DAFTAR PUSTAKA

- Amarantou, V., Chatzoudes, D., Kechagia, V., & Chatzoglou, P. D. (2019). The Impact of Service Quality on Patient Satisfaction and Revisiting Intentions: The Case of Public Emergency Departments. *Quality Management in Health Care*, 28(4), 200–208. https://doi.org/10.1097/QMH.000000000000232
- Andy, A., & Antonio, F. (2022). Linking work engagement of emergency physicians to patient centricity in underdeveloped regions. *SA Journal of Human Resource Management*, 20. https://doi.org/10.4102/sajhrm.v20i0.1971
- Avadhani, V. D., & B Menon, R. (2022). Development and standardization of the work-life balance scale for the insurance sector employees. *Cogent Business & Management*, 9(1), 2154994. https://doi.org/10.1080/23311975.2022.2154994
- Bai, Jh., & Ravindran, V. (2019). Job stress among nurses. *Indian Journal of Continuing Nursing Education*, 20(2), 92. https://doi.org/10.4103/IJCN.IJCN 11 20
- Bakker, A. B. (2015). A Job Demands-Resources Approach to Public Service Motivation. *Public Administration Review*, 75(5), 723–732. https://doi.org/10.1111/puar.12388
- Bakker, A. B., & Demerouti, E. (2014). Job Demands-Resources Theory. In C. L. Cooper (Ed.), *Wellbeing* (pp. 1–28). John Wiley & Sons, Ltd. https://doi.org/10.1002/9781118539415.wbwell019
- 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
- Banu, A. R., & Duraipandian, K. (2014). Development of an instrument to measure work life balance of IT professionals in Chennai. *International Journal of Management*, 5(11), 21–33.
- Becker, J.-M., Rai, A., Ringle, C. M., & Völckner, F. (2013). Discovering Unobserved Heterogeneity in Structural Equation Models to Avert Validity Threats. *MIS Quarterly*, *37*(3), 665–694. https://doi.org/10.25300/MISQ/2013/37.3.01
- Bernales-Turpo, D., Quispe-Velasquez, R., Flores-Ticona, D., Saintila, J., Ruiz Mamani, P. G., Huancahuire-Vega, S., Morales-García, M., & Morales-García, W. C. (2022). Burnout, Professional Self-Efficacy, and Life Satisfaction as Predictors of Job Performance in Health Care Workers: The

- Mediating Role of Work Engagement. *Journal of Primary Care & Community Health*, 13, 215013192211018. https://doi.org/10.1177/21501319221101845
- Bharathi, P. S., Jasim, K. M., Santhanalakshmi, K., & Boohene, D. (2018). WLB model and performance measurement: Evidence with private hospital women nurses in Ghana milieu. *International Journal of Business Innovation and Research*, 16(4), 424. https://doi.org/10.1504/IJBIR.2018.093520
- 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
- Bhende, P., Mekoth, N., Ingalhalli, V., & Reddy, Y. V. (2020). Quality of Work Life and Work–Life Balance. *Journal of Human Values*, 26(3), 256–265. https://doi.org/10.1177/0971685820939380
- Bird, J. (2006). Work-life balance: Doing it right and avoiding the pitfalls. *Employment Relations Today*, 33(3), 21–30. https://doi.org/10.1002/ert.20114
- Bloch-Jorgensen, Z. T., Cilione, P. J., Yeung, W. W. H., & Gatt, J. M. (2018). Centeredness Theory: Understanding and Measuring Well-Being Across Core Life Domains. *Frontiers in Psychology*, *9*, 610. https://doi.org/10.3389/fpsyg.2018.00610
- Brough, P., Timms, C., Chan, X. W., Hawkes, A., & Rasmussen, L. (2020). Work—Life Balance: Definitions, Causes, and Consequences. In T. Theorell (Ed.), *Handbook of Socioeconomic Determinants of Occupational Health* (pp. 1–15). Springer International Publishing. https://doi.org/10.1007/978-3-030-05031-3 20-1
- Bruno, A., Dell'Aversana, G., & Zunino, A. (2017). Customer Orientation and Leadership in the Health Service Sector: The Role of Workplace Social Support. *Frontiers in Psychology*, 8, 1920. https://doi.org/10.3389/fpsyg.2017.01920
- Charry, C., Goig, R., & Martínez, I. (2020). Psychological Well-Being and Youth Autonomy: Comparative Analysis of Spain and Colombia. *Frontiers in Psychology*, 11, 564232. https://doi.org/10.3389/fpsyg.2020.564232
- Chen, H., Li, G., Li, M., Lyu, L., & Zhang, T. (2018). A cross-sectional study on nurse turnover intention and influencing factors in Jiangsu Province, China. *International Journal of Nursing Sciences*, 5(4), 396–402. https://doi.org/10.1016/j.ijnss.2018.09.012

- Cho, H., & Han, K. (2018). Associations Among Nursing Work Environment and Health-Promoting Behaviors of Nurses and Nursing Performance Quality: A Multilevel Modeling Approach: Nursing Performance Quality. *Journal of Nursing Scholarship*, 50(4), 403–410. https://doi.org/10.1111/jnu.12390
- Contreras, F., Espinosa, J. C., & Esguerra, G. A. (2020). Could Personal Resources Influence Work Engagement and Burnout? A Study in a Group of Nursing Staff. *SAGE Open*, 10(1), 215824401990056. https://doi.org/10.1177/2158244019900563
- Dechawatanapaisal, D. (2017). The mediating role of organizational embeddedness on the relationship between quality of work life and turnover: Perspectives from healthcare professionals. *International Journal of Manpower*, 38(5), 696–711. https://doi.org/10.1108/IJM-12-2015-0205
- Deci, E. L., & Ryan, R. M. (2008). Hedonia, eudaimonia, and well-being: An introduction. *Journal of Happiness Studies*, 9(1), 1–11. https://doi.org/10.1007/s10902-006-9018-1
- Delgado, C., Roche, M., Fethney, J., & Foster, K. (2021). Mental health nurses' psychological well-being, mental distress, and workplace resilience: A cross-sectional survey. *International Journal of Mental Health Nursing*, 30(5), 1234–1247. https://doi.org/10.1111/inm.12874
- Dempsey, C., & Assi, M. J. (2018). The Impact of Nurse Engagement on Quality, Safety, and the Experience of Care: What Nurse Leaders Should Know. *Nursing Administration Quarterly*, 42(3), 278–283. https://doi.org/10.1097/NAQ.0000000000000305
- Diana, Eliyana, A., Mukhtadi, & Anwar, A. (2022). Creating the path for quality of work life: A study on nurse performance. *Heliyon*, 8(1), e08685. https://doi.org/10.1016/j.heliyon.2021.e08685
- Dilmaghani, M., & Tabvuma, V. (2019). The gender gap in work-life balance satisfaction across occupations. *Gender in Management: An International Journal*, 34(5), 398-428. https://doi.org/10.1108/GM-09-2018-0109
- Dinh, L. N. (2020). Determinants of employee engagement mediated by work-life balance and work stress. *Management Science Letters*, 923–928. https://doi.org/10.5267/j.msl.2019.10.003
- Domínguez-Salas, S., Rodríguez-Domínguez, C., Arcos-Romero, A. I., Allande-Cussó, R., García-Iglesias, J. J., & Gómez-Salgado, J. (2022). Psychometric Properties of the Utrecht Work Engagement Scale (UWES-9) in a Sample of Active Health Care Professionals in Spain. *Psychology Research and Behavior Management*, *Volume 15*, 3461–3472. https://doi.org/10.2147/PRBM.S387242

- Dousin, O., Collins, N., & Kler, B. K. (2022). The experience of work-life balance for women doctors and nurses in Malaysia. *Asia Pacific Journal of Human Resources*, 60(2), 362–380. https://doi.org/10.1111/1744-7941.12282
- Ekasari, P. A., Noermijati, N., & Dewanto, A. (2020). Organizational culture: A key factor to improve nurse performance. *Enfermeria Clinica*, *30*, 118–122. https://doi.org/10.1016/j.enfcli.2020.06.027
- Fitzpatrick, T., Janzen, B., Abonyi, S., & Kelly, I. (2012). Factors Associated with Perceived Time Pressure among Employed Mothers and Fathers. *Psychology*, 03(02), 165–174. https://doi.org/10.4236/psych.2012.32025
- Fotiadis, A., Abdulrahman, K., & Spyridou, A. (2019). The Mediating Roles of Psychological Autonomy, Competence and Relatedness on Work-Life Balance and Well-Being. *Frontiers in Psychology*, 10, 1267. https://doi.org/10.3389/fpsyg.2019.01267
- Freeney, Y., & Fellenz, M. R. (2013). Work engagement as a key driver of quality of care: A study with midwives. *Journal of Health Organization and Management*, 27(3), 330–349. https://doi.org/10.1108/JHOM-10-2012-0192
- Fukuzaki, T., Iwata, N., Ooba, S., Takeda, S., & Inoue, M. (2021). The Effect of Nurses' Work–Life Balance on Work Engagement: The Adjustment Effect of Affective Commitment. *Yonago Acta Medica*, 64(3), 269–281. https://doi.org/10.33160/yam.2021.08.005
- Garcia, C., Abreu, L., Ramos, J., Castro, C., Smiderle, F., Santos, J., & Bezerra, I. (2019). Influence of Burnout on Patient Safety: Systematic Review and Meta-Analysis. *Medicina*, 55(9), 553. https://doi.org/10.3390/medicina55090553
- Garcia, D. (2011). Adolescents' happiness: The role of the affective temperament model on memory and apprehension of events, subjective well-being, and psychological well-being. University of Gothenburg, Department of Psychology.
- 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
- Gollwitzer, P. M., Mayer, D., Frick, C., & Oettingen, G. (2018). Promoting the Self-Regulation of Stress in Health Care Providers: An Internet-Based Intervention. *Frontiers in Psychology*, 9, 838. https://doi.org/10.3389/fpsyg.2018.00838
- Gómez-Salgado, J., Navarro-Abal, Y., López-López, M. J., Romero-Martín, M., & Climent-Rodríguez, J. A. (2019). Engagement, Passion and Meaning of

- Work as Modulating Variables in Nursing: A Theoretical Analysis. *International Journal of Environmental Research and Public Health*, 16(1), 108. https://doi.org/10.3390/ijerph16010108
- Greenhaus, J. H., Collins, K. M., & Shaw, J. D. (2003). The relation between work—family balance and quality of life. *Journal of Vocational Behavior*, 63(3), 510–531. https://doi.org/10.1016/S0001-8791(02)00042-8
- Haider, S., Jabeen, S., & Ahmad, J. (2018). Moderated Mediation between Work Life Balance and Employee Job Performance: The Role of Psychological Wellbeing and Satisfaction with Coworkers. *Revista de Psicología Del Trabajo* y de Las Organizaciones, 34(1), 29–37. https://doi.org/10.5093/jwop2018a4
- Hair, J. F. (Ed.). (2017). A primer on partial least squares structural equation modeling (PLS-SEM) (3rd ed.). Sage.
- Hair, J. F., Matthews, L. M., Matthews, R. L., & Sarstedt, M. (2017). PLS-SEM or CB-SEM: Updated guidelines on which method to use. *International Journal of Multivariate Data Analysis*, 1(2), 107. https://doi.org/10.1504/IJMDA.2017.087624
- Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2019). When to use and how to report the results of PLS-SEM. *European Business Review*, 31(1), 2–24. https://doi.org/10.1108/EBR-11-2018-0203
- Hair, J. F., Sarstedt, M., Ringle, C. M., & Gudergan, S. P. (2018). Advanced issues in partial least squares structural equation modeling. SAGE.
- Hair, Jr., J. F., Sarstedt, M., Matthews, L. M., & Ringle, C. M. (2016). Identifying and treating unobserved heterogeneity with FIMIX-PLS: Part I method. *European Business Review*, 28(1), 63–76. https://doi.org/10.1108/EBR-09-2015-0094
- Hobfoll, S. E., Halbesleben, J., Neveu, J.-P., & Westman, M. (2018). Conservation of Resources in the Organizational Context: The Reality of Resources and Their Consequences. *Annual Review of Organizational Psychology and Organizational Behavior*, 5(1), 103–128. https://doi.org/10.1146/annurevorgpsych-032117-104640
- Huaman, N., Morales-García, W. C., Castillo-Blanco, R., Saintila, J., Huancahuire-Vega, S., Morales-García, S. B., Calizaya-Milla, Y. E., & Palacios-Fonseca, A. (2023). An Explanatory Model of Work-family Conflict and Resilience as Predictors of Job Satisfaction in Nurses: The Mediating Role of Work Engagement and Communication Skills. *Journal of Primary Care & Community Health*, 14, 215013192311513. https://doi.org/10.1177/21501319231151380

- Hyman, J., & Summers, J. (2007). Work and life: Can employee representation influence balance? *Employee Relations*, 29(4), 367–384. https://doi.org/10.1108/01425450710759208
- Jaharuddin, N. S., & Zainol, L. N. (2019). The Impact of Work-Life Balance on Job Engagement and Turnover Intention. *The South East Asian Journal of Management*, 13(1). https://doi.org/10.21002/seam.v13i1.10912
- Kahn, W. A. (1990). PSYCHOLOGICAL CONDITIONS OF PERSONAL ENGAGEMENT AND DISENGAGEMENT AT WORK. *Academy of Management Journal*, 33(4), 692–724. https://doi.org/10.2307/256287
- Khomami, H. M., & Rustomfram, N. (2019). Nursing efficiency in patient care: A comparative study in perception of staff nurse and hospital management in a trust hospital. *Journal of Family Medicine and Primary Care*, 8(5), 1550–1557. https://doi.org/10.4103/jfmpc.jfmpc 37 19
- Kustanto, H., Hamidah, Eliyana, E., Mumpuni, J. H. S., & Gunawan, D. R. (2020). The Moderation Role of Psychological Empowerment on Innovative Work Behaviour. *Sys Rev Pharm*, 11(8), 254–264. https://dx.doi.org/10.31838/srp.2020.8.38
- Lai, F.-Y., Tang, H.-C., Lu, S.-C., Lee, Y.-C., & Lin, C.-C. (2020). Transformational Leadership and Job Performance: The Mediating Role of Work Engagement. *SAGE Open*, 10(1), 215824401989908. https://doi.org/10.1177/2158244019899085
- Liengaard, B. D., Sharma, P. N., Hult, G. T. M., Jensen, M. B., Sarstedt, M., Hair, J. F., & Ringle, C. M. (2021). Prediction: Coveted, Yet Forsaken? Introducing a Cross-Validated Predictive Ability Test in Partial Least Squares Path Modeling. *Decision Sciences*, 52(2), 362–392. https://doi.org/10.1111/deci.12445
- Memon, M. A., T., R., Cheah, J.-H., Ting, H., Chuah, F., & Cham, T. H. (2021). PLS-SEM STATISTICAL PROGRAMS: A REVIEW. *Journal of Applied Structural Equation Modeling*, 5(1), i–xiv. https://doi.org/10.47263/JASEM.5(1)06
- Meyer, B., Zill, A., Dilba, D., Gerlach, R., & Schumann, S. (2021). Employee psychological well-being during the COVID -19 pandemic in Germany: A longitudinal study of demands, resources, and exhaustion. *International Journal of Psychology*, *56*(4), 532–550. https://doi.org/10.1002/ijop.12743
- Mohd Nasurdin, A., Tan, C. L., Graduate School of Business, Universiti Sains Malaysia, 11800 USM Pulau Pinang, Malaysia, & Naseer Khan, S. (2018). The Relation between Turnover Intention, High Performance Work Practices (HPWPs), and Organisational Commitment: A Study among

- Private Hospital Nurses in Malaysia. *Asian Academy of Management Journal*, 23(1), 23–51. https://doi.org/10.21315/aamj2018.23.1.2
- Muzakki, M., Eliyana, A., & Muhtadi, R. (2019). Is Employee Performance Affected by Organizational Cuoture, Work Motivation and Organizational Citizenship Behavior (OCB)?: An Empirical Investigation. *IJIEEB*: International Journal of Integrated Education, Engineering and Business, 2(1), 36–42. https://doi.org/10.29138/ijieeb.v2i1.810
- Nasurdin, A. M., Ling, T. C., & Khan, S. N. (2018). Linking social support, work engagement and job performance in nursing. *Internationa Journal of Business and Society*, 19(2), 363–386.
- Nursalam, N., Sukartini, T., Maf'ula, D., & Priyantini, D. (2020). Quality of Nursing Worklife Based on Caring Model for Improving Nurse Performance in Hospitals. *INDONESIAN NURSING JOURNAL OF EDUCATION AND CLINIC (INJEC)*, 5(2), 172. https://doi.org/10.24990/injec.v5i2.339
- Obrenovic, B., Jianguo, D., Khudaykulov, A., & Khan, M. A. S. (2020). Work-Family Conflict Impact on Psychological Safety and Psychological Well-Being: A Job Performance Model. *Frontiers in Psychology*, 11, 475. https://doi.org/10.3389/fpsyg.2020.00475
- Ojala, B., Nygård, C.-H., Huhtala, H., Bohle, P., & Nikkari, S. (2018). A Cognitive Behavioural Intervention Programme to Improve Psychological Well-Being. *International Journal of Environmental Research and Public Health*, 16(1), 80. https://doi.org/10.3390/ijerph16010080
- Orgambidez-Ramos, A., Borrego-Alés, Y., & Mendoza-Sierra, I. (2014). Role stress and work engagement as antecedents of job satisfaction in Spanish workers. *Journal of Industrial Engineering and Management*, 10(1), 360–372. https://doi.org/10.3926/jiem.992
- Pahlevan Sharif, S., Ahadzadeh, A. S., & Sharif Nia, H. (2018). Mediating role of psychological well-being in the relationship between organizational support and nurses' outcomes: A cross-sectional study. *Journal of Advanced Nursing*, 74(4), 887–899. https://doi.org/10.1111/jan.13501
- Pan, X., Mao, T., Zhang, J., Wang, J., & Su, P. (2017). Psychological capital mediates the association between nurses' practice environment and work engagement among Chinese male nurses. *International Journal of Nursing Sciences*, 4(4), 378–383. https://doi.org/10.1016/j.ijnss.2017.09.009
- Poku, C. A., Alem, J. N., Poku, R. O., Osei, S. A., Amoah, E. O., & Ofei, A. M. A. (2022). Quality of work-life and turnover intentions among the Ghanaian nursing workforce: A multicentre study. *PLOS ONE*, *17*(9), e0272597. https://doi.org/10.1371/journal.pone.0272597

- Ramadhani, M., Muis, M., Thamrin, Y., Naiem, M. F., Indar, I., & Wahiduddin, W. (2021). Factors that Affecting Female Nurse Performance with Work Stress as an Intervening Variable in the Hospital of Dr. Tadjuddin Chalid Makassar. *Open Access Macedonian Journal of Medical Sciences*, 9(E), 835–842. https://doi.org/10.3889/oamjms.2021.6763
- Rezaee, N., Ghaljeh, M., & Salar, A. (2020). Barriers to Providing High-Quality Nursing Care in Intensive Care Units: A Qualitative Study. *Medical Surgical Nursing Journal*, 9(3). https://doi.org/10.5812/msnj.110265
- Rigby, C. S., & Ryan, R. M. (2018). Self-Determination Theory in Human Resource Development: New Directions and Practical Considerations. *Advances in Developing Human Resources*, 20(2), 133–147. https://doi.org/10.1177/1523422318756954
- Ringle, C. M., & Sarstedt, M. (2016). Gain more insight from your PLS-SEM results: The importance-performance map analysis. *Industrial Management & Data Systems*, 116(9), 1865–1886. https://doi.org/10.1108/IMDS-10-2015-0449
- Ross, A., Bevans, M., Brooks, A. T., Gibbons, S., & Wallen, G. R. (2017). Nurses and Health-Promoting Behaviors: Knowledge May Not Translate Into Self-Care. *AORN Journal*, 105(3), 267–275. https://doi.org/10.1016/j.aorn.2016.12.018
- Ryan, R. M., & Deci, E. L. (Eds.). (2017). Self-Determination Theory: Basic Psychological Needs in Motivation, Development, and Wellness. Guilford Press. https://doi.org/10.1521/978.14625/28806
- Ryff, C. D. (1989). Happiness is everything, or is it? Explorations on the meaning of psychological well-being. *Journal of Personality and Social Psychology*, 57(6), 1069–1081. https://doi.org/10.1037/0022-3514.57.6.1069
- Ryff, C. D., & Singer, B. H. (2008). Know Thyself and Become What You Are: A Eudaimonic Approach to Psychological Well-Being. *Journal of Happiness Studies*, 9(1), 13–39. https://doi.org/10.1007/s10902-006-9019-0
- Ryu, I. S., & Shim, J. (2021). The Influence of Burnout on Patient Safety Management Activities of Shift Nurses: The Mediating Effect of Compassion Satisfaction. *International Journal of Environmental Research and Public Health*, 18(22), 12210. https://doi.org/10.3390/ijerph182212210
- Sagherian, K., Steege, L. M., Geiger-Brown, J., & Harrington, D. (2018). The Nursing Performance Instrument: Exploratory and Confirmatory Factor Analyses in Registered Nurses. *Journal of Nursing Research*, 26(2), 130–137. https://doi.org/10.1097/jnr.0000000000000215

- Saraswati, K. D. H., & Lie, D. (2020). Psychological Well-Being: The Impact of Work-Life Balance and Work Pressure: *Proceedings of the 2nd Tarumanagara International Conference on the Applications of Social Sciences and Humanities (TICASH 2020)*. The 2nd Tarumanagara International Conference on the Applications of Social Sciences and Humanities (TICASH 2020), Jakarta Barat, Indonesia. https://doi.org/10.2991/assehr.k.201209.089
- Sarstedt, M., Hair, J. F., Pick, M., Liengaard, B. D., Radomir, L., & Ringle, C. M. (2022). Progress in partial least squares structural equation modeling use in marketing research in the last decade. *Psychology & Marketing*, *39*(5), 1035–1064. https://doi.org/10.1002/mar.21640
- Sarstedt, M., Radomir, L., Moisescu, O. I., & Ringle, C. M. (2022). Latent class analysis in PLS-SEM: A review and recommendations for future applications. *Journal of Business Research*, 138, 398–407. https://doi.org/10.1016/j.jbusres.2021.08.051
- Sarstedt, M., Ringle, C. M., & Hair, J. F. (2017). Partial Least Squares Structural Equation Modeling. In C. Homburg, M. Klarmann, & A. Vomberg (Eds.), *Handbook of Market Research* (pp. 1–40). Springer International Publishing. https://doi.org/10.1007/978-3-319-05542-8 15-1
- Schaufeli, W. B., Salanova, M., González-romá, V., & Bakker, A. B. (2002). The measurement of engagement and burnout: A two sample confirmatory factor analytic approach. *Journal of Happiness Studies*, 3(1), 71–92. https://doi.org/10.1023/A:1015630930326
- Sekaran, U., & Bougie, R. (2020). Research Methods for Business: A Skill Building Approach (8th ed.). John Wiley & Sons.
- Sellars, B. B. (2019). The journey to excellence: Transforming the care delivery process through service excellence training and standards of professionalism. *Nursing Management*, 50(3), 38–42. https://doi.org/10.1097/01.NUMA.0000553495.55403.ca
- Shabir, S., & Gani, A. (2020). Impact of work–life balance on organizational commitment of women health-care workers: Structural modeling approach. *International Journal of Organizational Analysis*, 28(4), 917–939. https://doi.org/10.1108/IJOA-07-2019-1820
- Sharma, A., & Nambudiri, R. (2020). Work engagement, job crafting and innovativeness in the Indian IT industry. *Personnel Review*, 49(7), 1381–1397. https://doi.org/10.1108/PR-11-2019-0607
- Sharma, G. (2017). Pros and cons of different sampling techniques. *International Journal of Applied Research*, 3(7), 749–752.

- Sirgy, M. J., & Lee, D.-J. (2018). Work-Life Balance: An Integrative Review. *Applied Research in Quality of Life*, 13(1), 229–254. https://doi.org/10.1007/s11482-017-9509-8
- Soomro, A. A., Breitenecker, R. J., & Shah, S. A. M. (2018). Relation of work-life balance, work-family conflict, and family-work conflict with the employee performance-moderating role of job satisfaction. *South Asian Journal of Business Studies*, 7(1), 129–146. https://doi.org/10.1108/SAJBS-02-2017-0018
- Steger, M. F., Frazier, P., Oishi, S., & Kaler, M. (2006). The meaning in life questionnaire: Assessing the presence of and search for meaning in life. *Journal of Counseling Psychology*, 53(1), 80–93. https://doi.org/10.1037/0022-0167.53.1.80
- Sumartini, S., Puspita, A. P. W., Suparto, T. A., Rohaedi, S., & Permatasari, A. (2019). Quality of Nursing Work Life in Subang Hospital Indonesia. *Proceedings of the 3rd International Conference on Sport Science, Health, and Physical Education (ICSSHPE 2018)*. Proceedings of the 3rd International Conference on Sport Science, Health, and Physical Education (ICSSHPE 2018), Bandung, Indonesia. https://doi.org/10.2991/icsshpe-18.2019.18
- Tesi, A., Aiello, A., & Giannetti, E. (2019). The work-related well-being of social workers: Framing job demands, psychological well-being, and work engagement. *Journal of Social Work*, 19(1), 121–141. https://doi.org/10.1177/1468017318757397
- Thilagavathy S & Geetha SN. (2021). Work-life balance—A systematic review. Vilakshan-XIMB Journal of Management. https://doi.org/10.1108/XJM-10-2020-0186
- Vaismoradi, M., Tella, S., A. Logan, P., Khakurel, J., & Vizcaya-Moreno, F. (2020). Nurses' Adherence to Patient Safety Principles: A Systematic Review. *International Journal of Environmental Research and Public Health*, 17(6), 2028. https://doi.org/10.3390/ijerph17062028
- Wan, Q., Zhou, W., Li, Z., Shang, S., & Yu, F. (2018). Work engagement and its predictors in registered nurses: A cross-sectional design. *Nursing & Health Sciences*, 20(4), 415–421. https://doi.org/10.1111/nhs.12424
- Wei, H., King, A., Jiang, Y., Sewell, K. A., & Lake, D. M. (2020). The Impact of Nurse Leadership Styles on Nurse Burnout: *Nurse Leader*, *18*(5), 439–450. https://doi.org/10.1016/j.mnl.2020.04.002
- Wei, H., Roberts, P., Strickler, J., & Corbett, R. W. (2019). Nurse leaders' strategies to foster nurse resilience. *Journal of Nursing Management*, 27(4), 681–687. https://doi.org/10.1111/jonm.12736

- Weiss, H. M., & Cropanzano, R. (1996). Affective Events Theory: A theoretical discussion of the structure, causes and consequences of affective experiences at work. *Research in Organizational Behavior*, 18, 1–74.
- Wheatley, D. (2012). Good to be home? Time-use and satisfaction levels among home-based teleworkers: Home-based teleworkers. *New Technology, Work and Employment*, 27(3), 224–241. https://doi.org/10.1111/j.1468-005X.2012.00289.x
- Wirtz, J., & Zeithaml, V. (2018). Cost-effective service excellence. *Journal of the Academy of Marketing Science*, 46(1), 59–80. https://doi.org/10.1007/s11747-017-0560-7
- Wood, J., Oh, J., Park, J., & Kim, W. (2020). The Relationship Between Work Engagement and Work–Life Balance in Organizations: A Review of the Empirical Research. *Human Resource Development Review*, 19(3), 240–262. https://doi.org/10.1177/1534484320917560
- Yang, J. W., Suh, C., Lee, C. K., & Son, B. C. (2018). The work–life balance and psychosocial well-being of South Korean workers. *Annals of Occupational and Environmental Medicine*, 30(1), 38. https://doi.org/10.1186/s40557-018-0250-z
- Yang, Y., & Islam, D. M. T. (2021). Work-life Balance and Organizational Commitment: A Study of Field Level Administration in Bangladesh. *International Journal of Public Administration*, 44(14), 1286–1296. https://doi.org/10.1080/01900692.2020.1755684
- Yayla, A., & Eskici İlgin, V. (2021). The relationship of nurses' psychological well-being with their coronaphobia and work-life balance during the COVID-19 pandemic: A cross-sectional study. *Journal of Clinical Nursing*, 30(21–22), 3153–3162. https://doi.org/10.1111/jocn.15783
- Zhang, N., Xu, D., Li, J., & Xu, Z. (2022). Effects of role overload, work engagement and perceived organisational support on nurses' job performance during the COVID-19 pandemic. *Journal of Nursing Management*, 30(4), 901–912. https://doi.org/10.1111/jonm.13598
- 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