

Referensi

- Abbott, J. H. (2014). The distinction between randomized clinical trials (RCTs) and preliminary feasibility and pilot studies: what they are and are not. *Journal of Orthopaedic & Sports Physical Therapy*, 44(8), 555-558. <https://doi.org/10.2519/jospt.2014.0110>
- Afriyani, I. (2010). *Subjective well-being mahasiswa di kota makassar* (Skripsi). Universitas Negeri Makassar.
- Agasisti, T., & Soncin, M. (2021). Higher education in troubled times: on the impact of Covid-19 in Italy. *Studies in Higher Education*, 46(1), 86-95. <https://doi.org/10.1080/03075079.2020.1859689>
- Agustien, E., & Soeling, P. D. (2020). How does happiness at work affect employee performance in the head office of bkkbn?. *Hasanuddin Economics and Business Review*, 4(2), 58-64. <https://doi.org/10.26487/hebr.v4i2.2442>
- Ahmad, A. R., & Jameel, A. S. (2021). Effect of organizational justice dimensions on performance of academic staff in developing countries. *Annals of the Romanian Society for Cell Biology*, 25(3), 259-270.
- Alexander, R., Aragón, O. R., Bookwala, J., Cherbuin, N., Gatt, J. M., Kahrilas, I. J., ... & Styliadis, C. (2021). The neuroscience of positive emotions and affect: Implications for cultivating happiness and wellbeing. *Neuroscience & Biobehavioral Reviews*, 121, 220-249. <https://doi.org/10.1016/j.neubiorev.2020.12.002>
- Allen, J. G., Romate, J., & Rajkumar, E. (2021). Mindfulness-based positive psychology interventions: a systematic review. *BMC psychology*, 9, 1-18. <https://doi.org/10.1186/s40359-021-00618-2>
- Allen, M. S., & McCarthy, P. J. (2016). Be happy in your work: The role of positive psychology in working with change and performance. *Journal of Change Management*, 16(1), 55-74. <https://doi.org/10.1080/14697017.2015.1128471>
- Ambad, S. N. A., Kalimin, K. M., Ag Damit, D. H. D., & Andrew, J. V. (2021). The mediating effect of psychological empowerment on leadership styles and task performance of academic staff. *Leadership & Organization Development Journal*, 42(5), 763-782. <https://doi.org/10.1108/LODJ-05-2020-0197>
- Anderson, T., Finkelstein, J. D., & Horvath, S. A. (2020). The facilitative interpersonal skills method: Difficult psychotherapy moments and appropriate therapist responsiveness. *Counselling and Psychotherapy Research*, 20(3), 463-469. <https://doi.org/10.1002/capr.12302>



Efektivitas Intervensi Hypnotic Guided Imagery untuk Meningkatkan Happiness At Work pada Karyawan dengan Masalah Job Performance

Mirna Ayu Ipadila, Prof. Kwartarini Wahyu Yuniarti, M.Med.Sc., Ph.D., Psikolog

Universitas Gadjah Mada, 2025 | Diunduh dari <http://etd.repository.ugm.ac.id/>

- Anvari, M., Hill, C. E., & Kivlighan, D. M. (2020). Therapist skills associated with client emotional expression in psychodynamic psychotherapy. *Psychotherapy Research*, 30(7), 900-911. <https://doi.org/10.1080/10503307.2019.1680901>
- Awada, N., Johar, S. S., & Binti Ismail, F. (2019). The effect of employee happiness on performance of employees in public organizations in the United Arab Emirates. *Journal of Administrative and Business Studies JABS*, 5(5), 260-268. <https://doi.org/10.20474/jabs-5.5.1>
- Azarine, F. N., & Yuniarti, K. W. (2024). *Efektivoitas hypnotic guided imagery terhadap peningkatan regulasi diri pada remaja dengan masalah emosi dan perilaku*. Tesis (Tidak dipublikasikan). Universitas Gadjah Mada.
- Baranski, E., Lindberg, C., Gilligan, B., Fisher, J. M., Canada, K., Heerwagen, J., ... & Mehl, M. R. (2023). Personality, workstation type, task focus, and happiness in the workplace. *Journal of Research in Personality*, 103, 104337. <https://doi.org/10.1016/j.jrp.2022.104337>
- Bataineh, K. A. (2019). Impact of work-life balance, happiness at work, on employee performance. *International Business Research*, 12(2), 99-112. <https://doi.org/10.5539/ibr.v12n2p99>
- Bauhoff, S. (2024). Self-report bias in estimating cross-sectional and treatment effects. In *Encyclopedia of quality of life and well-being research* (pp. 6277-6279). Cham: Springer International Publishing.
- Bellet, C. S., De Neve, J. E., & Ward, G. (2024). Does employee happiness have an impact on productivity?. *Management science*, 70(3), 1656-1679. <https://doi.org/10.1287/mnsc.2023.4766>
- Berger, V. W., Bour, L. J., Carter, K., Chipman, J. J., Everett, C. C., Heussen, N., ... & Randomization Innovative Design Scientific Working Group Robert A Beckman. (2021). A roadmap to using randomization in clinical trials. *BMC Medical Research Methodology*, 21, 1-24. <https://doi.org/10.1186/s12874-021-01303-z>
- Bourmault, N., & Anteby, M. (2023). Rebooting one's professional work: The case of French anesthesiologists using hypnosis. *Administrative Science Quarterly*, 68(4), 913-955. <https://doi.org/10.1177/00018392231190300>
- Brann, L., Owens, J., & Williamson, A. (2012). *The handbook of contemporary clinical hypnosis: theory and practice*. UK: A John Wiley & Sons, Ltd.
- Brosch, T. (2021). Affect and emotions as drivers of climate change perception and action: a review. *Current Opinion in Behavioral Sciences*, 42, 15-21. <https://doi.org/10.1016/j.cobeha.2021.02.001>
- Brugnoli, M. P., Pesce, G., Pasin, E., Basile, M. F., Tamburin, S., & Polati, E. (2018). The role of clinical hypnosis and self-hypnosis to relief pain and anxiety in severe chronic diseases in

palliative care: a 2-year long-term follow-up of treatment in a nonrandomized clinical trial. *Annals of palliative medicine*, 7(1), 171-131. <http://dx.doi.org/10.21037/apm.2017.10.0>

- Bryan, M. L., Bryce, A. M., & Roberts, J. (2022). Dysfunctional presenteeism: Effects of physical and mental health on work performance. *The Manchester School*, 90(4), 409-438. <https://doi.org/10.1111/manc.12402>
- Cameron, K. S., & Spreitzer, G. M. (2012). *Creating sustainable work systems: The role of positive organizational behavior*. In K. S. Cameron & G. M. Spreitzer (Eds.), *Positive organizational scholarship* (pp. 71–84). Berrett-Koehler Publishers.
- Camilleri, M. A. (2021). Evaluating service quality and performance of higher education institutions: a systematic review and a post-COVID-19 outlook. *International Journal of Quality and Service Sciences*, 13(2), 268-281. <https://doi.org/10.1108/IJQSS-03-2020-0034>
- Caraballo-Arias, Y., Feola, D., & Milani, S. (2024). The science behind happiness at work. *Current Opinion in Epidemiology and Public Health*, 3(1), 11-24. <https://doi.org/10.1097/PXH.0000000000000029>
- Chenshu, Y., Arshad, M., Wenyan, Y., & Mengjiao, Z. (2024). Exploring the path to employee happiness: a review of employee well-being research. *International Journal of Academic Research in Business and Social Sciences*, 14(3). <https://doi.org/10.6007/ijarbss/v14-i3/20868>
- Cohn, M. A., Fredrickson, B. L., Brown, S. L., Mikels, J. A., & Conway, A. M. (2009). Happiness unpacked: Positive emotions increase life satisfaction by building resilience. *Emotion*, 9(3), 361–368. <https://doi.org/10.1037/a0015952>
- Coventry, P. (2022). Occupational health and safety receptivity towards clinical innovations that can benefit workplace mental health programs: anxiety and hypnotherapy trends. *International journal of environmental research and public health*, 19(13), 7735. <https://doi.org/10.3390/ijerph19137735>
- Dalgaard, V. L., Aschbacher, K., Andersen, J. H., Glasscock, D. J., Willert, M. V., Carstensen, O., & Biering, K. (2017). Return to work after work-related stress: a randomized controlled trial of a work-focused cognitive behavioral intervention. *Scandinavian Journal of Work, Environment & Health*, 436-446. <https://doi.org/10.1186/s12952-017-0078-z>
- Darmawan, D., Mardikaningsih, R., Sinambela, E. A., Arifin, S., Putra, A. R., Hariani, M., ... & Issalillah, F. (2020). The quality of human resources, job performance and employee loyalty. *International Journal of Psychosocial Rehabilitation*, 24(3), 2580-2592. <https://doi.org/10.37200/IJPR/V24I3/PR201903>
- De Oliveira, C., Saka, M., Bone, L., & Jacobs, R. (2023). The role of mental health on workplace productivity: a critical review of the literature. *Applied health economics and health policy*, 21(2), 167-193. <https://doi.org/10.1007/s40258-022-00761-w>



De-Waal, A., & Heijtel, I. (2016). Searching for effective change interventions for the transformation into a high performance organization. *Management Research Review*, 39(9), 1080-1104. <https://doi.org/10.1108/MRR-04-2015-0094>

Eason, A. D., & Parris, B. A. (2019). Clinical applications of self-hypnosis: A systematic review and meta-analysis of randomized controlled trials. *Psychology of Consciousness: Theory, Research, and Practice*, 6(3), 262. <https://doi.org/10.1037/cns0000173>

El-Said, G. R. (2021). How Did the COVID-19 Pandemic Affect Higher Education Learning Experience? An Empirical Investigation of Learners' Academic Performance at a University in a Developing Country. *Advances in Human-Computer Interaction*, 2021(1), 6649524. <https://doi.org/10.1155/2021/6649524>

Elkins, G. R., Barabasz, A. F., Council, J. R., & Spiegel, D. (2015). Advancing research and practice: The revised APA Division 30 definition of hypnosis. *International Journal of Clinical and Experimental Hypnosis*, 63(1), 1-9. <https://doi.org/10.1080/00207144.2014.961870>

Erselcan, R. C., & Özer, P. S. (2023). The role of happiness on job satisfaction and employee performance: a cross-cultural research in Italy and Turkey. *International Journal of Contemporary Economics and Administrative Sciences*, 13(2), 520-553. <https://doi.org/10.5281/zenodo.10474021>

Fisher, C. D. (2010). Happiness at work. *International journal of management reviews*, 12(4), 384-412. <https://doi.org/10.1111/j.1468-2370.2009.00270.x>

Flamand-Roze, C., Mouthon-Reignier, C., Chausson, N., & Smadja, D. (2025). Feasibility of implementing clinical hypnosis and learning self-hypnosis with neurologists to improve well-being. *European Journal of Integrative Medicine*, 73, 102428. <https://doi.org/10.1016/j.eujim.2024.102428>

Flammer, E., & Alladin, A. (2007). The efficacy of hypnotherapy in the treatment of psychosomatic disorders: meta-analytical evidence. *International Journal of Clinical and Experimental Hypnosis*, 55(3), 251-274. <https://doi.org/10.1080/00207140701338696>

Fox, K. E., Johnson, S. T., Berkman, L. F., Sianoja, M., Soh, Y., Kubzansky, L. D., & Kelly, E. L. (2022). Organisational-and group-level workplace interventions and their effect on multiple domains of worker well-being: A systematic review. *Work & Stress*, 36(1), 30-59. <https://doi.org/10.1080/02678373.2021.1969476>

Fredrickson, B. L. (2001). The role of positive emotions in positive psychology: The broaden-and-build theory of positive emotions. *American psychologist*, 56(3), 218. <https://doi.org/10.1037/0003-066X.56.3.218>



Efektivitas Intervensi Hypnotic Guided Imagery untuk Meningkatkan Happiness At Work pada Karyawan dengan Masalah Job Performance

Mirna Ayu Ipadila, Prof. Kwartarini Wahyu Yuniarti, M.Med.Sc., Ph.D., Psikolog

Universitas Gadjah Mada, 2025 | Diunduh dari <http://etd.repository.ugm.ac.id/>

Fredrickson, B. L., & Joiner, T. (2018). Reflections on positive emotions and upward spirals. *Perspectives on psychological science*, 13(2), 194-199. <https://doi.org/10.1177/1745691617692106>

Gander, F., Proyer, R. T., Ruch, W., & Wyss, T. (2013). Strength-based positive interventions: Further evidence for their potential in enhancing well-being and alleviating depression. *Journal of happiness studies*, 14, 1241-1259. <https://doi.org/10.1007/s10902-012-9380-0>

García-Buades, M. E., Peiró, J. M., Montañez-Juan, M. I., Kozusznik, M. W., & Ortiz-Bonnín, S. (2020). Happy-productive teams and work units: A systematic review of the 'happy-productive worker thesis'. *International journal of environmental research and public health*, 17(1), 69. <https://doi.org/10.3390/ijerph17010069>

Guerci, M., Hauff, S., & Gilardi, S. (2022). High performance work practices and their associations with health, happiness and relational well-being: are there any tradeoffs?. *The International Journal of Human Resource Management*, 33(2), 329-359. <https://doi.org/10.1080/09585192.2019.1695647>

Hammond, D. C. (2015). Defining hypnosis: An integrative, multi-factor conceptualization. *American Journal of Clinical Hypnosis*, 57(4), 439-444. <https://doi.org/10.1080/00029157.2015.101149>

Harwiningtyas, A. N., & Yuniarti, K. W. (2022). *Efektivitas Hypnotic Guided Imagery pada Peningkatan Quality Of Life Individu dengan Psikosomatis*. Tesis (Tidak dipublikasikan). Universitas Gadjah Mada.

Hasanati, N., & Istiqomah, I. (2024). Happiness At Workplace Based on Demographic Factors of Teachers. In *KnE Social Sciences/International Conference of Applied Psychology (ICAP-H)* (pp. 491-502). Knowledge E.

Hennekam, S., Richard, S., & Grima, F. (2020). Coping with mental health conditions at work and its impact on self-perceived job performance. *Employee Relations: The International Journal*, 42(3), 626-645. <https://doi.org/10.1108/ER-05-2019-0211>

Hristov, I., & Chirico, A. (2019). The role of sustainability key performance indicators (KPIs) in implementing sustainable strategies. *Sustainability*, 11(20), 5742. <https://doi.org/10.3390/su11205742>

Ilyasu, R., & Etikan, I. (2021). Comparison of quota sampling and stratified random sampling. *Biom. Biostat. Int. J. Rev*, 10(1), 24-27. <https://doi.org/10.15406/bbij.2021.10.00326>

Ilyas, M., Butt, M. F. U., Bilal, M., Mahmood, K., Khaqan, A., & Ali Riaz, R. (2017). A review of modern control strategies for clinical evaluation of propofol anesthesia administration



- Irfani, A. M., & Bantarti, W. (2023). Mental health promotion for productivity of employee at workplace in Indonesia. *Asean Social Work Journal*, 38-48.
<https://doi.org/10.58671/aswj.v11i1.34>
- Ishaq-Bhatti, M., Awan, H. M., & Razaq, Z. (2014). The key performance indicators (KPIs) and their impact on overall organizational performance. *Quality & Quantity*, 48, 3127-3143.
<https://doi.org/10.1007/s11135-013-9945-y>
- Izumi, T., Sukhwani, V., Surjan, A., & Shaw, R. (2021). Managing and responding to pandemics in higher educational institutions: initial learning from COVID-19. *International Journal of Disaster Resilience in the Built Environment*, 12(1), 51-66.
<https://doi.org/10.1108/IJDRBE-06-2020-0054>
- Joo, B. K., & Lee, I. (2017). Workplace happiness: work engagement, career satisfaction, and subjective well-being. *Evidence-based HRM*, 5(2), 206-221.
<https://doi.org/10.1108/EBHRM-04-2015-0011>
- Juliantari, F., Sunaryo, W., & Muharam, H. (2023). Dampak Kualitas Kehidupan Kerja dan Motivasi Kerja Terhadap Kinerja Tenaga Kependidikan IPB University. *Jurnal Manajemen dan Organisasi*, 14(1), 34-45.
- Katebi, A., HajiZadeh, M. H., Bordbar, A., & Salehi, A. M. (2022). The relationship between “job satisfaction” and “job performance”: A meta-analysis. *Global Journal of Flexible Systems Management*, 23(1), 21-42. <https://doi.org/10.1007/s40171-021-00280-y>
- Kelloway, E. K., Dimoff, J. K., & Gilbert, S. (2023). Mental health in the workplace. *Annual Review of Organizational Psychology and Organizational Behavior*, 10(1), 363-387.
<https://doi.org/10.1146/annurev-orgpsych-120920-050527>
- Kerssens-van-Drongelen, I. C., & Fisscher, O. A. (2003). Ethical dilemmas in performance measurement. *Journal of Business Ethics*, 45, 51-63. <https://doi.org/10.1023/A:1024120428490>
- Kim, M., & Beehr, T. A. (2020). Empowering leadership: leading people to be present through affective organizational commitment?. *The International Journal of Human Resource Management*, 31(16), 2017-2044. <https://doi.org/10.1080/09585192.2018.1424017>
- Knight, C., & Parker, S. K. (2021). How work redesign interventions affect performance: An evidence-based model from a systematic review. *Human relations*, 74(1), 69-104.
<https://doi.org/10.1177/001872671986560>
- Koopmans, L., Bernaards, C., Hildebrandt, V., van Buuren, S., van der Beek, A. J., & de Vet, H. C. W. (2012). Development of an individual work performance questionnaire. *International*

- Krijgsheld, M., Tummers, L. G., & Scheepers, F. E. (2022). Job performance in healthcare: a systematic review. *BMC Health Services Research*, 22(1), 149. <https://doi.org/10.1186/s12913-021-07357-5>
- Kusumasari, I., & Yuniarti, K. W. (2024). *Efektivitas hypnotic guided imagery terhadap peningkatan general self-efficacy pada siswa underachiever*. Tesis (Tidak dipublikasikan). Universitas Gadjah Mada.
- Lane, R. D., Subic-Wrana, C., Greenberg, L., Yovel, I., Lane, R. D., Subic-Wrana, C., ... & Yovel, I. (2020). The Role of Enhanced Emotional Awareness in Promoting Change Across Psychotherapy Modalities. *Journal of Psychotherapy Integration*, 32(2), 131. <https://doi.org/10.1037/int0000244>
- Lecours, A., St-Hilaire, F., & Daneau, P. (2022). Fostering mental health at work: the butterfly effect of management behaviors. *The International Journal of Human Resource Management*, 33(13), 2744-2766. <https://doi.org/10.1080/09585192.2021.1886151>
- Lim, S., Song, Y., Nam, Y., Lee, Y., & Kim, D. (2022). Moderating effect of burnout on the relationship between self-efficacy and job performance among psychiatric nurses for COVID-19 in national hospitals. *Medicina*, 58(2), 171. <https://doi.org/10.3390/medicina58020171>
- López-Cabarcos, M. Á., Vázquez-Rodríguez, P., & Quiñoá-Piñeiro, L. M. (2022). An approach to employees' job performance through work environmental variables and leadership behaviours. *Journal of Business Research*, 140, 361-369. <https://doi.org/10.1016/j.jbusres.2021.11.006>
- Lyubomirsky, S., King, L., & Diener, E. (2005). The benefits of frequent positive affect: Does happiness lead to success?. *Psychological bulletin*, 131(6), 803. <https://doi.org/10.1037/0033-2909.131.6.803>
- McCann, B. S. (2023). Prevalence of different approaches to clinical hypnosis: bridging research and practice. *International Journal of Clinical and Experimental Hypnosis*, 71(2), 139-152. <https://doi.org/10.1080/00207144.2023.2194934>
- McKernan, L. C., Finn, M. T., Patterson, D. R., Williams, R. M., & Jensen, M. P. (2020). Clinical hypnosis for chronic pain in outpatient integrative medicine: an implementation and training model. *The Journal of Alternative and Complementary Medicine*, 26(2), 107-112. <https://doi.org/10.1089/acm.2019.0259>
- McNeal, S. (2020). Hypnotic ego-strengthening: Where we've been and the road ahead. *American Journal of Clinical Hypnosis*, 62(4), 392-408.



Efektivitas Intervensi Hypnotic Guided Imagery untuk Meningkatkan Happiness At Work pada Karyawan dengan Masalah Job Performance

Mirna Ayu Ipadila, Prof. Kwartarini Wahyu Yuniarti, M.Med.Sc., Ph.D., Psikolog

Universitas Gadjah Mada, 2025. Diunduh dari <http://etd.repository.ugm.ac.id/>

- Micher, A., Groß, C., Hoppe, A., Gonzalez-Morales, M. G., Steidle, A., & O'Shea, D. (2021). Mindfulness and positive activities at work: Intervention effects on motivation-related constructs, sleep quality, and fatigue. *Journal of Occupational and Organizational Psychology*, 94(2), 309-337. <https://doi.org/10.1111/joop.12345>
- Montano, D., Reeske, A., Franke, F., & Hüffmeier, J. (2017). Leadership, followers' mental health and job performance in organizations: A comprehensive meta-analysis from an occupational health perspective. *Journal of organizational behavior*, 38(3), 327-350. <https://doi.org/10.1002/job.2124>
- Moore, G. F., Audrey, S., Barker, M., Bond, L., Bonell, C., Hardeman, W., ... & Baird, J. (2015). Process evaluation of complex interventions: Medical Research Council guidance. *bmj*, 350. <https://doi.org/10.1136/bmj.h1258>
- Moskowitz, J. T., Cheung, E. O., Freedman, M., Fernando, C., Zhang, M. W., Huffman, J. C., & Addington, E. L. (2021). Measuring positive emotion outcomes in positive psychology interventions: A literature review. *Emotion Review*, 13(1), 60-73. <https://doi.org/10.1177/1754073920950811>
- Motowidlo, S. J., Borman, W. C., & Schmit, M. J. (2014). A theory of individual differences in task and contextual performance. In *Organizational citizenship behavior and contextual performance* (pp. 71-83). Psychology Press.
- Mustamin, W., Santoso, B., & Sajidin, S. (2022). Indonesian Workers' Mental Health Protection: An Urgency?. *Journal of Judicial Review*, 24(2), 273-288. <https://doi.org/10.37253/jjr.v24i2.7231>
- Neff, K. D., & Germer, C. K. (2013). A pilot study and randomized controlled trial of the mindful self-compassion program. *Journal of clinical psychology*, 69(1), 28-44. <https://doi.org/10.1177/1744987114547607>
- Nishimura, A., Carey, J., Erwin, P. J., Tilburt, J. C., Murad, M. H., & McCormick, J. B. (2013). Improving understanding in the research informed consent process: a systematic review of 54 interventions tested in randomized control trials. *BMC medical ethics*, 14, 1-15. <https://doi.org/10.1186/1472-6939-14-28>
- Ohadomere, O., & Ogamba, I. K. (2021). Management-led interventions for workplace stress and mental health of academic staff in higher education: a systematic review. *The Journal of Mental Health Training, Education and Practice*, 16(1), 67-82. <https://doi.org/10.1108/JMHTEP-07-2020-0048>
- Palsson, O. S., Kekecs, Z., De Benedittis, G., Moss, D., Elkins, G. R., Terhune, D. B., ... & Whorwell, P. J. (2023). Current practices, experiences, and views in clinical hypnosis: Findings of an international survey. *International Journal of Clinical and Experimental Hypnosis*, 71(2), 92-114. <https://doi.org/10.1080/00207144.2023.2183862>



Efektivitas Intervensi Hypnotic Guided Imagery untuk Meningkatkan Happiness At Work pada Karyawan dengan Masalah Job Performance

Mirna Ayu Ipadila, Prof. Kwartarini Wahyu Yuniarti, M.Med.Sc., Ph.D., Psikolog

Universitas Gadjah Mada, 2025 | Diunduh dari <http://etd.repository.ugm.ac.id/>

Palupi, N. W., & Yuniarti, K. W. (2022). *Efektivitas hypnotic guided imagery terhadap peningkatan kualitas hidup pada individu dengan depresi*. Tesis (Tidak dipublikasikan). Universitas Gadjah Mada.

Pandey, J. (2019). Factors affecting job performance: an integrative review of literature. *Management Research Review*, 42(2), 263-289. <https://doi.org/10.1108/mrr-02-2018-0051>

Park, J., Han, S. J., Kim, J., & Kim, W. (2022). Structural relationships among transformational leadership, affective organizational commitment, and job performance: the mediating role of employee engagement. *European Journal of Training and Development*, 46(9), 920-936. <https://doi.org/10.1108/EJTD-10-2020-0149>

Pearson, J., Naselaris, T., Holmes, E. A., & Kosslyn, S. M. (2015). Mental Imagery: Functional Mechanisms and Clinical Applications. *Trends in cognitive sciences*, 19(10), 590-602. <https://doi.org/10.1016/j.tics.2015.08.003>

Peiró, J. M., Kozusznik, M. W., & Soriano, A. (2019). From happiness orientations to work performance: The mediating role of hedonic and eudaimonic experiences. *International journal of environmental research and public health*, 16(24), 5002. <https://doi.org/10.3390/ijerph16245002>

Peiró, J. M., Kozusznik, M. W., Rodríguez-Molina, I., & Tordera, N. (2019). The happy-productive worker model and beyond: Patterns of wellbeing and performance at work. *International journal of environmental research and public health*, 16(3), 479. <https://doi.org/10.3390/ijerph16030479>

Pingo, J. C., Dixon, M. R., & Paliliunas, D. (2022). An examination of the intervention-enhancing effect of acceptance and commitment therapy-based training on direct service professionals' performance in the workplace. *Behavior Analysis in Practice*, 15(1), 192-202. <https://doi.org/10.1007/s40617-018-00275-9>

Pryce-Jones, J. (2011). *Happiness at work: Maximizing your psychological capital for success*. John Wiley & Sons.

Ramadhani, F. A., & Yuniarti, K. W. (2024). *Pengaruh intervensi hypnotic guided imagery (hgi) untuk meningkatkan self-efficacy pada siswa dengan kecemasan*. Tesis (Tidak dipublikasikan). Universitas Gadjah Mada.

Rao, N., & Kemper, K. J. (2017). The Feasibility and Effectiveness of Online Guided Imagery Training for Health Professionals. *Journal of evidence-based complementary & alternative medicine*, 22(1), 54-58. <https://doi.org/10.1177/2156587216631903>

Richardson, J. T. (2011). Eta squared and partial eta squared as measures of effect size in educational research. *Educational research review*, 6(2), 135-147. <https://doi.org/10.1016/j.edurev.2010.12.001>



Roja, Z., Kalkis, V., Roja, I., & Kalkis, H. (2013). The effects of a medical hypnotherapy on clothing industry employees suffering from chronic pain. *Journal of Occupational Medicine and Toxicology*, 8, 1-15. <https://doi.org/10.1186/1745-6673-8-25>

Saenghiran, N. (2013). Towards enhancing happiness at work: A case study. *Social Research Reports*, 5(25), 21-33.

Salas-Vallina, A., Alegre Vidal, J., & Fernandez, R. (2017). On the road to happiness at work (HAW): transformational leadership, organizational learning capability and happiness at work. *Personnel Review*, 46(2), 314–338. <https://doi.org/10.1108/00483481011075611>

Sari, D. L., Storyna, H., Intan, R., Sinaga, P., Gunawan, F. E., Asrol, M., & Redi, A. P. (2021, July). The effect of job stress to employee performance: Case study of manufacturing industry in Indonesia. In *IOP Conference Series: Earth and Environmental Science* (Vol. 794, No. 1, p. 012085). IOP Publishing.

Sarjiyati, S., & Utami, S. (2023). Kinerja tenaga kependidikan fakultas pertanian universitas gadjah mada selama kebijakan work from home. *Paradigma: Jurnal Ilmu Administrasi*, 11(2), 103-118.

Scheepers, R. A., Emke, H., Epstein, R. M., & Lombarts, K. M. (2020). The impact of mindfulness-based interventions on doctors' well-being and performance: A systematic review. *Medical education*, 54(2), 138-149. <https://doi.org/10.1111/medu.14020>

Schwarz, U. T., Nielsen, K., Edwards, K., Hasson, H., Ipsen, C., Savage, C., ... & Reed, J. E. (2021). How to design, implement and evaluate organizational interventions for maximum impact: the Sigtuna Principles. *European Journal of Work and Organizational Psychology*, 30(3), 415-427. <https://doi.org/10.1080/1359432X.2020.1803960>

Setiawan, I., & Purba, H. H. (2020). A systematic literature review of key performance indicators (KPIs) implementation. *Journal of Industrial Engineering & Management Research*, 1(3), 200-208. <https://doi.org/10.7777/jiemar.v1i3.79>

Setyawan, J., & Asmoro, A. R. (2024). Analysis of Aggressive Behavior Studies in the Workplace in Indonesia: A Systematic Literature Review. *Community Medicine and Education Journal*, 5(2), 449-454. <https://doi.org/10.37275/cmej.v5i2.526>

Sexton, J. B., & Adair, K. C. (2019). Forty-five good things: a prospective pilot study of the Three Good Things well-being intervention in the USA for healthcare worker emotional exhaustion, depression, work–life balance and happiness. *BMJ open*, 9(3), e022695. <https://doi.org/10.1136/bmjopen-2018-022695>

Shadish, W., Cook, T. D., & Campbell, D. T. (2002). *Experimental and quasi-experimental designs for generalized causal inference*. Boston, MA: Houghton Mifflin.



Efektivitas Intervensi Hypnotic Guided Imagery untuk Meningkatkan Happiness At Work pada Karyawan dengan Masalah Job Performance

Mirna Ayu Iripadila, Prof. Kwartarini Wahyu Yuniarti, M.Med.Sc., Ph.D., Psikolog

Universitas Gadjah Mada, 2025 | Diunduh dari <http://etd.repository.ugm.ac.id/>

Siagian, T. V. J., & Yuniarti, K. W. (2022). *Efektivitas hypnotic guided imagery untuk meningkatkan subjective well-being pada individu dengan diabetes mellitus tipe-2*. Tesis (Tidak dipublikasikan). Universitas Gadjah Mada.

Slonena, E. E., & Elkins, G. R. (2021). Effects of a brief mindful hypnosis intervention on stress reactivity: A randomized active control study. *International Journal of Clinical and Experimental Hypnosis*, 69(4), 453-467. <https://doi.org/10.1080/00207144.2021.1952845>

Solomon, D. L. (2009). Ethical considerations in performance measurement. *Handbook of Improving Performance in The Workplace*, 3, 161-175. <https://doi.org/10.1002/9780470592663.ch63>

Spiegel, H. (2007). The neural trance: A new look at hypnosis. *Intl. Journal of Clinical and Experimental Hypnosis*, 55(4), 387-410.

Suseno, B., & Yuniarti, K. W. (2022). *Efektivitas Hypnotic Guided Imagery (HGI) untuk Meningkatkan Subjective Well-being (SWB) pada Individu dengan Ischaemic Heart Disease (IHD)*. Tesis (Tidak dipublikasikan). Universitas Gadjah Mada.

Sutarto, A. P., Wardaningsih, S., & Putri, W. H. (2021). Work from home: Indonesian employees' mental well-being and productivity during the COVID-19 pandemic. *International Journal of Workplace Health Management*, 14(4), 386-408. <https://doi.org/10.1108/IJWHM-08-2020-0152>

Thompson, A., & Bruk-Lee, V. (2021). Employee happiness: why we should care. *Applied Research in Quality of Life*, 16(4), 1419-1437. <https://doi.org/10.1007/s11482-019-09807-z>

Van Hees, S. G., Carlier, B. E., Blonk, R. W., & Oomens, S. (2022). Strengthening supervisor support for employees with common mental health problems: developing a workplace intervention using intervention mapping. *BMC Public Health*, 22(1), 1146. <https://doi.org/10.1186/s12889-022-13545-7>

Wade, J., Elliott, D., Avery, K. N., Gaunt, D., Young, G. J., Barnes, R., ... & CSAW study group and ACST-2 study group. (2017). Informed consent in randomised controlled trials: development and preliminary evaluation of a measure of Participatory and Informed Consent (PIC). *Trials*, 18, 1-13. <https://doi.org/10.1186/s13063-017-2048-7>

Wagstaff, G. F. (2010). Hypnosis and the relationship between trance, suggestion, expectancy and depth: Some semantic and conceptual issues. *American Journal of Clinical Hypnosis*, 53(1), 47-59. <https://doi.org/10.1080/00029157.2010.10401746>

Wahyuni, A. F., Widyastuti, W., & Dewi, E. M. P. (2016). *Pengaruh Pelatihan Yoga Terhadap Peningkatan Afek Positif Remaja Perempuan Di Panti Asuhan Kota Makassar (Skripsi)*. Universitas Negeri Makassar. Retrieved from eprints.unm.ac.id/2307



Efektivitas Intervensi Hypnotic Guided Imagery untuk Meningkatkan Happiness At Work pada Karyawan dengan Masalah Job Performance

Mirna Ayu Ipadila, Prof. Kwartarini Wahyu Yuniarti, M.Med.Sc., Ph.D., Psikolog

Universitas Gadjah Mada, 2025 | Diunduh dari <http://etd.repository.ugm.ac.id/>

- Wang, Q., Weng, Q., & Jiang, Y. (2020). When does affective organizational commitment lead to job performance?: integration of resource perspective. *Journal of Career Development*, 47(4), 380-393. <https://doi.org/10.1177/0894845318807581>
- Watson, D., & Clark, L. (1994). The PANAS-X: Manual for the positive and negative affect schedule-expanded form. *Psychology Publications*. <https://doi.org/10.17077/48vt-m4t2>
- Watts, V. (2022). *Introduction to statistics: An Excel-based approach*. Fanshawe College Pressbooks.
- Widyastuti, T., & Hidayat, R. (2018). Adaptation of individual work performance questionnaires (IWPQ) into Bahasa Indonesia. *International Journal of Research Studies in Psychology*, 7(2), 101-112. <https://doi.org/10.5861/ijrsp.2018.3020>
- Williams, P., Kern, M. L., & Waters, L. (2017). The role and reprocessing of attitudes in fostering employee work happiness: An intervention study. *Frontiers in Psychology*, 8, 28. <https://doi.org/10.3389/fpsyg.2017.00028>
- Williamson, A. (2019). What is hypnosis and how might it work?. *Palliative Care: Research and Treatment*, 12. <https://doi.org/10.1177/1178224219826581>
- Wittayapornpipat, S., & Wongaud, N. (2023). The Factors Affecting Happiness, Work and Performance of University Academic Staff: Rajamangala University of Technology Tawan-Ok Chanthaburi Campus. *Journal of Digital Business and Social Sciences*, 9(1), 1-8.
- World Health Organization. (2022). *WHO guidelines on mental health at work*. World Health Organization.
- Wu, A., Roemer, E. C., Kent, K. B., Ballard, D. W., & Goetzel, R. Z. (2021). Organizational best practices supporting mental health in the workplace. *Journal of occupational and environmental medicine*, 63(12), e925-e931. <https://doi.org/10.1097/JOM.0000000000002407>
- Wulandri, D., & Batubara, M. (2023). Validity Test of Happiness at Work Construct Adaptation in Employees in Indonesia. *Psikoborneo: Jurnal Ilmiah Psikologi*, 11(1), 65-71. <http://dx.doi.org/10.30872/psikoborneo.v11i1>
- Yulius, Y. F., & Yuniarti, K. W. (2024). *Efektivitas hypnotic guided imagery untuk meningkatkan harga diri pada siswa sma dengan lambat belajar*. Tesis (Tidak dipublikasikan). Universitas Gadjah Mada.
- Zech, N., Hansen, E., Bernardy, K., & Häuser, W. (2017). Efficacy, acceptability and safety of guided imagery/hypnosis in fibromyalgia—A systematic review and meta-analysis of randomized controlled trials. *European Journal of Pain*, 21(2), 217-227. <https://doi.org/10.1002/ejp.933>