job characteristics and employees' abilities, skills, and personal preferences, meaning employees feel that jobs matching their abilities and interests affect

their loyalty to the company. Additionally, the findings highlight the importance of proper recruitment, selection, and placement processes. The company needs to ensure a good fit between job requirements and candidate or employee profiles to increase the potential for long-term loyalty. The findings also show the complexity of improving employee job satisfaction. Work relationships were unable to increase loyalty or job satisfaction among employees at PT. Sreeya Sewu Indonesia, Tbk, Slaughterhouse Division. Although good work relationships are considered important, they do not directly affect the level of employee loyalty and job satisfaction within the context of this study. This result reflects the complexity of enhancing employee loyalty and job satisfaction. There may be other variables that could improve loyalty and job satisfaction at PT. Sreeya Sewu Indonesia, Tbk, Slaughterhouse Division.

REFERENCES

- Agung, W., N. C. Handayani., dan W. Paramita. 2013. Pengaruh Kepuasan Kerja dan Stres Kerja Terhadap Turnover Intention Karyawan PT. Unitex Bogor. *Jurnal Riset Manajemen Sains Indonesia (JRMSI)*, 4(1), 97-115.
- Agung, AWS., Waspo, Nurul., Chotimah, Handayani., dan Widya, Paramita. 2013. Pengaruh Kepuasan Kerja dan Stres Kerja Terhadap Turnover Intention pada Karyawan PT. Unitex Bogor. *Jurnal Riset Manajemen Sains Indonesia (JRMSI)*, 4(1):97-115
- Ahmad, B., M. Shahid., H. Zill., and H. Sajjad. 2012. Turnover Intention: An HRM Issue In Textile Sector. *Interdisciplinary Journal Of Contemporary Research In Business*, 3(12), 125-130.
- Alblihed, Mohammed dan Haitham Ali Alzghaibi. 2022. "The Impact of Job Stress, Role Ambiguity and Work–Life Imbalance on Turnover Intention during COVID-19: A Case Study of Frontline Health Workers in Saudi Arabia". *International Journal of Environmental Research and Public Health*.
- Andini, Rita. 2006. Analisis Pengaruh Kepuasan Gaji, Kepuasan Kerja, Komitmen organisasional terhadap Turnover. (Studi Kasus Pada Rumah Sakit Roemani Muhammadiyah Semarang). Tesis. Program Studi Magister Manajemen Universitas Diponegoro
- Anggraini, M. I. 2013. Pengaruh Kepuasan Kerja, Komitmen Organisasional dan Stres Kerja Terhadap Keinginan Untuk Keluar. Universitas Atmajaya. Tesis. Yogyakarta.
- Andini, Rita. 2006. Analisis Pengaruh Kepuasan Gaji, Kepuasan Kerja, Komitmen organisasional terhadap Turnover. (Studi Kasus Pada Rumah Sakit Roemani Muhammadiyah Semarang). Tesis. Program Studi Magister Manajemen Universitas Diponegoro.
- Asmike, Metik dan Bagus Setiono. 2020. Pengaruh Person Job Fit dan Stres Kerja terhadap Kepuasan Kerja Karyawan (Studi pada Karyawan Outsource BANK BCA KCU Madiun). *CAPITAL, Jurnal Ekonomi dan Manajemen*.
- Aryansah, Imam dan Erika Setyanti Kusumaputri. 2013. Iklim Organisasi dan Kualitas Kehidupan Karyawan. *Humanitas. Jurnal Universitas Islam Negeri Sunan Kalijaga Yogyakarta*, 10 (1):76-83.

- Dawood, Sulaiman et al. 2019. "Nursing work Environment, Turnover intention, Job Burnout and Quality of Care: The Moderating Role of Job Satisfaction". *Journal of Nursing Scholarship*, 2019:1-10.
- Dessler, G. (2013). *Human Resource Management*. Page numbers. 188 – 192.
- Farooq, Hassan et al. 2022. "Identification and Analysis of Factors Influencing Turnover Intention of Pakistan IT Professionals: An Empirical Study". *IEEE Access*.
- Fitriani et al. 2024. Pengaruh Ketegangan Kerja, Kepuasan Kerja, dan Stres Kerja terhadap Kinerja Karyawan PT Asuransi Prudential Kota Gajah. *Jurnal Manajemen Diversifikasi*, Vol. 4. No. 1 (2024).
- Griffin, R. W., & Moorhead, G. (2016). *Organizational Behavior*. Page numbers. 90 – 95.
- Indrasari, Meithiana. 2017. *Kepuasan Kerja dan Kinerja Karyawan*. Indomedia Pustaka.
- Indriyani, Ratih dan Monica Bellinda. 2021 "Peranan Person Organization Fit Dan Person Job Fit Dalam Meningkatkan Job Satisfaction Dengan Work Engagement Sebagai Mediasi", *Jurnal Telaah Manajemen, Akuntansi dan Bisnis*. Vol. 26 No. 1. 2776-2167.
- Ivancevich, J. M., & Konopaske, R. (2013). *Organizational Behavior and Management*. Page numbers. 25 - 35.
- Lu, Yong et al. 2017. "The relationship between job satisfaction, work stress, work–family conflict, and turnover intention among physicians in Guangdong, China: a cross-sectional study". *BMJ Open*.
- Mello, J. A. (2002). *Strategic Human Resource Management*. p. 247.
- Pawestri, Diah Ayu dan Yustina Erti Pravistamara Dewi. 2023. Pengaruh Person Organization Fit dan Kepuasan Kerja terhadap Turnover Intention dengan Budaya Organisasi sebagai Variabel Mediasi. *Jurnal Samudra Ekonomi dan Bisnis*, Volume 14, Nomor 1, Januari 2023.
- Quereshi, M.I., Jamil, R. A., Iftikhar, M., Arif, S., Lodhi, S., Naseem, I., Zaman, K., et.al (2013). Job stress, Workload, Environment and Emoloyees Turnover Intentions: Destiny or Choice. *Jurnal of Management Info*, 65(8).
- Quereshi, M. I., Iftikhar, M., Abbas, S.G., Khan, K., Zaman, K. (2013). Relationship Between Job Stress, Workload, Environment and Employees Turnover Intentions: WhatWe Know, What Should We Know. *Jurnal of Management Info*, 23(6).
- Ridlo, Ilham Akhsanu. 2012. *Turnover Karyawan "Kajian Literatur"*. Surabaya: Public Health Movement Publication.
- Rifqi, Mohammad Fa'iqur dan Lilis Sugi Rahayu Ningsih. 2022. Pengaruh Person Organization Fit dan Person Job Fit Terhadap Kinerja Karyawan Pada Kopontren MBS Water Suci Manyar Gresik. *BIMA: Journal of Business and Innovation Management* Volume 4 Nomor 2, Februari 2022 Halaman 209-222.
- Robbins, S. P., Judge, T. A. (2008). *Perilaku Organisasi*. Edisi 12 buku 1. Jakarta: Salemba Empat.
- Robinson, S. P., & Judge, T. A. (2013). *Organizational Behavior*. Page numbers. 49-55.
- Rumada, G., & Utama, I. W. M. (2013). Pengaruh Kompensasi, Kepemimpinan, dan Lingkungan Kerja Fisik Terhadap Kepuasan Kerja Karyawan Hotel Taman Harum UbudGianyar. *E-Jurnal Manajemen Unud*, 2(1), 106–120.

- Saeka, I. P. A. P. (2016). Pengaruh Kepuasan Kerja, Komitmen Organisasional dan Stres Kerja Terhadap Turnover Intention Karyawan Pt. Indonusa Algaemas Prima Bali. Fakultas Ekonomi dan Bisnis Universitas Udayana.
- Salleh, A. L., Bakar, R. A., Keong, W. K. (2008). How Detrimental is Job Stress? : A Case Study Of Executives in the Malaysian Furniture Industry. *International Review of Business Research Papers*, 4(5).
- Sartika, Dewi. 2023. Stres Kerja. Widhina Bhakti Persada Bandung.
- Sedarmayanti. (2007). Manajemen Sumber Daya Manusia. Edisi 1. Bandung: RefikaAditama.
- Sedarmayanti.(2011). Tata Kerja dan Produktivitas Kerja: Suatu Tinjauan Dari Aspek Ergonomi Atau Kaitan Antara Manusia Dengan Lingkungan Kerjanya. Cetakan Ketiga.Bandung: Mandar Maju.
- Sekaran, U. (2006). Metodologi Penelitian Untuk Bisnis. Edisi 4. Jakarta: Salemba Empat.
- Soleman, A. (2011). Analisis Beban Kerja Ditinjau Dari Faktor Usia Dengan Pendekatan Recommended Weiht Limit. *ARIKA*, 5(2).
- Viryananta, Davala Ilhan Setya dan Tjahyani Prawitowati. 2024. Pengaruh Person Job Fit terhadap Kinerja dengan Mediasi Komitmen Organisasi dan Perilaku Kewargaan Organisasi pada Karyawan. *Jurnal Distribusi*. Vol. 12, No. 1, Maret 2024.
- Wang, Haipeng et al. 2020. "Job satisfaction, burnout, and turnover intention among primary care providers in rural China: results from structural equation modeling". *BMC Family Practice*.
- Widjaja, D. C. (2012). Analisis Persepi Employee Empowerment Terhadap Employee Turnover Intention Di Hotel X, Kupang, Nusa Tenggara. *Jurnal Management Perhotelan*,4(2).
- Widyana, I Kadek Dean dan I Wayan Bagia. 2022. Pengaruh Person Job Fit dan Kepuasan Kerja terhadap Kinerja Karyawan. *Jurnal Manajemen Perhotelan dan Pariwisata*, Volume 5, Issue 2, 2022.
- Yani, Ni Wayan Merry Nirmala dan Made ratih Nurmallasari. 2023. Pengaruh Person Job Fit terhadap Komitmen Organisasional yang dimediasi oleh Kepuasan Kerja. *Jurnal Ekonomi, Manajemen dan Akuntansi*, Volume 25 Issue 2, Pages 358 – 371.
- Youcef, S., S. S. Ahmed, B. Ahmed. 2016. The Impact of Job Satisfaction by the Existence of Organizational Commitment, and of Organizational Commitment, and Intento Stay as Intermediates Variables Using approach PLS In Sample Worker Departmentof Transport Saida, 6(6), 198-202.
- Young, K. K., dan H. J. Kwon. 2016. The Influence of Job Stress and Job Satisfaction on Turnover Intention for Male Dental Hygienists. *Journal of Dental Hygiene Science*, 16(2), 142-149.