

DAFTAR PUSTAKA

- Al-Hakim, L., Zhang, Y., Jin, J., & Sevdalis, N. (2022). The effect of psychological meaningfulness and perceived organisational support on the relationship between nursing workload and job satisfaction: A prospective, cross-sectional investigation. *International Journal of Nursing Studies*, 133, 104274. <https://doi.org/https://doi.org/10.1016/j.ijnurstu.2022.104274>
- Aleksynska, M. (2018). Temporary employment, work quality, and job satisfaction. *Journal of Comparative Economics*, 46(3), 722–735. <https://doi.org/https://doi.org/10.1016/j.jce.2018.07.004>
- Allan, B. A., Batz-Barbarich, C., Sterling, H. M., & Tay, L. (2018). Outcomes of Meaningful Work: A Meta-Analysis. *Journal of Management Studies*. <https://doi.org/10.1111/joms.12406>
- Allan, B. A., Dexter, C., Kinsey, R., & Parker, S. (2018). Meaningful work and mental health: job satisfaction as a moderator. *Journal of Mental Health*, 27(1), 38–44. <https://doi.org/10.1080/09638237.2016.1244718>
- Bakker, A. B., & Bal, M. P. (2010). Weekly work engagement and performance: A study among starting teachers. *Journal of Occupational and Organizational Psychology*, 83(1), 189–206. <https://doi.org/10.1348/096317909X402596>
- Bakker, A. B., & Demerouti, Evangelia Verbeke, W. (2004). Using the Job Demands-Resources Model to Predict Burnout and Performance. *Human Resource Management*, 43(1), 83–104. <https://doi.org/10.1002/hrm.20004>
- Bakker, A. B., & Demerouti, E. (2008). Towards a model of work engagement. *Career Development International*, 13(3), 209–223. <https://doi.org/10.1108/13620430810870476>
- Britt, T. W., Adler, A. B., & Bartone, P. T. (2001). Deriving Benefits From Stressful Events: The Role of Engagement in Meaningful Work and Hardiness. *Journal of Occupational Health Psychology*, 6(1), 53–65. <https://doi.org/Journal of Occupational Health Psychology>
- Cai, Z., Huang, Q., Liu, H., & Wang, X. (2018). Improving the agility of employees through enterprise social media: The mediating role of psychological conditions. *International Journal of Information Management*, 38(1), 52–63. <https://doi.org/10.1016/j.ijinfomgt.2017.09.001>
- Caillier, J. G. (2020). The Impact of Workplace Aggression on Employee Satisfaction With Job Stress, Meaningfulness of Work, and Turnover Intentions. *Public Personnel Management*, 1–24. <https://doi.org/.org/10.1177/0091026019899976>

- Chalofsky, N., & Krishna, V. (2009a). Meaningfulness, Commitment, and Engagement: The Intersection of a Deeper Level of Intrinsic Motivation. *Advances in Developing Human Resources*, 11(1), 89–203. <https://doi.org/10.1177/1523422309333147>
- Chalofsky, N., & Krishna, V. (2009b). Meaningfulness, Commitment, and Engagement: The Intersection of a Deeper Level of Intrinsic Motivation. *Advances in Developing Human Resources*, 11(1), 89–203. <https://doi.org/10.1177/1523422309333147>
- Darling, J., & Chalofsky, N. (2004). Spiritual in the workplace. In *Encyclopedia of life support systems (EOLSS)*.
- De Clercq, D., Haq, I. U., & Azeem, M. U. (2019). Why happy employees help. *Personnel Review*, 48(4), 1001–1021. <https://doi.org/10.1108/PR-02-2018-0052>
- Eldor, L., & Harpaz, I. (2015). A process model of employee engagement: The learning climate and its relationship with extra-role performance behaviors. *Journal of Organizational Behavior*, 37(2), 213–235. <https://doi.org/10.1002/job.2037>
- Fahrani, N. S. (2020). Analisis Keberadaan Pegawai Pemerintah Non Pegawai Negeri Sipil dalam Perspektif Manajemen ASN. *Civil Service*, 14(2).
- Frankl, V. (2017). *Man's search for meaning: An introduction to logotherapy*. Boston: Beacon.
- Garg, K., Dar, I. A., & Mridula, M. (2017). Job Satisfaction and Work Engagement: A Study Using Private Sector Bank Managers. *Advances in Developing Human Resources*, 1–14. <https://doi.org/10.1177/1523422317742987>
- Geisler, M., Berthelsen, H., & Muhonen, T. (2019). Retaining Social Workers: The Role of Quality of Work and Psychosocial Safety Climate for Work Engagement, Job Satisfaction, and Organizational Commitment. *Human Service Organizations: Management, Leadership & Governance*, 43(1), 1–15. <https://doi.org/10.1080/23303131.2019.1569574>
- Ghozali, I. (2014). *Structural Equation Modeling, Metode Alternatif dengan Partial Least Square (PLS)* (4th ed.). Semarang: Badan Penerbit Universitas Diponegoro.
- Greenberg, J. (2011). *Behavior in Organizations* (10th ed.). Harlow: Pearson Education Limited.
- Grupta, M. (2015). Corporate Social Responsibility, Employee–Company Identification, and Organizational Commitment: Mediation by Employee Engagement. *Current Psychology*, 36(1), 101–109. <https://doi.org/10.1007/S12144-015-9389-8>
- Guarnaccia, C., Scrima, F., Civilleri, A., & Salerno, L. (2018). The Role of

Occupational Self-Efficacy in Mediating the Effect of Job Insecurity on Work Engagement, Satisfaction and General Health. *Current Psychology*, 37(3), 488–497. <https://doi.org/10.1007/s12144-016-9525-0>

Hair, J., Black, W. C., Babin, J. B., & Andreson, R. E. (2014). *Multivariate Data Analysis*. In *Neuromarketing in India: Understanding the Indian Consumer* (7th ed.). Harlow: Pearson Education Limited. <https://doi.org/10.4324/9781351269360>

Humphrey, S. E., Nahrgang, J. D., & Morgeson, F. P. (2007). Integrating motivational, social, and contextual work design features: A meta-analytic summary and theoretical extension of the work design literature. *Journal of Applied Psychology*, 2(5), 1332–1356. <https://doi.org/10.1037/0021-9010.92.5.1332>

Inceoglu, I., & Warr, P. (2012). Personality and Job Engagement. *Journal of Personnel Psychology*, 10(177–181). <https://doi.org/10.1027/1866-5888/a000045>

Kašpárková, L., Vaculík, M., Procházka, J., & Schaufeli, W. B. (2018). Why resilient workers perform better: The roles of job satisfaction and work engagement. *Journal of Workplace Behavioral Health*, 33(1), 43–62. <https://doi.org/10.1080/15555240.2018.1441719>

Khan, W. A. (1990a). Psychological Conditions of Personal Engagement and Disengagement at Work. *Academy of Management Journal*, 33(4), 692–724. <https://doi.org/10.5465/256287>

Khan, W. A. (1990b). Psychological Conditions of Personal Engagement and Disengagement at Work. *Academy of Management Journal*, 33(4), 692–724. <https://doi.org/10.5465/256287>

Luthans. (2006). *Perilaku Organisasi* (10th ed.). Yogyakarta: Andi.

Macey, W. H., & Schneider, B. (2008). The Meaning of Employee Engagement. *Industrial and Organizational Psychology*, 1(1), 3–30. <https://doi.org/10.1111/j.1754-9434.2007.0002.x>

Maslow, A. . (1971). *The farther reaches of human nature*. New York: Penguin.

May, D. R., Gilson, R. L. G., & Harter, L. M. (2004a). The psychological conditions of meaningfulness, safety and availability and the engagement of the human spirit at work. *Journal of Occupational and Organizational Psychology*, 77(1), 11–37. <https://doi.org/10.1348/096317904322915892>

May, D. R., Gilson, R. L. G., & Harter, L. M. (2004b). The psychological conditions of meaningfulness, safety and availability and the engagement of the human spirit at work. *Journal of Occupational and Organizational Psychology*, 77(1), 11–37. <https://doi.org/10.1348/096317904322915892>

Mostafa, A., & El-Motalib, E. (2018a). Ethical Leadership, Work Meaningfulness, and Work Engagement in the Public Sector. *Review of Public Personnel Administration*, 40(1), 112–131.

Mostafa, A., & El-Motalib, E. (2018b). Ethical Leadership, Work Meaningfulness, and Work Engagement in the Public Sector. *Review of Public Personnel Administration*, 1–20. <https://doi.org/10.1177/0734371X18790628>

Nemteanu, M.-S., Dinu, V., Pop, R.-A., & Dabija, D.-C. (2022). Predicting Job Satisfaction and Work Engagement Behavior in the Covid-19 Pandemic: A Conservation of Resources Theory Approach. *Business Administration and Management*, 25(2). <https://doi.org/10.15240/tul/001/2022-2-002>

Ngo, H.-Y., & Hui, L. (2017). Individual Orientations and Career Satisfaction: The Mediating Roles of Work Engagement and Self-Efficacy. *Journal of Career Development*, 1–15. <https://doi.org/10.1177/0894845317706759>

Parker, S. K., & Griffin, M. A. (2011). Understanding active psychological states: Embedding engagement in a wider nomological net and closer attention to performance. *European Journal of Work and Organizational Psychology*, 20(1), 60–67. <https://doi.org/10.1080/1359432x.2010.532869>

Preston, C. C., & Colman, A. M. (2000). Optimal number of response categories in rating scales: reliability, validity, discriminating power, and respondent preferences. *Acta Psychologica*, 104(1), 1–15. [https://doi.org/10.1016/S0001-6918\(99\)00050-5](https://doi.org/10.1016/S0001-6918(99)00050-5)

Richa, C. (2019). Corporate social responsibility perceptions and employee engagement: role of psychological meaningfulness, safety and availability. *Corporate Governance: The International Journal of Business in Society*, 19(4), 631–647. <https://doi.org/10.1108/CG-06-2018-0207>

Richa, C., & Anuja, A. (2019). CSR perceptions and employee creativity: examining serial mediation effects of meaningfulness and work engagement. *Social Responsibility Journal*, 15(1), 61–74. <https://doi.org/10.1108/SRJ-01-2018-0018>

Riyanto, S., Endri, E., & Herlisha, N. (2021). Effect of work motivation and job satisfaction on employee performance: Mediating role of employee engagement. *Problems and Perspectives in Management*, 19(3), 162–174. [https://doi.org/10.21511/ppm.19\(3\).2021.14](https://doi.org/10.21511/ppm.19(3).2021.14)

Robbins, S. P., & Judge, T. A. (2017). *Organizational Behavior* (17th ed.). Harlow: Pearson.

Rothbard, N. (2001). Enriching or Depleting? The Dynamics of Engagement in Work and Family Roles. *Administrative Science Quarterly*, 46(4), 655–684. <https://doi.org/10.2307/3094827>

Rothmann, S., & Olivier, A. (2007). Antecedents of work engagement in a multinational oil company. *SA Journal of Industrial Psychology*, 33(3), 49–56. <https://doi.org/10.4102/sajip.v33i3.396>

Sabirin, & Ilham. (2020). Disiplin Kerja, Pengalaman Kerja Terhadap Kepuasan dan Kinerja Pengawas. *Jurnal Ilmiah Manajemen Dan Bisnis*, 21(2). <https://doi.org/https://doi.org/10.30596/jimb.v21i2.4295>

Scanlan, J. N., & Hazelton, T. (2019). Relationships between job satisfaction, burnout, professional identity and meaningfulness of work activities for occupational therapists working in mental health. *Australian Occupational Therapy Journal*. <https://doi.org/10.1111/1440-1630.12596>

Schaufeli, W. B., & Bakker, A. (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>

Schaufeli, W. B., Bakker, A. B., & Salanova, M. (2006). The Measurement of Work Engagement With a Short Questionnaire. *Educational and Psychological Measurement*, 66(4), 701–716. <https://doi.org/10.1177/0013164405282471>

Schaufeli, W. B., Salanova, M., González-romá, V., & Bakker, A. B. (2002). The Measurement of Engagement and Burnout: A Two Sample Confirmatory Factor Analytic Approach. *Journal of Happiness Studies*, 3, 71–92. Retrieved from <https://www.wilmarschaufeli.nl/publications/Schaufeli/178.pdf>

Sekaran, U., & Bougie, R. (2016). *Research Methods for Business : A Skill Building Approach* (Seventh). Chichester: John Wiley & Sons.

Soane, E., Shantz, A., Alfes, K., & Truss, C. (2013). The Association of Meaningfulness, Well-Being, and Engagement with Absenteeism: A Moderated Mediation Model. *Human Resource Management*, 52(3), 441–456.

Steger, M. F., J. D. B., & Duffy, R. D. (2012). Measuring Meaningful Work: The Work and Meaning Inventory (WAMI). *Journal of Career Assessment*, 20(3), 322–337. <https://doi.org/10.1177/1069072711436160>

Surajiyo, Nasruddin, & Paleni, H. (2020). *Penelitian Sumber Daya Manusia : Pengertian, Teori dan Aplikasi*. Yogyakarta: Deepublish.

Tambunan, I., Werdiono, D., Manumoyoso, A., & Pandia, A. (2023). Menanti Kejelasan Nasib Usai Status Honorer Dihapus. *Kompas.Com*. Retrieved from <https://www.kompas.id/baca/nusantara/2023/08/23/20230823itakhawatir-dan-optimistis-bayangi-kebijakan-stop-honorer>

Universitas Minnesota. (1977). Minnesota Satisfaction Questionnaire. Retrieved from <https://vpr.psych.umn.edu/node/26>

Wang, C., Xu, J., Zhang, C. T., & Li, Q. M. (2020). Effects of professional identity on turnover intention in China's hotel employees: The mediating role of employee engagement and job satisfaction. *Journal of Hospitality and Tourism Management*, 45, 10–22. <https://doi.org/10.1016/j.jhtm.2020.07.002>

Woods, S. A., & Sofat, J. A. (2013). Personality and engagement at work: the mediating role of psychological meaningfulness. *Journal of Applied Social Psychology*, 43(11), 2203–2210. <https://doi.org/https://doi.org/10.1111/jasp.12171>

Zainal, V. R., Ramly, M., Mutis, T., & Arafah, W. (2018). *Manajemen Sumber Daya Manusia untuk Perusahaan: Dari Teori ke Praktik* (3rd ed.). Depok: Rajawali Pers.

