

DAFTAR PUSTAKA

- Almatina, T. B., & Irbayuni, S. (2023). Analisis Kompensasi dan Penempatan Kerja terhadap Turnover Intention Karyawan PT Nusantara Medika Utama Mojokerto. *Ekonomis: Journal of Economics and Business*, 7(2), 1233–1237. <https://doi.org/10.33087/ekonomis.v7i2.1106>
- Amelia, A., Manurung, K. A., & Purnomo, D. B. (2022). Peranan Manajemen Sumberdaya Manusia Dalam Organisasi. *Mimbar Kampus: Jurnal Pendidikan dan Agama Islam*, 21(2), 128–138. <https://doi.org/10.47467/mk.v21i2.935>
- Amelyawati, F., Herachwati, N., & Nadia, F. N. D. (2023). Meningkatkan Daya Saing Melalui Manageman Sumber Daya Manusia (MSDM) Sebagai Strategi Peningkatan Kinerja. *Briliant: Jurnal Riset dan Konseptual*, 8(1), 22. <https://doi.org/10.28926/briliant.v8i1.1147>
- Anees, R. T., Heidler, P., Cavaliere, L. P. L., & Nordin, N. A. (2021). Brain Drain in Higher Education. The Impact of Job Stress and Workload on Turnover Intention and the Mediating Role of Job Satisfaction at Universities. *European Journal of Business and Management Research*, 6(3), 1–8. <https://doi.org/10.24018/ejbmr.2021.6.3.849>
- Ardina Anjani, R. Deni Muhammad Danial, & Faizal Mulia Z. (2024). Pengaruh Beban Kerja dan Stress Kerja Terhadap Turnover Intention. *Al-Kharaj: Jurnal Ekonomi, Keuangan & Bisnis Syariah*, 6(11), 7914–7923. <https://doi.org/10.47467/alkharaj.v6i11.4018>
- Arnas, Y., Wibowo, S. N., & Maemunah, S. (2023). Effect of Workload and Job Stress on Employee Performance. *Ekuitas: Jurnal Pendidikan Ekonomi*, 11(1), 48–56. <https://doi.org/10.23887/ekuitas.v11i1.56585>
- Aulia, V. (2022). Pengaruh Disiplin Kerja Dan Motivasi Terhadap Kinerja Karyawan PT. Jamkrida Jatim. <https://repository.upnjatim.ac.id/11015/>
- Ayunah, S., & Solihin, A. (2023). Pengaruh Beban Kerja Dan Kompensasi Terhadap Turnover Intention Karyawan Dengan Stress Kerja Sebagai Variabel Intervening. *Jurnal Ekonomi, Manajemen, Bisnis Dan Sosial (EMBISS)*, 3(4), 466–475. <https://embiss.com/index.php/embiss/article/view/254DOI:https://doi.org/10.59889/embiss.v3i4.254>
- Basar, M. S., & Supiyadi, D. (2024). The Influence of Workload, Work Stress and Motivation on Turnover Intention. *ePaper Bisnis : International Journal of Entrepreneurship and Management*, 1(2), 36–51. <https://doi.org/10.61132/epaperbisnis.v1i2.31>
- Bratton, J., Gold, J., Bratton, A., & Steele, L. (2022). *Human Resource Management* (7 ed.). Bloomsbury Publishing.

<https://books.google.co.id/books?id=GphcEAAAQBAJ&lpg=PP1&hl=id&pg=PP1#v=onepage&q&f=false>

- Budiarti, R. W., & Prayetno, S. (2024). Pengaruh Beban Kerja dan Stres Kerja terhadap Turnover Intention di Instansi Badan Penyelenggara Jaminan Produk Halal Kota Jakarta Timur. *Jurnal Mutiara Ilmu Akuntansi*, 2(4), 310–328. <https://doi.org/10.55606/jumia.v2i4.3349>
- Constantio S., F., & Bangun, W. (2025). Workload, Job Stress, and Employee Turnover Intention. *Journal of Management and Digital Business*, 5(2), 435–448. <https://doi.org/10.53088/jmdb.v5i2.1554>
- Dewi AM, A. W., Widiastini, N. M. A., & Heryanda, K. K. (2025). The effect of workload, work environment, and job satisfaction on employees' turnover intention at PT Varash Saddam Nusantara. *International journal of business, economics and management*, 8(3), 133–141. <https://doi.org/10.21744/ijbem.v8n3.2413>
- Dewi, N. C., & Herianti, S. S. (2023). Pengaruh Kompensasi , Lingkungan Kerja Dan Pengembangan Karir Terhadap Turnover Intention Karyawan Departemen Produksi PT . XYZ Cikarang. *Jurnal Ilmiah Manajemen Dan Bisnis*, 6(2), 686–696.
- Dr. Nisar Muhammad, Dr. Anjum Ihsan, & Dr. Kauser Hayat. (2021). Effect of Workload and Job Stress on Employee Turnover Intention: A Case Study of Higher Education Sector of Khyber Pakhtunkhwa. *Journal of Business & Tourism*, 7(1), 51–64. <https://doi.org/10.34260/jbt.v7i1.223>
- Firdaus, R. C., & Ariawan, J. (2020). Pengaruh Beban Kerja dan Stres Kerja Terhadap Kinerja Karyawan Pada PT Mitra Inti Tekindo. *Jurnal Manajemen dan Keuangan*, 1(1), 305–319.
- Hakro, T. H., Jhatial, A. A., & Chandio, J. A. (2022). Exploring the Influence of Work Overload and Job Stress on Employees Turnover Intentions. *Gomal University Journal of Research*, 38(02), 193–204. <https://doi.org/10.51380/gujr-38-02-06>
- Hanifah, H. N., & Halomoan, Y. K. (2024). Pengaruh Beban Kerja dan Stres Kerja terhadap Turnover Intention Karyawan pada PT Grahaindo Kreasi Abadi (Country Wood) Tangerang Selatan. *Amanah : Jurnal Ilmiah Ilmu Manajemen*, 2(2), 177–185. <https://doi.org/10.70451/amanah.v2i2.163>
- Hardityo, & Winarsih, T. (2025). How Workload and Work Stress Influence Employee Turnover Intention in Healthcare Settings. *Marginal Journal of Management Accounting General Finance and International Economic Issues*, 4(3), 793–805. <https://doi.org/10.55047/marginal.v4i3.1764>
- Hasyim, R. (2025). Jurnal Inovasi Global Pengaruh Beban Kerja , Stress Kerja , dan Lingkungan Kerja Internet. *Jurnal Inovasi Global*, 3(7), 1087–1098.
- Hilda, F. (2025). Pengaruh Beban Kerja Guru Terhadap Kinerja Guru Di Sekolah

Menengah Pertama Negeri Se- Kecamatan Kembangan Kota Jakarta Barat.

- Hisbih, T. A., Karmela Fitriani, L., & Supriatna, O. (2023). Pengaruh Beban Kerja, Stres Kerja Terhadap Turnover Intention Karyawan Dengan Workplace Wellbeing Sebagai Variabel Mediasi. *Entrepreneur: Jurnal Bisnis Manajemen dan Kewirausahaan*, 4(03), 109–125. <https://doi.org/10.31949/entrepreneur.v4i03.5701>
- Husni, & Safaria, S. (2024). The Effect of Workload and Organizational Climate on Turnover Intentions with Job Stress as an Intervening Variable in Generation Z Employees of PT. MMI Ambon Regional. *Formosa Journal of Sustainable Research*, 3(10), 2125–2142. <https://doi.org/10.55927/fjsr.v3i10.11894>
- Iskandar, Y. caroline, & Rahadi, D. R. (2021). Strategi Organisasi Penanganan Turnover Melalui Pemberdayaan Karyawan. *Solusi : Jurnal Ilmiah Bidang Ilmu Ekonomi*, 19(1), 102–116. <https://doi.org/10.26623/slsi.v19i1.3003>
- Jannavi, A. N., & Utami, K. S. (2024). Pengaruh Kepuasan Kerja dan Stres Kerja Terhadap Turnover Intention Pada Karyawan di Perusahaan Konstruksi Bangunan. *Lokawati: Jurnal Penelitian Manajemen dan Inovasi Riset*, 2(4), 58–62.
- Khoir, O. D., Dwiyaniti, E., Mandagi, A. M., & Alfayad, A. (2024). Literature Review: The Impact Of Work Stress, Workload, And Work Environment On Employee's
- Luthfi, M., Mailisa Safitri, H., & Zikrilah. (2025). Pengaruh Beban Kerja Dan Stres Kerja Terhadap Turnover Intention Pegawai Pada Puskesmas Manggeng Aceh Barat Daya. *Jurnal Ekonomi Manajemen dan Bisnis*, 26(1), 225–234.
- Manggala, R. K., & Siswanto. (2024). Pengaruh Stres Kerja dan Beban Kerja terhadap Turnover Intention pada Sumber Daya Manusia (SDM) Generasi Z di Provinsi D.I. Yogyakarta. *Jurnal Akuntansi, Manajemen, dan Perencanaan Kebijakan*, 2(2), 1–11. <https://doi.org/10.47134/jampk.v2i2.489>
- Melina Nur Afifah, Hermin Endratno, Suyoto, & Totok Haryanto. (2024). The Effect of Work-Family Conflict, Workload, Non-Financial Compensation and Job Stress on Employee Turnover Intention at PT Herba Emas Wahidatama Purbalingga. *Indonesian Journal of Business Analytics*, 4(4), 1514–1529. <https://doi.org/10.55927/ijba.v4i4.10728>
- Muslighin, F., Karimudin, Y., Cahyadi, A., & Margaret, Y. (2025). International Journal of Economics , Accounting , and Management The Effect of Workload , Compensation , And Work Stress on Turnover Intention In Domestic Worker Placement Agencies. *International Journal of Economics, Accounting, and Management*, 2(2), 138–147.

- Oktafiani, M., & Pantawis, S. (2024). Pengaruh Beban Kerja, Kompensasi Dan Motivasi Terhadap Turnover Intention Dengan Stres Kerja Sebagai Variabel Mediasi (Studi pada Perusahaan Leasing PT.X Cabang Pemalang Pos Comal). *Jurnal Magisma*, 12(2), 189–203. <https://doi.org/https://doi.org/10.35829/magisma.v12i2.416>
- Pratiwi, Y., Farida, U., & Purwaningrum, T. (2022). Pengaruh Work Life Balance, Stres Kerja, dan Beban Kerja Terhadap Turnover Intention Pada Karyawan Supermarket Luwes Ponorogo. *Asset: Jurnal Manajemen Dan Bisnis*, 5(2), 83–94.
- Putra, M., Ramadhan, A., & Alwi, M. (2025). The Effect Of Work Stress And Workload On Turnover Intention At Surya Toserba Jatiwangi. *Indonesian Interdisciplinary Journal of Sharia Economics (IIJSE)*, 8(3), 8058–8067.
- Putri, N. D., & Islamuddin, I. (2022). Pengaruh Kompensasi, Lingkungan Kerja dan Pengembangan Karir terhadap Turnover Intention pada Karyawan PT. Karya Sawitindo Mas. *Jurnal Manajemen Modal Insani Dan Bisnis (JMMIB)*, 3(1), 87–98.
- Rahmansyah, E., & Indiyati, D. (2024). the Influence of Workload and Work Environment on Turnover Intention. *International Journal of Science, Technology & Management*, 3(4), 955–966. <https://doi.org/10.55047/jhssb.v3i4.1278>
- Ruhyat, I. N., Hernita, S. J., Riduwan, A., & Ariyadi, I. E. (2021). Pengaruh Stress Kerja dan Beban Kerja terhadap Turnover Intention dengan Moderasi Kepuasan Gaji. *Target : Jurnal Manajemen Bisnis*, 3(2), 149–156. <https://doi.org/10.30812/target.v3i2.1296>
- Salsabila Putri, H., Trirahayu, D., & Whisnu Hendratni, T. (2023). Pengaruh Stres Kerja Dan Motivasi Kerja Terhadap Produktivitas Kerja Karyawan Pada PT Reasuransi Nasional Iondonesia. *Prospek: Jurnal Manajemen dan Bisnis*, 3(1), 70–83. <https://doi.org/10.23887/pjmb.v2i1.26185>
- Salsabila, T. A., Sawitri, N. N., Fikri, A. W. N., Faeni, D. P., & Maulia, I. R. (2024). Pengaruh Beban Kerja Dan Stres Kerja Terhadap Turnover Intention Pada PT. Global Cool. *PPIMAN : Pusat Publikasi Ilmu Manajemen*, 2(2), 12–21. <https://doi.org/10.59603/ppiman.v2i2.354>
- Saputro, D. E. (2024). Job stress and turnover intention: The mediating role of job satisfaction. *Journal of Management and Business Insight*, 2(1), 33–42. <https://doi.org/10.12928/jombi.v2i1.915>
- Sari Dewi, N. U., Alhadar, F. M., & Mustafa, I. M. (2023). Pengaruh Beban Kerja Dan Stres Kerja Terhadap Turnover Intention Melalui Burnout Pada Karyawan PT BNI Cabang Ternate. *Eqien - Jurnal Ekonomi dan Bisnis*, 12(03), 294–304. <https://doi.org/10.34308/eqien.v12i03.1485>
- Savitri, S. A. A. W., & Sukarno, G. (2023). Analysis of Burnout, Employee

- Engagement and Compensation on Turnover Intention of Shopee Express Hub Surabaya Couriers. *Jurnal Ekonomi dan Bisnis Digital*, 2(3), 791–804. <https://doi.org/10.55927/ministal.v2i3.4802>
- Tontowi. (2021). The Effect of Job Satisfaction, Workload and Job Stress on Turnover Intention at CV Sarana Komunikasi Indonesia. *Research on Humanities and Social Sciences*, 11(22), 64–68. <https://doi.org/10.7176/rhss/11-22-09>
- Utami, R. R., Siswanti, Y., & Harjanto, C. A. P. (2024). The Effect of Workload on Turnover Intention of Teachers at SMA Angkasa Adisutjipto Yogyakarta with Work Stress as a Mediation Variable and Psychological Empowerment as a Moderation Variable. *West Science Journal Economic and Entrepreneurship*, 2(3), 435–444. <https://doi.org/10.58812/wsjee.v2i03.1042>
- Wibowo, A. W., Andriani, J., Kunci, K., Kerja, B., & Kerja, S. (2025). Pengaruh Beban Kerja dan Stres Kerja terhadap Turnover Intention Karyawan Operasional di PT. Sumber Trijaya Lestari. *JISM Jurnal Ilmiah Swara Manajemen Jurnal Ilmiah Swara MaNajemen*, 5(2), 397–408. <https://doi.org/10.32493/jism.v5i2>
- Wibowo, A., Setiawan, M., & Yuniarinto, A. (2021). the Effect of Workloads on Turnover Intention With Work Stress As Mediation and Social Support As Moderated Variables. *Journal of Applied Management (JAM)*, 19(2), 404–412. <https://doi.org/10.21776/ub.jam.2021.019.02.16>
- Widiyanto, G., & Yunus, K. (2021). Pengaruh Beban Kerja Dan Stres Kerja Terhadap Turnover Intention Karyawan Pada CV. Wan Qian. *Prosiding: Ekonomi dan Bisnis*, 1(1), 128–139. <https://doi.org/10.31959/jm.v1i3i1.2059>
- Zafriarni, N., & Eka Yan Fitri, M. (2025). Pengaruh Stres Kerja Dan Beban Kerja Terhadap Turnover Intention Pada PT. JNE Padang. *JBEM Journal of Business Economics and Management*, 1(3), 832–842.