

DAFTAR REFERENSI

- Abdillah, L. A. (2020). Stigma Terhadap Orang Positif Covid-19. *Jambura Journal of Health Sciences and Research*, 2(2), 77–84. <https://doi.org/10.35971/jjhsr.v2i2.6012>
- Allen, M. (2017). *The SAGE Encyclopedia of Communication Research Methods*. <https://doi.org/10.4135/9781483381411 NV - 4>
- Almutairi, A. F., Adlan, A. A., Balkhy, H. H., Abbas, O. A., & Clark, A. M. (2018). “It feels like I’m the dirtiest person in the world.”: Exploring the experiences of healthcare providers who survived MERS-CoV in Saudi Arabia. *Journal of Infection and Public Health*, 11(2), 187–191. <https://doi.org/10.1016/j.jiph.2017.06.011>
- Andalibi, N. (2020). Disclosure, Privacy, and Stigma on Social Media. *ACM Transactions on Computer-Human Interaction*, 27(3). <https://doi.org/10.1145/3386600>
- Arah, O. A., Klazinga, N. S., Delnoij, D. M. J., Ten Asbroek, A. H. A., & Custers, T. (2003). Conceptual frameworks for health systems performance: A quest for effectiveness, quality, and improvement. *International Journal for Quality in Health Care*, 15(5), 377–398. <https://doi.org/10.1093/intqhc/mzg049>
- Bagcchi, S. (2020). Stigma during the COVID-19 pandemic. *The Lancet Infectious Diseases*, 20(7), 782. [https://doi.org/10.1016/S1473-3099\(20\)30498-9](https://doi.org/10.1016/S1473-3099(20)30498-9)
- Bai, Y. M., Lin, C. C., Lin, C. Y., Chen, J. Y., Chue, C. M., & Chou, P. (2004). Survey of stress reactions among health care workers involved with the SARS outbreak. *Psychiatric Services*, 55(9), 1055–1057. <https://doi.org/10.1176/appi.ps.55.9.1055>
- Baldassarre, A., Giorgi, G., Alessio, F., Lulli, L. G., Arcangeli, G., & Mucci, N. (2020). Stigma and discrimination (Sad) at the time of the sars-cov-2 pandemic. *International Journal of Environmental Research and Public Health*, 17(17), 1–29. <https://doi.org/10.3390/ijerph17176341>
- Berwick, D. M., Nolan, T. W., & Whittington, J. (2008). The triple aim: Care, health, and cost. *Health Affairs*, 27(3), 759–769. <https://doi.org/10.1377/hlthaff.27.3.759>
- Brady Germain, P., & Cummings, G. G. (2010). The influence of nursing

- leadership on nurse performance: A systematic literature review. *Journal of Nursing Management*, 18(4), 425–439. <https://doi.org/10.1111/j.1365-2834.2010.01100.x>
- Budhwani, H., & Sun, R. (2020). Creating COVID-19 stigma by referencing the novel coronavirus as the “Chinese virus” on twitter: Quantitative analysis of social media data. *Journal of Medical Internet Research*, 22(5), 1–7. <https://doi.org/10.2196/19301>
- Cahill, S. E., & Eggleston, R. (1995). RECONSIDERING THE STIGMA OF PHYSICAL DISABILITY: Wheelchair Use and Public Kindness. *Sociological Quarterly*, 36(4), 681–698. <https://doi.org/10.1111/j.1533-8525.1995.tb00460.x>
- Charles, B., Jeyaseelan, L., Pandian, A. K., Sam, A. E., Thenmozhi, M., & Jayaseelan, V. (2012). Association between stigma, depression and quality of life of people living with HIV/AIDS (PLHA) in South India - A community based cross sectional study. *BMC Public Health*, 12(1). <https://doi.org/10.1186/1471-2458-12-463>
- Chen, W. K., Cheng, Y. C., Chung, Y. T., & Lin, C. C. (2005). The impact of the SARS outbreak on an urban emergency department in Taiwan. *Medical Care*, 43(2), 168–172. <https://doi.org/10.1097/00005650-200502000-00010>
- Chersich, M. F., Gray, G., Fairlie, L., Eichbaum, Q., Mayhew, S., Allwood, B., English, R., Scorgie, F., Luchters, S., Simpson, G., Haghghi, M. M., Pham, M. D., & Rees, H. (2020). COVID-19 in Africa: care and protection for frontline healthcare workers. *Globalization and Health*, 16(1), 46. <https://doi.org/10.1186/s12992-020-00574-3>
- Chew, N. W. S., Lee, G. K. H., Tan, B. Y. Q., Jing, M., Goh, Y., Ngiam, N. J. H., Yeo, L. L. L., Ahmad, A., Ahmed Khan, F., Napoleon Shanmugam, G., Sharma, A. K., Komalkumar, R. N., Meenakshi, P. V., Shah, K., Patel, B., Chan, B. P. L., Sunny, S., Chandra, B., Ong, J. J. Y., ... Sharma, V. K. (2020). A multinational, multicentre study on the psychological outcomes and associated physical symptoms amongst healthcare workers during COVID-19 outbreak. *Brain, Behavior, and Immunity*, 88(April), 559–565. <https://doi.org/10.1016/j.bbi.2020.04.049>
- Clair, J. A., & Dufresne, R. L. (2004). Playing the grim reaper: How employees experience carrying out a downsizing. *Human Relations*, 57(12), 1597–1625. <https://doi.org/10.1177/0018726704049991>
- Cohen, S. (1994). *Perceived Stress Scale*. Mind Garden, Inc.
- Corrigan, P., Markowitz, F. E., Watson, A., Rowan, D., & Corrigan, P. (2003). An Attribution Model of Public Discrimination Towards Persons with Mental

Illness Ann Kubiak Published by : American Sociological Association Stable URL : <http://www.jstor.org/stable/1519806> REFERENCES Linked references are available on JSTOR for this art. *Journal of Health and Social Behavior*, 44(2), 162–179.

- Covid19.go.id. (2020). *Peta Sebaran Penyebaran COVID-19*. <https://covid19.go.id/peta-sebaran>
- Cummings, T. ., & Cooper, C. . (1998). Theories of Organizational Stress. In C. L. Cooper (Ed.), *Oxford University Press*.
- Dai, N. F. (2020). Stigma Masyarakat Terhadap Pandemi Covid-19. *Stigma Masyarakat Terhadap Pandemi Covid-19*, 66–73.
- Davis, K. R. (1998). Bankruptcy: a moral dilemma for women debtors. *Law & Psychol*, 22, 235.
- Detiknews. (2020, March 25). *Kisah Miris Perawat Pasien Corona Diusir dari Kosan*. <https://news.detik.com/berita/d-4952297/kisah-miris-perawat-pasien-corona-diusir-dari-kosan/1>
- Dewey, C., Hingle, S., Goelz, E., & Linzer, M. (2019). Supporting Clinicians During the COVID-19 Pandemic. *Annals of Internal Medicine*, 172(11), 752–753. <https://doi.org/10.7326/M20-1033>
- Do Duy, C., Nong, V. M., Ngo Van, A., Doan Thu, T., Do Thu, N., & Nguyen Quang, T. (2020). COVID-19-related stigma and its association with mental health of health-care workers after quarantine in Vietnam. *Psychiatry and Clinical Neurosciences*, 1–2. <https://doi.org/10.1111/pcn.13120>
- Du, J., Dong, L., Wang, T., Yuan, C., Fu, R., Zhang, L., Liu, B., Zhang, M., Yin, Y., Qin, J., Bouey, J., Zhao, M., & Li, X. (2020). Psychological symptoms among frontline healthcare workers during COVID-19 outbreak in Wuhan. *General Hospital Psychiatry*, March, 1–2. <https://doi.org/10.1016/j.genhosppsy.2020.03.011>
- Estlund, C. (2005). Working together: Crossing color lines at work. *Labor History*, 46(1), 79–98. <https://doi.org/10.1080/0023656042000329882>
- Ferdinand, A. (2014). *Metode Penelitian Manajemen. Pedoman Penelitian Untuk Penulisan Skripsi, Tesis, dan Disertasi Ilmu Manajemen* (5th ed.). AGF BOOKS.
- Fisher, D., Teo, Y. Y., & Nabarro, D. (2020). Assessing national performance in response to COVID-19. *The Lancet*, 396(10252), 653–655. [https://doi.org/10.1016/S0140-6736\(20\)31601-9](https://doi.org/10.1016/S0140-6736(20)31601-9)
- Fitri, W. (2017). *Perempuan dan Perilaku Kriminalitas: Studi Kritis Peran Stigma*

Sosial Pada Kasus Residivis Perempuan. *Kafa`ah: Journal of Gender Studies*, 7(1), 67. <https://doi.org/10.15548/jk.v7i1.155>

- Fox, A. B., Smith, B. N., & Vogt, D. (2016). The relationship between anticipated stigma and work functioning for individuals with depression. *Journal of Social and Clinical Psychology*, 35(10), 883–897. <https://doi.org/10.1521/jscp.2016.35.10.883>
- Furlotte, C., & Schwartz, K. (2017). Mental Health Experiences of Older Adults Living with HIV: Uncertainty, Stigma, and Approaches to Resilience. *Canadian Journal on Aging*, 36(2), 125–140. <https://doi.org/10.1017/S0714980817000022>
- Ghozali, I. (2017). *Model Persamaan Struktural Konsep Dan Aplikasi Dengan Program AMOS 24* (7th ed.). Badan Penerbit Universitas Diponegoro.
- Gramstad, T. O., Gjestad, R., & Haver, B. (2013). Personality traits predict job stress, depression and anxiety among junior physicians. *BMC Medical Education*, 13(1), 1. <https://doi.org/10.1186/1472-6920-13-150>
- Gurchiek, K. (2020). *Coronavirus and Racism: Take Precautions to Fight Discrimination*. Society for Human Resource Management (SHRM). <https://www.shrm.org/resourcesandtools/hr-topics/behavioral-competencies/global-and-cultural-effectiveness/pages/coronavirus-and-racism-take-precautions-to-fight-discrimination.aspx>
- Hair, J. F., Black, W. C., Anderson, R. E., & Babin, B. J. (2018). *Multivariate Data Analysis*. Cengage. <https://books.google.co.id/books?id=0R9ZswEACAAJ>
- Heath, C., Sommerfield, A., & von Ungern-Sternberg, B. S. (2020). Resilience strategies to manage psychological distress among healthcare workers during the COVID-19 pandemic: a narrative review. *Anaesthesia*, 75(10), 1364–1371. <https://doi.org/10.1111/anae.15180>
- Hernandez, S. H. A., Morgan, B. J., & Parshall, M. B. (2016). Resilience, stress, stigma, and barriers to mental healthcare in U.S. Air Force Nursing Personnel. *Nursing Research*, 65(6), 481–486. <https://doi.org/10.1097/NNR.000000000000182>
- Ho, S. M. Y., Kwong-Lo, R. S. Y., Mak, C. W. Y., & Wong, J. S. (2005). Fear of severe acute respiratory syndrome (SARS) among health care workers. *Journal of Consulting and Clinical Psychology*, 73(2), 344–349. <https://doi.org/10.1037/0022-006X.73.2.344>
- Hong, X., Currier, G. W., Zhao, X., Jiang, Y., Zhou, W., & Wei, J. (2009). Posttraumatic stress disorder in convalescent severe acute respiratory

syndrome patients: a 4-year follow-up study. *General Hospital Psychiatry*, 31(6), 546–554. <https://doi.org/10.1016/j.genhosppsych.2009.06.008>

- Imai, H., Matsuishi, K., Ito, A., Mouri, K., Kitamura, N., Akimoto, K., Mino, K., Kawazoe, A., Isobe, M., Takamiya, S., & Mita, T. (2010). Factors associated with motivation and hesitation to work among health professionals during a public crisis: A cross sectional study of hospital workers in Japan during the pandemic (H1N1) 2009. *BMC Public Health*, 10. <https://doi.org/10.1186/1471-2458-10-672>
- Jafar, M., & Shoukat, A. (2020). Factors Affecting Performance of Healthcare Workers During COVID-19 in Pakistan. *Space and Culture, India*, 8(2), 62–73. <https://doi.org/10.20896/saci.v8i2.1059>
- Japanese Association for Disaster Medicine. (2020). *Statement against wrongful criticisms to healthcare workers responding to novel coronavirus infection*. https://www.jadm.or.jp/sys/_data/info/pdf/pdf000121_1.pdf
- Kaissi, A. (2014). Enhancing physician engagement: An international perspective. *International Journal of Health Services*, 44(3), 567–592. <https://doi.org/10.2190/HS.44.3.h>
- Keijsers, G. J., Schaufeli, W., Le Blanc, P. M., Zwerts, C., & Miranda, D. R. (1995). Performance and burnout in intensive care units. *Work and Stress*, 9(4), 513–527. <https://doi.org/10.1080/02678379508256897>
- Kramer, V., Papazova, I., Thoma, A., Kunz, M., Falkai, P., Schneider-Axmann, T., Hierundar, A., Wagner, E., & Hasan, A. (2020). Subjective burden and perspectives of German healthcare workers during the COVID-19 pandemic. *European Archives of Psychiatry and Clinical Neuroscience*, 0123456789. <https://doi.org/10.1007/s00406-020-01183-2>
- Krier, S., Bozich, C., Pompa, R., & Friedman, M. R. (2020). Assessing HIV-Related Stigma in Healthcare Settings in the Era of the COVID-19 Pandemic, Pittsburgh, Pennsylvania. *AIDS and Behavior*, 24(9), 2483–2485. <https://doi.org/10.1007/s10461-020-02892-4>
- Kulik, C. T., Bainbridge, H. T. J., & Cregan, C. (2008). Known by the company we keep: Stigma-by-association effects in the workplace. *Academy of Management Review*, 33(1), 216–230. <https://doi.org/10.5465/AMR.2008.27752765>
- Kumar, R. (2010). *Research Methodology: A Step-by-Step Guide for Beginners*. SAGE Publications. <https://books.google.co.id/books?id=df5cBAAAQBAJ>
- Lai, J., Ma, S., Wang, Y., Cai, Z., Hu, J., Wei, N., Wu, J., Du, H., Chen, T., Li, R., Tan, H., Kang, L., Yao, L., Huang, M., Wang, H., Wang, G., Liu, Z., & Hu,

- S. (2020). Factors Associated With Mental Health Outcomes Among Health Care Workers Exposed to Coronavirus Disease 2019. *JAMA Network Open*, 3(3), e203976. <https://doi.org/10.1001/jamanetworkopen.2020.3976>
- Lamiani, G., Barello, S., Browning, D. M., Vegni, E., & Meyer, E. C. (2012). Patient Education and Counseling Uncovering and validating clinicians' experiential knowledge when facing difficult conversations: A cross-cultural perspective. *Patient Education and Counseling*, 87(3), 307–312. <https://doi.org/10.1016/j.pec.2011.11.012>
- LaMontagne, A. D., Keegel, T., Louie, A. M., & Ostry, A. (2010). Job stress as a preventable upstream determinant of common mental disorders: A review for practitioners and policy-makers. *Advances in Mental Health*, 9(1), 17–35. <https://doi.org/10.5172/jamh.9.1.17>
- Le Fevre, M., Matheny, J., & Kolt, G. S. (2003). Eustress, distress, and interpretation in occupational stress. *Journal of Managerial Psychology*, 18(7–8), 726–744. <https://doi.org/10.1108/02683940310502412>
- Lee, A. M., Wong, J. G. W. S., McAlonan, G. M., Cheung, V., Cheung, C., Sham, P. C., Chu, N. M., Wong, P. C., Tsang, K. W. T., & Chua, S. E. (2007). Stress and psychological distress among SARS survivors 1 year after the outbreak. *Canadian Journal of Psychiatry*, 52(4), 233–240. <https://doi.org/10.1177/070674370705200405>
- Leka, S., Griffiths, A., & Cox, T. (2004). *Work organization & Stress: systematic problem approaches for employers, managers and trade union representatives*. World Health Organization. <https://doi.org/10.4324/9781315129808>
- Leung, M. Y., Chan, Y. S. I., & Dongyu, C. (2011). Structural linear relationships between job stress, burnout, physiological stress, and performance of construction project managers. *Engineering, Construction and Architectural Management*, 18(3), 312–328. <https://doi.org/10.1108/09699981111126205>
- Li, L., Ai, H., Gao, L., Zhou, H., Liu, X., Zhang, Z., Sun, T., & Fan, L. (2017). Moderating effects of coping on work stress and job performance for nurses in tertiary hospitals: A cross-sectional survey in China. *BMC Health Services Research*, 17(1), 1–8. <https://doi.org/10.1186/s12913-017-2348-3>
- Li, L., Hu, H., Zhou, H., He, C., Fan, L., Liu, X., Zhang, Z., Li, H., & Sun, T. (2014). Work stress, work motivation and their effects on job satisfaction in community health workers: A cross-sectional survey in China. *BMJ Open*, 4(6). <https://doi.org/10.1136/bmjopen-2014-004897>
- Link, B. G., & Phelan, J. C. (2001). Conceptualizing stigma. *Annu. Rev. Sociol.*, 27(Lewis 1998), 363–385.

- Luthans, F. (2011). *Organizational Behavior: An Evidence-Based approach*. The McGraw-Hill Companies.
- Mahardhika, A. (2020). *Viral Perawat di Jakarta Diusir dari Kos Akibat Menangani Pasien Corona*. <https://health.detik.com/berita-detikhealth/d-4958396/viral-perawat-di-jakarta-diusir-dari-kos-akibat-menangani-pasien-corona>
- Mahendradhata, Y., Trisnantoro, L., Listyadewi, S., Soewondo, P., MArthias, T., Harimurti, P., & Prawira, J. (2017). *The Republic of Indonesia Health System Review* (Vol. 7, Issue 1).
- Maunder, R., Hunter, J., Vincent, L., Bennett, J., Peladeau, N., Leszcz, M., Sadavoy, J., Verhaeghe, L. M., Steinberg, R., & Mazzulli, T. (2003). The immediate psychological and occupational impact of the 2003 SARS outbreak in a teaching hospital. *Cmaj*, *168*(10), 1245–1251.
- Maydeu-Olivares, A., Fairchild, A. J., & Hall, A. G. (2017). Goodness of Fit in Item Factor Analysis: Effect of the Number of Response Alternatives. *Structural Equation Modeling*, *24*(4), 495–505. <https://doi.org/10.1080/10705511.2017.1289816>
- Miles, D. A. (2017). A Taxonomy of Research Gaps : Identifying and Defining the Seven Research Gaps. *Journal of Research Methods and Strategies*, 1–15. https://www.academia.edu/35505149/RESEARCH_A_Taxonomy_of_Research_Gaps_Identifying_and_Defining_the_Seven_Research_Gaps
- Mishina, Y., & Devers, C. C. E. (2012). On being bad: Why stigma is not the same as a bad reputation. *The Oxford Handbook of Corporate Reputation*, June 2018, 201–220. <https://doi.org/10.1093/oxfordhb/9780199596706.013.0010>
- Mullen, C. (2020). *Amid COVID-19 spread, addressing stigma its own battle*. The Business Journals. <https://www.bizjournals.com/bizwomen/news/latest-news/2020/03/amid-covid-19-spread-addressing-stigma-its-own.html?page=all>
- Neill, J. W. O., & Davis, K. (2009). *Differences in Work and Family Stress Experienced by Managers and Hourly Employees in the Hotel Industry*.
- Özdemir, Ş., & Kerse, G. (2020). The effects of COVID-19 process on health care workers: Analysing of the relationships between optimism, job stress and emotional exhaustion. *International and Multidisciplinary Journal of Social Sciences*, *9*(2), 178–201. <https://doi.org/10.17583/rimcis.2020.5849>
- Page, R. (1984). *Stigma*. Routledge & Keegan Paul.
- Park, J. S., Lee, E. H., Park, N. R., & Choi, Y. H. (2020). Mental Health of Nurses

Working at a Government-designated Hospital During a MERS-CoV Outbreak: A Cross-sectional Study. *Ann Oncol*, January, 19–21. <https://doi.org/10.1007/s00134-020-05991-x>.Bizzarro

- Park, Y. M., & Kim, S. Y. (2013). Impacts of job stress and cognitive failure on patient safety incidents among hospital nurses. *Safety and Health at Work*, 4(4), 210–215. <https://doi.org/10.1016/j.shaw.2013.10.003>
- Pawar, B. S. (2013). A Proposed Model of Organizational Behavior Aspects for Employee Performance and Well-being. *Applied Research in Quality of Life*, 8(3), 339–359. <https://doi.org/10.1007/s11482-012-9193-7>
- Pescosolido, B. A., Martin, J. K., Lang, A., & Olafsdottir, S. (2008). Rethinking theoretical approaches to stigma: A Framework Integrating Normative Influences on Stigma (FINIS). *Social Science and Medicine*, 67(3), 431–440. <https://doi.org/10.1016/j.socscimed.2008.03.018>
- Pomeranke, P. J. (1998). Class action sexual harassment lawsuit: A study in crisis communication. *Human Resource Management*, 37(3-4), 207–219. [https://doi.org/https://doi.org/10.1002/\(SICI\)1099-050X\(199823/24\)37:3/4<207::AID-HRM4>3.0.CO;2-#](https://doi.org/https://doi.org/10.1002/(SICI)1099-050X(199823/24)37:3/4<207::AID-HRM4>3.0.CO;2-#)
- Poudel, A. (2020). *Stigma against health workers, patients and area locals continues in Covid-19 hotspots*. THE KATHMANDU POST. <https://kathmandupost.com/national/2020/05/01/stigma-against-health-workers-patients-and-area-locals-continues-in-covid-19-hotspots>
- Ramaci, T., Barattucci, M., Ledda, C., & Rapisarda, V. (2020). Social stigma during COVID-19 and its impact on HCWs outcomes. *Sustainability (Switzerland)*, 12(9), 1–13. <https://doi.org/10.3390/su12093834>
- Rana, W., Mukhtar, S., & Mukhtar, S. (2020). Mental health of medical workers in Pakistan during the pandemic COVID-19 outbreak. *Asian Journal of Psychiatry*, 51, 102080. <https://doi.org/10.1016/j.ajp.2020.102080>
- Rensen, C., Bandyopadhyay, S., Gopal, P. K., & Van Brakel, W. H. (2011). Measuring leprosy-related stigma - A pilot study to validate a toolkit of instruments. *Disability and Rehabilitation*, 33(9), 711–719. <https://doi.org/10.3109/09638288.2010.506942>
- Risky, S., Rachman, W. O. N. N., & Akbar, M. I. (2020). Factors Relating To The Performance Of Health Workers In Abeli City Health Center , Kendari City. *Indonesian Journal Of Health Sciences Research and Development*, 2(1), 9–14. <https://doi.org/10.36566/ijhsrd/Vol2.Iss1/23>
- Robbins, S. P., & Judge, T. A. (2017). *Organizational behavior* (17 edition). Boston Pearson.

- Robinson, P., Turk, D., Jilka, S., & Cella, M. (2019). Measuring attitudes towards mental health using social media: investigating stigma and trivialisation. *Social Psychiatry and Psychiatric Epidemiology*, *54*(1), 51–58. <https://doi.org/10.1007/s00127-018-1571-5>
- Rose, K. (2016). Examining Organizational Citizenship Behavior in the Context of Human Resource Development: An Integrative Review of the Literature. *Human Resource Development Review*, *15*(3), 295–316. <https://doi.org/10.1177/1534484316655668>
- Rosenbaum, L. (2020). Facing Covid-19 in Italy — Ethics, Logistics, and Therapeutics on the Epidemic's Front Line. *New England Journal of Medicine*, *382*(20), 1969–1973. nejm.org
- Rüsch, N., Corrigan, P. W., Wassel, A., Michaels, P., Olschewski, M., Wilkniss, S., & Batia, K. (2009). A stress-coping model of mental illness stigma: I. Predictors of cognitive stress appraisal. *Schizophrenia Research*, *110*(1–3), 59–64. <https://doi.org/10.1016/j.schres.2009.01.006>
- Saleem, M., Tufail, M. W., Atta, A., & Asghar, S. (2015). Innovative workplace behavior, motivation level, and perceived stress among healthcare employees. *Pakistan Journal of Commerce and Social Sciences (PJCSS)*, *9*(2), 438–446. <http://hdl.handle.net/10419/188205>
- Sandeep Grover, Pranshu Singh, Swapnajeet Sahoo, A. M. (2020). Stigma related to COVID-19 infection: Are the Health Care Workers stigmatizing their own colleagues? *Asian Journal of Psychiatry*, *53*(January). www.elsevier.com/locate/ajp
- Sheldon, K., & Caldwell, L. (1970). Urinary incontinence in women: Implications for therapeutic recreation. *Therapeutic Recreation Journal*, *24*(4), 203–212. <https://doi.org/10.5962/bhl.title.7369>
- Shepherd, D. A., & Hayne, J. M. (2011). Venture Failure, Stigma, And Impression Management: A Self-Verification, Self-Determination View. *Strategic Entrepreneurship Journal*, *5*, 178–197. <https://doi.org/10.1002/sej.113>
- Shigemura, J., Ursano, R. J., Kurosawa, M., Morganstein, J. C., & Benedek, D. M. (2020). Understanding the traumatic experiences of healthcare workers responding to the COVID -19 pandemic. *Nursing & Health Sciences*. <https://doi.org/10.1111/nhs.12766>
- Simmons, S. A., Wiklund, J., & Levie, J. (2014). Stigma and business failure: Implications for entrepreneurs' career choices. *Small Business Economics*, *42*(3), 485–505. <https://doi.org/10.1007/s11187-013-9519-3>

- Singh, R., & Subedi, M. (2020). COVID-19 and stigma: Social discrimination towards frontline healthcare providers and COVID-19 recovered patients in Nepal. *Asian Journal of Psychiatry*, 53. <https://doi.org/10.1016/j.ajp.2020.102222>
- Sommerland, N., Wouters, E., Masquillier, C., Rau, A., Engelbrecht, M., & Kigozi, G. (2019). Factors Associated With HIV-Related Stigma Toward Colleagues in the Health Care Workforce in South Africa. *The Journal of the Association of Nurses in AIDS Care: JANAC*, 30(4), 451–461. <https://doi.org/10.1097/JNC.0000000000000010>
- Spoorthy, M. S. (2020). Mental health problems faced by healthcare workers due to the COVID-19 pandemic—A review. *Asian Journal of Psychiatry*, 51(April), 2018–2021. <https://doi.org/10.1016/j.ajp.2020.102119>
- Stone-Romero, E. F., & Stone, D. L. (2007). Cognitive, Affective, and Cultural Influences on Stigmatization: Impact on Human Resource Management Processes and Practices. *Research in Personnel and Human Resources Management*, 26(07), 111–161. [https://doi.org/10.1016/S0742-7301\(07\)26003-7](https://doi.org/10.1016/S0742-7301(07)26003-7)
- Talae, N., Varahram, M., Jamaati, H., Salimi, A., Attarchi, M., Kazempour dizaji, M., Sadr, M., Hassani, S., Farzanegan, B., Monjazebi, F., & Seyedmehdi, S. M. (2020). Stress and burnout in health care workers during COVID-19 pandemic: validation of a questionnaire. *Journal of Public Health (Germany)*. <https://doi.org/10.1007/s10389-020-01313-z>
- Tandon Rajiv. (2020). The COVID-19 pandemic, personal reflections on editorial responsibility. *Asian Journal of Psychiatry*, 50(January).
- Taylor, S., Landry, C. A., Rachor, G. S., Paluszek, M. M., Gordon J. G. Asmundson, & Asmundson, G. J. G. (2020). Fear and avoidance of healthcare workers: An important, under-recognized form of stigmatization during the COVID-19 pandemic. *Ann Oncol*, 75(January), 19–21. <https://doi.org/10.1007/s00134-020-05991-x>.Bizzarro
- The United Nations Children’s Fund. (2020). *Social stigma associated with the coronavirus disease (COVID-19)*. February, 5. <https://www.unicef.org/documents/social-stigma-associated-coronavirus-disease-covid-19>
- Vainieri, M., Ferrè, F., Giacomelli, G., & Nuti, S. (2019). Explaining performance in health care: How and when top management competencies make the difference. *Health Care Management Review*, 44(4), 306–317. <https://doi.org/10.1097/HMR.0000000000000164>
- Varamitha, S., Noor Akbar, S., & Erlyani, N. (2016). Stigma Sosial Pada

- Keluarga Miskin Dari Pasien Gangguan Jiwa. *Jurnal Ecopsy*, 1(3), 106–114. <https://doi.org/10.20527/ecopsy.v1i3.498>
- Velez, B. L., Moradi, B., & Brewster, M. E. (2013). Testing the tenets of minority stress theory in workplace contexts. *Journal of Counseling Psychology*, 60(4), 532–542. <https://doi.org/10.1037/a0033346>
- Viswesvaran, C., & Ones, D. S. (2000). Perspectives on Models of Job Performance. *International Journal of Selection and Assessment*, 8(4), 216–226. <https://doi.org/10.1111/1468-2389.00151>
- Walsgrove, D. (1987). Policing yourself: social closure and the internalization of stigma. *The Manufacture of Disadvantage*.
- Williams, L. J., & Anderson, S. E. (1991). Job Satisfaction and Organizational Commitment as Predictors of organizational Citizenship and In-Role Behaviors. In *Journal of Management* (Vol. 17, Issue 3, pp. 601–617).
- Wooten, L. P., & James, E. H. (2004). When Firms Fail to Learn: The Perpetuation of Discrimination in the Workplace. *Journal of Management Inquiry*, 13(1), 23–33. <https://doi.org/10.1177/1056492603259059>
- World Health Organization. (2016). 'Stress at the workplace.' https://www.who.int/occupational_health/topics/stressatwp/en/
- World Health Organization. (2019). *Coronavirus Disease (Covid-19) Outbreak: Rights, Roles and Responsibilities of Health Workers, Including Key Considerations for Occupational Safety*. https://www.who.int/docs/default-source/coronaviruse/who-rights-roles-respon-hw-covid-19.pdf?sfvrsn=bcabd401_0
- World Health Organization. (2020). *Update on coronavirus disease in Indonesia*. <https://www.who.int/indonesia/news/novel-coronavirus#:~:text=Update on coronavirus disease in,have recovered from the disease.>
- Xiong, Y., & Peng, L. (2020). Comment Focusing on health-care providers' experiences in the COVID-19 crisis. *The Lancet Global Health*, 8(6), e740–e741. [https://doi.org/10.1016/S2214-109X\(20\)30214-X](https://doi.org/10.1016/S2214-109X(20)30214-X)
- Yamawaki, N., Kelly, C., Dresden, B. E., Busath, G. L., & Riley, C. E. (2016). The predictive effects of work environment on stigma toward and practical concerns for seeking mental health services. *Military Medicine*, 181(11), e1546–e1552. <https://doi.org/10.7205/MILMED-D-15-00489>
- Yáñez Benítez, C., Güemes, A., Aranda, J., Ribeiro, M., Ottolino, P., Di Saverio, S., Alexandrino, H., Ponchietti, L., Blas, J. L., Ramos, J. P., Rangelova, E., Muñoz, M., & Yáñez, C. (2020). Impact of Personal Protective Equipment on Surgical Performance During the COVID-19 Pandemic. *World Journal of*

Surgery, 44(9), 2842–2847. <https://doi.org/10.1007/s00268-020-05648-2>

Zhou, W., Dong, Y., Lin, X., Lu, W., Tian, X., Yang, L., & Zhang, X. (2013). Community health service capacity in China: A survey in three municipalities. *Journal of Evaluation in Clinical Practice*, 19(1), 167–172. <https://doi.org/10.1111/j.1365-2753.2011.01788.x>

