

DAFTAR PUSTAKA

- Agustina, F. U., Handiyani, H., & Afriani, T. (2022). Determinants of Nurses' Safety Attitudes in a Hospital Setting. *Jurnal Keperawatan Indonesia*, 25(2), 63–73. <https://doi.org/10.7454/jki.v25i2.846>
- Ahmadi, M., Choobineh, A., Mousavizadeh, A., & Daneshmandi, H. (2022). Physical and psychological workloads and their association with occupational fatigue among hospital service personnel. *BMC Health Services Research*, 22(1), 1–8. <https://doi.org/10.1186/s12913-022-08530-0>.
- Amadeu, L. M., Dell'Acqua, M. C. Q., Castro, M. C. N., De Castilho Palhares, V., Serafim, C. T. R., & Dos Santos Trettene, A. (2020). Nursing workload in burn intensive care unit. *Revista Brasileira de Enfermagem*, 73(Suppl 1), 1–6. <https://doi.org/10.1590/0034-7167-2019-0446>
- Aprilia, T. D., Somantri, I., & Mirwanti, R. (2019). Nurses' Mental Workload in Critical Care Rooms and Emergency Department. *Journal of Nursing Care*, 2(3), 159–166.
- Bariqi, M. D. (2018). Pelatihan Dan Pengembangan Sumber Daya Manusia. *Jurnal Studi Manajemen Dan Bisnis*, 5(2), 64–69. <https://doi.org/10.33541/jdp.v1i1i2.812>
- Betan, A., Zaenal, Hamzah, Abdullah, & Hilmiah. (2023). Analysis of the Physical and Mental Workload of Nurses with the Implementation of Patient Safety During the Covid-19 Pandemic. *Jurnal Penelitian Pendidikan IPA*, 9(7), 5023–5030. <https://doi.org/10.29303/jppipa.v9i7.3655>
- Bruyneel, A., Tack, J., Droguet, M., Maes, J., Wittebole, X., Miranda, D. R., & Pierdomenico, L. Di. (2019). Measuring the nursing workload in intensive care with the Nursing Activities Score (NAS): A prospective study in 16 hospitals in Belgium. *Journal of Critical Care*, 54, 205–211. <https://doi.org/10.1016/j.jcrc.2019.08.032>
- Clopton, E. L., & Hyrkäs, E. K. (2020). Modeling emergency department nursing workload in real time: An exploratory study. *International Emergency Nursing*, 48(January), 100793. <https://doi.org/10.1016/j.ienj.2019.100793>
- Creswell, W. J., & Creswell, J. D. (2018). Research Design: Qualitative, Quantitative and Mixed Methods Approaches. In *Journal of Chemical Information and Modeling* (Vol. 53, Issue 9).
- Cucu, Nuraeni, H., & Muryani, A. (2019). Analisis Beban Kerja Perawat di Ruang Rawat Inap Rumah Sakit Gigi Mulut Universitas Padjadjaran Tahun 2018. *Jsk*, 4(4), 164–172.
- Du, M., & Hu, K. (2021). Frontline Health Care Workers' Mental Workload During the COVID-19 Pandemic: A Cross-Sectional Study. *Asia-Pacific Journal of Public Health*, 33(2–3), 303–305. <https://doi.org/10.1177/1010539521997257>

- Farid, M., Purdy, N., & Neumann, W. P. (2020). Using system dynamics modelling to show the effect of nurse workload on nurses' health and quality of care. *Ergonomics*, 63(8), 952–964. <https://doi.org/10.1080/00140139.2019.1690674>
- Fishbein, D., Nambiar, S., McKenzie, K., Mayorga, M., Miller, K., Tran, K., Schubel, L., Agor, J., Kim, T., & Capan, M. (2020). Objective measures of workload in healthcare: a narrative review. *International Journal of Health Care Quality Assurance*, 33(1), 1–17. <https://doi.org/10.1108/IJHCQA-12-2018-0288>
- Griffiths, P., Saville, C., Ball, J., Jones, J., Pattison, N., & Monks, T. (2020). Nursing workload, nurse staffing methodologies and tools: A systematic scoping review and discussion. *International Journal of Nursing Studies*, 103, 103487. <https://doi.org/10.1016/j.ijnurstu.2019.103487>
- Gunawan, A. H. (2016). Analisis Kebutuhan Tenaga Perawat Unit Pelayanan Intensif Berdasarkan Beban Kerja dan Kompetensi di Unit Pelayanan Intensif Rumah Sakit Dr Oen Solo Baru Tahun 2015. *Jurnal Administrasi Rumah Sakit Indonesia*, 2(2), 98–114. <https://doi.org/10.7454/arsi.v2i2.2192>
- Hartatik, E., Helianti, D., Jember, U., Jember, U., & Jember, U. (2023). *NurseLine Journal*. 8(2).
- Haryanto, E., Sekarwana, N., Somantri, I., & Sekarwana, N. (2019). Work Load Analysis of Implementing Nurses at Room Medical Surgery Rsud Cibabat Cimahi. *KnE Life Sciences*, 2019, 726–736. <https://doi.org/10.18502/cls.v4i13.5331>
- Hellín Gil, M. F., Mikla, M., Seva Llor, A. M., Roldán Valcárcel, M. D., Ibáñez-López, F. J., & López Montesinos, M. J. (2022). Multicenter application of a nursing workload measurement scale in adult hospitalization units. *International Journal of Nursing Sciences*, 9(4), 460–466. <https://doi.org/10.1016/j.ijnss.2022.09.011>
- J, L. M., Mathew, J. A., & Jose, D. (2018). Safe Patient Care: Knowledge, Attitude and Practice Among ICU Nurses. *International Journal of Trend in Scientific Research and Development*, Volume-2(Issue-5), 566–570. <https://doi.org/10.31142/ijtsrd15882>
- Kokoroko, E., & Sanda, M. A. (2019). Effect of Workload on Job Stress of Ghanaian OPD Nurses: The Role of Coworker Support. *Safety and Health at Work*, 10(3), 341–346. <https://doi.org/10.1016/j.shaw.2019.04.002>
- Kosklin, R., Lammintakanen, J., & Kivinen, T. (2023). Knowledge management effects and performance in health care: a systematic literature review. *Knowledge Management Research and Practice*, 21(4), 738–748. <https://doi.org/10.1080/14778238.2022.2032434>
- Laurensia, V. (2019). Pengaruh Pelatihan, Pengembangan dan Kepuasan Karyawan terhadap Kinerja Karyawan di Pt XYZ. *JURNAL MANAJEMEN BISNIS DAN KEWIRAUSAHAAN*, 1(1), 69–73.
- Lestari, T. (2021). *Kelelahan Kerja Pada Perawat Di Ruang Rawat Inap Rsudh. Hanafie Muara Bungo Tahun 2021.*

- Liana, P., Erin Rika, H., & Asep, W. (2023). *Relationship Between Nurse Workload and Work Stress in Internal Medicine Inpatient Rooms IX and XI Dustira Hospital Cimahi*.
- Meyer, K. R., Fraser, P. B., & Emeny, R. T. (2020). Development of a nursing assignment tool using workload acuity scores. *Journal of Nursing Administration*, 50(6), 322–327. <https://doi.org/10.1097/NNA.0000000000000892>
- Moghadam, K. N., Chehrzad, M. M., Masouleh, S. R., Mardani, A., Maleki, M., Akhlaghi, E., & Harding, C. (2021). Nursing workload in intensive care units and the influence of patient and nurse characteristics. *Nursing in Critical Care*, 26(6), 425–431. <https://doi.org/10.1111/nicc.12548>
- Mousa, S. K., & Othman, M. (2020). The impact of green human resource management practices on sustainable performance in healthcare organisations: A conceptual framework. *Journal of Cleaner Production*, 243. <https://doi.org/10.1016/j.jclepro.2019.118595>
- Mustika Putri, A., Rika Amran, dr, & Raihana Rustam, dr. (2021). *Baiturrahmah Medical Journal Evaluasi Implementasi Sistem Billing RS Dalam Pencatatan Pembayaran Pasien Rawat Jalan Dan Pasien Rawat Inap Dengan Metode Pieces di RSI Siti Rahmah Padang Tahun 2019*.
- Nur, I., Iskandar, H., & Ade, R. F. (2020). The measurement of nurses' mental workload using NASA-TLX method (a case study). *Malaysian Journal of Public Health Medicine*, 20(Specialissue1), 60–63. <https://doi.org/10.37268/MJPHM/VOL.20/NO.SPECIAL1/ART.705>
- Padilha, K. G., Stafseth, S., Solms, D., Hoogendoom, M., Monge, F. J. C., Gomaa, O. H., Giakoumidakis, K., Giannakopoulou, M., Gallani, M. C., Cudak, E., Nogueira, L. D. S., Santoro, C., De Sousa, R. C., Barbosa, R. L., & Miranda, D. D. R. (2015). Nursing activities score: An updated guideline for its application in the intensive care unit. *Revista Da Escola de Enfermagem*, 49(SpecialIssue), 131–137. <https://doi.org/10.1590/S0080-623420150000700019>
- Pamungkas, R. A., Ruga, F. B. P., Kusumapradja, R., & Kusumapradja, R. (2022). Impact of Physical Workload and Mental Workload on Nurse Performance: A Path Analysis. *International Journal of Nursing and Health Services (IJNHS)*, 5(2), 219–225. <https://doi.org/10.35654/ijnhs.v5i2.604>
- Peraturan Menteri Dalam Negeri Nomor 12 Tahun 2008, Menteri Dalam Negeri (2008).
- Prakash, C., Rao, B. P., Shetty, D. V., & Vaibhava, S. (2020). Application of time and motion study to increase the productivity and efficiency. *Journal of Physics: Conference Series*, 1706(1). <https://doi.org/10.1088/1742-6596/1706/1/012126>
- Putri, N. R., & Ratnasari, S. L. (2019). Pengaruh Tingkat Pendidikan, Pelatihan, Dan Pengembangan Karir Terhadap Kinerja Karyawan Pt. Asuransi Takaful Batam. *JURNAL AKUNTANSI, EKONOMI Dan MANAJEMEN BISNIS*, 7(1), 48–55. <https://doi.org/10.30871/jaemb.v7i1.1083>

- Ratnasari, S. L., & Lestari, L. (2020). Effect of leadership style, workload and job insecurity on turnover intention. *International Journal of Innovation, Creativity and Change*, 11(12), 299–313.
- Setianingsih, E., Lestari, W., & Waladani, B. (2022). Nurse Workload Against Burnout Syndrome in the Emergency Room. *Urecol Journal. Part C: Health Sciences*, 2(2), 93. Retrieved from <https://doi.org/10.53017/ujhs.200>
- S, I., & Tahir, R. (2020). Analisis Beban Kerja Perawat Pelaksana di Ruang Rawat Inap di RSUD Bahteramas Sulawesi Tenggara. *Jurnal Kesehatan Manarang*, 6(1), 62. <https://doi.org/10.33490/jkm.v6i1.142>
- Simanjuntak, P. O. H. L., Simanjorang, A., & Amirah, A. (2021). The Influence of Individual Characteristics, Organizational Factors and Job Satisfaction on Nurse Performance. *Journal of Asian Multicultural Research for Medical and Health Science Study*, 2(3), 27–38. <https://doi.org/10.47616/jamrmhss.v2i3.158>
- Soelton, M., Hardianti, D., Kuncoro, S., & Jumadi, J. (2020). *Factors Affecting Burnout in Manufacturing Industries*. 120(Icmeb 2019), 46–52. <https://doi.org/10.2991/aebmr.k.200205.010>
- Suriyani, S., Salomon, G. A., Palilingan, R. A., Nur, M. P., & Suprpto, S. (2023). Workload with Emergency Installation Nurse Work Stress. *Jurnal Edukasi Ilmiah Kesehatan*, 1(1), 12–17. <https://doi.org/10.61099/junedik.v1i1.6>
- Taouab, O., & Issor, Z. (2019). Firm Performance: Definition and Measurement Models. *European Scientific Journal ESJ*, 15(1), 93–106. <https://doi.org/10.19044/esj.2019.v15n1p93>
- Tommasi, V., Campolongo, A., Caridi, I., Gatti, S., Lagana, L., Simonelli, I., ... Manfellotto, D. (2017). Variables determining clinical complexity in hospitalized Internal Medicine patients: A workload analysis. *Italian Journal of Medicine*, 11(2), 202–206. <https://doi.org/10.4081/itjm.2017.725>
- Vafae-Najar, A., Amiresmaeli, M., Nekoei-Moghadam, M., & Tabatabaee, S. S. (2018). The design of an estimation norm to assess nurses required for educational and non-educational hospitals using workload indicators of staffing need in Iran. *Human Resources for Health*, 16(1), 1–13. <https://doi.org/10.1186/s12960-018-0309-5>
- Wahyuni, D., Budiman, I., Sembiring, M. T., & Panjaitan, N. (2019). Analysis of workload and number of workers in brick SMEs. *IOP Conference Series: Materials Science and Engineering*, 505(1). <https://doi.org/10.1088/1757-899X/505/1/012027>
- Wu, X., Wu, X., Gao, Y., Wang, L., Jin, J., Li, Y., Cheng, S., Wen, X., Wang, A., Li, Q., & Shang, S. (2019). Research-training needs of clinical nurses: A nationwide study among tertiary hospitals in China. *International Journal of Nursing Sciences*, 6(3), 300–308. <https://doi.org/10.1016/j.ijnss.2019.05.007>
- Yosiana, Y., Hermawati, A., & Mas'ud, M. H. (2020). The Analysis of Workload and Work Environment on Nurse Performance with Job Stress as Mediation Variable. *Journal of Socioeconomics and Development*, 3(1), 37. <https://doi.org/10.31328/jsed.v3i1.1326>