

DAFTAR PUSTAKA

- Abdinoor, N. M., & Ibrahim, M. B. (2019). Evaluating self-concept, career decision-making self efficacy and parental support as predictors career maturity of senior secondary student from low income environment. *European Journal of Education Studies*. <https://doi.org/10.46827/ejes.v0i0.2703>
- Afandi , P. (2018). Manajemen Sumber Daya Manusia (Teori, Konsep dan Indikator) (1st ed., p. 78). Zanafa Publishing. (Original work published 2016)
- Ainsworth, S., & Oldfield, J. (2019). Quantifying teacher resilience: Context matters. *Teaching and Teacher Education*, 82, 117–128.
- Aisyia, F. (2019). Pengaruh Komitmen Organisasi Dan Kepuasan Kerja Terhadap Intensi Turnover Pada Karyawan Pt. Sinar Antjol. *Tazkiya: Journal of Psychology*, 4(1).
- Al Sabei, S. D., Labrague, L. J., Miner Ross, A., Karkada, S., Albashayreh, A., Al Masroori, F., & Al Hashmi, N. (2019). *Nursing work environment, turnover intention, job burnout, and quality of care: The moderating role of job satisfaction*. *Journal of Nursing Scholarship*, 52(1), 95–104.
<https://doi.org/10.1111/jnu.12528>
- 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>
- Ali, M., Zulkifli, A., & Nurqamar, I. F. (2021). Manajemen burnout konsep dan implementasi. *Unhas Press*.
- Alkhateri, A. S., Abuelhassan, A. E., Khalifa, G. S. A., & Nusari, M. (2018). The Impact of Perceived Supervisor Support on Employees Turnover Intention: The Mediating Role of Job Satisfaction and Affective Organizational Commitment. *International Business Management* , 12(7), 477–492.
<https://doi.org/10.3923/ibm.2018.477.492>
- Amanda, N., Anindita, R., & Hilmy, M. R. (2021). Compensation, Job Stress, and Job Satisfaction on Nurse Turnover Intention at Ananda Bekasi Hospital. *Jurnal Manajemen Kesehatan Indonesia*, 9(1), 38–44.
<https://doi.org/10.14710/jmki.9.1.2021.38-44>
- An, M., Heo, S., Hwang, Y. Y., Kim, J., & Lee, Y. (2022). Factors Affecting Turnover Intention among New Graduate Nurses: Focusing on Job Stress and Sleep Disturbance. *Healthcare*, 10(6), 1122.
<https://doi.org/10.3390/healthcare10061122>
- Aprilia, F., Samsir , & Pramadewi, A. (2017). Pengaruh Beban Kerja, Stres Kerja Dan Motivasi Kerja Terhadap Kinerja Perawat Rumah Sakit Islam Ibnu Sina Pekanbaru. *Jurnal Online Mahasiswa Fakultas Ekonomi Universitas Riau*, 4(1), 87–100.
- Asepta, U. Y., & Pramitasari, D. (2022). Pengaruh *Job Stress* dan *Burnout Syndrome* terhadap *Turnover Intention* pada Karyawan wanita di Kota Malang *JRMSI - Jurnal Riset Manajemen Sains Indonesia*, 13(01), 34–52.
- Asmara, A. P. (2018). Pengaruh Turnover Intention terhadap Kinerja Karyawan di Rumah Sakit Bedah Surabaya. *Jurnal Administrasi Kesehatan Indonesia*, 5(2), 123. <https://doi.org/10.20473/jaki.v5i2.2017.123-129>

- Astiti, I. W., & wati, E. (2020). Pengaruh *Burnout* Terhadap Kinerja Perawat di Instalasi Intensive Care RSUD Kardinah Tegal. *Jurnal Keperawatan Muhammadiyah*, 2.
- Athota, L., Shukla, V. K., Pandey, N., & Rana, A. (2020, June 1). *Chatbot for Healthcare System Using Artificial Intelligence*. IEEE Xplore. <https://doi.org/10.1109/ICRITO48877.2020.9197833>
- Atmoko, R. (2020). Comparison of Job Stress Profile Among Doctors in Germany. *Jurnal Perkotaan*, 11(2), 177–197.
- Ayudytha, A. U., & Putri, D. A. (2019). Faktor-Faktor Yang Mempengaruhi Burnout Pada Perawat Diruang Rawat Inap RS PMC. *Real in Nursing Journal*, 2(3), 144. <https://doi.org/10.32883/rnj.v2i3.548>
- Azizan, F. L., Arifin, M. A., Shahidan, A. N., & Othman, N. (2021). The Impact of Supervisor-Nurse Relationships, Cooperative Communication and Team Effectiveness: A Study of Nursing Team. *International Journal of Academic Research in Business and Social Sciences*, 11(8). <https://doi.org/10.6007/ijarbst/v11-i8/10168>
- Badar, M. (2022). Manajemen Kualitas Pelayanan Rumah Sakit Umum Daerah Batara. *KAIZEN*, 1(1), 1–9.
- Bakker, A. B., & Wang, Y. (2019). Self-Undermining Behavior at Work: Evidence of Construct and Predictive Validity. *International Journal of Stress Management*, 27(3). <https://doi.org/10.1037/str0000150>
- Bhaskoro, R. L. B. L. (2023). Hubungan Efikasi Diri Dengan Resiliensi Warga Perumahan Aspol Bangkingan Selama Masa Pandemi COVID -19. *SUKMA Jurnal Penelitian Psikologi*, 3(2), 199–209. <https://doi.org/10.30996/sukma.v3i2.7731>
- Boafo, I. M. (2018). The effects of workplace respect and violence on nurses' job satisfaction in Ghana: a cross-sectional survey. *Human Resources for Health*, 16(1). <https://doi.org/10.1186/s12960-018-0269-9>
- Boamah, S. A., Read, E. A., & Spence Laschinger, H. K. (2017). Factors influencing new graduate nurse burnout development, job satisfaction and patient care quality: a time-lagged study. *Journal of Advanced Nursing*, 73(5), 1182–1195. <https://doi.org/10.1111/jan.13215>
- Bougie, R., & Sekaran, U. (2020a). *Research Methods for Business : a Skill Building Approach* (8th ed.). John Wiley & Sons, Copyright.
- Bougie, R., & Sekaran, U. (2020b). *Research methods for business: a skill-building approach* (8th ed.). John Wiley & Sons, Inc.
- Brohi, N. A., Abdullah, M. M. B., Dahri, A. M. K. A. S., Ali, R., & Markhand, K. H. (2018). Communication Quality, Job Clarity, Supervisor Support and Job Satisfaction among Nurses in Pakistan: The Moderating Influence of Fairness Perception. *International Journal of Academic Research in Business and Social Sciences*, 8(5).
- Brown, R., Wey, H., & Foland, K. (2018). The Relationship Among Change Fatigue, Resilience, and Job Satisfaction of Hospital Staff Nurses. *Journal of Nursing Scholarship*, 50(3), 306–313.
- Cahyono, H., Rahayu Puji , S., & Mas , N. (2021). Analisa pengaruh perceived supervisor support dan job insecurity terhadap supervisor support dan job insecurity terhadap turnover intention dengan employee engagement sebagai

- variabel intervening. *Jurnal Pendidikan Dasar Dan Sosial Humaniora*, 2(10), 1341–1360.
- Cao, X., Li, J., & Gong, S. (2021). Effects of Resilience, Social Support, and Work Environment on Turnover Intention in Newly Graduated Nurses: The mediating role of transition shock. *Journal of Nursing Management*, 29(8). <https://doi.org/10.1111/jonm.13418>
- Chang, H.-Y., Lee, I-Chen., Tai, S.-I., Nga Yan Ng, Shiao, 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*, 79(12). <https://doi.org/10.1111/jan.15737>
- Ching, S. S. Y., Cheung, K., Hegney, D., & Rees, C. S. (2020). Stressors and coping of nursing students in clinical placement: A qualitative study contextualizing their resilience and burnout. *Nurse Education in Practice*, 42(102690), 102690. <https://doi.org/10.1016/j.nepr.2019.102690>
- Chreif, M., & Farmanesh, P. (2022). Applying Green Human Resource Practices toward Sustainable Workplace: A Moderated Mediation Analysis. *Sustainability*, 14(15), 9250. <https://doi.org/10.3390/su14159250>
- Ciampi, R. C. (2019). Stress and Burnout | Psychology Today. www.psychologytoday.com.
- Deswarta, D., Masnur, & Adil Mardiansah. (2021). Pengaruh Stres Kerja dan Kepuasan Kerja Terhadap Turnover Intention Perawat Rumah Sakit Prima Pekanbaru. *E-Bisnis : Jurnal Ilmiah Ekonomi Dan Bisnis*, 14(2), 58–63.
- Devi Putri , Y., Yona Febrina , T., & Fadhiba Rahma , D. (2021). Hubungan Beban Kerja Dengan Turnover Intention Pada Perawat Di Rumah Sakit Harapan Bunda Kota Batam Tahun 2020 . *Jurnal Kesehatan Saemakers PERDANA* , 4(2), 390–397.
- Duffield, C. M., Roche, M. A., Homer, C., Buchan, J., & Dimitrelis, S. (2014). A comparative review of nurse turnover rates and costs across countries. *Journal of Advanced Nursing*, 70(12), 2703–2712. <https://doi.org/10.1111/jan.12483>
- Faris, R. M., Aktaviana, N., Firmansyah, A., & Apriliani, D. (2021). Company Policies in Indonesia in Overcoming Employee Compensation and Job Satisfaction During the Covid-19 Pandemic Period. *Nusantara Science and Technology Proceedings*. <https://doi.org/10.11594/nstp.2021.1018>
- 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>
- Fernández, J. G. -, Gavira, J. F. -, Oliver, A. J. S. -, Ruiz, P. G. -, Puyana, M. G. -, & Carrión, G. C. -. (2020). Importance-Performance Matrix Analysis (IPMA) to Evaluate Servicescape Fitness Consumer by Gender and Age. *International Journal of Environmental Research and Public Health*, 17(18), 6562.
- Gaudet, M.-C., & Tremblay, M. (2017). Initiating structure leadership and employee behaviors: The role of perceived organizational support, affective commitment and leader-member exchange. *European Management Journal*, 35(5), 663–675. <https://doi.org/10.1016/j.emj.2017.04.001>
- Gebregziabher, D., Berhanie, E., Berihu, H., Belstie, A., & Teklay, G. (2020). The relationship between job satisfaction and turnover intention among nurses in

- Axum comprehensive and specialized hospital Tigray, Ethiopia. *BMC Nursing*, 19(1). <https://doi.org/10.1186/s12912-020-00468-0>
- Geese, F., Zwakhalen, S., Lucien, B., & Hahn, S. (2021). Job satisfaction of advanced practice nurses in cancer care: A systematic review. *European Journal of Oncology Nursing*, 102089.
- Ghandi, P., Hejazi, E., & Ghandi, N. (2017). A Study on the Relationship between Resilience and Turnover Intention: With an Emphasis on the Mediating Roles of Job Satisfaction and Job Stress. *Bulletin de La Société Royale Des Sciences de Liège*, 189–200. <https://doi.org/10.25518/0037-9565.6659>
- Ghazy, R. M., Almaghraby, A., Shaaban, R., Kamal, A., Beshir, H., Moursi, A., Ramadan, A., & Taha, S. H. N. (2020). A systematic review and meta-analysis on chloroquine and hydroxychloroquine as monotherapy or combined with azithromycin in COVID-19 treatment. *Scientific Reports*, 10(1). <https://doi.org/10.1038/s41598-020-77748-x>
- Gillet, N., Fernet, C., Colombat, P., Cheyroux, P., & Fouquereau, E. (2021). Bullying, supervisor support, relaxation, and personal and work outcomes: Testing a moderated mediation model. *Journal of Nursing Management*, 30. <https://doi.org/10.1111/jonm.13330>
- Hafidz, G. P., & Noviyati, M. (2022). Analisis Motivasi Kerja, Kepemimpinan Transformasional dan Budaya Organisasi terhadap Kinerja Karyawan Dimediasi Kepuasan Kerja pada Angkatan Kerja Generasi Z. *Air Value: Jurnal Ilmiah Akuntansi Dan Keuangan*, 4(7), 2763–2773. <https://doi.org/10.32670/fairvalue.v4i7.1250>
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2022). A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM) Third Edition (L. Fargotstein, Ed.; 3rd ed.). SAGE Publications.
- 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 Springer International Publishing
- Halimah, T. N., Fathoni, A., & Minarsih, M. M. (2016). Pengaruh job insecurity, kepuasan kerja dan lingkungan kerja terhadap turnover intention pramuniaga di gelael di supermarket. (studi kasus pada gelael superindo kota semarang). *Journal of Management*, 2(2).
- Hallak, R., Assaker, G., O'Connor, P., & Lee, C. (2018). Firm performance in the upscale restaurant sector: The effects of resilience, creative self-efficacy, innovation and industry experience. *Journal of Retailing and Consumer Services*, 40, 229–240. <https://doi.org/10.1016/j.jretconser.2017.10.014>
- Hardiansyah, A. T., Amelia, A., & Santika, M. (2019). Kepuasan kerja sebagai faktor terbentuknya sikap kerja pegawai negeri sipil kantor kecamatan klampis, bangkalan. *Competence: Journal of Management Studies*, 12(2). <https://doi.org/10.21107/kompetensi.v12i2.4956>
- Hasibuan, R. (2017). The Effects of Health and Safety, Team Work, Training and Training on Health Workers Performance at Budi Glory Batam Hospital.. *DIMENSI*, 6(2).
- Hegney, D. G., Rees, C. S., Eley, R., Osseiran-Moisson, R., & Francis, K. (2015). The contribution of individual psychological resilience in determining the professional quality of life of Australian nurses. *Frontiers in Psychology*, 6. <https://doi.org/10.3389/fpsyg.2015.01613>

- Heidari, S., Parizad, N., Goli, R., Mam-Qaderi, M., & Hassanpour, A. (2022). Job satisfaction and its relationship with burnout among nurses working in COVID-19 wards: A descriptive correlational study. *Annals of Medicine and Surgery*, 82, 104591. <https://doi.org/10.1016/j.amsu.2022.104591>
- Henseler, J., Ringle, C. M., & Sarstedt, M. (2015). A New Criterion For Assessing Discriminant Validity in Variance-Based Structural Equation Modeling. *Journal of the Academy of Marketing Science*, 43(1), 115–135.
- Hoeve, Y., Brouwer, J., & Kunnen, S. (2019). Turnover Prevention: The Direct and Indirect Association Between Organizational Job Stressors, Negative Emotions and Professional Commitment in Novice Nurses. *Journal of Advanced Nursing*, 76(3), 836–845. <https://doi.org/10.1111/jan.14281>
- Hom, P. W., Lee, T. W., Shaw, J. D., & Hausknecht, J. P. (2017). One hundred years of employee turnover theory and research. *Journal of Applied Psychology*, 102(3), 530–545. <https://doi.org/10.1037/apl0000103>
- Hospital - Health, United States.* (2022, August 8). [Www.cdc.gov.](http://www.cdc.gov/)
<https://www.cdc.gov/nchs/hus/sources-definitions/hospital.htm>
- Hu, H., Wang, C., Lan, Y., & Wu, X. (2022). Nurses' turnover intention, hope and career identity: the mediating role of job satisfaction. *BMC Nursing*, 21(1). <https://doi.org/10.1186/s12912-022-00821-5>
- Hudgins, T. A. (2015). Resilience, job satisfaction and anticipated turnover in nurse leaders. *Journal of Nursing Management*, 24(1), E62–E69.
- Ibort, N. L., Cañete-Lairla, M. A., Gil-Lacruz, A. I., Gil-Lacruz, M., & Antoñanzas-Lombarte, T. (2021). The Quality of the Supervisor–Nurse Relationship and Its Influence on Nurses' Job Satisfaction. *Healthcare*, 9(10), 1388.
- Indonesia, K. kesehatan. (2020, January 14). *Peraturan Menteri Kesehatan Nomor 3 Tahun 2020 tentang Klasifikasi dan Perizinan Rumah Sakit.*
<https://peraturan.bpk.go.id/Details/152506/permenkes-no-3-tahun-2020>
- Indonesia, P. pusat. (2009). Undang-undang (UU) Nomor 44 Tahun 2009 tentang Rumah Sakit . <https://peraturan.bpk.go.id/Details/38789/uu-no-44-tahun-2009>
- Indrian , E., Mulyana, H. D., & Abdulah, Y. (2023). Pengaruh Burnout and Work Life Balance Terhadap Kepuasan Kerja Serta Implikasinya Terdahap Kerja. [Ejournal.stieppi.ac.id.](https://ejournal.stieppi.ac.id/index.php/jin/) <https://ejournal.stieppi.ac.id/index.php/jin/>
- Irena, L., & Rusfian, E. Z. (2019). Hubungan Gaya Kepemimpinan Transformasional Dan Komunikasi Internal Dengan Kinerja Karyawan Generasi Z Pada Tech Company. *Jurnal Komunikasi*, 11(2), 223–232. <https://doi.org/10.24912/jk.v11i2.5635>
- Kakemam, E., Sokhanvar, M., Chegini, Z., & Sarbakhsh, P. (2018). Hospital nurses' job security and turnover intention and factors contributing to their turnover intention: A cross-Sectional study. *Nursing and Midwifery Studies*, 7(3), 133.
- Karomah, H., Purnomo, R., & Anggraeni, A. I. (2020). Pengaruh disonansi emosi terhadap turnover intention: peran mediasi kepuasan kerja dan moderasi dukungan supervisor. *Jurnal Ekonomi, Bisnis, Dan Akuntansi*, 22(3), 345–357.
- Kelly, L. A., Gee, P. M., & Butler, R. J. (2020). Impact of nurse burnout on organizational and position turnover. *Nursing Outlook*, 69(1), 96–102. <https://doi.org/10.1016/j.outlook.2020.06.008>
- Kim, M., & Windsor, C. (2015). Resilience and Work-life Balance in First-line Nurse Manager. *Asian Nursing Research*, 9(1), 21–27.

<https://doi.org/10.1016/j.anr.2014.09.003>

Kleynhans, D. J., Heyns, M. M., & Stander, M. W. (2022). Authentic leadership and flourishing: Do trust in the organization and organizational support matter during times of uncertainty? *Frontiers in Psychology*, 13.

<https://doi.org/10.3389/fpsyg.2022.955300>

Knies, E., Leisink, P., & Kraus-Hoogeveen, S. (2018). Frontline managers' contribution to mission achievement: A study of how people management affects thoughtful care. *Human Service Organizations: Management, Leadership & Governance*, 42(2), 166–184.

Korber, S., & McNaughton, R. B. (2018). Resilience and entrepreneurship: a systematic literature review. *International Journal of Entrepreneurial Behavior & Research*, 24(7), 1129–1154. <https://doi.org/10.1108/ijeb-10-2016-0356>

Labrague, L. J., McEnroe, D. M., Tsaras, K., Cruz, J. P., Colet, P. C., & Gloe, D. S. (2018). Organizational commitment and turnover intention among rural nurses in the Philippines: Implications for nursing management. *International Journal of Nursing Sciences*, 5(4), 403–408.

Lee, E., & De Gagne, J. C. (2022). The impact of resilience on turnover among newly graduated nurses: A 1-year follow-up study. *Journal of Nursing Management*, 30(5)

Lestari, T. R. P. (2014). Pendidikan Keperawatan: Upaya Menghasilkan Tenaga Perawat Berkualitas. *Aspirasi: Jurnal Masalah-Masalah Sosial*, 5(1), 1–10.

Lu, H., Zhao, Y., & While, A. (2019). Job satisfaction among hospital nurses: A literature review. *International Journal of Nursing Studies*, 94(1), 21–31. <https://doi.org/10.1016/j.ijnurstu.2019.01.011>

Magno, F., Cassia, F., & Ringle, C. M. M. (2022). A brief review of partial least squares structural equation modeling (PLS-SEM) use in quality management studies. *The TQM Journal*. <https://doi.org/10.1108/tqm-06-2022-0197>

Maharja, R. (2015). Analisis tingkat kelelahan kerja berdasarkan beban kerja fisik perawat di instalasi rawat inap RSU haji Surabaya. *The Indonesian Journal of Occupational Safety and Health*, 4(1), 93.

Maudul , A., & Nilasari , B. M. (2022). Pengaruh Supervisor Support dan Work Life Balance terhadap Turnover Intention yang dimediasi Work Engagement pada Pegawai Perusahaan Media Lokal . *JMBI UNSRAT Jurnal Ilmiah Manajemen Bisnis Dan Inovasi Universitas Sam Ratulangi*, 9(3), 999–1016.

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](https://doi.org/10.47263/jasem.5(1)06)

Mirza, M. N. (2021). Analisis faktor risiko dan konsekuensi burnout pada perawat di rumah sakit swasta di Jakarta.. *JKM : Jurnal Kesehatan Masyarakat Cendekia Utama*, 9(1), 1–1. <https://doi.org/10.31596/jkm.v9i1.800>

Modaresnezhad, M., Andrews, M. C., Mesmer-Magnus, J., Viswesvaran, C., & Deshpande, S. (2021). Anxiety, job satisfaction, supervisor support and turnover intentions of mid-career nurses: A structural equation model analysis. *Journal of Nursing Management*, 29(5). <https://doi.org/10.1111/jonm.13229>

Monica, T. J., & Putra, M. S. (2017). Pengaruh stress kerja, komitmen organisasional, dan kepuasan kerja terhadap turnover intention. *E-Jurnal Manajemen Universitas Udayana*, 6(3), 255090.

- Nadon, L., De Beer, L. T., & Morin, A. J. S. (2022). Should Burnout Be Conceptualized as a Mental Disorder? *Behavioral Sciences*, 12(3), 82.
- Nasution, M. I. (2017). Pengaruh Stres Kerja, Kepuasan Kerja dan Komitmen Organisasi terhadap Turnover Intention Medical Representative. *Mix: Jurnal Ilmiah Manajemen*, 7(3), 224238.
- Novrandy , R. A., & Tanuwijaya , J. (2022). Pengaruh Work-Family Conflict dan Work Engagement terhadap Task Performance dan Turnover Intention dengan mediasi Supervisor Support. *JMBI UNSRAT (Jurnal Ilmiah Manajemen Bisnis Dan Inovasi Universitas Sam Ratulangi)*, 9(1).
- Nuari, N. A. (2017). Resilience Of Efficacy Perawat Berbasis Tingkat Stres dan Kepuasan Kerja. *Jurnal Kesehatan*, 8(3), 375.
- Nuril Huda , S. (2023). Pengaruh resiliensi dan kebahagiaan terhadap perawat melalui kepuasan kerja sebagai varibael intervening pada rumah sakit pondok indah. *Jurnal Manajemen* , 7(2), 1–10.
- Paendong, M., Buanasari, A., & Mariana, D. (2022). Hubungan peran kekuaran karakter dengan resiliensi perawat di rumah sakit gunung maria tomohon . *Jurnal Keperawatan*, 10(1), 70–70. <https://doi.org/10.35790/jkp.v10i1.38060>
- Palenewen, P., & Dety Mulyanti. (2023). Upaya Peningkatan Manajemen Pelayanan Kesehatan Di Rumah Sakit: Tinjauan Teoritis. *DIAGNOSA Jurnal Ilmu Kesehatan Dan Keperawatan*, 1(1), 53–59.
- Pane, M. S., Fanisya , N., Rizkina , S. R., Nasution , Y. P., & Agustina, D. (2023). Sistem Informasi Manajemen Rumah Sakit (SIMRS) Untuk Meningkatkan Mutu Pelayanan Kesehatan Di Indonesia. *Detector: Jurnal Inovasi Riset Ilmu Kesehatan*, 1(3), 1–14. <https://doi.org/10.55606/detector.v1i3.1980>
- Shahrabaki, P. M., Abolghaseminejad, P., Lari, L. A., Zeidabadinejad, S., & Dehghan, M. (2023). The relationship between nurses' psychological resilience and job satisfaction during the COVID-19 pandemic: a descriptive-analytical cross-sectional study in Iran. *BMC Nursing*, 22(1).
- Pemerintah Pusat. (2014). *Undang-undang (UU) Nomor 36 Tahun 2014 Tentang Tenaga Kesehatan*
- Pricelda , A., & Pramono , R. (2021). Pengaruh Beban Kerja, Stres Kerja, dan Lingkungan Kerja terhadap Kinerja dengan Turnover Intention sebagai Mediasi pada Karyawan PT Farmasi XYZ dalam Masa Pandemi COVID-19. *Jurnal Ilmiah Akuntansi Dan Keuangan* , 4(3).
- Priyono, A. A., & Saraswati, E. (2023). Quality of Work Life dan Burnout terhadap Kinerja Paramedis: Mediasi Kepuasan Kerja di Era Pandemi. *Samudra Ekonomi Dan Bisnis*, 14(1), 100–112. <https://doi.org/10.33059/jseb.v14i1.6221>
- Purwaningsih, P., Ulfiana, E., & Isrichawati, T. (2020). Analisis faktor yang mempengaruhi kemampuan adaptasi family caregiver dalam merawat keluarga dengan kanker stadium akhir di poli onkologi RSUD dr. soetomo surabaya. *Critical Medical and Surgical Nursing Journal*, 9(1), 17.
- Rahman, K.-U., Akhter, W., & Khan, S. U. (2017). Factors affecting employee job satisfaction: A comparative study of conventional and Islamic insurance. *Cogent Business & Management*, 4(1).
- Ramlah, S. (2023). Pengaruh Dukungan Organisasi dan Dukungan Supervisor terhadap Turnover Intention melalui Mediasi Komitmen Afektif. *Prosiding University Research Colloquium*, 164–173.

- RI, K. K. (2011). Profil Kesehatan Indonesia 2021 (pp. 40–58). Kementerian Kesehatan Republik Indonesia.
- 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>
- Rizaldy, I., Juniati, F. D., Begawanita, N., & Karyaningsih, P. D. (2021). Pengaruh Gaya Kepemimpinan Otokratis dan Pengembangan Karir Karyawan terhadap Turnover Intention. *SSRN Electronic Journal*. <https://doi.org/10.2139/ssrn.3866809>
- Robbins, S. P., & Judge, T. A. (2019). Organizational behavior (18th ed.). Pearson.
- Rokhman, F., Hum, M., & Syaifudin, A. (2014). Character Education for Golden Generation 2045 (National Character Building for Indonesian Golden Years). *Procedia - Social and Behavioral Sciences*, 141, 1161–1165. <https://doi.org/10.1016/j.sbspro.2014.05.197>
- Sarantie, A., Indrawati, R., & Mulyani, E. Y. (2022). A Mobley Theory to Predict Organizational Commitment as a Media Factor on Turnover Intention: A Structure Equation Model. *International Journal of Nursing and Health Services (IJNHS)*, 5(2), 210–218. <https://doi.org/10.35654/ijnhs.v5i2.595>
- Sari, S. R. S., Pratiwi, A. A. E., Kumara, I. D., Asda, S. R., & Gunawan, A. W. (2021). Pengaruh training satisfaction, supervisor support terhadap turnover intention yang dimediasi oleh work engagement di dirjen bina pemdes kemendagri. *Sains Manajemen*, 7(2), 109–128.
- Sarstedt, M., Hair, J. F., & Ringle, C. M. (2022). “PLS-SEM: indeed a silver bullet” – retrospective observations and recent advances. *Journal of Marketing Theory and Practice*, 1–15. <https://doi.org/10.1080/10696679.2022.2056488>
- Septiani, T., & Fitria, N. (2017). Hubungan Antara Resiliensi Dengan Stres Pada Mahasiswa Sekolah Tinggi. Kedinasan. *Jurnal Penelitian Psikologi*, 7(2), 59–76.
- Siagian, S. P. (2019). *Manajemen sumber daya manusia*. Bumi Aksara.
- Skačkauskienė, I. (2022). Research on management theory: A development review and bibliometric analysis. *Problems and Perspectives in Management*, 20(2), 335–347.
- Skovholt, T. M., & Mathison , M. T. (2016). The Resilient Practitioner: Burnout and Compassion Fatigue Prevention and Self-care Strategies for the Helping Professions. Routledge. <https://doi.org/10.4324/9781315737447>
- Smokrović, E., Kizivat, T., Bajan, A., Šolić, K., Gvozdanović, Z., Farčić, N., & Žvanut, B. (2022). A Conceptual Model of Nurses’ Turnover Intention. *International Journal of Environmental Research and Public Health*, 19(13), 8205. <https://doi.org/10.3390/ijerph19138205>
- Specchia, M. L., Cozzolino, M. R., Carini, E., Di Pilla, A., Galletti, C., Ricciardi, W., & Damiani, G. (2021). Leadership Styles and Nurses’ Job Satisfaction. Results of a Systematic Review. *International Journal of Environmental Research and Public Health*, 18(4).
- Stam, L. M. P., Laschinger, H. K. S., Regan, S., & Wong, C. A. (2013). The influence of personal and workplace resources on new graduate nurses’ job satisfaction. *Journal of Nursing Management*, 23(2), 190–199. <https://doi.org/10.1111/jonm.12113>
- Suprihanto, J., & Putri, L. P. (2021). *Manajemen sumber daya manusia*. UGM.PRESS..

- Tarigan, P. S., Ginting, P., & Siahaan, E. (2021). Effect of Job Stress and Organizational Climate on Turnover Intention with Job Satisfaction as an Intervening Variable for Employees of STMIK STIE Mikroskil. *International Journal of Research and Review*, 8(4), 468–474.
- Tolksdorf, K. H., Tischler, U., & Heinrichs, K. (2022). Correlates of turnover intention among nursing staff in the COVID-19 pandemic: a systematic review. *BMC Nursing*, 21(1). <https://doi.org/10.1186/s12912-022-00949-4>
- Ullah, I., Elahi, N. S., Abid, G., & Butt, M. U. (2020). The impact of perceived organizational support and proactive personality on affective commitment: mediating role of prosocial motivation. *Business, Management and Education*, 18(2), 183–205. <https://doi.org/10.3846/bme.2020.12189>
- Usman, H. (2022). *Manajemen*. Bumi Aksara.
- Uzuntarla, Y., Bayer, N., Golbasi, Z., & 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>
- Valentina, J., Suseno, Y. D., & Widajanti, E. (2020). Pengaruh Burnout Dan Konflik Kerja Terhadap Kinerja Dengan Motivasi Kerja Sebagai Variabel Moderasi Pada Perawat RSUD DR Moewardi Surakarta. *JURNAL MANAJEMEN SUMBER DAYA MANUSIA*, 14.
- Wahyuni, I., & Dirdjo, M. M. (2020). Hubungan Kelebihan Waktu Kerja dengan Kelelahan Kerja dan Kinerja pada Perawat di Ruang Perawatan Intensif RSUD Abdul Wahab Sjahranie Samarinda. *Borneo Student Research*, 1(3).
- Wibowo, A., & Paramita, W. (2021). Resilience and Turnover Intention: The Role of Mindful Leadership, Empathetic Leadership, and Self-Regulation. *Journal of Leadership & Organizational Studies*, 29(3), 154805182110687. <https://doi.org/10.1177/15480518211068735>
- Winoto, H., Tecalau, M., & Wijaya, S. (2021). The Effect Of Compensation And Supervisor Support Mediated By Job Satisfaction On Employee Retention (Case Study At Pt Pradu) . *PRIMANOMICS : JURNAL EKONOMI DAN BISNIS*, 19(1), 2614–6789.
- Wynen, J., Van Dooren, W., Mattijs, J., & Deschamps, C. (2018). Linking turnover to organizational performance: the role of process conformance. *Public Management Review*, 21(5), 669–685. <https://doi.org/10.1080/14719037.2018.1503704>
- 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>
- Yun, Z., Zhou, P., & Zhang, B. (2022). High-Performance Work Systems, Thriving at Work, and Job Burnout among Nurses in Chinese Public Hospitals: The Role of Resilience at Work. *Healthcare*, 10(10), 1935. <https://doi.org/10.3390/healthcare10101935>
- Zerbe, K. J., & Satir, D. A. (2016). Psychodynamic Improvement in Eating Disorders: Welcoming Ignored, Unspoken, and Neglected Concerns in the Patient to Foster Development and Resiliency. *Journal of Infant, Child, and Adolescent Psychotherapy*, 15(4), 259–277.

- Zhang, Y., Wang, C., Pan, W., Zheng, J., Gao, J., Huang, X., Cai, S., Zhai, Y., Latour, J. M., & Zhu, C. (2020). Stress, Burnout, and Coping Strategies of Frontline Nurses During the COVID-19 Epidemic in Wuhan and Shanghai, China. *Frontiers in Psychiatry*, 11. <https://doi.org/10.3389/fpsyg.2020.565520>
- Zheng, Z., Gangaram, P., Xie, H., Chua, S., Ong, S. B. C., & Koh, S. E. (2017). Job satisfaction and resilience in psychiatric nurses: A study at the Institute of Mental Health, Singapore. *International Journal of Mental Health Nursing*, 26(6), 612–619. <https://doi.org/10.1111/inm.12286>
- Zou, G. et al.,(2016). Correlates of psychological distress, burnout, and resilience among Chinese female nurses. *Industrial Health*, 54(5), 389–395.

