

REFERENSI

- Adams, R., Ryan, T., & Wood, E. (2021). Understanding the factors that affect retention within the mental health nursing workforce: A systematic review and thematic synthesis. *International Journal of Mental Health Nursing*, 30(1), 1476–1497. <https://doi.org/10.1111/inm.12904>
- Aiken LH, Sloane DM, Ball J, Bruyneel L, Rafferty AM, Griffiths P. Patient satisfaction with hospital care and nurses in England: an observational study. *BMJ Open*. 2018. Jan 11;8(1):e019189. doi: 10.1136/bmjopen-2017-019189.
- Alameddine, M., Bauer, J. M., Richter, M., & Sousa-Poza, A. (2017). The paradox of falling job satisfaction with rising job stickiness in the german nursing workforce between 1990 and 2013. *Human Resources for Health*, 15(1), 55. <https://doi.org/10.1186/s12960-017-0228-x>
- Andreassen CS. Workaholism: An overview and current status of the research. *J Behav Addict*. 2014 Mar;3(1):1-11. doi: 10.1556/JBA.2.2013.017. Epub 2013 Dec 6. PMID: 25215209; PMCID: PMC4117275.
- Andreassen, C. S., Pallesen, S., & Torsheim, T. (2018). Workaholism as a mediator between work-related stressors and health outcomes. *International Journal of Environmental Research and Public Health*, 15(1), 73. (<https://doi.org/10.3390/ijerph15010073>)
- Andreassen, C. S., Ursin, H., & Eriksen, H. R. (2007). The relationship between strong motivation to work, “workaholism,” and health. *Psychology & Health*, 22(5), 615–629. <https://doi.org/10.1080/14768320600941814>
- Babbie, Earl. 2001. *The Practice of Social Research*. Edisi Kesembilan. USA: Thomson Learning.
- 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., & Sanz-Vergel, A. I. (2014). Burnout and work engagement: The JD–R approach. *Annual Review of Organizational Psychology and Organizational Behavior*, 1(1), 389–411. <https://doi.org/10.1146/annurev-orgpsych.031413-091235>
- Bakker A, Schaufeli WB. **UTRECHT WORK ENGAGEMENT SCALE: Test manual**. Utrecht, The Netherlands; 2017.
- Baron, R.M. & Kenny, D.A. 1986. The Moderator-Mediator Variable Distinction in Social Psychological Research: Conceptual, Strategic, and Statistical Considerations. *Journal of personality and Social Psychology*. 51 (6), 1173-1182
- Berlin, Gretchen, Faith Burns, Amy Hanley, Brad Herbig, Kate Judge, and Mhoire Murphy. 2023. “Understanding and Addressing Nurse Burnout | McKinsey.” www.mckinsey.com. November 6, 2023. <https://www.mckinsey.com/industries/healthcare/our-insights/understanding-and-prioritizing-nurses-mental-health-and-well-being>.

- Brault-Labbe, A., & Dube, L. (2009). Engagement, surengagement et sous-engagement academiques au collegial: pour mieux comprendre le bien-[^]etre des etudiants. [Academic engagement, over-commitment and under-commitment in college: To better understand student well-being]. *Revue des sciences de l'education*, 34(3), 729–751. <https://doi.org/10.7202/029516ar>
- Breevaart, K., & Bakker, A. B. (2018). Daily job demands and employee work engagement: The role of daily transformational leadership behavior. *Journal of Occupational Health Psychology*, 23(3), 338–349. <https://doi-org.ezproxy.ugm.ac.id/10.1037/ocp0000082>
- Brown, S. P., and Leigh, T. W. (1996). A new look at psychological climate and its relationship to job involvement, effort, and performance. *J. Appl. Psychol.* 81, 358–368. doi: 10.1037/0021-9010.81.4.358
- Burke, R.J. (1999), "Workaholism among women managers: work and life satisfactions and psychological well-being", *Equal Opportunities International*, Vol. 18 No. 7, pp. 25-35. <https://doi.org/10.1108/02610159910785664>
- Calvo JM, Kwatra J, Yansane A, Tokede O, Gorter RC, Kalenderian E. Burnout and work Engagement among US dentists. *J Patient Saf.* 2021;17:398–404. <https://doi-org.ezproxy.ugm.ac.id/10.1097/PTS.0000000000000355>.
- Carroll, J. J., & Robinson, B. E. (2000). Depression and Parentification among Adults as Related to Parental Workaholism and Alcoholism. *The Family Journal*, 8(4), 360-367. <https://doi.org/10.1177/1066480700084005>
- Cavanaugh, M. A., Boswell, W. R., Roehling, M. V., & Boudreau, J. W. (2000). An empirical examination of self-reported work stress among U.S. managers. *Journal of Applied Psychology*, 85(1), 65–74. <https://doi.org/10.1037/0021-9010.85.1.65>
- Clausen, Thomas, Line Rosendahl Meldgaard Pedersen, Malene Friis Andersen, Tores Theorell, and Ida E.H. Madsen. 2022. Job autonomy and psychological well-being: a linear or a non-linear association? *European Journal of Work and Organizational Psychology* 31: 395–405. <https://doi.org/10.1080/1359432X.2021.1972973>
- Crawford, E. R., LePine, J. A., & Rich, B. L. (2010). Linking job demands and resources to employee engagement and burnout: A the oretical extension and meta-analytic test. *The Journal of Applied Psychology*, 95(5), 834–848. <https://doi.org/10.1037/a0019364>
- CSDT. 2014. "Self-Determination Theory." [Selfdeterminationtheory.org](http://selfdeterminationtheory.org). Center for Self-Determination Theory. 2014. <https://selfdeterminationtheory.org/theory/>.
- D. Rajan. Negative impacts of heavy workloads: a comparative study among sanitary workers *Sociol. Int. J.*, 2 (6) (2018), pp. 465-474
- D'Ettorre G, Pellicani V, Caroli A, Greco M. Shift work sleep disorder and job stress in shift nurses: implications for preventive interventions. *Med Lav.* 2020. Jun 26;111(3):195-202. doi: 10.23749/mdl.v111i3.9197.

- Dall'Ora C, Ball J, Reinius M, Griffiths P. Burnout in nursing: a theoretical review. *Hum Resour Health*. 2020. Jun 5;18(1):41. doi: 10.1186/s12960-020-00469-9.
- Del Líbano, M., Llorens, S., Salanova, M., & Schaufeli, W. (2010). Validity of a brief workaholism scale. *Psicothema*, 22, 143–150.
- Demerouti, Evangelia & Sanz Vergel, Ana. (2014). Burnout and Work Engagement: The JD-R Approach. Annual Review of Organizational Psychology and Organizational Behavior. 1. 10.1146/annurev-orgpsych-031413-091235.
- Dettmers, Jan, and Franziska Bredehöft. 2020. The ambivalence of job autonomy and the role of job design demands. *Scandinavian Journal of Work and Organizational Psychology* 5: 1–13. <https://doi.org/10.16993/SJWOP.81>.
- Drennan, V.M. and Ross, F. (2019), “Global nurse shortages—the facts, the impact and action for change”, *British Medical Bulletin*, Vol. 130 No. 1, pp. 25-37.
- Dryden, W., & Thorne, B. (Eds.). (1991). *Training and supervision for counselling in action*. Sage Publications, Inc.
- Erez, A., & Isen, A. M. (2002). The influence of positive affect on the components of expectancy motivation. *Journal of Applied Psychology*, 87(6), 1055–1067. <https://doi.org/10.1037/0021-9010.87.6.1055>
- Fadilla, Zahara & Taqwin, & Ketut, Masita & Ardiawan, Ngurah & Eka, Meilida & Ummul, Jannah & Zaini, Penerbit & Abdullah Lawang, Karimuddin & Jannah, Misbahul. (2023). **METODOLOGI PENELITIAN KUANTITATIF**.
- Farfán, J., Peña, M., Fernández-Salineró, S. & Topa, G. The moderating role of extroversion and neuroticism in the relationship between autonomy at work, burnout, and job satisfaction. *Int. J. Environ. Res. Public Health*. **17**, 8166 (2020).
- Fernet, Claude & Gagné, Marylène & Austin, Stephanie. (2010). When Does Quality of Relationships with Coworkers Predict Burnout over Time? The Moderating Role of Work Motivation. *Journal of Organizational Behavior*. 31. 1163-1180. 10.1002/job.673.
- Freudenberger, H.J., 1974. Staff burn-out. *Journal of Social Issues* 30 (1), 159–165.
- Fried, Yitzhak, and Gerald R. Ferris. 1987. The validity of the job characteristics model: a review and meta-analysis. *Personnel Psychology* 40: 287–322. <https://doi.org/10.1111/j.1744-6570.1987.tb00605.x>.
- Ganster DC, Murphy LR. Workplace interventions to prevent stress-related illness: Lessons from research and practice. In: Cooper CL, Locke EA, editors. *I/O psychology: What we know about theory and practice*. Basil Blackwell; Oxford, UK: 2000. pp. 34–51.
- García-Merino, S., Martín, N. & Alcover, C. M. The role of job crafting and psychological capital in the relationship between job autonomy and work engagement: a serial mediation model. *The Spanish J. Psychol*. **26**, e17 (2023).
- Gazi, G & Alexias, Georgios & Triantafillidou, S & Togas, Constantinos. (2024). Attitudes of Public Hospital Nurses in Greece Toward Cultural Diversity

- and Their Association with Empathy. 11. 97-110. 10.14738/bjhm.112.16700.
- Goh Z, Ilies R, Wilson KS (2015) Supportive supervisors improve employees' daily lives: the role supervisors play in the impact of daily workload on life satisfaction via work-family conflict. *J Vocat Behav* 89:65–73
- Gray, Murray & Fox, Nathan & Gordon, John & Brilha, José & Charkraborty, Abhik & Garcia, Maria da Glória & Hjort, Jan & Kubalíková, Lucie & Seijmonsbergen, Arie & Urban, Jan. (2024). Boundary of ecosystem services: A response to Chen et al. (2023).. *Journal of Environmental Management*. 351. 10.1016/j.jenvman.2023.119666.
- Greenglass, E. R., Ronald, J., & Moore, K. A. (2003). Reactions to increased workload: Effects on professional efficacy of nurses. *Applied Psychology: An International Review*, 52(4), 580–597. <https://doi.org/10.1111/1464-0597.00152>
- Hackman, J. Richard., and Greg R. Oldham. 1975. Development of the job diagnostic survey. *Journal of Applied Psychology* 60: 159–170. <https://doi.org/10.1037/h0076546>.
- Hair, Black, Babin dan Anderson. 2010. *Multivariate Data Analysis*, Seventh Edition. Upper Saddle River, New Jersey: Pearson Prentice Hall.
- Hart, S. G., & Staveland, L. E. (1988). Development of NASA-TLX (Task Load Index): Results of empirical and theoretical research. In P. A. Hancock & N. Meshkati (Eds.), *Human mental workload* (pp. 77–106). New York: Elsevier Science Publishers B.V (North Holland).
- Harpaz, I., & Snir, R. (2003). Workaholism: Its Definition and Nature. *Human Relations*, 56(3), 291-319. <https://doi.org/10.1177/0018726703056003613>
- Hatch, D. J., Potter, G. G., Martus, P., Rose, U., & Freude, G. (2019). Lagged versus concurrent changes between burnout and depression symptoms and unique contributions from job demands and job resources. *Journal of Occupational Health Psychology*, 24(6), 617–628. <https://doi.org/10.1037/ocp0000170>
- Hayes, A. F. (2013). *Introduction to mediation, moderation, and conditional process analysis*. New York, NY: Guilford.
- Heijden, B., Mahoney, C. B., & Xu, Y. (2019). Impact of job demands and resources on nurses' burnout and occupational turnover intention towards an age-moderated mediation model for the nursing profession. *International Journal of Environmental Research and Public Health*, 16, 2011. <https://doi.org/10.3390/ijerph16112011>
- Heorell, T., Hammarström, A., Aronsson, G. *et al.* A systematic review including meta-analysis of work environment and depressive symptoms. *BMC Public Health* 15, 738 (2015). <https://doi.org/10.1186/s12889-015-1954-4>
- Hoang, T.G., Corbière, M., Negrini, A., Pham, M.K. and Reinharz, D. (2013). Validation of the Karasek-Job Content Questionnaire to Measure Job Strain in Vietnam. *Psychological Reports*, 113(2), pp.363–379. doi:<https://doi.org/10.2466/01.03.pr0.113x20z3>.
- Hobfoll, S. E., & Freedy, J. (1993). Conservation of resources: A general stress theory applied to burnout. In W. B. Schaufeli, C. Maslach, & T. Marek

- (Eds.), *Professional burnout: Recent developments in theory and research* (pp. 115–133). Taylor & Francis.
- Hogan, N. L., Lambert, E. G., & Griffin, M. L. (2013). Loyalty, love, and investments: The impact of job outcomes on the organizational commitment of correctional staff. *Criminal Justice and Behavior*, 40(4), 355–375. <https://doi.org/10.1177/0093854812469944>
- Hopkins, V., & Gardner, D. (2012). The mediating role of work engagement and burnout in the relationship between job characteristics and psychological distress among lawyers. *New Zealand Journal of Psychology*, 41(1), 59–68. <https://mro.massey.ac.nz/bitstream/handle/10179/9484/Hopkins-Gardner.pdf?sequence=1&isAllowed=y>
- Huang SYB, Huang C-H and Chang T-W (2022) A New Concept of Work Engagement Theory in Cognitive Engagement, Emotional Engagement, and Physical Engagement. *Front. Psychol.* 12:663440. doi: 10.3389/fpsyg.2021.663440
- Hudgins, T. A. (2016). Resilience, job satisfaction and anticipated turnover in nurse leaders. *Journal of Nursing Management*, 24(1), E62– E69. <https://doi.org/10.1111/jonm.12289>
- Humphrey, Stephen E., Jennifer D. Nahrgang, and Frederick P. Morgeson. 2007. Integrating motivational, social, and contextual work design features: a meta-analytic summary and theoretical extension of the work design literature. *Journal of Applied Psychology* 92: 1332–1356. <https://doi.org/10.1037/0021-9010.92.5.1332>.
- Huttenlocher, J., Smiley, P., & Charney, R. (1983). Emergence of action categories in the child: Evidence from verb meanings. *Psychological Review*, 90(1), 72–93. <https://doi.org/10.1037/0033-295X.90.1.72>
- Inegbedion, H., Inegbedion, E., Peter, A. and Harry, L. (2020b). Perception of workload balance and employee job satisfaction in work organisations. *Heliyon*, [online] 6(1). Available at: <https://www.sciencedirect.com/science/article/pii/S2405844020300050>.
- Introduction to Mediation, Moderation, and Conditional Process Analysis.” 2019. Andrew F. Hayes, Ph.D. 2019. <http://afhayes.com/introduction-to-mediation-moderation-and-conditional-process-analysis.html>.
- Jodoin, M. (2000). Engagement et surengagement au travail: composantes psychologiques, antécédents potentiels et association avec le bien-être personnel [Engagement and surengagement: psychological components, potential antecedents and association with personal well-being] [Doctoral dissertation, Université de Montréal]. Library and Archives Canada Repository. <https://www.collectionscanada.gc.ca/obj/s4/f2/dsk3/ftp04/NQ60595.pdf>
- Kahn, W. A. (1990). Psychological conditions of personal engagement and disengagement at work. *Acad. Manag. J.* 33, 692–724. doi: 10.5465/256287
- Karasek RA. Job demands, job decision latitude, and mental strain: Implications for job re-design. *Administrative Science Quarterly*. 1979;24:285–306.

- Karasek, R. A., Brisson, C., Kawakami, N., Houtman, I., Bongers, P., & Amick, B. (1998). The job content questionnaire (JCQ): An instrument for internationally comparative assessment of psychological job characteristics. *Journal of Occupational Health Psychology*, 3(4), 322–255. <https://doi.org/10.1037/1076-8998.3.4.322>
- Karasek RA, Theorell T. *Healthy work: Stress, productivity, and the reconstruction of working life*. Basic Books; New York: 1990.
- Khari, C. & Sinha, S. Job Autonomy and Cyberloafing: A Mediated Moderation Model of Work Engagement and Mindfulness. *Evidence-Based Hrm: A Global Forum for Empirical Scholarship*. ahead-of-print, (2024).
- Lambert, E. G., Hogan, N. L., & Griffin, M. L. (2007). The impact of distributive and procedural justice on correctional staff job stress, job satisfaction, and organizational commitment. *Journal of Criminal Justice*, 35(6), 644–656. <https://doi.org/10.1016/j.jcrimjus.2007.09.001>
- Lee, K., Carswell, J. J., & Allen, N. J. (2000). A meta-analytic review of occupational commitment: Relations with person- and work related variables. *The Journal of Applied Psychology*, 85(5), 799–811. <https://doi.org/10.1037/0021-9010.85.5.799>
- Lee RT, Ashforth BE. A meta-analytic examination of the correlates of the three dimensions of job burnout. *J Appl Psychol*. 1996 Apr;81(2):123-33. doi: 10.1037/0021-9010.81.2.123. PMID: 8603909.
- Leineweber, C., Chungkham, H. S., Lindqvist, R., Westerlund, H., Runesdotter, S., Smeds Alenius, L., & Tishelman, C. (2016). Nurses' practice environment and satisfaction with schedule flexibility is related to intention to leave due to dissatisfaction: A multi-country, multilevel study. *International Journal of Nursing Studies*, 58, 47–58. <https://doi.org/10.1016/j.ijnurstu.2016.02.003>
- Leiter, M.P.; Maslach, C. The Impact of Interpersonal Environment on Burnout and Organizational Commitment. *J. Organ. Behav.* 1988, 9, 297–308.
- Leiter, M.P.; Maslach, C. Areas of worklife: A structured approach to organizational predictors of job burnout. In *Research in Occupational Stress and Well-Being*; Emerald (MCB UP): Bingley, England, 2003; Volume 3, pp. 91–134. ISBN 978-0-7623-1057-9.
- Leiter, M.P. & Shaughnessy, Krystelle. (2006). The areas of worklife model of burnout: Tests of mediation relationships. *Ergonomia: An International Journal*. 28. 327-341.
- Leroy-Fremont, Moundjiegout N., Desrumaux, P., ., & Lapointe, D. (2014). Effet mediateur de la satisfaction des besoins psychologiques entre les contraintes, justice organisationnelle et personnalité avec le bien-^ etre subjectif et l'epuisement professionnel. [Mediating effect of the psychological need satisfaction between constraints, organizational justice and personality with subjective well-being and burnout. *Psychologie du Travail et des Organisations*, 20(2), 175–202. [https://doi.org/10.1016/S1420-2530\(16\)30037-1](https://doi.org/10.1016/S1420-2530(16)30037-1)
- Libert, C., Chabrol, H., & Laconi, S. (2019). Exploration du burn-out et du surengagement academique dans un echantillon d'etudiants [Exploring

- burnout and academic over-com mitment in a sample of students]. *Journal de Therapie Comportementale et Cognitive*, 29(3), 119–131. <https://doi.org/10.1016/j.jtcc.2019.01.001>
- Lu, A. C. C., & Gursoy, D. (2016). Impact of job burnout on satisfaction and turnover intention: Do generational differences matter? *Journal of Hospitality & Tourism Research*, 40(2), 210–235. <https://doi.org/10.1177/1096348013495696>
- Machado, T., Desrumaux, P., & Dose, E. (2015). L’addiction au travail: quels effets de la charge de travail, de la dissonance emotionnelle et du surinvestissement? [Work Addiction: What are the effects of workload, emotional dissonance and overinvestment?]. *Pratiques Psychologiques*, 21(2), 105–120. <https://doi.org/10.1016/j.prps.2015.03.004>
- Malach-Pines, A. (2005). The Burnout Measure Short version (BMS). *International Journal of Stress Management*, 12(1), 78–88. <https://doi.org/10.1037/1072-5245.12.1.78>
- Maslach, C., Jackson, S. E., & Leiter, M. P. (1986). *Maslach burnout inventory: Manual* (2nd ed.). Consulting Psychologists Press.
- Maslach, C., & Leiter, M. P. (1997). *The truth about burnout: How organizations cause personal stress and what to do about it*. San Francisco, CA: Jossey-Bass.
- Maslach, C., Schaufeli, W. B., & Leiter, M. P. (2001). Job burnout. *Annual Review of Psychology*, 52, 397–422. <https://doi.org/10.1146/annurev.psych.52.1.397>
- Maslach C, Leiter MP. Understanding the burnout experience: recent research and its implications for psychiatry. *World Psychiatry*. 2016 Jun;15(2):103-11. doi: 10.1002/wps.20311. PMID: 27265691; PMCID: PMC4911781.
- Matsudaira K, Shimazu A, Fujii T, Kubota K, Sawada T, et al. (2013) Workaholism as a Risk Factor for Depressive Mood, Disabling Back Pain, and Sickness Absence. *PLOS ONE* 8(9): e75140. <https://doi.org/10.1371/journal.pone.0075140>
- Matsuo, M., Suzuki, E., Takayama, Y., Shibata, S., & Sato, K. (2021). Influence of striving for work-life balance and sense of coherence on intention to leave among nurses: A 6-month prospective survey. *The Journal of Health Care*, 58(9), 1–9. <https://doi.org/10.1177/00469580211005192>
- May, Douglas & Gilson, Richard & Harter, Lynn. (2004). The Psychological Conditions of Meaningfulness, Safety and Availability and the Engagement of the Human Spirit at Work. *Journal of Occupational and Organizational Psychology*. 77. 11 - 37. [10.1348/096317904322915892](https://doi.org/10.1348/096317904322915892).
- Meneghel, Isabella & Martínez, Isabel & Salanova, Marisa. (2016). Job-Related Antecedents of Team Resilience and Improved Team Performance. *Personnel Review*. 45. [10.1108/PR-04-2014-0094](https://doi.org/10.1108/PR-04-2014-0094).
- Millán, A., Millán, J. M., & Caçador-Rodrigues, L. (2020). Disclosing ‘masked employees’ in Europe: Job control, job demands and job outcomes of ‘dependent self-employed workers.’ *Small Business Economics*, 55(2), 461–474. <https://doi-org.ezproxy.ugm.ac.id/10.1007/s11187-019-00245-7>

- Molino, M., Bakker, A. B., & Ghislieri, C. (2016). The role of workaholism in the job demands-resources model. *Anxiety, Stress, & Coping*, 1–15, 29(4), 400–414. <https://doi.org/10.1080/10615806.2015.1070833>
- Montero-Marín, J. El síndrome de burnout y sus diferentes manifestaciones clínicas: Una propuesta para la intervención [The burnout syndrome and its various clinical manifestations: A proposal for intervention]. *Anest. Analg. Reanim.* **2016**, 29, 1–16.
- Morgeson, F. P., & Humphrey, S. E. (2006). The Work Design Questionnaire (WDQ): Developing and validating a comprehensive measure for assessing job design and the nature of work. *Journal of Applied Psychology*, 91(6), 1321–1339. <https://doi-org.ezproxy.ugm.ac.id/10.1037/0021-9010.91.6.1321>
- Naughton, T. J. (1987). A conceptual view of workaholism and implications for career counseling and research. *The Career Development Quarterly*, 35(3), 180–187. <https://doi.org/10.1002/j.2161-0045.1987.tb00912.x>
- Nickum, M. and Desrumaux, P. (2022). Burnout among lawyers: effects of workload, latitude and mediation via engagement and over-engagement. *Psychiatry, Psychology and Law*, 30(3), pp.1–13. doi:<https://doi.org/10.1080/13218719.2022.2035840>.
- Oates, W. E. (1971). *Confessions of a workaholic: The facts about work addiction*. New York: World.
- Otto, A., Bischoff, L. L., & Wollesen, B. (2019). Work-related burdens and requirements for health promotion programs for nursing staff in different care settings: A cross-sectional study. *International Journal of Environmental Research and Public Health*, 16(19), 3586. <https://doi.org/10.3390/ijerph16193586>
- Pace F, Sciotto G. The effect of emotional dissonance and mental load on need for recovery and work engagement among italian fixed-term researchers. *Int J Environ Res Public Health*. 2020;18(1):99.
- Pacquing, M. C. T. Employee engagement is the key: its mediating role between person-environment fit and organizational commitment among filipino employees. *Makara Human Behav. Stud. Asia* **27**, 1–7 (2023).
- Panari C, Caricati L, Pelosi A, Rossi C. Emotional exhaustion among healthcare professionals: the effects of role ambiguity, work engagement and professional commitment. *Acta Biomed*. 2019 Jul 8;90(6-S):60-67. doi: 10.23750/abm.v90i6-S.8481. PMID: 31292416; PMCID: PMC6776181.
- Park, Rhokeun. 2012. Job autonomy as a predictor of mental well-being: the moderating role of quality-competitive environment. *Journal of Business and Psychology* 27: 305–316. <https://doi.org/10.1007/s10869-011-9244-3>.
- Park, H., & Yu, S. (2019). Effective policies for eliminating nursing workforce shortages: A systematic review. *Health Policy and Technology*, 8(3), 296–303. <https://doi.org/10.1016/j.hlpt.2019.08.003>
- Pierce, Jon L., Iiro Jussila, and Anne Cummings. 2009. Psychological ownership within the job design context: revision of the job characteristics model. *Journal of Organizational Behavior* 30: 477–496. <https://doi.org/10.1002/job.550>.

- Pines, A.M., Aronson, E., 1988. *Career burnout: causes and cures*. Free Press, New York.
- Roskams, Michael & Weziak-Bialowolska, Dorota & Białowolski, Piotr. (2021). Job Demands-Resources Model: Its Applicability to the Workplace Environment and Human Flourishing. 10.1201/9781003128830-3.
- Rothbard, N. P. (2001). Enriching or depleting? the dynamics of engagement in work and family roles. *Administrative Sci. Quar.* 46, 655–684. doi: 10.2307/3094827
- Ruiz-Fernández MD, Pérez-García E, Ortega-Galán ÁM. Quality of Life in Nursing Professionals: Burnout, Fatigue, and Compassion Satisfaction. *Int J Environ Res Public Health*. 2020. Feb 15;17(4):1253. doi: 10.3390/ijerph17041253.
- Russell, J. A., and Barrett, L. F. (1999). Core affect, prototypical emotional episodes, and other things called emotion: dissecting the elephant. *J. Pers. Soc. Psychol.* 76, 805–819. doi: 10.1037//0022-3514.76.5.805
- Saedpanah K, Ghasemi M, Akbari H, Adibzadeh A, Akbari H. Effects of workload and job stress on the shift work disorders among nurses: PLS SEM modeling. *Eur J Transl Myol*. 2022 Nov 21;33(1):10909. doi: 10.4081/ejtm.2023.10909. PMID: PMC10141747.
- Salanova, M., Schaufeli, WB, Llorens, S., Pieró, JM, & Grau, R. (2001). Dari 'kelelahan' menjadi 'komitmen': perspektif baru [Dari kelelahan hingga komitmen: Perspektif baru]. *Revista de Psicología del Trabajo dan de las Organizaciones*, 16, 117-134.
- Schaufeli, W. B. (2006). The measurement of work engagement with a short questionnaire: A cross-national study. *Educational and Psychological Measurement*, 66(4), 701–716. <https://doi.org.ezproxy.ugm.ac.id/10.1177/0013164405282471>
- Schaufeli, W. B., Taris, T. W., & Bakker, A. (2006). Dr. Jekyll and Mr. Hide: On the differences between work engagement and workaholism. In R. Burke (Ed.), *Research companion to working time and work addiction* (pp. 193–217). Northampton: Edward Elgar.
- Schaufeli, W. B., Bakker, A. B., & Salanova, M. (2006). The Measurement of Work Engagement With a Short Questionnaire: A Cross-National Study. *Educational and Psychological Measurement*, 66(4), 701–716. <https://doi.org/10.1177/0013164405282471>
- 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(7), 893–917. <https://doi.org/10.1002/job.595>
- Schaufeli, W. B. (2017). Applying the Job Demands-Resources model: A 'how to' guide to measuring and tackling work engagement and burnout. *Organizational Dynamics*, 46(2), 120–132. <https://doi.org/10.1016/j.orgdyn.2017.04.008>
- Sekaran, Uma, dan Roger Bougie. 2016. *Research Methods for Business: A Skill Building Approach*. Edisi Ketujuh. Chichester, West Sussex, United Kingdom: John Wiley & Sons.

- Shultz KS, Wang M, Crimmins EM, Fisher GG. Age Differences in the Demand-Control Model of Work Stress: An Examination of Data From 15 European Countries. *J Appl Gerontol.* 2010 Feb;29(1):21-47. doi: 10.1177/0733464809334286. PMID: 20948986; PMCID: PMC2952960.
- Saksvik-Lehouillier I, Bjorvatn B, Hetland H, Sandal GM, Moen BE, Magerøy N, Akerstedt T, Pallesen S. Individual, situational and lifestyle factors related to shift work tolerance among nurses who are new to and experienced in night work. *J AdvNurs.* 2013. May;69(5):1136-46. doi: 10.1111/j.1365-2648.2012.06105.x. Epub 2012. Jul 31.
- Shaw JB, Weekley JA. The effects of objective work-load variations of psychological strain and post-work-load performance. *J Manag.* 1985. Apr;11(1):87-98. doi: 10.1177/01492063850110 0108
- Shir, N., Nikolaev, B. N., & Wincent, J. (2019). Entrepreneurship and well-being: The role of psychological autonomy, competence, and relatedness. *Journal of Business Venturing*, 34(5), 105875. <https://doi.org.ezproxy.ugm.ac.id/10.1016/j.jbusvent.2018.05.002>
- Singh J, Karanika-Murray M, Baguley T, et al. A systematic review of job demands and resources associated with compassion fatigue in mental health professionals. *Int J Environ Res Public Health.* 2020;17(19):6987.
- Singh, Japteg, David E. -O Poon, Elizabeth Alvarez, Laura Anderson, Chris P. Verschoor, Arielle Sutton, Zayya Zendo, et al. 2024. "Burnout among Public Health Workers in Canada: A Cross-Sectional Study." *BMC Public Health* 24: 1-12. doi:<https://doi.org/10.1186/s12889-023-17572-w>. <https://www.proquest.com/scholarly-journals/burnout-among-public-health-workers-canada-cross/docview/2914282749/se-2>.
- Spence, J. T., & Robbins, A. S. (1992). Workaholism: Definition, measurement, and preliminary results. *Journal of Personality Assessment*, 58(1), 160-178. https://doi.org/10.1207/s15327752jpa5801_15
- Subramony M, Golubovskaya M, Keating B, Solnet D, Field J, Witheriff M. The influence of pandemic-related workplace safety practices on frontline service employee wellbeing outcomes. *J Bus Res.* 2022;149:363–74.
- Theorell, T. (2013). Job Demand/Control/Strain. In: Gellman, M.D., Turner, J.R. (eds) *Encyclopedia of Behavioral Medicine*. Springer, New York, NY. https://doi.org/10.1007/978-1-4419-1005-9_902
- Ulrich B, Barden C, Cassidy L, Varn-Davis N. Critical Care Nurse Work Environments 2018: Findings and Implications. *Crit Care Nurse.* 2019. Apr;39(2):67-84. doi: 10.4037/ccn2019605. Epub 2019. Feb 6.
- Upadyaya, Katja & Vartiainen, Matti & Salmela-Aro, Katariina. (2016). From Job Demands and Resources to Work Engagement, Burnout, Life Satisfaction, Depressive Symptoms, and Occupational Health. *Burnout Research*. in press. 10.1016/j.burn.2016.10.001.
- Valizadeh, L., Zamanzadeh, V., Habibzadeh, H., Alilu, L., Gillespie, M., & Shakibi, A. (2016). Experiences of Iranian nurses that intent to leave the clinical nursing: A content analysis. *Journal of Caring Sciences*, 5(2), 169–178. <https://doi.org/10.15171/jcs.2016.018>

- Van Beek, I., Taris, W. T., & Wilmar, B. S. (2011). Workaholic and work engaged employees: dead ringers or worlds apart? *Journal of Occupational Health Psychology*, 16(4), 468–482. a0024392
- Van den Broeck, Anja & Vansteenkiste, Maarten & De Witte, Hans. (2008). Self-determination theory: A theoretical and empirical overview in occupational health psychology. *Occupational health psychology: European perspectives on research, education, and practice*. 3. 63-88.
- Van Ruysseveldt, J., Verboon, P., & Smulders, P. (2011). Job resources and emotional exhaustion: The mediating role of learning opportunities. *Work & Stress*, 25(3), 205–223. <https://doi.org/ezproxy.ugm.ac.id/10.1080/02678373.2011.613223>
- van Stel, A., Barrientos-Marín, J., Caçador-Rodrigues, L. *et al.* Measuring performance differentials across entrepreneurship types. *Int Entrep Manag J* 19, 981–1016 (2023). <https://doi.org/10.1007/s11365-021-00755-5>
- Van Triest, Sander. 2022. Following the chain of command? How managers balance benefits and risks in granting autonomy to employees. *European Management Journal*. <https://doi.org/10.1016/j.emj.2022.08.007>.
- Vassos, Maria & Nankervis, Karen & Skerry, Trevor & Lante, Kerrie. (2017). Can the job demand-control-(support) model predict disability support worker burnout and work engagement?. *Journal of Intellectual & Developmental Disability*. 44. 1-11. 10.3109/13668250.2017.1310818. Britt, T. W. (1999). Engaging the self in the field: Testing the triangle model of responsibility. *Personality and Social Psychology Bulletin*, 25(6), 696–706. <https://doi.org/10.1177/0146167299025006005>
- Varasteh, S., Esmaili, C. M., & Mazaheri, M. (2021). Factors affecting Iranian nurses' intention to leave or stay in the profession during the COVID 19 pandemic. *International Nursing Review*, 69, 139–149. <https://doi.org/10.1111/inr.12718>
- Wickens, C. D. (1984). Processing resources in attention. In R. Parasuraman & D. R. Davies (Eds.), *Varieties of attention* (pp. 63–102). New York: Academic Press.
- Williamson, A. J., Gish, J. J., & Stephan, U. (2021). Let's focus on solutions to entrepreneurial ill-being! Recovery interventions to enhance entrepreneurial well-being. *Entrepreneurship Theory and Practice*, 45(6), 1307–1338. 10.1177.
- Wörtler, Burkhard, Nico W. Van Yperen, P. H. Dick, and Barelds. 2021. Do blended working arrangements enhance organizational attractiveness and organizational citizenship behaviour intentions? An individual difference perspective. *European Journal of Work and Organizational Psychology* 30. Routledge: 581–599. <https://doi.org/10.1080/1359432X.2020.1844663>.
- Xanthopoulou, D., Bakker, A. B., Dollard, M. F., Demerouti, E., Schaufeli, W. B., Taris, T. W., & Schreurs, P. J. G. (2007). When do job demands particularly predict burnout?: The moderating role of job resources. *Journal of Managerial Psychology*, 22(open in a new window)(8(open in a new window)), 766–786. doi:10.1108/02683940710837714

- Yahyaei, A. A., Hewison, A., Efstathiou, N., & Carrick-Sen, D. (2022). Nurses' intention to stay in the work environment in acute healthcare: A systematic review. *Journal of Research in Nursing*, 27(4), 374– 397. <https://doi.org/10.1177/17449871221080731>
- Yousef, Consuela Cheriece, Ali Farooq, and Gigi Amateau Laila Carolina Abu Esba Keisha Burnett Omar, Anwar Alyas. 2024. "The Effect of Job and Personal Demands and Resources on Healthcare Workers' Wellbeing: A Cross-Sectional Study." *PLoS One* 19 (5) (05). doi:<https://doi.org/10.1371/journal.pone.0303769>.
- Yunita Amalia. 2024. "Pekerjaan Ini Banyak Dicari Perusahaan Meski Tingkat Kelelahannya Sangat Tinggi." *Merdeka.com*. *Merdeka.com*. September 15, 2024. <https://www.merdeka.com/uang/pekerjaan-ini-banyak-dicari-perusahaan-meski-tingkat-kelelahannya-sangat-tinggi-197500-mvk.html?page=2>.