

## DAFTAR PUSTAKA

- Adamopoulos, I. P., & Syrou, N. F. (2022). Associations and Correlations of Job Stress, Job Satisfaction and Burn out in Public Health Sector. *European Journal of Environment and Public Health*, 6(2), em0113. <https://doi.org/10.21601/ejeph/12166>
- Afulani, P. A., Nutor, J. J., Agbadi, P., Gyamerah, A. O., Musana, J., Aborigo, R. A., Odiase, O., Getahun, M., Onger, L., Malechi, H., Madadi, M. O., Arhinful, B., Kelly, A. M., & Awoonor-Williams, J. K. (2021). Job satisfaction among healthcare workers in Ghana and Kenya during the COVID-19 pandemic: Role of perceived preparedness, stress, and burnout. *PLOS Global Public Health*, 1(10), e0000022. <https://doi.org/10.1371/journal.pgph.0000022>
- Albashayreh, A., al Sabei, S. D., Al-Rawajfah, O. M., & Al-Awaisi, H. (2019). Healthy work environments are critical for nurse job satisfaction: implications for Oman. *International Nursing Review*, 66(3), 389–395. <https://doi.org/10.1111/inr.12529>
- Aleksynska, M., Berg, J., & Foden, D. (2019). *Working conditions in a global perspective*. <https://doi.org/doi:10.2806/951806>
- Alrawashdeh, H. M., Al-Tammemi, A. B., Alzawahreh, M. Kh., Al-Tamimi, A., Elkholy, M., al Sarireh, F., Abusamak, M., Elehamer, N. M. K., Malkawi, A., Al-Dolat, W., Abu-Ismael, L., Al-Far, A., & Ghoul, I. (2021). Occupational burnout and job satisfaction among physicians in times of COVID-19 crisis: a convergent parallel mixed-method study. *BMC Public Health*, 21(1), 811. <https://doi.org/10.1186/s12889-021-10897-4>
- Bayer, N., Golbasi, Z., Uzuntarla, Y., & Akarsu, K. (2021). Job satisfaction, burnout and turnover intention of nurses working in hospital during the pandemic COVID-19 in Turkey. *Journal of Clinical Medicine of Kazakhstan*, 18(6), 69–75. <https://doi.org/10.23950/jcmk/11347>
- Bernstrøm, V. H., Alves, D. E., Ellingsen, D., & Ingelsrud, M. H. (2019). Healthy working time arrangements for healthcare personnel and patients: a systematic

- literature review. *BMC Health Services Research*, 19(1), 193. <https://doi.org/10.1186/s12913-019-3993-5>
- Blanco-Donoso, L. M., Moreno-Jiménez, J., Hernández-Hurtado, M., Cifri-Gavela, J. L., Jacobs, S., & Garrosa, E. (2021). Daily Work-Family Conflict and Burnout to Explain the Leaving Intentions and Vitality Levels of Healthcare Workers: Interactive Effects Using an Experience-Sampling Method. *International Journal of Environmental Research and Public Health*, 18(4), 1932. <https://doi.org/10.3390/ijerph18041932>
- Buchbinder, S. B. (2014). *Buku Ajar Manajemen Pelayanan Kesehatan* (Y. Rizkiyah & A. Tampubolon, Eds.). EGC: Penerbit Buku Kedokteran.
- Clark, R. R. S., & Lake, E. (2020). Burnout, job dissatisfaction and missed care among maternity nurses. *Journal of Nursing Management*, 28(8), 2001–2006. <https://doi.org/10.1111/jonm.13037>
- Dahlan, S. (2014). *Besar Sampel dan Cara Pengambilan Sampel dalam Penelitian Kedokteran dan Kesehatan* (6th ed.). Salemba Medika.
- Danaci, E., & Koç, Z. (2020). The association of job satisfaction and burnout with individualized care perceptions in nurses. *Nursing Ethics*, 27(1), 301–315. <https://doi.org/10.1177/0969733019836151>
- Darwin, M., Mamondol, M., Sormin, S., Nurhayati, Y., Tambunan, H., & Sylvia, D. (2021). *Metode Penelitian Pendekatan Kuantitatif* (Taman Sony Tambunan, Ed.). Media Sains Indonesia.
- Darwin, M., & Umam, K. (2020). Analisis Indirect Effect pada Structural Equation Modeling. *NUCLEUS*, 1(2), 50–57. <https://doi.org/10.37010/nuc.v1i2.160>
- Dinas Kesehatan Kabupaten Pematang. (2020). *Profil Kesehatan Kabupaten Pematang Tahun 2020*.
- Domagała, A., Bała, M. M., Storman, D., Peña-Sánchez, J. N., Świerz, M. J., Kaczmarczyk, M., & Storman, M. (2018). Factors associated with satisfaction of hospital physicians: A systematic review on european data. *International Journal of Environmental Research and Public Health*, 15(11). <https://doi.org/10.3390/ijerph15112546>

- Ekici, D., Gurhan, N., Mert, T., & Hizli, I. (2020). Effect of Work to Family Conflict on Services and Individuals in Healthcare Professionals. *International Journal of Caring Science*, *13*(2), 1355–1364.
- Fraser, J., Fahlman, D., Arscott, J., & Guillot, I. (2018). Pilot Testing for Feasibility in a Study of Student Retention and Attrition in Online Undergraduate Programs . *International Review of Research in Open and Distributed Learning*, *19*(1).
- Friganovic, A., Selic, P., Ilic, B., & Sedic, B. (2018). Stress and Burnout Syndrome and Their Associations with Coping and Job Satisfaction in Critical Care Nurses: A Literature Review. *Mediciana Academica Mostariensia*, *6*, 21–31.
- Galletta, M., Portoghese, I., Melis, P., Gonzalez, C. I. A., Finco, G., D'Aloja, E., Contu, P., & Campagna, M. (2019). The role of collective affective commitment in the relationship between work–family conflict and emotional exhaustion among nurses: a multilevel modeling approach. *BMC Nursing*, *18*(1), 5. <https://doi.org/10.1186/s12912-019-0329-z>
- Gde Muninjaya, A. A. (2011). *Manajemen Kesehatan* (D. Virgiawan, Ed.; 3rd ed.). ECG: Penerbit Buku Kedokteran.
- Geta, A., Biks, G. A., Dellie, E., & Yazachew, L. (2021). Job Satisfaction and Associated Factors among Health Professionals Working at Public and Private Hospitals in Bahir Dar City, Northwest Ethiopia: A Comparative Cross-Sectional Study. *BioMed Research International*, *2021*, 1–13. <https://doi.org/10.1155/2021/6632585>
- Givindaraju, N. (2019). The Impact of Job Stress, Workload, and Long Working Hours on The Job Satisfaction of Government Doctors at Tamil Nadu. *I-Manager's Journal on Management*, *14*(1), 25–32.
- Hair, J. F., Ringle, C. M., Gudergan, S. P., Fischer, A., Nitzl, C., & Menictas, C. (2019). Partial least squares structural equation modeling-based discrete choice modeling: an illustration in modeling retailer choice. *Business Research*, *12*(1), 115–142. <https://doi.org/10.1007/s40685-018-0072-4>
- Hair, J. F., Sarstedt, M., Ringle, C. M., & Gudergan, S. P. (2018). *Advanced Issues in Partial Least Squares Structural Equation Modeling (PLS-SEM)*. Sage.

- Halawani, L., Halawani, M., & Beyari, G. (2021). Job satisfaction among Saudi healthcare workers and its impact on the quality of health services. *Journal of Family Medicine and Primary Care*, 10(5), 1873. [https://doi.org/10.4103/jfmmpc.jfmmpc\\_2236\\_20](https://doi.org/10.4103/jfmmpc.jfmmpc_2236_20)
- Huang, X., Chen, H., Gao, Y., Wu, J., Ni, Z., Wang, X., & Sun, T. (2022). Career Calling as the Mediator and Moderator of Job Demands and Job Resources for Job Satisfaction in Health Workers: A Cross-Sectional Study. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.856997>
- Kartikasari, D. (2019). *Administrasi Rumah Sakit* (I. Tri & T. Ratna, Eds.). Penerbit Wineka Media.
- Kim, B. J., Ishikawa, H., Liu, L., Ohwa, M., Sawada, Y., Lim, H. Y., Kim, H. Y., Choi, Y., & Cheung, C. (2018). The effects of job autonomy and job satisfaction on burnout among careworkers in long-term care settings: Policy and practice implications for Japan and South Korea. *Educational Gerontology*, 44(5–6), 289–300. <https://doi.org/10.1080/03601277.2018.1471255>
- Kim, Y., Oh, Y., Lee, E., & Kim, S.-J. (2022). Impact of Nurse–Physician Collaboration, Moral Distress, and Professional Autonomy on Job Satisfaction among Nurses Acting as Physician Assistants. *International Journal of Environmental Research and Public Health*, 19(2), 661. <https://doi.org/10.3390/ijerph19020661>
- Kittisak Jermstiparsert, Pattanant Petchchedchoo, Siridech Kumsuprom, & Panarat Panmanee. (2021). The Impact of The Workload on the Job Satisfaction: Does the Job Stress Matter? *Academy of Strategic Management Journal*, 20(5).
- Kock, N., & Hadaya, P. (2018). *Minimum sample size estimation in PLS-SEM: The inverse square root and gamma-exponential methods*. [https://cits.tamui.edu/kock/pubs/journals/2018/Kock\\_Hadaya\\_2018\\_ISJ\\_SampleSizePLS.pdf](https://cits.tamui.edu/kock/pubs/journals/2018/Kock_Hadaya_2018_ISJ_SampleSizePLS.pdf)
- Labrague, L. J., McEnroe Petite, D. M., Leocadio, M. C., van Bogaert, P., & Tsaras, K. (2018). Perceptions of organizational support and its impact on nurses' job outcomes. *Nursing Forum*, 53(3), 339–347. <https://doi.org/10.1111/nuf.12260>

- Labrague, L. J., McEnroe-Petitte, D. M., & Tsaras, K. (2019). Predictors and outcomes of nurse professional autonomy: A cross-sectional study. *International Journal of Nursing Practice*, 25(1), e12711. <https://doi.org/10.1111/ijn.12711>
- Lu, M., Zhang, F., Tang, X., Wang, L., Zan, J., Zhu, Y., & Feng, D. (2022). Do type A personality and neuroticism moderate the relationships of occupational stressors, job satisfaction and burnout among Chinese older nurses? A cross-sectional survey. *BMC Nursing*, 21(1), 88. <https://doi.org/10.1186/s12912-022-00865-7>
- Mache, S., Bernburg, M., Vitzthum, K., Groneberg, D., Klapp, B., & Danzer, G. (2017). Managing work–family conflict in the medical profession: working conditions and individual resources as related factors. *BMJ Open*.
- Manyisa, Z. M., & van Aswegen, E. J. (2017). Factors affecting working conditions in public hospitals: A literature review. *International Journal of Africa Nursing Sciences*, 6, 28–38. <https://doi.org/10.1016/j.ijans.2017.02.002>
- Marzouki, H., Turkey, N., Alhodaly, H., Binrahma, D., Alzahrani, A., Alsubhi, Y., Aljiffry, M., & Mosli, M. (2019). Burnout and job satisfaction among physicians in a Saudi tertiary care center: a cross-sectional study. *International Journal of Medicine in Developing Countries*, 20–27. <https://doi.org/10.24911/IJMDC.51-1562184699>
- Memon, M. A., Cheah, J.-H., Ramayah, & Ting, H. (2018). Mediation Analysis Issues and Recommendations. *Journal of Applied Structural Equation Modeling*, 2(1), 1–9.
- Mishbahuddin. (2020). *Meningkatkan Manajemen Pelayanan Kesehatan Rumah Sakit*. Tangga Ilmu.
- Molina Zavala, B. I., Zamora-Macorra, M., & Martinez Alcantara, S. (2022). Working Conditions and the Components of Burnout Among Nursing Staff in a Public Hospital in Mexico City. *Journal of Nursing Research*, 30(4), e219. <https://doi.org/10.1097/jnr.0000000000000495>
- Molina-Hernández, J., Fernández-Estevan, L., Montero, J., & González-García, L. (2021). Work environment, job satisfaction and burnout among Spanish dentists:

- a cross-sectional study. *BMC Oral Health*, 21(1), 156.  
<https://doi.org/10.1186/s12903-021-01480-9>
- Nitzl, C., Roldan, J. L., & Cepeda, G. (2016). Mediation analysis in partial least squares path modeling. *Industrial Management & Data Systems*, 116(9), 1849–1864.  
<https://doi.org/10.1108/IMDS-07-2015-0302>
- Nogueira, L. de S., Sousa, R. M. C. de, Guedes, E. de S., Santos, M. A. dos, Turrini, R. N. T., & Cruz, D. de A. L. M. da. (2018). Burnout and nursing work environment in public health institutions. *Revista Brasileira de Enfermagem*, 71(2), 336–342. <https://doi.org/10.1590/0034-7167-2016-0524>
- Omole Iyayi, & Izegebu Oguns-Obasohan. (2018). Job Autonomy and Job Satisfaction among Nigerian Medical Professionals. *Advances in Management: A Publication of the Department of Business Administration*, 248–267.
- Undang-Undang Republik Indonesia Tentang Rumah Sakit, Pub. L. No. No. 44 Tahun 2009 (2009).
- Undang-Undang Republik Indonesia Tentang Keperawatan, Pub. L. No. Nomor 38 Tahun 2014 (2014).
- Undang-Undang Republik Indonesia Tentang Ketenagakerjaan, Pub. L. No. Nomor 13 Tahun 2003 (2003).
- Rhéaume, A. (2022). Job Characteristics, Emotional Exhaustion, and Work–Family Conflict in Nurses. *Western Journal of Nursing Research*, 44(6), 548–556.  
<https://doi.org/10.1177/01939459211005712>
- Ringle, C. M., & Sarstedt, M. (2016). Gain more insight from your PLS-SEM results. *Industrial Management & Data Systems*, 116(9), 1865–1886.  
<https://doi.org/10.1108/IMDS-10-2015-0449>
- Rostami, F., Babaei-Pouya, A., Teimori-Boghsani, G., Jahangirimehr, A., Mehri, Z., & Feiz-Arefi, M. (2021). Mental Workload and Job Satisfaction in Healthcare Workers: The Moderating Role of Job Control. *Frontiers in Public Health*, 9.  
<https://doi.org/10.3389/fpubh.2021.683388>
- RSUD dr. M. Ashari Kabupaten Pematang. (2021). *Profil RSUD dr. M. Ashari Kabupaten Pematang Tahun 2021*.

- RSUD Dr. M. Ashari Pematang. (2022). *RSUD Dr. M. Ashari Pematang*.  
<https://Rsudashari.Pematangkab.Go.Id>.
- Salvatore, D., Numerato, D., & Fattore, G. (2018). Physicians' professional autonomy and their organizational identification with their hospital. *BMC Health Services Research, 18*(1), 775. <https://doi.org/10.1186/s12913-018-3582-z>
- Sarabi, S., Han, Q., Romme, A. G. L., de Vries, B., Valkenburg, R., & den Ouden, E. (2020). Uptake and implementation of Nature-Based Solutions: An analysis of barriers using Interpretive Structural Modeling. *Journal of Environmental Management, 270*, 110749. <https://doi.org/10.1016/j.jenvman.2020.110749>
- Sarstedt, M., Ringle, C. M., & Hair, J. F. (2021). Partial Least Squares Structural Equation Modeling. In *Handbook of Market Research* (pp. 1–47). Springer International Publishing. [https://doi.org/10.1007/978-3-319-05542-8\\_15-2](https://doi.org/10.1007/978-3-319-05542-8_15-2)
- Sattigeri, R., & Kulkarni. (2017). Job Satisfaction in Hospital Employees: A Review of Literature. *International Journal of Engineering Technology Science and Research, 4*(2), 27–30.
- Sekaran, U., & Bougie, R. (2020). *Research Methods For Business : A Skill Building Approach* (Seventh Edition). Wiley. [www.wileypluslearningspace.com](http://www.wileypluslearningspace.com)
- Sheopuri, A. (2019). Job Satisfaction Among Healthcare Professional Hospital. *International Journal in Management and Social Science, 7*(7), 47–54.
- Shmueli, G., Sarstedt, M., Hair, J. F., Cheah, J.-H., Ting, H., Vaithilingam, S., & Ringle, C. M. (2019). Predictive model assessment in PLS-SEM: guidelines for using PLSpredict. *European Journal of Marketing, 53*(11), 2322–2347. <https://doi.org/10.1108/EJM-02-2019-0189>
- Shujaa, A. (2019). The Relationship between Work Shift, Satisfaction, and Intention to leave among Nurses. *Multi-Knowledge Electronic Comprehensive Journal For Education And Science Publications, 25*, 2–25.
- Song, X., Xiang, M., Liu, Y., & Yu, C. (2020). Relationship Between Job Satisfaction and Burnout Based on a Structural Equation Model. *Journal of Occupational & Environmental Medicine, 62*(12), e725–e731. <https://doi.org/10.1097/JOM.0000000000002040>

- Tecco, C., Nielsen, K., Ghelli, M., Ronchetti, M., Marzocchi, I., Persechino, B., & Iavicoli, S. (2020). Improving Working Conditions and Job Satisfaction in Healthcare: A Study Concept Design on a Participatory Organizational Level Intervention in Psychosocial Risks Management. *International Journal of Environmental Research and Public Health*, *17*(10), 3677. <https://doi.org/10.3390/ijerph17103677>
- Tran, Q. H. N. (2022). Exploring Relationships Among Overload Stress, Work-Family Conflict, Job Satisfaction, Person–Organisation Fit and Organisational Commitment in Public Organizations. *Public Organization Review*. <https://doi.org/10.1007/s11115-021-00589-3>
- Tsai, Y. H., Huang, N., Chien, L. Y., Chiang, J. H., & Chiou, S. T. (2017). Work hours and turnover intention among hospital physicians in Taiwan: does income matter? *BMC Health Services Research*, *16*(1), 1–8. <https://doi.org/10.1186/s12913-016-1916-2>
- van Dorssen-Boog, P., de Jong, J., Veld, M., & van Vuuren, T. (2020). Self-Leadership Among Healthcare Workers: A Mediator for the Effects of Job Autonomy on Work Engagement and Health. *Frontiers in Psychology*, *11*. <https://doi.org/10.3389/fpsyg.2020.01420>
- Verulava, T. (2022). Job Satisfaction and Associated Factors among Physicians. *Hospital Topics*, 1–9. <https://doi.org/10.1080/00185868.2022.2087576>
- Wagner, A., Rieger, M. A., Manser, T., Sturm, H., Hardt, J., Martus, P., Lessing, C., & Hammer, A. (2019). Healthcare professionals' perspectives on working conditions, leadership, and safety climate: a cross-sectional study. *BMC Health Services Research*, *19*(1), 53. <https://doi.org/10.1186/s12913-018-3862-7>
- Wang, H., Jin, Y., Wang, D., Zhao, S., Sang, X., & Yuan, B. (2020). Job satisfaction, burnout, and turnover intention among primary care providers in rural China: results from structural equation modeling. *BMC Family Practice*, *21*(1), 12. <https://doi.org/10.1186/s12875-020-1083-8>
- Yasin, Y. M., Kerr, M. S., Wong, C. A., & Bélanger, C. H. (2020). Factors affecting nurses' job satisfaction in rural and urban acute care settings: A PRISMA



systematic review. *Journal of Advanced Nursing*, 76(4), 963–979.  
<https://doi.org/10.1111/jan.14293>

Yestiana, Y., Kurniati, T., & Hidayat, A. A. A. (2019). Predictors of burnout in nurses working in inpatient rooms at a public hospital in Indonesia. *Pan African Medical Journal*, 33. <https://doi.org/10.11604/pamj.2019.33.148.18872>

Zhang, H., Tang, L., Ye, Z., Zou, P., Shao, J., Wu, M., Zhang, Q., Qiao, G., & Mu, S. (2020). The role of social support and emotional exhaustion in the association between work-family conflict and anxiety symptoms among female medical staff: a moderated mediation model. *BMC Psychiatry*, 20(1), 266. <https://doi.org/10.1186/s12888-020-02673-2>

Zhou, H., Han, X., Zhang, J., Sun, J., Hu, L., Hu, G., Wu, S., Zhao, P., Jiang, F., & Liu, Y. (2018). Job satisfaction and associated factors among medical staff in tertiary public hospitals: Results from a national cross-sectional survey in China. *International Journal of Environmental Research and Public Health*, 15(7). <https://doi.org/10.3390/ijerph15071528>

