

DAFTAR PUSTAKA

- Agustina, T., Susanti, E., & Ali Saeed Rana, J. (2024). Sustainable consumption in Indonesia: Health awareness, lifestyle, and trust among Gen Z and Millennials. *Environmental Economics*, 15(1), 82–96. [https://doi.org/10.21511/ee.15\(1\).2024.07](https://doi.org/10.21511/ee.15(1).2024.07)
- Albarsyah. (2023, December 22). *Kementerian BUMN hadirkan employee well-being program*. TopBusiness. <https://www.topbusiness.id/85899/kementerian-bumn-hadirkan-employee-well-being-program.html>
- Al-Jubari, I., Mosbah, A., & Salem, S. F. (2022). Employee well-being during COVID-19 pandemic: The role of adaptability, work-family conflict, and organizational response. *Sage Open*, 12(3), 21582440221096142. <https://doi.org/10.1177/21582440221096142>
- Bakker, A. B., & Demerouti, E. (2007). The job demands-resources model: State of the art. *Journal of Managerial Psychology*, 22(3), 309–328. <https://doi.org/10.1108/02683940710733115>
- 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://doi.org/10.1037/ocp0000056>
- Bakker, A. B., & Demerouti, E. (2018). Multiple levels in job demands-resources theory: Implications for employee well-being and performance. In *Handbook of wellbeing* (pp. 554–565). DEF Publishers. https://www.researchgate.net/profile/Louis-Tay/publication/375084164_Handbook_of_Wellbeing/links/653fda53ff8d8f507cd9d859/Handbook-of-Wellbeing.pdf
- Bakker, A. B., & Sanz-Vergel, A. I. (2013). Weekly work engagement and flourishing: The role of hindrance and challenge job demands. *Journal of Vocational Behavior*, 83(3), 397–409. <https://doi.org/10.1016/j.jvb.2013.06.008>
- 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. <https://doi.org/10.1037/0022-3514.51.6.1173>
- Bhoir, M., & Sinha, V. (2024). Employee well-being human resource practices: A systematic literature review and directions for future research. *Future Business Journal*, 10(1), 95. <https://doi.org/10.1186/s43093-024-00382-w>

- Cho, S., & Kim, S. (2022). Does a healthy lifestyle matter? A daily diary study of unhealthy eating at home and behavioral outcomes at work. *Journal of Applied Psychology*, 107(1), 23–39. <https://doi.org/10.1037/apl0000890>
- Chrousos, G. P. (2009). Stress and disorders of the stress system. *Nature Reviews Endocrinology*, 5(7), 374–381. <https://doi.org/10.1038/nrendo.2009.106>
- Chu, B., Marwaha, K., Sanvictores, T., Awosika, A. O., & Ayers, D. (2025). Physiology, Stress Reaction. In *StatPearls*. StatPearls Publishing. <http://www.ncbi.nlm.nih.gov/books/NBK541120/>
- Claes, S., Vandepitte, S., Clays, E., & Annemans, L. (2023). How job demands and job resources contribute to our overall subjective well-being. *Frontiers in Psychology*, 14, 1220263. <https://doi.org/10.3389/fpsyg.2023.1220263>
- Conner, T. S., Brookie, K. L., Carr, A. C., Mainvil, L. A., & Vissers, M. C. M. (2017). Let them eat fruit! The effect of fruit and vegetable consumption on psychological well-being in young adults: A randomized controlled trial. *PLOS ONE*, 12(2), e0171206. <https://doi.org/10.1371/journal.pone.0171206>
- Crawford, E. R., LePine, J. A., & Rich, B. L. (2010). Linking job demands and resources to employee engagement and burnout: A theoretical extension and meta-analytic test. *Journal of Applied Psychology*, 95(5), 834–848. <https://doi.org/10.1037/a0019364>
- Cyprus, E. (2024, November 8). *EY Work Reimagined Survey 2024—GenAI adoption at work*. EY: Shape the Future with Confidence. https://www.ey.com/en_cy/newsroom/2024/11/news-release-ey-reimagined-survey-2024
- Danna, K., & Griffin, R. W. (1999). Health and well-being in the workplace: A review and synthesis of the literature. *Journal of Management*, 25(3), 357–384. <https://doi.org/10.1177/014920639902500305>
- Darydzaky, A. (2021). *Hubungan antara tuntutan kerja dan burnout pada tenaga kesehatan di masa pandemi COVID-19* [Skripsi]. Universitas Indonesia.
- Demerouti, E., & Bakker, A. B. (2023). Job demands-resources theory in times of crises: New propositions. *Organizational Psychology Review*, 13(3), 209–236. <https://doi.org/10.1177/20413866221135022>
- Demerouti, E., Bakker, A. B., Nachreiner, F., & Schaufeli, W. B. (2001). The job demands-resources model of burnout. *Journal of Applied Psychology*, 86(3), 499–512. <https://doi.org/10.1037/0021-9010.86.3.499>

- Dwidienawati, D., Pradipto, Y., Indrawati, L., & Gandasari, D. (2025). Internal and external factors influencing Gen Z wellbeing. *BMC Public Health*, 25(1), 1584. <https://doi.org/10.1186/s12889-025-22124-5>
- EY. (2023, December 13). *Wellbeing, pay and career advancement opportunities prolong workplace tensions for Southeast Asian (SEA) employees, including Indonesia*. EY. https://www.ey.com/en_id/news/2023/12/wellbeing--pay-and-career-advancement-opportunities
- Ganster, D. C., & Rosen, C. C. (2013). Work Stress and Employee Health: A Multidisciplinary Review. *Journal of Management*, 39(5), 1085–1122. <https://doi.org/10.1177/0149206313475815>
- Gómez-Baya, D., Lucia-Casademunt, A. M., & Salinas-Pérez, J. A. (2018). Gender differences in psychological well-being and health problems among european health professionals: Analysis of psychological basic needs and job satisfaction. *International Journal of Environmental Research and Public Health*, 15(7), 1474. <https://doi.org/10.3390/ijerph15071474>
- Grajek, M., Krupa-Kotara, K., Białek-Dratwa, A., Sobczyk, K., Grot, M., Kowalski, O., & Staśkiewicz, W. (2022). Nutrition and mental health: A review of current knowledge about the impact of diet on mental health. *Frontiers in Nutrition*, 9, 943998. <https://doi.org/10.3389/fnut.2022.943998>
- Hair, J., Black, W., Babin, B., & Anderson, R. (2019). *Multivariate data analysis* (8th ed.). Cengage Learning EMEA.
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2022). *A primer on partial least squares structural equation modeling (PLS-SEM)* (Third edition). SAGE Publications, Incorporated.
- Hanson, K., Brikci, N., Erlangga, D., Alebachew, A., De Allegri, M., Balabanova, D., Blecher, M., Cashin, C., Esperato, A., Hipgrave, D., Kalisa, I., Kurowski, C., Meng, Q., Morgan, D., Mtei, G., Nolte, E., Onoka, C., Powell-Jackson, T., Roland, M., ... Wurie, H. (2022). The Lancet Global Health Commission on financing primary health care: Putting people at the centre. *The Lancet Global Health*, 10(5), e715–e772. [https://doi.org/10.1016/S2214-109X\(22\)00005-5](https://doi.org/10.1016/S2214-109X(22)00005-5)
- Harvard Business Review. (2013). *A report by Harvard business review analytic services: The impact of employee engagement on performance*. https://hbr.org/resources/pdfs/comm/achievers/hbr_achievers_report_sep13.pdf
- Hati, L., & Pradhan, R. (2021). Antecedents and consequences of employee well-being: A theoretical framework. In *Emotion, well-being, and*

- resilience: Theoretical perspectives and practical applications* (p. 16). Apple Academic Press.
- Hayes, A. F. (2022). *Introduction to mediation, moderation, and conditional process analysis: A regression-based approach* (Third edition). The Guilford Press.
- Henseler, J., Ringle, C. M., & Sarstedt, M. (2015). A new criterion for assessing discriminant validity in variance-based structural equation modeling. *Journal of the Academy of Marketing Science*, 43(1), 115–135. <https://doi.org/10.1007/s11747-014-0403-8>
- Hidayat, R., & Linando, J. (2024). The influence of work-life balance & healthy lifestyle mental health through focus on work in gen z employees. *Selekta Manajemen: Jurnal Mahasiswa Bisnis & Manajemen*, 3(1), 174–188. <https://journal.uui.ac.id/selma/article/view/36638>
- Hyży, A., Jaworski, M., Cieślak, I., Gotlib-Małkowska, J., & Panczyk, M. (2023). Improving eating habits at the office: An umbrella review of nutritional interventions. *Nutrients*, 15(24), 5072. <https://doi.org/10.3390/nu15245072>
- Izzah, A., Cikusin, Y., & Anadza, H. (2024). Analisis beban kerja penugasan ganda dalam kinerja pegawai kantor kecamatan Bululawang. *Jurnal Respon Publik*, 18(6), 76–87.
- Kline, R. B. (2016). *Principles and practice of structural equation modeling* (T. D. Little, Ed.; Fourth edition). The Guilford Press.
- Kosenkranius, M., Rink, F., Weigelt, O., & De Bloom, J. (2023). Crafting and human energy: Needs-based crafting efforts across life domains shape employees' daily energy trajectories. *Journal of Occupational Health Psychology*, 28(3), 192–204. <https://doi.org/10.1037/ocp0000347>
- Kundi, Y. M., Aboramadan, M., Elhamalawi, E. M. I., & Shahid, S. (2021). Employee psychological well-being and job performance: Exploring mediating and moderating mechanisms. *International Journal of Organizational Analysis*, 29(3), 736–754. <https://doi.org/10.1108/IJOA-05-2020-2204>
- Lam, L. W. (2012). Impact of competitiveness on salespeople's commitment and performance. *Journal of Business Research*, 65(9), 1328–1334. <https://doi.org/10.1016/j.jbusres.2011.10.026>
- Lu, C., Zhang, Z., Li, D., Huang, C., Liu, C., Peng, J., Xue, Y., Zhang, J., & Xu, J. (2024). The mediating effect of lifestyle behaviors on the relationship between self-perceived work stress and suboptimal health status: A cross-sectional study involving Chinese urban workers. *Public Health*, 236, 396–403. <https://doi.org/10.1016/j.puhe.>

2024.07.024

- Mahendika, D., Basyir, V., Wijayanti, L. A., Amran, R., Dinatha, N. M., & Ropitasari, R. (2025). The relationship of a healthy diet with the level of productivity among office workers. *Oshada*, 2(1), 1–12. <https://doi.org/10.62872/91rc6656>
- Marzocchi, I., Nielsen, K., Di Tecco, C., Vignoli, M., Ghelli, M., Ronchetti, M., & Iavicoli, S. (2024). Job demands and resources and their association with employee well-being in the European healthcare sector: A systematic review and meta-analysis of prospective research. *Work & Stress*, 38(3), 293–320. <https://doi.org/10.1080/02678373.2024.2308812>
- McGraw, M. (2021, July 18). *COVID-19 continues to affect employee well-being*. WorldatWork. <https://worldatwork.org/publications/evolve-magazine/covid-19-continues-to-affect-employee-well-being>
- McRae, E., Aykens, P., Lowmaster, K., & Shepp, J. (2023, January 18). 9 *Trends that will shape work in 2023 and beyond*. Harvard Business Review. <https://hbr.org/2023/01/9-trends-that-will-shape-work-in-2023-and-beyond>
- Middlestadt, S. E., Sheats, J. L., Geshnizjani, A., Sullivan, M. R., & Arvin, C. S. (2011). Factors associated with participation in work-site wellness programs: Implications for increasing willingness among rural service employees. *Health Education & Behavior*, 38(5), 502–509. <https://doi.org/10.1177/1090198110384469>
- Mihelič, K. K., Zupan, N., & Merkuž, A. (2024). I feel the need – the need for speed! Unreasonable tasks, work pace, psychological detachment and emotional exhaustion. *Journal of Organizational Effectiveness: People and Performance*, 11(1), 162–177. <https://doi.org/10.1108/JOEPP-07-2021-0185>
- Mobbs, D., Hagan, C. C., Dalgleish, T., Silston, B., & Prevost, C. (2015). The ecology of human fear: Survival optimization and the nervous system. *Frontiers in Neuroscience*, 9. <https://doi.org/10.3389/fnins.2015.00055>
- Mujcic, R., & Oswald, A. (2016). Evolution of well-being and happiness after increases in consumption of fruit and vegetables. *American Journal of Public Health*, 106(8), 1504–1510. <https://doi.org/10.2105/AJPH.2016.303260>
- Neuman, W. L. (2014). *Social research methods: Qualitative and quantitative approaches* (7. ed., Pearson new internat. ed). Pearson.

- Nordgren, L., Von Heideken Wågert, P., Söderlund, A., & Elvén, M. (2022). The mediating role of healthy lifestyle behaviours on the association between perceived stress and self-rated health in people with non-communicable disease. *International Journal of Environmental Research and Public Health*, 19(19), 12071. <https://doi.org/10.3390/ijerph191912071>
- Oliver, G., & Wardle, J. (1999). Perceived effects of stress on food choice. *Physiology & Behavior*, 66(3), 511–515. [https://doi.org/10.1016/S0031-9384\(98\)00322-9](https://doi.org/10.1016/S0031-9384(98)00322-9)
- Pejtersen, J. H., Kristensen, T. S., Borg, V., & Bjorner, J. B. (2010). The second version of the Copenhagen Psychosocial Questionnaire. *Scandinavian Journal of Public Health*, 38(3_suppl), 8–24. <https://doi.org/10.1177/1403494809349858>
- Pertiwi, S., Winarsunu, T., & Syakarofath, N. (2023). Workload and work-life balance on employees. *Jurnal Intensi: Integrasi Riset Psikologi*, 1(2), 75–85. <https://doi.org/doi.org/10.26486/intensi.v1i2.3522>
- Pescud, M., Teal, R., Shilton, T., Slevin, T., Ledger, M., Waterworth, P., & Rosenberg, M. (2015). Employers' views on the promotion of workplace health and wellbeing: A qualitative study. *BMC Public Health*, 15(1), 642. <https://doi.org/10.1186/s12889-015-2029-2>
- Pluut, H., & Wonders, J. (2020). Not able to lead a healthy life when you need it the most: Dual role of lifestyle behaviors in the association of blurred work-life boundaries with well-being. *Frontiers in Psychology*, 11, 607294. <https://doi.org/10.3389/fpsyg.2020.607294>
- Preston, C. C., & Colman, A. M. (2000). Optimal number of response categories in rating scales: Reliability, validity, discriminating power, and respondent preferences. *Acta Psychologica*, 104(1), 1–15. [https://doi.org/10.1016/S0001-6918\(99\)00050-5](https://doi.org/10.1016/S0001-6918(99)00050-5)
- Rachmah, Q., Martiana, T., Mulyono, Paskarini, I., Dwiyantri, E., Widajati, N., Ernawati, M., Ardyanto, Y. D., Tualeka, A. R., Haqi, D. N., Arini, S. Y., & Alayyannur, P. A. (2022). The effectiveness of nutrition and health intervention in workplace setting: A systematic review. *Journal of Public Health Research*, 11(1), jphr.2021.2312. <https://doi.org/10.4081/jphr.2021.2312>
- Rahmi, T., Agustiani, H., Harding, D., & Fitriana, E. (2021). Adaptasi employee well-being scale (EWBS) versi bahasa Indonesia. *Jurnal Psikologi*, 7(2), 93–101. <http://dx.doi.org/10.24014/jp.v14i2.13112>
- Romero-Carazas, R., Almanza-Cabe, R. B., Valero-Anco, V. N., Espíritu-Martínez, A. P., Espinoza-Casco, R. J., Garro-Aburto, L. L., Vizcarra-

- Quiñones, A. M., Samaniego-Montoya, C. M., Denegri-Velarde, M. I., & Ochoa-Tataje, F. A. (2024). Burnout and physical activity as predictors of job satisfaction among Peruvian nurses: The job demands-resources theory. *Journal of Primary Care & Community Health*, 15, 21501319241256265. <https://doi.org/10.1177/21501319241256265>
- Sacramento, C. A., Fay, D., & West, M. A. (2013). Workplace duties or opportunities? Challenge stressors, regulatory focus, and creativity. *Organizational Behavior and Human Decision Processes*, 121(2), 141–157. <https://doi.org/10.1016/j.obhdp.2013.01.008>
- Sayili, U., Sak, K., Aydin, S. N., Kara, B., Turgut, D., & Bisgin, O. (2024). Development, validity and reliability of the healthy lifestyle behavior scale. *Discover Public Health*, 21(1), 62. <https://doi.org/10.1186/s12982-024-00186-x>
- Shi, Y., She, Z., Li, D., Zhang, H., & Niu, K. (2021). Job crafting promotes internal recovery state, especially in jobs that demand self-control: A daily diary design. *BMC Public Health*, 21(1), 1889. <https://doi.org/10.1186/s12889-021-11915-1>
- Shiri, R., Väänänen, A., Mattila-Holappa, P., Kauppi, K., & Borg, P. (2022). The effect of healthy lifestyle changes on work ability and mental health symptoms: A randomized controlled trial. *International Journal of Environmental Research and Public Health*, 19(20), 13206. <https://doi.org/10.3390/ijerph192013206>
- Singh, B., Murphy, A., Maher, C., & Smith, A. E. (2024). Time to form a habit: A systematic review and meta-analysis of health behaviour habit formation and its determinants. *Healthcare*, 12(23), 2488. <https://doi.org/10.3390/healthcare12232488>
- Sobal, J., & Bisogni, C. A. (2009). Constructing food choice decisions. *Annals of Behavioral Medicine*, 38(S1), 37–46. <https://doi.org/10.1007/s12160-009-9124-5>
- Souza, R. V., Sarmiento, R. A., De Almeida, J. C., & Canuto, R. (2019). The effect of shift work on eating habits: A systematic review. *Scandinavian Journal of Work, Environment & Health*, 45(1), 7–21. <https://doi.org/10.5271/sjweh.3759>
- Stern, D., Blanco, I., Olmos, L. A., Valdivia, J. J., Shrestha, A., Mattei, J., & Spiegelman, D. (2021). Facilitators and barriers to healthy eating in a worksite cafeteria: A qualitative study. *BMC Public Health*, 21(1), 973. <https://doi.org/10.1186/s12889-021-11004-3>

- Tabachnick, B. G., & Fidell, L. S. (2014). *Using multivariate statistics* (Sixth edition, Pearson new international edition). Pearson.
- Tadić, M., Bakker, A. B., & Oerlemans, W. G. M. (2015). Challenge versus hindrance job demands and well-being: A diary study on the moderating role of job resources. *Journal of Occupational and Organizational Psychology*, 88(4), 702–725. <https://doi.org/10.1111/joop.12094>
- Vorma, E., Kamola, L., & Caune, J. (2024). Factors affecting well-being of employee: An empirical study of manufacturing companies. *Proceedings of the 28th World Multi-Conference on Systemics, Cybernetics and Informatics (WMSCI 2024)*, 177–184. <https://doi.org/10.54808/WMSCI2024.01.177>
- Walker, S. N., Sechrist, K. R., & Pender, N. J. (1987). The health-promoting lifestyle profile: Development and psychometric characteristics. *Nursing Research*, 36(2), 76–81.
- World Health Organization. (1986). *Ottawa Charter for health promotion*. WHO. <https://iris.who.int/bitstream/handle/10665/53166/WH-1987-May-p16-17-eng.pdf?sequence=1>
- World Health Organization. (1999). *Healthy living: What is a healthy lifestyle?* World Health Organization Regional Office for Europe. <https://iris.who.int/handle/10665/108180>
- World Health Organization. (2010, May 6). *A healthy lifestyle—WHO recommendations*. World Health Organization. <https://www.who.int/europe/news-room/fact-sheets/item/a-healthy-lifestyle---who-recommendations>
- Yusfita, L. Y. (2019). Hubungan perilaku sedentari dengan sindrom metabolik pada pekerja. *The Indonesian Journal of Public Health*, 13(2), 145. <https://doi.org/10.20473/ijph.v13i2.2018.145-157>
- Zhao, X., Lynch, J. G., & Chen, Q. (2010). Reconsidering Baron and Kenny: Myths and truths about mediation analysis. *Journal of Consumer Research*, 37(2), 197–206. <https://doi.org/10.1086/651257>
- Zheng, X., Zhu, W., Zhao, H., & Zhang, C. (2015). Employee well-being in organizations: Theoretical model, scale development, and cross-cultural validation. *Journal of Organizational Behavior*, 36(5), 621–644. <https://doi.org/10.1002/job.1990>