

## \DAFTAR PUSTAKA

- Abdullah, M. I., Huang, D., Sarfraz, M., Ivascu, L., & Riaz, A. (2021). Effects of internal service quality on nurses' job satisfaction, commitment and performance: Mediating role of employee well-being. *Nursing open*, 8(2), 607–619. <https://doi.org/10.1002/nop2.665>
- Aina, R. A., & Atan, T. (2020). The Impact of Implementing Talent Management Practices on Sustainable Organizational Performance. *Sustainability*, 12(20), 8372. <https://doi.org/10.3390/su12208372>
- Akinwale, O. E., & George, O. J. (2020). Work environment and job satisfaction among nurses in government tertiary hospitals in Nigeria. *Rajagiri Management Journal*, 14(1), 71-92. <https://doi.org/10.1108/RAMJ-01-2020-0002>
- Al-Haroon, H. I., & Al-Qahtani, M. F. (2020). Assessment of Organizational Commitment Among Nurses in a Major Public Hospital in Saudi Arabia. *Journal of multidisciplinary healthcare*(13), 519–526. <https://doi.org/10.2147/JMDH.S256856>
- 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*, 13, 749–757. <https://doi.org/10.2147/PRBM.S263656>
- Aminuddin, A., Musrah, A. S., Wijayanti, L. A., Utama, Y. A., & Suprapto. (2023). Commitment and Job Satisfaction with Nurse Job Performance. *Journal of Nursing Practice*, 7(1), 209-215. <https://doi.org/10.30994/jnp.v7i1.342>
- 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 (Basel, Switzerland)*, 10(6), 1122. <https://doi.org/10.3390/healthcare10061122>
- Anindhyta, C. K., & Yudiarso, A. (2022). Korelasi antara grit dan kepuasan kerja: studi meta-analisis. *Psycho Idea*, 20(2), 184-192. <http://dx.doi.org/10.30595/psychoidea.v20i2.12697>
- Baard, S. K., Rench, T. A., & KozlowskiView, S. W. J. (2014). Performance Adaptation: A Theoretical Integration and Review. *Journal of Management*, 40(1). <https://doi.org/10.1177/0149206313488210>
- Bagis, F. (2022). Examine The effect of Job Satisfaction on The Performance of Hospital Employees Through Organizational Commitment. *International Journal of Economics, Business and Accounting Research (IJEBAR)*, 6(4), 2276-2283.
- Beaudoin, J. (2021). *The Relationship between Grit and Organizational Commitment in Nurse Practitioners* [Disertasi, Grand Canyon University]. Arizona, Amerika Serikat.

- Bowling, A. (2014). *Research Methods in Health: Investigating Health and Health Services* (4th ed.). McGraw-Hill Education.
- Burke, L., Rebeschi, L., Weismuller, P., Bulmer, S., & Kehoe, P. (2022). Grit Levels of Graduate Nursing Students: Why Grit Is Needed in Nursing *The Journal of Nursing Education*, 61(4), 197–200. <https://doi.org/10.3928/01484834-20220209-05>
- Campbell, S., Greenwood, M., Prior, S., Shearer, T., Walkem, K., Young, S., Bywaters, D., & Walker, K. (2020). Purposive sampling: complex or simple? Research case examples. *Journal of Research in Nursing*, 25(8), 652–661. <https://doi.org/10.1177/1744987120927206>
- Cha, C., & Sung, C. (2020). Factors related to nursing performance in South Korean intensive care units. *International Journal of Nursing Practice*, e12874. <https://doi.org/10.1111/ijn.12874>
- Cherian, S., Alkhatib, J., & Aggarwal, M. (2018). RELATIONSHIP BETWEEN ORGANIZATIONAL COMMITMENT AND JOB SATISFACTION OF NURSES IN DUBAI HOSPITAL. *Journal of Advances in Social Science and Humanities*(4), 36373-36400. <https://doi.org/10.15520/jassh41276>
- Cho, H.-K., & Kim, B. (2022). Effect of Nurses' Grit on Nursing Job Performance and the Double Mediating Effect of Job Satisfaction and Organizational Commitment. *Healthcare (Basel, Switzerland)*, 10(2), 396. <https://doi.org/10.3390/healthcare10020396>
- Cleary, M., Schafer, C., McLean, L., & Visentin, D. C. (2020). Mental health and well-being in the health workplace. *Issues in Mental Health Nursing*, 41(2), 172–175. <https://doi.org/10.1080/01612840>
- Coyle-Shapiro, J. A.-M., & Conway, N. (2005). Exchange relationships: examining psychological contracts and perceived organizational support *The Journal of applied psychology*, 90(4), 774–781. <https://doi.org/10.1037/0021-9010.90.4.774>
- Credé, M., Tynan, M. C., & Harms, P. D. (2017). Much ado about grit: A meta-analytic synthesis of the grit literature. *Journal of Personality and Social Psychology*, 113(3), 492–511. <https://doi.org/10.1037/pspp0000102>
- Creswell, J. W. (2014). *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches* (4 ed.). SAGE.
- Dartey, A. F., Tackie, V., Lotse, C. W., Dziwornu, E., Affrim, D., & Akosua, D. R. D. (2023). Occupational Stress and Its Effects on Nurses at a Health Facility in Ho Municipality, Ghana. *SAGE open nursing*(9). <https://doi.org/10.1177/23779608231186044>
- Datu, J. A. D. (2021). Beyond Passion and Perseverance: Review and Future Research Initiatives on the Science of Grit. . *Frontiers in Psychology*(11), 545526. <https://doi.org/10.3389/fpsyg.2020.545526>
- Datu, J. A. D., King, R. B., Valdez, J. P. M., & Eala, M. S. M. (2019). Grit is associated with lower depression via meaning in life among Filipino high school students. *Youth & Society*, 51, 865–876. <https://doi.org/10.1177/0044118X18760402>
- De La Cruz, M., Zarate, A., Zamarripa, J., Castillo, I., Borbon, A., Duarte, H., & Valenzuela, K. (2021). Grit, self-efficacy, motivation and the readiness to

- change index toward exercise in the adult population. *Frontiers in Psychology*, 12, 732325. <https://doi.org/10.3389/fpsyg.2021.732325>
- Dhamanti, I., Rachman, T., & Amiati, M. (2024). Analisis Kasus Malapratik di Rumah Sakit di Indonesia. *JURNAL KEBIJAKAN KESEHATAN INDONESIA*, 13(2), 100-106.
- Diana, Eliyana, A., Susita, D., Aditya, V., & Anwar, A. (2021). Determining the effect of job satisfaction, work motivation, and work commitment on nurse performance amidst COVID-19 pandemic. *Problems and Perspectives in Management*, 19(4), 89-96. [https://doi.org/10.21511/ppm.19\(4\).2021.08](https://doi.org/10.21511/ppm.19(4).2021.08)
- Dinc, M. S., Kuzey, C., & Steta, N. (2018a). Altmetric Articles Nurses' job satisfaction as a mediator of the relationship between organizational commitment components and job performance *Journal of Workplace Behavioral Health*, 33(2), 75–95. <https://doi.org/10.1080/15555240.2018.1464930>
- Dinc, M. S., Kuzey, C., & Steta, N. (2018b). Nurses' job satisfaction as a mediator of the relationship between organizational commitment components and job performance. *Journal of Workplace Behavioral Health*(33), 1-21. <https://doi.org/10.1080/15555240.2018.1464930>
- Dlamini, N. P., Suknunan, S., & Bhana, A. (2022). Influence of employeemanager relationship on employee performance and productivity. *Problems and Perspectives in Management*, 20(3), 28-42. [http://dx.doi.org/10.21511/ppm.20\(3\).2022.0](http://dx.doi.org/10.21511/ppm.20(3).2022.0)
- Dorta-Afonso, D., González-de-la-Rosa, M., García-Rodríguez, F. J., & Romero-Domínguez, L. (2021). Effects of High-Performance Work Systems (HPWS) on Hospitality Employees' Outcomes through Their Organizational Commitment, Motivation, and Job Satisfaction. *Sustainability*(13), 3226. <https://doi.org/10.3390/su13063226>
- Drennan, V. M., & Ross, F. (2019). Global nurse shortages-the facts, the impact and action for change *British Medical Bulletin*, 130(1), 25–37. <https://doi.org/10.1093/bmb/ldz014>
- Duckworth, A. (2016). *GRIT: The Power of Passion and Perseverance* Scribner.
- Duckworth, A., & Gross, J. J. (2014). Self-Control and Grit: Related but Separable Determinants of Success. *Current Directions in Psychological Science*, 23(5), 319–325. <https://doi.org/10.1177/0963721414541462>
- Duckworth, A. L. (2013). In *Angela Lee Duckworth: The key to success? Grit [TED Talk]*. [https://www.ted.com/talks/angela\\_lee\\_duckworth\\_grit\\_the\\_power\\_of\\_passion\\_and\\_perseverance/transcript?subtitle=en](https://www.ted.com/talks/angela_lee_duckworth_grit_the_power_of_passion_and_perseverance/transcript?subtitle=en)
- Duckworth, A. L., & Eskreis-Winkler, L. (2015). Grit. In *International Encyclopedia of the Social & Behavioral Sciences* (Second Edition ed., Vol. 10, pp. 397–401).
- Duckworth, A. L., Peterson, C., Matthews, M. D., & Kelly, D. R. (2007). Grit: perseverance and passion for long-term goals. *Journal of personality and social psychology*, 92(6), 1087–1101. <https://doi.org/10.1037/0022-3514.92.6.1087>

- Dugan, R., Hochstein, B., Rouziou, M., & Britton, B. (2018). Gritting their teeth to close the sale: the positive effect of salesperson grit on job satisfaction and performance. *Journal of Personal Selling and Sales Management*, 2(39), 1-21. <https://doi.org/10.1080/08853134.2018.1489726>
- Eskreis-Winkler, L., Shulman, E. P., Beal, S. A., & Duckworth, A. L. (2014). The grit effect: predicting retention in the military, the workplace, school and marriage. *Frontiers in Psychology*, 5, 36. <https://doi.org/10.3389/fpsyg.2014.00036>
- Fantahun, B., Dellie, E., Worku, N., & Debie, A. (2023). Organizational commitment and associated factors among health professionals working in public hospitals of southwestern Oromia, Ethiopia. *BMC health services research*, 23(1), 180. <https://doi.org/10.1186/s12913-023-09167-3>
- Firmando, G. I., Ahsan, A., & Lestari, R. (2023). Impact Of Organizational Culture And Job Satisfaction On Nurse Performance In General Hospital : A Path Analysis. *Jurnal Aisyah : Jurnal Ilmu Kesehatan*, 8(1), 525–530. <https://doi.org/10.30604/jika.v8i1.1638>
- Geta, A., Bikz, 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, 6632585. <https://doi.org/10.1155/2021/6632585>
- Greenberg, J., & Baron, R. A. (2008). *Behavior in Organizations*. Pearson Prentice Hall.
- Gregoriou, I., Papastavrou, E., Charalambous, A., Economidou, E., Soteriades, E. S., & Merkouris, A. (2023). Organisational commitment, job satisfaction and intention to leave among physicians in the public health sector of Cyprus: a cross-sectional survey *BMJ Open*, 13(5), e067527. <https://doi.org/10.1136/bmjopen-2022-067527>
- Griffin, R. W. (2016). *Fundamentals of Management* (8th ed.). Cengage Learning.
- Gunawan, N. P. I. N., Hariyatia, R. T. S., & Gayatria, D. (2019). Motivation as a factor affecting nurse performance in Regional General Hospitals: A factors analysis. *Enfermería Clínica*, 29(2), 515-520. <https://doi.org/10.1016/j.enfeli.2019.04.078>
- Gustari, I., & Widodo, W. (2021). The power of grit on lecturer's job satisfaction through affective commitment. *Jurnal Konseling dan Pendidikan*, 9(2), 218-225. <https://doi.org/10.29210/163700>
- Gutierrez, A. P., Candela, L. L., & Carver, L. (2012). The structural relationships between organizational commitment, global job satisfaction, developmental experiences, work values, organizational support, and person-organization fit among nursing faculty. *Journal of advanced nursing*, 68(7), 1601–1614. <https://doi.org/10.1111/j.1365-2648.2012.05990.x>
- 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>
- Halperin, O., & Regev, O. E. (2021). Predicting academic success based on perseverance and passion for long-term goals (grit) among nursing students:

- Is there a cultural context? *Nurse education today*, 100, 104844. <https://doi.org/10.1016/j.nedt.2021.104844>
- Hastuti, S., & Aini, Q. (2023). Bibliometric and visual analysis of work performance nursing staffhospital. *Jurnal Aisyah: Jurnal Ilmu Kesehatan*, 8(2). <https://doi.org/10.30604/jika.v8i2.1991>
- Henne, D., & Locke, E. A. (1985). Job dissatisfaction: What are the consequences? *International journal of psychology*, 20(2), 221-240. <https://doi.org/10.1080/00207598508247734>
- Hill, P. L., Burrow, A. L., & Bronk, K. C. (2016). Persevering with positivity and purpose: An examination of purpose commitment and positive affect as predictors of grit. *Journal of Happiness Studies*, 17(1), 257–269. <https://doi.org/10.1007/s10902-014-9593-5>
- Hou, X.-L., Becker, N., Hu, T.-Q., Koch, M., Xi, J.-Z., & Möttus, R. (2022). Do Grittier People Have Greater Subjective Well-Being? A Meta-Analysis. *Personality & social psychology bulletin*, 48(12), 1701–1716. <https://doi.org/10.1177/01461672211053453>
- Huang, W., Cai, S., Zhou, Y., Huang, J., Sun, X., Su, Y., Dai, M., & Lan, Y. (2021). Personality Profiles and Personal Factors Associated with Psychological Distress in Chinese Nurses. *Psychology research and behavior management*(14), 1567–1579. <https://doi.org/10.2147/PRBM.S329036>
- Ibrahim, M. U., Maidin, A., Irwandy, Sidin, I., Rivai, F., & Shaleh, K. (2023). The Influence of Job Satisfaction and Organizational Commitment on Nurse Performance with Work Motivation as a Mediating Factor at I Lagaligo East Luwu Hospital In 2022. *Pharmacognosy Journal*, 15 (2), 319-324. <http://www.phcogj.com/v13/i4>
- Idris, A. M., & Manganaro, M. (2017). Relationships between psychological capital, job satisfaction, and organizational commitment in the Saudi oil and petrochemical industries. *Journal of Human Behavior in the Social Environment* 27(4), 251-269. <https://doi.org/10.1080/10911359.2017.1279098>
- Ismainar, H., Djuhaeni, H., & Magretta, J. S. (2021). Job Satisfaction is Dominant Factor Influencing of Nurse Performance in X Hospital Pekanbaru *Journal of Public Health for Tropical and Coastal Region*, 4(1), 16-22. <https://doi.org/10.14710/jphtcr.v4i1.10245>
- Jeong, J. Y., Seo, Y. S., Choi, J. H., Kim, S. H., Lee, M. S., Hong, S. H., Choi, J. S., & Park, D. E. (2019). The Influence of Grit on Turnover Intention of University Hospital Nurses: The Mediating Effect of Job Involvement. *Journal of Korean Academy of Nursing*, 49(2), 181–190. <https://doi.org/10.4040/jkan.2019.49.2.181>
- Juaneda-Ayensa, E., Emeterio, M. C. S., & González-Menorca, C. (2017). Person-Organization Commitment: Bonds of Internal Consumer in the Context of Non-profit Organizations. *Frontiers in Psychology*(8), 1227. <https://doi.org/10.3389/fpsyg.2017.01227>
- Judge, T. A., & Church, A. H. (2000). Job satisfaction: Research and practice. In *Handbook of Industrial, Work and Organizational Psychology* (Vol. 2, pp. 271-302).

- Kannangara, C. S., Allen, R. E., Waugh, G., Nahar, N., Khan, S. Z. N., Rogerson, S., & Carson, J. (2018). All That Glitters Is Not Grit: Three Studies of Grit in University Students. *Frontiers in psychology*, 9, 1539. <https://doi.org/10.3389/fpsyg.2018.01539>
- Katoda, S. N., Muchlis, N., & Yuliati. (2024). The Influence of Professionalism and Organizational Commitment on The Performance of Nurses at The Kertosono Regional Hospital. *Contagion: Scientific Periodical of Public Health and Coastal Health*, 6(1), 285-299.
- Kemenkes. (2022). *Target Rasio Kesehatan*. Jakarta: Kementerian Kesehatan RI
- Kemenkes. (2023). *Profil Kesehatan Indonesia 2023*. Jakarta: Kementerian Kesehatan Republik Indonesia
- Kim, M., Lee, J., & Kim, J. (2019). The Role of Grit in Enhancing Job Performance of Frontline Employees: The Moderating Role of Organizational Tenure. In J. S. Chen (Ed.), *Advances in Hospitality and Leisure* (pp. 61-84). Emerald Publishing Limited. <https://doi.org/10.1108/S1745-354220190000015004>
- Ko, Y. K., Lee, T. W., & Lim, J. Y. (2007). Development of a performance measurement scale for hospital nurses. *Journal of Korean Academy of Nursing*, 37(3), 286–294. . <https://doi.org/10.4040/jkan.2007.37.3.286>
- Krijgsheld, M., Tummers, L. G., & Scheepers, F. E. (2022). Job performance in healthcare: a systematic review. *BMC health services research*, 22(1), 149. <https://doi.org/10.1186/s12913-021-07357-5>
- Kurniawati, F., Fikaris, M. F., Eryani, I. S., Rohendi, A., & Wahyudi, B. (2023). The Effect of Workload, Burnout, and Work Motivation on Nurse Performance. *JAM: Jurnal Aplikasi Manajemen*, 21(4), 915-927. <http://dx.doi.org/10.21776/ub.jam.2023.021.04.05>
- López-Cabarcos, M. A., Vázquez-Rodríguez, P., & Quiñóñez-Pineiro, L. M. (2020). An approach to employees' job performance through work environmental variables and leadership behaviours
- 140, 361–369. <https://doi.org/https://doi.org/10.1016/j.jbusres.2021.11.006>
- Lee, B. S., Eo, Y. S., & Lee, M. A. (2018). Development of Job Satisfaction Scale for Clinical Nurses. *Journal of Korean Academy of Nursing*, 48(1), 12–25. <https://doi.org/10.4040/jkan.2018.48.1.12>
- Lee, D. H., Reasoner, K., & Lee, D. (2023). Grit: what is it and why does it matter in medicine? *Postgraduate medical journal*, 99(1172), 535–541. <https://doi.org/10.1136/postgradmedj-2021-140806>
- Li, J., Zhao, Y., Kong, F., Du, S., Yang, S., & Wang, S. (2018). Psychometric assessment of the short grit scale among Chinese adolescents. *Journal of Psychoeducational Assessment*, 36(3), 291-296. <https://doi.org/10.1177/0734282916674858>
- Liou, S.-R. (2008). An Analysis of the Concept of Organizational Commitment. *Nursing forum*, 43(3), 116–125. <https://doi.org/10.1111/j.1744-6198.2008.00103.x> What's
- Liu, H., Ye, B., & Hu, Y. (2022). Stressful Life Events and Depression During the Recurrent Outbreak of COVID-19 in China: The Mediating Role of Grit and

- the Moderating Role of Gratitude. *Psychology research and behavior management* 15, 1359-1370. <https://doi.org/10.2147/PRBM.S360455>
- Liu, X., Li, J., & Wang, S. (2024). The Impact of Grit on Nurses' Job Performance: Evaluating Chained Mediation through Perceived Social Support and Self-Esteem. *Journal of Nursing Management*, 2024, 6388800,. <https://doi.org/10.1155/2024/6388800>
- Locke, E. A. (1976). The Nature and Causes of Job Satisfaction. In *Handbook of Industrial and Organizational Psychology* (Vol. 1, pp. 1297-1343).
- Masum, A. K. M., Azad, M. A. K., Hoque, K. E., Beh, L.-S., Wanke, P., & Arslan, Ö. (2016). Job satisfaction and intention to quit: an empirical analysis of nurses in Turkey. *PeerJ*, 4, e1896. <https://doi.org/10.7717/peerj.1896>
- McLarty, B. D., Muldoon, J., Quade, M., & King, R. A. (2021). Your boss is the problem and solution: How supervisor-induced hindrance stressors and LMX influence employee job neglect and subsequent performance. *Journal of Business Research*, 130, 308-317. <https://doi.org/10.1016/j.jbusres.2021.03.032>
- Meyer, J. P., & Allen, N. J. (1991). A three-component conceptualization of organizational commitment. *Human Resource Management Review*, 1(1), 61-89. [https://doi.org/10.1016/1053-4822\(91\)90011-Z](https://doi.org/10.1016/1053-4822(91)90011-Z)
- Meyer, J. P., & Herscovitch, L. (2001). Commitment in the workplace: toward a general model. *Human Resource Management Review*, 11(3), 299-326. [https://doi.org/10.1016/S1053-4822\(00\)00053-X](https://doi.org/10.1016/S1053-4822(00)00053-X)
- Meyer, J. P., Stanley, D. J., Herscovitch, L., & Topolnytsky, L. (2002). Affective, Continuance, and Normative Commitment to the Organization: A Meta-analysis of Antecedents, Correlates, and Consequences. *Journal of Vocational Behavior* 61(1), 20-52. <https://doi.org/10.1006/jvbe.2001.1842>
- Midayani, S., Aisyah, I. K., & Safutri, S. O. (2022). Hubungan Beban Kerja dengan Stres Kerja pada Perawat di Ruang Instalasi Rawat Inap Bedah di RSUP M. Djamil Padang. *Jurnal Riset Hesti Medan Akper Kesdam I/BB Medan*, 8(1), 66-76 <https://doi.org/10.34008/jurhesti.v8i1.314>
- Mukhofi, L., Peristiowati, Y., Prasetyo, J., & Sasmito, P. (2024). Motivation, work environment, job satisfaction, and job performance among nurses: An inferential analysis. *Malahayati International Journal of Nursing and Health Science*, 7(5), 636–647. <https://doi.org/10.33024/minh.v7i5.543>
- Mulyantini, A. (2021). *Membangun Kinerja Perawat Dan Komitmen Organisasi Ditinjau Dari Aspek Kepemimpinan, Kompetensi Dan Lingkungan kerja Pada Rumah Sakit Daerah Pandan Arang Boyolali* [Tesis Magister, STIE AUB Surakarta]. Surakarta, Jawa Tengah.
- Nahar, I. R., & Rahmani, N. S. (2023). *Peran Persepsi Dukungan Organisasi dan Grit terhadap Komitmen Organisasi Pada Karyawan Generasi Milenial* [Tesis, Universitas Gadjah Mada]. Yogyakarta, Indonesia.
- Nasution, V. S., Wasiyem, & Hasibuan, R. (2024). The Relationship Between Job Satisfaction and Performance of Inpatient Nurses at Malahayati Islamic Hospital Medan. *Journal La Medihealtico*, 5(3), 553-561. <https://doi.org/10.37899/journallamedihealtico.v5i3.1379>

- Nisar, A., Butt, T. H., Abid, G., Farooqi, S., & Qazi, T. F. (2020). Impact of grit on voice behavior: mediating role of organizational commitment. *Future Business Journal*, 6, 1-9. <https://doi.org/10.1186/s43093-020-00028-7>
- O'Dwyer, L. M., & Bernauer, J. A. (2014). *Quantitative Research for the Qualitative Researcher*. SAGE.
- Oducado, R. M. F. (2021). Academic performance and the role of self-directed learning, self-esteem, and grit among nursing students. *Jendela Nursing Journal*, 5(1), 1-9. <https://doi.org/10.31983/jnj.v5i1.6634>
- Oktavianti, N. (2020). Pengaruh Motivasi dan Kepuasan Kerja terhadap Kinerja Kerja Karyawan PT. DEW Indonesia. *Jurnal Ilmiah Manajemen Sumber Daya Manusia*, 3(2), 148. <https://doi.org/10.32493/jjsdm.v3i2.3900>
- Oshagbemi, T. (1999). Overall job satisfaction: how good are single versus multiple-item measures? *Journal of Managerial Psychology*, 14(5), 388-403. . <https://doi.org/10.1108/02683949910277148>
- Pamungkas, R. A., Putra, F. B., Kusumapradja, R. R., & Kusumapradja, R. (2022). 2022 Impact of Physical Workload and Mental Workload on Nurse Performance: A Path Analysis. *International Journal of Nursing and Health Services (IJHNS)*, 5(2), 219-225. <https://doi.org/10.35654/ijnhs.v5i2.604>
- Park, S., & Sturman, M. C. (2016). Evaluating form and functionality of pay-for-performance plans: The relative incentive and sorting effects of merit pay, bonuses, and long-term incentives. *Human Resources Management*, 55, 697-719. <https://doi.org/10.1002/hrm.21740>
- Peng, X., & Wu, D. (2022). The protective effect of grit on clinical nurses' occupational psychological distress: Mediating and suppressing effects of Hope. . *Frontiers in Psychology*(13), 1019655. <https://doi.org/10.3389/fpsyg.2022.1019655>
- Permadi, I. K. O., Diputra, I. K. S., & Sanjiwani, P. A. P. (2023). The Effect of Work-Life Balance and Workload on Job Satisfaction to Affect Nurse Performance. *Ekonomis: Journal of Economics and Business*, 7(2), 884-891. <http://dx.doi.org/10.33087/ekonomis.v7i2.1150>
- Ramos-Vera, C., Soza-Herrera, J. J., Quispe-Callo, G., Serpa-Barrientos, A., Calizaya-Milla, Y. E., & Saintila, J. (2023). Structure and factorial invariance of the Grit-Original scale and convergent validity of the network with job satisfaction and happiness. *Frontiers in psychology*, 14, 1234594. <https://doi.org/10.3389/fpsyg.2023.1234594>
- Ranganathan, P., & Caduff, C. (2023). Designing and validating a research questionnaire - Part 1 *Perspectives in clinical research*, 14(3), 152–155. [https://doi.org/10.4103/picr.picr\\_140\\_23](https://doi.org/10.4103/picr.picr_140_23)
- Ren, H., Li, P., Xue, Y., Xin, W., Yin, X., & Li, H. (2024). Global Prevalence of Nurse Turnover Rates: A Meta-Analysis of 21 Studies from 14 Countries. *Journal of Nursing Management*, 2024(1), 5063998. <https://doi.org/10.1155/2024/5063998>
- Riska, S. S., Astuti, F. B., & Arumawati3, D. S. (2020). Hubungan Antara Kepuasan Kerja Dan Motivasi Kerja Dengan Kinerja Perawat di BBKPM Surakarta. *Jurnal Ilmu Keperawatan Indonesia*, 13(2), 28–35.

- Robbins, S. P., DeCenzo, D. A., & Coulter, M. (2013). *Fundamentals of Management: Essential Concepts and Applications* (8th ed.). Pearson Education.
- Rofiqi, E., Nuritasari, R. T., & Wiliyanarti, P. F. (2019). Factors Affecting the Organizational Commitment of Nurses in Comprehensive Health Services: A Systematic Review. *Jurnal Ners*, 14(3si), 195-198. [http://dx.doi.org/10.20473/jn.v14i3\(si\).17056](http://dx.doi.org/10.20473/jn.v14i3(si).17056)
- Ruiller, C., & Heijden, B. I. J. M. V. D. (2016). Socio-emotional support in French hospitals: Effects on French nurses' and nurse aides' affective commitment. *Applied nursing research : ANR*(29), 229–236. <https://doi.org/10.1016/j.apnr.2015.06.006>
- Safariningsih, R. T. H., Rizan, M., & Handaru, A. W. (2022). The Influence of Grit on Nurses' Job Burnout Decrease in Depok Secondary Hospitals. *Interdisciplinary Social Studies*, 1(12), 1410-1416. <https://doi.org/10.55324/iss.v1i12.284>
- Salazar, L. F., Crosby, R. A., & DiClemente, R. J. (2015). *Research Methods in Health Promotion*. John Wiley & Son.
- Schimschal, S. E., Visentin, D., Kornhaber, R., & Cleary, M. (2020). Grit: A concept analysis. *Issues in Mental Health Nursing*, 42(5), 495-505. <https://doi.org/10.1080/01612840.2020.1814913>
- Schimschal, S. E., Visentin, D., Kornhaber, R., & Cleary, M. (2021). Grit: A Concept Analysis. *Issues in mental health nursing*, 42(5), 495–505. <https://doi.org/10.1080/01612840.2020.1814913>
- Seguin, C. (2019). A Survey of Nurse Leaders to Explore the Relationship Between Grit and Measures of Success and Well-being. *The Journal of nursing administration*, 49(3), 125–131. <https://doi.org/10.1097/NNA.0000000000000725>
- Sellers, K., Riley, M., Denny, D., Rogers, D., Havener, J.-M., Rathbone, T., & Cesare, C. G.-D. (2019). Retention of Nurses in a Rural Environment: The Impact of Job Satisfaction, Resilience, Grit, Engagement, and Rural Fit. . *Online Journal of Rural Nursing and Health Care*, 19(1). <https://doi.org/10.14574/ojrnhc.v19i1.547>
- Singh, K., & Jha, S. D. (2008). Positive and negative affect, and grit as predictors of happiness and life satisfaction. *Journal of the Indian Academy of Applied Psychology*(34), 40-45.
- Sinniah, S., Mamun, A. A., Salleh, M. F. M., Makbul, Z. K. M., & Hayat, N. (2022). Modeling the Significance of Motivation on Job Satisfaction and Performance Among the Academicians: The Use of Hybrid Structural Equation Modeling-Artificial Neural Network Analysis. *Frontiers in Psychology*, 13, 935822. . <https://doi.org/10.3389/fpsyg.2022.935822>
- Smith, P. C., Kendall, L. M., & Hulin, C. L. (1969). *The Measurement of Satisfaction in Work and Retirement*. Rand McNally.
- Supri, A., Rachmawaty, R., & Syahrul, S. (2019). Nurses' Performance Assessment Based On Nursing Clinical Authority: A Qualitative Descriptive Study. *Journal of Nursing Practice*, 2(2), 80-90. <https://doi.org/10.30994/jnp.v2i2.48>

- Sureskiarti, E., Mentari, Masnina, R., & Milkhatun. (2020). The Performance of Nurses to Improve the Responsibility Quality of Nursing Services. *Indonesian Journal of Global Health Research*, 2(4), 411-418. <https://doi.org/10.37287/ijghr.v2i4.250>
- Terry, D., & Peck, B. (2020). Factors That Impact Measures of Grit among Nursing Students: A Journey Emblematic of the Koi Fish. *European Journal of Investigation in Health, Psychology and Education*, 10(2), 564-574. <https://doi.org/10.3390/ejihpe10020041>
- Torlak, N. G., Kuzey, C., Dinç, M. S., & Budur, T. (2021). Links connecting nurses' planned behavior, burnout, job satisfaction, and organizational citizenship behavior. *Journal of Workplace Behavioral Health*, 36(1), 77–103. <https://doi.org/10.1080/15555240.2020.1862675>
- Tyer-Viola, L. A. (2019). Grit: The Essential Trait of Nurses During a Disaster. *The Journal of perinatal & neonatal nursing*, 33(3), 201–204. <https://doi.org/10.1097/JPN.0000000000000416>
- Vainio, M. M., & Daukantaitė, D. (2016). Grit and different aspects of well-being: direct and indirect relationships via sense of coherence and authenticity. *Journal of Happiness Studies*, 17(5), 2119–2147. <https://doi.org/10.1007/s10902-015-9688-7>
- Wahyuhadi, J., Hidayah, N., & Aini, Q. (2023). Remuneration, Job Satisfaction, and Performance of Health Workers During the COVID-19 Pandemic Period at the Dr. Soetomo Hospital Surabaya, Indonesia *Psychology Research and Behavior Management*, 16, 701–711. <https://doi.org/10.2147/PRBM.S396717>
- Wang, J., Liu, S., Qu, X., He, X., Zhang, L., Guo, K., & Zhu, X. (2023). Nurses' Colleague Solidarity and Job Performance: Mediating Effect of Positive Emotion and Turnover Intention *Safety and Health at Work*, 14(3), 309-316. <https://doi.org/10.1016/j.shaw.2023.06.001>
- WHO. (2016). *Health workforce requirements for universal health coverage and the Sustainable Development Goals*. (17). World Health Organization
- Widodo, W., & Chandrawaty, C. (2020). Assessing the effect of grit and employability on organizational commitment mediating by job involvement. *Management Science Letters*, 11, 2403-2410. <https://doi.org/10.5267/j.msl.2020.4.011>
- Winayanti, R. D. (2019). *Pengaruh Grit terhadap Kinerja Caring Perawat dengan Work Engagement sebagai Variabel Mediator* [Tesis, Universitas Airlangga]. Surabaya, Indonesia.
- Wu, F., Lao, Y., Feng, Y., Zhu, J., Zhang, Y., & Li, L. L. (2024). Wu, F., Lao, Y., Feng, Y., Zhu, J., Zhang, Y., & Li, L. (2024). Worldwide prevalence and associated factors of nursing staff turnover: A systematic review and meta-analysis. *Nursing Open*, 11(1), e2097. <https://doi.org/10.1002/nop2.2097>
- Wulandari, R. Y., Prasandi, A., & Gusmeta, N. (2023). The correlation between workload and nurse performance during the covid-19 pandemic at hospital. *Jurnal Aisyah: Jurnal Ilmu Kesehatan*, 8(S1), 327–332. <https://dx.doi.org/10.30604/jika.v8iS1.1724>

- Yáñez-Araque, B., Gómez-Cantarino, S., Gutiérrez-Broncano, S., & López-Ruiz, V.-R. (2021). Examining the Determinants of Healthcare Workers' Performance: A Configurational Analysis during COVID-19 Times. *International journal of environmental research and public health*, 18(11), 5671. <https://doi.org/10.3390/ijerph18115671>
- Yang, C., Yang, L., & Wu, D. (2022). The influence of grit on nurse job satisfaction: Mediating effects of perceived stress and moderating effects of optimism. *Frontiers in Psychology*, 13, 1094031. <https://doi.org/10.3389/fpsyg.2022.1094031>
- Yang, C., Yang, L., & Wu, D. (2023). The influence of grit on nurse job satisfaction: Mediating effects of perceived stress and moderating effects of optimism. *Frontiers in Psychology*, 13, 1094031. <https://doi.org/10.3389/fpsyg.2022.1094031>
- Yang, J., & Kim, K. H. (2022). Effect of the Strategic Thinking, Problem Solving Skills, and Grit on the Disaster Triage Ability of Emergency Room Nurses. *International journal of environmental research and public health*, 19(2), 987. <https://doi.org/10.3390/ijerph19020987>
- Zhao, Y., & Sang, B. (2023). The role of emotional quotients and adversity quotients in career success. *Frontiers in Psychology*, 14, 1128773. <https://doi.org/10.3389/fpsyg.2023.1128773>
- Zhong, C., Wang, M.-C., Shou, Y., Ren, F., Zhang, X., Li, M., & Yang, W. (2018). Assessing construct validity of the Grit-S in Chinese employees. *PloS one* 13(12), e0209319. <https://doi.org/10.1371/journal.pone.0209319>
- Zukhra, R. M., & Muryani, M. (2018). HUBUNGAN STRES KERJA DENGAN KINERJA PERAWAT DALAM MELAKSANAKAN PELAYANAN KEPERAWATAN DI RUANG INSTALASI GAWAT DARURAT (IGD) RUMAH SAKIT SYAFIRA PEKANBARU. *Al-Asalmiya NursingJurnal IlmuKeperawatan(Journal of NursingSciences)*, 7(2).