

DAFTAR PUSTAKA

- American Nurses Association. (2019). Nurse Fatigue and *Quality of Work Life*.
- Arief, N. R., Purwana, D., & Saptono, A. (2021). Effect of quality work of life (QWL) and work-life balance on *Job Satisfaction* through employee engagement as intervening variables. *The International Journal of Social Sciences World*, 3(1), 1-15. <https://www.growingscholar.org/journal/index.php/TIJOSSW/article/view/120>
- Bakker, A. B., & Demerouti, E. (2018). Multiple levels in job demands-resources theory: Implications for employee well-being and performance. *Handbook of Well-Being*.
- Beyer, B. K. (2018). *Critical thinking: What every person needs to survive in a rapidly changing world* (3rd ed.). International Center for Leadership in Education.
- Bhatnagar, J. (2015). Mediating role of *Job Satisfaction* in the relationship between *Psychological Empowerment* and *Work Engagement*. *International Journal of Human Resource Management*, 31(5), 671–698.
- Blegen, M. A., Goode, C. J., Spetz, J., Vaughn, T., & Park, S. H. (2021). Nurse staffing effects on patient outcomes: safety-net and non-safety-net hospitals. *The Journal of Nursing Administration*, 48(5), 271–276. <https://doi.org/10.1097/NNA.0000000000000614>
- Büyükbeşe, T., Dikbaş, T., Çavuş, Ö., & Asiltürk, A. (2023). Herzberg's Two Factor Theory and Its Impact on *Job Satisfaction*: A Research on Bank Employees During The Covid-19 Period. *KMU Journal of Social and Economic Research*, 25(45), 998-1013. <https://www.researchgate.net>
- Cascio, W. F. (2015). *Managing human resources: Productivity, Quality of Work Life, profits*. McGraw-Hill Education.
- Celbiş, M. G., Wong, P.-H., Kourtit, K., & Nijkamp, P. (2023). *Job Satisfaction* and the 'Great Resignation': An exploratory machine learning analysis. *Social Indicators Research*, 170, 1097-1118. <https://link.springer.com/article/10.1007/s11205-023-03233-3>
- Chmiel, N., Fraccaroli, F., & Sverke, M. (Eds.). (2017). *An introduction to work and organizational psychology: An international perspective* (3rd ed.). Wiley-Blackwell. <https://doi.org/10.1002/9781119168058>
- Coursera. (2023). *What is human resource management?*. Retrieved from <https://www.coursera.org/articles/human-resource-management>
- DeLuca, A. M., To, W. M., & Roberts, T. (2021). Work-life balance: A critical review of the literature and its implications for the workplace. In R. M. T. Gonzalez & M. R. M. Huerta (Eds.), *Advances in workplace mental health* (pp. 55-70). Springer.
- Gifford, J., & Young, J. (2021). Employee engagement: Definitions, measures and

- outcomes. Chartered Institute of Personnel and Development. https://www.cipd.org/globalassets/media/knowledge/knowledge-hub/evidence-reviews/employee-engagement-discussion-report_tcm18-89598.pdf
- Gong, Y., Wu, Y., Huang, P., Yan, X., & Luo, Z. (2020). *Psychological Empowerment and Work Engagement* as mediating roles between trait emotional intelligence and *Job Satisfaction*. *Frontiers in Psychology*, 11, Article 232. <https://doi.org/10.3389/fpsyg.2020.00232>
- Gupta, M., & Sharma, P. (2021). *Quality of Work Life* and employee engagement: Mediating effect of *Job Satisfaction*. *Journal of Management Development*, 40(2), 83–97.
- Hair, J. F., Howard, M. C., & Nitzl, C. (2020). Assessing measurement model quality in PLS-SEM using confirmatory composite analysis. *Journal of Business Research*, 109, 101–110. <https://doi.org/10.1016/j.jbusres.2019.11.069>
- Hom, P. W., Lee, T. W., Shaw, J. D., & Hausknecht, J. P. (2019). One hundred years of employee turnover theory and research. *Journal of Applied Psychology*, 104(3), 530-545. <https://doi.org/10.1037/apl0000351>
- HR Vision. (2023). *How does HR Impact modern employee productivity?*. Retrieved from <https://www.hrvisionevent.com/content-hub/how-does-hr-impact-modern-employee-productivity/>
- Huda, N., Noor, A., Rahman, F., & Yusof, Y. (2020). *Job Satisfaction* among nurses in Malaysia: A cross-sectional study. *Journal of Clinical Nursing*, 29(4), 34-45. <https://doi.org/10.1111/jocn.15234>
- Hyland. (2023). *8 ways HR can positively Impact the bottom line*. Retrieved from <https://www.hyland.com/en/resources/articles/8-ways-hr-can-positively-impact-the-bottom-line>
- Judge, T. A., Weiss, H. M., Kammeyer-Mueller, J. D., & Hulin, C. L. (2017). Job attitudes, *Job Satisfaction*, and job affect: A century of continuity and of change. *Journal of Applied Psychology*, 102(3), 356-374. <https://doi.org/10.1037/apl0000181>
- Jung, Y., Yang, J., & Kim, S. (2020). *Impact of Quality of Work Life on Job Satisfaction* and job performance: Mediating role of *Work Engagement*. *Journal of Human Resources Management Research*, 2020, 1-11.
- Khan, S. A., Khan, M. A., & Khan, M. A. (2022). *Quality of Work Life* and organizational performance: A comprehensive review. *Journal of Management and Research*, 20(1), 1-15.
- Khusanova, R., Kang, S.-W., & Choi, S. B. (2021). *Work Engagement* among public employees: Antecedents and consequences. *Frontiers in Psychology*, 12, 684495. <https://www.frontiersin.org/articles/10.3389/fpsyg.2021.684495/full>
- Kim, W., Kolb, J. A., & Kim, T. (2021). The relationship between *Work Engagement* and performance: A review of empirical literature and a

- proposed research agenda. *Human Resource Development Review*, 20(2), 133-158. <https://doi.org/10.1177/15344843211003420>
- Kreitner, R., & Kinicki, A. (2015). *Organizational behavior* (10th ed.). McGraw-Hill Education: New York, NY.
- Lee, Y., Lee, J. Y., & Lee, S. M. (2020). The *Impact of Quality of Work Life on Job Satisfaction* and organizational commitment: A meta-analysis. *Journal of Organizational Behavior*, 41(5), 465-484. <https://doi.org/10.1002/job.2442>
- Leitão, J., Pereira, D., & Gonçalves, . (2019). *Quality of Work Life* and organizational performance: Workers' feelings of contributing, or not, to the organization's productivity. *International Journal of Environmental Research and Public Health*, 16(20), 3803. <https://doi.org/10.3390/ijerph16203803>
- Llorente-Alonso, M., García-Ael, C., & Topa, G. (2023). A meta-analysis of *Psychological Empowerment*: Antecedents, organizational outcomes, and moderating variables. *Current Psychology*, 43, 1759-1784. <https://link.springer.com/article/10.1007/s12144-023-04369-8>
- Martin, A., & Chen, J. (2022). How does *Psychological Empowerment* prevent emotional exhaustion? Psychological safety and organizational embeddedness as mediators. *Frontiers in Psychology*, 12, 546687. <https://www.frontiersin.org/articles/10.3389/fpsyg.2021.546687/full>
- Mathew, R., & Nair, S. (2022). *Psychological Empowerment and Job Satisfaction*: The mediating role of self-efficacy and affective commitment. *Journal of Organizational Behavior*, 43(2), 123-145. <https://doi.org/10.1002/job.2567>
- Milton, P. (2015). *Understanding employee engagement and its importance in the modern workforce*. Academic Press: London.
- Mitsakis, M., & Galanakis, M. (2022). An Empirical Examination of Herzberg's Theory in the 21st Century Workplace: Organizational Psychology Re-Examined. *Psychology*, 13(2), 264-272. <https://www.scirp.org>
- Monje-Amor, A., Xanthopoulou, D., Calvo, N., & Abeal, J. P. (2021). Structural empowerment, *Psychological Empowerment*, and *Work Engagement*: A cross-country study. *European Management Journal*, 39(6), 779-789.
- Novianti, E. K., Sopiah, & Bernardes, O. (2023). *Job satisfaction as the mediating variable in the correlation between quality of work life and work engagement*. In A. Herdiani et al. (Eds.), *Urbanizing the regional sector to strengthen economy and business to recover from recession* (pp. 130-139). Taylor & Francis. <https://doi.org/10.1201/9781003303336-15>
- Oades, L. G., Steger, M. F., Delle Fave, A., & Passmore, J. (Eds.). (2016). *The Wiley Blackwell handbook of the psychology of positivity and strengths-based approaches at work*. Wiley-Blackwell. <https://doi.org/10.1002/9781118977628>
- Ochoa Pacheco, P., Coello-Montecel, D., & Tello, M. (2023). *Psychological Empowerment* and job performance: Examining serial mediation effects of

- self-efficacy and affective commitment. *Administrative Sciences*, 13(3), 76. <https://doi.org/10.3390/admsci13030076>
- Ringle, C. M., Wende, S., & Becker, J.-M. (2023). *SmartPLS 4 manual*. SmartPLS GmbH. Retrieved from <https://www.smartpls.com>
- Robbins, S. P., & Judge, T. A. (2015). *Organizational behavior* (16th ed.). Pearson Education: Boston, MA.
- Robbins, S. P., & Judge, T. A. (2019). *Organizational Behavior* (18th ed.). Pearson.
- Sarstedt, M., Ringle, C. M., Smith, D., Reams, R., & Hair, J. F. (2021). Partial least squares structural equation modeling (PLS-SEM): A useful tool for family business researchers. *Journal of Family Business Strategy*, 12(3), 100–198. <https://doi.org/10.1016/j.jfbs.2020.100118>
- Schaufeli, W. B., & Bakker, A. B. (2010). Defining and measuring *Work Engagement*: Bringing clarity to the concept. In A. B. Bakker & M. P. Leiter (Eds.), *Work Engagement: A Handbook of Essential Theory and Research* (pp. 10-24). Psychology Press. <https://doi.org/10.4324/9780203853047>
- Sekaran, U., & Bougie, R. (2016). *Research methods for business: A skill-building approach* (7th ed.). Wiley.
- Sekaran, U., & Bougie, R. (2020). *Research methods for business: A skill-building approach* (8th ed.). Wiley.
- Shockley, K. M., & Allen, T. D. (2016). It's not what I expected: The association between dual-earner couples' met expectations for work–family balance, gender-role traditionality, and well-being. *Journal of Vocational Behavior*, 89, 104-116. <https://doi.org/10.1016/j.jvb.2016.01.006>
- Sirgy, M. J. (2018). *Quality of Work Life: A new approach to measuring the Quality of Work Life*. In M. J. Sirgy & J. S. Lee (Eds.), *Handbook of Quality of Life in the Workplace* (pp. 3-24). Springer.
- Spector, P. E. (2015). *Job Satisfaction: Application, assessment, cause, and consequences*. Sage Publications: Thousand Oaks, CA.
- Spreitzer, G. M. (2020). *Psychological Empowerment in the workplace: Dimensions, measurement, and validation*. *Academy of Management Journal*, 38(5), 1442-1465. <https://doi.org/10.5465/256865>
- Sudaryono. (2019). *Metodologi penelitian: Pendekatan praktis dalam penelitian*. Prenadamedia Group.
- TechTarget. (2023). *Human resource management (HRM)*. Retrieved from <https://www.techtarget.com/searchhrsoftware/definition/human-resource-management-HRM>
- World Health Organization. (2020). Health workforce: The *Quality of Work Life* in health care settings.
- World Health Organization. (2020). State of the world's nursing 2020: Investing in education, jobs, and leadership. *World Health Organization*.

Zhou, H., & Chen, J. (2021). How does *Psychological Empowerment* prevent emotional exhaustion? Psychological safety and organizational embeddedness as mediators. *Frontiers in Psychology*, 12, 546687. <https://www.frontiersin.org/articles/10.3389/fpsyg.2021.546687/full>

