

### Daftar Pustaka

- Ahmed, U. (2019). Job Demands and Work Engagement: Call for More Urgent Empirical Attention. *Annals of Contemporary Developments in Management & HR*, 1(2), 8–14. <https://doi.org/10.33166/acdmhr.2019.02.002>
- Aprilianingsih, A., & Frianto, A. . (2022). Pengaruh Job Demands dan Job Resources terhadap Work Engagement pada Tenaga Kependidikan di Perguruan Tinggi. *Jurnal Ilmu Manajemen*, 10(1), 173–184. <https://doi.org/10.26740/jim.v10n1.p173-184>
- AsiaToday.id. (2022, March 1). *Employees in Indonesia are more engaged but less likely to stay in their jobs*. Asia Today. <https://asiatoday.id/read/employees-in-indonesia-are-more-engaged-but-less-likely-to-stay-in-their-jobs>
- Bakker, A.B. (2014), Daily fluctuations in work engagement: an overview and current directions, *European Psychologist*, Vol. 19 No. 4, pp. 227-236.
- Bakker, A.B. (2014). The job demands–resources questionnaire. Rotterdam: Erasmus University.
- Bakker, A. B., & Demerouti, E. (2007). The job demands-resources model: state of the art. *Journal of Managerial Psychology*, 22, 309-328.
- Bakker, A. B., & Demerouti, E. (2014). Job demands-resources theory. In P. Y. Chen & C. L.
- Cooper (Eds.), *Work and wellbeing* (pp. 37–64). Wiley Blackwell. <https://doi.org/10.1002/9781118539415.wbwell019>
- Bakker, A.B., Demerouti, E., & Euwema, M.C. (2005). Job resources buffer the impact of job demands on burnout. *Journal of Occupational Health Psychology*, 10(2) 170–180

- Bakker, A.B., Demerouti, E., Hakanen, JJ., & Xanthoupoulou, D. (2007). Job resources boost work engagement, particularly when job demands are high. *Journal of Educational Psychology*, 99(2) 274-284
- Clack, L. (2021). Employee engagement: Keys to organizational success. In S. K. Dhiman (Ed.), *The Palgrave Handbook of Workplace Well-Being*. Palgrave Macmillan, Cham. [https://doi.org/10.1007/978-3-030-30025-8\\_77](https://doi.org/10.1007/978-3-030-30025-8_77)
- Culture Amp. (2023, January). *Indonesia, January 2023*. Culture Amp. <https://www.cultureamp.com/science/insights/2023-january-indonesia>
- Delery, J. E., & Roumpi, D. (2017). Strategic human resource management, human capital and competitive advantage: Is the field going in circles? *Human Resource Management Journal*, 27(1), 1-21. <https://doi.org/10.1111/1748-8583.12137>
- Fabian, O., Ugwu., Lawrence, E., Ugwu., Fidelis, O., Okpata., Ike, E., Onyishi. (2023). (3) Do employees involved in career accidents experience greater work engagement? The moderating role of job resources. *Evidence-based HRM*, doi: 10.1108/ebhrm-03-2023-0070
- Fairnandha, M. M. (2021). Pengaruh perceived organizational support, job demands, dan job satisfaction terhadap work engagement. *Jurnal Ilmu Manajemen*. <https://doi.org/10.26740/jim.v9n3.p%p>
- Ferdiansyah, R. Z., & Saraswati, K. D. H. (2021). The influences of psychological capital and job resources towards work engagement. *Advances in Social Science, Education and Humanities Research*, 528. <https://doi.org/10.2991/assehr.k.210805.181>
- Frinsca, N., Zamralita., Daniel, L. (2024). (1) The role of psychological capital and job resources on work engagement among generation z employees. *Biopsikososial*, doi: 10.22441/biopsikososial.v8i1.23445

- Galanakis, M. D. & Tsitouri, E. (2022). Positive psychology in the working environment. Job demands-resources theory, work engagement and burnout: A systematic literature review. *Front. Psychol.* 13:1022102. doi: 10.3389/fpsyg.2022.1022102
- Gravetter, F. J., & Forzano, L. B. (2018). Research methods for the behavioral sciences (6th ed.). Cengage Learning.
- Hakanen, J. J., Schaufeli, W. B., & Ahola, K. (2008). The Job Demands-Resources model: A three-year cross-lagged study of burnout, depression, commitment, and work engagement. *Work & Stress*, 22(3), 224-241.
- Healy M. J. (1994). Statistics from the inside. 12. Non-normal data. *Archives of disease in childhood*, 70(2), 158–163. <https://doi.org/10.1136/adc.70.2.158>
- International Test Commission. (2016). ITC guidelines for translating and adapting.
- Janse van Rensburg, Y., Boonzaier, B., and Boonzaier, M. (2013). The job demandsresources model of work engagement in South African call centres: original research. *J. Hum. Res. Manage.* 11, 1–13.
- Juliana, A., Saffardin, F. S., & Teoh, K. B. (2021). Job demands-resources model and burnout among penang preschool teachers: The mediating role of work engagement. *Annals of the Romanian Society for Cell Biology*, 25(3), 6679–6691
- Kahn, W. A. (1990). Psychological conditions of personal engagement and disengagement at work. *Academy of Management Journal*, 33(4), 692-724. <https://doi.org/10.5465/256287>
- Kassahun, Z. W., & Raman, M. S. (2021). Antecedents of employees work engagement: A study on an Ethiopian universities in case of Amhara Regional State. *Revista GEINTEC*, 11(4). <https://doi.org/10.47059/revistageintec.v11i4.2470>

- Kumala, F. (2023). The influence of job demand and work environment on employee performance. *Journal of Employment and Business*.  
<https://doi.org/10.59422/jeb.v1i01.187>
- Kristiana, I. F., Fajrianthi, F., & Purwono, U. (2019). ANALISIS RASCH DALAM UTRECHT WORK ENGAGEMENT SCALE-9 (UWES-9) VERSI BAHASA INDONESIA. *Jurnal Psikologi*, 17(2), 204. doi:10.14710/jp.17.2.204-217
- Leilei, T., Mengjuan, S., Yu, L., Yizhi, L., Bingcheng, Y. (2024). (1) Building a committed workforce: the synergistic effects of coaching leadership, organizational self-esteem, and learning goal orientation. *Frontiers in Psychology*, doi: 10.3389/fpsyg.2024.1423540
- Lestari, W., & Zamralita, Z. (2017). GAMBARAN TUNTUTAN PEKERJAAN (JOB DEMANDS) DAN DUKUNGAN PEKERJAAN (JOB RESOURCES) PADA PEGAWAI INSTITUSI X DKI JAKARTA. *Jurnal Muara Ilmu Sosial, Humaniora, dan Seni*, Vol. 1 No. 2
- Ling-yun, W., Zhang, C., & Su, X. (2024). The impact of coaching leadership on work engagement: An empirical study from Chinese context. *\*Journal of Managerial Psychology\**. <https://doi.org/10.1108/jmp-09-2023-0547>
- Luthans, F., Luthans, K. W., & Luthans, B. C. (2015). Organizational behavior: An evidence-based approach. *Journal of Organizational Dynamics*, 44(2), 143-151.  
<https://doi.org/10.1016/j.orgdyn.2015.02.002>
- Matthysen, M. & Chantel, H.. (2018). The Relationship between Readiness to Change and Work Engagement: A Case Study in An Accounting Firm Undergoing Change. *SA Journal of Human Resources Management*. 16(0), a855
- Mercia, G., Patience., R., De, Braine., Nelesh, D. (2024). (2) P-178 job demands, job resources, meaningful work and work engagement of nurses. *Occupational Medicine*, doi: 10.1093/occmed/kqae023.0708

- Munawar, A., & Suriyanti, S. (2024). The effect of organizational culture, work-life balance, and job satisfaction on non-commercial employee work engagement. *Golden Ratio of Human Resources Management*, 4(1).  
<https://doi.org/10.52970/grhrm.v4i1.452>
- Mussagulova, A. (2021). Predictors of work engagement: Drawing on job demands–resources theory and public service motivation. *Australian Journal of Public Administration*, 80(2), 217–238. <https://doi.org/10.1111/1467-8500.12449>
- Naidoo-Chetty, M., & Plessis, M. Du. (2021). Systematic Review of the Job demands and Resources of Academic Staff within Higher Education Institutions. *International Journal of Higher Education*, 10(3), 268–284.  
<https://doi.org/10.5430/ijhe.v10n3p268>
- Najla, E. A., & Prakoso, H. (2022). Pengaruh job crafting terhadap work engagement pada karyawan bagian sales Bank X. *Jurnal Riset Psikologi*, 2(1), 53-60.
- Niswaty, R., Wirawan, H., Akib, H., Saggaf, M. S., & Daraba, D. (2021). Investigating the effect of authentic leadership and employees' psychological capital on work engagement: evidence from Indonesia. *Heliyon*, 7(5), e06992.  
[doi:10.1016/j.heliyon.2021.e06992](https://doi.org/10.1016/j.heliyon.2021.e06992)
- Norman G. (2010). Likert scales, levels of measurement and the "laws" of statistics. *Advances in health sciences education : theory and practice*, 15(5), 625–632.  
<https://doi.org/10.1007/s10459-010-9222-y>
- Novaes, V. P., Ferreira, M. C., & Valentini, F. (2018). Psychological Flexibility as a Moderator of the Relationships between Job demands and Resources and Occupational Well-being. *Spanish Journal of Psychology*, 21(e11), 1–13.  
<https://doi.org/10.1017/sjp.2018.14>

- Nurendra, A. M. (2018). The Effect of Job Resources As Moderating Variable Between Job demands and Work Engagement on University Lecturers. *Malaysian Online Journal of Counseling*, 5(1), 35–42.
- Patricia, Ots., Keller, A. C., Altrock, E., van Zon, S. K., & Brouwer, S. (2022). Job resources do not mitigate the impact of job demands for workers with depression. *European Journal of Public Health*.  
<https://doi.org/10.1093/eurpub/ckac130.214>
- PwC Indonesia. (2023). *Survei: 75 persen orang Indonesia puas dengan pekerjaannya*. PwC.  
<https://www.pwc.com/id/en/media-centre/pwc-in-news/2023/indonesian/survei-75-persen-orang-indonesia-puas-dengan-pekerjaannya-anda.html>
- Prieto, F. D., Postigo, Á., Cuesta, M., & Muñiz, J. (2022). Work engagement: Organizational attribute or personality trait? *Journal of Work and Organizational Psychology*, 38(2). <https://doi.org/10.5093/jwop2022a7>
- Rini, R., Agustiani, I., Merdekawati, K., & Karlinah, S. (2022). The effect of job demands on journalist performance in Pikiran Rakyat newspaper. *Kajian Jurnalisme*. <https://doi.org/10.24198/jkj.v6i1.27205>
- Rothmann, S., & Jordaan, G. M. E. (2006). Job demands, job resources, and work engagement of academic staff in South African higher education institutions. *South African Journal of Industrial Psychology*, 32(4), 87-97.
- Schaufeli, W. B. & Bakker, A. B. (2004). Utrecht work engagement scale: Preliminary manual. Utrecht University: Occupational Health Psychology Unit.
- Schaufeli, W. B. (2017). Applying the Job Demands-Resources model. *Organizational Dynamics*, 46(2), 120–132. doi:10.1016/j.orgdyn.2017.04.008

- Schaufeli, W. B., Bakker, A. B., & Van Rhenen, W. (2009). How changes in job demands and resources predict burnout, work engagement, and sickness absenteeism. *Journal of Organizational Behavior*, 30, 893–917.
- Schaufeli, W.B. and Bakker, A.B. (2010). Defining and measuring work engagement: bringing clarity to the concept, in Bakker, A.B. and Leiter, M.P. (Eds), *Work Engagement: A Handbook of Essential Theory and Research*, Psychology Press, New York, NY, pp. 10-24.
- Schaufeli, W. B., Salanova, M., González-Romá, V., & Bakker, A. B. (2002). The measurement of engagement and burnout: A two-sample confirmatory factor analytic approach. *Journal of Happiness Studies*, 3(1), 71-92.  
<https://doi.org/10.1023/A:1015630930326>
- Siti, D., Nur, S. A., Rahim, I., Hanie, A.S., Junaidah, Y., Amalina, I. (2024). (2) A Study on The Relationship between Coaching Styles towards Work Engagement in Artificial Intelligence Industries. *International Journal of Business and Technopreneurship*, doi: 10.58915/ijbt.v13i2.957
- Suhardoyo, & Nurjanah, S. (2021). The Impact Of Job demands And Job Resources On Employee Work Engagement In The Industrial Area Of Bonded Zone North Jakarta. *Psychology and Education Journal*, 58(4), 1277–1285.  
<http://psychologyandeducation.net/pae/index.php/pae/article/view/4829>
- Suhardoyo, S., Rukiastiandari, I., Emita, E., Iviq, H., Rahayu, R., & Ningsih, N. (2023). Job demands dan job resources (JD-R) pengaruhnya terhadap produktivitas karyawan. *Jurnal Ilmu Manajemen*. <https://doi.org/10.33474/jimmu.v8i1.19335>
- Tongco, M. D. C. (2007). Purposive Sampling as a Tool for Informant Selection. *Ethnobotany Research & Applications*, 5, 147-158.

- Turner, P. (2020). Why is employee engagement important?. In *Employee engagement in contemporary organizations*. Palgrave Macmillan, Cham.  
[https://doi.org/10.1007/978-3-030-36387-1\\_3](https://doi.org/10.1007/978-3-030-36387-1_3)
- Upadyaya, K., Vartiainen, M., & Salmela-Aro, K. (2016). From Job Demands and Resources to Work Engagement, Burnout, Life Satisfaction, Depressive Symptoms, and Occupational Health. *Burnout Research*, 3(4), 1–19.  
<https://doi.org/10.1016/j.burn.2016.10.001>
- Weigl, M., Müller, A., Hornung, S. et al. Job resources and work engagement: the contributing role of selection, optimization, and compensation strategies at work. *J Labour Market Res* 47, 299–312 (2014). [https://doi.org/10.1007/s12651-014-0163-](https://doi.org/10.1007/s12651-014-0163-0)