

DAFTAR PUSTAKA

1. Pasaribu, U., Harahap, H., Lastari, A., Permayasa, N., & Hadi, A. J. (2024). The Impact of Hospital Administration Service Quality on Patient Satisfaction of Health Insurance Agencies: A Cross-Sectional Study. *Promotif*, 14(2), 69–74. <https://doi.org/10.56338/promotif.v14i2.6628>
2. Shinde, S. B., Kadam, S., Pawar, D., & Chitale, Prof. S. (2024). Hospital Management. *International Journal of Advanced Research in Science, Communication and Technology*, 484–485. <https://doi.org/10.48175/ijarsct-22868>
3. Indrijawati, A., Darmawati, D., Kartini, K., Syamsuddin, S., Rasyid, S., Purisamya, A. J., & Juanda, I. S. K. (2024). Peningkatan Kapabilitas Pengelola Keuangan Badan Layanan Umum Daerah Dalam Rangka Pencegahan Fraud di Kabupaten Pinrang. *Prima Abdika*, 4(4), 922–929. <https://doi.org/10.37478/abdika.v4i4.5077>
4. Chumba, R. J. (2019). the Mediating Effect of Employee Engagement on the Relationship Between Employee Rewards and Job Performance of Nurses in Kenyan National Referral Hospitals. *African Journal of Emerging Issues(AJOEI)*. Online ISSN, 5(2), 1–20.
5. Wahyuni, S., Kanang, Y., & Syahrul, S. (2018). Dampak Pemberian Reward Perawat Terhadap Pelayanan Di Rumah Sakit : Literatur Review. 9(2), 90–100.
6. Patience Edoho, S.-A. (2015). Job Satisfaction among Nurses in Public Hospitals in Calabar, Cross River State Nigeria. *American Journal of Nursing Science*, 4(4), 231. <https://doi.org/10.11648/j.ajns.20150404.22>
7. Widodo, P., Sulisno, M., & Suryawati, C. (2020). Improving Nurse Job Satisfaction Through Sharia Services: A Literature Review. *Jurnal Keperawatan Respati Yogyakarta*, 7(1), 32–35. <https://doi.org/10.35842/jkry.v7i1.463>
8. Taylor, B., Senek, M., Wood, E., Ryan, T., Tod, A., King, R., & Robertson, S. (2020). Determinants of nurse job dissatisfaction - findings from a cross-sectional survey analysis in the UK. *BMC Nursing*, 19. <https://doi.org/10.1186/s12912-020-00481-3>.
9. Landívar, R., Arizala, J., Garzón, Y., & Yáñez, J. (2025). Evaluation of job satisfaction in nursing staff of the Dr. Gustavo Domínguez General Hospital, Ecuador. *AG Salud*. <https://doi.org/10.62486/agsalud2025104>.
10. Jacqueline Christianson. (2023). Exploring The Relationships Between Work Rewards, Burnout, And Intention To Leave For Professional Nurses. August, 31–41.
11. Park, J. H., Park, M. J., & Hwang, H. Y. (2019). Intention to leave among staff nurses in small- and medium-sized hospitals. *Journal of Clinical Nursing*, 28(9–10), 1856–1867. <https://doi.org/10.1111/jocn.14802>
12. Almutairi, D. A., Alosilan, A. A. R., Alotaibi, M., & Almutairi, M. (2024). Nurses' Role in Healthcare Quality Improvement. *International Journal of Medical Science and Clinical Research Studies*, 04(10). <https://doi.org/10.47191/ijmscrs/v4-i10-19>

13. Laxmana, M. I., & Paryontri, R. A. (2023). Equitable Reward with Job Satisfaction for Non-Management Employees. *Psikoborneo: Jurnal Ilmu Psikologi*, 11(2), 225. <https://doi.org/10.30872/psikoborneo.v11i2.10773>
14. Suretha, S., & Deepa, S. (2025). A Study on Redesigning rewards for improved Perception, Fairness and Loyalty. *International Journal For Multidisciplinary Research*, 7(1). <https://doi.org/10.36948/ijfmr.2025.v07i01.34441>
15. Zhang, S., Lei, S., & Yang, F. (2024). Incidence of effort-reward imbalance among nurses: a systematic review and meta-analysis. *Frontiers in Psychology*, 15. <https://doi.org/10.3389/fpsyg.2024.1425445>
16. Nurjannah, N., Montundu, Y., & Yusuf, H. (2024). Impact of public service motivation on nurses' job satisfaction and performance at RSUD Bahteramas Kendari. *Pancasila International Journal of Applied Social Science*, 2(03), 361–370. <https://doi.org/10.59653/pancasila.v2i03.1121>
17. Pooja, J., & Rajesh, M. J. (2024). Reward system and its impact on employees' performance in laurus labs – hyderabad. *Indian Scientific Journal Of Research In Engineering And Management*, 08(07), 1–9. <https://doi.org/10.55041/ijsrem36561>
18. Abhicharttibutra, K., Wichaikum, O., Nantsupawat, A., Kunnaviktikul, W., & Turale, S. (2023). Total rewards preferences: A cross-sectional study among two generations of nurses in rural and remote Thailand. *International Nursing Review*. <https://doi.org/10.1111/inr.12905>
19. Alamban, A. A., & Nabe, N. C. (2024). Organizational Commitment in Relation to Occupational Stress, Work-Family Conflict, and Work Ethics among Bureau of Jail Management and Penology Personnel. *Journal of Psychology and Political Science*, 44, 12–25. <https://doi.org/10.55529/jpps.44.12.25>
20. Panuelos, N. E. (2023). Organizational Commitment among Selected Employees of a Local University in Manila. *GEO Academic Journal*, 4(1). <https://doi.org/10.56738/issn29603986.geo2023.4.37>
21. Mahabala, R. M. (2023). *Understanding Organizational Commitment and its Factors Influencing the Nurse's Job Satisfaction in Hospitals- A Systematic Literature Review and Further Research Agendas*. <https://doi.org/10.5281/zenodo.10442558>
22. Sarman, R., & Sari, R. (2024). Organizational commitment mediating work-family conflict and job satisfaction in nursing performance. *Trikonomika Journal*. <https://doi.org/10.23969/trikononika.v22i2.8064>
23. Ishaq, M., Bibi, A., Khaliq, F., Ali, T., Ahmed, H., Mahmood, S., & Gulzada, M. (2023). *Assessment of the Organizational Commitment among Nurses*. <https://doi.org/10.54393/nrs.v3i02.55>
24. International Council Of Nurses. (2024). *International Nurses Day 2024 Report*. International Council Of Nurses. <https://www.icn.ch/Resources/Publications-And-Reports/International-Nurses-Day-2024-Report>

25. World Health Organization. (2024). Nursing And Midwifery. World Health Organization. Diakses Dari [https://www.who.int/news-room/fact-sheets/detail/nursing-and-midwifery:Contentreference\[Oaicite:3\]{Index=3}](https://www.who.int/news-room/fact-sheets/detail/nursing-and-midwifery:Contentreference[Oaicite:3]{Index=3})
26. Lee, S. (2025). *Ultimate Guide To Nursing Shortage*. Number Analytics. <https://www.numberanalytics.com/blog/ultimate-guide-nursing-shortage>
27. Sesrianty, V., Demur, D. R., & Ningsih, G. (2020). System Reward Terhadap Kepuasan Kerja Perawat. *Prosiding Seminar Kesehatan Perintis*, 3(2), 56-64. Retrieved From <https://jurnal.upertis.ac.id/index.php/pskp/article/view/929>
28. Firmansyah, M. E., & Isnanto, S. H. (2024). The Influence Of Job Satisfaction And Reward Systems On Turnover Intention. *Dinasti International Journal Of Management Science*, 6(4), 841–848. <https://doi.org/10.38035/dijms.v6i4.4323>
29. Health Resources And Services Administration (Hrsa). (2022). *National Sample Survey Of Registered Nurses (Nssrn): Summary Report 2022*. Retrieved From <https://bhw.hrsa.gov/data-research/access-data-tools/national-sample-survey-registered-nurses>
30. Paturohman, A. (2024). Kepuasan Kerja Perawat Berhubungan Dengan Perilaku Bekerja Secara Ekstra Di Ruang Rawat. *Prima: Jurnal Ilmiah Ilmu Kesehatan*, 10(1). <https://doi.org/10.47506/6jfyf04>
31. D. R. Aryudi, C. Suryawati, And N. Nandini, "Analisis Faktor Kepuasan Kerja Perawat Rumah Sakit Nasional Diponegoro Semarang," *Jurnal Manajemen Kesehatan Indonesia*, Vol. 11, No. 3, Pp. 269-280, Dec. 2023. <https://doi.org/10.14710/jmki.11.3.2023.269-280>
32. Javanmardnejad, S., Bandari, R., Heravi-Karimooi, M., Rejeh, N., Sharif Nia, H., & Montazeri, A. (2021). Happiness, Quality Of Working Life, And Job Satisfaction Among Nurses Working In Emergency Departments In Iran. *Health And Quality Of Life Outcomes*, 19(1), 112. <https://doi.org/10.1186/s12955-021-01750-7>
33. Martin, S., & Uribe, M. (2021). The Influence Of Reward System On Employee Job Satisfaction With Work Motivation As Intervening Variables (Case Study On Employees Of Medical Department United States). *Medalion Journal: Medical Research, Nursing, Health And Midwife Participation*, 2(2), 53–71. <https://doi.org/10.59733/medalion.v2i2.25>
34. Nizam, S., Utami, R. S., & Natalia, S. (2024). Hubungan Reward Dan Punishment Dengan Motivasi Kerja Perawat Rawat Inap Di Rumah Sakit Bakti Timah Karimun. *Jurnal Inovasi Riset Ilmu Kesehatan*, 2(1). <https://doi.org/10.55606/detector.v2i1.3138>

35. Ge, J., He, J., Liu, Y. *Et Al.* Effects Of Effort-Reward Imbalance, Job Satisfaction, And Work Engagement On Self-Rated Health Among Healthcare Workers. *Bmc Public Health* 21, 195 (2021). <https://doi.org/10.1186/s12889-021-10233-w>
36. Chukwuma, O. I., Agbanu, R. O., Agbo, C. S., & Ezenwa, O. I. (2022). Effect Of Reward On Employee Performance: A Study Of Oyi Local Government Area. *International Journal Of Research And Innovation In Social Science (Ijriiss)*, 6(9), 565–571.
37. Azizah, A., Halin, H., & Lazuardi, S. (2023). Pengaruh Reward, Punishment Dan Disiplin Kerja Terhadap Job Satisfaction Pada Perawat Instalasi Rawat Inap Rumah Sakit Myria Palembang. *Jurnal Bisnis, Manajemen, Dan Ekonomi*, 4(3), 192 - 2023. <https://doi.org/10.47747/jbme.v4i3.1180>
38. Dalima, R., & Dewi, B. P. (2020). Hubungan Reward Terhadap Kepuasan Kerja Perawat Di Ruang Rawat Inap Rumah Sakit Siloam Sriwijaya Palembang. *Jurnal Keperawatan Bina Husada*, 8(2).
39. Aryanti, D., & Siregar, W. M. (2024). System Penghargaan Perawat Dalam Melaksanakan Asuhan Keperawatan Di Rs Kumpulan Pane Tebing Tinggi. *Journal Of Nursing (Juli)*, 2(01).
40. Sari, N. L. (2023). Hubungan Pemberian Penghargaan (Reward) Dengan Kinerja Perawat Di Rawat Inap Eksekutif Rumah Sakit Umum Daerah Kabupaten Jombang Tahun 2020. *Jurnal Ilmiah Kesehatan Wiyata*, 10(1), 74–79. <https://doi.org/10.56710/wiyata.v10i1.705>
41. Setiawan, H. D. (2021). Pengaruh Komitmen Organisasi Terhadap Kepuasan Kerja Pegawai Di Lingkungan Kecamatan Bantargebang Kota Bekasi. *Jurnal Ilmiah Bisnis Dan Ekonomi Asia*, 41(69), 111–120. <https://doi.org/10.47313/jib.v41i69.887>
42. Taba, M.I. (2018), "Mediating Effect Of Work Performance And Organizational Commitment In The Relationship Between Reward System And Employees' Work Satisfaction", *Journal Of Management Development*, Vol. 37 No. 1, Pp. 65-75. <https://doi.org/10.1108/jmd-11-2016-0256>
43. Klein, H. J., Solinger, O. N., & Dufloy, V. (2022). Commitment System Theory: The Evolving Structure Of Commitments To Multiple Targets. *Academy Of Management Review*, 47(1), 116-138. <https://doi.org/10.5465/amr.2018.0031>
44. Klein, H. J., De Aguiar Rodrigues, A. C., & Zhan, Y. (2025). Community And Organizational Commitment: Understanding The Effects Of Organizational Investments On Worker Behavior. *Journal Of Business Research*, 186(C).

45. Li, X., & Ye, Y. (2021). A Study Of The Relationship Between Teachers' Perceptions Towards Reward System And Their Organization Commitment In Shanxi Experimental Secondary School. *Scholar: Human Sciences*, 13(1), 79-90. Retrieved From <https://assumptionjournal.au.edu/index.php/scholar/article/view/4362>
46. Imron, H., Indradewa, R., & Rahmat Syah, T. Y. (2020). Compensation Effects And Organizational Climate On Employees' Performance By Organizational Commitment. *Kemala Publisher Science, Engineering And Social Science Series*, 4(5).
47. Nugraha, E. S. (2023). Pengaruh Budaya Organisasi Dan Kompensasi Terhadap Komitmen Organisasi Melalui Motivasi Kerja. *Jurnal Ilmu Manajemen*, 623–638. <https://doi.org/10.26740/jim.vn.p623-638>
48. Zuraida, Z. (2021). Persepsi Pengembangan Karir Ditinjau Dari Komitmen Organisasi Pada Karyawan Kontrak. *Jurnal Ilmiah Psyche*, 15(01), 21–34. <https://doi.org/10.33557/jpsyche.v15i01.1378>
49. Rosyid, M. A., & Darajat, I. (2022). Pengaruh Komitmen Organisasi Terhadap Kepuasan Kerja Dalam Meningkatkan Kinerja Pegawai Pemerintah Daerah Kota Tangerang. *Dynamic Management Journal*, 6(2), 55.
50. Hamsal, H. (2021). Pengaruh Gaya Kepemimpinan, Komitmen Organisasi Dan Budaya Organisasi Terhadap Kepuasan Kerja Dan Kinerja Pegawai Universitas Islam Riau. *Invest : Jurnal Inovasi Bisnis Dan Akuntansi*, 2(1), 15–29. <https://doi.org/10.55583/invest.v2i1.120>
51. Figueiredo, E., Margaça, C., García, J.C.S. *Et Al.* The Contribution Of Reward Systems In The Work Context: A Systematic Review Of The Literature And Directions For Future Research. *J Knowl Econ* (2025). <https://doi.org/10.1007/s13132-024-02492-w>
52. Hadžiahmetović, N., & Dinç, M. S. (2017). The Mediating Role Of Affective Commitment In The Organizational Rewards–Organizational Performance Relationship. *International Journal Of Human Resource Studies*, 7(3), 105–119.
53. Hakami A, Almutairi H, Alsulyis R, Rrwis Ta, Battal Aa.(2020). The Relationship Between Nurses Job Satisfaction And Organizational Commitment. *Health Sci J* 14:1.
54. Ge, J., He, J., Liu, Y. *Et Al.*(2021) Effects Of Effort-Reward Imbalance, Job Satisfaction, And Work Engagement On Self-Rated Health Among Healthcare

- Workers. *Bmc Public Health* 21, 195. <https://doi.org/10.1186/s12889-021-10233-w>
55. Nugraha, E. S. (2023). Pengaruh Budaya Organisasi Dan Kompensasi Terhadap Komitmen Organisasi Melalui Motivasi Kerja. *Jurnal Ilmu Manajemen*, 623–638. <https://doi.org/10.26740/jim.vn.p623-638>
56. Siregar, Y. S., Nugroho, Y. A., Tlonaen, A., Basuki, A. D., Jiasti, F. D., & Sigit, Y. S. (2022). Implementasi Kompensasi Berupa Reward/Penghargaan Promosi Mengikuti Pendidikan Pengembangan Bagi Anggota/Pns Polri Polda Metro Jaya. *Jurnal Perencanaan Pembangunan*, 4(1), 1-10. <https://doi.org/10.32834/jplan.v4i1.567>
57. Ivancevich, J. M., Gibson, J. L., & Konopaske, R. (2011). *Organizations: Behavior, Structure, Processes* (14th Ed.). McGraw-Hill Education.
58. Nursila, F. (2017). *Penerapan Sistem Penghargaan Berbasis Kinerja Dalam Upaya Meningkatkan Semangat Kerja Pada Karyawan Pt. Wijaya Lestari Dago (Toyota Dago) Bandung* [Unpublished Undergraduate Thesis]. Universitas Pasundan.
59. Mahmudi. (2013). *Manajemen Sektor Publik*. Edisi Kedua Upp Stim Ykpn, Yogyakarta
60. Fang, J. (2023). *Application And Limitations Of The Expectancy Theory In Organizations*. Ssrn. https://papers.ssrn.com/sol3/delivery.cfm/SSRN_id4553246_code5400644.pdf?abstractid=4553246&mirid=1
61. Saputri, B. (2018). *Pengembangan Model Reward System Berbasis Kinerja Terhadap Kepuasan Kerja Perawat RSUD Dr. Iskak Tulungagung* [Tesis]. Universitas Airlangga.
62. Maslow, A. H. (1987). *Motivation And Personality* (3rd Ed.). Addison-Wesley Educational Publishers. Available From: <https://scottbarrykaufman.com/wp-content/uploads/2015/01/Maslow-1954.pdf>
63. Tangduil, S. V. A., Sari, N. B., Marbun, E. B., Nggiku, A. B., & Hura, R. (2023). Pemenuhan Kebutuhan Penghargaan Diri Menurut Teori Maslow Dan Pengaruhnya Terhadap Kepercayaan Diri Orang Dewasa Awal. *Geneva – Jurnal Teologi Dan Pendidikan Agama Kristen*, 5(1), 10–18. Issn 2088-8368.
64. Dewi, P. D., Dan Harjoyo. (2019). *Manajemen Sumber Daya Manusia*. Tangerang Selatan : Unpam Press
65. Fitrianasari, D., Nimran, U., & Utami, H. N. (2013). Pengaruh Kompensasi Dan Kepuasan Kerja Terhadap Organizational Citizenship Behavior (Ocb) Dan Kinerja

- Karyawan (Studi Pada Perawat Rumah Sakit Umum “Darmayu” Di Kabupaten Ponorogo). *Profit (Jurnal Administrasi Bisnis)*, 7(1).
66. Sriwulandari, M. (2020). *Hubungan Beban Kerja Dengan Kepuasan Kerja Perawat Pelaksana Di Ruang Rawat Inap Rumah Sakit Umum Daerah Dolopo Kabupaten Madiun*. (Tesis). Stikes Bhakti Husada Mulia Madiun.
 67. Wolo, P. D., Trisnawati, R., & Wiyadi. (2015). *Analisis Faktor Faktor Yang Mempengaruhi Kepuasan Kerja Perawat (Studi Empiris Di Rsp Tni Au Dr. S. Hardjolukito Yogyakarta)* [Master's Thesis, Universitas Muhammadiyah Surakarta]. Universitas Muhammadiyah Surakarta Repository.
 68. Rohman, F., Wijaya, C., Mesiono, & Ananda, R. (2023). *Analisis Faktor Trait Kepribadian, Iklim Organisasi Dan Kepuasan Kerja Komitmen Organisasi*. Cv. Manhaji Medan.
 69. Arniawan, N., Dewi, N. S., & Arso, S. P. (2023). Jenis Intervensi Dalam Meningkatkan Kepuasan Kerja Perawat. *Journal Of Telenursing (Joting)*, 5(2), 6216. <https://doi.org/10.31539/Joting.v5i2.6216>
 70. Kurniawan, H. (2022). Literature Review: Analisis Kinerja Pegawai Melalui Komitmen Organisasi Kompensasi Dan Motivasi. *Jurnal Ekonomi Manajemen Sistem Informasi*, 3(4), 426–441. <https://doi.org/10.31933/Jemsi.v3i4.966>
 71. Aziz, H. M., Othman, B. J., Gardi, B., Ahmed, S. A., Sabir, B. Y., Ismael, N. B., Hamza, P. A., Sorguli, S., Ali, B. J., Anwar, G. (2021). *Employee Commitment: The Relationship Between Employee Commitment And Job Satisfaction*. *Journal Of Humanities And Education Development*, 3(3), 54–66
 72. Yusuf, Ria Mardiana, Dan Darman Syarif. 2017. *Komitmen Organisasi: Definisi, Dipengaruhi Dan Mempengaruhi*. Makassar:Cv.Nas Media Pustaka.
 73. Astuti Dewi. (2022). Pengaruh Komitmen Organisasi Dan Budaya Organisasi Terhadap Kinerja Pegawai . *Jurnal Akuntansi Dan Manajemen Bisnis*, 2(2), 55–68. <https://doi.org/10.56127/Jaman.v2i2.181>
 74. Yulia, Revi. 2020. "Faktor – Faktor Yang Berhubungan Dengan Kepuasan Kerja Perawat Pelaksana." *Human Care Journal*. Diakses Dari <https://api.semanticscholar.org/Corpusid:228886454>.
 75. Rosyid, M. A., & Darajat, I. (2022). Pengaruh Komitmen Organisasi Terhadap Kepuasan Kerja Dalam Meningkatkan Kinerja Pegawai Pemerintah Daerah Kota Tangerang. *Dynamic Management Journal*, 6(2), 55.

76. Hadziahmetovic, N., & Dinc, M. S. (2017). The Mediating Role Of Affective Commitment In The Organizational Rewards–Organizational Performance Relationship. *International Journal Of Human Resource Studies*, 7(3), 105.
77. Sumardika, I. M., & Suwandana, I. M. A. (2023). Pengaruh Kepemimpinan Transformasional Dan Disiplin Kerja Terhadap Kinerja Pegawai Dinas Pemadam Kebakaran Dan Penyelamatan Kabupaten Badung. *Jurnal Manajemen Bisnis Eksekutif*, 5(2), 101–110. https://doi.org/10.47329/jurnal_mbe.v5i2.335
78. Rukajat, Ajat. (2018). Pendekatan Penelitian Kuantitatif: Quantitative Research Approach. Yogyakarta: Deepublish.
79. Avia, I., Yunike, Kusumawaty, I., Handian, F. I., Ahmad, S. N. A., Simanjuntak, G. V., Wahyurianto, Y., Surani, V., Achmad, V. S., Suprpto, Muslimin, D., Solehudin, & Hariati. (2023). *Penelitian Keperawatan*. Pt. Global Eksekutif Teknologi.
80. Nasution, E. M., & Aramita, F. (2024). Pengaruh Lokasi Dan Kelengkapan Produk Terhadap Keputusan Pembelian Konsumen Di Toko Sehati Jaya. *Jurnal Ilmiah Manajemen Dan Bisnis (Jimbi)*, 5(1), 62–71. <https://doi.org/10.31289/jimbi.v5i1.4331>
81. Setiani, T., & Andini, R. A. Q. (2023). Pengaruh Rasio Solvabilitas Dan Rasio Aktivitas Perusahaan Terhadap Rasio Profitabilitas Perusahaan Pada Sub Sektor Makanan Dan Minuman Yang Terdaftar Di Bursa Efek Indonesia Periode 2020 – 2022. *Jurnal Akuntansi*, 18(2), 68.
82. Asyorori, M., & Andani, W. (2023). Analisis Regresi Variabel Mediasi Dengan Metode Kausal Step. *Jurnal Ilmiah Bisnis Dan Manajemen Asia*, 12(1), 1-10. <https://doi.org/10.26418/bbimst.v12i1.62844>
83. Nisa, Rizki Khairun. (2019). Pengaruh Reward Dan Punishment Terhadap Kinerja Karyawan Pada Pt . President Indonesia Medan Skripsi Oleh : Rizki Khairun Nisa Fakultas Ekonomi Dan Bisnis Universitas Medan Area Medan
84. Nursalam. (2020). *Metodologi Penelitian Ilmu Keperawatan* (Edisi 5). Salemba Medika.
85. Zakiah, N., Nurrizka, R. H., Nurdiantami, Y., & Hardy, F. R. (2020). Hubungan Kepuasan Kerja Dengan Komitmen Organisasional Perawat Di Rumah Sakit Prikasih Jakarta. *Jurnal Kedokteran Dan Kesehatan*, 16(1), 55-67. <https://doi.org/10.24853/jkk.16.1.55-67>

86. Hardani, Adriani, H., Ustiawaty, J., Utami, E. F., Istiqomah, R. R., Fardani, R. A., Sukmana, D. J., & Auliya, N. H. (2020). Buku Metode Penelitian Kualitatif & Kuantitatif. In Lp2M Ust Jogja (Issue March). Yogyakarta: Cv Pustaka Ilmu.
87. Zainuddin, I., & Wardhana, A. (2023). *Metode Penelitian*. Eureka Media Aksara.
88. Putri, D. M. P. (2019). *Pengantar Riset Keperawatan: Konsep Dan Aplikasi Riset Dalam Keperawatan*. Pustaka Baru.
89. Sudaryana, B., & Agusiady, H. R. (2022). *Metodologi Penelitian Kuantitatif*. Deepublish.
90. Abdillah, W., & Jogiyanto. (2015). *Partial Least Square (Pls): Alternatif Structural Equation Modeling (Sem) Dalam Penelitian Bisnis*. Penerbit Andi.
91. Hair, J. F., Jr., Black, W. C., Babin, B. J., & Anderson, R. E. (2019). *Multivariate Data Analysis* (8th Ed.). Cengage Learning Emea.
92. Aurellia, T., & Perdana, H. (2020). Penerapan Structural Equation Modeling Partial Least Square Pada Kepuasan Masyarakat Terhadap Pelayanan Publik Kepolisian Kalimantan Barat. *Buletin Ilmiah Math. Stat. Dan Terapannya (Bimaster)*, 9(4), 475–482.
93. Ghozali, I., & Latan, H. (2015). Partial Least Squares Konsep, Teknik Dan Aplikasi Menggunakan Program Smartpls 3.0 Untuk Penelitian Empiris. *Semarang: Badan Penerbit Undip*, 4(1), 35-46.
94. Aldina, Y. P. N. (2019). *Mediasi Komitmen Organisasi Pada Pengaruh Kepuasan Kerja Terhadap Organizational Citizenship Behavior (Ocb) Perawat Rsu Pku Muhammadiyah Bantul* [Skripsi]. Universitas Negeri Yogyakarta.
95. Kepk Kemenkes.(2021). *Pedoman Dan Standar Etik Penelitian Dan Pengembangan Kesehatan Nasional*. Jakarta: Balitbangkes.