



DAFTAR PUSTAKA

- Afiyanti, Yati & Rachmawati, Imami Nur. 2014. *Metodologi Penelitian Kualitatif Dalam Riset Keperawatan*. Jakarta: Rajawali Press.
- Ajab, S., Ádam, B., Al Hammadi, M., Al Bastaki, N., Al unaibi, M., Al Zubaidi, A., ... & Paulo, M. S. (2021). Occupational health of frontline healthcare workers in the United Arab Emirates during the COVID-19 pandemic: a snapshot of summer 2020. *International Journal of Environmental Research and Public Health*, 18(21), 11410.
- Akinwale, O. E., & George, O. J. (2020). Work environment and job satisfaction among nurses in government tertiary hospitals in Nigeria. *Rajagiri Management Journal*, 14(1), 71–92.
- Akinyemi, B., George, B., & Ogundele, A. (2022). Relationship between job satisfaction, pay, affective commitment and turnover intention among registered nurses in Nigeria. *Global Journal of Health Science*, 14(2), 37.
- Al-Dossary, R. N. (2018). The Saudi Arabian 2030 vision and the nursing profession: The way forward. *International nursing review*, 65(4), 484-490.
- AlJhani, S., AlHarbi, H., AlJameli, S., Hameed, L., AlAql, K., & Alsulaimi, M. (2021). Burnout and coping among healthcare providers working in Saudi Arabia during the COVID-19 pandemic. *Middle East Current Psychiatry*, 28(1), 29.
- Al-Haroon, H. I., & Al-Qahtani, M. F. (2020). The demographic predictors of job satisfaction among the nurses of a major public hospital in KSA. *Journal of Taibah University Medical Sciences*, 15(1), 32.
- Alegre, J., & Fernández, R. (2016). On the road to happiness at work (HAW) Transformational leadership and organizational learning capability as drivers of HAW in a healthcare context. *Personnel Review*, 46(2), 314-338
- Almalki, A. H., Alzahrani, M. S., Alshehri, F. S., Alharbi, A., Alkhudaydi, S. F., Alshahrani, R. S., ... & Alhifany, A. A. (2021). The psychological impact of COVID-19 on healthcare workers in Saudi Arabia: a year later into the pandemic. *Frontiers in Psychiatry*, 12, 797545.
- Almansour, H., Aldossary, A., Holmes, S., & Alderaan, T. (2023). Migration of nurses and doctors: pull factors to work in Saudi Arabia. *Human Resources for Health*, 21(1), 1–8.
- Al-Omari, A., Al Mutair, A., Shamsan, A., & Al Mutairi, A. (2019). Predicting burnout factors among healthcare providers at private hospitals in Saudi Arabia and United Arab Emirates: A cross-sectional study. *Applied Sciences*, 10(1), 157.
- Alqarni, T., Alghamdi, A., Alzahrani, A., Abumelha, K., Alqurashi, Z., & Alsaleh, A. (2022). Prevalence of stress, burnout, and job satisfaction among mental healthcare professionals in Jeddah, Saudi Arabia. *Plos one*, 17(4), e0267578.
- Alsuliman, L. K., Farhat, A. M., Borah, R. A., AlKhalifah, J. A., Alyaseen, S. M., Alghamdi, S. M., & Bajnaid, M. J. (2021). Health care worker burnout during the COVID-19 pandemic: a cross-sectional survey study in Saudi Arabia. *Saudi medical journal*, 42(3), 306.



- Al-Tawfiq, J. A., Hoang, V. T., Le Bui, N., Chu, D. T., & Memish, Z. A. (2022). The emergence of the omicron (B. 1.1. 529) SARS-CoV-2 variant: what is the impact on the continued pandemic?. *Journal of Epidemiology and Global Health*, 12(2), 143-146.
- Alzailai, N., Barriball, L., & Xyrichis, A. (2021). Burnout and job satisfaction among critical care nurses in Saudi Arabia and their contributing factors: A scoping review. *Nursing open*, 8(5), 2331-2344.
- Al Zamel, L. G., Lim Abdullah, K., Chan, C. M., & Piaw, C. Y. (2020). Factors Influencing Nurses' Intention to Leave and Intention to Stay: An Integrative Review. *Home Health Care Management and Practice*, 32(4), 218–228.
- Ayalew, F., Kibwana, S., Shawula, S., Misganaw, E., Abosse, Z., Van Roosmalen, J., Stekelenburg, J., Kim, Y. M., Teshome, M., & Mariam, D. W. (2019). Understanding job satisfaction and motivation among nurses in public health facilities of Ethiopia: A cross-sectional study. *BMC Nursing*, 18(1), 1–13. <https://doi.org/10.1186/s12912-019-0373-8>
- Baroudi, S., Tamim, R., & Hojeij, Z. (2022). A Quantitative Investigation of Intrinsic and Extrinsic Factors Influencing Teachers' Job Satisfaction IN Lebanon. *Leadership and Policy in Schools*, 21(2), 127–146. <https://doi.org/10.1080/15700763.2020.1734210>
- Batayneh, M. H., Ali, S., & Nashwan, A. J. (2019). The burnout among multinational nurses in Saudi Arabia. *Open Journal of Nursing*, 9(7), 603-619.
- Boon, C., Den Hartog, D. N., Boselie, P., & Paauwe, J. (2011). The relationship between perceptions of HR practices and employee outcomes: examining the role of person–organisation and person–job fit. *The International Journal of Human Resource Management*, 22(01), 138-162.
- Bourdeau, L., Zhou, Q. P., DeSAMPER, M. I. C. H. E. L. L. E., Pericak, K. A., & Pericak, A. (2020). Burnout, workplace factors, and intent to leave among hematology/oncology nurse practitioners. *Journal of the advanced practitioner in oncology*, 11(2), 141.
- Brook, J., Aitken, L., Webb, R., MacLaren, J., & Salmon, D. (2019). Characteristics of successful interventions to reduce turnover and increase retention of early career nurses: A systematic review. *International journal of nursing studies*, 91, 47-59.
- Cleary, M., Sayers, J., Lopez, V., & Hungerford, C. (2016). Boredom in the workplace: Reasons, impact, and solutions. *Issues in Mental Health Nursing*, 37(2), 83–89.
- Colaizzi, P.F. (1978). *Phychologcal Research as the Phenomenologist Viws it*. In R. Vaille & M. King (Eds.). Existential Phenomenological alternatives for Psychology, pp. 48-71. New York: Oxford University Press.
- Creswell, John W. (2008). *Educational Research, planning, conduiting, and evaluating qualitative dan quantitative approaches*. London: Sage Publications.
- Creswell, John W. 2015. Penelitian Kualitatif & Desain Riset. Yogyakarta : Pustaka Pelajar.
- Dall'Ora, C., Ball, J., Reinius, M., & Griffiths, P. (2020). Burnout in nursing: a theoretical review. *Human resources for health*, 18, 1-17.



- DeCelles, K. A., & Anteby, M. (2020). Compassion in the clinic: When and how human services workers overcome barriers to care. *Organization Science*, 31(6), 1408-1431.
- DPLN. (2022). Dewan Perwakilan Luar Negeri (DPLN-PPNI) Arab Saudi. PPNI.<https://ppni-inna.org/>
- Falatah, R. (2021). The impact of the coronavirus disease (COVID-19) pandemic on nurses' turnover intention: an integrative review. *Nursing Reports*, 11(4), 787-810.
- Fahrudin, A. (2023). Post Pandemic Workload of Indonesian Nurses in Saudi Arabia: A Phenomenological Study. *Journal of Holistic Nursing Science*, 10(1).
- Fahrudin, A., Slametiningsih, & Koswara, A. (2023). Evaluation of Social Security System Implementation for Indonesian Nurses in Kingdom of Saudi Arabia: A Case Study. *Jurnal Berita Ilmu Keperawatan*, 15(2), 2022. <https://doi.org/10.23917/bik.v15i2.17553>
- Govsa. (2022). Saudi Arabia Lifts COVID-19 Precautionary measures. <https://www.moh.gov.sa/en/Ministry/MediaCenter/News/Pages/News-2022-06-16-001.aspx>. Diakses pada tanggal 17 April 2023
- Harrington, D., Bean, N., Pintello, D., & Mathews, D. (2001). Job satisfaction and burnout: Predictors of intentions to leave a job in a military setting. *Administration in social work*, 25(3), 1-16.
- Huang, J. (2018). Changes of Job Burnout in Chinese Nurses over 2004–2013: Cross-Temporal Meta-Analysis. *Current Psychology*, 37(3), 583–590.
- Hunsaker, S., Chen, H. C., Maughan, D., & Heaston, S. (2015). Factors that influence the development of compassion fatigue, burnout, and compassion satisfaction in emergency department nurses. *Journal of nursing scholarship*, 47(2), 186-194.
- Islam, S., Islam, T., & Islam, M. R. (2022). New coronavirus variants are creating more challenges to global healthcare system: a brief report on the current knowledge. *Clinical pathology*, 15, 2632010X221075584.
- Jalagat, R. (2016). Job performance, job satisfaction, and motivation: A critical review of their relationship. *International Journal of Advances in Management and Economics*, 5(6), 36-42.
- Kaddourah, B., Abu-Shaheen, A. K., & Al-Tannir, M. (2018). Quality of nursing work life and turnover intention among nurses of tertiary care hospitals in Riyadh: a cross-sectional survey. *BMC nursing*, 17, 1-7.
- Kadri, S. S., Sun, J., Lawandi, A., Strich, J. R., Busch, L. M., Keller, M., ... & Warner, S. (2021). Association between caseload surge and COVID-19 survival in 558 US hospitals, March to August 2020. *Annals of Internal Medicine*, 174(9), 1240-1251.
- Kemenkes RI. (2022). Tenaga Kesehatan Indonesia Banyak Diminati Negara Lain. Redaksi Sehat Negeriku.<https://sehatnegeriku.kemkes.go.id/baca/rilis-media/20220420/0639686/tenaga-kesehatan-indonesia-banyak-diminati-negara-lain/>
- Kim, H., & Kim, E. G. (2021). A meta-analysis on predictors of turnover intention of hospital nurses in South Korea (2000–2020). *Nursing Open*, 8(5), 2406-



2418.

- Lluch, C., Galiana, L., Doménech, P., & Sansó, N. (2022, February). The impact of the COVID-19 pandemic on burnout, compassion fatigue, and compassion satisfaction in healthcare personnel: a systematic review of the literature published during the first year of the pandemic. In *Healthcare* (Vol. 10, No. 2, p. 364). MDPI.
- Lorente, L., Vera, M., & Peiró, T. (2021). Nurses stressors and psychological distress during the COVID-19 pandemic: The mediating role of coping and resilience. *Journal of advanced nursing*, 77(3), 1335-1344.
- Magliveras, S., & Al Qurtuby, S. (2023). Connecting worlds: Filipino and Indonesian sojourns to Saudi Arabia. *Asian and Pacific Migration Journal*, 32(3), 549–571.
- Marufu, T. C., Collins, A., Vargas, L., Gillespie, L., & Almgairbi, D. (2021). Factors influencing retention among hospital nurses: systematic review. *British Journal of Nursing*, 30(5), 302-308.
- Maslach, C., & Leiter, M. P. (2016). Understanding the burnout experience: recent research and its implications for psychiatry. *World psychiatry*, 15(2), 103-111.
- Maulana, F. (2018). *Pengaruh Workplace Well-Being terhadap Intensi Turnover pada Karyawan*. Skripsi Fakultas Psikologi, Universitas Muhammadiyah, Malang.
- Maunder, R. G., Heeney, N. D., Strudwick, G., Shin, H. D., O'Neill, B. O., Young, N., Jeffs, L. P., Barrett, K., Bodmer, N. S., Born, B., Hopkins, J., Jüni, P., Perkhun, A., Price, D. J., & Razak, F. (2021). Burnout in Hospital-Based Healthcare Workers during COVID-19. *Science Briefs of the Ontario COVID-19 Science Advisory Table*, 2, 1–24.
- Mehrez, A., & Bakri, A. (2019). The impact of human resource practices on job satisfaction and intention to stay in emerging economies: Model development and empirical investigation among high caliber governmental employees in Qatar.
- Michaels, C. E. and Spector, P. E. (1982). Causes of Employee Turnover: A Test of the Mobley, Griffeth, Hand and Meglino Model. *Journal of Applied Psychology*
- Mobley, W. H. (1986). *Pergantian Karyawan : Sebab, Akibat dan Pengendaliannya*. Alih Bahasa : Nurul Imam. Jakarta : PT. Pustaka Binaman Pressindo
- Moloney, W., Boxall, P., Parsons, M., & Cheung, G. (2018). Factors predicting Registered Nurses' intentions to leave their organization and profession: A job demands-resources framework. *Journal of advanced nursing*, 74(4), 864-875.
- Mowday, Richard T. et. al., (1982). *Employee – Organizational Linkages: The Psychology Of Commitment Absentism And Turnover*. Academic Press Inc., New York.
- Nurhasnawati, N., & Subhan, M. (2018). Pengaruh antara Iklim Organisasi dan Kepuasan Kerja dengan Organizatioanal Citizenship Behaviour Pada Guru MIN Se Kota Pekanbaru. *Indonesian Journal of Islamic Educational Management*, 1(2), 96-111.
- Osman, D., & Abdrlrheem, S. (2019). Burnout and job satisfaction among healthcare



- providers in Aswan University hospital, upper Egypt. *Journal of High Institute of Public Health*, 49(1), 64-72.
- Palazoğlu, C. A., & Koç, Z. (2019). Ethical sensitivity, burnout, and job satisfaction in emergency nurses. *Nursing ethics*, 26(3), 809-822.
- Parson, et. al. (1994). *The Integration Of Social Work Practice*. California Wardworth.inc.
- Phillips, C. (2020). Relationships between workload perception, burnout, and intent to leave among medical–surgical nurses. *JBI Evidence Implementation*, 18(2), 265-273.
- Poudel, S., Ishak, A., Perez-Fernandez, J., Garcia, E., León-Figueroa, D. A., Romaní, L., ... & Rodriguez-Morales, A. J. (2022). Highly mutated SARS-CoV-2 Omicron variant sparks significant concern among global experts—What is known so far?. *Travel medicine and infectious disease*, 45, 102234.
- Prihastuti, (1992). *Hubungan Antara Komitmen Kerja, Usia, Masa Kerja, Status Perkawinan, dan Tingkat Gaji dengan Intensi Turnover pada Perawat di RSU*. Famawati Jakarta Selatan. Skripsi (tidak diterbitkan). Yogyakarta: Fakultas Psikologi UGM.
- Robbins, Stephen. P. (2003). *Perilaku Organisasi*. Jakarta: Gramedia
- Robbins, P. Stephen. (2006). *Perilaku Organisasi. Edisi Sepuluh*. Diterjemahkan oleh: Drs. Benyamin Molan. Erlangga, Jakarta
- Roslan, N. S., Yusoff, M. S. B., Asrenée, A. R., & Morgan, K. (2021, January). Burnout prevalence and its associated factors among Malaysian healthcare workers during COVID-19 pandemic: an embedded mixed-method study. In *Healthcare* (Vol. 9, No. 1, p. 90). MDPI.
- Russell K. (2016). Perceptions of Burnout, Its Prevention, and Its Effect on Patient Care as Described by Oncology Nurses in the Hospital Setting^[P]. *Oncology nursing forum*, 43(1), 103–109.
- Schaufeli, W. B., Maslach, C., & Marek, T. (2017). The future of burnout. In *Professional burnout* (pp. 253-259). Routledge.
- Semachew, A., Belachew, T., Tesfaye, T., & Adinew, Y. M. (2017). Predictors of job satisfaction among nurses working in Ethiopian public hospitals, 2014: institution-based cross-sectional study. *Human resources for health*, 15(1), 1-8.
- Sharma, R. R., & Cooper, S. C. (2016). *Executive burnout: Eastern and Western concepts, models, and approaches for mitigation*. Emerald Group Publishing Limited.
- Spector, P. E. (1997). *Job satisfaction: Application, assessment, causes, and consequences* (Vol. 3). Sage.
- Steil, A. V., Floriani, E. V., & Bello, J. D. S. A. (2019). Antecedentes da Intenção de Sair da Organização: uma Revisão Sistemática. *Paidéia (Ribeirão Preto)*, 29.
- Thakur, V., & Ratho, R. K. (2021). OMICRON (B. 1.1. 529): a new SARS-CoV-2 variant of concern mounting worldwide fear. *Journal of medical virology*, 94(5), 1821-1824.
- Tomaszewska, K., Majchrowicz, B., Snarska, K., & Telega, D. (2022). Stress and occupational burnout of nurses working with COVID-19 patients.



International Journal of Environmental Research and Public Health, 19(19), 12688.

- Treglown, L., Zivkov, K., Zarola, A., & Furnham, A. (2018). Intention to quit and the role of dark personality and perceived organizational support: A moderation and mediation model. *PloS one*, 13(3), e0195155.
- Wali, R., Aljohani, H., Shakir, M., Jaha, A., & Alhindi, H. (2023). Job Satisfaction Among Nurses Working in King Abdul Aziz Medical City Primary Health Care Centers: A Cross-Sectional Study. *Cureus*, 15(1).
- Wang, Y. S., Hu, H.-Q., Chen, Z., & Yang, Y. (2021). How servant leadership impact the cohesion and burnout of female athlete and how self-identity intermediate the association between servant leadership, cohesion and burnout. *Journal of Sport Psychology*, 30, 204–217.
- [WHO] World Health Organization. (2020). *COVID-19: A global pandemic*. European Chemical Bulletin.
- Willard-Grace, R., Knox, M., Huang, B., Hammer, H., Kivlahan, C., & Grumbach, K. (2019). Burnout and health care workforce turnover. *The Annals of Family Medicine*, 17(1), 36-41.
- Wibowo, (2007), *Manajemen Kinerja, Edisi kedua*. PT. Rajagrafindo Persada: Jakarta.
- Woo, T., Ho, R., Tang, A., & Tam, W. (2020). Global prevalence of burnout symptoms among nurses: A systematic review and meta-analysis. *Journal of psychiatric research*, 123, 9-20.
- World Health Organization. (2019). *International statistical classification of diseases and related health problems (11th ed.)*. <https://icd.who.int/>. Diakses pada tanggal 26 Februari 2023.
- Yuko, T., & Osuke, K. (2020). Human Resources for the Health and Long-term Care of Older Persons in Asia. In Jakarta: ERIA.
- Yuan, C. M., & Xu, C. Y. (2020). Concept analysis of nurse burnout. *Frontiers of Nursing*, 7(3), 227-233.
- Zahednezhad, H., Hoseini, M. A., Ebadi, A., Farokhnezhad Afshar, P., & Ghanei Gheshlagh, R. (2021). Investigating the relationship between organizational justice, job satisfaction, and intention to leave the nursing profession: A cross-sectional study. *Journal of Advanced Nursing*, 77(4), 1741–1750.