

DAFTAR PUSTAKA

- Akhtar, H., Pertiwi, R. E., & Mashuri, M. F. (2020). Eksplorasi motivasi relawan: Sebuah perspektif indigenous psychology. *Jurnal Psikologi Sosial*, 19(3), 206–216. <https://doi.org/10.7454/jps.2021.23>
- Alfes, K., Shantz, A., & Bailey, C. (2016). Enhancing Volunteer Engagement to Achieve Desirable Outcomes: What Can Non-profit Employers Do? *Voluntas*, 27(2), 595–617. <https://doi.org/10.1007/s11266-015-9601-3>
- Amir, M. T. (2015). *Merancang Kuesioner: Konsep dan Panduan untuk Penelitian Sikap, Kepribadian & Perilaku*. Kencana.
- Anggraini, N. (2023). Healthcare Access and Utilization in Rural Communities of Indonesia. *Journal of Community Health Provision*, 3(1), 14–19. <https://doi.org/10.55885/jchp.v3i1.214>
- Aseanty, D., Wahyu Gunawan, A., & Julieta, G. (2022). Factors affecting intention to continue volunteering with job satisfaction as mediation. *Business and Entrepreneurial Review*, 22(1), 1–18. <https://doi.org/10.25105/ber.v22i1.13412>
- Atthohiri, N. A., & Wijayati, D. T. (2021). Pengaruh Employee Engagement terhadap Kepuasan Kerja dengan Work Life Balance sebagai Variabel Intervening. *Jurnal Ilmu Manajemen Fakultas Ekonomika Dan Bisnis Universitas Negeri Surabaya*, 9(3), 1092–1100.
- Badan Pusat Statistik. (2025). *Sumba Timur dalam Angka 2025*.
- Baker, A. B. (2014). Daily fluctuations in work engagement: An overview and current directions. *European Psychologist*, 19(4), 227–2236.
- Bang, H. (2015). Volunteer age, job satisfaction, and intention to stay: A case of nonprofit sport organizations. *Leadership and Organization Development Journal*, 36(2), 161–176. <https://doi.org/10.1108/LODJ-04-2013-0052>
- Bang, H., Lee, C., Won, D., Chiu, W., & Chen, L. (2023). Exploring Attitudes of Mandatory Volunteers: The Role of Perceived Organizational Support, Role Clarity, and Self-Efficacy Toward Service. *Nonprofit and Voluntary Sector Quarterly*, 52(2), 421–442. <https://doi.org/10.1177/08997640221093797>
- Bell, M., & Sheridan, A. (2020). How organisational commitment influences nurses' intention to stay in nursing throughout their career. *International Journal of Nursing Studies Advances*, 2. <https://doi.org/10.1016/j.ijnsa.2020.100007>
- Benevene, P., Buonomo, I., & West, M. (2020). The Relationship Between Leadership Behaviors and Volunteer Commitment: The Role of Volunteer Satisfaction. *Frontiers in Psychology*, 11. <https://doi.org/10.3389/fpsyg.2020.602466>
- Blau, P. M. (1964). Justice in Social Exchange. *Sociological Inquiry*, 2, 193–206. <https://doi.org/https://doi.org/10.1111/j.1475-682X.1964.tb00583.x>
- Bougie, R., & Sekaran, U. (2020). *Research Method for Business: A Skill Building Approach* (8th ed.). John Wiley & Sons.
- Braveman, P., Arkin, E., Orleans, T., Proctor, D., Acker, J., & Plough, A. (2018). What is health equity? In *Behavioral Science & Policy* (Vol. 4, Issue 1).
- Brudney, J. L., & Meijs, L. C. P. M. (2014). Models of Volunteer Management: Professional Volunteer Program Management in Social Work. *Human Service Organizations Management, Leadership and Governance*, 38(3), 297–309. <https://doi.org/10.1080/23303131.2014.899281>
- Brunetto, Y., Xerri, M., Shriberg, A., Farr-Wharton, R., Shacklock, K., Newman, S., & Dienger, J. (2013). The impact of workplace relationships on engagement, well-being, commitment and turnover for nurses in Australia and the USA. *Journal of Advanced Nursing*, 69(12), 2786–2799. <https://doi.org/10.1111/jan.12165>
- Chiboiwa, M. W., Chipunza, C., & Samuel, M. O. (2011). Evaluation of job satisfaction and organisational citizenship behaviour: Case study of selected organisations in

- Zimbabwe. *African Journal of Business Management*, 5(7), 2910–2918. <https://doi.org/10.5897/AJBM10.1400>
- Chiu, W., Kang, H. K., & Cho, H. (2023). The relationship between volunteer management, satisfaction, and intention to continue volunteering in sport events: An environmental psychology perspective. *Nonprofit Management and Leadership*. <https://doi.org/10.1002/nml.21600>
- Cho, H., Wong, Z., & Chiu, W. (2020a). The Effect of Volunteer Management on Intention to Continue Volunteering: A Mediating Role of Job Satisfaction of Volunteers. *SAGE Open*, 10(2). <https://doi.org/10.1177/2158244020920588>
- Cho, H., Wong, Z., & Chiu, W. (2020b). The Effect of Volunteer Management on Intention to Continue Volunteering: A Mediating Role of Job Satisfaction of Volunteers. *SAGE Open*, 10(2). <https://doi.org/10.1177/2158244020920588>
- Clary, E. G., Snyder, M., Ridge, R. D., Copeland, J., Associates, S. J., Stukas, A. A., Haugen, J., & Miene, P. (1998). *PERSONALITY PROCESSES AND INDIVIDUAL DIFFERENCES Understanding and Assessing the Motivations of Volunteers: A Functional Approach*.
- Cláudia Nave, A., & do Paço, A. (2013). Corporate volunteering – an analysis of volunteers’ motivations and demographics. *Journal of Global Responsibility*, 4(1), 31–43. <https://doi.org/10.1108/20412561311324050>
- Conduit, J., Karpen, I. O., & Tierney, K. D. (2019). Volunteer engagement: conceptual extensions and value-in-context outcomes. *Journal of Service Theory and Practice*, 29(4), 462–487. <https://doi.org/10.1108/JSTP-06-2018-0138>
- Cook, K. S., Cheshire, C., Rice, E. R. W., & Nakagawa, S. (2013). Social Exchange Theory. In *Handbooks of Sociology and Social Research* (pp. 61–88). Springer Science and Business Media B.V. https://doi.org/10.1007/978-94-007-6772-0_3
- Cornelia Azura, T., Wirawan Irawanto, D., & Susilowati, C. (2023). The role of job satisfaction in mediating the effect of transactional leadership and organizational commitment on intention to stay. *International Journal of Research in Business and Social Science* (2147- 4478), 12(9), 218–228. <https://doi.org/10.20525/ijrbs.v12i9.3019>
- Costa, C. A., Chalip, L., Christine Green, B., & Simes, C. (2006). Reconsidering the Role of Training in Event Volunteers’ Satisfaction. *Sport Management Review*, 9(2), 165–182. [https://doi.org/10.1016/S1441-3523\(06\)70024-9](https://doi.org/10.1016/S1441-3523(06)70024-9)
- Curran, R., Taheri, B., MacIntosh, R., & O’Gorman, K. (2016). Nonprofit Brand Heritage: Its Ability to Influence Volunteer Retention, Engagement, and Satisfaction. *Nonprofit and Voluntary Sector Quarterly*, 45(6), 1234–1257. <https://doi.org/10.1177/0899764016633532>
- de-Miguel-Molina, B., Boix-Domènech, R., Martínez-Villanueva, G., & de-Miguel-Molina, M. (2024). Predicting Volunteers’ Decisions to Stay in or Quit an NGO Using Neural Networks. *Voluntas*, 35(2), 277–291. <https://doi.org/10.1007/s11266-023-00590-y>
- Demir, D., Rodwell, J., & Flower, R. (2013). Workplace bullying among allied health professionals: Prevalence, causes and consequences. *Asia Pacific Journal of Human Resources*, 51(4), 392–405. <https://doi.org/10.1111/1744-7941.12002>
- Dempsey-Brench, K., & Shantz, A. (2022). Skills-based volunteering: A systematic literature review of the intersection of skills and employee volunteering. *Human Resource Management Review*, 32(4), 100874. <https://doi.org/10.1016/j.hrmr.2021.100874>
- do Paço, A., Agostinho, D., & Nave, A. (2013). Corporate versus non-profit volunteering-do the volunteers’ motivations significantly differ? *International Review on Public and Nonprofit Marketing*, 10(3), 221–233. <https://doi.org/10.1007/s12208-013-0101-0>
- Eisenberger, R., Fasolo, P., & Davis-LaMastro, V. (1990). Perceived organizational

- support and employee diligence, commitment, and innovation. *Journal of Applied Psychology*, 75(1), 51–59. <https://doi.org/10.1037/0021-9010.75.1.51>
- Erdogan, B., & Enders, J. (2007). Support from the top: Supervisors' perceived organizational support as a moderator of leader-member exchange to satisfaction and performance relationships. *Journal of Applied Psychology*, 92(2), 321–330. <https://doi.org/10.1037/0021-9010.92.2.321>
- Faul, F., Erdfelder, E., Lang, A.-G., & Buchner, A. (2007). G*Power 3: A flexible statistical power analysis program for the social, behavioral, and biomedical sciences. *Behavior Research Methods*, 39(2), 175–191. <https://doi.org/10.3758/BF03193146>
- Fernandes, T., & Matos, M. A. de. (2023). Towards a better understanding of volunteer engagement: self-determined motivations, self-expression needs and co-creation outcomes. *Journal of Service Theory and Practice*, 33(7), 1–27. <https://doi.org/10.1108/JSTP-09-2022-0215>
- Ferreira, M. R., Proença, T., & Proença, J. F. (2015). Volunteering for a Lifetime? Volunteers' Intention to Stay in Portuguese Hospitals. *Voluntas*, 26(3), 890–912. <https://doi.org/10.1007/s11266-014-9466-x>
- Ficapal-Cusí, P., Enache-Zegheru, M., & Torrent-Sellens, J. (2020). Linking perceived organizational support, affective commitment, and knowledge sharing with prosocial organizational behavior of altruism and civic virtue. *Sustainability (Switzerland)*, 12(24), 1–20. <https://doi.org/10.3390/su122410289>
- Galindo-Kuhn, R., & Guzley, R. M. (2001). The Volunteer Satisfaction Index. *Journal of Social Service Research*, 28(1), 45–68. https://doi.org/10.1300/J079v28n01_03
- Gallarza, M. G., Arteaga, F., & Gil-Saura, I. (2013). The value of volunteering in special events: A longitudinal study. *Annals of Tourism Research*, 40, 105–131. <https://doi.org/10.1016/j.annals.2012.08.001>
- Hager, M. A., & Brudney, J. L. (2003). *The Urban Institute Volunteer Management Practices and Retention of Volunteers*.
- 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). Sage.
- Haivas, S., Hofmans, J., & Pepermans, R. (2013). Volunteer engagement and intention to quit from a self-determination theory perspective. *Journal of Applied Social Psychology*, 43(9), 1869–1880. <https://doi.org/10.1111/jasp.12149>
- Handika, C., & Pusparini, E. S. (2025). Volunteer Intention to Stay in Non-Governmental Organizations: Exploring the Role of Calling through the Lens of Work-as-Calling Theory to Strengthen the Economy. In *International Journal of Economics Development Research* (Vol. 6, Issue 1).
- Hijriani, I. F., Ulfah, N., Khoirul Mufti, A., Puspitasari, M., Nurlita Muharumi, A., Amalia, B., Novitasari, D., Rizkiah, N., Meiyanti Hutami, A., Fauziah, Y., Silmi Zulfannisa, A., Wijaya Zein, A., Muslimin, H., Febrian Korwa, F., Al Mufid, S., Nurhayati, M., Samu Samu Pelu, F., & Mansur, U. (2022). *Indonesian Volunteering Study Reports 2022*.
- Hyde, M. K., Dunn, J., Bax, C., & Chambers, S. K. (2016). Episodic Volunteering and Retention: An Integrated Theoretical Approach. *Nonprofit and Voluntary Sector Quarterly*, 45(1), 45–63. <https://doi.org/10.1177/0899764014558934>
- Islam, M. I., O'Neill, C., Kolar, H., Bagnulo, S., Colbran, R., & Martiniuk, A. (2022). Patient-Reported Experiences and Satisfaction with Rural Outreach Clinics in New South Wales, Australia: A Cross-Sectional Study. *Healthcare (Switzerland)*, 10(8). <https://doi.org/10.3390/healthcare10081391>
- Kahana, E., Bhatta, T., Lovegreen, L. D., Kahana, B., & Midlarsky, E. (2013). Altruism, helping, and volunteering: pathways to well-being in late life. *Journal of Aging and Health*, 25(1), 159–187. <https://doi.org/10.1177/0898264312469665>
- Kahn, W. A. (1990). Psychological Conditions of Personal Engagement and Disengagement at Work. In *Academy of Management Journal* (Vol. 33, Issue 4).

- Karl, K. A., Peluchette, J. V., & Hall, L. M. (2008). Give them something to smile about: A marketing strategy for recruiting and retaining volunteers. *Journal of Nonprofit and Public Sector Marketing*, 20(1), 71–96. <https://doi.org/10.1080/10495140802165360>
- Knapp, J. R., Smith, B. R., & Sprinkle, T. A. (2017). Is It the Job or the Support? Examining Structural and Relational Predictors of Job Satisfaction and Turnover Intention for Nonprofit Employees. *Nonprofit and Voluntary Sector Quarterly*, 46(3), 652–671. <https://doi.org/10.1177/0899764016685859>
- Kock, N. (2015). Common Method Bias in PLS-SEM. *International Journal of E-Collaboration*, 11(4), 1–10. <https://doi.org/10.4018/ijec.2015100101>
- Krejcie, R. V., & Morgan, D. W. (1970). Determining sample size for research activities. *Educational and Psychological Measurement*, 30(3), 607–610.
- Lee, S. Y., & Brand, J. L. (2005). Effects of control over office workspace on perceptions of the work environment and work outcomes. *Journal of Environmental Psychology*, 25(3), 323–333. <https://doi.org/10.1016/j.jenvp.2005.08.001>
- Li, X., Zhang, Y., Yan, D., Wen, F., & Zhang, Y. (2020). Nurses' intention to stay: The impact of perceived organizational support, job control and job satisfaction. *Journal of Advanced Nursing*, 76(5), 1141–1150. <https://doi.org/10.1111/jan.14305>
- Lorente, J. M., Küster, I., & Vila, N. (2024). The role of engagement in retaining volunteers. *International Review on Public and Nonprofit Marketing*. <https://doi.org/10.1007/s12208-024-00412-x>
- Macdonald, S., & MacIntyre, P. (1997). The Generic Job Satisfaction Scale. *Employee Assistance Quarterly*, 13(2), 1–16. https://doi.org/10.1300/J022v13n02_01
- Magrone, M., Montani, F., Emili, S., Bakker, A. B., & Sommovigo, V. (2024). A New Look at Job Demands, Resources, and Volunteers' Intentions to Leave: The Role of Work–Home Interference and Burnout. *Voluntas*. <https://doi.org/10.1007/s11266-024-00679-y>
- Mahapatra, B., Mukherjee, N., Khatoon, S., Bhattacharya, P., & John, D. (2024). Morbidity among the tribal populations of West Bengal: A study based on data collected from the Mobile Medical Clinic. *Journal of Family Medicine and Primary Care*, 13(2), 627–634. https://doi.org/10.4103/jfmpe.jfmpe_1018_23
- Marta, E., & Pozzi, M. (2008). Young people and volunteerism: A model of sustained volunteerism during the transition to adulthood. *Journal of Adult Development*, 15(1), 35–46. <https://doi.org/10.1007/s10804-007-9033-4>
- McBride, A. M., & Lee, Y. S. (2012). Institutional Predictors of Volunteer Retention: The Case of AmeriCorps National Service. *Administration and Society*, 44(3), 343–366. <https://doi.org/10.1177/0095399711413729>
- Mehrabian, A., & Russell, J. A. (1974). *An approach to environmental psychology*. The MIT Press.
- Merlin, Ardhanawari, P. K. T., Hastika, Y., & Rohman, A. (2024). The Impact of Employee Engagement and Employee Motivation on Employee Turnover Intention and the Mediating Role of Organizational Commitment. *WSEAS Transactions on Business and Economics*, 21, 512–527. <https://doi.org/10.37394/23207.2024.21.43>
- Monica, D. S., & Prasetyo, A. (2021). Pengaruh Kepuasan Kerja dan Kompensasi terhadap Intention to Stay dengan Komitmen Organisasi sebagai Variabel Intervening. *Jurnal Ilmiah Manajemen Kesatuan*, 9(2), 101–110. <https://doi.org/10.37641/jimkes.v9i2.553>
- Nargotra, M., & Sarangal, R. K. (2023). Perceived Organizational Support and Intention to Stay: The Mediating Effect of Employee Engagement. *FIIB Business Review*, 12(3), 317–327. <https://doi.org/10.1177/23197145211042521>
- Ngah, N. S., Abdullah, N. L., & Mohd Suki, N. (2022). Servant Leadership, Volunteer Retention, and Organizational Citizenship Behavior in Nonprofit Organizations: Examining the Mediating Role of Job Satisfaction. *Nonprofit and Voluntary Sector Quarterly*, 51(5), 1031–1053. <https://doi.org/10.1177/08997640211057409>

- Omoto, A. M., & Snyder, M. (2002). Considerations of community: The context and process of volunteerism. In *American Behavioral Scientist* (Vol. 45, Issue 5, pp. 846-867+762). <https://doi.org/10.1177/0002764202045005007>
- Park, J. H., Newman, A., Zhang, L., Wu, C., & Hooke, A. (2016). Mentoring functions and turnover intention: the mediating role of perceived organizational support. *International Journal of Human Resource Management*, 27(11), 1173–1191. <https://doi.org/10.1080/09585192.2015.1062038>
- Penner, L. A. (2002). Dispositional and organizational influences on sustained volunteerism: An interactionist perspective. *Journal of Social Issues*, 58(3), 447–467. <https://doi.org/10.1111/1540-4560.00270>
- Pithaloka, D. A., & Ardiyanti, N. (2024). The Effect of Perceived Organizational Support on Intention to Stay Mediated by Employee Engagement and Job Satisfaction. *Jurnal Aplikasi Manajemen*, 22(2), 476–491. <https://doi.org/10.21776/ub.jam.2024.022.02.13>
- Putu, N., Andriyanti, V., Wayan, I., & Supartha, G. (2021). Effect of perceived organizational support on organizational citizenship behavior with job satisfaction as mediating variables. *American Journal of Humanities and Social Sciences Research*, 5, 46–55. www.ajhssr.com
- Rhoades, L., & Eisenberger, R. (2002). Perceived organizational support: A review of the literature. *Journal of Applied Psychology*, 87(4), 698–714. <https://doi.org/10.1037/0021-9010.87.4.698>
- Richman, A. L., Civian, J. T., Shannon, L. L., Jeffrey Hill, E., & Brennan, R. T. (2008). The relationship of perceived flexibility, supportive work-life policies, and use of formal flexible arrangements and occasional flexibility to employee engagement and expected retention. *Community, Work and Family*, 11(2), 183–197. <https://doi.org/10.1080/13668800802050350>
- Ringle, C. M., & Sarstedt, M. (2016). Gain more insight from your PLS-SEM results the importance-performance map analysis. In *Industrial Management and Data Systems* (Vol. 116, Issue 9, pp. 1865–1886). Emerald Group Publishing Ltd. <https://doi.org/10.1108/IMDS-10-2015-0449>
- Rogers, S. E., Rogers, C. M., & Boyd, K. D. (2013). Challenges and opportunities in healthcare volunteer management: insights from volunteer administrators. *Hospital Topics*, 91(2), 43–51. <https://doi.org/10.1080/00185868.2013.806012>
- Ryan, R. M., & Deci, E. L. (1985). *Self-Determination Theory and the Facilitation of Intrinsic Motivation, Social Development, and Well-Being*. Self-Determination Theory. Ryan.
- Sapar, L. C., & Oducado, R. M. F. (2021). Revisiting job satisfaction and intention to stay: A cross-sectional study among hospital nurses in the Philippines. *Nurse Media Journal of Nursing*, 11(2), 133–143. <https://doi.org/10.14710/NMJN.V11I2.36557>
- Sarstedt, M., Hair, J. F., Pieck, 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>
- Schaufeli, W. B., & Bakker, A. B. (2004). Job demands, job resources, and their relationship with burnout and engagement: a multi-sample study. *Journal of Organizational Behavior*, 25(3), 293–315. <https://doi.org/10.1002/job.248>
- Silverberg, K. E., Marshall, E. K., & Ellis, G. D. (2001). Measuring Job Satisfaction of Volunteers in Public Parks and Recreation. *Journal of Park and Recreation Administration*, 19(1), 79–92. <https://www.researchgate.net/publication/285313567>
- Sugiyono. (2022). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. CV Alfabeta.
- Sumba Volunteer. (2022). *Sekolah Paralel Wutu Ahu*.
- 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>
- Toscano, F., & Zappalà, S. (2024). Volunteers' satisfaction with the voluntary association: exploring the role of service climate, organizational identification, and understanding motivation. *Current Psychology*, 43(17), 15471–15483. <https://doi.org/10.1007/s12144-023-05475-3>
- Traeger, C., Haski-Leventhal, D., & Alfes, K. (2022). Extending organizational socialization theory: Empirical evidence from volunteer work for refugees in France and Australia. *Human Relations*, 75(6), 1140–1166. <https://doi.org/10.1177/00187267211006451>
- Turk, A., Tierney, S., Wong, G., Todd, J., Chatterjee, H. J., & Mahtani, K. R. (2022). Self-growth, wellbeing and volunteering - Implications for social prescribing: A qualitative study. *SSM - Qualitative Research in Health*, 2, 100061. <https://doi.org/10.1016/j.ssmqr.2022.100061>
- United Nation Development Programme. (2016). *Human Development Report 2015: Work for Human Development*. United Nations Publications.
- Usadolo, Q. E., Brunetto, Y., Nelson, S., & Gillett, P. (2022a). Connecting the Dots: Perceived Organization Support, Motive Fulfilment, Job Satisfaction, and Affective Commitment Among Volunteers. *SAGE Open*, 12(3). <https://doi.org/10.1177/21582440221116111>
- Usadolo, Q. E., Brunetto, Y., Nelson, S., & Gillett, P. (2022b). Connecting the Dots: Perceived Organization Support, Motive Fulfilment, Job Satisfaction, and Affective Commitment Among Volunteers. *SAGE Open*, 12(3). <https://doi.org/10.1177/21582440221116111>
- Vecina, M. L., Chacón, F., Marzana, D., & Marta, E. (2013). Volunteer Engagement And Organizational Commitment In Nonprofit Organizations: What Makes Volunteers Remain Within Organizations And Feel Happy? *Journal of Community Psychology*, 41(3), 291–302. <https://doi.org/10.1002/jcop.21530>
- Vecina, M. L., Chacón, F., Sueiro, M., & Barrón, A. (2012). Volunteer Engagement: Does Engagement Predict the Degree of Satisfaction among New Volunteers and the Commitment of Those who have been Active Longer? *Applied Psychology*, 61(1), 130–148. <https://doi.org/10.1111/j.1464-0597.2011.00460.x>
- Wardiansyah, D. R., Khusniyah Indrawati, N., & Tri Kurniawati, D. (2024). The effect of employee motivation and employee engagement on job performance mediated by job satisfaction. *International Journal of Research in Business and Social Science* (2147-4478), 13(1), 220–231. <https://doi.org/10.20525/ijrbs.v13i1.3133>
- Warner, S., Newland, B. L., & Green, B. C. (2011). More than motivation: Reconsidering volunteer management tools. *Journal of Sport Management*, 25(5), 391–407. <https://doi.org/10.1123/jsm.25.5.391>
- Wilson. (2000). Volunteering. *Annual Review of Sociology*, 26, 215–240. <https://doi.org/https://doi.org/10.1146/annurev.soc.26.1.215>
- Wilson, J. (2012). Volunteerism Research: A Review Essay. In *Nonprofit and Voluntary Sector Quarterly* (Vol. 41, Issue 2, pp. 176–212). SAGE Publications Inc. <https://doi.org/10.1177/0899764011434558>
- Winterton, R., Hodgkin, S., Mitchell, K., O'Neill, T., & Walsh, S. (2020). *Engagement, Commitment, Satisfaction and Intention to Remain Among Volunteers in Victorian Public Health Sector Organizations Authorship*.
- Wisner, P. S., Stringfellow, A., Youngdahl, W. E., & Parker, L. (2005). The service volunteer - Loyalty chain: An exploratory study of charitable not-for-profit service organizations. *Journal of Operations Management*, 23(2 SPEC. ISS.), 143–161. <https://doi.org/10.1016/j.jom.2004.07.003>
- Wu, Y., Li, C., & Khoo, S. (2016). Predicting future volunteering intentions through a self-determination theory perspective. *Voluntas*, 27(3), 1266–1279. <https://doi.org/10.1007/s11266-015-9570-6>

- Wymer, W. W., & Starnes, B. J. (2001). Conceptual Foundations and Practical Guidelines for Recruiting Volunteers to Serve in Local Nonprofit Organizations: Part I. *Journal of Nonprofit & Public Sector Marketing*, 9(1–2), 63–96. https://doi.org/10.1300/J054v09n01_05
- Xu, L. ping, Liao, J. bao, Wu, Y. shen, & Kuang, H. da. (2021). Effect of Psychological Capital of Volunteers on Volunteering Behavior: The Chained Mediation Role of Perceived Social Support and Volunteer Motivation. *Frontiers in Psychology*, 12. <https://doi.org/10.3389/fpsyg.2021.657877>
- Yayasan Kawan Baik Indonesia. (2023, June 22). *Program Malaria - Mempersiapkan dan Memobilisasi Sumber Daya*. <https://Kawanbaikindonesia.Org/En/News/Program-Malaria-Mempersiapkan-Dan-Memobilisasi-Sumber-Daya/>.
- Yerramilli, P., Chopra, M., & Rasanathan, K. (2024). The cost of inaction on health equity and its social determinants. In *BMJ Global Health* (Vol. 9, Issue Suppl 1). BMJ Publishing Group. <https://doi.org/10.1136/bmjgh-2023-012690>
- Yoo, S., Ko, Y. J., Hur, Y., Bang, H., & Kim, T. (2023). Exploring volunteer engagement in a mega sport events: the role of functional attitudes. *European Sport Management Quarterly*, 23(5), 1610–1629. <https://doi.org/10.1080/16184742.2022.2052924>

