

DAFTAR PUSTAKA

- Alam, A., & Asim, M. (2019). Relationship between job satisfaction and turnover intention. *International Journal of Human Resource Studies*, 9(2), 163. <https://doi.org/10.5296/ijhrs.v9i2.14618>
- Alblihed, M., & Alzghabi, H. A. (2022). The impact of job stress, role ambiguity and work-life imbalance on turnover intention during COVID-19: A case study of frontline health workers in saudi arabia. *International Journal of Environmental Research and Public Health*, 19(20), 13132. <https://doi.org/10.3390/ijerph192013132>
- Alonazi, W. B. (2020). The impact of emotional intelligence on job performance during COVID-19 crisis: A cross-sectional analysis. *Psychology Research and Behavior Management*, Volume 13, 749–757. <https://doi.org/10.2147/prbm.s263656>
- Alzamel, L. G. I., Abdullah, K. L., Chong, M. C., & Chua, Y. P. (2020). The quality of work life and turnover intentions among malaysian nurses: The mediating role of organizational commitment. *Journal of the Egyptian Public Health Association*, 95(1). <https://doi.org/10.1186/s42506-020-00048-9>
- Anggara, P., Suryawati, C., & Agushybana, F. (2020). Keinginan pindah kerja (turnover intention) pada tenaga kesehatan di rumah sakit umum SM banyumas propinsi jawa tengah. *Jurnal Manajemen Kesehatan Indonesia*, 8(3), 153–160. <https://doi.org/10.14710/jmki.8.3.2020.153-160>
- Asemi, A., Safari, A., & Asemi Zavareh, A. (2011). The role of management information system (MIS) and decision support system (DSS) for manager's decision making process. *International Journal of Business and Management*, 6(7). <https://doi.org/10.5539/ijbm.v6n7p164>

- Astiti, M. W., & Surya, I. B. K. (2020). Role of organizational commitments in mediating the effect of work motivation and job satisfaction towards turnover intention on nurses private hospital. *International Research Journal of Management, IT and Social Sciences*, 8(1). <https://doi.org/10.21744/irjmis.v8n1.1101>
- Astuty, I., & Udin, U. (2020). The effect of perceived organizational support and transformational leadership on affective commitment and employee performance. *The Journal of Asian Finance, Economics and Business*, 7(10), 401–411. <https://doi.org/10.13106/jafeb.2020.vol7.no10.401>
- Badar, M., & Hajrah. (2022). Manajemen kualitas pelayanan rumah sakit umum daerah batara siang kabupaten pangkep. *KAIZEN : Kajian Ekonomi, Manajemen, Akuntansi, Dan Kewirausahaan*, 1(1).
- BENDER, M., CONNELLY, C. D., & BROWN, C. (2012). Interdisciplinary collaboration: The role of the clinical nurse leader. *Journal of Nursing Management*, 21(1), 165–174. <https://doi.org/10.1111/j.1365-2834.2012.01385.x>
- Bougie, R., & Sekaran, U. (2019). *Research methods for business: A skill-building approach* (8th ed.). John Wiley & Sons, Inc.
- Brooks, B. A., & Anderson, M. A. (2005). Defining quality of nursing work life. *PubMed*.
- Cao, T., Huang, X., Wang, L., Li, B., Dong, X., Lu, H., Wan, Q., & Shang, S. (2020). Effects of organisational justice, work engagement and nurses' perception of care quality on turnover intention among newly licensed registered nurses: A structural equation modelling approach. *Journal of Clinical Nursing*, 29(13-14), 2626–2637. <https://doi.org/10.1111/jocn.15285>

Cheng, L., Cui, Y., Chen, Q., Ye, Y., Liu, Y., Zhang, F., Zeng, W., & Hu, X. (2020). Paediatric nurses' general self-efficacy, perceived organizational support and perceived professional benefits from class A tertiary hospitals in jilin province of china: The mediating effect of nursing practice environment. *BMC Health Services Research*, 20(1). <https://doi.org/10.1186/s12913-019-4878-3>

Dadipoor, S., Alavi, A., Ghaffari, M., & Safari-Moradabadi, A. (2021). Association between self-efficacy and general health: A cross-sectional study of the nursing population. *BMC Nursing*, 20(1). <https://doi.org/10.1186/s12912-021-00568-5>

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(39), 130–140. <https://doi.org/10.1016/j.apnr.2017.11.004>

Demir, S. (2020). The role of self-efficacy in job satisfaction, organizational commitment, motivation and job involvement. *Eurasian Journal of Educational Research*, 20(85), 205–224. <https://doi.org/10.14689/ejer.2020.85.10>

Dewanti, N., & Prakosa, M. M. (2022). Impact of work engagement to turnover intention among nurse at X hospital surabaya. *International Conference of Kerta Cendekia*, 2(1).

Dewanto, A., & Wardhani, V. (2018). Nurse turnover and perceived causes and consequences: A preliminary study at private hospitals in indonesia. *BMC Nursing*, 17(S2). <https://doi.org/10.1186/s12912-018-0317-8>

Duffield, C., Baldwin, R., Roche, M., & Wise, S. (2013). Job enrichment: Creating meaningful career development opportunities for nurses. *Journal of Nursing*

Management, 22(6), 697–706. <https://doi.org/10.1111/jonm.12049>

Edwards-Dandridge, W. E., Job Satisfaction, and Nurse Turnover Intention
Yolanda Marie. (2019). *Work engagement, job satisfaction, and nurse turnover intention.*

Emin Türkoğlu, M., Cansoy, R., & Parlar, H. (2017). Examining relationship between teachers' self-efficacy and job satisfaction. *Universal Journal of Educational Research*, 5(5), 765–772. <https://doi.org/10.13189/ujer.2017.050509>

Galletta, M., Portoghesi, I., Penna, M. P., Battistelli, A., & Saiani, L. (2011). Turnover intention among italian nurses: The moderating roles of supervisor support and organizational support. *Nursing & Health Sciences*, 13(2), 184–191. <https://doi.org/10.1111/j.1442-2018.2011.00596.x>

García-Sierra, R., Fernández-Castro, J., & Martínez-Zaragoza, F. (2015). Work engagement in nursing: An integrative review of the literature. *Journal of Nursing Management*, 24(2), E101–E111. <https://doi.org/10.1111/jonm.12312>

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. <https://doi.org/10.3389/fpubh.2020.566896>

Goyal, R., & Kaur, G. (2023). Identifying the impact of employer branding in the retention of nurses: The mediating role of organizational culture and career development. *Humanities and Social Sciences Communications*, 10(1), 1–10. <https://doi.org/10.1057/s41599-023-01794-9>

Hair, J. F., Hult, G. T. M., Ringle, C. M., Sarstedt, M., Danks, N. P., & Ray, S. (2021). *Partial least squares structural equation modeling (PLS-SEM) using R : A workbook*. Springer.

Hameed, H. (2020). *Quantitative and qualitative research methods: Considerations and issues in qualitative research*.

Haryati, R. T. S., Igarashi, K., Fujinami, Y., Susilaningsih, F. S., & Prayenti. (2017). Correlation between career ladder, continuing professional development and nurse satisfaction: A case study in indonesia. *Journal International Journal of Caring Sciences*, 10(3).

Hassan, O., & Ibourk, A. (2021). Burnout, self-efficacy and job satisfaction among primary school teachers in morocco. *Social Sciences & Humanities Open*, 4(1), 100148. <https://doi.org/10.1016/j.ssaho.2021.100148>

Hayes, L. J., O'Brien-Pallas, L., Duffield, C., Shamian, J., Buchan, J., Hughes, F., Laschinger, H. K. S., & North, N. (2012). Nurse turnover: A literature review – an update. *International Journal of Nursing Studies*, 49(7), 887–905. <https://doi.org/10.1016/j.ijnurstu.2011.10.001>

Hidayah, N., & Ananda, H. R. (2021). Compensation, career development, and job satisfaction as the antecedent of nurse turnover intention. *JMMR (Jurnal Medicoeticolegal Dan Manajemen Rumah Sakit)*, 10(2), 139–147. <https://doi.org/10.18196/jmmr.v10i2.10631>

Hidayah, S., & Harnoto, H. (2018). Role of organizational citizenship behavior (OCB), perception of justice and job satisfaction on employee performance. *Jurnal Dinamika Manajemen*, 9(2), 170–178. <https://doi.org/10.15294/jdm.v9i2.14191>

Hom, P. W., Griffeth, R. W., & Sellaro, C. Louise. (1984). The validity of mobley's (1977) model of employee turnover. *Organizational Behavior and Human Performance*, 34(2), 141–174. [https://doi.org/10.1016/0030-5073\(84\)90001-1](https://doi.org/10.1016/0030-5073(84)90001-1)

Huang, X., Li, Z., & Wan, Q. (2019). From organisational justice to turnover intention among community nurses: A mediating model. *Journal of Clinical Nursing*, 28(21-22), 3957–3965. <https://doi.org/10.1111/jocn.15031>

Kaushik, V., & Walsh, C. A. (2019). Pragmatism as a research paradigm and its implications for social work research. *Social Sciences*, 8(9), 255. MDPI. <https://doi.org/10.3390/socsci8090255>

Keyko, K., Cummings, G. G., Yonge, O., & Wong, C. A. (2016). Work engagement in professional nursing practice: A systematic review. *International Journal of Nursing Studies*, 61, 142–164. <https://doi.org/10.1016/j.ijnurstu.2016.06.003>

Kim, H., & Kim, E. G. (2021). A meta-analysis on predictors of turnover intention of hospital nurses in south korea (2000–2020). *Nursing Open*, 8(5). <https://doi.org/10.1002/nop2.872>

Lavoro, L. M. D. (2014). Self-efficacy, perceptions of context, and burnout: Amultilevel study on nurses. *PubMed*.

Lee, H., Lim, Y., Jung, H. Y., & Shin, Y.-W. (2011). Turnover intention of graduate nurses in South Korea. *Japan Journal of Nursing Science*, 9(1), 63–75. <https://doi.org/10.1111/j.1742-7924.2011.00187.x>

Lee, T. W., & Ko, Y. K. (2010). Effects of self-efficacy, affectivity and collective efficacy on nursing performance of hospital nurses. *Journal of Advanced Nursing*, 66(4), 839–848. <https://doi.org/10.1111/j.1365-2648.2009.05244.x>

Lim, S., Song, Y., Nam, Y., Lee, Y., & Kim, D. (2022). Moderating effect of burnout on the relationship between self-efficacy and job performance among psychiatric nurses for COVID-19 in national hospitals. *Medicina*, 58(2), 171.

<https://doi.org/10.3390/medicina58020171>

Liu, J., Yang, J., Liu, Y., Yang, Y., & Zhang, H. (2015). The use of career growth scale in chinese nurses: Validity and reliability. *International Journal of Nursing Sciences*, 2(1), 80–85. <https://doi.org/10.1016/j.ijnss.2015.01.010>

Lu, L., Lu, A. C. C., Gursoy, D., & Neale, N. R. (2016). Work engagement, job satisfaction, and turnover intentions. *International Journal of Contemporary Hospitality Management*, 28(4), 737–761. <https://doi.org/10.1108/ijchm-07-2014-0360>

(Luz, Paula, Oliveira, 2016), C. M. D. R., Paula, S. L. de , & Oliveira, L. M. B. de. (2018). Organizational commitment, job satisfaction and their possible influences on intent to turnover. *Revista de Gestão*, 25(1), 84–101. <https://doi.org/10.1108/rege-12-2017-008>

Matande, M., Thoyib, A., & Kurniawati, D. T. (2022). The effect of perceived organizational support and transformational leadership on turnover intention of health workers at Hospital X Mimika Regency Papua. *International Journal of Research in Business and Social Science* (2147- 4478), 11(6), 218–228. <https://doi.org/10.20525/ijrbs.v11i6.1922>

Maze, H., Zorič, S., Rosi, B., & Lobnikar, B. (2023). Interdependence of nursing staff work engagement, quality of workplace relationships and patient safety. *ProQuest*, 125–137. <https://doi.org/10.2478/orga-2023-0009>

Mazurenko, O., Gupte, G., & Shan, G. (2015). Analyzing U.S. nurse turnover: Are nurses leaving their jobs or the profession itself? *Journal of Hospital Administration*, 4(4). <https://doi.org/10.5430/jha.v4n4p48>

McLaughlin, K., Moutray, M., & Muldoon, O. T. (2008). The role of personality

and self-efficacy in the selection and retention of successful nursing students: A longitudinal study. *Journal of Advanced Nursing*, 61(2), 211–221.
<https://doi.org/10.1111/j.1365-2648.2007.04492.x>

Memon, M. A., Ting, H., Cheah, J.-H., Thurasamy, R., Chuah, F., & Cham, T. H. (2020). Sample size for survey research: Review and recommendations. *Journal of Applied Structural Equation Modeling*, 4(2), i–xx. [https://doi.org/10.47263/jasem.4\(2\)01](https://doi.org/10.47263/jasem.4(2)01)

Merissa, B. (2018). *Pengaruh work engagement terhadap turnover intention melalui job satisfaction sebagai variable mediasi pada pt. lotte shopping indonesia sidoarjo*.

Mishbahuddin. (2020). *Meningkatkan manajemen pelayanan kesehatan rumah sakit*. Penerbit Tangga Ilmu.

Muharni, S. (2020). Hubungan kepuasan kerja dengan turnover perawat di rumah sakit awal bros panam tahun 2017. *Ners Journal Awal Bros*, 1(1).
<https://doi.org/10.52999/nersjournal.v1i1.12>

Mukti, U. W., & Andriyani. (2018). Analisa pengaruh stres kerja, work support dan kepuasan gaji terhadap turnover intention perawat (studi pada RSU nirmala, purbalingga). *Diponegoro Journal of Management*, 7(15).

Nagai, S., Ogata, Y., Yamamoto, T., Fedyk, M., & Bell, J. F. (2022). A longitudinal study of the impact of personal and professional resources on nurses' work engagement: A comparison of early-career and mid-later-career nurses. *Healthcare*, 11(1), 76.
<https://doi.org/10.3390/healthcare11010076>

Nassaji, H. (2015). Qualitative and descriptive research: Data type versus data analysis. *Language Teaching Research*, 19(2), 129–132. ResearchGate.

<https://doi.org/10.1177/1362168815572747>

Nilasari, B. M., Diatmono, P., Nisfiannoor, M., Leon, F. M., Kurniawati, Rimbawanto, N. A., & Sasantyarini. (2023). Employee Job Satisfaction Levels: Evidence in Private Higher Education Organizations. *European Journal of Business and Management Research*, 8(2), 89–95. <https://doi.org/10.24018/ejbm.2023.8.2.1870>

O’Neil, K. M. (2017). Creation and initial validation of the physical educator efficacy scale for teaching lifetime physical activities. *Journal of Physical Activity Research*, 2(1), 7–14. <https://doi.org/10.12691/jpar-2-1-2>

Oh, J., Cho, H., Kim, Y. Y., & Yoo, S. Y. (2021). Validation of the korean version of the nursing profession self-efficacy scale: A methodological study. *International Journal of Environmental Research and Public Health*, 18(3), 1080. <https://doi.org/10.3390/ijerph18031080>

Okstoria, M. R. (2022). Kecenderungan turnover intention pada perawat sebagai dampak dari beban kerja. maria rista okstoria. *Indonesian Scholar Journal of Medical and Health Science*, 1(9).

Omair, A. (2015). Selecting the appropriate study design for your research: Descriptive study designs. *Journal of Health Specialties*, 3(3), 153–156. <https://doi.org/10.4103/1658-600x.159892>

Opinon, F. B., Alhourani, F., Mihdawi, M., & Afaneh, T. (2021). Exploring the relationship between work engagement and turnover intention among nurses in the kingdom of bahrain: A cross-sectional study. *Open Journal of Nursing*, 11(12), 1098–1109. <https://doi.org/10.4236/ojn.2021.1112087>

Park, I.-J., & Jung, H. (2015). Relationships among future time perspective, career

and organizational commitment, occupational self-efficacy, and turnover intention. *Social Behavior and Personality: An International Journal*, 43(9), 1547–1561. <https://doi.org/10.2224/sbp.2015.43.9.1547>

Pinheiro, G., Macedo, A., & Costa, N. (2014). Supervisão colaborativa e desenvolvimento profissional em enfermagem. *Revista de Enfermagem Referência, IV Série*(Nº 2), 101–109. <https://doi.org/10.12707/riii1381>

Pitasari, N. A. A., & Perdhana, M. S. (2018). Kepuasan kerja karyawan: Studi literatur. *Diponegoro Journal of Management*, 7(4).

Poku, C. A., Donkor, E., & Naab, F. (2022). Impacts of nursing work environment on turnover intentions: The mediating role of burnout in ghana. *Nursing Research and Practice*, 2022, 1–9. <https://doi.org/10.1155/2022/1310508>

Ran, L., Chen, X., Peng, S., Zheng, F., Tan, X., & Duan, R. (2020). Job burnout and turnover intention among chinese primary healthcare staff: The mediating effect of satisfaction. *BMJ Open*, 10(10), e036702. <https://doi.org/10.1136/bmjopen-2019-036702>

Rodwell, J., McWilliams, J., & Gulyas, A. (2016). The impact of characteristics of nurses' relationships with their supervisor, engagement and trust, on performance behaviours and intent to quit. *Journal of Advanced Nursing*, 73(1), 190–200. <https://doi.org/10.1111/jan.13102>

Roelen, C. A. M. (2013). Low job satisfaction does not identify nurses at risk of future sickness absence: Results from a norwegian cohort study. *International Journal of Nursing Studies*, 50(3), 366–373. <https://doi.org/10.1016/j.ijnurstu.2012.09.012>

Said, R. M., & El-Shafei, D. A. (2020). Occupational stress, job satisfaction, and intent to leave: Nurses working on front lines during COVID-19 pandemic in zagazig

city, egypt. *Environmental Science and Pollution Research*.

<https://doi.org/10.1007/s11356-020-11235-8>

Saraswati, N. (2017). Hubungan antara self efficacy dengan intensi turnover pada karyawan pt. indonesia taroko textile purwakarta. *Empati: Jurnal Karya Ilmiah*.

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>

Schaufeli, W., & Bakker, A. (2004). *UWES UTRECHT WORK ENGAGEMENT SCALE preliminary manual*.
https://www.wilmarschaufeli.nl/publications/Schaufeli/Test%20Manuals/Test_manual_UWES_English.pdf

Shahpouri, S., Namdari, K., & Abedi, A. (2016). Mediating role of work engagement in the relationship between job resources and personal resources with turnover intention among female nurses. *Applied Nursing Research*, 30, 216–221.
<https://doi.org/10.1016/j.apnr.2015.10.008>

Shorey, S., & Lopez, V. (2021). Self-Efficacy in a nursing context. *Health Promotion in Health Care – Vital Theories and Research*, 145–158.
https://doi.org/10.1007/978-3-030-63135-2_12

Slätten, T., Lien, G., & Mutonyi, B. R. (2022). Precursors and outcomes of work engagement among nursing professionals—a cross-sectional study. *BMC Health Services Research*, 22(1). <https://doi.org/10.1186/s12913-021-07405-0>

Subardjo, & Tentama, F. (2020). The role of job satisfaction towards organizational

citizenship behavior (OCB). *International Journal of Scientific & Technology Research*, 9(2).

Sunarta. (2019). Pentingnya kepuasan kerja. *EFISIENSI - KAJIAN ILMU ADMINISTRASI*, 16(2), 63–75. <https://doi.org/10.21831/efisiensi.v16i2.27421>

Suroso, J. (2011). *Hubungan persepsi tentang jenjang karir dengan kepuasan kerja dan kinerja perawat RSUD banyumas.*

Tavousi, M. N. (2015). Dispositional effects on job stressors and job satisfaction: The role of core evaluations. *Procedia - Social and Behavioral Sciences*, 190, 61–68. <https://doi.org/10.1016/j.sbspro.2015.04.917>

Tianto, Y. D., & M S P. (2022). Pengaruh job satisfaction dan career development terhadap tingkat employee developmentdengan employee engagement sebagai variable moderasi (studi karyawan bank OCBC, tanggerang, banten). *Diponegoro Journal of Management*, 11(1).

Trivellas, P., Reklitis, P., & Platis, C. (2013). The effect of job related stress on employees' satisfaction: A survey in health care. *Procedia - Social and Behavioral Sciences*, 73, 718–726. <https://doi.org/10.1016/j.sbspro.2013.02.110>

Vermeir, P., Blot, S., Degroote, S., Vandijck, D., Mariman, A., Vanacker, T., Peleman, R., Verhaeghe, R., & Vogelaers, D. (2018). Communication satisfaction and job satisfaction among critical care nurses and their impact on burnout and intention to leave: A questionnaire study. *Intensive and Critical Care Nursing*, 48(1), 21–27. <https://doi.org/10.1016/j.iccn.2018.07.001>

Wirentanus, L. (2019). Peran dan wewenang perawat dalam menjalankan tugasnya berdasarkan undang undang 38 tahun 2014 tentang keperawatan . *MEDIA KEADILAN*

Jurnal Ilmu Hukum.

- Yin, J., Bi, Y., & Ni, Y. (2022). The impact of COVID-19 on turnover intention among hotel employees: A moderated mediation model. *Journal of Hospitality and Tourism Management*, 51, 539–549. <https://doi.org/10.1016/j.jhtm.2022.05.010>
- Yucel, I., Şirin, M. S., & Baş, M. (2021). The mediating effect of work engagement on the relationship between work–family conflict and turnover intention and moderated mediating role of supervisor support during global pandemic. *International Journal of Productivity and Performance Management*, ahead-of-print(ahead-of-print). <https://doi.org/10.1108/ijppm-07-2020-0361>
- Yusmi, R., Ulfah, L., & Azijah, I. (2018). *Hubungan kepuasan pengembangan karir dengan turnover intention perawat di RSIA brawijaya tahun 2017.*
- Zaghoul, A. (2008). Intention to stay and nurses' satisfaction dimensions. *Journal of Multidisciplinary Healthcare*, 51. <https://doi.org/10.2147/jmdh.s3804>
- Zaheer, S., Ginsburg, L., Wong, H. J., Thomson, K., Bain, L., & Wulffhart, Z. (2019). Turnover intention of hospital staff in ontario, canada: Exploring the role of frontline supervisors, teamwork, and mindful organizing. *Human Resources for Health*, 17(1). <https://doi.org/10.1186/s12960-019-0404-2>
- Zhu, L.-L., Wang, H.-J., Xu, Y.-F., Ma, S.-T., & Luo, Y.-Y. (2023). The effect of work engagement and perceived organizational support on turnover intention among nurses: A meta-analysis based on the price–mueller model. *Journal of Nursing Management*, 2023, 1–14. <https://doi.org/10.1155/2023/3356620>