

## Referensi

- A'yuninnisa, R. N., Carminati, L., & Wilderom, C. P. M. (2024). Job flourishing research: A systematic literature review. *Current Psychology*, 43, 4482-4504. <https://doi.org/10.1007/s12144-023-04618-w>
- A'yuninnisa, R. N., Carminati L., & Wilderom, C. P. M. (2024). Promoting employee flourishing and performance: the roles of perceived leader emotional intelligence, positive team emotional climate, and employee emotional intelligence. *Frontiers in Organizational Psychology*, 2:1283067. <https://doi.org/10.3389/forgp.2024.1283067>
- Afzal, S., Din, M., & Malik, H. D. (2020). Psychological capital as an index of workplace flourishing of college faculty members. *Journal of Educational Research*, 23(1).
- Alhamsi, A. I., Santos, A., & Thomson, L. (2022). Psychosocial safety climate moderates the effect of demands of hospital accreditation on healthcare professionals: A longitudinal study. *Frontiers in Health Services*, 2:824619. <https://doi.org/10.3389/frhs.2022.824619>
- Amoadu, M., Ansah, E. W., & Sarfo, O. (2023). Influence of psychosocial safety climate on occupational health and safety: a scoping review. *BMC Public Health*, 23: 1344. <https://doi.org/10.1186/s12889-023-16246-x>
- Amoadu, M., Agyare, D. F., Doe, P. F., & Abraham, S. A. (2025). Examining the impact of psychosocial safety climate on working conditions, well-being and safety of healthcare providers: a scoping review. *BMC Health Services Research*, 25:90. <https://doi.org/10.1186/s12913-025-12254-2>
- Asare, B. Y., Kwasnicka, D., Powell, D., & Robinson, S. (2021). Health and well-being of rotation workers in the mining, offshore oil and gas, and construction industry: a systematic review. *BMJ Global Health*, 6(7). <https://doi.org/10.1136/bmjgh-2021-005112>
- Bakker, A. B., & Demerouti, E. (2017). Job demands-resources theory: Taking stock and looking forward. *Journal of Occupational Health Psychology*, 22(3), 273-285. <https://psycnet.apa.org/doi/10.1037/ocp0000056>
- Bakker, A. B., Demerouti, E., & Sanz-Vergel, A. (2023). Job demands-resources theory: Ten years later. *Annual Review of Organizational Psychology and Organizational Behavior*, 10, 25-53. <https://doi.org/10.1146/annurev-orgpsych-120920-053933>
- Bernuzzi, C., Sommovigo, V., & Setti, I. (2022). The role of resilience in the work-life interface: A systematic review. *Work* 73, 1147-1165. <https://doi.org/10.3233/WOR-205023>
- Bonanno, G. A. (2008). Loss, trauma, and human resilience: Have we underestimated human capacity to thrive after extremely aversive events?. *Psychological Trauma: Theory, Research, Practice, and Policy*, 5(1), 101-113.
- Britt, T. W., Shen, W., Sinclair, R. R., Grossman, M. R., & Klieger, D. M. (2016). How much do we really know about employee resilience?. *Industrial and*

- Organizational Psychology*, 9(2), 378-404.  
<https://doi.org/10.1017/iop.2015.107>
- Chen, J. (2024). Reimaging teacher resilience for flourishing. *The Asia-Pacific Education Researcher*. <https://doi.org/10.1007/s40299-023-00810-5>
- Cooper, A. L., Brown, J. A., Rees, C. S., & Leslie, G. D. (2020). Nurse resilience: A concept analysis. *International Journal of Mental Health Nursing*, 29(4), 553-575. <https://doi.org/10.1111/inm.12721>
- Creswell, J. W. (2014). *Educational Research: Planning, conducting, and evaluating quantitative and qualitative research* (4<sup>th</sup> Ed). Pearson.
- Derdowski, L. A., & Mathisen, G. E. (2023). Psychosocial factors and safety in high-risk industries: A systematic literature review. *Safety Science*, 157. <https://doi.org/10.1016/j.ssci.2022.105948>
- Dignard, C., Lariviere, M., Lightfoot, N., Nowrouzi-Kia, B., & Tremblay, L., & Kerekes, Z. (2024). Evidence-based recommendations for improving the mental health and wellbeing of Ontario mining workers. *Mining, Metallurgy, & Exploration*, 41:2921-2930. <https://doi.org/10.1007/s42461-024-01145-5>
- Dollard, M. F. (2007). *Psychosocial safety culture and climate; definition of a new construct*. Work and Stress Research Group, University of South Australia.
- Dollard, M. F., & Bakker, A. B. (2010). Psychosocial safety climate as precursor to conducive work environments, psychological health problems, and employee engagement. *Journal of Occupational and Organizational Psychology*, 83, 579-599. <https://doi.org/10.1348/096317909X470690>
- Dollard, M. F., Tuckey, M. R., & Dormann, C. (2012). Psychosocial safety climate moderates the job demand-resource interaction in predicting workgroup distress. *Accident Analysis and Prevention*, 45, 694-704. <https://doi.org/10.1016/j.aap.2011.09.042>
- Firmansyah, D., & Dede. (2022). Teknik pengambilan sampel umum dalam metodologi penelitian: Literature review. *Jurnal Ilmiah Pendidikan Holistik*, 1(2), 85-114. <https://doi.org/10.55927/jiph.v1i2.937>
- Furtak, A., & Bernard, A. (2021). Flourishing in trying circumstances: A hermeneutic phenomenological exploration of volunteer well-being. *SA Journal of Industrial Psychology*, 2071-0763. <https://doi.org/10.4102/sajip.v47i0.1809>
- Gama, B. N. (2022). *Pengaruh organisasi persepsian pada keterikatan kerja dengan resiliensi karyawan sebagai variabel pemediasi*. (Unpublished Theses). Fakultas Ekonomika dan Bisnis Universitas Gadjah Mada, Yogyakarta.
- Ganji, E. R., & Nemat, V. (2023). Presenting a model for enhancing psychological well-being and reducing stress among mine workers in the workplace. *International Journal of Innovation Management and Organizational Behavior*, 3(2), 89-99. <https://doi.org/10.61838/kman.ijimob.3.2.11>

- Gao, J., Li, Y., & Wu, X. (2021). Revision and validation of the Connor-Davidson resilience scale of coal miners in China. *International Journal of Industrial Ergonomics*, 85. <https://doi.org/10.1016/j.ergon.2021.103191>
- Garrick, A., Mak, A. S., Cathcart, S., Winwood, P. C., Bakker, A. B., & Lushington, K. (2014). Psychosocial safety climate moderating the effects of daily job demands and recovery on fatigue and work engagement. *Journal of Occupational Organizational Psychology*, 87(4), 694-714, <https://doi.org/10.1111/joop.12069>
- Geisler, M., Berthelsen, H., & Muhonen, T. (2019). Retaining social workers: The role of quality of work and psychosocial safety climate for work engagement, job satisfaction, and organizational commitment. *Human Service Organizations: Management, Leadership, & Governance*, 43(1), 1-15. <https://doi.org/10.1080/23303131.2019.1569574>
- Guo, Y., & Yang, F. (2023). Mining safety research in China: Understanding safety research trends and future demands for sustainable mining industry. *Resources Policy*, 83. <https://doi.org/10.1016/j.resourpol.2023.103632>
- Hair, Jr. J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2019). *Multivariate Data Analysis* (8<sup>th</sup> Ed). Cengage.
- Hall, G. B., Dollard, M. F., & Coward, J. (2010). Psychosocial safety climate: Development of the PSC-12. *International Journal of Stress Management*, 17(4), 353-383. <https://doi.org/10.1037/a0021320>
- Hall, S. S., Riga, E., Sprange, K., Hagan, P., Carr, L., Taylor, J., Thomson, L., & Mitchell, E. J. (2024). Flourishing and job satisfaction in employees working in UK clinical trial units: a national cross-sectional survey. *BMC Health Services Research*, 24: 1522. <https://doi.org/10.1186/s12913-024-11986-x>
- Hanu, C., & Khumalo, N. (2024). From high-performance work systems and resilience to employee well-being during crises: exploring the moderating role of employee ambidexterity. *Current Psychology*, 43, 9955-9968. <https://doi.org/10.1007/s12144-023-05138-3>
- Hartman, S., Weiss, M., Newman, A., & Hoegl, M. (2019). Resilience in the workplace: A multilevel review and synthesis. *Applied Psychology: An International Review*, 1-47. <https://doi.org/10.1111/apps.12191>
- Ho, H. C. Y., & Chan, Y. C. (2022). Flourishing in the workplace: A one-year prospective study on the effects of perceived organizational support and psychological capital. *International Journal of Environmental Research and Public Health*, 19, 922. <https://doi.org/10.3390/ijerph19020922>
- Hobfoll, S. E. (1989). Conservation of resources: A new attempt at conceptualizing stress. *American Psychological Association*, 44(3), 513-524. <https://doi.org/10.1037/0003-066X.44.3.513>
- Hobfoll, S. E. (2011). Conservation of resource caravans and engaged settings. *Journal of Occupational and Organizational Psychology*, 84(1), 116-122, <https://doi.org/10.1111/j.2044-8325.2010.02016.x>

- Hobfoll, S. E., Halbesleben, J., Neveu, J., & Westman, M. (2018). Conservation of resources in the organizational context: The reality of resources and their consequences. *Annual Review of Organizational Psychology and Organizational Behavior*, 5(10), 10-26. <https://doi.org/10.1146/annurev-orgpsych-032117-104640>
- Hussain, C. M., Paulraj, M. S., Nuzhat, S. (2022). Source reduction and waste minimization in the mining industries (Ch. 10). In book: *Reduction and Waste Minimization*, 169-176, <http://dx.doi.org/10.1016/B978-0-12-824320-6.00011-3>
- Ibrahim, B. A., & Hussein, S. M. (2024). Relationship between resilience at work, work engagement, and job satisfaction among engineers: a cross-sectional study. *BMS Public Health*, 24, 1077. <https://doi.org/10.1186/s12889-024-18507-9>
- Immanuel, F. (2024). The effect of flourishing and self-efficacy on work productivity with happiness work as a moderation. *Journal Economics and Business*, 22(2). <https://jurnal.ubd.ac.id/index.php/ds>
- Indarwati, S. M., & Masturah, A. N. (2023). Peningkatan modal psikologis untuk dapat bertumbuh bagi karyawan puskesmas. *Psyche: Jurnal Psikologi*, 5(2).
- Inoue, A., Eguchi, H., Kachi, Y., & Tsutsumi, A. (2023). Perceived psychosocial safety climate, psychological distress, and work engagement in Japanese employees: A cross-sectional mediation analysis of job demands and job resources. *Journal of Occupational Health*, 65(1), <https://doi.org/10.1002/1348-9585.12405>
- Joaquim, A. C., Loper, M., Stangherlin, L., Castro, K., Ceretta, L. B., Longen, W. C., Ferraz, F., & Perry, I. D. S. (2017). Mental health in underground coal miners. *Archives of Environmental & Occupational Health*, <https://doi.org/10.1111/joop.12069>
- Juutinen, S., Sjoblom, K., Dollard, M. F., Makikangas, A. (2023). Psychosocial safety climate: Measurement and relationship with well-being in a four-wave longitudinal study during remote work. *Scandinavian Journal of Psychology*, <https://doi.org/10.1111/sjop.12917>
- Katmah, R., Al-Shargie, F., Tariq, U., Babiloni, F., Al-Mughairbi, F., & Al-Nashash. (2023). Mental stress management using fNIRS directed connectivity and audio stimulation. *IEEE Transaction on Neural Systems and Rehabilitation Engineering*, 31, 1086-1096. <https://doi.org/10.1109/TNSRE.2023.3239913>
- Kementerian Energi dan Sumber Daya Mineral, (2024). *Handbook of Energy & Economic Statistics of Indonesia*. Retrieved from: <https://www.esdm.go.id/id/publikasi/handbook-of-energy-economic-statistics-of-indonesia>
- Keyes, C. L. M. (2002). The mental health continuum: From languishing to flourishing in life. *Journal of Health and Social Behavior*, 43(2), 207-222. <http://www.jstor.org/stable/3090197>

- Kline, R. B. (2016). *Principal and Practice of Structural Equation Modeling 4<sup>th</sup> Edition*. The Guildford Press.
- Krasniqi, V., & Hoxha, A. (2022). The effect of psychosocial safety climate on work engagement through possibilities for development and cognitive demands. *IFAC-PapersOnLine*, 55(39), 88-93, <https://doi.org/10.1016/j.ifacol.2022.12.016>
- Lebares, C. C., Greenberg, A. L., Shul, A., Boscardin, C., & Schaaf, M. (2021). Flourishing as a measure of global well-being in first year residents: A pilot longitudinal cohort study. *Journal of Medical Education and Curricular Development*, 8, 1-8. <https://doi.org/10.1177/23821205211020758>
- Lee, E., & Jang, I. (2020). Nurses' fatigue, job stress, organizational culture, and turnover intention: A culture-work-health model. *Western Journal of Nursing Research*, 42(2), 108-116, <https://doi.org/10.1177/0193945919839189>
- Loh, M. Y., Idris, M. A., Dollard, M. F., & Isahak, M. (2018). Psychosocial safety climate as a moderator of the moderators: Contextualizing JDR models and emotional demands effects. *Journal of Occupational Psychology*, 91(3), 620-644. <https://doi.org/10.1111/joop.12211>
- Loh, M. Y., Zadow, A., & Dollard, M. (2020). *Psychosocial safety climate and occupational health: What we know so far*. Handbook of socioeconomic determinants of occupational health. Springer. 1-27. [https://doi.org/10.1007/978-3-030-05031-3\\_17-1](https://doi.org/10.1007/978-3-030-05031-3_17-1)
- Mansour, S., Azeem, M. F., Dollard, M., & Potter, R. (2022). How psychosocial safety climate helped alleviate work intensification effects on presenteeism during the COVID-19 crisis? A moderated mediation model. *International Journal of Environmental Research and Public Health*, 19(20), 13673. <https://doi.org/10.3390/ijerph192013673>
- Mariana, R., Situmorang, N. Z., & Hidayah, N. (2023). Pengaruh character strength, resilience terhadap flourishing pada guru sekolah dasar di kecamatan Lubuk Begalung Padang. *Psyche 165 Journal*, 6(3), 244-249. <https://doi.org/10.35134/jpsy165.v16i3.280>
- Marsh, H. W., Wen, Z., & Hau, K. T. (2004). Structural equation models of latent interactions: Evaluation of alternative estimation strategies and indicator construction. *Psychological Methods*, 9(3), 275-300. <https://doi.org/10.1037/1082-989x.9.3.275>
- Masturah, A. N. (2024). How can women working in mining achieve a flourishing life. *International Conference of Applied Psychology KnE Social Science*, 1-9, <https://doi.org/10.18502/kss.v9i5.15157>
- Mościcka-Teske, A., Sadłowska-Wrzesińska, J., Najder, A., & Butlewski, M. (2019). *International Journal of Occupational Medicine and Environmental Health*, 32(1), 87-98, <https://doi.org/10.13075/ijomeh.1896.01162>
- Nel, P., & Kotze, M. (2017). The influence of psychosocial resources on mineworkers' level of burnout in a remote and isolated mining town in



- South Africa. *The extractive industries and society*, 4(4), 885-892, <https://doi.org/10.1016/j.exis.2017.10.002>
- Peethambaran, M., & Naim, M. F. (2024). Employee flourishing-at-work: a review and research agenda. *International Journal of Organizational Analysis*. <https://doi.org/10.1108/IJOA-04-2024-4455>
- Pizarro, J. M., & Fuenzalida, F. A. (2021). Mental health in mine workers: a literature review. *Industrial Health*, 59, 343-370, <https://doi.org/10.2486/indhealth.2020-0178>
- Podsakoff, P. M., MacKenzie, S. B., & Podsakoff, N. P. (2012). Sources of method bias in social science research and recommendations on how to control it. *Annual Review of Psychology*, 63, 539-569. <https://doi.org/10.1146/annurev-psych-120710-100452>
- Pooley, T., Pignata, S., & Dollard, M. F. (2019). The case for the psychosocial safety climate to be recognized in mining disaster investigations. In R. J. Burke, & Richardsen, A. M (Eds.), *Increasing occupational health and safety in workplaces* (ch. 12 pp. 242-258). Edward Elgar. <https://doi.org/10.4337/9781788118095.00021>
- Rautenbach, C. L. (2015). Flourishing of employees in a fast-moving consumable goods environment. (Unpublished Dissertation) Doctor of Philosophy at the North-West University.
- Rensburg, C. J., Rothman, S., & Diedericks, E. (2018). Job demands and resources: Flourishing and job performance in South African universities of technology settings. *Journal of Psychology in Africa*, 28(4), 291-297. <https://doi.org/10.1080/14330237.2018.1501881>
- Rose, D. M., Seidler, A., Nubling, M., Latza, U., Brahler, E., Klein, E. M., Witlink, J., Michal, M., Nickels, S., Wild, P. S., Konig, J., Claus, M., Letzel, S., & Beutel, M. E. (2017). Associations of fatigue to work-related stress, mental and physical health in an employed community sample. *BMC Psychiatry*, 17(167), <https://doi.org/10.1186/s12888-017-1237-y>
- Rothman, S. (2013). From happiness to flourishing at work: A southern african perspective. *Well-Being Research in South Africa*. Springer. [https://doi.org/10.1007/978-94-007-6368-5\\_7](https://doi.org/10.1007/978-94-007-6368-5_7)
- Shdaifat, E. A. (2023). Examining the mediating role of engagement in the association between flourishing and job satisfaction among nurses. *The Open Nursing Journal*, 17. <https://doi.org/10.2174/18744346-v17-230811-2023-76>
- Silva, J. S., Almeida, A. P., Pacheco, P., & Ferreira, M. (2024). Resilience and purpose as predictors of Portuguese school leaders' work well-being. *Journal of Educational Administration*, 62(4), 373-387. <https://doi.org/10.1108/JEA-06-2023-0140>
- Statista. (2024). *Mining industry in Indonesia: Statistics and facts*. Retrieved from: [Mining industry in Indonesia - statistics & facts | Statista \(ugm.ac.id\)](https://www.statista.com/statistics/1108118/mining-industry-in-indonesia-statistics-facts/)

- Stewart, A. G. (2020). Mining is bad for health: a voyage of discovery. *Environ Geochem Health*, 42, 1153-1165, <https://doi.org/10.1007/s10653-019-00367-7>
- Sulaiman, W. S. W., bin Shariff, M. I. A., & Khairudin, R. (2023). The role of psychological capital in flourishing among job seekers: Grit as a mediator. *Psikohumaniora: Jurnal Penelitian Psikologi*, 8(1), 119-136. <https://doi.org/10.21580/pjpp.v8i1.14939>
- Tagoe, T., & Amponsah-Tawiah, K. (2020). Psychosocial hazards and work engagement in the Ghanaian banking sector. *International Journal of Bank Marketing*, 38(2), 310-331. <https://doi.org/10.1108/IJBM-04-2019-0136>
- Thapa, A., & Singh, G. (2020). Resilience, personal growth initiative and employees' productivity at workplace. *First Pan IIT International Management Conference*, <https://dx.doi.org/10.2139/ssrn.3754240>
- Windle, G. (2011). What is resilience? A review and concept analysis. *Reviews in Clinical Gerontology*, 21(2), 152-169, <https://doi.org/10.1017/S0959259810000420>
- Winwood, P. C., Colon, R., & McEwen, K. (2013). A practical measure of workplace resilience: Developing the Resilience at Work Scale. *American College of Occupational and Environmental Medicine*, 55(10), 1205-1213. <https://doi.org/10.1097/JOM.0b013e3182a2a60a>
- Wissing, M. P., Schutte, L., Liversage, C., Entwisle, B., Gericke, M., & Keyes, C. (2021). Important goals, meanings, and relationships in flourishing and languishing states: Towards patterns of well-being. *Applied Research in Quality of Life*, 16, 573-609. <https://doi.org/10.1007/s11482-019-09771-8>
- Werner, R., & April, K. (2012). Building personal resilience at work.
- Xanthopoulou, D., Bakker, A. B., Demerouti, E., & Schaufeli, W. B. (2007). The role of personal resources in the job demands-resources model. *International Journal of Stress Management*, 14(2), 121-141. <https://psycnet.apa.org/doi/10.1037/1072-5245.14.2.121>
- Xie, L., Luo, Z., & Xia, B. (2022). Influence of psychosocial safety climate on construction workers' intent to stay, taking job satisfaction as the intermediary. *Engineering, Construction and Architectural Management*, 31(3), 1298-1321, <https://doi.org/10.1108/ECAM-12-2021-1082>
- Yang, X., Qiu, D., Lau, M. C. M., & Lau, J. T. F. (2020). The mediation role of work-life fatigue in the relationship between workaholism and depression among Chinese male workers in Hong Kong. *Journal of Behavioral Addictions*, 9(2), 483-490, <https://doi.org/10.1556/2006.2020.00026>
- Yu, M., & Lee, H. (2018). Impact of resilience and job involvement on turnover intention of new graduate nurses using structural equation modeling: Turnover intention of new nurses. *Japan Journal of Nursing Science*, 15, 351-362, <http://dx.doi.org/10.1111/jjns.12210>
- Yu, M., Qin, W., & Li, J. (2022). The influence of psychosocial safety climate on miners' safety behavior: A cross-level research. *Safety Science*, 150, <https://doi.org/10.1016/j.ssci.2022.105719>

- Yulita, Y., Idris, M. A., & Dollard, M. F. (2020). Effect of psychosocial safety climate on psychological distress via job resources, work engagement and workaholism: A multilevel longitudinal study. *International Journal of Occupational Safety and Ergonomics*, 28(2), 691-708. <https://doi.org/10.1080/10803548.2020.1822054>
- ZhamirKhan, A. D. L., Rubel, M. R. B., & Kee, D. M. H. (2024). Exploring the effect of psychosocial safety climate on employee outcomes: the moderating roles of working and organizational training. *Journal of Advances in Management Research*. <https://doi.org/10.1108/JAMR-04-2023-0096>
- Zhang, Z., Xiang, T., Guo, H., Ma, L., Guan, Z., Fang, Y. (2023). Impact of physical and mental fatigue on construction workers' unsafe behavior on physiological measurement. *Journal of Safety Research*, 85, 457-468, <https://doi.org/10.1016/j.jsr.2023.04.014>
- Zhilika, M. T., & Kurniawan, I. N. (2016). Peran tawakal kepada Allah Ta'ala terhadap iklim keselamatan psikososial pada karyawan. <https://doi.org/10.13140/RG.2.2.28468.30087>