

DAFTAR PUSTAKA

- Abdullah Maruf (2019). The effect of human resource management on performance in hospitals in Sub-Saharan Africa: A systematic literature review. *Human Resources for Health*, 16(4), 15–38. <https://doi.org/10.1186/s12960-018-0298-4>
- Abid, G., Shaikh, S., Asif, M. F., Elah, N. S., Anwar, A (2021). Influence of perceived organizational support on job satisfaction: Role of proactive personality and thriving. *Int. J* 25(2), 1–11.
- Ahmad, I. (2019). *Panduan Penulisan Tesis dan Disertasi Pascasarjana UNJ* (T. PENYUSUN (ed.); 2019th ed., p. 65).
- Ahmed, I., Rehman, W., Ali, F., Ali, G., & Anwar, F. (2018a). *Predicting employee performance through organizational virtuousness Mediation by affective well-being and work engagement*. <https://doi.org/10.1108/JMD-04-2017-0115>
- Ahmed, I., Rehman, W. ul, Ali, F., Ali, G., & Anwar, F. (2018b). Predicting employee performance through organizational virtuousness: Mediation by affective well-being and work engagement. *Journal of Management Development*, 37(6), 493–502. <https://doi.org/10.1108/JMD-04-2017-0115>
- Albrecht, S. L., Green, C. R., & Marty, A. (2021). Meaningful work, job resources, and employee engagement. *Sustainability (Switzerland)*, 13(7). <https://doi.org/10.3390/su13074045>
- Albrecht, S. L., & Marty, A. (2017). Personality, self-efficacy and job resources and their associations with employee engagement, affective commitment and turnover intentions. *The International Journal of Human Resource Management*, 31(5), 657–681. <https://doi.org/10.1080/09585192.2017.1362660>
- Alessandri, G., Perinelli, E., De Longis, E., Schaufeli, W. B., Theodorou, A., Borgogni, L., Caprara, G. V., & Cinque, L. (2018). Job burnout: The contribution of emotional stability and emotional self-efficacy beliefs. *Journal of Occupational and Organizational Psychology*, 91(4), 823–851. <https://doi.org/10.1111/joop.12225>
- Alexias, G., Papandreopoulou, M., & Togas, C. (2023). *Work Engagement and*

- Burnout in a Private Health Service Unit in Greece.*
<https://doi.org/10.20944/preprints202305.1579.v1>
- Amiri, M., Vahedi, H., Mirhoseini, S. R., Eghtesadi, A. R., & Khosravi, A. (2019). Study of the Relationship Between Self-Efficacy, General Health and Burnout Among Iranian Health Workers. *Osong Public Health and Research Perspectives*, 10(6), 359–367. <https://doi.org/10.24171/j.phrp.2019.10.6.06>
- Amissah, E. F., Blankson-Stiles-Ocran, S., & Mensah, I. (2021). Emotional labour, emotional exhaustion and job satisfaction in the hospitality industry. *Journal of Hospitality and Tourism Insights*, 5(5), 805–821. <https://doi.org/10.1108/JHTI-10-2020-0196>
- Ashfaq, F., Abid, G., Ilyas, S., & Binte Mansoor, K. (2023). Perceived organisational support and work engagement among health sector workers during the COVID-19 pandemic: A multicentre, time-lagged, cross-sectional study among clinical hospital staff in Pakistan. *BMJ Open*, 13(6). <https://doi.org/10.1136/bmjopen-2022-065678>
- Bakertzis, E., & Myloni, B. (2020). Profession as a major drive of work engagement and its effects on job performance among healthcare employees in Greece: A comparative analysis among doctors, nurses and administrative staff. *Health Services Management Research*, 34(2), 80–91. <https://doi.org/10.1177/0951484820943592>
- Bakker, A. B. (2011). An evidence-based model of work engagement. *Current Directions in Psychological Science*, 20(4), 265–269. <https://doi.org/10.1177/0963721411414534>
- Bakker, A. B., & Albrecht, S. (2018). Work engagement: current trends. *Career Development International*, 23(1), 4–11. <https://doi.org/10.1108/CDI-11-2017-0207>
- Bakker, A. B., Dishon-Berkovits, M., & Peters, P. (2023). Playful work design, engagement and performance: the moderating roles of boredom and conscientiousness. *International Journal of Human Resource Management*, 0(0), 1–28. <https://doi.org/10.1080/09585192.2023.2227920>
- Bakker, A. B., Hetland, J., Kjellebold Olsen, O., & Espevik, R. (2022). Daily

transformational leadership: A source of inspiration for follower performance?
European Management Journal.

<https://doi.org/https://doi.org/10.1016/j.emj.2022.04.004>

Benítez Saña, R. M., & Del Águila Obra, A. R. (2020). Burnout y work engagement: Demandas laborales, recursos y resultados organizativos en organizaciones de Acción Social. *REVESCO. Revista de Estudios Cooperativos*, 136(136), e69192. <https://doi.org/10.5209/reve.69192>

Bernburg, M., Hetzmann, M. S., Mojtahedzadeh, N., Neumann, F. A., Augustin, M., Harth, V., Groneberg, D. A., Zyriax, B. C., & Mache, S. (2022). Stress perception, sleep quality and work engagement of german outpatient nurses during the covid-19 pandemic. *International Journal of Environmental Research and Public Health*, 19(1), 1–24. <https://doi.org/10.3390/ijerph19010313>

Bhattarai, M., Jin, Y., Smedema, S. M., Cadel, K. R., & Baniya, M. (2021). The relationships among self-efficacy, social support, resilience, and subjective well-being in persons with spinal cord injuries. *Journal of Advanced Nursing*, 77(1), 221–230. <https://doi.org/https://doi.org/10.1111/jan.14573>

Bhatti, M. A., Alshagawi, M., & Syah Juhari, A. (2018). Mediating the role of work engagement between personal resources (self-efficacy, the big five model) and nurses' job performance. *International Journal of Human Rights in Healthcare*, 11(3), 176–191. <https://doi.org/10.1108/IJHRH-10-2017-0056>

Bono, G., Reil, K., & Hescocox, J. (2020). Stress and wellbeing in urban college students in the u.S. during the covid-19 pandemic: Can grit and gratitude help? *International Journal of Wellbeing*, 10(3), 39–57. <https://doi.org/10.5502/ijw.v10i3.1331>

Boyle, D. K., Baernholdt, M., Adams, J. M., McBride, S., Harper, E., Poghosyan, L., & Manges, K. (2019). Improve nurses' well-being and joy in work: Implement true interprofessional teams and address electronic health record usability issues. *Nursing Outlook*, 67(6), 791–797. <https://doi.org/10.1016/j.outlook.2019.10.002>

Brooks Carthon, J. M., Hatfield, L., Plover, C., Dierkes, A., Davis, L., Hedgeland, T., Sanders, A. M., Visco, F., Holland, S., Ballinghoff, J., Del Guidice, M., &

- Aiken, L. H. (2019). Association of Nurse Engagement and Nurse Staffing on Patient Safety. *Journal of Nursing Care Quality*, 34(1), 40–46. <https://doi.org/10.1097/NCQ.0000000000000334>
- Bush, S., Michalek, D., & Francis, L. (2020). Perceived Leadership Styles, Outcomes of Leadership, and Self-Efficacy Among Nurse Leaders:: A Hospital-Based Survey to Inform Leadership Development at a US Regional Medical Center. *Nurse Leader*. <https://doi.org/10.1016/j.mnl.2020.07.010>
- Caesens, G., & Stinglhamber, F. (2014). The relationship between perceived organizational support and work engagement: The role of self-efficacy and its outcomes. *Revue Europeenne de Psychologie Appliquee*, 64(5), 259–267. <https://doi.org/10.1016/j.erap.2014.08.002>
- Cao, Yanling, Postareff, L., Lindblom, S., & Toom, A. (2018). Teacher educators' approaches to teaching and the nexus with self-efficacy and burnout: examples from two teachers' universities in China. *Journal of Education for Teaching*, 44(4), 479–495. <https://doi.org/10.1080/02607476.2018.1450954>
- Cao, Yudi, Liu, J., Liu, K., Yang, M., & Liu, Y. (2019). The mediating role of organizational commitment between calling and work engagement of nurses: A cross-sectional study. *International Journal of Nursing Sciences*, 6(3), 309–314. <https://doi.org/10.1016/j.ijnss.2019.05.004>
- Carter, W. R., Nesbit, P. L., Badham, R. J., Parker, S. K., & Sung, L.-K. (2018). The effects of employee engagement and self-efficacy on job performance: a longitudinal field study. *The International Journal of Human Resource Management*, 29(17), 2483–2502. <https://doi.org/10.1080/09585192.2016.1244096>
- Chang, H.-Y., Lee, I.-C., Tai, S.-I., Ng, N. Y., Shiau, W.-L., Yu, W.-P., Cheng, T. C. E., & Teng, C.-I. (2023). Professional engagement: Connecting self-efficacy to actual turnover among hospital nurses. *Journal of Advanced Nursing*, n/a(n/a). <https://doi.org/https://doi.org/10.1111/jan.15737>
- Chen, J., Li, J., Cao, B., Wang, F., Luo, L., & Xu, J. (2020). Mediating effects of self-efficacy, coping, burnout, and social support between job stress and mental health among young Chinese nurses. *Journal of Advanced Nursing*, 76(1), 163–173. <https://doi.org/https://doi.org/10.1111/jan.14208>

- Chen, Z. han, Ma, Y. yuan, Feng, X. hui, & Lin, Y. (2023). Correlation analysis of self-directed learning ability, self-efficacy and academic burnout of junior nursing college students in closed management colleges. *Nursing Open*, *10*(4), 2508–2518. <https://doi.org/10.1002/nop2.1509>
- Chudzicka-Czupała, A., & Zalewska-Łunkiewicz, K. (2020). Subjective well-being, general self-efficacy and coping with stress in former psychiatric patients preparing for the peer support role: An exploratory study. *Health and Quality of Life Outcomes*, *18*(1). <https://doi.org/10.1186/s12955-020-01348-6>
- Cotel, A., Golu, F., Stoian, A. P., Dimitriu, M., Socea, B., Cirstoveanu, C., Davitoiu, A. M., Alexe, F. J., & Oprea, B. (2021). Predictors of burnout in healthcare workers during the covid-19 pandemic. *Healthcare (Switzerland)*, *9*(3), 304. <https://doi.org/10.3390/healthcare9030304>
- Dam, A., Perera, T., Jones, M., Haughey, M., & Gaeta, T. (2019). The Relationship Between Grit, Burnout, and Well-being in Emergency Medicine Residents. *AEM Education and Training*, *3*(1), 14–19. <https://doi.org/10.1002/aet2.10311>
- Dash, G., & Paul, J. (2021). CB-SEM vs PLS-SEM methods for research in social sciences and technology forecasting. *Technological Forecasting & Social Change*, *173*(June), 121092. <https://doi.org/10.1016/j.techfore.2021.121092>
- Datu, J. A. D. (2021). Beyond Passion and Perseverance: Review and Future Research Initiatives on the Science of Grit. *Frontiers in Psychology*, *11*, 1–17. <https://doi.org/10.3389/fpsyg.2020.545526>
- Davis, P. (2021). *Beating Burnout at Work: Why Teams Hold the Secret to Well-Being and Resilience*. Wharton School Press. <https://doi.org/10.2307/j.ctv2hdrf7b>
- Deci, E. L & Ryan R.M. 2001. Handbook Of Self-Determination Research. The University Of Rochester Press. National Institute Of Education Library, Singapore
- De Moya-Anegón, F., Chinchilla-Rodríguez, Z., Vargas-Quesada, B., Corera-Álvarez, E., Muñoz-Fernández, F., González-Molina, A., & Herrero-Solana, V. (2007). Coverage analysis of Scopus: A journal metric approach. *Scientometrics*, *73*(1), 53–78.

- De Simone, S., Planta, A., & Cicotto, G. (2018). The role of job satisfaction, work engagement, self-efficacy and agentic capacities on nurses' turnover intention and patient satisfaction. *Applied Nursing Research*, 39, 130–140. <https://doi.org/10.1016/j.apnr.2017.11.004>
- Decuyper, A., & Schaufeli, W. (2020). Leadership and work engagement: Exploring explanatory mechanisms. *German Journal of Human Resource Management*, 34(1), 69–95. <https://doi.org/10.1177/2397002219892197>
- Deeg, M. D., May, D. R., & May, D. R. (2022). The Benefits to the Human Spirit of Acting Ethically at Work : The Effects of Professional Moral Courage on Work Meaningfulness and Life Well - Being. *Journal of Business Ethics*, 181(2), 397–411. <https://doi.org/10.1007/s10551-021-04980-4>
- Demir, S. (2020). The role of self-efficacy in job satisfaction, organizational commitment, motivation and job involvement*. *Eurasian Journal of Educational Research*, 2020(85), 205–224. <https://doi.org/10.14689/ejer.2020.85.10>
- Desi, D., Tanti, T., & Ranimpi, Y. Y. (2019). Subjective Well-Being Perawat Yang Bekerja Di RS Jiwa Prof. Dr. Soerojo Magelang. *Insight : Jurnal Pemikiran Dan Penelitian Psikologi*, 15(2), 163. <https://doi.org/10.32528/ins.v15i2.1667>
- Ding, X., Kan, H., Chu, X., Sun, C., & Ruan, F. (2022). a Study of Character Strengths, Work Engagement and Subjective Well-Being in Chinese Registered Nurses. *Medycyna Pracy*, 73(4), 295–304. <https://doi.org/10.13075/mp.5893.01203>
- Disabato, D. J., Goodman, F. R., & Kashdan, T. B. (2018). Is grit relevant to well-being and strengths? Evidence across the globe for separating perseverance of effort and consistency of interests. *Journal of Personality*, 87(2), 194–211. <https://doi.org/10.1111/jopy.12382>
- Disabato, D. J., Goodman, F. R., & Kashdan, T. B. (2019). Is grit relevant to well-being and strengths? Evidence across the globe for separating perseverance of effort and consistency of interests. *Journal of Personality*, 87(2), 194–211. <https://doi.org/10.1111/jopy.12382>
- Duckworth, A. (2018). Grit: The Power of Passion and Perseverance. *Harvard Educational Review*, 87(4), 588–592. <https://doi.org/10.17763/1943-5045->

87.4.588

- Duckworth, A., Santos, I., Petroska-Beska, V., Carneiro, P. M., Eskreis-Winkler, L., Boudet, A. M., Berniell, M. I., Kregel, C., & Arias, O. (2022). Can Grit Be Taught? Lessons from a Nationwide Field Experiment with Middle-School Students. *SSRN Electronic Journal*, 15588. <https://doi.org/10.2139/ssrn.4233803>
- Duckworth, Angela L., Quinn, P. D., & Tsukayama, E. (2021). Revisiting the Factor Structure of Grit: A Commentary on Duckworth and Quinn (2009). *Journal of Personality Assessment*, 103(5), 573–575. <https://doi.org/10.1080/00223891.2021.1942022>
- Duckworth, Angela L., Southwick, D., & Tsay, C.-J. (2019). Grit at Work. *Research in Organizational Behavior*, 39.
- Eck, N. J. Van, & Waltman, L. (2018). VOSviewer Manual. *Universiteit Leiden*, August, 1–51.
- Eryilmaz, A., Basal, A., & Gezegin, B. B. (2021). The Mediator Role of Work-Related Need Satisfaction between Subjective The Mediator Role of Work-Related Need Satisfaction between Öğretmenlerin Öznel İyi Oluşları ile İş e Bağlılıkları Arasındaki. *Bartın University Journal of Faculty of Education*, 10(4), 482–494. <https://doi.org/10.14686/buefad.917064>
- Fouquereau, E., Morin, A. J. S., Lapointe, É., Mokoukolo, R., & Gillet, N. (2019). Emotional labour profiles: Associations with key predictors and outcomes. *Work & Stress*, 33(3), 268–294. <https://doi.org/10.1080/02678373.2018.1502835>
- Gabe, K. T., & Jaime, P. C. (2019). *Development and testing of a scale to evaluate diet according to the recommendations of the Dietary Guidelines for the Brazilian Population*. 1–12. <https://doi.org/10.1017/S1368980018004123>
- Gan, Y., & Cheng, L. (2021). Psychological Capital and Career Commitment Among Chinese Urban Preschool Teachers: The Mediating and Moderating Effects of Subjective Well-being. *Frontiers in Psychology*, 12(July). <https://doi.org/10.3389/fpsyg.2021.509107>
- Garg, N., & Singh, P. (2019). Work engagement as a mediator between subjective well-being and work-and-health outcomes. *Management Research Review*,

43(6), 735–752. <https://doi.org/10.1108/MRR-03-2019-0143>

Ghozali, I., & Fuad. (2019). *Structural Equation Modeling: Teori, Konsep dan Aplikasi dengan Program Lisrel 9.10*. Badan Penerbit Universitas Diponegoro.

Giménez-Espert, M. del C., Prado-Gascó, V., & Soto-Rubio, A. (2020). Psychosocial Risks, Work Engagement, and Job Satisfaction of Nurses During COVID-19 Pandemic. *Frontiers in Public Health*, 8(November), 1–10. <https://doi.org/10.3389/fpubh.2020.566896>

Gonlepa, M. K., Dilawar, S., & Amosun, T. S. (2023). Understanding employee creativity from the perspectives of grit, work engagement, person organization fit, and feedback. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.1012315>

Gundogan, S. (2023). The Relationship of COVID-19 Student Stress with School Burnout, Depression and Subjective Well-Being: Adaptation of the COVID-19 Student Stress Scale into Turkish. *Asia-Pacific Education Researcher*, 32(2), 165–176. <https://doi.org/10.1007/s40299-021-00641-2>

Gupta, B. N. (2021). *Business Statistics*. SBPD Publications.

Hafner, M., Andersson, F. L., Burtea, T., van Stolk, C., Whitmore, M., Yerushalmi, E., & Troxel, W. M. (2020). Assessing the burden of nocturia in the workplace: the associations between nocturnal voiding, subjective well-being, work engagement and productivity. *Journal of Medical Economics*, 23(9), 994–1003. <https://doi.org/10.1080/13696998.2020.1767631>

Hair, J. F., Ringle, C. M., & Sarstedt, M. (2017). Partial least squares structural equation modeling with Research. In *Handbook of Market Research*. Springer. https://doi.org/10.1007/978-3-319-05542-8_15-1

Hair, J., Hult, G., Ringle, C., Sarstedt, M., Danks, N., & Ray, S. (2021). *Partial Least Squares Structural Equation Modeling (PLS-SEM) Using R*. Springer International Publishing.

Hair, Joseph, Black, W., Babin, B., & Anderson, R. (2019). *Multivariate Data Analysis* (8th ed.). Cengage Learning EMEA.

Hamdan, Z., & Issa, H. (2021). The role of organizational support and self-efficacy on work engagement among registered nurses in Jordan: A descriptive study.

- Journal of Nursing Management*. <https://doi.org/10.1111/jonm.13456>
- Han, S. S., Han, J. W., & Kim, Y. H. (2018). Effect of Nurses' Emotional Labor on Customer Orientation and Service Delivery: The Mediating Effects of Work Engagement and Burnout. *Safety and Health at Work*, 9(4), 441–446. <https://doi.org/10.1016/j.shaw.2017.12.001>
- He, B., He, Q., & Sarfraz, M. (2021). Inclusive Leadership and Subordinates' Pro-Social Rule Breaking in the Workplace: Mediating Role of Self-Efficacy and Moderating Role of Employee Relations Climate. *Psychology Research and Behavior Management*, 14(null), 1691–1706. <https://doi.org/10.2147/PRBM.S333593>
- He, W., Li, M., Ye, J., Shen, Y., Cao, Y., Zhou, S., & Han, X. (2021). Regulatory emotional self-efficacy as a mediator between high-performance work system perceived by nurses on their job burnout: a cross-sectional study. *Psychology, Health & Medicine*, 1–12. <https://doi.org/10.1080/13548506.2021.1990362>
- Hetzel-Riggin, M. D., Swords, B. A., Tuang, H. L., Deck, J. M., & Spurgeon, N. S. (2019). Work Engagement and Resiliency Impact the Relationship Between Nursing Stress and Burnout. *Psychological Reports*, 123(5), 1835–1853. <https://doi.org/10.1177/0033294119876076>
- Hu, H., Gong, H., Ma, D., & Wu, X. (2022). Association between workplace psychological violence and work engagement among emergency nurses: The mediating effect of organizational climate. *PLoS ONE*, 17(6 June), 1–16. <https://doi.org/10.1371/journal.pone.0268939>
- Huber, P., & Schubert, H. J. (2019). Attitudes about work engagement of different generations—A cross-sectional study with nurses and supervisors. *Journal of Nursing Management*, 27(7), 1341–1350. <https://doi.org/10.1111/jonm.12805>
- Huffman, E. M., Athanasiadis, D. I., Anton, N. E., Haskett, L. A., Doster, D. L., Stefanidis, D., & Lee, N. K. (2020). How resilient is your team? Exploring healthcare providers' well-being during the COVID-19 pandemic. *American Journal of Surgery*, 221(2), 277–284. <https://doi.org/10.1016/j.amjsurg.2020.09.005>
- Hult, M., & Terkamo-Moisio, A. (2023). Mental well-being, work engagement, and work-related and personal resources among nurse managers: A structural

- equation model. *International Journal of Nursing Studies Advances*, 5, 100140. <https://doi.org/10.1016/j.ijnsa.2023.100140>
- Huo, J. (2022). The Role of Learners' Psychological Well-Being and Academic Engagement on Their Grit. *Frontiers in Psychology*, 13(February), 1–8. <https://doi.org/10.3389/fpsyg.2022.848325>
- Iftikhar, P. M., Ali, F., Faisaluddin, M., Khayyat, A., De Gouvias De Sa, M., & Rao, T. (2019). A Bibliometric Analysis of the Top 30 Most-cited Articles in Gestational Diabetes Mellitus Literature (1946-2019). *Cureus*, 11(2), e4131. <https://doi.org/10.7759/cureus.4131>
- Iqbal, M., Adawiyah, W. R., Suroso, A., & Wihuda, F. (2020). Exploring the impact of workplace spirituality on nurse work engagement: an empirical study on Indonesian government hospitals. *International Journal of Ethics and Systems*, 36(3), 351–369. <https://doi.org/10.1108/IJOES-03-2019-0061>
- Iwanowicz-Palus, G., Mróz, M., Kowalczyk, K., Szlendak, B., Bień, A., & Cybulski, M. (2022). Nurses Coping with Stressful Situations—A Cross-Sectional Study. *International Journal of Environmental Research and Public Health*, 19(17). <https://doi.org/10.3390/ijerph191710924>
- Jarden, R. J., Jarden, A., Weiland, T. J., Taylor, G., Bujalka, H., Brockenshire, N., & Gerdtz, M. F. (2021). New graduate nurse wellbeing, work wellbeing and mental health: A quantitative systematic review. *International Journal of Nursing Studies*, 121, 103997. <https://doi.org/10.1016/j.ijnurstu.2021.103997>
- Jeon, M.-K., Lee, I., & Lee, M.-Y. (2022). The multiple mediating effects of grit and learning agility on academic burnout and learning engagement among Korean university students: a cross-sectional study. *Annals of Medicine*, 54(1), 2710–2724. <https://doi.org/10.1080/07853890.2022.2122551>
- Jia, Z., Wen, X., Lin, X., Lin, Y., Li, X., Li, G., & Yuan, Z. (2021). Working hours, job burnout, and subjective well-being of hospital administrators: An empirical study based on china's tertiary public hospitals. *International Journal of Environmental Research and Public Health*, 18(9), 4539. <https://doi.org/10.3390/ijerph18094539>
- Jiang, W., Jiang, J., Du, X., Gu, D., Sun, Y., & Zhang, Y. (2019). Striving and happiness: Between- and within-person-level associations among grit, needs

- satisfaction and subjective well-being. *The Journal of Positive Psychology*, 15(4), 543–555. <https://doi.org/10.1080/17439760.2019.1639796>
- Jiang, W., Xiao, Z., Liu, Y., Guo, K., Jiang, J., & Du, X. (2019). Reciprocal relations between grit and academic achievement: A longitudinal study. *Learning and Individual Differences*, 71(19), 13–22. <https://doi.org/10.1016/j.lindif.2019.02.004>
- Jordan, S. L., Ferris, G. R., Hochwarter, W. A., & Wright, T. A. (2019). Toward a Work Motivation Conceptualization of Grit in Organizations. *Group and Organization Management*, 44(2), 320–360. <https://doi.org/10.1177/1059601119834093>
- Jumat, M. R., Chow, P. K.-H., Allen, J. C., Lai, S. H., Hwang, N.-C., Iqbal, J., Mok, M. U. S., Rapisarda, A., Velkey, J. M., Engle, D. L., & Compton, S. (2020). Grit protects medical students from burnout: a longitudinal study. *BMC Medical Education*, 20(1), 266. <https://doi.org/10.1186/s12909-020-02187-1>
- Jun, J., Ojemeni, M. M., Kalamani, R., Tong, J., & Crecelius, M. L. (2021). Relationship between nurse burnout, patient and organizational outcomes: Systematic review. *International Journal of Nursing Studies*, 119, 103933. <https://doi.org/10.1016/j.ijnurstu.2021.103933>
- Keyko, K. (2014). Work engagement in nursing practice: A relational ethics perspective. *Nursing Ethics*, 21(8), 879–889. <https://doi.org/10.1177/0969733014523167>
- Kim, G., Yu, H., & Ryu, E. (2023). Social group membership, burnout, and subjective well-being in new nurses in the life transition period: A cross-sectional study. *Nursing Open*, 10(5), 3295–3304. <https://doi.org/10.1002/nop2.1581>
- Kim, H.-O., & Lee, I. (2022). The mediating effects of social support on the influencing relationship between grit and academic burnout of the nursing students. *Nursing Open*, n/a(n/a). <https://doi.org/https://doi.org/10.1002/nop2.1241>
- Klein, A. J., Grau, T., Spagnoletti, C. L., Rothenberger, S. D., & Berlacher, K. (2021). Grit Does Not Predict Burnout among First-Year Internal Medicine Residents. *Southern Medical Journal*, 114(5), 272–276.

<https://doi.org/10.14423/SMJ.0000000000001246>

Knight, C., Patterson, M., & Dawson, J. (2019). Work engagement interventions can be effective: a systematic review. *European Journal of Work and ...*
<https://doi.org/10.1080/1359432X.2019.1588887>

Lacap, J. P. G. (2020). Reducing employees' intention to quit: The effects of transformational leadership, employee engagement, and grit. *Kasetsart Journal of Social Sciences*, 41(3), 665–670.
<https://doi.org/10.34044/j.kjss.2020.41.3.33>

Lachowska, B., & Minda, K. (2020). Burnout and work engagement among psychiatric nurses - Are work characteristics important? *Archives of Psychiatry and Psychotherapy*, 22(1), 77–83.
<https://doi.org/10.12740/APP/113487>

Lee, Y. H., Lee, S. H. B., & Chung, J. Y. (2019). Research on how emotional expressions of emotional labor workers and perception of customer feedbacks affect turnover intentions: Emphasis on moderating effects of emotional intelligence. *Frontiers in Psychology*, 9(JAN).
<https://doi.org/10.3389/fpsyg.2018.02526>

Li, J., Wu, B., He, Z., Liu, J., Xiao, R., & Luo, Y. (2020). Investigation for the transcultural self-efficacy of nurses in Guizhou, China. *International Journal of Nursing Sciences*, 7(2), 191–197.
<https://doi.org/10.1016/j.ijnss.2020.03.004>

Liu, Y., & Aunguroch, Y. (2019). Work stress, perceived social support, self-efficacy and burnout among Chinese registered nurses. *Journal of Nursing Management*, 27(7), 1445–1453.
<https://doi.org/https://doi.org/10.1111/jonm.12828>

Lohr, S. L. (2022). *Sampling: Design and Analysis*. CRC Press.

Lopes, A. R., & Nihei, O. K. (2020). Burnout among nursing students: predictors and association with empathy and self-efficacy. *Revista Brasileira de Enfermagem*, 73(1), e20180280. <https://doi.org/10.1590/0034-7167-2018-0280>

Ma, F., Zhu, Y., Liu, L., Chen, H., & Liu, Y. (2023). Work Engagement and Safety Behavior of Nurses in Specialized Cancer Hospitals: The Mediating Role of

- Self-Efficacy. *Journal of Nursing Management*, 2023, 1–9.
<https://doi.org/10.1155/2023/9034073>
- MacCallum, R. C., Browne, M. W., & Sugawara, H. M. (1996). Power analysis and determination of sample size for covariance structure modeling. *Psychological Methods*, 1(2), 130–149. <https://doi.org/10.1037/1082-989X.1.2.130>
- Madigan, D. J., & Kim, L. E. (2021). Towards an understanding of teacher attrition: A meta-analysis of burnout, job satisfaction, and teachers' intentions to quit. *Teaching and Teacher Education*, 105, 103425. <https://doi.org/https://doi.org/10.1016/j.tate.2021.103425>
- Mahiro, S., Takashi, N., & Satoko, N. (2014). Work engagement and attitudes toward caring for dying patients and families among home-visiting nurses in Japan. *International Journal of Palliative Nursing*, 20(7), 343–348. <https://doi.org/10.12968/ijpn.2014.20.7.343>
- Makara-Studzińska, M., Golonka, K., & Izydorczyk, B. (2019). Self-Efficacy as a Moderator between Stress and Professional Burnout in Firefighters. In *International Journal of Environmental Research and Public Health* (Vol. 16, Issue 2). <https://doi.org/10.3390/ijerph16020183>
- Mark, B. A., Hughes, L. C., Belyea, M., Chang, Y., Hofmann, D., Jones, C. B., & Bacon, C. T. (2017). Does safety climate moderate the influence of staffing adequacy and work conditions on nurse injuries? 38, 431–446. <https://doi.org/10.1016/j.jsr.2007.04.004>
- Marshall, D. R., Meek, W. R., Swab, R. G., & Markin, E. (2020). Access to resources and entrepreneurial well-being: A self-efficacy approach. *Journal of Business Research*, 120(August), 203–212. <https://doi.org/10.1016/j.jbusres.2020.08.015>
- Maslach, C., & Jackson, S. E. (1981). The measurement of experienced burnout. *Journal of Organizational Behavior*, 2(2), 99–113. <https://doi.org/10.1002/job.4030020205>
- Maslach, C., Schaufeli, W. B., & Leiter, M. P. (2001). Job Brunout. *Annual Review of Psychology*, 52(1), 397–422. <https://doi.org/10.1146/annurev.psych.52.1.397>
- Maslach, C. (2003). Job Burnout: New Directions in Research and Intervention.

- Current Directions in Psychological Science*, 12(5), 189–192.
<https://doi.org/10.1111/1467-8721.01258>
- Mohamed, S. A., Hendy, A., Ezzat Mahmoud, O., & Mohamed Mohamed, S. (2022). Matterng perception, work engagement and its relation to burnout amongst nurses during coronavirus outbreak. *Nursing Open*, 9(1), 377–384.
<https://doi.org/https://doi.org/10.1002/nop2.1075>
- Muenks, K., Wigfield, A., Yang, J. S., & Neal, C. R. O. (2017). How True Is Grit? Assessing Its Relations to High School and College Students' Personality Characteristics, Self-Regulation, Engagement, and Achievement. *Journal of Educational Psychology*, 109(5), 599–620.
<https://doi.org/10.1037/edu0000153>
- Munawar, N., Naz, S., Bibi, H., & Ullah, S. (2022). Organizational Constraints and Work Engagement among Employees : Moderating Role of Grit. *Indian Journal of Economics and Business*, 21(2).
- Narzary, G., & Palo, S. (2021). Testing interaction effects of intellectual capital and burnout on innovative work behaviour of professional nurses. *Journal of Intellectual Capital*. <https://doi.org/10.1108/JIC-01-2019-0017>
- Nitaningtyas, A. R. (2022). Pengaruh workplace spirituality dan grit terhadap work engagement pada karyawan generasi milenial. *Buletin Riset Psikologi Dan Kesehatan Mental (BRPKM)*, X, 1–16.
- O'Rourke, M. W. (2021). Work Engagement: Passion–Role Clarity Connection in a Turbulent Time. *Nurse Leader*, 19(2), 204–209.
<https://doi.org/10.1016/j.mnl.2020.11.006>
- Ohshiro, A. (2023). Deep-Learning-based Analysis of the Patterns Associated with the Changes in the Grit Scores and Understanding Levels of Students. *International Journal of Advanced Computer Science and Applications*, 14(7), 1105–1111. <https://doi.org/10.14569/IJACSA.2023.01407118>
- Orgambídez, A., Borrego, Y., & Vázquez-Aguado, O. (2019). Self-efficacy and organizational commitment among Spanish nurses: the role of work engagement. *International Nursing Review*, 381–388.
<https://doi.org/10.1111/inr.12526>
- Pandis, N. (2015). The sampling distribution. *American Journal of Orthodontics*

and Dentofacial Orthopedics, 147(4), 517–519.

<https://doi.org/10.1016/j.ajodo.2015.01.009>

Park, M. K., & Kim, W. H. (2023). The effect of grit on the work engagement of nurses: The mediating effects of positive psychological capital and burnout. *The Journal of Korean Academic Society of Nursing Education*, 29(2), 161–169. <https://doi.org/10.5977/jkasne.2023.29.2.161>

Parr, J. M., Teo, S., & Koziol-McLain, J. (2021). A quest for quality care: Exploration of a model of leadership relationships, work engagement, and patient outcomes. *Journal of Advanced Nursing*, 77(1), 207–220. <https://doi.org/10.1111/jan.14583>

Peasley, M. C., Hochstein, B., Britton, B. P., Srivastava, R. V., & Stewart, G. T. (2020). Can't leave it at home? The effects of personal stress on burnout and salesperson performance. *Journal of Business Research*, 117, 58–70. <https://doi.org/https://doi.org/10.1016/j.jbusres.2020.05.014>

Pellikaan, M. (2023). *Five employee engagement models every HR professional need to know*. <https://www.effectory.com/>. <https://www.effectory.com/knowledge/five-employee-engagement-models/>

Peraturan Menteri Kesehatan Nomor 40 Tahun 2017 tentang Pengembangan Jenjang Karir Profesional Perawat Klinis.

Pérez-Fuentes, M. del C., Jurado, M. del M. M., Martín, A. B. B., Márquez, M. del M. S., Martínez, Á. M., & Linares, J. J. G. (2018). The mediating role of perceived stress in the relationship of self-efficacy and work engagement in nurses. *Journal of Clinical Medicine*, 8(1), 10. <https://doi.org/10.3390/jcm8010010>

Peugh, J., & Feldon, D. F. (2020). “How Well Does Your Structural Equation Model Fit Your Data?”: Is Marcoulides and Yuan's Equivalence Test the Answer? 1–8. <https://doi.org/10.1187/cbe.20-01-0016>

Piotrowski, A., Sygit-Kowalkowska, E., & Hamzah, I. (2020). Work engagement among prison officers. The role of individual and organizational factors in the Polish and Indonesian penitentiary systems. *International Journal of Environmental Research and Public Health*, 17(21), 1–15. <https://doi.org/10.3390/ijerph17218206>

- Pukkeeree, P., Na-Nan, K., & Wongsuwan, N. (2020). Effect of attainment value and positive thinking as moderators of employee engagement and innovative work behaviour. *Journal of Open Innovation: Technology, Market, and Complexity*, 6(3), 69. <https://doi.org/10.3390/joitmc6030069>
- Purwohedi, U. (2022). *Metode Penelitian Prinsip dan Praktek*. Raih Asa Sukses.
- Qi, L., Cai, D., Liu, B., & Feng, T. (2020). Effect of workplace ostracism on emotional exhaustion and unethical behaviour among Chinese nurses: A time-lagged three-wave survey. *Journal of Advanced Nursing*, October 2019, 2094–2103. <https://doi.org/10.1111/jan.14405>
- Rabiul, M. K., Patwary, A. K., & Panha, I. M. (2022). The role of servant leadership, self-efficacy, high performance work systems, and work engagement in increasing service-oriented behavior. *Journal of Hospitality Marketing and Management*, 31(4), 504–526. <https://doi.org/10.1080/19368623.2022.1990169>
- Rohmani, N., & Andriani, R. (2021). Correlation between academic self-efficacy and burnout originating from distance learning among nursing students in Indonesia during the coronavirus disease 2019 pandemic. *Journal of Educational Evaluation for Health Professions*, 18, 9. <https://doi.org/10.3352/jeehp.2021.18.9>
- Saade, R., & Kira, D. (2019). Computer Anxiety in E-Learning : The Effect of Computer Self-Efficacy. *Journal of Information Technology Education*, 8, 16. <https://doi.org/10.28945/3386>
- Safariningsih, R., Rizan, M., & Handaru, A. (2022). Peran Grit dan Self Efficacy terhadap Work Engagement pada Tenaga Kesehatan Rumah Sakit. *Jurnal Manajemen Strategi Dan Aplikasi Bisnis*, 5(2), 285–304. <https://doi.org/https://doi.org/10.36407/jmsab.v5i2.671>
- Safariningsih, R. T. H., Rizan, M., & Handaru, A. W. (2022). The Influence of Grit on Nurses' Job Burnout Decrease in Depok Secondary Hospitals. *Interdisciplinary Social Studies*, 1(12), 1410–1416. <https://doi.org/10.55324/iss.v1i12.284>
- Sahrah, A. (2023). The Psychological Effect of Life Satisfaction on Work Engagement: Mediating Variable of Self-Efficacy for Managing Work-Family

- Conflict. In *Journal for Re Attach Therapy and Developmental Diversities* (Vol. 6, Issue 7s).
- Saito, Y., Igarashi, A., Noguchi-Watanabe, M., Takai, Y., & Yamamoto-Mitani, N. (2018). Work values and their association with burnout/work engagement among nurses in long-term care hospitals. *Journal of Nursing Management*, 26(4), 393–402. <https://doi.org/https://doi.org/10.1111/jonm.12550>
- Saña, B. R. M., & Obra, A. R. del Á. (2020). *Burnout y work engagement: Demandas laborales, recursos y resultados organizativos en organizaciones de Acción Social*. 136, 1–15.
- Saña, R. M. B., & Obra, A. R. del Á. (2020). Burnout y work engagement: Demandas laborales, recursos y resultados organizativos en organizaciones de Acción Social. *REVESCO. Revista de Estudios Cooperativos*, 136, e69192. <https://doi.org/https://doi.org/10.5209/reve.69192>
- Santana-monagas, E., & Núñez, J. L. (2022). Predicting students ' basic psychological need profiles through motivational appeals : Relations with grit and well-being. *Learning and Individual Differences*, 97, 102162. <https://doi.org/10.1016/j.lindif.2022.102162>
- Santos, A., Chambel, M. J., & Castanheira, F. (2020). Wellbeing among hospital nurses: A cross-sectional study of the contributions of relational job characteristics. *International Journal of Nursing Studies*, 105, 103438. <https://doi.org/https://doi.org/10.1016/j.ijnurstu.2019.103438>
- Santoso, T. B., Sarsono, S., & Istiatin, I. (2021). Competency, Collaboration, Motivation and Work Discipline Operation on The Performance of The Room Nurse at Orthopedic Prof Dr. R. Soeharso Hospital Surakarta. *International Journal of Economics, Business and Accounting Research*, 5(3), 1099–1106.
- Schaufeli, Wilmar B., & Bakker, A. B. (2004). Job demands, job resources, and their relationship with burnout and engagement: A multi-sample study. *Journal of Organizational Behavior*, 25(3), 293–315. <https://doi.org/10.1002/job.248>
- Schaufeli, W.B., 2018. Applying the job demands-resources model: a 'how to' guide to measuring and tackling work engagement and burnout. *Organ. Dyn.* 46, 120–132.

- Schatz, J. (2022). *5 Ways to Increase Employee Engagement*. <https://www.gallup.com/workplace/231581/five-ways-improve-employee-engagement.aspx>
- Schellenberg, B. J. I., & Bailis, D. S. (2019). Predicting longitudinal trajectories of academic passion in first-year university students. *Learning and Individual Differences, 40*, 149–155. <https://doi.org/10.1016/j.lindif.2015.04.008>
- Schwepker, C. H., & Good, M. C. (2021). Salesperson grit: reducing unethical behavior and job stress. *Journal of Business & Industrial Marketing, 37*(9), 1887–1902. <https://doi.org/10.1108/JBIM-04-2021-0211>
- Sellers, K., Riley, M., Denny, D., Rogers, D., Havener, J.-M., Rathbone, T., & Cesare, C. G.-D. (2019). Retention of Nurses in a Rural Environment: The Impact of Job Satisfaction, Resilience, Grit, Engagement, and Rural Fit. *Online Journal of Rural Nursing and Health Care, 19*(1), 4–42.
- Sellers, K., Riley, M., Denny, D., Rogers, D., Havener, J.-M., Rathbone, T., & Gomez-Di Cesare, C. (2019). Retention of Nurses in a Rural Environment: The Impact of Job Satisfaction, Resilience, Grit, Engagement, and Rural Fit. *Online Journal of Rural Nursing and Health Care, 19*(1), 4–42. <https://doi.org/10.14574/ojrnhc.v19i1.547>
- Setjo, E. A. A., & Fransiska, R. (2021). Job insecurity, subjective well-being and job performance: The moderating role of psychological capital. *International Journal of Hospitality Management, 87*(2), 116–125. <https://doi.org/10.1016/j.ijhm.2020.102462>
- Sharma, P. K., & Kumra, R. (2020). Examining the mediating role of work engagement on the relationship between workplace mindfulness and organizational justice and its association with well-being. *South Asian Journal of Business Studies, 11*(2), 129–148. <https://doi.org/10.1108/SAJBS-10-2019-0184>
- Shi, D., Lee, T., & Maydeu-Olivares, A. (2018). *Understanding the Model Size Effect on SEM Fit Indices*. 1–25. <https://doi.org/10.1177/0013164418783530>
- Shi, D., Lee, T., & Maydeu-Olivares, A. (2019). Understanding the Model Size Effect on SEM Fit Indices. *Educational and Psychological Measurement, 79*(2), 310–334. <https://doi.org/10.1177/0013164418783530>

- Shi, D., & Maydeu-Olivares, A. (2019). *The Effect of Estimation Methods on SEM Fit Indices*. 1–25. <https://doi.org/10.1177/0013164419885164>
- Sigmundsson, H., Guðnason, S., & Jóhannsdóttir, S. (2021). Passion, grit and mindset: Exploring gender differences. *New Ideas in Psychology*, 63(1), 100878. <https://doi.org/10.1016/j.newideapsych.2021.100878>
- Simbula, S., Margheritti, S., & Avanzi, L. (2023). Building Work Engagement in Organizations: A Longitudinal Study Combining Social Exchange and Social Identity Theories. *Behavioral Sciences*, 13(2). <https://doi.org/10.3390/bs13020083>
- Singh, J., & Chopra, V. G. (2018). Workplace Spirituality, Grit and Work Engagement. *Asia-Pacific Journal of Management Research and Innovation*, 14(1–2), 50–59. <https://doi.org/10.1177/2319510x18811776>
- Soraya Husin, L. (2020). *Pengaruh Grit (Kegigihan) dan Kebersyukuran terhadap Subjective Well-Being pada Mahasiswa Perantau*. .
- Southwick, D. A., Tsay, C. J., & Duckworth, A. L. (2020). *Southwick, D. A., Tsay, C. J., Duckworth, A. L.*
- Southwick, Daniel A., Tsay, C. J., & Duckworth, A. L. (2019). Grit at work. *Research in Organizational Behavior*, 39(1), 100126. <https://doi.org/10.1016/j.riob.2020.100126>
- Spagnoli, P., Haynes, N. J., Kovalchuk, L. S., Clark, M. A., Buono, C., & Balducci, C. (2020). Workload, workaholism, and job performance: uncovering their complex relationship. *International Journal of Environmental Research and Public Health*, 17(18), 1–20. <https://doi.org/10.3390/ijerph17186536>
- Srimulyani, V. A., & Hermanto, Y. B. (2022). Organizational culture as a mediator of credible leadership influence on work engagement: empirical studies in private hospitals in East Java, Indonesia. *Humanities and Social Sciences Communications*, 9(1). <https://doi.org/10.1057/s41599-022-01289-z>
- Stallter, C., & Gustin, T. S. (2021). Evaluating Advanced Practice Nurses' Burnout and Potential Helping Modalities. *The Journal for Nurse Practitioners*, 17(10), 1297–1299. <https://doi.org/https://doi.org/10.1016/j.nurpra.2021.07.003>

- Surucu, L., & Maslakci, A. (2020). *Validity And Reliability In Quantitative Research*, 3(8).
<https://doi.org/https://doi.org/http://dx.doi.org/10.15295/bmij.v8i3.1540>
- Sutton, A. (2020). Living the good life: A meta-analysis of authenticity, well-being and engagement. *Personality and Individual Differences*, 153, 109645.
<https://doi.org/10.1016/j.paid.2019.109645>
- Suzanne Giesbers, A. P. M., Schouteten, R. L. J., Poutsma, E., van der Heijden, B. I. J. M., & van Achterberg, T. (2021). Towards a better understanding of the relationship between feedback and nurses' work engagement and burnout: A convergent mixed-methods study on nurses' attributions about the 'why' of feedback. *International Journal of Nursing Studies*, 117, 103889.
<https://doi.org/10.1016/j.ijnurstu.2021.103889>
- Tang, X., Upadyaya, K., & Salmela-Aro, K. (2021). School burnout and psychosocial problems among adolescents: Grit as a resilience factor. *Journal of Adolescence*, 86(December), 77–89.
<https://doi.org/10.1016/j.adolescence.2020.12.002>
- Tawfik, D. S., Scheid, A., Profit, J., Shanafelt, T., Trockel, M., Adair, K. C., Sexton, J. B., & Ioannidis, J. P. A. (2019). Evidence Relating Health Care Provider Burnout and Quality of Care. *Annals of Internal Medicine*, 171(8), 555–567.
<https://doi.org/10.7326/M19-1152>
- Teuber, Z., Nussbeck, F. W., & Wild, E. (2021). The Bright Side of Grit in Burnout-Prevention: Exploring Grit in the Context of Demands-Resources Model among Chinese High School Students. *Child Psychiatry and Human Development*, 52(3), 464–476. <https://doi.org/10.1007/s10578-020-01031-3>
- Tomietto, M., Paro, E., Sartori, R., Maricchio, R., Clarizia, L., De Lucia, P., Pedrinelli, G., & Finos, R. (2019). Work engagement and perceived work ability: An evidence-based model to enhance nurses' well-being. *Journal of Advanced Nursing*, 75(9), 1933–1942. <https://doi.org/10.1111/jan.13981>
- Vargas-Benítez, M. Á., Izquierdo-Espín, F. J., Castro-Martínez, N., Gómez-Urquiza, J. L., Albendín-García, L., Velando-Soriano, A., & Cañadas-De la Fuente, G. A. (2023). Burnout syndrome and work engagement in nursing staff: a systematic review and meta-analysis. *Frontiers in Medicine*, 10.

<https://doi.org/10.3389/fmed.2023.1125133>

Vazsonyi, A. T., Ksinan, A. J., Ksinan Jiskrova, G., Mikuška, J., Javakhishvili, M., & Cui, G. (2018). To grit or not to grit, that is the question! *Journal of Research in Personality*, 78, 215–226.

<https://doi.org/10.1016/j.jrp.2018.12.006>

Vazsonyi, A. T., Ksinan, A. J., Ksinan Jiskrova, G., Mikuška, J., Javakhishvili, M., & Cui, G. (2019). To grit or not to grit, that is the question! *Journal of Research in Personality*, 78, 215–226.

<https://doi.org/10.1016/j.jrp.2018.12.006>

Vincent-Höper, S., Stein, M., Nienhaus, A., & Schablon, A. (2020). Workplace aggression and burnout in nursing—the moderating role of follow-up counseling. *International Journal of Environmental Research and Public Health*, 17(9). <https://doi.org/10.3390/ijerph17093152>

Wang, C., Xu, J., Zhang, T. C., & Li, Q. M. (2020). Effects of professional identity on turnover intention in China's hotel employees: The mediating role of employee engagement and job satisfaction. *Journal of Hospitality and Tourism Management*, 45, 10–22.

<https://doi.org/https://doi.org/10.1016/j.jhtm.2020.07.002>

Wang, L., Wang, H., Shao, S., Jia, G., & Xiang, J. (2020). Job Burnout on Subjective Well-Being Among Chinese Female Doctors: The Moderating Role of Perceived Social Support. *Frontiers in Psychology*, 11. <https://doi.org/10.3389/fpsyg.2020.00435>

Wang, Y., Gao, Y., & Xun, Y. (2021). Work engagement and associated factors among dental nurses in China. *BMC Oral Health*, 21(1), 1–9. <https://doi.org/10.1186/s12903-021-01766-y>

Wang, Y. S. (2023). The Effect: An Introduction to Research Design and Causality. *Data Science in Science*, 2(1), 2167433.

<https://doi.org/10.1080/26941899.2023.2167433>

Watanabe, M., & Yamauchi, K. (2018). The effect of quality of overtime work on nurses' mental health and work engagement. *Journal of Nursing Management*, 26(6), 679–688. <https://doi.org/10.1111/jonm.12595>

- Werfete, R. (2021). *Pengaruh Motivasi dan Disiplin Kerja Terhadap Kinerja Pegawai Non Medis di Rumah Sakit Universitas Sumatera Utara Tahun 2020*. Universitas Sumatera Utara.
- WHO. (2019). *Patient Safety*.
- Wu, T.-J., Yuan, K.-S., Yen, D. C., & Yeh, C.-F. (2023). The effects of JDC model on burnout and work engagement: A multiple interaction analysis. *European Management Journal*, 41(3), 395–403. <https://doi.org/https://doi.org/10.1016/j.emj.2022.02.001>
- Xie, J., Liu, M., Zhong, Z., Zhang, Q., Zhou, J., Wang, L., Ma, K., Ding, S., Zhang, X., Sun, Q., & Cheng, A. S. K. (2020). Relationships Among Character Strengths, Self-efficacy, Social Support, Depression, and Psychological Well-being of Hospital Nurses. *Asian Nursing Research*, 14(3), 150–157. <https://doi.org/https://doi.org/10.1016/j.anr.2020.06.002>
- Xue, X., Qiao, J., Li, Y., Zhang, Q., Wang, Y., Wang, J., & Xu, C. (2023). Relationship between work engagement and healthy work environment among Chinese ICU nurses: The mediating role of psychological capital. *Nursing Open*. <https://doi.org/10.1002/nop2.1866>
- Yao, Ying, Wei, W., Hu, Y., Li, Y., & Zhang, Y. (2021). Curvilinear relationship between emotional labour and work engagement in nurses: A correlational study. *Journal of Clinical Nursing*, 30(21–22), 3355–3365. <https://doi.org/10.1111/jocn.15848>
- Yao, Yongcheng, Zhao, S., Gao, X., An, Z., Wang, S., Li, H., Li, Y., Gao, L., Lu, L., & Dong, Z. (2018). General self-efficacy modifies the effect of stress on burnout in nurses with different personality types. *BMC Health Services Research*, 18(1), 1–9. <https://doi.org/10.1186/s12913-018-3478-y>
- Zaghini, F., Fiorini, J., Moons, P., & Sili, A. (2023). Cardiovascular nurses and organizational well-being: a systematic review. *European Journal of Cardiovascular Nursing*, zvad078. <https://doi.org/10.1093/eurjcn/zvad078>
- Zelenski, J. M., Murphy, S. A., & Jenkins, D. A. (2018). The happy-productive worker thesis revisited. *Journal of Happiness Studies*, 9(4), 521–537. <https://doi.org/10.1007/s10902-008-9087-4>

- Zeng, G., Chen, X., Cheung, H. Y., & Peng, K. (2019). Teachers' growth mindset and work engagement in the Chinese educational context: Well-being and perseverance of effort as mediators. *Frontiers in Psychology, 10*. <https://doi.org/10.3389/fpsyg.2019.00839>
- Zhang, J., Wang, X., Xu, T., Li, J., Li, H., Wu, Y., Li, Y., Chen, Y., & Zhang, J.-P. (2022). The effect of resilience and self-efficacy on nurses' compassion fatigue: A cross-sectional study. *Journal of Advanced Nursing, 78*(7), 2030–2041. <https://doi.org/10.1111/jan.15113>
- Zhang, M., zhang, P., Liu, Y., Wang, H., Hu, K., & Du, M. (2021). Influence of perceived stress and workload on work engagement in front-line nurses during COVID-19 pandemic. *Journal of Clinical Nursing, 30*(11–12), 1584–1595. <https://doi.org/10.1111/jocn.15707>
- Zhao, X., Lynch Jr, J. G., & Chen, Q. (2010). Reconsidering Baron and Kenny: Myths and truths about mediation analysis. *Journal of Consumer Research, 37*(2), 197–206.
- Zheng, R., Guo, Q., Dong, F., & Gao, L. (2022). Death Self-efficacy, Attitudes Toward Death and Burnout Among Oncology Nurses: A Multicenter Cross-sectional Study. *Cancer Nursing, 45*(2).