

## DAFTAR PUSTAKA

- 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>
- 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*.  
[doi:10.3390/ijerph192013132](https://doi:10.3390/ijerph192013132)
- Amelia, E. S., Lusine, P., Jianfang, L., Kueakomoldej, S., Ani, B., Rosa, W., & Grant, R. M. (2022). The Association between Health Professional Shortage Area (HPSA) Status, Work Environment, and Nurse Practitioner Burnout and Job Dissatisfaction. *Journal of Health Care for the Poor and Underserved*, 33, 1016-1998. [doi:10.1353/hpu.2022.0077](https://doi:10.1353/hpu.2022.0077)
- Ampofo, E. T., & Karatepe, O. M. (2021). The effects of on-the-job embeddedness and its sub-dimensions on small-sized hotel employees' organizational commitment, work engagement and turnover intentions.

- International Journal of Contemporary Hospitality Management*, 34(2), 509–533. <https://doi.org/10.1108/ijchm-07-2021-0858>
- Anna, H., Gadolin, C., Maria Skyvell, N., Gustavsson, P., & Rudman, A. (2023). Experienced Nurses' Motivation, Intention to Leave, and Reasons for Turnover: A Qualitative Survey Study. *Journal of nursing management*. doi:10.1155/2023/2780839
- Antonio, F., Andy, A., & Moksydy, J. C. (2024). The Association of Nurse Burnout with Patient Satisfaction from Nurse Perspective Mediated by Nurse Job Satisfaction and Caring Behavior. *Nurse Media Journal of Nursing*, 14(1), 40-52. <https://doi.org/10.14710/nmjn.v14i1.54040>
- Becker, J., 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>
- Beecroft, P. C., Dorey, F., & Wenten, M. (2008). Turnover intention in new graduate nurses: a multivariate analysis. *Journal of Advanced Nursing*, 62(1), 41–52. <https://doi.org/10.1111/j.1365-2648.2007.04570.x>
- Boniol, M., Kunjumen, T., Nair, T. S., Siyam, A., Campbell, J., & Diallo, K. (2022). The global health workforce stock and distribution in 2020 and

2030: a threat to equity and ‘universal’ health coverage? *BMJ Global Health*, 7(6), e009316. <https://doi.org/10.1136/bmigh-2022-009316>

Bougie, R., & Sekaran, U. (2020). *Research methods for business: A skill-building approach* (Eight edition). Wiley.

Bry, A., & Wigert, H. (2022). Organizational climate and interpersonal interactions among registered nurses in a neonatal intensive care unit: A qualitative study. *Journal of Nursing Management*, 30(6), 2031–2038. <https://doi.org/10.1111/jonm.13650>

Bryant, A., & Kazan, A. L. (2012). *Self-Leadership: How to Become a More Successful, Efficient, and Effective Leader from the Inside Out*. McGraw Hill Professional.

Choi, S. Y., & Lee, M. (2018b). Effects of job embeddedness and nursing professionalism on intent to stay in hospital nurses. *Journal of Korean Academy of Nursing Administration*, 24(3), 234. <https://doi.org/10.11111/jkana.2018.24.3.234>

Deci, E., Olafsen, A., & Ryan, R. (2017). Self-Determination Theory in Work Organizations: *The State of a Science*. 4, 19-43. [doi:10.1146/ANNREV-ORGPSYCH-032516-113108](https://doi.org/10.1146/ANNREV-ORGPSYCH-032516-113108)

Efendi, F., Aurizki, G. E., Auwalin, I., Kurniati, A., Astari, L. D., Puspitasari, I. T., & Chong, M. C. (2022). The Paradox of Surplus and Shortage: A Policy Analysis of Nursing Labor Markets in Indonesia. *Journal of Multidisciplinary Healthcare*, Volume 15, 627–639.  
<https://doi.org/10.2147/jmdh.s354400>

Efendi, F., Kurniati, A., Bushy, A., & Gunawan, J. (2019). Concept analysis of nurse retention.. *Nursing & health sciences*.  
<https://doi.org/10.1111/nhs.12629>.

Fackler, C. (2019). Retaining Older Hospital Nurses: Experienced Hospital Nurses' Perceptions of New Roles. *Journal of nursing management*. doi:10.1111/jonm.12814

Fan, S., Zhou, S., Ma, J., An, W., Wang, H., & Xiao, T. (2024). The role of the nursing work environment, head nurse leadership and presenteeism in job embeddedness among new nurses: a cross-sectional multicentre study. *BMC Nursing*, 23(1). <https://doi.org/10.1186/s12912-024-01823-1>

Goldsby, E. A., Goldsby, M. G., & Neck, C. P. (2020). Self-leadership strategies for nurse managers. *Nursing Management* (Springhouse), 51(3), 34–40.  
<https://doi.org/10.1097/01.num.0000654848.10513.11>

Ha, S., & Ko, Y. (2020). Effect of Job Embeddedness on Turnover Intention of Nurses in Long Term Care Hospitals: The Mediating Effect of Nursing Work Environment. *Journal of Korean Academy of Nursing Administration*. [doi:10.11111/jkana.2020.26.5.439](https://doi.org/10.11111/jkana.2020.26.5.439)

Hair Jr, J. F. (2020). Next-generation prediction metrics for composite-based PLS-SEM. *Industrial Management & Data Systems*, 121(1), 5–11. <https://doi.org/10.1108/IMDS-08-2020-0505>

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 International Publishing. <https://doi.org/10.1007/978-3-030-80519-7>

Hair, J. F., Jr, Sarstedt, M., Ringle, C. M., & Gudergan, S. P. (2017). *Advanced issues in partial least squares structural equation modeling*. SAGE Publications.

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>

Hayes, L. J., O'Brien-Pallas, L., Duffield, C., Shamian, J., Buchan, J., Hughes, F., Laschinger, H. K., & 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>

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.

<https://doi.org/10.1007/s11747-014-0403-8>

Holland, P., Tham, T. L., Sheehan, C., & Cooper, B. (2019). The impact of perceived workload on nurse satisfaction with work-life balance and intention to leave the occupation. *Applied Nursing Research*, 49, 70–76.

<https://doi.org/10.1016/j.apnr.2019.06.001>

Holtom, B. C., Mitchell, T. R., Lee, T. W., & Inderrieden, E. J. (2005). Shocks as causes of turnover: What they are and how organizations can manage them. *Human Resource Management*, 44(3), 337–352.

<https://doi.org/10.1002/hrm.20074>

Houghton, J. D., & Neck, C. P. (2002). The revised self-leadership questionnaire. *Journal of Managerial Psychology*, 17(8), 672–691.

<https://doi.org/10.1108/02683940210450484>

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>

Karlsson, A., Gunningberg, L., Bäckström, J., & Pöder, U. (2019). Registered nurses' perspectives of work satisfaction, patient safety and intention to stay – A double-edged sword. *Journal of Nursing Management*, 27(7), 1359–1365. <https://doi.org/10.1111/jonm.12816>

Kesehatan, D. P. T. K. D. J. T. (2022). *Target Ratio Tenaga Kesehatan*. Jakarta.

Labrague, L. J., & de Los Santos, J. A. A. (2021). Fear of COVID-19, psychological distress, work satisfaction and turnover intention among frontline nurses. *Journal of Nurse Management*, 29(3), 395-403.  
[doi:10.1111/jonm.13168](https://doi.org/10.1111/jonm.13168)

Labrague, L., Petitte, D. M., Tsaras, K., Cruz, J., Colet, P., & Gloe, D. (2018). Organizational commitment and turnover intention among rural nurses in the Philippines: Implications for nursing management. *International Journal of Nursing Sciences*, 5, 403-408. [doi:10.1016/j.ijnss.2018.09.001](https://doi.org/10.1016/j.ijnss.2018.09.001)

Law, L., & Fong, N. (2020). Applying partial least squares structural equation modeling (PLS-SEM) in an investigation of undergraduate students'

learning transfer of academic English. *Journal of English for Academic Purposes*, 46, 100884. <https://doi.org/10.1016/j.jeap.2020.100884>

Lee, J., & Shin, J. (2020). Why Do They Stay? Intention to Stay among Registered Nurses in Nursing Homes. *International Journal of Environmental Research and Public Health*, 17. <https://doi.org/10.3390/ijerph17228485>.

Li, N.-N., Zhang, L., Xiao, G., Chen, Z., & Lu, Q. (2020). Effects of organizational commitment, job satisfaction and workplace violence on turnover intention of emergency nurses: A cross-sectional study. *International Journal of Nursing Practice*. doi:10.1111/ijn.12854

Manz, C. C. (1986). Self-Leadership: toward an expanded theory of Self-Influence processes in organizations. *Academy of Management Review*, 11(3), 585–600. <https://doi.org/10.5465/amr.1986.4306232>

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)

Mitchell, T., Holtom, B., Lee, T., Sablinski, C., & Erez, M. (2001). WHY PEOPLE STAY: USING JOB EMBEDDEDNESS TO PREDICT

VOLUNTARY TURNOVER. *Academy of Management Journal*, 44, 1102-1121. <https://doi.org/10.5465/3069391>

Neck, C. P., & Houghton, J. D. (2006). Two decades of self-leadership theory and research: Past developments, present trends, and future possibilities.

*Journal of managerial psychology*. [doi:10.1108/02683940610663097](https://doi.org/10.1108/02683940610663097)

Prussia, G. E., Anderson, J. S., & Manz, C. C. (1998). Self-leadership and performance outcomes: the mediating influence of self-efficacy. *Journal of Organizational Behavior*, 19(5), 523–538. <https://doi.org/10.1002>

Radford, K., Shacklock, K., & Bradley, G. (2013). Personal care workers in Australian aged care: retention and turnover intentions. *Journal of Nursing Management*, 23(5), 557–566. <https://doi.org/10.1111/jonm.12172>

Reitz, O., Anderson, M., & Hill, P. (2010). Job Embeddedness and Nurse Retention. *Nursing Administration Quarterly*, 34, 190–200. <https://doi.org/10.1097/NAQ.0b013e3181e702b7>.

Reitz, O. E., & Anderson, M. A. (2011). An overview of job embeddedness. *Journal of Professional Nursing*, 27(5), 320–327. <https://doi.org/10.1016/j.joprofnurs.2011.04.004>

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>

Shamsi, A., & Peyravi, H. (2020). Nursing shortage, a different challenge in Iran: A systematic review. *PubMed*, 34, 8. <https://doi.org/10.34171/mjiri.34.8>

Shi-Nae, K., & Park, H. (2020). Effects of Nurses' Positive Psychological Capital, Self-Leadership, and Relational Bonds on Organizational Commitment. *Journal of Korean Academy of Nursing Administration*.  
<doi:10.11111/jkana.2020.26.3.241>

Shmueli, G., Sarstedt, M., Hair, J. F., Cheah, J.-H., Ting, H., Vaithilingam, S., & Ringle, C. M. (2019). Predictive model assessment in PLS-SEM: Guidelines for using PLSpredict. *European Journal of Marketing*, 53(11), 2322–2347. <https://doi.org/10.1108/EJM-02-2019-0189>

Son, S., & Choi, J. S. (2015). Effect of job embeddedness and job satisfaction on turnover intention in nurses. *Korean Journal of Adult Nursing*, 27(2), 180. <https://doi.org/10.7475/kjan.2015.27.2.180>

Sorensen, L. C., & Ladd, H. F. (2020). The hidden costs of teacher turnover. *AERA Open*, 6(1). <https://doi.org/10.1177/2332858420905812>

Sutanto, E. P. R., Antonio, F., & Massie, R. G. (2024). Patient safety culture as a mediator between healthcare personnel's psychological empowerment and patient outcome. *International Journal of Public Health Science (IJPHS)*, 13(4), 1912. <https://doi.org/10.11591/ijphs.v13i4.23436>

Stewart, G. L., Courtright, S. H., & Manz, C. C. (2018). Self-Leadership: a paradoxical core of organizational behavior. *Annual Review of Organizational Psychology and Organizational Behavior*, 6(1), 47–67. <https://doi.org/10.1146/annurev-orgpsych-012218-015130>

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](https://doi.org/10.1007/978-3-319-05542-8_15-1)

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., Hair, J. F., Cheah, J.-H., Becker, J.-M., & Ringle, C. M. (2019). How to specify, estimate, and validate higher-order constructs in PLS-SEM. *Australasian Marketing Journal (AMJ)*, 27(3), 197–211.

<https://doi.org/10.1016/j.ausmj.2019.05.003>

Sharma, P. N., Lienggaard, B. D., Hair, J. F., Sarstedt, M., & Ringle, C. M. (2023).

Predictive model assessment and selection in composite-based modeling using PLS-SEM: Extensions and guidelines for using CVPAT. *European Journal of Marketing*, 57(6), 1662–1677. <https://doi.org/10.1108/EJM-08-2020-0636>

Tang, J., & Hudson, P. (2019). Evidence-Based Practice Guideline: Nurse Retention for Nurse Managers.. *Journal of gerontological nursing*, 45 11, 11-19 . <https://doi.org/10.3928/00989134-20191011-03>.

Tett, R. P., & Meyer, J. P. (1993). JOB SATISFACTION, ORGANIZATIONAL COMMITMENT, TURNOVER INTENTION, AND TURNOVER: PATH ANALYSES BASED ON META-ANALYTIC FINDINGS. *Personnel Psychology*, 46(2), 259–293. <https://doi.org/10.1111/j.1744-6570.1993.tb00874.x>

Tourangeau, A. E., Doran, D. M., Hall, L. M., Pallas, L. O., Pringle, D., Tu, J. V., & Cranley, L. A. (2006). Impact of hospital nursing care on 30-day

mortality for acute medical patients. *Journal of Advanced Nursing*, 57(1), 32–44. <https://doi.org/10.1111/j.1365-2648.2006.04084.x>

Újváriné, A. S., Gál, M., Jakabné, E. H., Sárváry, A., Zrínyi, M., Fullér, N., & Oláh, A. (2020). Staying with nursing: the impact of conflictual communication, stress and organizational problem-solving. *International nursing review*. [doi:10.1111/inr.12619](https://doi.org/10.1111/inr.12619)

Van Dorssen-Boog, P., De Jong, J., Veld, M., & Van Vuuren, T. (2020). Self-Leadership among Healthcare workers: A mediator for the effects of job autonomy on work engagement and health. *Frontiers in Psychology*, 11. <https://doi.org/10.3389/fpsyg.2020.01420>

Weston, E., RN, Weston, E., RN, & Weston, E., RN. (2024, December 27). Cost of nurse turnover in healthcare facilities - NurseRegistry. Retrieved from [https://www.nurseresistry.com/blog/cost-of-nurse-turnover/?utm\\_source=chatgpt.com](https://www.nurseresistry.com/blog/cost-of-nurse-turnover/?utm_source=chatgpt.com)

Yang, Y. T., & Mahoney, A. D. (2023). Redefining nursing: advancing health equity post-pandemic. *Lancet*, 402(10407), 1039. [doi:10.1016/S0140-6736\(23\)01417-4](https://doi.org/10.1016/S0140-6736(23)01417-4)

Zamel, L. G. A., Abdullah, K. L., Chan, C. M., & Piaw, C. Y. (2020). Factors influencing nurses' intention to leave and intention to stay: an Integrative

review. *Home Health Care Management & Practice*, 32(4), 218–228.

<https://doi.org/10.1177/1084822320931363>

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>

Zhao, X., Sun, T., Cao, Q., Li, C., Duan, X., Fan, L., & Liu, Y. (2012). The impact of quality of work life on job embeddedness and affective commitment and their co-effect on turnover intention of nurses. *Journal of Clinical Nursing*, 22(5–6), 780–788. <https://doi.org/10.1111/j.1365-2702.2012.04198.x>