

DAFTAR PUSTAKA

- Abadi, I., & Hasanuddin, H. (2024). Impact of job stress and burnout on employee satisfaction and performance in the work environment. *Journal of Economic Resources (JOER)*, 4(2), 170–183. <https://doi.org/10.55098/joer.4.2.170-183>
- Abdul Aziz, A. F., & Ong, T. (2025). Access to employee assistance programs and employee wellbeing: A cross-sectional study of employees in Southeast Asia. *BMC Public Health*, 25, 398. <https://doi.org/10.1186/s12889-025-21358-7>
- Alfajar, Y., & Hidayati, R. A. (2022). Dampak kelelahan mental (burnout) terhadap kinerja karyawan retail besi dan baja. *Jurnal Mahasiswa Manajemen*, 3(1), 16–24. <https://doi.org/10.30587/mahasiswamanajemen.v3i01.4050>
- Amelia, S. A., Violinda, Q., & Kurniawan, B. (2025). Pengaruh work-life balance, keterampilan, dan burnout terhadap kinerja dimediasi budaya kerja pada karyawan Bank Rakyat Indonesia Cabang Semarang Pattimura. *Jurnal Ekonomi Bisnis dan Akuntansi (JEBAKU)*, 5(1), 616–628. <https://journalshub.org/index.php/jebaku/article/view/5451>
- Aminurhan, A. A., & Abas, N. A. H. (2025). The relationship between burnout and perceived job performance among private-sector employees in Malaysia. *EDUCATUM Journal of Social Sciences*, 11(sp.4), 33–41. <https://doi.org/10.37134/ejoss.vol11.sp.4.2025>
- Amirullah. (2015). *Pengantar manajemen*. Mitra Wacana Media.
- Antara News. (2024, October 14). Urgensi menjaga kesehatan mental pekerja untuk raih bonus demografi. <https://www.antaraneews.com/berita/4388086/urgensi-menjaga-kesehatan-mental-pekerja-untuk-raih-bonus-demografi>
- Antara News. (2024, September 27). 52 persen pekerja *burnout*, perusahaan diminta skrining psikologis. <https://www.antaraneews.com/berita/5165765/52-persen-pekerja-burnout-perusahaan-diminta-skrining-psikologis>
- Bakker, A. B., & Demerouti, E. (2007). The Job Demands-Resources model: State of the art. *Journal of Managerial Psychology*, 22(3), 309–328. <https://doi.org/10.1108/02683940710733115>
- Bakker, A. B., & Demerouti, E. (2017). Job demands–resources theory: Taking stock and looking forward. *Journal of Occupational Health Psychology*, 22(3), 273–285. <https://doi.org/10.1037/ocp0000056>
- Baron, R. M., & Kenny, D. A. (1986). The moderator–mediator variable distinction in social psychological research. *Journal of Personality and Social Psychology*, 51(6), 1173–1182. <https://doi.org/10.1037/0022-3514.51.6.1173>
- Dinas Kesehatan Kota Semarang. (2024). Profil kesehatan Kota Semarang tahun 2024. Dinas Kesehatan Kota Semarang. <https://profil->

- kesehatan.dinkes.semarangkota.go.id/publication/profil-kesehatan-2024
- Ferdinand, A. (2006). *Metode penelitian manajemen: Pedoman penelitian untuk penulisan skripsi, tesis, dan disertasi ilmu manajemen*. Badan Penerbit Universitas Diponegoro.
- Ghozali, I. (2018). *Aplikasi analisis multivariate dengan program IBM SPSS 25*. Badan Penerbit Universitas Diponegoro.
- Ghozali, I. (2021). *Partial Least Square Konsep, Teknik Dan Aplikasi Menggunakan Program SmartPLS 3.2.9 Untuk Penelitian Empiris (3rd ed.)*. Badan Penerbit Undip.
- Goodstats Indonesia. (2024, September 18). Gangguan kesehatan mental yang paling dikhawatirkan orang Indonesia 2024. <https://data.goodstats.id/statistic/gangguan-kesehatan-mental-yang-paling-dikhawatirkan-orang-indonesia-2024-mA3pJ>
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2017). *A primer on partial least squares structural equation modeling (PLS-SEM) (2nd ed.)*. Sage Publications.
- Handayani, L. K., Sutrisno, D. A., & Rahman, A. (2022). The influence of burnout syndrome and job satisfaction on the quality of service for nurses in hospitals. *Media Penelitian dan Pengembangan Kesehatan*, 5(3), 45–55. <https://jurnal.polkesban.ac.id/index.php/jmp2k/article/view/2993>
- Hizkia, I., Gaol, R. L., & Marbun, A. (2025). Faktor-faktor yang menyebabkan burnout pada perawat di ruang rawat bedah Rumah Sakit Santa Elisabeth Medan tahun 2025. *Journal of Innovative and Creativity (Joecy)*, 5(3), 32436–32444. <https://doi.org/10.31004/joecy.v5i3.4814>
- Hobfoll, S. E. (1989). *Conservation of resources: A new attempt at conceptualizing stress*. *American Psychologist*, 44(3), 513–524. <https://doi.org/10.1037/0003-066X.44.3.513>
- Husein, U. (2008). *Metode penelitian untuk skripsi dan tesis bisnis*. RajaGrafindo Persada.
- Idrus, S., Pulungan, D. R., Muliany, F., Irdhayanti, E., & Ginanjar, S. (2024). The effect of burnout on employee performance with workload as a moderating variable. *Jurnal Ilmiah Edunomika*, 8(3), 1–9. <https://jurnal.stie-aas.ac.id/index.php/jie/article/view/14896>
- Judijanto, L. (2024). Global trends in employee wellbeing research: A bibliometric study. *West Science Business and Management*, 2(3), 1002–1015. <https://doi.org/10.58812/wsbm.v2i03.1282>
- Kenny, D. A. (2018). Moderation. <https://davidakenny.net/cm/moderation.htm>
- Kompas.id. (2024, September 9). Kontinuitas pembangunan kesehatan jiwa. <https://www.kompas.id/baca/opini/2024/09/09/kontinuitas-pembangunan-kesehatan-jiwa>
- Kurniawan, A. & Saragih, D. (2024). *Kinerja Karyawan — DIMENSI, Volume 14 Nomor 2* (2025).
- Lovibond, P. F., & Lovibond, S. H. (1995). The structure of negative emotional states: Comparison of the Depression Anxiety Stress Scales (DASS) with the Beck Depression and Anxiety Inventories. *Behaviour*

- Research and Therapy, 33(3), 335–343. [https://doi.org/10.1016/0005-7967\(94\)00075-U](https://doi.org/10.1016/0005-7967(94)00075-U)
- Lu, X., Yu, H., & Shan, B. (2022). Relationship between Employee Mental Health and Job Performance: Mediation Role of Innovative Behavior and Work engagement. *International Journal of Environmental Research and Public Health*, 19(11), 6599. <https://doi.org/10.3390/ijerph19116599>
- Mangkunegara, A. A. A. P. (2017). *Manajemen sumber daya manusia perusahaan. Remaja Rosdakarya*.
- Manulife. (2024). *Manulife Asia Care Survey 2024*. Manulife Indonesia. *Manulife Asia Care Survey 2024 – Manulife Indonesia*
- Marianggodo, W. D. T., & Lahindah, L. (2025). The effect of work-life balance on mental health with job satisfaction as a mediator variable in employees PT. XYZ (energy sector). *Eduvest – Journal of Universal Studies*, 5(5), 5653–5665.
- Maslach, C., & Jackson, S. E. (1981). The measurement of experienced burnout. *Journal of Occupational Behavior*, 2(2), 99–113. <https://doi.org/10.1002/job.4030020205>
- Maslach, C., & Leiter, M. P. (2008). Early predictors of job burnout and engagement. *Journal of Applied Psychology*, 93(3), 498–512. <https://doi.org/10.1037/0021-9010.93.3.498>
- Maslach, C., & Leiter, M. P. (2016). *Burnout*. Wiley.
- Nagarajan, R., Ramachandran, P., Dilipkumar, R., & Kaur, P. (2024). Global estimate of burnout among the public health workforce: A systematic review and meta-analysis. *Human Resources for Health*, 22, 30. <https://doi.org/10.1186/s12960-024-00917-w>
- Organisation for Economic Co-operation and Development. (2021). Mental health and work: Promoting well-being in the workplace. <https://www.oecd.org/els/mental-health-and-work-1d7fle88-en.pdf>
- Pradnyani, P. & Riana, I. (2023). Pengaruh Kompetensi, Komitmen, dan Lingkungan Kerja terhadap Kinerja Karyawan pada PT PLN Bali. *E-Jurnal Manajemen Universitas Udayana*, 12(3). PDF tersedia di: <https://ojs.unud.ac.id/index.php/manajemen/article/download/100091/49728>
- Ramadhanty, F. A., & Muafi, M. (2023). The Effect of Emotional Intelligence and Mental Health Towards Employee Performance Mediated by Job satisfaction. *Telaah Bisnis*, 24(1), 26–38. <https://doi.org/10.35917/tb.v24i1.357>
- Ridwan. (2009). *Skala pengukuran variabel-variabel penelitian*. Alfabeta.
- Robbins, S. P., & Judge, T. A. (2017). *Organizational behavior (17th ed.)*. Pearson Education.
- Salvagioni, D. A. J., Melanda, F. N., Mesas, A. E., González, A. D., Gabani, F. L., & Andrade, S. M. (2017). Physical, psychological and occupational consequences of job burnout: A systematic review of prospective studies. *PLoS ONE*, 12(10), e0185781.

<https://journals.plos.org/plosone/article/file?id=10.1371/journal.pone.0185781&type=printable>

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://www.wilmarschaufeli.nl/publications/Schaufeli/209.pdf>

Sugiyono. (2012). *Metode penelitian bisnis*. Alfabeta.

Sugiyono. (2019). *Metode penelitian kuantitatif, kualitatif, dan R&D*. Alfabeta.

Widarjono, A. (2015). *Analisis multivariat terapan dengan program SPSS, AMOS, dan SMARTPLS*. UPP STIM YKPN.

World Health Organization. (2022). Mental health at work. <https://www.who.int/publications/i/item/9789240053052>

