

DAFTAR PUSTAKA

1. Malinowska I, Micek A, Gabrys T, Kozka M, Gajda K, Gniadek A, et al. The Impact Of The Work Environment Of Nurses On Patients Safety. 2021;2–7. Available from: <https://doi.org/10.21203/rs.3.rs-293880/v1>
2. Lee SE, Scott LD. Hospital Nurses' Work Environment Characteristics and Patient Safety Outcomes: A Literature Review. Vol. 40, Western Journal of Nursing Research. SAGE Publications Inc.; 2018. p. 121–45.
3. Cusson RM, Meehan C, Bourgault A, Kelley T. Educating the next generation of nurses to be innovators and change agents. *Journal of Professional Nursing*. 2020 Mar 1;36(2):13–9.
4. Salahat, M. F. & Al-Hamdan, Z. M. Quality of nursing work life, job satisfaction, and intent to leave among Jordanian nurses: A descriptive study. *Heliyon*. 2022.8
5. Brooks BA., Anderson MA. Defining Quality of Nursing Work Life. *Nursing Economics*. 2005. 23(6):320-321
6. Bari A, Hidayat R, Hirarki Maslow T, Pembelian K, Merek C, Studi Manajemen P, et al. Teori Hirarki Kebutuhan Maslow Terhadap Keputusan Pembelian Merek Gadget Keywords : Publishing Institution. Available from: <http://jurnal.um-palembang.ac.id/motivasi>
7. Muhibbin M, Marfuatun M. Urgensi Teori Hierarki Kebutuhan Maslow Dalam Meminimalisir Prokrastinasi Akademik Di Kalangan Mahasiswa. *Educatio [Internet]*. 2020 Dec 31;15(2):9–20. Available from: <http://e-journal.hamzanwadi.ac.id/index.php/edc/article/view/2714>
8. Pekerjaan Sosial J, Padajajaran Philia Anindita Ginting U. Implementasi Teori Maslow dan Peran Ganda Pekerja Wanita K3L. 2018;
9. Bajuri DA, Andesta D, Prodi B, Program P, Fakultas P, Tarbiyah I, et al. *Jurnal Ilmiah PGMI Analisis Kebutuhan Anak*. Vol. 4, JIP. 2018.
10. Rojas M, Méndez A, Watkins-Fassler K. The hierarchy of needs empirical examination of Maslow's theory and lessons for development. *World Dev*. 2023 May 1;165.
11. Harpepen A, Sari AP. Pemenuhan Kebutuhan Karyawan Kontrak Dan Karyawan Tetap Pada Bank Muamalat Indonesia Berdasarkan Teori Hierarki Kebutuhan Maslow. *Jurnal Aghinya Stiesnu Bengkulu*. 2020;3(2):209–13.
12. Lingkungan D, Fisik K, Kerja L, Fisik N, Kepuasan T, Karyawan K, et al. Herman Surijadi & Yuslan Idris-Administrasi Bisnis Polnam & Program Studi Niaga STIA Said Perintah LPPM STIA Said Perintah [Internet]. Vol. 1, *Public Policy*. 2020. Available from: <http://www.medanbisnisdaily.com>,

13. Ridla Nurullah M, Handoyo S. Pengaruh Psychological Safety terhadap Job Engagement pada Karyawan dengan Leader Safety Commitment sebagai Moderator [Internet]. Available from: <http://e-journal.unair.ac.id/BRPKM>
14. Salahat MF., Al-Hamdan ZM.. Quality of nursing work life, job satisfaction, and intent to leave among Jordanian nurses: A descriptive study. *Heliyon*. 2022. 8(7). doi:10.1016/j.heliyon.2022.e09838
15. Worku Kassahun C, Baye Tezera Z, Tesgera Beshah D, Desta Agegnehu C, Adem Getnet M, Kindie Abate H, et al. Working Environment of Nurses in Public Referral Hospitals of West Amhara, Ethiopia, 2021. 2021; Available from: <https://doi.org/10.21203/rs.3.rs-1076318/v1>
16. Hou Y, Timmins F, Zhou Q, Wang J. A cross-sectional exploration of emergency department nurses' moral distress, ethical climate and nursing practice environment. *Int Emerg Nurs*. 2021 Mar 1;55.
17. Park JE, Song MR. Effects of Emergency Nurses' Experiences of Violence, Resilience, and Nursing Work Environment on Turnover Intention: A Cross-Sectional Survey. *J Emerg Nurs*. 2023;
18. Firmansyah V. Pengaruh Lingkungan Kerja Fisik Dan Lingkungan Kerja Non Fisik Terhadap Kinerja (Studi Pada Pegawai Non Medis Rumah Sakit Jiwa Dr. Radjiman Wediodiningrat Lawang).
19. Harahap M. The Indonesian Journal of Health Promotion Open Access Pengaruh Lingkungan Kerja dengan Produktivitas Perawat di Rumah Sakit Influence of the Work Environment With Nurse Productivity in Hospital. *MPPKI* [Internet]. 2021;4(4). Available from: <https://doi.org/10.31934/mppki.v2i3>
20. Ogata Y, Sasaki M, Yumoto Y, Yonekura Y, Nagano M, Kanda K. Reliability and validity of the practice environment scale of the nursing work index for Japanese hospital nurses. *Nurs Open*. 2018 Jul 1;5(3):362–9.
21. Dahar V., Pangkey M., Laloma M. Pengaruh Lingkungan Kerja terhadap Kualitas Pelayanan : Studi Kasus di Puskesmas Kecamatan Tahuna Barat Kabupaten Kepulauan Sangihe. 2018
22. Bajuri DA, Andesta D. Jurnal Ilmiah PGMI Analisis Kebutuhan Anak. Vol. 4, JIP. 2018.
23. Johannessen T., Ree E., Aase I., Bal R., Wiig S. Exploring challenges in quality and safety work in nursing homes and home care- A case study as basis for theory development. *BMC Health Serv Res*. 2020. 20(1). doi:10.1186/s12913-020-05149-x
24. Bondevik GT., Hofoss D., Husebø BS., Deilkås ECT. The safety attitudes questionnaire - Ambulatory version: Psychometric properties of the

- Norwegian version for nursing homes. *BMC Health Serv Res.* 2019. 19(1). doi:10.1186/s12913-019-4244-5
25. Cook K. *The Psychology of Silicon Valley: Ethical Threats and Emotional Unintelligence in the Tech Industry.* Springer International Publishing. 2019. doi:10.1007/978-3-030-27364-4
 26. Nurhayati E. Pemenuhan Kebutuhan Aman dan Nyaman. *Jurnal UEU*
 27. Fuerst JA. Microorganisms: a journal and a unifying concept for the science of microbiology. *Microorganisms.* 2014. 2(4):140-146. doi:10.3390/microorganisms2040140
 28. Richardson A., Gurung G., Derrett S., Harcombe H. Perspectives on preventing musculoskeletal injuries in nurses: A qualitative study. *Nurs Open.* 2019. 6(3):915-929. doi:10.1002/nop2.272
 29. Wagemakers A., Vaandrager L., Koelen MA., Saan H., Leeuwis C. Community health promotion: A framework to facilitate and evaluate supportive social environments for health. *Eval Program Plann.* 2010. 33(4):428-435. doi:10.1016/j.evalprogplan.2009.12.008
 30. Novieastari E., Gunawijaya J., Indracahyani A. Pelatihan Asuhan Keperawatan Peka Budaya Efektif Meningkatkan Kompetensi Kultural Perawat. *Jurnal Keperawatan Indonesia.* 2018. 21(1):27-33. doi:10.7454/jki.v21i1.484
 31. Irviranty A. Analisis Budaya Organisasi Dan Budaya Keselamatan Pasien Sebagai Pengembangan Keselamatan Pasien Di RSIA Budi Kemuliaan 2014. 2014
 32. Kartikasari F., Yani A., Azidin Y. Pengaruh Pelatihan Pengkajian Komprehensif terhadap Pengetahuan dan Keterampilan Perawat Mengkaji Kebutuhan Kien di Puskesmas. *Jurnal Keperawatan Suaka Insan.* 2020. 5(1):80-81.
 33. Wianti A., Setiawan A., Murtiningsih M., Budiman B., Rohayani L. Karakteristik dan Budaya Keselamatan Pasien terhadap Insiden Keselamatan Pasien. *Jurnal Keperawatan Silampari.* 2021. 5(1):96-102. doi:10.31539/jks.v5i1.2587
 34. Azlina FA. Self-Care Management dalam Intervensi Keperawatan Pada Kelelahan Postpartum: Tinjauan Literatur. *Dunia Keperawatan: Jurnal Keperawatan dan Kesehatan.* 2021 Nov 30;9(3):342.
 35. Zuwirna. Komunikasi yang Efektif. *Jurnal Ilmiah Teknologi Pendidikan.* 2016;1(1):2-3.
 36. Rusnawati. Strategi Komunikasi Kepemimpinan Dalam Meningkatkan Motivasi Kinerja Pegawai Pada Dinas Perhubungan Gayo Lues. Vol. 6. 2020.

37. Mulyono H. Kepemimpinan (Leadership) Berbasis Karakter Dalam Peningkatan Kualitas Pengelolaan Perguruan Tinggi. Vol. 3. 2018.
38. Iqbal M, Fachrin SA, Saleh LM. Hubungan Antara Pengetahuan, Sikap dan Kualitas Kerja Dengan Kinerja Perawat Dalam Penerapan Sistem Keselamatan Pasien Di RSUD Sinjai Tahun 2020. JAHN. 2020;45–51.
39. Suparmi, Septiawan V. Reward Dan Punishment Sebagai Pemicu Kinerja Karyawan Pada Pt. Dunia Setia Sandang Asli Iv. Jurnal Ilmiah Untag Semarang . 2019. 8(1):51–7.
40. Waqiah, Zuhri M. Penerapan Reward Dan Punishment dalam Meningkatkan Motivasi Dan Prestasi Belajar Pendidikan Agama Islam Siswa di SMKN 4 Bone. Jurnal Al-Qayyimah. 2021;4(1):74–5.
41. Somayaji KH, Handorf E, Meeker CR, Lewis B, Filchner K, Goldstein LJ, et al. Psychosocial needs of older patients with metastatic breast cancer treated at community centers. J Geriatr Oncol. 2023 Mar 1;
42. Hidayat N., Na'imah T. Kebutuhan Akan Rasa Aman Dan Happiness pada Peserta Didik. 2016. 83-84.
43. Supriadi A, Anitra V, Kunci K, Kerja L, Fisik N, Karyawan K. Pengaruh Lingkungan Kerja Non Fisik terhadap Kinerja Karyawan pada PT. Salim Surya Phone di Samarinda. Vol. 1, Borneo Student Research.
44. Sani N. Hubungan Antara Disiplin Kerja, Lingkungan Kerja Dan Etos Kerja Dengan Produktivitas Kerja Perawat Di Ruang Rawat Inap Rs Pertamina Bintang Amin Bandar Lampung Tahun 2018. Vol. 6, Jurnal Ilmu Kedokteran Dan Kesehatan. 2019.
45. Soeprodjo RROK., Mandagi CKF., Engkeng S., et al. Hubungan Antara Jenis Kelamin dan Motivasi Kerja Dengan Kinerja Perawat di Rumah Sakit Jiwa Prof. Dr. V. L. Ratubusang Provinsi Sulawesi Utara. 2017.
46. Fitriani D, Sudarwadi D. Volume 1 Nomor 1 Tahun 2018 Lingkungan Kerja Fisik, Lingkungan Kerja Non Fisik, Dan Disiplin Kerja Terhadap Kinerja Pegawai Guru Smk Negeri 1 Manokwari.
47. Luma M. Hubungan Lingkungan Kerja Dengan Stres Kerja Guru Di Sdn Se Kecamatan Batudaa Kabupaten Gorontalo
48. Syardiansah, Rosalina Dhian, Apiska D. Analisis Hubungan Antar Manusia Terhadap Kinerja Karyawan. Jurnal Sistem Informasi. 2018;2(1):110–2.
49. Lestary L, Harmon D. Pengaruh Lingkungan Kerja Terhadap Kinerja Karyawan. Jurnal Riset Bisnis & Investasi. 2017;3(2).
50. Suryalena S: Pengaruh Kualitas Kehidupan Kerja Dan Partisipasi Terhadap Kepuasan Kerja Perawat RSUD Bangkinang. Vol. 4, JOM FISIP. 2017.
51. Lestari. Tri Rini Puji. Pendidikan Keperawatan: Upaya Menghasilkan Tenaga Perawat Berkualitas. Aspirasi. 2014;5(1):1–10.

52. Khustina H. Pengaruh Kepemimpinan Transformasional, Kompensasi Dan Job Burnout Terhadap Kinerja Karyawan Pt. Asia Kemasan Cantik Surabaya. 2019.
53. Rahmah NM, Hariyati TS, Sahar J, Mulyono. Partisipasi Perawat Dalam Pelaksanaan Sistem Jenjang Karir Di Rsud Chasbullah Abdul Madjid: Studi Fenomenologi. *Jurnal Sahabat Keperawatan*. 2022;4(1):25–31.
54. Gebang AA. Metode penelitian pendekatan kuantitatif [Internet]. 2021. Available from: <https://www.researchgate.net/publication/354059356>
55. Susila FC, Hukum AB, Negara A. Hukum dan Studi Penelitian Empiris: Penggunaan Metode Survey sebagai Instrumen Penelitian Hukum Empiris. Vol. 2, *Online Administrative Law & Governance Journal*. 2019.
56. Dewi R. Pengaruh Kemampuan Kerja, Motivasi Dan Pengembangan Karier Terhadap Kinerja Karyawan Pt. Bina Buana Semesta. *Jebi Jurnal Ekonomi Bisnis Indonesia* [Internet]. 2021;16(1). Available from: www.jurnal.stiebi.ac.id
57. Jasmalinda, J. Pengaruh Citra Merek Dan Kualitas Produk Terhadap Keputusan Pembelian Konsumen Motor Yamaha Di Kabupaten Padang Pariaman.
58. Hidayat R, Hayati H. *Jurnal Ners Volume 3 Nomor 2 Tahun*. 2019.
59. Ulfa R. Ariabel Peneliti dalam Penelitian Pendidikan. *Jurnal Pendidikan dan Keislaman*. 2018;344–6.
60. Agustian I, Saputra HE, Imanda A. Pengaruh Sistem Informasi Manajemen Terhadap Peningkatan Kualitas Pelayanan Di Pt. Jasaraharja Putra Cabang Bengkulu. Vol. 6, *Jurnal Professional FIS UNIVED*. 2019.
61. Darna N, Herina E. Memilih Metode Penelitian Yang Tepat: Bagi Penelitian Bidang Ilmu Manajemen [Internet]. 2018. Available from: <https://jurnal.unigal.ac.id/index.php/ekonomologi>
62. Juanamasta IG. Pemodelan Konsep Diri Profesional Perawat Terhadap Produktifitas Kerja Perawat Pelaksana Di Ruang Rawat Inap. 2018.
63. Komang Sukendra I, Kadek Surya Atmaja Mpl. *Instrumen Penelitian*.
64. Setyawati RD, Happy N, Murtianto YH. Instrumen Angket Self-Esteem Mahasiswa Ditinjau Dari Validitas Dan Reliabilitas. *Jurnal Phenomenon*. 2017;07(2):180–3.
65. Wijayanti R, Paramita D, Rizal MMN, Riza C, Sulistyan B. *Metode Penelitian Kuantitatif*. 3rd ed. Mursyid Moh, editor. Lumajang: Widya Gama Press; 2021.
66. Fahrana Y, Fahmi M. Validitas dan Reliabilitas Konstruk Pengukuran Perpustakaan Ideal Berbasis Pemakai dengan Pendekatan Libqual. Vol. 6, *Jurnal Ekonomi Bisnis dan Kewirausahaan*. 2017.

67. Priantoro H., et al. Hubungan Beban Kerja Dan Lingkungan Kerja Dengan Kejadian Burn-Out Perawat Dalam Menangani Pasien BPJS. Vol. 16. 2017.
68. Titi L. Kajian Etik Penelitian Dalam Bidang Kesehatan Dengan Melibatkan Manusia Sebagai Subyek. 2018;10(1):2087–5053.
69. Heryana A. Etika Penelitian. 2020;3–6. Available from: <https://www.researchgate.net/publication/342751890>
70. Seren I.S., Esrefgil G., Yilmazmis F., et al. Role of job satisfaction and work environment on the organizational commitment of nurses: a cross-sectional study. *Contemp Nurse*. 2019;55(4-5):380-390. doi:10.1080/10376178.2019.1673668
71. Sokhanvar M., Kakemam E., Chegini Z., Sarbakhsh P. Hospital nurses' job security and turnover intention and factors contributing to their turnover intention: A cross-Sectional study. *Nurs Midwifery Stud*. 2018;7(3):133. doi:10.4103/nms.nms_2_17
72. Syafitri A., Periantalo J., Sari R.E. Hubungan Persepsi Kondisi Lingkungan Kerja Dan Beban Kerja Dengan Stres Kerja Perawat (*Studi Pada Perawat Rumah Sakit Jiwa Daerah Provinsi Jambi*).; 2019.
73. Woran IL, Tucunan AAT, Maramis FRR. Hubungan Antara Supervisi Dan Keamanan Kerja Dengan Kinerja Perawat Di Ruang Rawat Inap RSUD Noongan. 2018;7.
74. Dwi Rahmawati W, Sukmaningtyas W, Muti RT. Hubungan Antara Jenis Kelamin Dan Program Studi Dalam Mempengaruhi Pengetahuan Bantuan Hidup Dasar Pada Mahasiswa. 2021;4. <https://akperyarsismd.e-journal.id/BNJ>
75. Aiken LH, Cimiotti JP, Sloane DM, Smith HL, Flynn L, Neff DF. Effects of Nurse Staffing and Nurse Education on Patient Deaths in Hospitals With Different Nurse Work Environments. 2011;49
76. Alzahrani A, Bahari G, Alharbi K, Alqahtani N. Decision-making Styles and Job Security among Nurses Working at Public Hospitals in Saudi Arabia: A Cross-sectional Multicentre Study. *JOURNAL OF CLINICAL AND DIAGNOSTIC RESEARCH*. Published online 2022. doi:10.7860/jcdr/2022/55689.16520
77. Salih R.A., S., El Demerdash M.S., Ahmed H. Mahmoud A. *Tanta Scientific Nursing Journal Nursing Staff Perception of Toxic Leadership and Job Security* 2023
78. Ulutasdemir N., Zhao M., Papp K., Huang H., Lmd M. *Job Security among Healthcare Workers in Guangdong, China*. <https://www.wenjuan.com>.
79. Gabriel R.N., Kolibu F.K., Mandagi C.K.F. Hubungan antara Supervisi dan Keamanan Kerja dengan Kinerja Perawat di Ruang Rawat Inap RSJ Prof. DR. V.L Ratumbusang Sario. 2018

80. Alia Fahmeeda Y, Dhamanti I, Masyarakat K, et al. Pengaruh Kepemimpinan Terhadap Kinerja Perawat Bagian Rawat Inap di Rumah Sakit : Literature Review. 2024;5(1).
81. Parboteeah KP, Kapp EA. Ethical Climates and Workplace Safety Behaviors: An Empirical Investigation. *Source: Journal of Business Ethics*. 2008;80(3):515-529. doi:10.1007/s10551-007-9452-y
82. Fatihah DC, Darmawanti N, Keuangan A, Piksi P, Bandung G. Pengaruh Kepemimpinan dan Komunikasi Terhadap Motivasi serta Dampaknya pada Kinerja Perawat di Rs Amn Subang Ptpn Viii. 2018;2.
83. Loghmani L., Borhani F., Abbaszadeh A. Factors affecting the nurse-patients' family communication in intensive care unit of kerman: a qualitative study. *J Caring Sci*. 2014. (3). 67–82
84. Al-Harazneh R, Al-Oweidat I, Abushosha GM, Nashwan AJ, Abdulqadir M, Nashwan J. The Influence of Job Security on Job Performance Among Jordanian Nurses. Published online 2023. doi:10.2139/ssrn.4374199
85. Breed M, Downing C, Ally H. Factors Influencing Motivation of Nurse Leaders in a Private Hospital Group in Gauteng, South Africa: A quantitative study. Published online 2020.
86. Mulyatiningsih S, Sasyari U. Gaya Kepemimpinan yang Efektif dalam Meningkatkan Keselamatan Pasien. *Jurnal Ilmiah Keperawatan Altruistik (JIKA)*. 2021;4(1).
87. Haskins HEM, Roets L. Nurse leadership: Sustaining a culture of safety. *Health SA Gesondheid*. 2022;27. doi:10.4102/hsag.v27i0.2009
88. Achmalona T., Suhamdani H., Ismiati I., Kaimudin N.I. Pendampingan Pimpinan Keperawatan (Kepala Ruangan) dalam Implementasi Manajemen Bangsal di Rumah Sakit Islam Yatofa. *Journal of Community Engagement in Health*. 2021(303–307)
89. Xiong W, Liao C, Zhang C, Liang Y, Xiong W, Zhu A. Perception and needs: a qualitative study on sense of job security among nurses in central and western China. *BMJ Open*. 2024;14(4). doi:10.1136/bmjopen-2023-081169
90. Malinowska-Lipień I, Micek A, Gabryś T, et al. Impact of the work environment on patients' safety as perceived by nurses in Poland—a cross-sectional study. *Int J Environ Res Public Health*. 2021;18(22). doi:10.3390/ijerph182212057
91. Finch J. Patients' property: loss or damage. *Springer Science + Business Media*.
92. Skela-Savič B. et al. How nurses' job characteristics affect their self-assessed work environment in hospitals— Slovenian use of the practice environment scale of the nursing work index. *BMC Nurs*. 2023.

93. Yang Y., Hatanaka K., Takahashi K., Shimizu Y. Working Conditions Among Chinese Nurses Employed in Japan: A Cross-Sectional Survey-Based Study. *SAGE Open Nurs* . 2023;9
94. Agostinho, P., Potra, T., Lucas, P. & Gaspar, F. The Nursing Practice Environment and Patients' Satisfaction with Nursing Care in a Hospital Context. *Healthcare (Switzerland)*. 2023;11
95. Weldetsadik AY, Gishu T, Tekleab AM, Mekonnen Asfaw Y, Girma Legesse T, Demas T. Quality of nursing care and nurses' working environment in Ethiopia: Nurses' and physicians' perception. *Int J Afr Nurs Sci*. 2019;10:131-135. doi:10.1016/j.ijans.2019.03.002
96. Lestari N., Golo Z. A. *Analisis Kualitas Layanan Internal Dan Dampaknya Terhadap Komitmen Organisasional Perawat Di Instalasi Rawat Inap RS. Ibnu Sina*. (2021)
97. Rahmawati N. *et al.* Literature Review Analisis Ketidaklengkapan Rekam Medis Rawat Inap Di Rumah Sakit Literature Review Analysis of Incomplete Medical Records In Hospital. *Indonesian Journal of Health Information Management (IJHIM)*. 2021;1
98. van Biljoen-Mokhotla C. L., Makhene A. Career advancement of professional nurses at a regional hospital in Gauteng. *Curationis*. 2023
99. Moalusi K. P., Jones C. M. Women's prospects for career advancement: Narratives of women in core mining positions in a South African mining organisation. *SA Journal of Industrial Psychology*. 2019
100. Berg J. A., Ruppert S. D. Fostering promotion and protection of the professional nurse practitioner role: A call to action. *J Am Assoc Nurse Pract*. 2019 (3–5).
101. Menteri Negara Pendayagunaan Aparatur Negara. *KEPUTUSAN MENTERI NEGARA APARATUR NEGARA 42/KEP/M.PAN/12/2000 FUNGSIONAL ADMINISTRATOR KESEHATAN ANGKA KREDITNYA*.
102. Krause M. R. Director of nursing current job tenure and past experience and quality of care in nursing homes. *Health Care Manage*. 2012 (98–108)
103. Van Bogaert P, Van Heusden D, Timmermans O, Franck E. Nurse work engagement impacts job outcome and nurse-assessed quality of care: Model testing with nurse practice environment and nurse work characteristics as predictors. *Front Psychol*. 2014;5(NOV). doi:10.3389/fpsyg.2014.01261
104. Regan S, Laschinger HKS, Wong CA. The influence of empowerment, authentic leadership, and professional practice environments on nurses' perceived interprofessional collaboration. *J Nurs Manag*. 2016;24(1):E54-E61. doi:10.1111/jonm.12288

105. Chiffi D., Zanotti R. Medical and nursing diagnoses: A critical comparison. *J Eval Clin Pract.* 2015 (1–6)
106. Hasan S. M., Mulyanto A. The Effect Of Using SDKI And Wilkinson Book On The Accuracy Level Of Nursing Diagnosis by Poltekkes Palu Nursing Student. *Lentora Nursing Journal.* 2022
107. Yuliantiningsih, Nursalam, Kartini Y. *Preceptorship Method To The Achievement Of New Nurse Competencies At Rumah Islam Surabaya Jemursari.* 2019
108. Aryanti E., Dimpudus R. A., Setiawati L., Wardhani V. Penerapan Metode Preceptorship dalam Kegiatan Orientasi untuk Perawat Baru pada Unit Hemodialisis di Rumah Sakit. *Journal of Hospital Accreditation.* 2020;2 (42–44)
109. Santoni I., Mardijanto S. Hubungan Mutu Pelayanan Keperawatan dengan Kepuasan Pasien yang dirawat di Ruang Rawat Inap Puskesmas Mumbulsari Jember. *Jurnal Kesehatan dr. Soebandi,* 260–261.
110. Patrinda D., Machmud R., Rahayuningsih A. Dimensi Kualitas Pelayanan Keperawatan sebagai Strategi untuk Meningkatkan Kepuasan Pasien di Puskesmas : Literature Review. 2023;8. (355–356)
111. Smokrović E, Frencl Žvanut M, Bajan A, Radić R, Žvanut B. The Effect of Job Satisfaction, Absenteeism, and Personal Motivation on Job Quitting. 2019;24(3):408-409.
112. Bartel AP, Beaulieu ND, Phibbs CS, Stone PW. Human capital and productivity in a team environment: Evidence from the healthcare sector. *Am Econ J Appl Econ.* 2014;6(2):231-259. doi:10.1257/app.6.2.231
113. Yunaspi D., Edward Z., Huriani, E. Kajian Hubungan Komponen Beban Kerja Dengan Kinerja Perawat Pelaksana Di Ruang Rawat Inap Rumah Sakit Harapan Bunda Batam. *Jurnal Keperawatan Muhammadiyah,* 2020;5
114. Buchan J., Aiken L. Solving nursing shortages: A common priority. *J Clin Nurs.* 2008(3262–3268)
115. Clarke SP. Hospital work environments, nurse characteristics, and sharps injuries. *Am J Infect Control.* 2007;35(5):302-309. doi:10.1016/j.ajic.2006.07.014
116. Regan S, Laschinger HKS, Wong CA. The influence of empowerment, authentic leadership, and professional practice environments on nurses' perceived interprofessional collaboration. *J Nurs Manag.* 2016;24(1):E54-E61. doi:10.1111/jonm.12288