

## References

- Agoestin, M. A. (2019). *Motif Followers Dalam Mengakses @Collegemenfess Di Media Sosial Twitter*. Surabaya: Universitas Widya Mandala Catholic University.
- Adams, G., & Salomons, T. V. (2021). Attending work with chronic pain is associated with higher levels of psychosocial stress. *Canadian Journal of Pain*, 5(1), 107–116. <https://doi.org/10.1080/24740527.2021.1889925>
- Addressing employee burnout: Are you solving the right problem?* (2022). McKinsey. <https://www.mckinsey.com/mhi/our-insights/addressing-employee-burnout-are-you-solving-the-right-problem>
- Agostoni, E. C., The Italian chronic migraine group, Barbanti, P., Calabresi, P., Colombo, B., Cortelli, P., Frediani, F., Geppetti, P., Grazzi, L., Leone, M., Martelletti, P., Pini, L. A., Prudenzano, M. P., Sarchielli, P., Tedeschi, G., & Russo, A. (2019). Current and emerging evidence-based treatment options in chronic migraine: A narrative review. *The Journal of Headache and Pain*, 20(1), 92. <https://doi.org/10.1186/s10194-019-1038-4>
- Ahmed, F. (2012). Headache disorders: Differentiating and managing the common subtypes. *British Journal of Pain*, 6(3), 124–132. <https://doi.org/10.1177/2049463712459691>
- Albalawi, A. S., Naughton, S., Elayan, M. B., & Sleimi, M. T. (2019). Perceived Organizational Support, Alternative Job Opportunity, Organizational Commitment, Job Satisfaction and Turnover Intention: A Moderated-mediated Model. *Organizacija*, 52(4), 310–324. <https://doi.org/10.2478/orga-2019-0019>
- Amiri, P., Kazeminasab, S., Nejadghaderi, S. A., Mohammadinasab, R., Pourfathi, H., Araj-Khodaei, M., Sullman, M. J. M., Kolahi, A.-A., & Safiri, S. (2022). Migraine: A Review on Its History, Global Epidemiology, Risk Factors, and Comorbidities. *Frontiers in Neurology*, 12, 800605. <https://doi.org/10.3389/fneur.2021.800605>
- Analisis Profil Penduduk Indonesia.* (2022). Badan Pusat Statistik. <https://www.bps.go.id/publication/2022/06/24/ea52f6a38d3913a5bc557cf/f/analisis-profil-penduduk-indonesia.html>
- Andersen, L. L., Persson, R., Jakobsen, M. D., & Sundstrup, E. (2017). Psychosocial effects of workplace physical exercise among workers with chronic pain: Randomized controlled trial. *Medicine*, 96(1), e5709. <https://doi.org/10.1097/MD.0000000000005709>



- Armon, G., Melamed, S., Shirom, A., & Shapira, I. (2010). Elevated burnout predicts the onset of musculoskeletal pain among apparently healthy employees. *Journal of Occupational Health Psychology*, 15(4), 399–408. <https://doi.org/10.1037/a0020726>
- Aulia, A. (2021). Pengaruh Stres terhadap Kejadian Migrain. *Jurnal Ilmiah Kesehatan Sandi Husada*, 10(1), 25–30. <https://doi.org/10.35816/jiskh.v10i1.499>
- Begasse De Dhaem, O., & Sakai, F. (2022). Migraine in the workplace. *ENeurologicalSci*, 27, 100408. <https://doi.org/10.1016/j.enesci.2022.100408>
- Benoliel, R., & Eliav, E. (2013). Primary Headache Disorders. *Dental Clinics of North America*, 57(3), 513–539. <https://doi.org/10.1016/j.cden.2013.04.005>
- Bilginoğlu, E., & Yozgat, U. (2022). Retaining Employees through Organizational Social Climate, Sense of Belonging and Workplace Friendship: A Research in the Financial Sector. *Istanbul Business Research*, 0(0), 0–0. <https://doi.org/10.26650/ibr.2023.52.806695>
- Biondi, D. M. (2008). Headache Disorders. In *Raj's Practical Management of Pain* (pp. 479–503). Elsevier. <https://doi.org/10.1016/B978-032304184-3.50027-3>
- Blau, G., Goldberg, D., & Kyser, D. (2022). Organizational belonging – proposing a new scale and its relationship to demographic, organization, and outcome variables. *Journal of Workplace Behavioral Health*, 1–28. <https://doi.org/10.1080/15555240.2023.2178448>
- Boelhouwer, I. G., Vermeer, W., & Van Vuuren, T. (2020). Work Ability, Burnout Complaints, and Work Engagement Among Employees With Chronic Diseases: Job Resources as Targets for Intervention? *Frontiers in Psychology*, 11, 1805. <https://doi.org/10.3389/fpsyg.2020.01805>
- Bryer, A. (2020). Making Organizations More Inclusive: The Work of Belonging. *Organization Studies*, 41(5), 641–660. <https://doi.org/10.1177/0170840618814576>
- Burch, R. C., Buse, D. C., & Lipton, R. B. (2019). Migraine. *Neurologic Clinics*, 37(4), 631–649. <https://doi.org/10.1016/j.ncl.2019.06.001>
- Caesens, G., Stinglhamber, F., Demoulin, S., De Wilde, M., & Mierop, A. (2019). Perceived Organizational Support and Workplace Conflict: The Mediating Role of Failure-Related Trust. *Frontiers in Psychology*, 9, 2704. <https://doi.org/10.3389/fpsyg.2018.02704>



Castillo-González, A., Velando-Soriano, A., De La Fuente-Solana, E. I., Martos-Cabrera, B. M., Membrive-Jiménez, M. J., Lucía, R., & Cañadas-De La Fuente, G. A. (2023). Relation and effect of resilience on burnout in nurses: A literature review and meta-analysis. *International Nursing Review*, inr.12838. <https://doi.org/10.1111/inr.12838>

Chen, Y.-H., Yeh, C.-J., Lee, C.-M., & Jong, G.-P. (2022). Mediation Effect of Musculoskeletal Pain on Burnout: Sex-Related Differences. *International Journal of Environmental Research and Public Health*, 19(19), 12872. <https://doi.org/10.3390/ijerph191912872>

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>

Cockshaw, W. D., Shochet, I. M., & Obst, P. L. (2013). General Belongingness, Workplace Belongingness, and Depressive Symptoms: Belongingness contexts and depression. *Journal of Community & Applied Social Psychology*, 23(3), 240–251. <https://doi.org/10.1002/casp.2121>

Coetzee, N., Maree, D., & Smit, B. (2019). The relationship between chronic fatigue syndrome, burnout, job satisfaction, social support and age among academics at a tertiary institution. *International Journal of Occupational Medicine and Environmental Health*. <https://doi.org/10.13075/ijomeh.1896.01274>

Confino, P. (2023). 'Proactive rest' is the latest workplace trend to avoid employee burnout and increase productivity. <https://fortune.com/2023/06/15/proactive-rest-burnout-productivity/>

Cook, A. (Sasha), & Zill, A. (2021). Working With Type 1 Diabetes: Investigating the Associations Between Diabetes-Related Distress, Burnout, and Job Satisfaction. *Frontiers in Psychology*, 12, 697833. <https://doi.org/10.3389/fpsyg.2021.697833>

Cook, A. (Sasha), & Zill, A. (2023). Individual health status as a resource: Analyzing associations between perceived illness symptom severity, burnout, and work engagement among employees with autoimmune diseases. *Applied Psychology*, apps.12464. <https://doi.org/10.1111/apps.12464>



Cook, A., & Zill, A. (2021). Working with Chronic Illness: Investigating Individual Health Status and Burnout. *Academy of Management Proceedings*, 2021(1), 11557.

<https://doi.org/10.5465/AMBPP.2021.11557abstract>

Dai, K., & Qin, X. (2016). Perceived Organizational Support and Employee Engagement: Based on the Research of Organizational Identification and Organizational Justice. *Open Journal of Social Sciences*, 04(12), 46–57.

<https://doi.org/10.4236/jss.2016.412005>

D'Amico, D., Grazzi, L., Curone, M., Di Fiore, P., Proietti Cecchini, A., Leonardi, M., Scaratti, C., & Raggi, A. (2015). Difficulties in work activities and the pervasive effect over disability in patients with episodic and chronic migraine. *Neurological Sciences*, 36(S1), 9–11.

<https://doi.org/10.1007/s10072-015-2130-4>

Di Prinzio, R. R., Arnesano, G., Meraglia, I., & Magnavita, N. (2022). Headache in Workers: A Matched Case–Control Study. *European Journal of Investigation in Health, Psychology and Education*, 12(12), 1852–1866.

<https://doi.org/10.3390/ejihpe12120130>

Dopmeijer, J. M., Schutgens, C. A. E., Kappe, F. R., Gubbels, N., Visscher, T. L. S., Jongen, E. M. M., Bovens, R. H. L. M., De Jonge, J. M., Bos, A. E. R., & Wiers, R. W. (2022). The role of performance pressure, loneliness and sense of belonging in predicting burnout symptoms in students in higher education. *PLOS ONE*, 17(12), e0267175.

<https://doi.org/10.1371/journal.pone.0267175>

Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Perceived organizational support. *Journal of Applied Psychology*, 71(3), 500–507.

<https://doi.org/10.1037/0021-9010.71.3.500>

Eisenberger, R., Rhoades Shanock, L., & Wen, X. (2020). Perceived Organizational Support: Why Caring About Employees Counts. *Annual Review of Organizational Psychology and Organizational Behavior*, 7(1), 101–124.

<https://doi.org/10.1146/annurev-orgpsych-012119-044917>

Eisenberger, R., & Stinglhamber, F. (2011). *Perceived organizational support: Fostering enthusiastic and productive employees*. American Psychological Association. <https://doi.org/10.1037/12318-000>

Emmerich, A. I., & Rigotti, T. (2017). Reciprocal Relations between Work-Related Authenticity and Intrinsic Motivation, Work Ability and Depressivity: A Two-Wave Study. *Frontiers in Psychology*, 8.

<https://doi.org/10.3389/fpsyg.2017.00307>



- Enkhtuya, S., Luvsannorov, O., Baldorj, D., Tsendarj, B., Magsar, B., & Altankhuyag, T. (2017). Headache and burnout among medical staff in Ulaanbaatar. *Journal of the Neurological Sciences*, 381, 428–429. <https://doi.org/10.1016/j.jns.2017.08.3422>
- Fahreza Arraisyi, & Imran, Y. (2022). Pengaruh Nyeri Kronik dalam Penurunan Fungsi kognitif. *Sanus Medical Journal*, 3(1), 19–24. <https://doi.org/10.22236/sanus.v3i1.8525>
- Filstad, C., Traavik, L. E. M., & Gorli, M. (2019). Belonging at work: The experiences, representations and meanings of belonging. *Journal of Workplace Learning*, 31(2), 116–142. <https://doi.org/10.1108/JWL-06-2018-0081>
- Firnanda, D. Y., & Wijayati, D. T. (2021). Pengaruh Perceived Organizational Support, Self Efficacy dan Lingkungan Kerja terhadap Employee Engagement Karyawan PT. Pesona Arnos Beton. *Jurnal Ilmu Manajemen*, 9(3), 1076–1091. <https://doi.org/10.26740/jim.v9n3.p1076-1091>
- Fragoso, Z. L., & McGonagle, A. K. (2018). Chronic pain in the workplace: A diary study of pain interference at work and worker strain. *Stress and Health*, 34(3), 416–424. <https://doi.org/10.1002/smj.2801>
- Garza, I., & Schwedt, T. (2010). Diagnosis and Management of Chronic Daily Headache. *Seminars in Neurology*, 30(02), 154–166. <https://doi.org/10.1055/s-0030-1249224>
- Giorgi, G., Dubin, D., & Perez, J. F. (2016). Perceived Organizational Support for Enhancing Welfare at Work: A Regression Tree Model. *Frontiers in Psychology*, 7. <https://doi.org/10.3389/fpsyg.2016.01770>
- González-Quintanilla, V., Toriello-Suárez, M., Gutiérrez-González, S., Rojo-López, A., González-Suárez, A., Viadero-Cervera, R., Palacio-Portilla, E. J., & Oterino-Durán, A. (2015). Stress at work in migraine patients: Differences in attack frequency. *Neurología (English Edition)*, 30(2), 83–89. <https://doi.org/10.1016/j.nrleng.2014.12.002>
- Goadsby, P. J. & Boes, C. (2002). CHRONIC DAILY HEADACHE. *Journal of Neurology, Neurosurgery & Psychiatry*, 72(suppl 2), ii2. [https://doi.org/10.1136/jnnp.72.suppl\\_2.ii2](https://doi.org/10.1136/jnnp.72.suppl_2.ii2)
- Grandey, A., Foo, S. C., Groth, M., & Goodwin, R. E. (2012). Free to be you and me: A climate of authenticity alleviates burnout from emotional labor. *Journal of Occupational Health Psychology*, 17(1), 1–14. <https://doi.org/10.1037/a0025102>

- Grant, M., Rees, S., Underwood, M., & Froud, R. (2019). Obstacles to returning to work with chronic pain: In-depth interviews with people who are off work due to chronic pain and employers. *BMC Musculoskeletal Disorders*, 20(1), 486. <https://doi.org/10.1186/s12891-019-2877-5>
- Grassini, S., & Nordin, S. (2017). Comorbidity in Migraine with Functional Somatic Syndromes, Psychiatric Disorders and Inflammatory Diseases: A Matter of Central Sensitization? *Behavioral Medicine*, 43(2), 91–99. <https://doi.org/10.1080/08964289.2015.1086721>
- Guitera, V., Munoz, P., Castillo, J., & Pascual, J. (2002). Quality of life in chronic daily headache: A study in a general population. *Neurology*, 58(7), 1062–1065. <https://doi.org/10.1212/WNL.58.7.1062>
- Gündüz, N. (2019). The Impact of Perceived Social Support on Anxiety, Depression and Severity of Pain and Burnout Among Turkish Females With Fibromyalgia. *Archives of Rheumatology*, 34(2), 186–195. <https://doi.org/10.5606/ArchRheumatol.2019.7018>
- Hassan, M., & Asaad, T. (2020). Tension-type headache, its relation to stress, and how to relieve it by cryotherapy among academic students. *Middle East Current Psychiatry*, 27(1), 20. <https://doi.org/10.1186/s43045-020-00030-3>
- Ishii, R., Schwedt, T. J., Dumkrieger, G., Alvani, N., Craven, A., Goadsby, P. J., Lipton, R. B., Olesen, J., Silberstein, S. D., Burish, M. J., & Dodick, D. W. (2021). Chronic versus episodic migraine: The 15-day threshold does not adequately reflect substantial differences in disability across the full spectrum of headache frequency. *Headache: The Journal of Head and Face Pain*, 61(7), 992–1003. <https://doi.org/10.1111/head.14154>
- Kampa, J., Rigotti, T., & Otto, K. (2017). Mechanisms linking authentic leadership to emotional exhaustion: The role of procedural justice and emotional demands in a moderated mediation approach. *INDUSTRIAL HEALTH*, 55(2), 95–107. <https://doi.org/10.2486/indhealth.2016-0046>
- Katsarava, Z., Buse, D. C., Manack, A. N., & Lipton, R. B. (2012). Defining the differences between episodic migraine and chronic migraine. *Current Pain and Headache Reports*, 16(1), 86–92. <https://doi.org/10.1007/s11916-011-0233-z>
- Katsaros, K. K. (2022). Exploring the inclusive leadership and employee change participation relationship: The role of workplace belongingness and meaning-making. *Baltic Journal of Management*, 17(2), 158–173. <https://doi.org/10.1108/BJM-03-2021-0104>

Komisarof, A. (2022). A new framework of workplace belonging: Instrument validation and testing relationships to crucial acculturation outcomes.

*Journal of International and Intercultural Communication*, 15(3), 311–332.

<https://doi.org/10.1080/17513057.2021.1897152>

Kurniawan, I. S., & Harsono, M. (2021). Dukungan Organisasi yang Dirasakan:

Anteseden, Proses, dan Hasil. *Jurnal Manajemen Dan Organisasi*, 12(1),

67–80. <https://doi.org/10.29244/jmo.v12i1.34092>

Kurtessis, J. N., Eisenberger, R., Ford, M. T., Buffardi, L. C., Stewart, K. A., &

Adis, C. S. (2017). Perceived Organizational Support: A Meta-Analytic Evaluation of Organizational Support Theory. *Journal of Management*,

43(6), 1854–1884. <https://doi.org/10.1177/0149206315575554>

Lantéri-Minet, M., Duru, G., Mudge, M., & Cottrell, S. (2011). Quality of life impairment, disability and economic burden associated with chronic daily headache, focusing on chronic migraine with or without medication overuse: A systematic review. *Cephalgia*, 31(7), 837–850.

<https://doi.org/10.1177/0333102411398400>

Li, X. (2020). Workplace Bullying, Perceived Organizational Support and

Turnover Intention in Manufacturing Factory: Evidence from China. *OALib*, 07(10), 1–11. <https://doi.org/10.4236/oalib.1106886>

Linos, E., Ruffini, K., & Wilcoxon, S. (2020). Belonging affirmation reduces

employee burnout and resignations in front line workers. *University of California, Berkeley*.

Lipton, R. B., & Silberstein, S. D. (2015). Episodic and Chronic Migraine

Headache: Breaking Down Barriers to Optimal Treatment and Prevention. *Headache: The Journal of Head and Face Pain*, 55, 103–122.

[https://doi.org/10.1111/head.12505\\_2](https://doi.org/10.1111/head.12505_2)

Maan, A. T., Abid, G., Butt, T. H., Ashfaq, F., & Ahmed, S. (2020). Perceived

organizational support and job satisfaction: A moderated mediation model of proactive personality and psychological empowerment. *Future Business Journal*, 6(1), 21. <https://doi.org/10.1186/s43093-020-00027-8>

Magnavita, N. (2022). Headache in the Workplace: Analysis of Factors

Influencing Headaches in Terms of Productivity and Health. *International Journal of Environmental Research and Public Health*, 19(6),

3712. <https://doi.org/10.3390/ijerph19063712>

Mäki, K., Vahtera, J., Virtanen, M., Elovaainio, M., Keltikangas-Järvinen, L., &

Kivimäki, M. (2008). Work Stress and New-Onset Migraine in a Female



Employee Population. *Cephalalgia*, 28(1), 18–25.  
<https://doi.org/10.1111/j.1468-2982.2007.01462.x>

Maslach, C., & Leiter, M. P. (2016). Understanding the burnout experience: Recent research and its implications for psychiatry. *World Psychiatry*, 15(2), 103–111. <https://doi.org/10.1002/wps.20311>

May, V. (2011). Self, Belonging and Social Change. *Sociology*, 45(3), 363–378.  
<https://doi.org/10.1177/0038038511399624>

Melamed, S. (2009). Burnout and risk of regional musculoskeletal pain-a prospective study of apparently healthy employed adults. *Stress and Health*, 25(4), 313–321. <https://doi.org/10.1002/smj.1265>

Muchlisch, M., & Budianto, R. (2020). Antecedents of Perceived Organizational Support to Improve Organizational Commitment in the Public Sector Institutions. *Journal of Accounting Research, Organization and Economics*, 3(2), 163–171. <https://doi.org/10.24815/jaroe.v3i2.17244>

Munir, F., Jones, D., Leka, S., & Griffiths, A. (2005). Work limitations and employer adjustments for employees with chronic illness: *International Journal of Rehabilitation Research*, 28(2), 111–117.  
<https://doi.org/10.1097/00004356-200506000-00003>

Murphy, C., & Hameed, S. (2023). Chronic Headaches. In *StatPearls*. StatPearls Publishing. <http://www.ncbi.nlm.nih.gov/books/NBK559083/>

Muthmainnina, A. N., & Kurniawan, S. N. (2022). TENSION TYPE HEADACHE (TTH). *JPHV (Journal of Pain, Vertigo and Headache)*, 3(2), 41–44.  
<https://doi.org/10.21776/ub.jphv.2022.003.02.3>

Nabizadeh-Gharghozar, Z., Adib-Hajbaghery, M., & Bolandianbafghi, S. (2020). Nurses' Job Burnout: A Hybrid Concept Analysis. *Journal of Caring Sciences*, 9(3), 154–161. <https://doi.org/10.34172/jcs.2020.023>

Nadaoka, T., Kanda, H., Oiji, A., Morioka, Y., Kashiwakura, M., & Totsuka, S. (1997). Headache and Stress in a Group of Nurses and Government Administrators in Japan. *Headache: The Journal of Head and Face Pain*, 37(6), 386–391. <https://doi.org/10.1046/j.1526-4610.1997.3706386.x>

Naeem, A., Shaikh, A. A., Hassan, S. U., Abid, H., & Tahir, A. (2019). Frequency of Workplace Burnout Among Postgraduate Trainees in a Teaching Hospital in Mirpur. *Cureus*. <https://doi.org/10.7759/cureus.4016>



Omholt, M. L., Tveito, T. H., & Ihlebæk, C. (2017). Subjective health complaints, work-related stress and self-efficacy in Norwegian aircrew. *Occupational Medicine*, 67(2), 135–142. <https://doi.org/10.1093/occmed/kqw127>

Öztürk, E., Aydoğdu, B. N., & Ekşi, H. (2022). Role of Burnout in Relationship between Belonging and Resilience In Traumatized Individuals. *AYNA Klinik Psikoloji Dergisi*, 9(3), 513–537. <https://doi.org/10.31682/ayna.1034220>

Panaccio, A., & Vandenberghe, C. (2009). Perceived organizational support, organizational commitment and psychological well-being: A longitudinal study. *Journal of Vocational Behavior*, 75(2), 224–236. <https://doi.org/10.1016/j.jvb.2009.06.002>

Pasman, E., Lee, G., Kollin, R., Broman, M. J., Aguis, E., & Resko, S. M. (2022). Emotional exhaustion and workplace belongingness among peer recovery coaches during COVID-19. *Journal of Social Work Practice in the Addictions*, 1–13. <https://doi.org/10.1080/1533256X.2022.2156670>

Philpot, L. M., Schumann, M. E., & Ebbert, J. O. (2020). Social Relationship Quality Among Patients With Chronic Pain: A Population-Based Sample. *Journal of Patient Experience*, 7(3), 316–323. <https://doi.org/10.1177/2374373519862934>

Piña-Garza, J. E., & James, K. C. (2019). Headache. In *Fenichel's Clinical Pediatric Neurology* (pp. 78–90). Elsevier. <https://doi.org/10.1016/B978-0-323-48528-9.00003-0>

Puranitee, P., Kaewpila, W., Heeneman, S., Van Mook, W. N. K. A., & Busari, J. O. (2022). Promoting a sense of belonging, engagement, and collegiality to reduce burnout: A mixed methods study among undergraduate medical students in a non-Western, Asian context. *BMC Medical Education*, 22(1), 327. <https://doi.org/10.1186/s12909-022-03380-0>

Ree, E., Johnsen, T. L., Harris, A., & Malterud, K. (2019). Workplace inclusion of employees with back pain and mental health problems: A focus group study about employees' experiences. *Scandinavian Journal of Public Health*, 47(3), 326–333. <https://doi.org/10.1177/1403494818799611>

Rismawan, A. & Wijono, S. (2021). Perceived Organizational Support and Burnout among Nurses: A Finding from Salatiga, Indonesia. *Jurnal Ilmiah Bimbingan Konseling Undiksha*, 12(2). <https://doi.org/10.23887/jibk.v12i2.34125>

Riyadina, W. & Turana, Y.. (2014). Risk Factor and Comorbidity of Migraine. *Buletin Penelitian Sistem Kesehatan*, 17(4).  
<https://doi.org/10.22435/bpsk.v17i4>

Robaei, N., Atashzadeh-Shoorideh, F., Ashktorab, T., Baghestani, A., & Barkhordari-Sharifabad, M. (2018). Perceived organizational support and moral distress among nurses. *BMC Nursing*, 17(1), 2.  
<https://doi.org/10.1186/s12912-017-0270-y>

Robinson, B., PhD. (2023). *Addressing Burnout, Flexible Work And A People-First Work Culture In 2023*.  
<https://www.forbes.com/sites/bryanrobinson/2023/01/04/addressing-burnout-flexible-work-and-a-people-first-work-culture-in-2023/?sh=6724046f5486>

Ronen, S., & Mikulincer, M. (2012). Predicting employees' satisfaction and burnout from managers' attachment and caregiving orientations. *European Journal of Work and Organizational Psychology*, 21(6), 828–849.  
<https://doi.org/10.1080/1359432X.2011.595561>

Salvagioni, D. A. J., Melanda, F. N., Mesas, A. E., González, A. D., Gabani, F. L., & Andrade, S. M. D. (2017). Physical, psychological and occupational consequences of job burnout: A systematic review of prospective studies. *PLOS ONE*, 12(10), e0185781.  
<https://doi.org/10.1371/journal.pone.0185781>

Salvagioni, D. A. J., Mesas, A. E., Melanda, F. N., González, A. D., & De Andrade, S. M. (2022). Burnout and Long-term Sickness Absence From the Teaching Function: A Cohort Study. *Safety and Health at Work*, 13(2), 201–206. <https://doi.org/10.1016/j.shaw.2022.01.006>

Santuzzi, A. M., & Keating, R. T. (2020). Managing Invisible Disabilities in the Workplace: Identification and Disclosure Dilemmas for Workers with Hidden Impairments. In S. L. Fielden, M. E. Moore, & G. L. Bend (Eds.), *The Palgrave Handbook of Disability at Work* (pp. 331–349). Springer International Publishing. [https://doi.org/10.1007/978-3-030-42966-9\\_19](https://doi.org/10.1007/978-3-030-42966-9_19)

Schaetz, L., Rimner, T., Pathak, P., Fang, J., Chandrasekhar, D., Mueller, J., Sandor, P. S., & Gantenbein, A. R. (2020). Employee and Employer Benefits From a Migraine Management Program: Disease Outcomes and Cost Analysis. *Headache: The Journal of Head and Face Pain*, 60(9), 1947–1960. <https://doi.org/10.1111/head.13933>

Schaufeli, W., Leiter, M., Maslach, C., & Jackson, S. (1996). Maslach Burnout Inventory—General Survey (GS). In C. Maslach, S. Jackson, & M. P.



Leiter (Eds.), *The Maslach Burnout Inventory: Test manual* (Vol. 31). Consulting Psychologists Press.

Schramm, S. H., Obermann, M., Katsarava, Z., Diener, H.-C., Moebus, S., & Yoon, M.-S. (2013). Epidemiological profiles of patients with chronic migraine and chronic tension-type headache. *The Journal of Headache and Pain*, 14(1), 40. <https://doi.org/10.1186/1129-2377-14-40>

Shimizu, T., Sakai, F., Miyake, H., Sone, T., Sato, M., Tanabe, S., Azuma, Y., & Dodick, D. W. (2021). Disability, quality of life, productivity impairment and employer costs of migraine in the workplace. *The Journal of Headache and Pain*, 22(1), 29. <https://doi.org/10.1186/s10194-021-01243-5>

Simić, S., Rabi-Žikić, T., Villar, J. R., Calvo-Rolle, J. L., Simić, D., & Simić, S. D. (2020). Impact of Individual Headache Types on the Work and Work Efficiency of Headache Sufferers. *International Journal of Environmental Research and Public Health*, 17(18), 6918. <https://doi.org/10.3390/ijerph17186918>

Sitorus, F. (2018). The Influence of Perceived Organizational Support and Internal Communication toward Work Engagement. *Proceedings of the 2nd International Conference on Social and Political Development (ICOSOP 2017)*. 2nd International Conference on Social and Political Development (ICOSOP 2017), Medan, Indonesia. <https://doi.org/10.2991/icosop-17.2018.44>

Skamagki, G., Carpenter, C., King, A., & Wåhlin, C. (2023). How do Employees with Chronic Musculoskeletal Disorders Experience the Management of Their Condition in the Workplace? A Metasynthesis. *Journal of Occupational Rehabilitation*. <https://doi.org/10.1007/s10926-023-10099-2>

Sokolovic, E., Riederer, F., Szucs, T., Agosti, R., & Sándor, P. S. (2013). Self-reported headache among the employees of a Swiss university hospital: Prevalence, disability, current treatment, and economic impact. *The Journal of Headache and Pain*, 14(1), 29. <https://doi.org/10.1186/1129-2377-14-29>

Somoray, K., Shakespeare-finch, J., & Armstrong, D. (2017). The Impact of Personality and Workplace Belongingness on Mental Health Workers' Professional Quality of Life. *Australian Psychologist*, 52(1), 52–60. <https://doi.org/10.1111/ap.12182>

Steenberg, J. L., Thielen, K., Hansen, J. M., Hansen, Å. M., Rueskov, V., & Nabe-Nielsen, K. (2022). Demand-specific work ability among employees with migraine or frequent headache. *International Journal of*



Industrial Ergonomics, 87, 103250.  
<https://doi.org/10.1016/j.ergon.2021.103250>

Stewart, W. F., Wood, G. C., Manack, A., Varon, S. F., Buse, D. C., & Lipton, R. B. (2010). Employment and Work Impact of Chronic Migraine and Episodic Migraine. *Journal of Occupational and Environmental Medicine*, 52(1), 8–14. JSTOR.

Stovner, L. J., Hagen, K., Linde, M., & Steiner, T. J. (2022). The global prevalence of headache: An update, with analysis of the influences of methodological factors on prevalence estimates. *The Journal of Headache and Pain*, 23(1), 34. <https://doi.org/10.1186/s10194-022-01402-2>

Sturgeon, J. A., & Zautra, A. J. (2010). Resilience: A New Paradigm for Adaptation to Chronic Pain. *Current Pain and Headache Reports*, 14(2), 105–112. <https://doi.org/10.1007/s11916-010-0095-9>

Sulistiyani, E. (2022). Perceived Organizational Support and Performance: The Mediating Effect of Affective Values. *Jurnal Manajemen Bisnis*, 13(1), 61–75. <https://doi.org/10.18196/mb.v13i1.13555>

Sulistyawati, U. S., & Sufriadi, D. (2020). Perceived Organization Support Towards Employee Engagement and The Impact of Employee Job Satisfaction. *International Journal of Social Science and Business*, 4(4), 513. <https://doi.org/10.23887/ijssb.v4i4.28587>

Sun, L. (2019). Perceived Organizational Support: A Literature Review. *International Journal of Human Resource Studies*, 9(3), 155. <https://doi.org/10.5296/ijhrs.v9i3.15102>

Van Der Doef, M. P., & Schelvis, R. M. C. (2019). Relations Between Psychosocial Job Characteristics and Work Ability in Employees with Chronic Headaches. *Journal of Occupational Rehabilitation*, 29(1), 119–127. <https://doi.org/10.1007/s10926-018-9769-7>

Vem, L. J., Gomam, G. M., & Wurim, P. B. (2017). Authentic Leadership, Emotional Exhaustion and Job Satisfaction in Nigerian Hospitality Industry: The mediating Role of Psychological Ownership. *IOSR Journal of Business and Management*, 19(03), 82–92. <https://doi.org/10.9790/487X-1903038292>

Wainwright, E., Wainwright, D., Keogh, E., & Eccleston, C. (2013). Return to work with chronic pain: Employers' and employees' views. *Occupational Medicine*, 63(7), 501–506. <https://doi.org/10.1093/occmed/kqt109>



Waller, L. (2019). *A grounded theory of a sense of not belonging in the workplace and implications for self-concept.* <https://doi.org/10.48683/1926.00084816>

Wei, D. Y.-T., Yuan Ong, J. J., & Goadsby, P. J. (2018). Cluster Headache: Epidemiology, Pathophysiology, Clinical Features, and Diagnosis. *Annals of Indian Academy of Neurology*, 21(Suppl 1), S3–S8. [https://doi.org/10.4103/aian.AIAN\\_349\\_17](https://doi.org/10.4103/aian.AIAN_349_17)

Westergaard, M. L., Lau, C. J., Allesøe, K., Andreasen, A. H., & Jensen, R. H. (2021). Poor social support and loneliness in chronic headache: Prevalence and effect modifiers. *Cephalgia*, 41(13), 1318–1331. <https://doi.org/10.1177/03331024211020392>

WHO. (2019). *Burn-out an “occupational phenomenon”: International Classification of Diseases.* <https://www.who.int/news/item/28-05-2019-burn-out-an-occupational-phenomenon-international-classification-of-diseases>

Widhianingtanti, L. T., & Luijtelaar, G. V. (2022). The Maslach-Trisni Burnout Inventory: Adaptation for Indonesia. *JP3I (Jurnal Pengukuran Psikologi Dan Pendidikan Indonesia)*, 11(1), 1–21. <https://doi.org/10.15408/jp3i.v11i1.24400>

Wong, L. P., Alias, H., Bhoo-Pathy, N., Chung, I., Chong, Y. C., Kalra, S., & Shah, Z. U. B. S. (2020). Impact of migraine on workplace productivity and monetary loss: A study of employees in banking sector in Malaysia. *The Journal of Headache and Pain*, 21(1), 68. <https://doi.org/10.1186/s10194-020-01144-z>

Xu, Z., & Yang, F. (2021). The impact of perceived organizational support on the relationship between job stress and burnout: A mediating or moderating role? *Current Psychology*, 40(1), 402–413. <https://doi.org/10.1007/s12144-018-9941-4>

Yanbei, R., Dongdong, M., Yun, L., Ning, W., & Fengping, Q. (2023). Does perceived organization support moderates the relationships between work frustration and burnout among intensive care unit nurses? A cross-sectional survey. *BMC Nursing*, 22(1), 22. <https://doi.org/10.1186/s12912-023-01180-5>

Zeng, X., Zhang, X., Chen, M., Liu, J., & Wu, C. (2020). The Influence of Perceived Organizational Support on Police Job Burnout: A Moderated Mediation Model. *Frontiers in Psychology*, 11, 948. <https://doi.org/10.3389/fpsyg.2020.00948>



UNIVERSITAS  
GADJAH MADA

THE ROLE OF PERCEIVED ORGANIZATIONAL SUPPORT AND ORGANIZATIONAL BELONGINGESS  
ON BURNOUT IN

INDIVIDUALS WITH RECURRING HEADACHES

Beatrice Demeria Aritonang, Indrayanti, S.Psi., M.Si., Ph.D., Psikolog

Universitas Gadjah Mada, 2024 | Diunduh dari <http://etd.repository.ugm.ac.id/>

Zhang, Y., Shi, Z., Hock, D., Yue, W., Liu, S., Zhang, Y., Liu, S., Zhao, L., Lu, H., Guan, Y., Wang, X., Wsiniewski, T., & Ji, Y. (2016). Prevalence of primary headache disorders in a population aged 60 years and older in a rural area of Northern China. *The Journal of Headache and Pain*, 17(1), 83. <https://doi.org/10.1186/s10194-016-0672-3>

Zhou, L., Li, S., Zhou, L., Tao, H., & Bouckenooghe, D. (2023). The effects of perceived organizational support on employees' sense of job insecurity in times of external threats: An empirical investigation under lockdown conditions in China. *Asian Business & Management*. <https://doi.org/10.1057/s41291-023-00219-4>